

Equality & Health Impact Assessment for Adverse Weather Conditions/Transport Disruption 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
2.	Name of Clinical Board / Corporate Directorate and title of lead member of staff, including contact details	People & Organisation Development Author/Lead Rebecca Kindred-Watkins, People & 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 weather 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"> • population data • staff and service users data, as applicable • needs assessment • engagement and involvement findings • research • good practice guidelines 	Organisational Profile – 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 or who are known to PHW to be pregnant. A breakdown of the age profile of staff in Public Health Wales is shown below as of 1 st March 2025.

- participant knowledge
- list of stakeholders and how stakeholders have engaged in the development stages
- comments from those involved in the designing and development stages

Population pyramids are available from Public Health Wales Observatory and the 'Shaping Our Future Wellbeing' Strategy provides an overview of health need.

Age Profile

Age Band	%
<=20 Years	0.18
21-25	4.28
26-30	13.60
31-35	13.38
36-40	13.75
41-45	14.82
46-50	11.39
51-55	11.98
56-60	10.65
61-65	4.39
66-70	1.22
>=71 Years	0.37

Disability

Information is available below for staff who have disclosed a disability.

8.% of staff have disclosed that they have a disability. This information is not known for 11% of staff.

Gender

The gender breakdown of the organisation is approximately 73% female and 27% male.

The gender breakdown of part time workers is approximately 89% female and 11% male.

		<p>Engagement</p> <p>In preparing this policy consultation has taken place through a policy workshop, staff networks and the Local Partnership Forum.</p>
<p>5.</p>	<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 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.</p> <p>Those most impacted by the policy are those who may be impacted by a disability and those who work on site to perform their role.</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 	<p>Potential negative impact on staff of any age who may be affected by adverse weather/planned travel disruption and do not have an option for home working in times of adverse weather/travel disruption</p> <p>Potential negative impact on any staff with caring responsibilities and those with dependants.</p>		<p>No individual will be treated less favourably than others.</p> <p>Management discretion to consider whether adjustments need to be made or staff to work at home or return home before the end of working day due to health and safety reasons.</p>

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
	<p>Those over 65 may have more health issues, reduced mobility more susceptible to severe weather heat and cold. Those over 65 may have less support regarding transport at times of severe weather.</p> <p>Younger staff may be more vulnerable to travelling on public transport and adversely impacted by public transport disruption.</p>		
6.2 Persons with a disability as defined in the Equality Act 2010 Those with physical impairments, learning	Potential negative impact in times of adverse weather.	Management to support those with a disability and put in place using discretion	Line managers will be able to make their own decision whether to advise staff not to attend work or to send

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
disability, sensory loss or impairment, mental health conditions, long-term medical conditions such as diabetes		bespoke arrangements in times of adverse weather.	<p>them home accordingly and should discuss the situation with the staff member accordingly.</p> <p>Line manager may advise staff to work at alternative sites.</p> <p>Line managers to consider employees Reasonable Adjustments Password to consider support that is required for individuals at times of Adverse Weather and Travel Disruption.</p>
6.3 People of different genders: Consider men, women, non-binary, people undergoing gender reassignment	No positive or negative impact.	Women may be slightly more impacted as pregnant staff may require management support and	All staff are treated fairly and consistently if adverse weather/planned travel disruption occurs.

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
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		adjustments at times of adverse weather. Women who are perimenopausal/menopausal may require support and adjustments at times of heatwave etc.	
6.4 People who are married or who have a civil partner.	No positive or negative impact.		All staff are treated fairly and consistently if adverse weather/planned travel disruption occurs.
6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding.	Potential negative impact in times of adverse weather – risk of personal injury.	Pregnant staff to be supported as appropriate by management at times of adverse weather to maintain the safety of the Mother and baby.	Special consideration will be given to any member of staff who is pregnant and has made PHW aware of this.

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
6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers	No positive or negative impact.		All staff are treated fairly and consistently if adverse weather/planned travel disruption occurs.
6.7 People with a religion or belief or with no religion or belief. The term 'religion' includes a religious or philosophical belief	No positive or negative impact.		All staff are treated fairly and consistently if adverse weather/planned travel disruption occurs.
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); 	No positive or negative impact.		All staff are treated fairly and consistently if adverse weather/planned travel disruption occurs.

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
<ul style="list-style-type: none"> both sexes (bisexual) 			
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	Potential negative impact for those who through adverse weather/planned travel disruption are unable to report to their normal place of work. Potentially impact lower banded staff.		Look to minimise hardship to staff, financially or otherwise. Support staff to make alternative travel arrangements which are most cost efficient at times of adverse weather.
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	Potential negative impact for those who live away from main public transport links and live in remote areas, higher ground, coastal and flood risk areas. Potential negative impact where different weather conditions could affect		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 its own merit.

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
	different regions across Wales.		
6.11 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service	Staff should not take unacceptable risks with their personal health and safety when taking actions under this policy.		Consider official advice and updates from Met Office, Natural Resources Wales, emergency services, NHS Wales, the media, PHW and transport agencies such as Transport for Wales. Managers must have regard for the Health and Safety of staff. Line managers will be sympathetic to individual needs and circumstances.
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:			

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
(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	No positive or negative Impact.		All staff are treated fairly and consistently if adverse weather/planned.
Treating the Welsh language no less favourably than the English language	No positive or negative Impact. Policy and EqHIA will be translated.		All staff are treated fairly and consistently if adverse weather/planned.

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
N/A as Policy is not related to health.	

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 • Diet/nutrition/breastfeeding				

<ul style="list-style-type: none"> • 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 				
<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>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>7.5 Living/ environmental conditions affecting health</p> <ul style="list-style-type: none"> • Air quality 				

<ul style="list-style-type: none"> • Attractiveness/access/availability/quality of area, green and blue space, natural space. • Health & safety, community, individual, public/private space • 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>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>7.8 Macro-economic, environmental and sustainability factors</p> <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 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		

--	--	--	--	--

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).