

Template Equality & Health Impact Assessment for Standards of Behaviour Policy

Part 1

Please answer all questions:-

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| 1. | For service change, provide the title of the Project Outline Document or Business Case and Reference Number | Standards of Behaviour Policy |
| 2. | Name of Clinical Board / Corporate Directorate and title of lead member of staff, including contact details | Liz Blayney Board Business Unit Liz.blayney@wales.nhs.uk |
| 3. | Objectives of strategy/ policy/ plan/ procedure/ service | This policy outlines principles of expected behaviour with regard to: <ul style="list-style-type: none"> • the acceptance of, and giving of, gifts and hospitality; • honoraria and sponsorship; • preferential treatment in private transactions; • loyalty schemes, as an incentive for entering into business transactions; • Elections campaigns and political interests; • Confidentiality. |
| 4. | Evidence and background information considered. For example <ul style="list-style-type: none"> • population data • staff and service users data, as applicable | Welsh Government's <i>Citizen-Centred Governance Principles</i> <i>The Bribery Act 2010</i> Welsh Government's guidance document on conduct during election campaigns (Welsh Health Circular WHC (2019) 036) is available via the following link: |

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| | <ul style="list-style-type: none"> • 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> | https://gov.wales/sites/default/files/publications/2019-11/uk-general-election-2019--guidance-for-nhs-wales.pdf |
| 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> | All staff |

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 | None | | |
| 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 | Negative – documents are not automatically published in Braille or languages other than English. The primary source of circulation is via the internet. However, software which will read | Public Health Wales does have provision for the production of documents that are accessible to persons with disabilities. Large print, Braille or audio versions could be provided on request | |

| 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 |
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| medical conditions such as diabetes | the policy is now more easily available therefore documents should generally be accessible to those with a visual impairment. | | |
| 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 | None | | |

| 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 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| | | | |
| 6.4 People who are married or who have a civil partner. | None | | |
| 6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding. | None | | |
| 6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers | Negative. There is an impact for service users whose first language is not English, and who may want to access this policies. The policy accessible on the internet is written and published in English and Welsh only. | | |

| 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 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| 6.7 People with a religion or belief or with no religion or belief. The term 'religion' includes a religious or philosophical belief | None. | | |
| 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) | None | | |
| 6.9 People according to their income related group: Consider people on low income, economically inactive, unemployed/workless, | None | | |

| 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 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| people who are unable to work due to ill-health | | | |
| 6.10 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 | None | | |
| 6.11 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service | None | | |
| 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) | | | |

| 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 |
|----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| Opportunities for persons to use the Welsh language | Form and policy will be translated in Welsh and individual are able to submit in both languages. | | |
| Treating the Welsh language no less favourably than the English language | Form and policy will be translated in Welsh and individual are able to submit in both languages. | | |

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)

[WHIASU Population Groups Checklist.pdf \(phwwhocc.co.uk\)](http://phwwhocc.co.uk)

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 |
|-----------------------|----------------------|
| None. | None. |

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 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|---------------------------------|----------------------------|----------------------------|
| <p>7.2 Lifestyles</p> <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 • Sexual activity • Risk-taking activity i.e. gambling, addictive behaviour | N/A | | | |
| <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, | N/A | | | |

| Wider determinant for consideration | Positive impacts or additional opportunities | Unintended consequences or gaps | Population groups affected | Mitigation/recommendations |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|---------------------------------|----------------------------|----------------------------|
| <p>identity, local pride</p> <ul style="list-style-type: none"> • 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 | | | | |
| 7.4 Mental Wellbeing | N/A | | | |

| Wider determinant for consideration | Positive impacts or additional opportunities | Unintended consequences or gaps | Population groups affected | Mitigation/recommendations |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|---------------------------------|----------------------------|----------------------------|
| <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>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 • Housing, quality/tenure/indoor environment | N/A | | | |

| Wider determinant for consideration | Positive impacts or additional opportunities | Unintended consequences or gaps | Population groups affected | Mitigation/recommendations |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|---------------------------------|----------------------------|----------------------------|
| <ul style="list-style-type: none"> • 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 | N/A | | | |
| <p>7.7 Access and quality of services</p> | N/A | | | |

| Wider determinant for consideration | Positive impacts or additional opportunities | Unintended consequences or gaps | Population groups affected | Mitigation/recommendations |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|---------------------------------|----------------------------|----------------------------|
| <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 <p>Transport including parking, public transport, active travel</p> | | | | |
| 7.8 Macro-economic, environmental and sustainability factors | N/A | | | |

| Wider determinant for consideration | Positive impacts or additional opportunities | Unintended consequences or gaps | Population groups affected | Mitigation/recommendations |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|---------------------------------|----------------------------|----------------------------|
| <ul style="list-style-type: none"> • Biodiversity • Climate change/carbon reduction/flooding/heatwave • 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 | | | | |

Stage 3

Summary of key findings and actions

Please answer 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 | Lead |
|---------------------------------------------|-------------------------------------------------------------|------|

| | identified mitigation and recommendations | |
|-------------------------------|-------------------------------------------|---|
| No adverse affects identified | None. | d |

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).