

## Equality & Health Impact Assessment for Religious Observation Guidelines

<b>1.</b>	For service change, provide the title of the Project Outline Document or Business Case and Reference Number	N/A
<b>2.</b>	Name of Corporate Directorate and title of lead member of staff, including contact details	People & Organisational Development Author/Lead Jenny Ansell, Senior HR Advisor
<b>3.</b>	Objectives of strategy/ policy/ plan/ procedure/ service	The objective of these guidelines is to outline the support available to employees in respect of undertaking prayer or meditative practice in the workplace and to advise managers on the protocol for managing requests for such.

- 4.** Evidence and background information considered. For example
- 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

Population pyramids are available from Public Health Wales Observatory and the 'Shaping Our Future Wellbeing' Strategy provides an overview of health need.

**Staff data**

It is recognised that at present we do not have an accurate picture of the makeup of our organisation in terms of religious beliefs. The information obtained from ESR demonstrates the following breakdown however, according to these figures, nearly 40% of our workforce have either not disclosed or not specified their religious belief.

Religious Belief	Headcount	%	FTE
Atheism	253	14.09	222.80
Buddhism	4	0.22	3.00
Christianity	697	38.81	593.72
Hinduism	4	0.22	2.80
Islam	14	0.78	12.85
Judaism	1	0.06	0.80
Not Disclosed	326	18.15	284.84
Other	129	7.18	105.31
Sikhism	3	0.17	3.00
Unspecified	365	20.32	296.28
<b>Grand Total</b>	<b>1,796</b>	<b>100.00</b>	<b>1525.41</b>

**Population data**

We have also considered the general population data for Wales, the most recent of which, in relation to religion was published in 2011.

Christian	1,763,299	57.6%
Buddhist	9,117	0.3%
Hindu	10,434	0.3%
Jewish	2,064	0.1%
Muslim	45,950	1.5%
Sikh	2,962	0.1%
Any Other Religion	12,705	0.4%

		<p><a href="http://gov.wales/docs/statistics/2012/121217sb1262012en.pdf">http://gov.wales/docs/statistics/2012/121217sb1262012en.pdf</a></p> <p><b>Disability</b> 2% of our staff have indicated that they have a disability, but this Information is not known for 51% of staff.</p> <p><b>Engagement</b> In preparing this policy, consultation has taken place through the Policy Development Group and the JNC.</p> <p><b>Good Practice Guidelines</b> The following were reviewed when producing the guidelines;  <a href="http://www.acas.org.uk/media/pdf/f/l/religion_1.pdf">http://www.acas.org.uk/media/pdf/f/l/religion_1.pdf</a>  <a href="https://www.equalityhumanrights.com/en/advice-and-guidance/religion-or-belief-discrimination">https://www.equalityhumanrights.com/en/advice-and-guidance/religion-or-belief-discrimination</a>  <a href="https://www.cipd.co.uk/knowledge/fundamentals/emp-law/religious-discrimination">https://www.cipd.co.uk/knowledge/fundamentals/emp-law/religious-discrimination</a></p>
5.	Who will be affected by the strategy/ policy/ plan/ procedure/ service	All employees of Public Health Wales (PHW), including those within hosted bodies, those with honorary contracts, agency staff, temporary and fixed term staff, secondees and students.

## 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.

<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>6.1 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>	No positive or negative impact	All staff are treated fairly and consistently in the application of these guidelines	
<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	There may be a negative impact on those with disabilities in relation to accessing the allocated prayer room on a particular site	Line Managers to review arrangements with the individual and adjustments made to ensure they are able to access the room	

<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>	No positive or negative impact	All staff are treated fairly and consistently in the application of these guidelines	
<p><b>6.4 People who are married or who have a civil partner.</b></p>	No positive or negative impact	All staff are treated fairly and consistently in the application of these guidelines	
<p><b>6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are</b></p>	Women who are breastfeeding may be negatively impacted as the room allocated for breastfeeding is also the	Line managers to discuss arrangements with breastfeeding women and where necessary ensure they book a meeting	

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<b>breastfeeding.</b> They are protected for 26 weeks after having a baby whether or not they are on maternity leave.	room to be utilised for prayer.	room elsewhere in CQ2 where they can be guaranteed availability.	
<b>6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers</b>	No positive or negative impact	All staff are treated fairly and consistently in the application of these guidelines	
<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	Those who wish to take time to pray or meditate during work may be negatively impacted, as it is not always clear where the dedicated room is for this purpose and in some locations, there is no facility to allocate a specific room for this purpose.	Employees should be encouraged to discuss their needs with their line manager.	
<b>6.8 People who are attracted to other people of:</b>	No positive or negative impact	All staff are treated fairly	

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<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>		and consistently in the application of these guidelines	
<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>	No positive or negative impact	All staff are treated fairly and consistently in the application of these guidelines	
<p><b>6.10 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>	No positive or negative impact	All staff are treated fairly and consistently in the application of these guidelines	

<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	No positive or negative impact	All staff are treated fairly and consistently in the application of these guidelines	
<b>6.12 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service</b>	No other groups identified that may be positively or negatively impacted.		



**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>No positive or negative impact</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,</p>	<p>No positive or negative impact</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>reducing the 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><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,</p>	<p>No positive or negative impact</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
job security, working conditions  Well-being Goal – A prosperous Wales			
<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	No positive or negative impact		

<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 resilient Wales			
<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 positive or negative impact		
<p><b>7.6 People in terms of macro-economic, environmental and sustainability factors:</b>            Consider the impact of government policies; gross</p>	No positive or negative impact		

<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
domestic product; economic development; biological diversity; climate  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>The policy may impact those with a religion or belief, those with physical disabilities and breastfeeding women. However the policy aims to address any impact by ensuring that all staff are treated fairly and consistently with line managers providing support relevant to individual circumstances</p>
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**Action Plan for Mitigation / Improvement and Implementation**

	Action	Lead	Timescale	Action taken by Directorate / Division
<p><b>8.2 What are the key actions identified as a result of completing the EHIA?</b></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			

<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>				
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