



 <p>GIG CYMRU NHS WALES</p> <p>Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p>Name of Meeting Quality, Safety and Improvement Committee</p> <p>Date of Meeting 24 February 2026</p> <p>Agenda item: 3.2</p>
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Policy / Procedure Approval Report

Section 1 - Policy / Procedure Information

Policy / Procedure Title	Public Health Wales Mobile Devices Policy
Policy Lead	Zara Walker
Lead Executive	Angela Williams
PHW / All Wales?	PHW
Date of last Review	N/A – New policy
Is the current policy / procedure within review date?	N/A – New policy
Approving Body /Group	Quality, Safety and Improvement Committee
Version Number	1

Section 2: Recommendation

That Quality, Safety and Improvement Committee:

- **Note** that the Leadership Team considered an updated version of the policy following Committee member comments and endorsed the revised version at its January meeting,
- Considers the information contained within the Policy and Equalities Impact Assessment (Appendix 1b),
- **Approve** the policy (Appendix 1a).



Section 3 – Details of the Review:

Background:

Reason for review

New policy developed

Description/Assessment

The policy will ensure that the use of Public Health Wales mobile devices are used securely, efficiently and responsibly to protect organisations assets, sensitive information and the privacy of employees. This policy outlines the standards and expectations for the use, management, and safeguarding of all devices issued by or used for business purposes.

All employees and authorised users are required to adhere to this policy to maintain the integrity, confidentiality, and availability of corporate resources. Public Health Wales will provide the necessary support, training, and resources to enable compliance with this policy and will regularly review and update it to reflect evolving security risks and business needs.

By using a Public Health Wales device, users acknowledge their responsibility to comply with this policy and contribute to a secure and productive working environment.

Consultation

Has this Policy / Procedure been through the appropriate 28 day consultation process?

Yes

Date range of consultation:

07 July 2025 – 05 August 2025

Please provide details of any feedback received and outline what changes if any were made to the document as a result:

Comments were received from IT and Information Governance staff. All feedback was reviewed, and the document was subsequently updated to reflect all of the input provided.

(Add detail)

IT comments received:
Additions to policy:

- Corporately owned smartphones must be managed via "Intune" or



	<p>"Apple business" (mobile device management).</p> <ul style="list-style-type: none"> • Hardware that has reached end of life must be returned for decommissioning. (EoL - no further security or operating systems updates) • Any operating system or security update must be applied to devices as soon as reasonably possible to maintain compliance, any non-compliant devices may be disabled. • No Additional applications are to be installed to the mobile devices outside of business requirements, any new applications must be authorised by IT. • No sensitive information should be stored on mobile devices. • Corporately owned and managed devices are monitored for security purposes. <p>Possible updates/ changes:</p> <ul style="list-style-type: none"> • Security Requirements - The current advise for mobile device inactivity lock period is 5 minutes, consider reducing this to 2- or 1-minute lock period • Data Usage and Connectivity - It may be worth while expanding on the advice of connecting to "trusted" networks - how would a user know if the network is trusted or not? I'd maybe advise only connect to known, trusted networks (such as home). <p>Information Governance comment received: 'The document in Para 8 under Prohibited Use says 'The use of mobile phones, or other hand-held devices is not permitted whilst driving and all users are advised that for safety reasons hands free use is not endorsed by the Trust.'</p> <p>This is sending out mixed messages particularly in light of the Safe Driving at Work Procedure which states 'Although hands free can be used when driving it is important to consider if the road conditions are such that it is safe to do so.'</p>
<p>Had this policy / procedure been considered by any other groups?</p>	<p>Yes</p>



<p>If so, please provide detail of any comments / feedback or amendments made to the documents as a result of this</p>	<p>Comments were received from:</p> <ul style="list-style-type: none"> • QSIC group • Leadership Team meeting (18/12/25)
<p>(Add detail)</p>	<p>Comments from QSIC:</p> <ul style="list-style-type: none"> • Concerns raised about the overall policy statement / purpose. • Policy was seen as overly restrictive and not sufficiently focused on staff enablement and more user-centered. • Re "Business use only" rule it was felt the policy should allow more flexibility and responsibility for users. • Not providing protective cases or covers, and recommending all devices be issued with protection. • Inconsistencies with device sharing • eSims should be addressed <p>Amendments made following QSIC comments:</p> <ul style="list-style-type: none"> • Policy statement was reviewed and amended • The policy was reviewed and changes were made to be more enabling, flexible and user-centered. • All other comments were reviewed, and the document was subsequently updated to reflect all of the input provided. <p>Feedback from the Leadership Team:</p> <p>The above changes were discussed in the Leadership Team meeting and the group were content with the revisions made and the rational of the overall approach to the drafting of the policy.</p>

<p>Section 4: Impact Assessments</p>	
<p>Equality and Health Impact Assessment</p>	<p>All Policies should be accompanied by an Equality and Health Impact Assessment. Include the assessment here, and summarise any issues identified in the assessment.</p>



Welsh Language Impact	The Policy / Procedure will be translated to Welsh and available on the internet bilingually.
Risk and Assurance	N/A
Health and Social Care (Quality and Engagement) (Wales) Act	N/A
Financial implications	N/A
People implications	N/A
Socio Economic Duty	N/A

Section5 - Implementation

Implementation plan (with timescales)		
Next steps	Timescale	Responsible officer(s)
Operations and Finance Executive sign off	TBC	Angela Williams
Quality, Safety and Improvement Committee approval	TBC	QSIC Team

Section 6 – Dissemination

The primary source for dissemination of the mobile phone policy within the organisation, wider community and our partners via the internet site.



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Wales

Reference Number: XXXX
Version Number: XXX
Date of next review: XXX

PUBLIC HEALTH WALES MOBILE DEVICES POLICY

Policy Statement

The purpose of this policy is to provide clear guidance on the provision and management of Public Health Wales mobile devices to support managers and enable employees to work effectively and ensure the responsible management of all devices. It sets out practical arrangements and defines roles to ensure devices are allocated, managed, and used in a way that promotes security, efficiency and productivity.

Policy Commitment

Public Health Wales is committed to ensuring that mobile devices are used in a secure, efficient and responsible way that protects organisational assets, safeguards sensitive information and respects employee privacy. This policy sets out clear standards and expectations for the use, management and protection of all devices issued by or used for business purposes.

All employees and authorised users play an important role in maintaining the integrity, confidentiality and availability of corporate resources. To support this, Public Health Wales will provide the necessary guidance, training and resources to help users comply with this policy. We will also review and update the policy to reflect changing security risks and evolving business needs.

By using a Public Health Wales device, users actively contribute to a secure and productive working environment.

Supporting Procedures and Written Control Documents

[All corporate policies and procedures are available on the Public Health Wales website](#)

This section is to list the following:

- Underpinning procedures, and what they describe
- Identify interdependencies with other policy/control documents.

Other supporting documents are:

- [Low voltage electrical safety and electrical equipment procedure](#)
- [Information security policy](#)
- [Safe driving at work policy](#)

Scope

All Public Health Wales owned mobile devices are in the scope of this policy, including all types and models of devices.	
Impact Assessments	List here all the impact assessments that have been completed for the Policy including: <ul style="list-style-type: none"> • Equality Health Impact Assessment (EHIA) • Welsh Language Impact Assessment (WLIA) • Data Impact Assessment
Approved by	Board/Committee The Board Business Unit will advise who the approving body should be.
Approval Date	TBC
Review Date	TBC
Date of Publication:	TBC
Group with authority to approve supporting procedures	Quality, Safety and Improvement Committee
Accountable Executive Director/Director	Angela Williams, Interim Executive Director of Operations and Finance
Author	Zara Walker, Project Support Manager

Disclaimer

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Summary of reviews/amendments

Version number	Date of Review	Date of Approval	Date published	Summary of Amendments

1 Introduction

This document outlines Public Health Wales' approach to the allocation and use of corporate mobile devices, including mobile phones, tablets, MiFi units, Wi-Fi dongles, and other wireless devices (together termed and referred to as 'mobile devices' for the purposes of this policy) issued to staff. Staff who are issued with these devices are referred to as 'users' throughout this document. Further clarification on any points can be obtained by emailing the PHW Mobile Devices inbox (PHWMobileDevices@wales.nhs.uk).

2 Scope

All Public Health Wales owned mobile devices are in the scope of this policy, including all types and models of devices. For clarification, this policy does **not** extend to personal or non-corporate mobile devices, even if they are used on Public Health Wales premises or for PHW business related activity.

3 Definitions

Network data: Data transferred over the cellular network (3G, 4G or 5G). Data used over Wi-Fi (wireless) network does NOT count as cellular data.

Data roaming: Data roaming occurs when using network data outside of the United Kingdom.

4 Criteria for issue of corporate mobile devices

Public Health Wales provides mobile devices where there is a clear business need aligned with the requirements of the user's role. Decisions on issuing a mobile device rest with the user's manager, the relevant budget holder and the Head of Estates (or their delegated representative).

Eligibility should be assessed against one or more of the following criteria:

- The user needs to be contactable outside normal business hours to support critical business functions (e.g., responding to emergencies or fulfilling 'on-call' duties)

- The user regularly needs to make or receive work related calls

Mobile devices are available to staff across all bands, subject to approval from the designated budget holder. Mobile devices may be allocated on an individual basis or as part of a shared resource (e.g., a screening services 'pool' mobile).

5 Procuring of corporate mobile devices

The Estates team work with the Digital Services department to identify appropriate mobile devices for distribution. Users can choose to request the following

- Voice/ text only mobile,
- Smartphone
- Wi-Fi / MiFi device
- Networked enabled Tablet

Mobile devices are provided to Public Health Wales staff to support their work and enhance business communication. These devices, along with any associated equipment such as leads and chargers, remain the property of Public Health Wales. To ensure responsible management of resources, staff are asked to return all equipment to the Estates Division when a device is upgraded, withdrawn, upon leaving employment or no longer required.

All mobile phones provisioned are carefully selected by the Estates Division and Digital Services for their durability and ability to meet operational requirements. These devices are designed to perform reliably without the need for protective cases or screen covers. Staff may, at their discretion, purchase screen protectors or phone covers personally or seek approval from their budget holder to fund these through the team's budget code.

For health & safety reasons replacement chargers will be provided for damaged chargers in line with section 5.12 of the [Low Voltage and Electrical Equipment Procedure](#).

5.1 Device Lifecycle and Security

All mobile devices have a defined lifecycle and will eventually reach end of life, at which point they will no longer receive manufacturer software or security updates. Devices that are no longer supported present a security risk and may experience performance or compatibility issues, making them unfit for continued use.

When a device reaches end of life, the user will be notified by a member of the Estates team that the device is no longer secure or compliant. Replacement of the device will be the responsibility of the user's department, including any associated costs.

Devices that have reached the end of their working life must be returned for decommissioning in line with section 2.12 of the [Information Security Policy](#).

6 Requesting a mobile device

All requests for mobile devices must be submitted using the Mobile Device Request Form, which is available on the Facilities team's intranet page. Each request will be assessed individually, with the justification for the device evaluated against established criteria. While not all requests may meet the criteria, this process supports Public Health Wales' commitment to sustainability, cost-effectiveness and responsible resource management.

7 Mobile device options

When a new mobile device is purchased, a one-off purchase cost will apply. The cost of devices will vary depending on the model. In addition, each device will incur a monthly connection charge, which may fluctuate from month to month. For up-to-date information on current one-off and monthly costs, please email the PHW Mobile Devices inbox (PHWMobileDevices@wales.nhs.uk).

To support Public Health Wales' commitment to sustainability, mobile devices that are returned and deemed fit for reuse will be reset to factory settings (all data will be securely erased) and made available to fulfil new device requests. Devices reissued in this way will **not** incur the one-off purchase charge.

Where necessary, mobile devices may be replaced due to business requirements or changes in technology. In such cases, the cost of the replacement device will be charged to the user's cost centre.

7.1 Voice and text only mobile phone

The user will be provided with a basic mobile phone device which will only allow incoming and outgoing calls and text messages. Users must ensure there is a security lock (e.g., PIN or password) to gain access to the device. The device provided is designed to fully support users in their work.

If a user has any specific accessibility need they should advise the Estates Division at the time of requesting a device and alternative model / brand options will be looked at.

7.2 Smartphone

Each user will receive a smartphone selected by the Estates and Digital Service teams to ensure compatibility, functionality and alignment with business needs. This approach guarantees reliable

performance and the equipment provided is designed to fully support users in their work.

If a user has any specific accessibility need, they should advise the Estates Division at the time of requesting a device and alternative model / brand options will be looked at.

Users are required to implement a security lock (e.g., PIN or password) to restrict access to the device. All users must follow the provided setup instructions to ensure the device is configured securely in accordance with organisational security standards.

7.3 Wi-Fi device

An appropriate device will be issued to users by the Estates Division. Devices are allocated to ensure consistency and reliability, and the equipment provided is designed to fully support users in their work.

The Estates Division does not retain or manage device passwords for users. It is the responsibility of the user to securely store and manage their device password to ensure continued access and security of devices.

7.4 Tablet

Tablet requests will be reviewed by the Digital Services team to determine if a device can be issued. If approved, an appropriate device will be provided by IT.

If a user has any specific accessibility need, they should advise the Digital Services team at the time of requesting a device and alternative model / brand options will be looked at.

If mobile data is required on the tablet, a 'data-only' sim card can be requested by emailing the PHW Mobile Devices inbox (PHWMobileDevices@wales.nhs.uk). Please note, a monthly connection fee applies to the sim card.

7.5 eSIMs (virtual sim card)

eSIMs may be provisioned on a personal device for users who prefer not to carry a second device.

eSIMs can be requested by emailing the PHW Mobile Devices inbox (PHWMobileDevices@wales.nhs.uk). A justification will be required, and the request will be reviewed by the Head of Estates. If the request is approved, a monthly connection fee applies.

8 Mobile device usage

Public Health Wales provides mobile devices to support users to work efficiently. These devices are intended primarily for work-related communication and business activities.

By default, all smartphones are issued with a standard set of apps selected by the Digital Services team. These apps are intended to meet general business needs. Should you require an app that is not included in the default configuration, please log a request with the Service Desk for Digital Services to review.

Device use not supported

To ensure devices remain secure and available for work purposes, premium or interactive mobile services should not be used unless explicitly for work purposes; this includes activities such as downloading or streaming videos, TV services, or other non-work-related content. If a device is misused, access may be temporarily suspended or withdrawn. Any costs incurred through such use will be the responsibility of the user, and the Trust may seek to recover these costs.

Although hands free connectivity can legally be used when driving it is important to consider if the road conditions are such that it is safe to do so, as referenced in the safe driving at work policy.

Security Requirements

Corporately owned smartphones are managed via "Intune" or "Apple business" (mobile device management).

All mobile devices must be secured with a strong password or PIN to protect the information it holds. The current advise for mobile device inactivity lock period is 5 minutes, consider reducing this to 2- or 1-minute lock period for extra protection. Users must take appropriate steps to protect the confidentiality of conversations, especially in public places. If you're unable to ensure privacy (for example, while on public transport or in public spaces) it is recommended to delay the call until you are in a more secure environment.

Voicemail Use

Relevant mobile devices are equipped with voicemail to ensure messages can be received when you're unavailable. If you change your voicemail greeting, it should include a clear and professional message.

Data Usage and Connectivity

If you're using a data-enabled device (e.g., smartphone or tablet), it is recommended that you connect to known, trusted Wi-Fi networks when available to reduce mobile data usage.

Sim Card Policy

If there is a requirement to remove the SIM card from the mobile device provided to you, for example, to place it in another device such as a personal handset, you must submit a request to the Estates team prior to doing so.

eSIM Policy

If your eSIM is no longer required or you are leaving Public Health Wales, please let the Estates team know. This helps us keep our systems up to date and ensures resources are managed effectively.

9 Roaming abroad

Public Health Wales mobile devices have roaming turned off by default to ensure cost efficiency and security.

The Trust is able to support device users to be able to use their devices whilst travelling abroad for business purposes. If your role requires you to work abroad and you need roaming enabled for business purposes, please contact the Estates Division as early as possible, ideally at least seven working days before your departure. Requests made with less than seven working days' may affect the ability to use the device while overseas.

9.1 Requesting roaming abroad

All roaming requests must be emailed to the PHW Mobile Devices inbox (PHWMobileDevices@wales.nhs.uk). To ensure your request is processed promptly, please include the following information:

- **Name:**
- **Directorate & Division**
- **Mobile phone number:**
- **Date of arrival:**
- **Date of return:**
- **Country you are visiting:**
- **Budget Holder for the device:**
- **Business justification for roaming:**
- **Confirmation of approval of budget holder roaming request to be made**

Failure to provide this information may cause delays in processing the request.

All requests will be assessed individually by the Estates team to ensure compliance with organisational requirements. Approval must be obtained from the relevant budget holder, followed by final authorisation from the Operations and Finance Directorate Executive

or their nominated deputy. In the event that either is unavailable, the decision will be delegated to the Head of Estates or their nominated deputy to avoid unnecessary delays. The outcome of each request will be communicated to both the requesting user and the approving budget holder to maintain transparency and accountability.

If approved, roaming will be activated only for the specified travel dates. Roaming services will be deactivated on the date of the user's return. A new request must be submitted for any subsequent aboard visits requiring roaming. Roaming cannot be left enabled on the device.

It is the responsibility of the user if roaming is approved to ensure that on arrival at an overseas destination they correctly connect to the appropriate contracted roaming network. All additional costs incurred for roaming will be charged to the user's cost centre.

All users intending to travel outside of the UK should ensure that they are familiarise themselves with the Public Health Wales Business Travel Policy: phw.nhs.wales/about-us/policies-and-procedures/policies-and-procedures-documents/corporate-governance-communications-and-finance-policies/business-travel-policy/

To best support device users, the Estates / Facilities Division would encourage all users to engage at the earliest opportunity with them in relation to utilising their device whilst outside of the UK.

10 Responsibilities

10.1 User responsibilities

Users who are issued with a mobile device are responsible for:

- Complying fully with all relevant legislation, this policy and all related Public Health Wales policies relevant to mobile device use.
- Any operating system or security update must be applied to devices as soon as reasonably possible to maintain compliance, any non-compliant devices may be disabled.
- Appropriately securing the device and all information held on it.
- No sensitive information should be stored on mobile devices.
- Deleting information from the mobile device when no longer required or sooner if requested to delete it.

- Public Health Wales' mobile devices must not be used to take photographs of an individual(s) without that individual's consent.
- Users must take reasonable care of the devices they receive.
- Users must notify the Estates Division via PHWMobileDevices@wales.nhs.uk of any damage relating to a mobile device that results in the device being unusable at the earliest opportunity of the issue being identified.
- Users must notify the Estates Division via PHWMobileDevices@wales.nhs.uk of the loss of any mobile device at the earliest opportunity of the loss being identified.
- For security purposes, users must not share or hand over their assigned mobile device to other staff members. If device sharing is required, an approved open-pool device should be used instead.
- At the end of their lifecycle, devices must be returned to the Estates Division to either be reissued or securely decommissioned.
- If the user no longer requires the mobile device it is their responsibility to notify the Estates Division via PHWMobileDevices@wales.nhs.uk to cancel the contract to prevent reoccurring monthly charges being incurred.

10.2 Line Managers responsibilities

It is the responsibility of the line manager to ensure that any mobile device assigned to a staff member is returned, along with all other Public Health Wales equipment, when that staff member leaves their role. Mobile devices must be returned directly to the Estates Division.

If the line manager wishes to reallocate the device to another staff member, they must notify the Estates Division with the details of the proposed new user. This allows the Estates Division to update the device's deployment and management settings in line with Public Health Wales and NHS Wales security protocols for mobile devices.

Failure to provide this information may result in the device's network connection being suspended until the required details are received.

11 Audit and Monitoring

This policy will be reviewed every three years, or sooner as required to ensure relevance to developments in technology.

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.		

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
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		

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
	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.		

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
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:			

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
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.		

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
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).