

## Equality and Health Impact Assessment

**Policy\* title:** All Wales Common Ailments Service formulary

**AWMSG and AWTTC will consider and complete an Equality and Health Impact Assessment in parallel with each development stage of our policies. 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.**

**\* The term “policy” is used throughout to cover: policies, strategies, functions, practices, procedures.**

**Date:** 27/07/2023

1.	Names of the policy lead(s);  AWTTC contact details Welsh Medicines Advice Centre contact details	AWTTC and the Welsh Medicines Advice Centre  Tel: 02921 826900, Email: <a href="mailto:awttc@wales.nhs.uk">awttc@wales.nhs.uk</a> Tel: 02921 842251, Email: <a href="mailto:welshmedicines.information@wales.nhs.uk">welshmedicines.information@wales.nhs.uk</a>
2.	State the objectives of the policy.	The formulary has been developed to ensure the provision of consistent advice, and where appropriate, treatment, for a range of common ailments as part of the Common Ailments Service provided by community pharmacists as part of the Clinical Community Pharmacy Service.
3.	Evidence and background information considered. For example: <ul style="list-style-type: none"> <li>• population data</li> <li>• staff and service users' data, as applicable</li> <li>• needs assessment</li> <li>• engagement and involvement findings</li> <li>• research</li> <li>• good practice guidelines</li> <li>• participant knowledge</li> </ul>	The formulary has been developed using recognised clinical resources (referenced within the resource) and involved multi-professional consultation.



	<ul style="list-style-type: none"><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><a href="#">Population pyramids</a> are available from Public Health Wales Observatory.</p>	
<b>4.</b>	Who will this policy affect?	The patients and public of NHS Wales and healthcare professionals.

## 5. EQIA - How will the policy impact on people?

Questions in this section relate to the impact on people on the basis of their 'protected characteristics'.

Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

<b>How will the policy impact on, or affect:</b>	<b>Potential positive and/or negative impacts</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Actions taken (and who by).</b> Refer to where the mitigation is included in the document, as appropriate.
<p><b>5.1 Age</b> For most purposes, the main categories are people aged:</p> <ul style="list-style-type: none"> <li>• under 18 years;</li> <li>• between 18 and 65 years;</li> <li>• over 65 years.</li> </ul>	<p>In some instances, some medication within the formulary may be unsuitable for those who are children or elderly. In these cases, patients will be provided with advice and appropriately signposted to alternative avenues.</p>	<p>N/A</p>	<p>N/A</p>
<p><b>5.2 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 medical conditions such as diabetes.</p>	<p>In some instances, some medication within the formulary may be unsuitable for those with swallowing difficulties or on medication which may result in an interaction. In such circumstances, patients will be provided with advice on how and where to access appropriate treatment.</p>	<p>Patient Information Leaflets (being developed separately) will need to be provided in accessible formats.</p>	<p>WMAS plan to produce alternative format patient information leaflets (PILs) in more accessible formats to assist patients with dyslexia and visual impairments. In the future, they will be exploring producing 'Easy-read' versions of PILs.</p>




<b>How will the policy impact on, or affect:</b>	<b>Potential positive and/or negative impacts</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Actions taken (and who by).</b> Refer to where the mitigation is included in the document, as appropriate.
	Patient Information Leaflets (being developed separately) may not be accessible to all persons with disabilities.		
<b>5.3 People of different genders:</b> Consider men, women, and people undergoing gender reassignment. <b>NB</b> Gender-reassignment is anyone who proposes to, starts, is going through or who has completed a process to change his or her gender with or without going through any medical procedures. Sometimes referred to as Trans or Transgender.	No impact	N/A	N/A
<b>5.4 People who are married or who have a civil partner.</b>	No impact	N/A	N/A
<b>5.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding.</b>	Some medication on offer may be unsuitable for those who are pregnant/breastfeeding. In these cases, patients will be provided with lifestyle advice	The 2022 review of the formulary more clearly identifies which medicines are appropriate for use in pregnancy and breastfeeding	N/A



<b>How will the policy impact on, or affect:</b>	<b>Potential positive and/or negative impacts</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Actions taken (and who by).</b> Refer to where the mitigation is included in the document, as appropriate.
They are protected for 26 weeks after having a baby whether or not they are on maternity leave.	and appropriately signposted to alternative avenues.	and when such patients should be referred to their GP.	
<b>5.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers.</b>	No impact	N/A	N/A
<b>5.7 People with a religion or belief or with no religion or belief.</b> The term 'religion' includes a religious or philosophical belief.	No impact	N/A	N/A
<b>5.8 People who are attracted to other people of:</b> <ul style="list-style-type: none"><li>• the opposite sex (heterosexual);</li><li>• the same sex (lesbian or gay);</li><li>• both sexes (bisexual).</li></ul>	No impact	N/A	N/A
<b>5.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design.</b>	No impact	Accompanying Patient Information Leaflets (to be developed following AWMSG endorsement of the	N/A




<b>How will the policy impact on, or affect:</b>	<b>Potential positive and/or negative impacts</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Actions taken (and who by).</b> Refer to where the mitigation is included in the document, as appropriate.
 Well-being goal – A Wales of vibrant culture and thriving Welsh language		formulary) will be available in the Welsh language and links provided within the formulary.	
<b>5.10 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.	No impact.	N/A	N/A
<b>5.11 People according to where they live.</b> Consider people living in areas known to show poor economic and/or health indicators, people unable to access services and facilities.	No impact.	N/A	N/A
<b>5.12 Consider others who face health inequalities:</b> <ul style="list-style-type: none"><li>• Looked after and accommodated children and young people.</li><li>• Carers: paid/unpaid, family members.</li></ul>	No impact.	N/A	N/A



<b>How will the policy impact on, or affect:</b>	<b>Potential positive and/or negative impacts</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Actions taken (and who by).</b> Refer to where the mitigation is included in the document, as appropriate.
<ul style="list-style-type: none"><li>• People who are homeless or those who experience homelessness: people on the street; those staying temporarily with friends/family; those in hostels/B&amp;Bs.</li><li>• Those involved in the criminal justice system: offenders in prison or on probation, ex-offenders.</li><li>• People with addictions and substance misuse problems.</li><li>• People who have poor literacy.</li><li>• People living in remote, rural and island locations.</li></ul>			
<b>5.13 Consider any other groups and risk factors relevant to this project</b>	None identified	N/A	N/A



## 6. HIA - How will the policy 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. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.


How will the policy impact on, or affect:	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Actions taken (and who by) Refer to where the mitigation is included in the document, as appropriate.
<p><b>6.1 People being able to access the service offered.</b> Consider access for those living in areas of deprivation and/or those experiencing health inequalities.</p>  <p>Well-being goal - A more equal Wales</p>	<p>The formulary facilitates people being treated equally across Wales when accessing treatment and/or advice for a minor ailment. Provision of treatment will be based on clinical need and appropriateness.</p>	<p>N/A</p>	<p>N/A</p>
<p><b>6.2 People being able to improve or maintain healthy lifestyles.</b> Consider the impact on healthy lifestyles, including healthy eating, being active, no smoking /smoking cessation, reducing the harm caused by alcohol or non-prescribed drugs plus access to services that support disease prevention</p>	<p>We expect the formulary to positively impact on improving/maintaining a healthy lifestyle by offering various advice on common ailments, as well as signposting to relevant resources.</p>	<p>N/A</p>	<p>N/A</p>







<b>How will the policy impact on, or affect:</b>	<b>Potential positive and/or negative impacts and any particular groups affected</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Actions taken (and who by)</b> Refer to where the mitigation is included in the document, as appropriate.
<p>(such as vaccination, falls prevention).</p> <p>Also consider impact on access to supportive services, including smoking cessation services, weight management services.</p>  <p>Well-being goal – A healthier Wales</p>			
<p><b>6.3 People in terms of their income and employment status.</b></p> <p>Consider the impact on the availability and accessibility of work, paid or unpaid employment, wage levels, job security, working conditions.</p>  <p>Well-being goal – A prosperous Wales</p>	No impact	N/A	N/A
<p><b>6.4 People in terms of their use of the physical environment.</b></p> <p>Consider the impact:</p>	No impact	N/A	N/A



<b>How will the policy impact on, or affect:</b>	<b>Potential positive and/or negative impacts and any particular groups affected</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Actions taken (and who by)</b> Refer to where the mitigation is included in the document, as appropriate.
<ul style="list-style-type: none"><li>• on the availability and accessibility of transport, healthy food, leisure activities, green spaces;</li><li>• of the design of the built environment on the physical and mental health of patients, staff and visitors;</li><li>• on air quality, exposure to pollutants;</li><li>• safety of neighbourhoods, exposure to crime;</li><li>• road safety and preventing injuries or accidents;</li><li>• quality and safety of play areas and open spaces.</li></ul>  <p>Well-being goal – A resilient Wales</p>			
<b>6.5 People in terms of social and community influences on their health.</b> Consider the impact on: <ul style="list-style-type: none"><li>• family organisation and roles; social support and social networks;</li></ul>	No impact	N/A	N/A



<b>How will the policy impact on, or affect:</b>	<b>Potential positive and/or negative impacts and any particular groups affected</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Actions taken (and who by)</b> Refer to where the mitigation is included in the document, as appropriate.
<ul style="list-style-type: none"><li>• neighbourliness and sense of belonging;</li><li>• social isolation;</li><li>• peer pressure;</li><li>• community identity;</li><li>• cultural and spiritual ethos.</li></ul>  <p>Well-being goal – A Wales of cohesive communities</p>			
<p><b>6.6 People in terms of macro-economic, environmental and sustainability factors.</b> Consider the impact of government policies; gross domestic product; economic development; biological diversity; climate.</p>  <p>Well-being goal – A globally responsible Wales</p>	No impact	N/A	N/A



**7. Please complete section 7 after completing the EqHIA, and complete the action plan.**

<p><b>7.1 Please summarise the potential positive and/or negative impacts of the policy.</b></p>	<p>We expect the formulary to have a positive impact on the health and well-being of patients in Wales, by provision of consistent treatment and advice for a range of common ailments.</p> <p>In some instances, some medication on offer may be unsuitable for those who are children or elderly. In these cases, patients will be provided with lifestyle advice and appropriately signposted to alternative avenues.</p>
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**Action plan for mitigation or improvement and implementation**

	Action	Lead(s)	Timescale	Actions taken
<p><b>7.2 What are the key actions identified as a result of completing the EqHIA?</b></p>	N/A			
<p><b>7.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment needed?</b></p> <p>This means thinking about relevance and proportionality to the Equality Act and asking: is the impact significant enough that a</p>	N/A			

	Action	Lead(s)	Timescale	Actions taken
more formal and full consultation is required?				
<b>7.4 What are the next steps?</b>	Consultation	AWTTC	Jan 2023	Consultation completed
	Publication	AWTTC	Jul 2023	Resource published

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