

Equality & Health Impact Assessment for Infection Prevention and Control Policy

Please read the Guidance Notes in Appendix 1 prior to commencing this Assessment

Please note:

- The completed Equality & Health Impact Assessment (EHIA) must be
 - Included as an appendix with the cover report when the strategy, policy, plan, procedure and/or service change is submitted for approval
 - Published on the intranet and internet pages as part of the consultation (if applicable) and once agreed.
- Formal consultation must be undertaken, as required
- Appendices 1-3 must be deleted prior to submission for approval

Please answer all questions:-

1.	For service change, provide the title of the Project Outline Document or Business Case and Reference Number	There is no significant change in service provision. This is a review of current guidance for staff within Public Health Wales
2.	Name of Corporate Directorate and title of lead member of staff, including contact details	Quality, Nursing and Allied Health Professional Directorate Sam Ray Email sam.ray@wales.nhs.uk . Tel 02920 104543 /0777
3.	Objectives of strategy/ policy/ plan/ procedure/ service	To outline Public Health Wales’s policy of implementation of and adherence to, current Infection Prevention and Control best practice for all staff within the organization irrespective of role or engagement with service users.

<p>4.</p>	<p>Evidence and background information considered. For example</p> <ul style="list-style-type: none"> • population data • staff and service users data, as applicable • needs assessment • engagement and involvement findings • research • good practice guidelines • participant knowledge • list of stakeholders and how stakeholders have engaged in the development stages • comments from those involved in the designing and development stages <p>Population pyramids are available from Public Health Wales Observatory and the 'Shaping Our Future Wellbeing' Strategy provides an overview of health need.</p>	<p>The Code of Practice for the Prevention and Control of Healthcare Associated Infections, Welsh Government 2014</p> <p>Health and Care Standards, Welsh Government 2015</p> <p>National Infection Prevention and Control Guidelines, Health Protection Scotland http://www.nipcm.hps.scot.nhs.uk/</p>
<p>5.</p>	<p>Who will be affected by the strategy/ policy/ plan/ procedure/ service</p>	<p>The policy is for all staff employed or contracted by Public Health Wales.</p>

6. 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'. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/mitigation	Action taken by Directorate / Division. Make reference to where the mitigation is included in the document, as appropriate
<p>6.1 Age For most purposes, the main categories are:</p> <ul style="list-style-type: none"> • under 18; • between 18 and 65; and • over 65 	As this policy reinforces adherence to good infection prevention and control practice and service delivery by all Public Health Wales staff it should have a positive impact on all service users	Nil	N/A
<p>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 medical conditions such as diabetes</p>	Those staff with visual impairments would be able to access the policies electronically in larger text. There would be no further impact on persons with a disability	Nil	N/A

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Directorate / Division. Make reference to where the mitigation is included in the document, as appropriate
<p>6.3 People of different genders: Consider men, women, people undergoing gender reassignment</p> <p>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</p>	This policy would not have a gender specific impact.	Nil	N/A
<p>6.4 People who are married or who have a civil partner.</p>	This policy would not have any specific impact on this group	Nil	N/A
<p>6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding.</p>	If, as a result of pregnancy any staff member felt uncertain or concerned about the stated IP&C recommendations they should	Nil	N/A

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/mitigation	Action taken by Directorate / Division. Make reference to where the mitigation is included in the document, as appropriate
They are protected for 26 weeks after having a baby whether or not they are on maternity leave.	contact Occupational Health. All chemicals (used for cleaning/disinfection) would be COSHH assessed and alternatives could be used.		
6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers	This policy is only available in English. It would be expected that staff members performing the IP&C tasks would have a sufficient level of fluency in the English language to perform them.	Nil	N/A
6.7 People with a religion or belief or with no religion or belief. The term 'religion' includes a religious or philosophical belief	This policy would not have any specific impact on this group.	Nil	N/A
6.8 People who are attracted to other people of: <ul style="list-style-type: none"> • the opposite sex (heterosexual); • the same sex (lesbian or 	This policy would not have any specific impact on this group.	Nil	N/A

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Directorate / Division. Make reference to where the mitigation is included in the document, as appropriate
gay); • both sexes (bisexual)			
6.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design Well-being Goal – A Wales of vibrant culture and thriving Welsh language	This policy is available electronically in English.	For the publication of bilingual internal policies	For the organisation to provide a bilingual document on request
6.10 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 would not have any specific impact on this group.	Nil	N/A
6.11 People according to where they live: Consider people living in areas known	This policy would not have any specific impact on this group.	Nil	N/A

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Directorate / Division. Make reference to where the mitigation is included in the document, as appropriate
to exhibit poor economic and/or health indicators, people unable to access services and facilities			
6.12 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service	This policy should not have any detrimental impact on any group of individuals. Good practice and adherence to the guidance detailed in the policy should further the reduction of preventable Healthcare associated infections	Nil	N/A

7. HIA / How will the strategy, policy, plan, procedure and/or service impact on the health and well-being of our population and help address inequalities in health?

Questions in this section relate to the impact on the overall health of individual people and on the impact on our population. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Directorate / Division Make reference to where the mitigation is included in the document, as appropriate
<p>7.1 People being able to access the service offered: Consider access for those living in areas of deprivation and/or those experiencing health inequalities</p> <p>Well-being Goal - A more equal Wales</p>	<p>This policy should have a positive impact on the population. Good practice and adherence to the guidance detailed in the policy should assist further in the reduction of preventable Healthcare associated infections (HCAIs).</p>	<p>Nil</p>	<p>N/A</p>
<p>7.2 People being able to improve /maintain healthy lifestyles: Consider the impact on healthy lifestyles, including healthy eating, being active, no smoking /smoking cessation, reducing the</p>	<p>This policy should assist in the aim to eliminate all preventable HCAI. As a consequence this would lead to a reduction in the morbidity and mortality associated with HCAIs.</p>	<p>Nil</p>	<p>N/A</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Directorate / Division Make reference to where the mitigation is included in the document, as appropriate
<p>harm caused by alcohol and /or non-prescribed drugs plus access to services that support disease prevention (eg immunisation and vaccination, falls prevention). Also consider impact on access to supportive services including smoking cessation services, weight management services etc</p> <p>Well-being Goal – A healthier Wales</p>			
<p>7.3 People in terms of their income and employment status: Consider the impact on the availability and accessibility of work, paid/ unpaid employment, wage levels, job security, working conditions</p>	<p>No detrimental impact, IP&C practices advocated in this policy would be undertaken by Public Health Wales staff as part of their working practice.</p>	<p>Nil</p>	<p>N/A</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Directorate / Division Make reference to where the mitigation is included in the document, as appropriate
Well-being Goal – A prosperous Wales			
<p>7.4 People in terms of their use of the physical environment: Consider the impact on the availability and accessibility of transport, healthy food, leisure activities, green spaces; of the design of the built environment on the physical and mental health of patients, staff and visitors; on air quality, exposure to pollutants; safety of neighbourhoods, exposure to crime; road safety and preventing injuries/accidents; quality and safety of play areas and open spaces</p> <p>Well-being Goal – A resilient Wales</p>	No detrimental impact, IP&C practices advocated in this policy would be undertaken by Public Health Wales staff as part of their working practice.	Nil	N/A

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Directorate / Division Make reference to where the mitigation is included in the document, as appropriate
<p>7.5 People in terms of social and community influences on their health: Consider the impact on family organisation and roles; social support and social networks; neighbourliness and sense of belonging; social isolation; peer pressure; community identity; cultural and spiritual ethos</p> <p>Well-being Goal – A Wales of cohesive communities</p>	<p>No detrimental impact, IP&C practices advocated in this policy would be undertaken by Public Health Wales staff as part of their working practice.</p>	<p>Nil</p>	<p>N/A</p>
<p>7.6 People in terms of macro-economic, environmental and sustainability factors: Consider the impact of government policies; gross domestic product; economic development; biological diversity; climate</p>	<p>No detrimental impact, IP&C practices advocated in this policy would be undertaken by Public Health Wales staff as part of their working practice.</p>	<p>Nil</p>	<p>N/A</p>

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/mitigation	Action taken by Directorate / Division Make reference to where the mitigation is included in the document, as appropriate
Well-being Goal – A globally responsible Wales			

Please answer question 8.1 following the completion of the EHIA and complete the action plan

<p>8.1 Please summarise the potential positive and/or negative impacts of the strategy, policy, plan or service</p>	<p>It is intended that the review of the Infection Control Policy will reiterate the commitment of Public Health Wales and its staff to continue best practice regarding infection prevention and control guidelines advocated within current best practice guidance. Adoption of these practices will help to work towards the elimination of preventable healthcare associated infections with the subsequent morbidity and mortality. It is not envisaged that this policy will have any negative impacts.</p>
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Action Plan for Mitigation / Improvement and Implementation

	Action	Lead	Timescale	Action taken by Directorate / Division
<p>8.2 What are the key actions identified as a result of completing the EHIA?</p>	<p>Ensure that all staff have access to the revised policy and sufficient resources to deliver the recommendations, however there are no additional resources identified as a result of this review.</p>	<p>Sam Ray</p>	<p>Ongoing</p>	<p>Line managers to ensure staff are aware of reviewed policy.</p>

	Action	Lead	Timescale	Action taken by Directorate / Division
<p>8.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment required?</p> <p>This means thinking about relevance and proportionality to the Equality Act and asking: is the impact significant enough that a more formal and full consultation is required?</p>	No			

	Action	Lead	Timescale	Action taken by Directorate / Division
<p>8.4 What are the next steps?</p> <p>Some suggestions:-</p> <ul style="list-style-type: none"> • Decide whether the strategy policy, plan, procedure and/ service proposal: <ul style="list-style-type: none"> ○ continues unchanged as there are no significant negative impacts ○ adjusts to account for the negative impacts ○ continues despite potential for adverse impact or missed opportunities to advance equality (set out the justifications for doing so) ○ stops. • Have your strategy, policy, plan, procedure and/or service proposal approved • Publish your report of this impact assessment • Monitor and review 	<p>As there are not any negative impacts predicted as a result of the review of this policy, no further actions are necessary.</p>			

