

Equality & Health Impact Assessment for PHW40 Outbreak Management Policy v3

Part 1

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 Clinical Board / Corporate Directorate and title of lead member of staff, including contact details	Samantha Matthews, Head of Nursing Infection Prevention & Control samantha.matthews4@wales.nhs.uk
3.	Objectives of strategy/ policy/ plan/ procedure/ service	To outline Public Health Wales's policy of the internal management of an outbreak within clinical and non-clinical areas within Public Health Wales.
4.	Evidence and background information considered. For example: <ul style="list-style-type: none"> • population data • staff and service user data, as applicable • needs assessment • engagement and involvement findings • research • good practice guidelines • participant knowledge 	<ul style="list-style-type: none"> • National Infection Prevention and Control Manual https://phw.nhs.wales/services-and-teams/harp/infection-prevention-and-control/nipcm/ • All Wales Standard Infection Control Precautions (SICPs) Policy. https://phw.nhs.wales/services-and-teams/harp/infection-prevention-and-control/nipcm/chapter-1-standard-infection-control-precautions-sicps/ • All Wales Transmission based Precautions (TBPs) https://phw.nhs.wales/services-and-teams/harp/infection-prevention-and-control/nipcm/chapter-2-transmission-based-precautions-tbps/

	<ul style="list-style-type: none"> • 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>	<ul style="list-style-type: none"> • NHS Wales/Welsh Government. The Communicable Disease Outbreak Plan for Wales December 2023 phw.nhs.wales/topics/the-communicable-disease-outbreak-plan-for-wales1/ • Incident Management Policy and Procedure Risk Management, Health and Safety and Estates Policies - Public Health Wales (nhs.wales) • NHS Wales Managing Attendance at Work Policy • https://publichealthwales.nhs.wales/about-us/policies-and-procedures/policies-and-procedures-documents/human-resources-policies/managing-attendance-at-work-policy/ • NHS Wales Executive (2023) National Policy on Patient Safety Incident Reporting & Management. Patient Safety Incidents - Delivery Unit (nhs.wales) • Public Health Wales (2024) Framework for the Control of an Outbreak or Incident of Infection in Acute Healthcare Premises in Wales. ***Link to follow***
5.	<p>Who will be affected by the strategy/ policy/ plan/ procedure/ service</p> <p>Consider staff as well as the population that the project/change may affect to different degrees.</p>	<p>The policy is for all staff employed or contracted by Public Health Wales.</p>

Part 2- Equality and Welsh language

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'.

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: <ul style="list-style-type: none"> • under 18; • between 18 and 65; and • over 65 	As this policy provides a pathway for staff to follow in the management of an outbreak within Public Health Wales. It should have a positive impact on all service users and staff.	Nil	N/A
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	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

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medical conditions such as diabetes			
6.3 People of different genders: Consider men, women, people undergoing gender reassignment 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	This procedure would not have a gender specific impact.	Nil	N/A
6.4 People who are married or who have a civil partner.	This policy would not have any specific impact on this group	Nil	N/A

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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.	<p>If, as a result of pregnancy any staff member felt uncertain or concerned about the stated IP&C recommendations they should Contact Occupational Health.</p> <p>All chemicals (used for cleaning/disinfection) would be COSHH assessed and alternatives could be used.</p>	Nil	N/A
6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers,	<p>This policy is only available in English and Welsh. It would be expected that staff members that would utilise this policy would</p>	NIL	N/A

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gypsies/travellers, migrant workers	have a sufficient level of fluency in the English or Welsh language to perform them.		
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 gay); • both sexes (bisexual) 	This policy would not have any specific impact on this group	Nil	n/a
6.9 People according to their income related group:	This policy would not have any specific impact on this group	NIL	N/A

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Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to ill-health			
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	This policy would not have any specific impact on this group	NIL	N/A
6.11 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.	Nil	n/a
6.12 Welsh Language			

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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: (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	<p>The Outbreak Management Policy will be produced in both English and Welsh and therefore will not discriminate against any person who wishes to communicate in Welsh. However, there may be a delay in the availability of copies in both languages due to translation service timescales.</p> <p>Infection Prevention & Control & Outbreak Management contains specialised language. If</p>	<p>Require Translation services to convert the document into Welsh for publication.</p> <p>If communication is required in Welsh then access to translation services will be required.</p>	<p>To translate document as per PHW policy.</p>

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	verbal communication is required in Welsh, a specialised translation service may be required.		
Treating the Welsh language no less favourably than the English language	The Outbreak Management Policy will be produced in both English and Welsh.	Require Translation services to convert the document into Welsh for publication.	To translate document as per PHW policy.

Part 3 – Health

7. 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
No groups are identified as being negatively impacted by this policy.	Adherence to this policy by staff members will improve the standards of care provided to all service users using PHW services and will protect the health of both staff and service users.

Assessment

Wider determinant for consideration	Positive impacts or additional opportunities	Unintended consequences or gaps	Population groups affected	Mitigation/recommendations
<p>7.2 Lifestyles</p> <ul style="list-style-type: none"> • 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 	Adherence to this policy by staff members will improve the standards of care provided to all service users using PHW services and will protect the health of both staff and service users.	No unintended consequences identified.	-	-
<p>7.3 Social and community influences on health</p> <ul style="list-style-type: none"> • Adverse childhood experiences • Citizen power and influence • Community cohesion, identity, local pride • Community resilience • Domestic violence 	Adherence to this policy by staff members will improve the standards of care provided to all service users using PHW	No unintended consequences identified.	-	-

<ul style="list-style-type: none"> • 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 capital/support/networks • Third sector & volunteering 	<p>services and will protect the health of both staff and service users.</p>			
<p>7.4 Mental Wellbeing</p> <ul style="list-style-type: none"> • Does this proposal support sense of control? • Does it enable participation in community and economic life? • Does it impact on emotional wellbeing and resilience? 	<p>Adherence to this policy by staff members will improve the standards of care provided to all service users using PHW services and will protect the health of both staff and service users.</p>	<p>No unintended consequences identified.</p>	<p>-</p>	<p>-</p>
<p>7.5 Living/ environmental conditions affecting health</p> <ul style="list-style-type: none"> • Air quality • Attractiveness/access/availability/quality of area, green and blue space, natural space. • Health & safety, community, individual, public/private space • Housing, quality/tenure/indoor environment • Light/noise/odours, pollution • Quality & safety of play areas (formal/informal) • Road safety • Urban/rural built & natural environment 	<p>Adherence to this policy by staff members will improve the standards of care provided to all service users using PHW services and will protect the health of both staff and service users.</p>	<p>No unintended consequences identified.</p>	<p>-</p>	<p>-</p>

<ul style="list-style-type: none"> Waste and recycling Water quality 				
<p>7.6 Economic conditions affecting health</p> <ul style="list-style-type: none"> 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 	<p>Adherence to this policy by staff members will improve the standards of care provided to all service users using PHW services and will protect the health of both staff and service users.</p>	<p>No unintended consequences identified.</p>	<p>-</p>	<p>-</p>
<p>7.7 Access and quality of services</p> <ul style="list-style-type: none"> 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 	<p>Adherence to this policy by staff members will improve the standards of care provided to all service users using PHW services and will protect the health of both staff and service users.</p>	<p>No unintended consequences identified.</p>	<p>-</p>	<p>-</p>
<p>7.8 Macro-economic, environmental and sustainability factors</p> <ul style="list-style-type: none"> 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; 	<p>Adherence to this policy by staff members will improve the standards of care provided to all service users using PHW services and will</p>	<p>No unintended consequences identified.</p>	<p>-</p>	<p>-</p>

collaboration; involvement; long term thinking; and prevention) <ul style="list-style-type: none"> • Gross Domestic Product • Regeneration 	protect the health of both staff and service users.			
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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		
Adherence to this policy by staff members will improve the standards of care provided to all service users using PHW services, and will protect the health of both staff and service users.	No actions required.	-		