

Equality and Health Impact Assessment

Policy* title: All Wales guidance to support integrated medicines management in community settings.

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, plans, practices, procedures, guidance, and services.**

Date: 29/10/2025

1.	Names of the policy lead(s): AWTTC contact details:	Emyr Jones Tel: 02921 826900; email: awttc@wales.nhs.uk
2.	State the objectives of the policy.	<p>The policy will provide clear, consistent and standardised medicine management guidance to practitioners working in community-based services, including those working with individuals in their own homes and communal settings like residential care and nursing homes. The guidance will ensure that all practitioners deliver medicines management in a consistent and standardised manner according to evidence-based and best practice, thereby safeguarding patient safety by reducing patient harm from medication errors.</p> <p>The following deliverables will be used to measure project outcomes:</p> <ul style="list-style-type: none"> • Multi-disciplinary stakeholder involvement in the Medicine Management Community Care guideline • Endorsement and publication of the Medicine Management Community Care guideline by AWMSG



		<ul style="list-style-type: none">• Adoption of the Medicine Management Community Care guideline policy by community care organisations. <p>Implementation of the guidance will be monitored through:</p> <ul style="list-style-type: none">• Local audit of practice• Local review of medication error data and feedback to project team via local authority safeguarding teams and Medicines Management teams.
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>Preliminary work in Wales has laid the groundwork for developing guidelines on community care medicine management. This includes the National Guiding Principles for Medicines Support in the Domiciliary Care Sector, endorsed by AWMSG, and the AWMSG-endorsed Care Home Medicine Optimisation Toolkit. These efforts underscore the importance of tailored guidance and support for community care services. Feedback from the consultation on the recently endorsed AWMSG MARRS document, which primarily addressed acute healthcare settings, emphasised the necessity for specific guidance in community care settings. These consultation responses serve as the basis for this project. Following the implementation of the community care medicine management guideline, there will be an opportunity to develop a research programme. This can involve evaluating practice against the new guideline, assessing its impact on patient safety, and gauging practitioner opinions on its efficacy.</p> <p>References:</p> <ul style="list-style-type: none">• All Wales Medicines Strategy Group (AWMSG) Care Home Optimisation Toolkit.• National Guiding Principles for Medicines Support in the Domiciliary Care Sector.
4.	<p>Who will this policy affect?</p>	<p>People receiving social care in the community and people who live in care homes and their families and carers.</p> <p>People who provide care in care homes and for people in the community, including care home staff, care workers and social workers, nurses employed</p>



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		<p>by care homes, GPs, community nursing teams, specialist nurses, pharmacy teams.</p> <p>People who commission or monitor how care is provided, for example, local authorities, local health boards, Care Inspectorate Wales.</p>
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5. EQIA - How will the policy impact on people?

Questions in this section relate to the impact on people based on their 'protected characteristics'. Specific alignment with the seven 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	Recommendations for improvement/ mitigation	Actions taken (and who by). Refer to where the mitigation is included in the document, as appropriate.
<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. 	Guidelines will help standardise medicines management practices for patients across all age groups.	N/A	N/A
<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>	Guidelines will help standardise medicines management practices regardless of clinical condition or disability. There are no current plans for any patient-facing materials associated with this resource which would require adaptation into a format suitable for persons with a disability.	N/A	N/A
<p>5.3 People of different genders: Consider men, women, people undergoing gender reassignment. NB Gender-reassignment is anyone who proposes to, starts,</p>	Guidelines will help standardise medicines management practices regardless of gender.	N/A	N/A



How will the policy impact on, or affect:	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Actions taken (and who by). Refer to where the mitigation is included in the document, as appropriate.
<p>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.</p> <p>Stonewall</p> <p>Gender Identity Research & Education Society – Improving the Lives of Trans People (gires.org.uk)</p>			
5.4 People who are married or who have a civil partner.	Guidelines will help standardise medicines management practices regardless of marital status.	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.	Guidelines will help standardise medicines management practices regardless of pregnancy or post-natal status.	N/A	N/A
5.6 People of a different race, nationality, colour, culture or ethnic origin including non-	Guidelines will help standardise medicines management	N/A	N/A



How will the policy impact on, or affect:	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Actions taken (and who by). Refer to where the mitigation is included in the document, as appropriate.
English speakers, gypsies and travellers, migrant workers. The Runnymede Trust	practices regardless of race, ethnicity, language etc.		
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)	Guidelines will help standardise medicines management practices regardless of religious beliefs.	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	Guidelines will help standardise medicines management practices regardless of sexual orientation.	N/A	N/A
5.9 People who communicate using the Welsh language in terms of correspondence,	Guidelines will help standardise medicines management practices. There are no current	N/A	N/A



How will the policy impact on, or affect:	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Actions taken (and who by). Refer to where the mitigation is included in the document, as appropriate.
information leaflets, or service plans and design. Well-being Goal – a Wales of vibrant culture and thriving Welsh language	plans for any patient-facing materials associated with this resource which would require translation.		
5.10 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.	Guidelines will help standardise medicines management practices.	N/A	N/A
5.11 People according to where they live. Consider people living in areas known to show poor economic and/or health indicators, people unable to access services and facilities.	Guidelines will help standardise medicines management practices across Wales.	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.	Guidelines will help standardise medicines management practices in care settings.	N/A	N/A



How will the policy impact on, or affect:	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Actions taken (and who by). Refer to where the mitigation is included in the document, as appropriate.
<ul style="list-style-type: none">• 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.• Those involved in the criminal justice system: offenders in prison or on probation, ex-offenders.• People with addictions and substance misuse problems.• 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 policy/project.	N/A	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 seven 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>6.1 People being able to access the service offered. 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>Guidelines will help standardise medicines management practices.</p>	<p>N/A</p>	<p>N/A</p>
<p>6.2 People being able to improve or maintain healthy lifestyles. 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 (such as vaccination, falls prevention).</p>	<p>Guidelines will help standardise medicines management practices.</p>	<p>N/A</p>	<p>N/A</p>



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>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>6.3 People in terms of their income and employment status. 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>	<p>Guidelines will help standardise medicines management practices.</p>	N/A	N/A
<p>6.4 People in terms of their use of the physical environment. Consider the impact:</p> <ul style="list-style-type: none">on the availability and accessibility of transport, healthy food, leisure activities, green spaces;	<p>Guidelines will help standardise medicines management practices.</p>	N/A	N/A



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.
<ul style="list-style-type: none">• of the design of the built environment on the physical and mental health of patients, staff and visitors;• on air quality, exposure to pollutants;• safety of neighbourhoods, exposure to crime;• road safety and preventing injuries or accidents;• quality and safety of play areas and open spaces. <p>Well-being goal – A resilient Wales</p>			
6.5 People in terms of social and community influences on their health. Consider the impact on: <ul style="list-style-type: none">• family organisation and roles; social support and social networks;• neighbourliness and sense of belonging;• social isolation;• peer pressure;• community identity;	Guidelines will help standardise medicines management practices.	N/A	N/A



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.
<ul style="list-style-type: none">cultural and spiritual ethos. <p>Well-being Goal – A Wales of cohesive communities</p>			
<p>6.6 People in terms of macro-economic, environmental and sustainability factors. Consider the impact of government policies; gross domestic product; economic development; biological diversity; climate.</p> <p>Well-being Goal – A globally responsible Wales</p>	Guidelines will help standardise medicines management practices.	N/A	N/A

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

7.1 Please summarise the potential positive and/or negative impacts of the policy.	The guidelines will help standardise medicines management practices across social care in Wales.
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Action plan for mitigation or improvement and implementation

	Action	Lead(s)	Timescale	Actions taken (<i>state who by</i>)
7.2 What are the key actions identified as a result of completing the EqHIA?	N/A			
7.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment needed?	N/A			
7.4 What are the next steps?	Proceed to publication	AWTTC	October 2025	N/A

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