

Public Health Wales NHS Trust

Equality and Health Impact Assessment for

Violence and Aggression Procedure and associated guidance – Version 1

1.	For service change, provide the title of the Project Outline Document or Business Case and Reference Number (if applicable)	Violence and Aggression Procedure and associated guidance – Version 1
2.	Name of Directorate/Division and title of lead member of staff, including contact details	Operations and Finance Mark Parsons Head of Estates and Health and Safety Email: mark.parsons@wales.nhs.uk Tel: 07967 345808
3.	Objectives of strategy/ policy/ plan/ procedure/ service	To ensure that Public Health Wales is in accordance with the Health and Safety at Work Act 1974, Construction and Design Management Regulations 2015.
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	<ul style="list-style-type: none">• Developed in line with statutory requirements• Good practice guidance sought from other NHS bodies / NHS standards and external agencies• Discussions with colleagues throughout the IOSH network

	<ul style="list-style-type: none"> • 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.¹</p>	
5.	Who will be affected by the strategy/ policy/ plan/ procedure/ service	<p>All persons employed or engaged by Public Health Wales, including part time workers, temporary and agency workers, those holding honorary contracts and those engaged by the NHS Wales Health Collaborative.</p> <p>All external contractors employed to provide specific services or undertake specific projects on premises occupied by the Trust.</p>

6. EQIA / How will the strategy, policy, plan, procedure and/or service impact on people?

¹ <http://nww2.nphs.wales.nhs.uk:8080/PubHObservatoryProjDocs.nsf>

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 	No negative impacts identified. The procedures apply to all staff of all ages.		
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 medical conditions such as diabetes	No negative impact identified. The procedures apply to all staff.		
6.3 People of different genders:	No negative impact. The procedures apply to all staff.		

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>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>			
<p>6.4 People who are married or who have a civil partner.</p>	<p>No negative impact identified. The procedures apply to all staff.</p>		
<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>No negative impact identified. The procedures apply to all staff.</p>		

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6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers	No negative impact identified. The procedures apply to all staff.		
6.7 People with a religion or belief or with no religion or belief. The term 'religion' includes a religious or philosophical belief	No negative impact identified. The procedures apply to all staff.		
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) 	No negative impact identified. The procedures apply to all staff.		

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<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>No negative impact identified. The procedures apply to all staff.</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 work due to ill-health</p>	<p>No negative impact identified. The procedures apply to all staff.</p>		
<p>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</p>	<p>No negative impact identified. The procedures apply to all staff.</p>		

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6.12 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service	No negative impact identified. The procedures apply to all staff.		

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>No negative impact identified. The procedures apply to all staff.</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 harm caused by alcohol and /or non-prescribed drugs plus</p>	<p>No negative impact identified. The procedures apply to all staff.</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>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>No negative impact identified. The procedures apply to all staff.</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>No negative impact identified. The procedures apply to all staff.</p>		
<p>7.5 People in terms of social and community influences on their health: Consider the impact on family organisation and roles; social</p>	<p>No negative impact identified. The procedures apply to all staff.</p>		

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<p>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>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>No negative impact identified. The procedures apply to all staff.</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>Policy will ensure that Public Health complies with the Health and Safety at Work act 1974 and the Regulatory Reform (Fire Safety) Order 2005 and supporting regulations.</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>	No			
<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>	No			

	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/or 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 	<ul style="list-style-type: none"> • Gain approval for the Violence and Aggression Procedure and associated guidance • Publish on intranet • Circulate to Directors / Directorates • Monitor implementation • Review every three years or upon any changes to Legislation. 	<p>MP</p> <p>MP</p> <p>MP</p> <p>MP</p>	<p>January 2019</p> <p>February 2019</p> <p>On-going</p> <p>On-going</p>	<p>This will be required to be completed via email as the Health and Safety Group meeting moved to 28 January 2019 or approval at the January meeting</p>