

## Equality & Health Impact Assessment for Public Health Wales Disclosure and Barring Service (DBS) 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	Public Health Wales Disclosure and Barring Service DBS Policy
2.	Name of Clinical Board / Corporate Directorate and title of lead member of staff, including contact details	Alison Davies, Resourcing and Talent Lead <a href="mailto:Alison.Davies37@wales.nhs.uk">Alison.Davies37@wales.nhs.uk</a> People and Organisational Development Directorate
3.	Objectives of strategy/ policy/ plan/ procedure/ service	<p>The Public Health Wales DBS policy is vital in order to maintain compliance and safeguarding standards across our organisation.</p> <p>This policy aims to:</p> <ul style="list-style-type: none"> <li>• Protect children and adults at risk by ensuring individuals in regulated activity are subject to appropriate checks and referrals.</li> <li>• Provide clear guidance to managers and staff on their responsibilities in relation to DBS checks, referrals, and compliance with legal requirements.</li> <li>• Support compliance with safeguarding legislation and promote safe working practices across the Trust.</li> </ul> <p>The Trust is committed to adhering to all relevant legislation and guidance, including but not limited to:</p> <ul style="list-style-type: none"> <li>• The Safeguarding Vulnerable Groups Act 2006</li> </ul>

		<ul style="list-style-type: none"> <li>• The Protection of Freedoms Act 2012</li> <li>• The Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR)</li> <li>• The Rehabilitation of Offenders Act 1974 and associated amendments</li> <li>• The Equality Act 2010</li> </ul>
4.	<p>Evidence and background information considered. For example</p> <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> <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>	<p>The development of this DBS Policy has drawn on a range of evidence and best practice sources to ensure it meets the safeguarding needs of Public Health Wales while complying with legal and regulatory requirements.</p> <p><b>Population and workforce data:</b></p> <ul style="list-style-type: none"> <li>• The policy reflects Public Health Wales' diverse workforce and the populations it serves, including vulnerable groups such as children and adults at risk.</li> <li>• Data from the Public Health Wales Observatory (e.g. population pyramids) and the <i>Shaping Our Future Wellbeing</i> strategy has been used to understand the health and social needs of the population and the importance of safeguarding measures.</li> </ul> <p><b>Legislation and regulatory frameworks:</b></p> <ul style="list-style-type: none"> <li>• The policy is underpinned by relevant legislation, including the Rehabilitation of Offenders Act 1974, Police Act 1997, Protection of Freedoms Act 2012, Safeguarding Vulnerable Groups Act 2006, and data protection legislation (UK GDPR and Data Protection Act 2018).</li> <li>• National guidance on eligibility for DBS checks has been referenced, including the DBS Code of Practice and guidance from GOV.UK on regulated activities and filtering rules.</li> </ul>

<p><b>5.</b> 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>	<ul style="list-style-type: none"> <li>• All staff within the Trust who require a DBS check.</li> <li>• Potential job applicants.</li> <li>• Line Managers of staff within the Trust who require a DBS check.</li> <li>• Population served by Public Health Wales</li> </ul> <p><b>Operational and organisational needs:</b></p> <ul style="list-style-type: none"> <li>• Internal review of safeguarding incidents and recruitment processes has informed the policy's emphasis on robust risk assessment, the requirement for DBS Update Service subscriptions, and regular monitoring through ESR.</li> <li>• The need for consistency in recruitment and employment practices across staff groups, including secondees, honorary contract holders, and volunteers, has also been considered.</li> </ul> <p><b>Engagement and input from stakeholders:</b></p> <ul style="list-style-type: none"> <li>• The policy has been developed in collaboration with the Resourcing Team, safeguarding leads, operational managers, and staff side representatives through policy consultation processes.</li> <li>• Input was sought from NHS Wales Shared Services Partnership (NWSSP) Recruitment Services to align with national recruitment systems and ensure feasibility of implementation.</li> <li>• Feedback from users of the previous policy and issues raised in case reviews have shaped improvements, particularly around compliance monitoring, pre-employment checks, and handling disclosures sensitively.</li> </ul> <p><b>Good practice guidance and benchmarking:</b></p> <ul style="list-style-type: none"> <li>• The policy is aligned with good practice guidelines from NHS Employers, the DBS, and safeguarding bodies.</li> </ul>
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## 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'.

<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts (unintended consequences) Opportunities or gaps</b>	<b>Action taken by Directorate.</b> Make reference to where the mitigation is included in the document, as appropriate <b>This column is to be updated in future reviews</b>	<b>Recommendations for improvement/ mitigation/ identified gaps or opportunities</b>
<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>	This policy strengthens safeguarding of children and adults at risk, including older people.	N/A	N/A
<b>6.2 Persons with a disability as defined in the Equality Act 2010</b> Those with physical impairments, learning disability, sensory loss or impairment, mental health conditions, long-term	There is a risk of accessibility barriers for this group e.g. online DBS application systems may not be fully accessible to people with visual,	The policy includes provisions for reasonable adjustments and ensures requests are considered in line with legislation, as alternative formats,	

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medical conditions such as diabetes	<p>cognitive, or motor impairments.</p> <p>An individual may experience disclosure anxiety; Individuals with mental health conditions or neurodivergent traits may fear discrimination if past issues are disclosed.</p>	<p>assisted applications, or extended deadlines.</p> <p>The policy and associated guidance ensure that DBS processes (online forms, communication, ID verification) are accessible and inclusive.</p>	
<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</p>	<p>The policy strengthens protection for all service users, including people of all genders, particularly in roles involving regulated activity.</p> <p>There may be unconscious bias in how disclosures are interpreted, especially if offences relate to gendered behaviour (e.g.,</p>	<p>We will continue to ensure Gender-Inclusive Safeguarding</p> <p>We will continue to promote fair recruitment; when applied correctly, DBS policies support fair hiring practices by focusing on safeguarding rather than gender.</p>	

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<p>her gender with or without going through any medical procedures. Sometimes referred to as Trans or Transgender</p>	<p>violence or sexual misconduct).</p> <p>Trans and Non-Binary Individuals may face privacy concerns if previous names or gender markers are disclosed.</p> <p>There is a risk of misgendering or discrimination during the DBS process.</p> <p>Disproportionate scrutiny is also possible as Men, particularly from certain ethnic backgrounds, may have more DBS entries due to historically harsher enforcement, potentially impacting job prospects.</p>	<p>Inclusive Policy Language, ensuring that the DBS policy uses gender-neutral and inclusive language.</p> <p>Our managers guide includes gender identity, unconscious bias, and respectful communication.</p> <p>The Policy includes privacy protections to strengthen safeguards for trans individuals, including how previous identities are handled in DBS checks.</p>	

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		<p>Confidentiality, privacy, and proportionality in decision-making are prioritised throughout the policy</p> <p>The Policy outlines how decisions must be based on role relevance, time elapsed, and rehabilitation, not on assumptions linked to gender.</p> <p>Continue to provide unconscious bias training to managers.</p>	
<b>6.4 People who are married or who have a civil partner.</b>	The policy enhances safeguarding procedures for roles that may involve working with or around	The policy does not refer specifically to marital or partnership status, which	

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	<p>families, including married couples and civil partners.</p> <p>The policy makes no distinction between individuals based on marital or civil partnership status, supporting fairness in recruitment and employment.</p>	<p>is appropriate as DBS checks focus on individual suitability.</p> <p>Safeguarding and risk assessments are conducted based on individual disclosures and roles, not their relationship status.</p> <p>Confidentiality safeguards protect all individuals equally.</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>	<p>An employee returning from maternity leave may find their DBS Update Service subscription has lapsed or that their check needs renewing.</p>	<p>Flexible processes to allow remote or flexible DBS application processes for women on maternity leave.</p>	

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	<p>Some women may be breastfeeding and working in clinical or public-facing roles; the policy ensures safeguarding of the public and vulnerable individuals, which indirectly supports safety for staff, patients, and service users.</p>	<p>Clear Guidance to managers on supporting women through DBS checks during or after maternity leave.</p> <p>Our Recruitment and Selection training includes anti-Discrimination training to ensure hiring managers understand that pregnancy and maternity are protected characteristics and cannot be used to delay or deny employment.</p>	
<b>6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English</b>	<p>DBS checks help with safeguarding for diverse communities, ensuring that individuals working in multicultural settings (e.g.,</p>	<p>Our Recruitment and Selection training provides training to</p>	

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<b>speakers, gypsies/travellers, migrant workers</b>	<p>schools, care homes, community centres) are safe and appropriate.</p> <p>Non-English speakers may struggle to understand DBS forms, guidance, or communications, leading to delays or errors.</p> <p>People from minority ethnic backgrounds may face unconscious bias or over-scrutiny during recruitment or risk assessments based on DBS results.</p> <p>Migrant workers or travellers may lack standard forms of ID or proof of address, complicating the DBS process.</p>	<p>recruiting managers on unconscious bias, shortlisting and assessing fairly.</p> <p>Face-to-face ID Verification is offered to accept a broader range of documents for identity checks, especially for those without fixed addresses.</p> <p>Monitor recruitment and employment outcomes by ethnicity to identify any disproportionate impacts and take action where needed.</p>	

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	Cultural differences may lead to misinterpretation of past behaviours or records.	Support is offered by NWSSP Recruitment for those having difficulty with the DBS process.  Unconscious bias training is included in the Recruitment and Selection Training.	
<b>6.7 People with a religion or belief or with no religion or belief.</b> The term 'religion' includes a religious or philosophical belief	The policy contributes to safeguarding all individuals, regardless of belief, when receiving care or services, particularly children and vulnerable adults.  There may also be unconscious bias in how employers interpret DBS results for individuals from minority faiths or belief systems.	Our Recruitment and Selection training provides training to recruiting managers on shortlisting and selecting fairly.  The policy provides a framework (e.g. the risk assessment process) that can be used to avoid unfair treatment.	

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	<p>Some past convictions related to religious expression or cultural practices may appear on a DBS check (e.g. historical public order offences during protests), which could unintentionally disadvantage individuals of certain faith backgrounds.</p>		
<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>	<p>This policy applies equally to all individuals regardless of sexual orientation, supporting a fair and inclusive approach to safeguarding.</p> <p>The strict confidentiality and secure handling of sensitive information reduces the risk of inappropriate or</p>	<p>The policy includes a Equality, Diversity and Inclusion statement, affirming that Public Health Wales will not tolerate discrimination on the basis of sexual orientation or any other protected characteristic. It states that decisions must be based on</p>	

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	<p>unauthorised disclosure that could affect individuals from LGBTQ+ communities.</p> <p>In rare cases, historical convictions or cautions linked to outdated discriminatory laws (e.g. related to same-sex relationships prior to legal reforms) could still appear on DBS checks, causing distress or unfair disadvantage.</p> <p>There is a potential risk of bias or unconscious prejudice in how disclosure information is interpreted by recruitment decision-makers, particularly if assumptions are made about personal identity</p>	<p>objective, role-related criteria and not influenced by assumptions or bias.</p> <p>A structured risk assessment process ensures that DBS information is assessed fairly and proportionately, considering only its relevance to the role.</p> <p>Unconscious bias training is included in our Recruitment and Selection training and videos on unconscious bias and EDI are available in our</p>	

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	based on disclosed information.	Recruitment Toolkit  Confidentiality of DBS data is protected by strict access controls and data retention policies, reducing the risk of misuse or unintended disclosure of sensitive information.	
<b>6.9 People according to their income related group:</b> Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to ill-health	Individuals may struggle to afford to pay for the DBS Update Service upfront.  Some individuals may lack the digital access needed to complete the DBS process.	All employees in roles requiring a DBS check must subscribe to the DBS Update Service and maintain their subscription annually. The cost of this subscription will be reimbursed by the Trust through the expenses process or other agreed	

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		<p>mechanism. Therefore, the individual will not carry the financial burden associated with DBS checks.</p> <p>Alternative methods of payment for the DBS Update Service will be explored for those experiencing financial hardship.</p> <p>Applicants are asked to contact the recruiting manager if they lack digital access and arrangements can be made to attend an office to complete the process</p>	

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		using PHW on-site equipment.	
<b>6.10 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	<p>A DBS policy can impact people differently depending on where they live, particularly in relation to geography, infrastructure, and access to services.</p> <p>In urban areas high competition for jobs requiring DBS checks may disadvantage those with minor records; Potential for over-policing in some urban communities, leading to disproportionate DBS disclosures.</p>	<p>All employees in roles requiring a DBS check must subscribe to the DBS Update Service and maintain their subscription annually. The cost of this subscription will be reimbursed by the Trust through the expenses process or other agreed mechanism. Therefore, the individual will not carry the financial burden associated with DBS checks</p>	<p>Data monitoring to track regional disparities in DBS processing and outcomes.</p>

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	<p>In rural or remote areas limited access to digital services or ID verification locations; slower processing times due to postal delays or lack of local support; digital exclusion for those without reliable internet or devices.</p> <p>In deprived or high-unemployment areas the cost of DBS checks may be a barrier for job seekers if not covered by employers; individuals with minor or historic offences may be disproportionately affected, limiting employment opportunities.</p>		

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<b>6.11 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service</b>	<p>In addition to the protected characteristics and groups above, there are several other groups and risk factors that may be relevant when assessing the impact of the DBS policy. These include - Care leavers as they may face stigma or assumptions due to their background.</p> <p>Ex-Offenders / People with criminal records May be disproportionately excluded from employment due to past convictions, even if spent or unrelated to the role.</p>	<p>We have a separate policy to support recruitment of people with a criminal record to ensure fair recruitment.</p> <p>Our organisation has a Carers Staff Network which may offer invaluable support and advice to young carers during the DBS process.</p> <p>Supportive DBS processes that recognise Care Leavers and their unique life experiences and promote fair access to employment and volunteering.</p>	

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	<p>People with limited digital literacy may struggle to complete online DBS applications or access results.</p> <p>People with no fixed address may experience difficulty providing proof of address or ID, leading to exclusion from roles requiring DBS checks.</p> <p>Young Carers may face barriers due to caring responsibilities and lack of support navigating DBS processes.</p> <p>People with mental health conditions may experience</p>	<p>We offer tailored guidance and flexible application support for young carers upon request.</p> <p>Clear guidance is provided on filtering rules, rehabilitation, and fair assessment of risk for Ex-Offenders and People with Criminal Records.</p> <p>Assisted digital services, paper-based options, or in-person support is available for those with limited digital literacy.</p>	

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	anxiety around disclosure, stigma, or misinterpretation of past incidents.	We offer a flexible ID verification process and support for those with no fixed address.  Sensitive handling of disclosures is addressed in the policy and guidance to support those with mental health conditions.	
<b>6.12 Welsh Language</b>			
<b>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:</b> (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)			
<b>Opportunities for persons to use the Welsh language</b>	The policy will help facilitate the needs of our Welsh language service users.	This policy is available in Welsh on the Public	Highlight errors within the Trac website and report back for amendment.

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	<p>Despite being bilingual, there are a few errors within the Trac website which may hinder a fully immersive end-to-end experience for Welsh speakers.</p>	<p>Health Wales Policies Intranet page.</p> <p>NWSSP Recruitment offer Welsh-language DBS customer support via their Help Desk and email.</p> <p>Correspondence can be made available in Welsh should a staff member so request.</p> <p>Translation of Sharepoint DBS pages, all related documents and communications into Welsh.</p>	
<b>Treating the Welsh language no less</b>	The policy is compliant with Welsh Language	Translation of Sharepoint DBS pages, all related	

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<b>favourably than the English language</b>	<p>Standards and requires that our DBS process is fully bilingual.</p> <p>Ensuring equal access to DBS services in Welsh.</p> <p>Promoting the visibility and normalisation of Welsh in safeguarding and recruitment contexts.</p>	<p>documents and communications into Welsh.</p> <p>This policy is available in Welsh on the Public Health Wales Policies Intranet page.</p> <p>Welsh is offered proactively, not just on request.</p> <p>Correspondence can be made available in Welsh should a staff member so request.</p>	<p>Keep records of how Welsh language considerations are built into DBS policy decisions.</p> <p>Regularly review and report on compliance with the Welsh Language Standards.</p> <p>Engage with the Welsh Language Commissioner if needed for guidance or feedback.</p>

### 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

**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><b>7.2 Lifestyles</b></p> <ul style="list-style-type: none"> <li>• Diet/nutrition/breastfeeding</li> <li>• Physical activity</li> <li>• Use of alcohol, cigarettes, e-cigarettes</li> <li>• Use of substances, non-prescribed drugs, abuse of prescription medication</li> <li>• Social media use</li> <li>• Sexual activity</li> <li>• Risk-taking activity i.e. gambling, addictive behaviour</li> </ul>	<ol style="list-style-type: none"> <li>1. Past offences related to substance misuse may appear on a DBS check, depending on severity and relevance.</li> <li>2. Cautions related to drug misuse may be disclosed and could affect eligibility for certain roles.</li> <li>3. Inappropriate or harmful online behaviour (e.g., harassment, grooming) may lead to criminal records that appear on DBS checks.</li> <li>4. DBS checks are designed to identify individuals with a history of sexual offences, especially for roles involving children or vulnerable adults.</li> <li>5. Criminal behaviour linked to addiction (e.g., theft, fraud) may be disclosed.</li> </ol>		Ex offenders	<p>This policy ensures that individuals working in roles with children or adults at risk are safe and appropriate.</p> <p>This policy balances safeguarding with rehabilitation and fair opportunity.</p> <p>This DBS Risk Assessment considers the nature, timing, and relevance of a criminal record to the role in question</p>
<p><b>7.3 Social and community influences on health</b></p> <ul style="list-style-type: none"> <li>• Adverse childhood experiences</li> <li>• Citizen power and influence</li> <li>• Community cohesion, identity, local pride</li> <li>• Community resilience</li> <li>• Domestic violence</li> <li>• Family relationships</li> <li>• Language, cultural and spirituality</li> </ul>	<ol style="list-style-type: none"> <li>1. Positive: DBS checks help prevent individuals with harmful histories from working with children and adults at risk.</li> <li>2. Citizen Power and Influence - transparent DBS policies can build trust in public systems. volunteering.</li> <li>3. Community Cohesion, Identity, Local Pride - safe recruitment through DBS checks supports trusted community services.</li> </ol>	<p>DBS-related employment barriers may strain family finances or stability.</p> <p>No fixed address may cause issues</p>		<p>Guidance is provided when completing a DBS application and additional support is available upon request.</p> <p>Alternative payment methods will be arranged upon request if paying the</p>

<ul style="list-style-type: none"> <li>• Neighbourliness</li> <li>• Social exclusion i.e. homelessness</li> <li>• Parenting and infant attachment</li> <li>• Peer pressure</li> <li>• Racism</li> <li>• Sense of belonging</li> <li>• Social isolation/loneliness</li> <li>• Social capitol/support/networks</li> <li>• Third sector &amp; volunteering</li> </ul>	<p>4. Supports safe volunteering and employment strengthen local networks and community resilience.</p> <p>5. Safer environments for children and vulnerable adults.</p> <p>6. The policy respects cultural and linguistic diversity and promotes inclusion.</p> <p>7. DBS checks support safe community volunteering.</p> <p>8. People without fixed addresses may struggle to complete DBS checks.</p> <p>9. DBS checks protect early years settings and parenting support services.</p> <p>10. Our inclusive DBS policy fosters trust and participation in community life.</p> <p>11. Safe recruitment builds stronger, more trusted networks.</p>	<p>with identity verification required for the DBS application</p> <p>Exclusion from roles due to minor or historic offences may reduce belonging.</p>		<p>DBS Update Service subscription may cause financial difficulties.</p> <p>Flexible ID verification support is available.</p> <p>Robust DBS Risk Assessment processes are in place.</p>
<p><b>7.4 Mental Wellbeing</b></p> <ul style="list-style-type: none"> <li>• Does this proposal support sense of control?</li> <li>• Does it enable participation in community and economic life?</li> <li>• Does it impact on emotional wellbeing and resilience?</li> </ul>	<p>A clear, fair DBS policy gives individuals confidence in how their information is used. Transparent filtering rules and processes help people feel empowered, especially those with past convictions.</p> <p>DBS checks enable safe access to employment – a key contributor to mental wellbeing.</p> <p>Encouraging inclusive access to DBS-cleared roles supports social integration and economic participation.</p>	<p>Uncertainty or lack of clarity in the DBS process can cause anxiety, especially for individuals with complex histories.</p> <p>People may feel powerless if they are excluded from roles due to past mistakes</p>		<p>Clear guidance and support will be provided throughout the DBS process.</p> <p>We promote fair chance hiring.</p> <p>We have embedded a person-centred approach to this policy.</p>

	<p>Knowing that DBS policies protect vulnerable people can enhance trust and emotional safety in workplaces and communities.</p> <p>Inclusive policies that support rehabilitation can boost self-esteem and resilience.</p>	<p>without a clear path to rehabilitation.</p> <p>Fear of stigma or rejection due to DBS disclosures can harm emotional wellbeing.</p>		
<p><b>7.5 Living/ environmental conditions affecting health</b></p> <ul style="list-style-type: none"> <li>• Air quality</li> <li>• Attractiveness/access/availability/quality of area, green and blue space, natural space.</li> <li>• Health &amp; safety, community, individual, public/private space</li> <li>• Housing, quality/tenure/indoor environment</li> <li>• Light/noise/odours, pollution</li> <li>• Quality &amp; safety of play areas (formal/informal)</li> <li>• Road safety</li> <li>• Urban/rural built &amp; natural environment</li> <li>• Waste and recycling</li> <li>• Water quality</li> </ul>	Not applicable			
<p><b>7.6 Economic conditions affecting health</b></p> <ul style="list-style-type: none"> <li>• Unemployment</li> <li>• Income, poverty (incl. food and fuel)</li> <li>• Economic inactivity</li> <li>• Personal and household debt</li> <li>• Type of employment i.e. permanent/temp, full/part time</li> </ul>	Requiring upfront subscription to the DBS Update Service, may cause financial hardship for some.			Contingencies are in place to support those who require assistance with the annual subscription

<ul style="list-style-type: none"> <li>• Workplace conditions i.e. environment culture, H&amp;S</li> </ul>				
<p><b>7.7 Access and quality of services</b></p> <ul style="list-style-type: none"> <li>• Careers advice</li> <li>• Education and training</li> <li>• Information technology, internet access, digital services</li> <li>• Leisure services</li> <li>• Medical and health services</li> <li>• Other caring services i.e. social care; Third Sector, youth services, child care</li> <li>• Public amenities i.e. village halls, libraries, community hub</li> <li>• Shops and commercial services</li> <li>• Transport including parking, public transport, active travel</li> </ul>	Not applicable			
<p><b>7.8 Macro-economic, environmental and sustainability factors</b></p> <ul style="list-style-type: none"> <li>• Biodiversity</li> <li>• Climate change/carbon reduction/flooding/heatwave</li> <li>• Cost of living i.e. food, rent, transport and house prices</li> <li>• Economic development including trade</li> <li>• Government policies i.e. Sustainable Development principle (integration; collaboration; involvement; long term thinking; and prevention)</li> <li>• Gross Domestic Product</li> <li>• Regeneration</li> </ul>	Not applicable			

### 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		
Please see above	Mitigations have been put in place to ensure the policy is inclusive and addresses any potential issues.			

**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).**