

## Equality & Health Impact Assessment for Infection Prevention and Control Policy

### Part 1

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 Clinical Board / Corporate Directorate and title of lead member of staff, including contact details	Quality, Nursing and Allied Health Professional Directorate Jennie Leleux Email <a href="mailto:jennie.leleux2@wales.nhs.uk">jennie.leleux2@wales.nhs.uk</a> , Tel: 07824 553 496
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.
4.	Evidence and background information considered. For example <ul style="list-style-type: none"> <li>• population data</li> <li>• staff and service users data, as applicable</li> <li>• needs assessment</li> <li>• engagement and involvement findings</li> <li>• research</li> <li>• good practice guidelines</li> <li>• participant knowledge</li> </ul>	<a href="#">The Code of Practice for the Prevention and Control of Healthcare Associated Infections 2014</a> , hereby referred to as The Code (currently being reviewed)  <a href="#">Health and Social Care (Quality and Engagement) (Wales) Act 2020</a> , (coming into force on 1 April 2023), incorporating the Duty of Quality.  Health and Care Standards, Welsh Government 2015

	<ul style="list-style-type: none"> <li>• list of stakeholders and how stakeholders have engaged in the development stages</li> <li>• comments from those involved in the designing and development stages</li> </ul> <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><a href="#">National Standards for Cleaning in NHS Wales (2009) National Standards for Cleaning in NHS Wales 2009</a></p> <p>National Infection Prevention and Control Manual  <a href="https://phw.nhs.wales/services-and-teams/harp/infection-prevention-and-control/nipcm/">https://phw.nhs.wales/services-and-teams/harp/infection-prevention-and-control/nipcm/</a></p> <p>The updated version of the policy has had input from the Assistant Director of Quality, Nursing and Allied Health Professionals, the Head of Estates and Health and Safety and the Head of Nursing Screening Division, and will be posted onto the Consultation Database as per policy.</p>
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'.

<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts (unintended consequences) Opportunities or gaps</b>	<b>Action taken by Directorate.</b> Make reference to where the mitigation is included in the document, as appropriate <b>This column is to be updated in future reviews</b>	<b>Recommendations for improvement/ mitigation/ identified gaps or opportunities</b>
<b>6.1 Age</b> For most purposes, the main categories are: <ul style="list-style-type: none"> <li>• under 18;</li> <li>• between 18 and 65; and</li> <li>• over 65</li> </ul>	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
<b>6.2 Persons with a disability as defined in the Equality Act 2010</b> 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

medical conditions such as diabetes			
<p><b>6.3 People of different genders:</b> Consider men, women, people undergoing gender reassignment</p> <p><b>NB</b> 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>	The Infection Prevention and Control Policy will not discriminate against any groups in society based on the characteristics of those defined under the Equality Act as outlined at 6.3.	Nil	N/A
<p><b>6.4 People who are married or who have a civil partner.</b></p>	The Infection Prevention and Control Policy will not discriminate against any groups in society based on the characteristics of those defined under the Equality Act as outlined at 6.4.	Nil	N/A
<p><b>6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding.</b></p>	If, as a result of pregnancy any staff member felt uncertain or concerned about the stated Infection Prevention & Control recommendations they	Nil	N/A

	should contact Occupational Health. All chemicals (used for cleaning/disinfection) would be COSHH assessed and alternatives could be used.		
<b>6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers</b>	The Infection Prevention and Control Policy will not discriminate against any groups in society based on the characteristics of those defined under the Equality Act as outlined at 6.6.	Nil	N/A
<b>6.7 People with a religion or belief or with no religion or belief.</b> The term 'religion' includes a religious or philosophical belief	The Infection Prevention and Control Policy will not discriminate against any groups in society based on the characteristics of those defined under the Equality Act as outlined at 6.7.	Nil	N/A
<b>6.8 People who are attracted to other people of:</b> <ul style="list-style-type: none"> <li>• the opposite sex (heterosexual);</li> <li>• the same sex (lesbian or gay);</li> <li>• both sexes (bisexual)</li> </ul>	The Infection Prevention and Control Policy will not discriminate against any groups in society based on the characteristics of those defined under the Equality Act as outlined at 6.8.	Nil	N/A

<p><b>6.9 People according to their income related group:</b> Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to ill-health</p>	<p>The Infection Prevention and Control Policy will not discriminate against any groups in society based on the characteristics of those defined under the Equality Act as outlined at 6.9.</p>	<p>Nil</p>	<p>N/A</p>
<p><b>6.10 People according to where they live:</b> Consider people living in areas known to exhibit poor economic and/or health indicators, people unable to access services and facilities</p>	<p>The Infection Prevention and Control Policy will not discriminate against any groups in society based on the characteristics of those defined under the Equality Act as outlined at 6.10.</p>	<p>Nil</p>	<p>N/A</p>
<p><b>6.11 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service</b></p>	<p>No other groups or risk factors identified.</p>	<p>Nil</p>	<p>N/A</p>
<p><b>6.12 Welsh Language</b></p>			
<p><b>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:</b> (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)</p>			

<p><b>Opportunities for persons to use the Welsh language</b></p>	<p>The Infection Prevention and Control 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 &amp; Control contains specialised language. If verbal communication is required in Welsh, a specialised translation service may be required.</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>
<p><b>Treating the Welsh language no less favourably than the English language</b></p>	<p>The Infection Prevention and Control Policy will be produced in both English and Welsh.</p>	<p>Require Translation services to convert the document into Welsh for publication.</p>	<p>To translate document as per PHW policy.</p>

### 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;

- which specific groups in the population could be impacted more (inequalities)
- what those potential impacts could be across the wider determinants of health framework?
- Potential gaps, opportunities to maximise positive H&WB outcomes
- Recommendations/mitigation to be considered by the decision makers

## 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

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
<p><b>7.2 Lifestyles</b></p> <ul style="list-style-type: none"> <li>• Diet/nutrition/breastfeeding</li> <li>• Physical activity</li> <li>• Use of alcohol, cigarettes, e-cigarettes</li> <li>• Use of substances, non-prescribed drugs, abuse of prescription medication</li> <li>• Social media use</li> <li>• Sexual activity</li> <li>• Risk-taking activity i.e. gambling, addictive behaviour</li> </ul>	<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><b>7.3 Social and community influences on health</b></p> <ul style="list-style-type: none"> <li>• Adverse childhood experiences</li> <li>• Citizen power and influence</li> <li>• Community cohesion, identity, local pride</li> <li>• Community resilience</li> <li>• Domestic violence</li> <li>• Family relationships</li> <li>• Language, cultural and spirituality</li> <li>• Neighbourliness</li> <li>• Social exclusion i.e. homelessness</li> <li>• Parenting and infant attachment</li> <li>• Peer pressure</li> <li>• Racism</li> </ul>	<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"> <li>• Sense of belonging</li> <li>• Social isolation/loneliness</li> <li>• Social capital/support/networks</li> <li>• Third sector &amp; volunteering</li> </ul>				
<p><b>7.4 Mental Wellbeing</b></p> <ul style="list-style-type: none"> <li>• Does this proposal support sense of control?</li> <li>• Does it enable participation in community and economic life?</li> <li>• Does it impact on emotional wellbeing and resilience?</li> </ul>	<p>This policy will help staff to know how to better work towards preventing and controlling infection in the workplace and beyond and therefore will give them a better sense of control and resilience. Through all staff working within the same IPC framework a sense of cohesion will be developed.</p>	<p>No unintended consequences identified.</p>	<p>-</p>	<p>-</p>
<p><b>7.5 Living/ environmental conditions affecting health</b></p> <ul style="list-style-type: none"> <li>• Air quality</li> <li>• Attractiveness/access/availability/quality of area, green and blue space, natural space.</li> <li>• Health &amp; safety, community, individual, public/private space</li> <li>• Housing, quality/tenure/indoor environment</li> <li>• Light/noise/odours, pollution</li> <li>• Quality &amp; safety of play areas (formal/informal)</li> <li>• Road safety</li> <li>• Urban/rural built &amp; natural environment</li> <li>• Waste and recycling</li> <li>• Water quality</li> </ul>	<p>Through the Waste Management Procedure that falls under this umbrella policy, clinical waste will be appropriately managed, leading to best use of financial resources and a positive environmental impact.</p> <p>The Decontamination and Cleaning</p>	<p>No unintended consequences identified.</p>	<p>-</p>	<p>-</p>

	Procedures will ensure that cleaning products are used in the correct way and not disposed of incorrectly, protecting water courses and wildlife.			
<b>7.6 Economic conditions affecting health</b> <ul style="list-style-type: none"> <li>• Unemployment</li> <li>• Income, poverty (incl. food and fuel)</li> <li>• Economic inactivity</li> <li>• Personal and household debt</li> <li>• Type of employment i.e. permanent/temp, full/part time</li> <li>• Workplace conditions i.e. environment culture, H&amp;S</li> </ul>	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.	-	-
<b>7.7 Access and quality of services</b> <ul style="list-style-type: none"> <li>• Careers advice</li> <li>• Education and training</li> <li>• Information technology, internet access, digital services</li> <li>• Leisure services</li> <li>• Medical and health services</li> <li>• Other caring services i.e. social care; Third Sector, youth services, child care</li> <li>• Public amenities i.e. village halls, libraries, community hub</li> <li>• Shops and commercial services</li> <li>• Transport including parking, public transport, active travel</li> </ul>	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><b>7.8 Macro-economic, environmental and sustainability factors</b></p> <ul style="list-style-type: none"> <li>• Biodiversity</li> <li>• Climate change/carbon reduction/flooding/heatwave</li> <li>• Cost of living i.e. food, rent, transport and house prices</li> <li>• Economic development including trade</li> <li>• Government policies i.e. Sustainable Development principle (integration; collaboration; involvement; long term thinking; and prevention)</li> <li>• Gross Domestic Product</li> <li>• Regeneration</li> </ul>	<p>Through the Waste Management Procedure that falls under this umbrella policy, clinical waste will be appropriately managed, leading to best use of financial resources and a positive environmental impact.</p> <p>The Decontamination and Cleaning Procedures will ensure that cleaning products are used in the correct way and not disposed of incorrectly, protecting water courses and wildlife.</p>	<p>No unintended consequences identified.</p>	<p>-</p>	<p>-</p>
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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**

<p>Key findings: Impacts/gaps/opportunities</p>	<p>Actions (what is needed and who needs to do) to address the identified mitigation and recommendations</p>	<p>Lead</p>		
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<p>Through the Waste Management Procedure that falls under this umbrella policy, clinical waste will be appropriately managed, leading to best use of financial resources and a positive environmental impact. The Decontamination and Cleaning Procedures will ensure that cleaning products are used in the correct way and not disposed of incorrectly, protecting water courses and wildlife.</p> <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>The suite of policies and procedures sitting underneath this policy will be updated to reflect the most recent, evidence-based guidance.</p> <p>Information contained in the suite of policies will be cascaded to staff following the framework stated in the IPC Policy.</p> <p>Audits will be performed to monitor the implementation of the policies and procedures.</p>	<p>Jennie Leleux, Lead Nurse for Infection Prevention &amp; Control.</p>		
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**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).**