

Equality & Health Impact Assessment for (Public Health Wales Mobile Devices 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	N/A – No service change
2.	Name of Clinical Board / Corporate Directorate and title of lead member of staff, including contact details	Operation and Finance / Estates and Facilities Neil Desmond, Head of Estates and Health & Safety
3.	Objectives of strategy/ policy/ plan/ procedure/ service	The objective of this policy is to outline the procedures and arrangements relating to provision and management arrangement of Public Health Wales mobile devices, and to define the responsibilities of managers and employees in relation to the provisioning of devices and their appropriate use.
4.	Evidence and background information considered. For example <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 	As this is the first formal mobile device policy for Public Health Wales, the following sources of evidence and background information were considered during its development: <ul style="list-style-type: none"> • Staff and Service User Data: Consideration was given to the diverse needs of our staff, including on-call staff, and those with flexible or remote working arrangements. An understanding of varied job roles and technology access levels informed the scope of the policy.

	<ul style="list-style-type: none"> • 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>	<ul style="list-style-type: none"> • Needs Assessment: Informal discussions with staff identified a lack of awareness and understanding around the processes for requesting, issuing, and using mobile phones. This highlighted the need for a clear and standardised policy to ensure consistency, security and accountability. • Equality Impact Considerations: The policy was reviewed with attention to accessibility, particularly for staff with disabilities who may rely on assistive mobile technologies. Flexibility was built into the policy to allow for reasonable adjustments. • Future-proofing Considerations: The policy is designed to be adaptable to evolving technologies and work practices, with a commitment to regular review and revision based on feedback and technological changes.
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>All Public Health Wales staff that own a corporate mobile device.</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 	Consideration to both positive and negative impacts has been taken and there is no impact.		
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	Consideration to both positive and negative impacts has been taken and there is no impact.		

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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	Consideration to both positive and negative impacts has been taken and there is no impact.		
6.4 People who are married or who have a civil partner.	Consideration to both positive and negative		

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	impacts has been taken and there is no impact.		
6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding.	Consideration to both positive and negative impacts has been taken and there is no impact.		
6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers	Consideration to both positive and negative impacts has been taken and there is no impact.		
6.7 People with a religion or belief or with no religion or belief.	Consideration to both positive and negative impacts has been taken and there is no impact.		

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The term 'religion' includes a religious or philosophical belief			
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) 	Consideration to both positive and negative impacts has been taken and there is no impact.		
6.9 People according to their income related group: Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to ill-health	Consideration to both positive and negative impacts has been taken and there is no impact.		
6.10 People according to where they live:			

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Consider people living in areas known to exhibit poor economic and/or health indicators, people unable to access services and facilities	Consideration to both positive and negative impacts has been taken and there is no impact.		
6.11 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service	Consideration to both positive and negative impacts has been taken and there is no impact.		
6.12 Welsh Language			
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	Consideration to both positive and negative impacts has been taken and there is no impact.		

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Treating the Welsh language no less favourably than the English language	Consideration to both positive and negative impacts has been taken and there is no impact.		

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 have been identified	

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
7.2 Lifestyles <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 	Consideration to both positive and negative impacts has been taken			

<ul style="list-style-type: none"> • Sexual activity • Risk-taking activity i.e. gambling, addictive behaviour 	<p>and there is no impact.</p>			
<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 • 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>Consideration to both positive and negative impacts has been taken and there is no impact.</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>Consideration to both positive and negative impacts has been taken and there is no impact.</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 	<p>Consideration to both positive and negative impacts has been taken and there is no impact.</p>			

<ul style="list-style-type: none"> • Housing, quality/tenure/indoor environment • Light/noise/odours, pollution • Quality & safety of play areas (formal/informal) • Road safety • Urban/rural built & natural environment • 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>Consideration to both positive and negative impacts has been taken and there is no impact.</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>Consideration to both positive and negative impacts has been taken and there is no impact.</p>			
<p>7.8 Macro-economic, environmental and sustainability factors</p> <ul style="list-style-type: none"> • Biodiversity • Climate change/carbon reduction/flooding/heatwave 	<p>Consideration to both positive and negative impacts has been taken</p>			

<ul style="list-style-type: none"> • Cost of living i.e. food, rent, transport and house prices • Economic development including trade • Government policies i.e. Sustainable Development principle (integration; collaboration; involvement; long term thinking; and prevention) • Gross Domestic Product • Regeneration 	<p>and there is no impact.</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

Key findings: Impacts/gaps/opportunities	Actions (what is needed and who needs to do) to address the identified mitigation and recommendations	Lead		
<p>Consideration to both positive and negative impacts has been taken and there is no impact.</p>				

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).