

## Equality and Health Impact Assessment

### Policy\* title: Back-up prescribing good practice guide

**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: 17/10/2024**

1.	Names of the policy lead(s);  AWTTC contact details	AWTTC and Back-up prescribing working group of the primary care subgroup of the antimicrobial resistance delivery board  Tel: 02921 826900; email: <a href="mailto:awttc@wales.nhs.uk">awttc@wales.nhs.uk</a>
2.	State the objectives of the policy.	The aims of the <i>back-up prescribing good practice guide</i> are: <ul style="list-style-type: none"> <li>• More consistent implementation of a back-up prescribing strategy by all prescribers, pharmacists and pharmacy technicians within primary and community care</li> <li>• Consistent messaging to patients from all healthcare professionals</li> <li>• Improved documentation including the use of clinical codes when utilising a back-up prescribing strategy to allow self-monitoring of the success of implementation.</li> <li>• Reduced, unnecessary exposure to antimicrobials reducing the risk of adverse effects and acquisition of healthcare associated infections and antimicrobial resistant organisms.</li> </ul>
3.	Evidence and background information considered. For example: <ul style="list-style-type: none"> <li>• population data</li> </ul>	The back-up prescribing good practice guide has been developed using recognised resources and involved multi-professional consultation to ensure the provision of consistent advice by prescribers, pharmacists, pharmacy



	<ul style="list-style-type: none"><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><a href="#">Population pyramids</a> are available from Public Health Wales Observatory.</p>	<p>technicians and nursing and social, domiciliary care staff and patients and/or carers.</p> <p>This document only includes self-limiting conditions with a good evidence base and where back-up antibiotic prescribing is advocated by the National Institute for Health and Care Excellence (NICE). NG15 <a href="#">Antimicrobial stewardship: systems and processes for effective antimicrobial medicine use</a></p>
4.	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>Babies under 3 months old should never receive a back-up antibiotic prescription and it is not recommended in children under 2 years.</p> <p>We do not expect a potential negative, or unequal, impact on people based on their age.</p>	<p>This is noted in the document and is based on current clinical guidelines.</p> <p>Produce document to help answer any questions patients may have regarding back-up antibiotic prescribing.</p>	<p>A patient information leaflet has been developed to address additional queries and questions from patients.</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>People with a learning difficulty may be less likely to receive a back-up antibiotic prescription.</p> <p>People with some long-term medical conditions such as</p>	<p>Produce document to help answer any questions patients may have regarding back-up antibiotic prescribing in a range of accessible and understandable formats.</p> <p>This is noted in the document and is based on current clinical guidelines.</p>	<p>Patient information leaflets have been developed to address additional queries and questions from patients. AWTTC will publish the patient information leaflet in accessible and understandable formats.</p> <p>No action needed</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.
	diabetes may be less likely to receive a back-up prescription.  We do not expect a potential negative, or unequal, impact on people with a learning difficulty and / or a long-term medical condition.		
<b>5.3 People of different genders:</b> Consider men, women, 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.	We do not expect that this guidance will affect individuals unequally based on their gender.	N/A	N/A
<b>5.4 People who are married or who have a civil partner.</b>	We do not expect that this guidance will affect individuals unequally based on their marital/civil partnership status.	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.
<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> They are protected for 26 weeks after having a baby whether or not they are on maternity leave.	Women who are expecting a baby would not receive a back-up prescription.	This is noted in the document and is based on current clinical guidelines.	No action needed
<b>5.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers.</b>	We do not expect that this guidance will affect individuals unequally based on their race nationality, colour, culture or ethnic origin.	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.	We do not expect that this guidance will affect individuals unequally based on their religion or beliefs.	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>	We do not expect that this guidance will affect individuals unequally based on who they are attracted to.	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.
<p><b>5.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design.</b></p>  <p>Well-being goal – A Wales of vibrant culture and thriving Welsh language</p>	Any patient-facing materials produced by AWTTC as part of the resource will be made available in Welsh.	Links added to existing Welsh patient information leaflets.	Any Patient Information Leaflets developed by AWTTC will be produced bilingually in time for final publication.
<p><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.</p>	We do not expect that this guidance will affect individuals unequally based on their income	N/A	N/A
<p><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.</p>	We do not expect that the availability of this resource will negatively impact individuals based on where they live.		
<p><b>5.12 Consider others who face health inequalities:</b></p>	We do not expect that this guidance will affect individuals	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>• Looked after and accommodated children and young people.</li><li>• Carers: paid/unpaid, family members.</li><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>	unequally based on health inequalities.		
<b>5.13 Consider any other groups and risk factors relevant to this project.</b>	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 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>We do not expect that the availability of this resource will negatively impact individuals being able to access services.</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 do not expect a potential negative, or unequal, impact on people's ability to improve or maintain healthy lifestyles. Implementation of the resource being developed should improve safety for patients, through reducing inappropriate exposure to antibiotics.</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>	<p>We do not expect a potential negative, or unequal, impact on people in terms of their income and employment status.</p>	<p>N/A</p>	<p>N/A</p>
<p><b>6.4 People in terms of their use of the physical environment.</b></p> <p>Consider the impact:</p>	<p>We do not expect a potential negative, or unequal, impact on people’s use of the physical environment.</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.
<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>	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 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"> <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>	<p>We do not expect a potential negative, or unequal, impact on people in terms of macroeconomic, environmental and sustainability factors.</p>	<p>N/A</p>	<p>N/A</p>

**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>Implementation of the resource being developed should improve safety for patients, through reducing inappropriate exposure to antibiotics. As noted in the document and in line with national guidelines some patient groups (women expecting a baby, patients with certain long-term conditions, children aged under 2 years) may be less likely to receive a back-up antibiotic prescription. The patient information leaflet should be appropriate for all patients as it will be made available in accessible formats and in Welsh.</p>
--	--

**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>	<p>No outstanding actions have been identified at this point.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p><b>7.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment needed?</b></p>	<p>No</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p><b>7.4 What are the next steps?</b></p>	<p>Document and EqHIA sent out for consultation.</p> <p>Document and EqHIA reviewed by AWPAG following consultation</p>	<p>AWTTC</p> <p>AWTTC</p>	<p>Apr-May 2024</p> <p>June 2024</p>	<p>Completed.</p> <p>Completed.</p>



	<b>Action</b>	<b>Lead(s)</b>	<b>Timescale</b>	<b>Actions taken</b>
	Considered for endorsement by AWMSG	AWTTC	Sep 2024	Completed.
	Published on AWTTC website	AWTTC	Oct 2024	Completed.

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