Equality & Health Impact Assessment for

PHW Trans Inclusion Policy

Part 1

Please answer all questions:-

	For service change, provide the title of the Project Outline Document or Business Case and Reference Number	Trans Inclusion Policy
	Name of Clinical Board / Corporate Directorate and title of lead member of staff, including contact details	People and Organisational Development Ffion Grundy – Equality, Diversity and Inclusion Manager ffion.grundy@wales.nhs.uk Public Health Wales Floor 6, Capital Quarter 2, Cardiff 02920 104 243
	Objectives of strategy/ policy/ plan/ procedure/ service	This policy sets out to provide support and guidance to trans and non-binary people, line managers and colleagues on all aspect of trans inclusion in Public Health Wales and to provide a safe and supportive working environment free from discrimination, harassment, and intimidation.
	Evidence and background information considered. For example 1. population data 2. staff and service users data, as applicable 3. needs assessment 4. engagement and involvement findings 5. research	**Policy Workshop** Policy development workshop held with staff within the organisation on 3rd August 2023. Comments from the workshop were incorporated into the policy with further revisions following circulation of draft to the Enfys network and all staff within PHW. The TU rep was invited to attend the workshop but didn't attend, the policy consultation document was also sent directly to the TU rep but no feedback was given.

6. good practice guidelines 7. participant knowledge 8. list of stakeholders and how stakeholders have engaged in the development stages 9. comments from those involved in the designing and development stages Population pyramids are available from Public Health Wales Observatory and the 'Shaping Our Future Wellbeing' Strategy provides an overview of health need.	In the census 2021, more than 10,000 (0.4%) answered the voluntary gender identity question in Wales, "Is the gender you identify with the same as your sex registered at birth?". Trans people exist within PHW, and they should feel protected from discrimination and harassment at all times, not solely when they are transitioning, and this policy aims to provide guidance around a trans person's experiences working in PHW. Unfortunately, we are unable to ask someone's gender identity on ESR, therefore don't know the figures within PHW. Welsh Government LGBTQ+ Action Plan was published in February 2023 states that although organisations are increasingly taking pride in their commitment to LGBTQ+ staff, customers and service users, discrimination in the workplace remains widespread. The National LGBT survey reported that 22.4% of Welsh respondents experienced adverse reactions at work because of their gender or sexual orientation or being perceived as LGBT (GEO 2017). 11.1% also reported receiving 'inappropriate' comments or conduct, and 9.3% reported verbal harassment. In a survey commissioned to support development of the LGBTQ+ Action Plan in summer 2020 (Welsh Government 2021c), it was found that, among those who took part in the survey, 78% of respondents have avoided being open about their sexual orientation or gender for fear of a negative reaction from others. Furthermore, 46% of LGBTQ+ people in Wales had experienced verbal harassment in the year prior to the survey. Such findings show the distressing experiences LGBTQ+ people continue to go through in Wales today and demonstrate how far we still have to

go to achieve equality, and for people to feel happy and safe by just simply being who they are.

A survey and focus groups undertaken in the development of the LGBTQ+ Action Plan (Welsh Government 2021c), found that whilst 45% of people reported that those in the workplace reacted only positively when aware they were LGBTQ+, 24% reported un-permissible exposure of their LGBTQ+ identity in the workplace (or 'outing') and 10% recounted experiencing verbal harassment.

The Work report (Stonewall 2018c) showed that more than a third of LGBT staff (35%) hid the fact they were LGBT at work for fear of discrimination; one in ten Black, Asian and Minority Ethnic LGBT employees (10%) had been physically attacked by customers or colleagues in the year prior; and nearly two in five bi people (38%) weren't out to anyone at work.

Welsh Government's LGBTQ+ Action Plan states that workplaces should…..

- Work in social partnership to encourage employers to promote, share and adopt best practice in relation to inclusive workplaces, including the dissemination of case studies.
- Improve access to information, advice, guidance and support for employers on employing LGBTQ+ workers including information on legal responsibilities.
- Work in social partnership with trade unions and employers to encourage to employers to adopt equalities policies and procedures that safeguard against LGBTQ+ discrimination.
- Work in social partnership with trade unions and employers to provide guidance to employers on the importance of collecting diversity data and its use in promoting inclusion.

		Stakeholders involved with the development of this policy include: • Stonewall Cymru and their Top 2 best practice organisations • Public Health Wales Enfys (LGBTQ+) Network & Allies
).	Who will be affected by the strategy/ policy/ plan/ procedure/ service Consider staff as well as the population that the project/change may affect to different degrees.	All staff

Part 2- Equality and Welsh language

11. **EQIA / How will the strategy, policy, plan, procedure and/or service impact on people?**

Questions in this section relate to the impact on people on the basis of their 'protected characteristics'.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts (unintended consequences) Opportunities or gaps	Action taken by Directorate. Make reference to where the mitigation is included in the document, as appropriate **This column is to be updated in future reviews**	Recommendations for improvement/ mitigation/ identified gaps or opportunities
6.1 Age For most purposes, the main categories are: 1. under 18; 2. between 18 and 65; and 3. over 65	This policy will be applied consistently regardless of age		
6.2 Persons with a disability as defined in the Equality Act 2010 Those with physical impairments, learning disability, sensory loss or impairment, mental health conditions, long-term	This policy will be applied consistently regardless of whether or not an employee has a disability as defined in the Equality Act 2010. It is recognised that individuals who identify as		There is guidance contained within the policy & guidance documents to support managers and signpost to the relevant policies

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medical conditions such as diabetes	non-binary or trans often have mental health challenges which would be covered by disability. The policy is there to support individuals and provide clear guidance and signposting for additional support This policy will have a positive impact on trans and non-binary people who have a disability.		
6.3 People of different genders: Consider men, women, people undergoing gender reassignment ***gender identity needs to be added	This policy will have a positive impact on trans and non-binary people as all information relating to trans and non-binary people will be in one		We do not currently hold data on staff who are trans. It is recommended that this is reviewed. Whilst we know that 23.12% of the

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here on the EqHIA blank form so it's inclusive of non-binary people. Not all trans people go through reassignment surgery*** **NB** Gender-reassignment is anyone who proposes to, starts, is going through or who has completed a process to change his or her gender with or without going through any medical procedures. Sometimes referred to as Trans or Transgender	policy. It will also have a positive impact on all members of staff regardless of gender as it offers support and guidance to all. The policy contains guidance on various rights and protection for trans and non-binary people ensuring fair treatment and consideration, therefore there is no adverse affect.		workforce is male and 76.88% is female, we do not hold data concerning the ratio of how many men work flexibly compared to women. Therefore, it is recommended that this data is being captured in order to monitor. The policy will be monitored and updated in line with good practice and other changes as required.
6.4 People who are married or who have a civil partner.	This policy will be applied consistently regardless of whether or not an employee is married or has a civil partner or is unmarried or without a civil partner.		

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6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding.	This policy will have a positive impact on trans and non-binary people who are pregnant and take Maternity Leave. Their rights would remain the same.		
6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers	This policy will have a positive impact on trans and non-binary people who are people of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers.		
6.7 People with a religion or belief or with no religion or belief.	This policy will have a positive impact on trans and non-binary people who have a religion or belief or		

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The term 'religion' includes a religious or philosophical belief	with no religion or belief. Religious barriers within the individual's community may result in the requirement for additional support in work		
6.8 People who are attracted to other people of: 1. the opposite sex (heterosexual); 2. the same sex (lesbian or gay); 3. both sexes (bisexual)	This policy will have a positive impact on trans and non-binary people regardless of their sexual orientation.		
6.9 People according to their income related group: Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to ill-health	This policy will be applied consistently regardless or an employee's income related group.		

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6.10 People according to where they live: Consider people living in areas known to exhibit poor economic and/or health indicators, people unable to access services and facilities	Flexible working could have positive impact as it allows employees to reduce their travel time, as they request to work to a pattern that means they don't need to travel at peak times. Furthermore, there is the option to work from home.		
6.11 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service	N/A		
6.12 Welsh Language			
There are 2 key considerations to be made during the development of a policy, project, programme, service to ensure there are no adverse effects and/or a positive or increased positive effect on:			

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(please note these will continue to be reviewed to ensure Public Health Wales fulfils their duties to comply with one or more standards outlined within the Welsh Language Standards (No 7) Regulations 2018)			
Opportunities for persons to use the Welsh language	This policy will be applied consistently regardless of whether or not an employee communicates using the Welsh language. There is no specific evidence to suggest the policy impacts on people due to communicating using the Welsh Language.		
Treating the Welsh language no less favourably than the English language	This policy will be applied consistently regardless of whether or not an employee communicates using the Welsh language. There is no specific evidence to suggest the		

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	policy impacts on people due to communicating using the Welsh Language.		

Part 3 – Health

Questions in this section relate to the impact on the health and wellbeing outcomes of the population **and** specific population groups who could be more impacted than others by a policy/project/proposal.
   The part of the assessment identifies;
1.   which specific groups in the population could be impacted more (inequalities)
2.   what those potential impacts could be across the wider determinants of health framework?
3.   Potential gaps, opportunities to maximise positive H&WB outcomes
4.   Recommendations/mitigation to be considered by the decision makers

5.   Identification of specific population groups

Use the WHIASU Population Groups checklist as a reference to identify the population groups who could be more impacted than others by a policy/project/proposal. The check list can be found on the PHW Integrated EqHIA guidance pages (requires link to PHW Intranet pages for additional information and resources)

The groups listed have been identified as more susceptible to poorer health and wellbeing outcomes (health inequalities) and therefore it is important to consider them in a HIA assessment. In a HIA, the groups identified, as

more sensitive to potential impacts will depend on the characteristics of the local population, the context, and the nature of the proposal itself.

7.1 Groups identified	Rational/explanation

Assessment

Complete the wider determinants framework table below providing rational/evidence where appropriate:

1. Consider how the proposal could impact on the population and specific population groups identified above (positive/negative) for each of the wider determinants (the bullets under each determinant are there as a guide)
2. Record any unintended consequences (negative impacts) and/or gaps identified
3. Record any positive impacts or missed opportunities to maximise positive health and wellbeing outcomes
4. identify and record mitigation/recommendations where appropriate

Please note you may find that not all determinants are relevant to the project/plan however recording N/A is not acceptable a rational or evidence should be explained/referenced

Wider determinant for consideration	Positive impacts or additional opportunities	Unintended consequences or gaps	Population groups affected	Mitigation/recommendations
7.2 Lifestyles Diet/nutrition/breastfeeding Physical activity Use of alcohol, cigarettes, e-cigarettes Use of substances, non-prescribed drugs, abuse of prescription medication Social media use Sexual activity Risk-taking activity i.e. gambling, addictive behaviour	The Policy lays out a range of benefits to staff to enable them to maintain good health throughout their time working in PHW and			

	emphasises the importance for managers to support trans and non-binary people.			
7.3 Social and community influences on health Adverse childhood experiences Citizen power and influence Community cohesion, identity, local pride Community resilience Domestic violence Family relationships Language, cultural and spirituality Neighbourliness Social exclusion i.e. homelessness . Parenting and infant attachment . Peer pressure . Racism . Sense of belonging . Social isolation/loneliness . Social capitol/support/networks . Third sector & volunteering	This policy will help support trans and non-binary people which will in-turn create a sense of belonging in PHW and help reduce social isolation/loneliness by creating an inclusive environment in PHW through support from staff and developing networks internally.			
7.4 Mental Wellbeing 1. Does this proposal support sense of control? 2. Does it enable participation in community and economic life? 3. Does it impact on emotional wellbeing and resilience?	This is an inclusive policy for all trans and non-binary working within PHW which includes relevant legislation, language and procedures within the organization. This			

	policy will support trans and non-binary people as well as managers and other staff that can support them. This will have a positive impact on the mental health of trans and non-binary people as they have a policy that is relevant and that will support them whilst working in PHW.			
7.5 Living/ environmental conditions affecting health 1. Air quality 2. Attractiveness/access/availability/quality of area, green and blue space, natural space. 3. Health & safety, community, individual, public/private space 4. Housing, quality/tenure/indoor environment 5. Light/noise/odours, pollution 6. Quality & safety of play areas (formal/informal) 7. Road safety 8. Urban/rural built & natural environment 9. Waste and recycling 10. Water quality				
7.6 Economic conditions affecting health Unemployment Income, poverty (incl. food and fuel) Economic inactivity Personal and household debt				

Type of employment i.e. permanent/temp, full/part time			
Workplace conditions i.e. environment culture, H&S			
7.7 Access and quality of services Careers advice Education and training Information technology, internet access, digital services . Leisure services . Medical and health services . Other caring services i.e. social care; Third Sector, youth services, child care . Public amenities i.e. village halls, libraries, community hub . Shops and commercial services Transport including parking, public transport, active travel			
7.8 Macro-economic, environmental and sustainability factors Biodiversity Climate change/carbon reduction/flooding/heatwave Cost of living i.e. food, rent, transport and house prices Economic development including trade Government policies i.e. Sustainable Development principle (integration; collaboration; involvement; long term thinking; and prevention) Gross Domestic Product Regeneration			

Stage 3
Summary of key findings and actions Please answer question 8.1 following the completion of the EHIA and complete the action plan

Key findings: Impacts/gaps/opportunities	Actions (what is needed and who needs to do) to address the identified mitigation and recommendations	Lead		

Alternatively, if appropriate, please explain the steps taken to consult with and consider the differential impact of the changes on the various protected characteristic groups (part 2) or any specific identified population groups (part 3).