

Equality and Health Impact Assessment

All Wales guidance for medicines training and education for support workers in health and social care

AWTTC will fill in an Equality and Health Impact Assessment in parallel with each development stage of our projects. This will help us to follow the five ways of working for public bodies, and work to achieving the wellbeing goals, outlined in the Well-Being of Future Generations (Wales) Act 2015.

Date: 15/04/26

1.	AWTTC contact details	Tel: 02921 826900 Email: awttc@wales.nhs.uk
2.	State the objectives of the project.	<p>Ensuring that patients are supported to remain independent in managing their medicines safely and effectively in the community is crucial in health and social care, as it can prioritise the well-being and comfort of individuals and can also help to ensure that patients remain independent for as long as possible with the potential to reduce or delay the need for formal care and to ensure that the use of multicompartiment compliance aids (MCAs) is appropriate and safe for the person for whom the medicine is prescribed.</p> <p>This guidance sets out issues to be considered by dispensers such as, community pharmacies and dispensing doctors who all have responsibility to ensure that the right support is provided to the patient and that the right reasonable adjustments are made in relation to the Equality Act.</p> <p>Prescribers such as GPs, hospital doctors and non-medical prescribers, such as independent prescribers in all settings will need to understand their roles in supporting patients who need assistance or adjustments. The guidance will set expectations for care providers to work together. The guidance will highlight the need for clear communication systems that ensure there is seamless medicines management support for the person who moves between care settings such as</p>



		secondary care, primary care and formal care settings such as domiciliary care, residential care and care homes.
3.	<p>Evidence and background information considered. For example:</p> <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• 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.</p>	<p>This project will impact both service users and providers by providing clear guidance on when monitored dosage systems should be used and the impact of the equality act on the supply of adherence aids.</p> <p>Monitored dosage systems (published March 2011) was considered by AWPAG and advised that the document was reviewed and scope was widened to encompass adherence support beyond just monitored dosage systems. This review will also address consultation comments from the All Wales guidance to support integrated medicines management in community settings which identified an unmet need for further detail and guidance in this area.</p>
4.	<p>Who will this project affect?</p>	<p>This guidance sets out best practice, and will affect pharmacy teams, dispensing doctors, prescribers, and health and social care staff who are involved in administering or requesting medication support for patients. This guidance may also support people who require support with their medications and their carers.</p>

5. EQIA - How will the project impact on people?

Questions in this section relate to the impact on people based on the 'protected characteristics' of the Equality Act 2010, and other factors.

How will the project impact on, or affect:	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Actions taken (and who by).
<p>5.1 Age For most purposes, the main categories are people aged:</p> <ul style="list-style-type: none"> • under 18 years; • between 18 and 65 years; • over 65 years. 	<p>We do not expect a potential negative, or unequal, impact on people based on their age.</p>	<p>N/A</p>	<p>N/A</p>
<p>5.2 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 medical conditions such as diabetes.</p>	<p>We do not expect a potential negative, or unequal, impact on people with a disability.</p>	<p>All related documents published on the AWTTC website will meet accessibility requirements. Any patient-facing materials will also be produced in easy read formats in Welsh and English.</p> <p>Community Pharmacists are required to make reasonable adjustments in line with EA 2010 to ensure patients can take their medicines safely and effectively.</p>	<p>Documents to be published in required formats by AWTTC</p> <p>This guidance will highlight and take in account best practice in relation to reasonable adjustments in line with EqHIA.</p>



How will the project impact on, or affect:	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Actions taken (and who by).
5.3 People of different genders: Consider men, women, people undergoing gender reassignment. N.B. Gender-reassignment is anyone who proposes to, starts, is going through or who has completed a process to change his or her gender with or without going through any medical procedures. Sometimes referred to as Trans or Transgender.	We do not expect a potential negative, or unequal, impact on people based on their gender, or on people undergoing gender reassignment.	N/A	N/A
5.4 People who are married or who have a civil partner.	We do not expect a potential negative, or unequal, impact on people based on their marital status or being in a civil partnership.	N/A	N/A
5.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding. They are protected for 26 weeks after having a baby whether or not they are on maternity leave.	We do not expect a potential negative, or unequal, impact on women who are expecting a baby, are breastfeeding, or are on a break from work after having a baby.	N/A	N/A
5.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies	We do not expect a potential negative, or unequal, impact on people of a different race,	N/A	N/A



How will the project impact on, or affect:	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Actions taken (and who by).
and travellers, migrant workers. The Runnymede Trust	nationality, colour, culture or ethnic origin.		
5.7 People with a religion or belief or with no religion or belief. The term 'religion' includes a religious or philosophical belief. Implications of religious beliefs on selection of medicines (BMJ) In practice: guidance on religion, personal values and beliefs (General Pharmaceutical Council)	We do not expect a potential negative, or unequal, impact on people who have a religion or belief, or people with no religion of belief.	N/A	N/A
5.8 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). Stonewall	We do not expect a potential negative, or unequal, impact on people based on who they are attracted to.	N/A	N/A
5.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design.	We do not expect a potential negative, or unequal, impact on people who communicate using the Welsh language.	N/A	N/A



How will the project impact on, or affect:	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Actions taken (and who by).
5.10 People according to their income related group.	We do not expect a potential negative, or unequal, impact on people based on their income-related group.	N/A	N/A
5.11 People according to where they live.	We do not expect a potential negative, or unequal, impact on people based on where they live.	N/A	N/A
5.12 Consider others who face health inequalities, such as: <ul style="list-style-type: none">• Looked after and accommodated children and young people• Carers: paid/unpaid, family members• People who are homeless or those who experience homelessness: people on the street; those staying temporarily with friends/family; those in hostels/B&Bs• People involved in the criminal justice system: offenders in prison or on probation, ex-offenders• People with addictions and substance misuse problems	The guidance includes assessment forms to ensure people are supported to take their medicines safely and effectively with adherence aids introduced based on individual needs in line with Equality Act 2010. Therefore, we do not expect a potential negative, or unequal, impact on people who face health inequalities.	Guidance covers alternative examples of reasonable adjustments and adherence aids.	This guidance will highlight these and provide information on these to ensure appropriate consideration for these options for people who face health inequalities.



How will the project impact on, or affect:	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Actions taken (and who by).
<ul style="list-style-type: none">• People who have poor literacy• People living in remote, rural and island locations			
5.13 Consider any other groups and risk factors relevant to this project.	N/A	N/A	N/A

HIA - How will the project impact on the health and wellbeing of people in Wales and help address inequalities in health?

Questions in this section relate to the impact on the overall health of individual people, and the impact on the population in Wales.

How will the project impact on, or affect:	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Actions taken (and who by)
6.1 People being able to access the service offered.	We do not expect a potential negative, or unequal, impact on people's ability to access the service offered.	N/A	N/A
6.2 People being able to improve or maintain healthy lifestyles.	We do not expect a potential negative, or unequal, impact on people's ability to improve or maintain healthy lifestyles.	N/A	N/A
6.3 People in terms of their income and employment status.	We do not expect a potential negative, or unequal, impact on people in terms of their income and employment status.	N/A	N/A
6.4 People in terms of their use of the physical environment.	We do not expect a potential negative, or unequal, impact on people's use of the physical environment.	N/A	N/A
6.5 People in terms of social and community influences on their health.	We do not expect a potential negative, or unequal, impact on people in terms of social and community influences on their health.	N/A	N/A



How will the project impact on, or affect:	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Actions taken (and who by)
6.6 People in terms of macro-economic, environmental and sustainability factors.	We do not expect a potential negative, or unequal, impact on people in terms of macroeconomic, environmental and sustainability factors.	N/A	N/A



6. Please fill in section 7.1 after completing the EqHIA, and fill in the action plan.

<p>7.1 Please summarise the potential positive and/or negative impacts of the project.</p>	<ul style="list-style-type: none">• Support patients to remain independent with their medication, ensuring a holistic approach to medication review and encourage co-production between health, social care, and patients.• Enable community pharmacy teams to identify and implement reasonable adjustments, increase awareness and education about the range of available adjustments, and apply the Equality Act 2010 and clinical judgement in daily practice.• Increase awareness of the community pharmacy's role in assessment for suitability for adherence aids and the application of the Equality Act 2010.• Clarify responsibilities for review and final decision-making, encouraging co-production between all parties.• Support the discharge process from hospital to community by promoting appropriate assessment of care needs, effective communication with community pharmacy, and consideration of the sustainability of pharmacy services.
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Action plan for mitigation or improvement and implementation

	Action	Lead(s)	Timescale	Actions taken (state who by)
<p>7.2 What are the key actions identified as a result of completing the EqHIA?</p>	N/A	N/A	N/A	N/A

	Action	Lead(s)	Timescale	Actions taken (state who by)
7.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment needed?	N/A	N/A	N/A	N/A
7.4 What are the next steps?	Document to go out for consultation	AWTTC	April-May 2026	AWTTC
	Document for discussion at AWPAG	AWPAG	June 2026	AWTTC
7.5 Review of project and EqHIA	TBC	AWTTC		

AWTTC's EqHIA template is adapted from the Cardiff & Vale University Health Board EHIA template.