

Equality & Health Impact Assessment for

Registration Policy for Health Professionals Policy/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:-

1.	For service change, provide the title of the Project Outline Document or Business Case and Reference Number	Registration Policy for Health Professionals policy and procedure
2.	Name of Corporate Directorate and title of lead member of staff, including contact details	Quality Nursing and Allied Health Professionals Directorate Sian Bolton (Acting Executive Director – Quality Nursing and Allied Health Professionals Directorate)
3.	Objectives of strategy/ policy/ plan/ procedure/ service	The purpose of this policy is to confirm reporting responsibilities to ensure effective monitoring and management of the registration of health professionals within Public Health Wales.

<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>Public Health Wales is one of three NHS Trusts in Wales. It delivers a range of services, functions and programmes that include screening, Stop Smoking Wales, microbiology and Health and Wellbeing. As such it employs medics, dentists, nurses and Allied Health Professionals, all of which are required to be registered. This enables the regulator to set standards of training, education and conduct and maintain a register of all who have active registration.</p> <p>The purpose of regulation by the relevant body is to ensure high quality healthcare is delivered to people who use the services, functions and programmes of Public Health Wales.</p>
<p>5.</p>	<p>Who will be affected by the strategy/ policy/ plan/ procedure/ service</p>	<p>All regulated professions within 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
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 	The policy applies to all regulated professionals within Public Health Wales, irrespective of their age. As part of professionals' regulation they are required to remain on their appropriate register. The vast majority of applicable individuals will be aged 21-65 years		
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	The policy will apply to all regulated professionals within Public Health Wales regardless of any disability.		

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conditions, long-term medical conditions such as diabetes			
<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>	The policy will apply to all regulated professionals within Public Health Wales regardless of their gender.		
<p>6.4 People who are married or who have a civil partner.</p>	The policy will apply to all regulated professionals within Public Health Wales who are married, single or who have a civil partner.		

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>6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding. They are protected for 26 weeks after having a baby whether or not they are on maternity leave.</p>	<p>The policy will apply to all regulated professionals within Public Health Wales. There is sufficient allowances within the various regulated profession's processes on registration to ensure that anyone on maternity leave is not negatively affected.</p>		
<p>6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers</p>	<p>The policy applies to all regulated professionals within Public Health Wales, irrespective of their race, nationality, colour, culture or ethnic origin.</p>		
<p>6.7 People with a religion or belief or with no religion or belief. The term 'religion' includes a religious or philosophical belief</p>	<p>The policy applies to all regulated professionals within Public Health Wales, irrespective of their religion or belief or those within no religion or belief.</p>		

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>6.8 People who are attracted to other people of:</p> <ul style="list-style-type: none"> • the opposite sex (heterosexual); • the same sex (lesbian or gay); • both sexes (bisexual) 	<p>The policy applies to all regulated professionals within Public Health Wales.</p>		
<p>6.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design</p> <p>Well-being Goal – A Wales of vibrant culture and thriving Welsh language</p>	<p>The policy applies to all regulated professionals within Public Health Wales. If individuals wish to conduct their re-registration process in Welsh then many regulated bodies are able to facilitate this, although they are UK wide organisations.</p>		
<p>6.10 People according to their income related group: Consider people on low income, economically inactive, unemployed/workless, people who are unable to</p>	<p>The policy applies to all regulated professionals within Public Health Wales regardless of their income.</p>		

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work due to ill-health			
6.11 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	The policy applies to all regulated professionals within Public Health Wales, regardless of where people live.		
6.12 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service	The policy only applies to regulated professionals.		

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>The policy will have no impact on people being able to access services. This relates to the registration of professionals employed by Public Health Wales.</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>The policy will have no impact on people being able to improve/ maintain healthy lifestyles. This relates to the registration of professionals employed by Public Health Wales.</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>Well-being Goal – A prosperous Wales</p>	<p>The policy will have no impact on people in terms of their income and employment status. This relates to the registration of professionals employed by Public Health Wales.</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>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>	<p>The policy will have no impact on people in terms of their use of the physical environment. This relates to the registration of professionals employed by Public Health Wales.</p>		
<p>7.5 People in terms of social and community influences on their health: Consider the impact on</p>	<p>The policy will have no impact on people in terms of social and community influences on their health. This relates to the</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>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>registration of professionals employed by Public Health Wales.</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>Well-being Goal – A globally responsible Wales</p>	<p>Welsh Government require NHS organisations to ensure a safe, regulated workforce. The policy relates to the registration of professionals employed by Public Health Wales.</p>		

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>Following completion of the EHIA there are no negative impacts identified. Confirming registration of professionals within Public Health Wales is a positive impact – so ensuring that professionals are on the appropriate register and are therefore appropriately regulated.</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>None identified</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</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>	<p>A more comprehensive EHIA is not required as this relates to the registration of regulated professionals within Public Health Wales.</p>	N/A	N/A	N/A

	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>Policy to continue to Executive Team for sign off prior to going to a Board Committee for agreement. No amendments are required as no negative impacts identified.</p> <p>Staff to be made aware of updated policy</p>	<p>Sian Bolton</p> <p>Corporate Gov team</p>	<p>October 2018 (Exec)</p> <p>October 2018 (Committee)</p> <p>October/ November 2018 (once approved)</p>	<ul style="list-style-type: none"> • Agenda'd or circulated to the Executive Team via the for Business Executive or email • Agenda'd for Board Committee in October /November 2018 • Policy to be added to Policy pages of intranet • Professional Groups to be informed of new policy once approved • Policy to be circulated to Professional leads for dissemination amongst professional staff

