

## **Equality & Health Impact Assessment for Outbreak Management Policy and Procedure**

**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:-

<b>1.</b>	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
<b>2.</b>	Name of Corporate Directorate and title of lead member of staff, including contact details	Quality, Nursing and Allied Health Professional Directorate Beverley Gregory, lead nurse Infection prevention and control. <a href="mailto:Beverley.gregory@wales.nhs.uk">Beverley.gregory@wales.nhs.uk</a> 07393798748
<b>3.</b>	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.	<p>Evidence and background information considered. For example</p> <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> <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>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  <a href="http://www.nipcm.hps.scot.nhs.uk/">http://www.nipcm.hps.scot.nhs.uk/</a></p> <p>The Communicable Disease Outbreak Plan for Wales  <a href="https://phw.nhs.wales/topics/latest-information-on-novel-coronavirus-covid-19/the-communicable-disease-outbreak-plan-for-wales/">https://phw.nhs.wales/topics/latest-information-on-novel-coronavirus-covid-19/the-communicable-disease-outbreak-plan-for-wales/</a></p>
5.	<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><b>6.1 Age</b> For most purposes, the main categories are:</p> <ul style="list-style-type: none"> <li>• under 18;</li> <li>• between 18 and 65; and</li> <li>• over 65</li> </ul>	<p>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.</p>	<p>Nil</p>	<p>N/A</p>
<p><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 medical conditions such as diabetes</p>	<p>Those staff with visual impairments would be able to access the policies electronically in larger text.</p> <p>There would be no further impact on persons with a disability</p>	<p>Nil</p>	<p>N/A</p>

<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Action taken by Directorate / Division.</b> Make reference to where the mitigation is included in the document, as appropriate
<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>	This policy would not have a gender specific impact.	Nil	N/A
<p><b>6.4 People who are married or who have a civil partner.</b></p>	This policy would not have any specific impact on this group	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 IP&C recommendations they should	NIL	N/A

<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Action taken by Directorate / Division.</b> 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.		
<b>6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers</b>	This policy is only available in English. It would be expected that staff members that would utilise this policy would have a sufficient level of fluency in the English language to perform them.	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	This policy would not have any specific impact on this group	Nil	N/A
<b>6.8 People who are attracted to other people of:</b>	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
<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>			
<p><b>6.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design</b></p> <p>Well-being Goal – A Wales of vibrant culture and thriving Welsh language</p>	<p>This document is primarily available in English</p>	<p>Availability of the publication of bilingual policy on request</p>	<p>For the organisation to provide a copy of this policy in bilingual on request</p>
<p><b>6.10 People according to their income related group:</b></p> <p>Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to ill-health</p>	<p>This policy would not have any specific impact on this group</p>	<p>NIL</p>	<p>N/A</p>

<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Action taken by Directorate / Division.</b> Make reference to where the mitigation is included in the document, as appropriate
<b>6.11 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	This policy would not have any specific impact on this group	NIL	N/A
<b>6.12 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service</b>	This policy should not have any detrimental impact on any group of individuals.	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.

<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts and any particular groups affected</b>	<b>Recommendations for improvement/mitigation</b>	<b>Action taken by Directorate / Division</b> Make reference to where the mitigation is included in the document, as appropriate
<p><b>7.1 People being able to access the service offered:</b> 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. Early identification of an outbreak and management will protect the public and staff.</p>	<p>NIL</p>	<p>N/A</p>
<p><b>7.2 People being able to improve /maintain healthy lifestyles:</b> Consider the impact on healthy lifestyles, including healthy eating, being active, no smoking /smoking cessation, reducing the</p>	<p>This policy will identify any early indication of an outbreak and assist in the aim to eliminate all preventable Healthcare Associated Infections (HCAI) Therefore, this would lead to a reduction in the morbidity</p>	<p>NIL</p>	<p>N/A</p>



<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts and any particular groups affected</b>	<b>Recommendations for improvement/mitigation</b>	<b>Action taken by Directorate / Division</b> 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>and mortality associated with HCAIs.</p>		
<p><b>7.3 People in terms of their income and employment status:</b> Consider the impact on the availability and accessibility of work, paid/ unpaid employment, wage levels, job security, working conditions</p>	<p>No detrimental impact,</p>	<p>Nil</p>	<p>n/a</p>

<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts and any particular groups affected</b>	<b>Recommendations for improvement/mitigation</b>	<b>Action taken by Directorate / Division</b> Make reference to where the mitigation is included in the document, as appropriate
Well-being Goal – A prosperous Wales			
<p><b>7.4 People in terms of their use of the physical environment:</b>            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,	NIL	N/A

<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts and any particular groups affected</b>	<b>Recommendations for improvement/mitigation</b>	<b>Action taken by Directorate / Division</b> Make reference to where the mitigation is included in the document, as appropriate
<p><b>7.5 People in terms of social and community influences on their health:</b> 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>	No detrimental impact	Nil	n/a
<p><b>7.6 People in terms of macro-economic, environmental and sustainability factors:</b> Consider the impact of government policies; gross domestic product; economic development; biological diversity; climate</p>	No detrimental impact,	NIL	N/A

<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts and any particular groups affected</b>	<b>Recommendations for improvement/mitigation</b>	<b>Action taken by Directorate / Division</b> 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><b>8.1 Please summarise the potential positive and/or negative impacts of the strategy, policy, plan or service</b></p>	<p>It is intended that the review of the Outbreak management Policy and Procedure will ensure a rapid, well-coordinated response to an outbreak, make efficient use of all health service resources in order to contain the outbreak. Limit the spread of infection and minimise the disruption of clinical services and stopping the outbreak and preventing where possible a recurrences</p> <p>Adoption of this policy and procedure will help to work towards the elimination of preventable healthcare associated infections with the subsequent morbidity and mortality.</p> <p>It is not envisaged that this policy and procedure will have any negative impacts.</p>
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**Action Plan for Mitigation / Improvement and Implementation**

	<b>Action</b>	<b>Lead</b>	<b>Timescale</b>	<b>Action taken by Directorate / Division</b>
<p><b>8.2 What are the key actions identified as a result of completing the EHIA?</b></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>Beverley Gregory</p>	<p>On going</p>	<p>Line managers are to ensure staff are aware of reviewed policy.</p>

	Action	Lead	Timescale	Action taken by Directorate / Division
<p><b>8.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment required?</b></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><b>8.4 What are the next steps?</b></p> <p>Some suggestions:-</p> <ul style="list-style-type: none"> <li>• Decide whether the strategy, policy, plan, procedure and/ or service proposal: <ul style="list-style-type: none"> <li>○ continues unchanged as there are no significant negative impacts</li> <li>○ adjusts to account for the negative impacts</li> <li>○ continues despite potential for adverse impact or missed opportunities to advance equality (set out the justifications for doing so)</li> <li>○ stops.</li> </ul> </li> <li>• Have your strategy, policy, plan, procedure and/or service proposal approved</li> <li>• Publish your report of this impact assessment</li> <li>• Monitor and review</li> </ul>	<p>As there are not any negative impacts predicted as a result of the review of this policy, no further actions are necessary.</p>			

