

## Equality & Health Impact Assessment for Adverse Weather Conditions/Transport Disruption Policy

1.	For service change, provide the title of the Project Outline Document or Business Case and Reference Number	N/A				
2.	Name of Clinical Board / Corporate Directorate and title of lead member of staff, including contact details	People and Organisational Development Author/Lead Sarah Psaila, People and OD Advisor				
3.	Objectives of strategy/ policy/ plan/ procedure/ service	The objectives of the policy are to reinforce staff's personal responsibility for travel to and from work, to minimise hardship to staff, financially or otherwise, where conditions unavoidably prevent them from reporting to their normal place of work, or where staff are prevented from returning home after a period of duty.				
4.	Evidence and background information considered. For example <ul style="list-style-type: none"> <li>• population data</li> <li>• staff and service users data, as applicable</li> <li>• needs assessment</li> <li>• engagement and involvement findings</li> <li>• research</li> <li>• good practice guidelines</li> <li>• participant knowledge</li> <li>• list of stakeholders and how stakeholders have engaged in the development stages</li> </ul>	<p><b>Organisational Profile</b> – in considering the needs assessment of the service users, for those with protected characteristics, it is recognized that ESR will not have the full picture in regard to those with a protected characteristic who have been adversely affected by events of adverse weather/planned travel disruption. The policy applies to all staff and is likely to impact those with a disability, age and pregnant. A breakdown of the age profile of staff in Public Health Wales is shown below and the information we have on staff who have disclosed a disability.</p> <p><b>Age Profile</b></p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Age</th> <th style="text-align: right;">%</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Age	%		
Age	%					

	<ul style="list-style-type: none"> <li>• comments from those involved in the designing and development stages</li> </ul> <p>Population pyramids are available from Public Health Wales Observatory and the 'Shaping Our Future Wellbeing' Strategy provides an overview of health need.</p>	<table border="0"> <tr><td>&lt;20</td><td>0.11%</td></tr> <tr><td>20-25</td><td>4.43%</td></tr> <tr><td>26-30</td><td>9.78%</td></tr> <tr><td>31-35</td><td>12.18%</td></tr> <tr><td>36-40</td><td>14.26%</td></tr> <tr><td>41-45</td><td>13.84%</td></tr> <tr><td>46-50</td><td>14.42%</td></tr> <tr><td>51-55</td><td>15.33%</td></tr> <tr><td>56-60</td><td>10.90%</td></tr> <tr><td>61-64</td><td>4.11%</td></tr> <tr><td>66-70</td><td>0.48%</td></tr> <tr><td>&gt;71</td><td>0.16%</td></tr> </table> <p><b>Disability</b></p> <p>3.4% of our staff have indicated that they have a disability, but this information is not known for 35.9% of staff.</p> <p><b>Engagement</b></p> <p>In preparing this policy consultation has taken place through the Policy Development Group and the JNC.</p>	<20	0.11%	20-25	4.43%	26-30	9.78%	31-35	12.18%	36-40	14.26%	41-45	13.84%	46-50	14.42%	51-55	15.33%	56-60	10.90%	61-64	4.11%	66-70	0.48%	>71	0.16%
<20	0.11%																									
20-25	4.43%																									
26-30	9.78%																									
31-35	12.18%																									
36-40	14.26%																									
41-45	13.84%																									
46-50	14.42%																									
51-55	15.33%																									
56-60	10.90%																									
61-64	4.11%																									
66-70	0.48%																									
>71	0.16%																									
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 Clinical Board / Corporate Directorate.</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>	Potential negative impact on staff of any age who may be affected by adverse weather/planned travel disruption and not have an option for home working in times of adverse weather/travel disruption  Potential negative impact on any staff with caring responsibilities	No individual will be treated less favourably than others	
<b>6.2 Persons with a disability as defined in the Equality Act 2010</b> Those with physical impairments, learning disability, sensory loss or	Potential negative impact in times of adverse weather	Line managers will be able to make their own decision whether to advise staff not to attend work or to send them	

<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 Clinical Board / Corporate Directorate.</b> Make reference to where the mitigation is included in the document, as appropriate
impairment, mental health conditions, long-term medical conditions such as diabetes		home accordingly and should discuss the situation with the staff member accordingly	
<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 if adverse weather/planned travel disruption occurs	
<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 if	

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 Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
		adverse weather/planned travel disruption occurs	
<p><b>6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding.</b> They are protected for 26 weeks after having a baby whether or not they are on maternity leave.</p>	Potential negative impact in times of adverse weather – risk of personal injury	Special consideration will be given to any member of staff who is pregnant and has made PHW aware of this	
<p><b>6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers</b></p>	No positive or negative impact	All staff are treated fairly and consistently if adverse weather/planned travel disruption occurs	
<p><b>6.7 People with a religion or belief or with no religion or belief.</b></p>	No positive or negative impact	All staff are treated fairly and consistently if adverse weather/planned travel disruption occurs	

<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 Clinical Board / Corporate Directorate.</b> Make reference to where the mitigation is included in the document, as appropriate
The term 'religion' includes a religious or philosophical belief			
<b>6.8 People who are attracted to other people of:</b> <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>	No positive or negative impact	All staff are treated fairly and consistently if adverse weather/planned travel disruption occurs	
<b>6.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design</b>  Well-being Goal – A Wales of vibrant culture and thriving Welsh language	No positive or negative impact	All staff are treated fairly and consistently if adverse weather/planned	
<b>6.10 People according to their income related group:</b>	Potential negative impact for those who through adverse weather/planned travel	Look to minimise hardship to staff, financially or otherwise	

<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 Clinical Board / Corporate Directorate.</b> Make reference to where the mitigation is included in the document, as appropriate
Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to ill-health	disruption are unable to report to their normal place of work		
<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	Potential Negative impact for those who live away from main public transport links, live in remote areas  Potential negative impact where different weather conditions could affect different regions across Wales	Each case should be treated on its own merit Line managers to consider what options are available to staff in line with their individual circumstances  Each case should be considered on own merit	
<b>6.12 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service</b>	Staff should not take unacceptable risks with their personal health and safety when taking actions under this policy	Consider advice from the emergency services or the media and any available advice from PHW	

<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 Clinical Board / Corporate Directorate.</b> Make reference to where the mitigation is included in the document, as appropriate
		Managers must have regard for the Health and Safety of staff Line managers will be sympathetic to individual needs and circumstances	

## 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 Clinical Board / Corporate Directorate</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>Potential negative impact to people using our services</p>	<p>Service managers to consider how this will be addressed</p> <p>Line managers support staff who work long hours to maintain services</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</p>	<p>Potential negative impact during times of adverse weather conditions for example, not being able to see Stop Smoking Adviser or attend Breast Screening appointment</p>	<p>Communication from PHW, Business Continuity arrangements</p> <p>Line managers support staff who work long hours to maintain services</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 Clinical Board / Corporate Directorate</b> Make reference to where the mitigation is included in the document, as appropriate
<p>/smoking cessation, 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</p>	<p>No positive or negative impact</p>	<p>Usual service to return as soon as possible following event of adverse weather/conditions and/or planned travel disruption</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 Clinical Board / Corporate Directorate</b> Make reference to where the mitigation is included in the document, as appropriate
employment, wage levels, 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	Potential positive impact – adverse weather conditions such as heavy snow fall could encourage people to spend more time outside		

<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 Clinical Board / Corporate Directorate</b> Make reference to where the mitigation is included in the document, as appropriate
Well-being Goal – A resilient Wales			
<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  Well-being Goal – A Wales of cohesive communities	No potential positive or negative impact		
<b>7.6 People in terms of macro-economic, environmental and sustainability factors:</b> Consider the impact of government policies; gross	No potential 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 Clinical Board / Corporate Directorate</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 have impacts with regards to age, disability, and pregnancy. However the policy aims to address this ensuring that all staff are treated fairly and consistently with line managers being sympathetic to individual circumstances</p>
--	---

**Action Plan for Mitigation / Improvement and Implementation**

	Action	Lead	Timescale	Action taken by Clinical Board / Corporate Directorate
<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 Clinical Board / Corporate Directorate
<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>				
--	--	--	--	--



