



AWTTC

All Wales Therapeutics & Toxicology Centre
Canolfan Therapiwteg a Thocsicoleg Cymru Gyfan

AWTTC Equality and Health Impact Assessment

Project title: Care home medicines optimisation toolkit

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

1.	Names of the project lead, and AWTTC contact details	AWTTC contact details: Tel:02921 826900; email: awttc@wales.nhs.uk
2.	State the objectives of the project.	<p>To develop a suite of good practice medicines optimisation resources, for use in Wales, by care homes and pharmacy teams supporting care homes. The resources are based on national standards, legislation and guidance.</p> <p>We aim to make sure that NHS Wales makes the best use of medicines across all care homes in Wales. Current documentation used by care homes varies in quality. The purpose of our project is to standardise documentation and hold a consultation to agree a national approach. Access to standardised templates might promote quality by reducing variation in approach, ensuring a consistent approach, and minimising duplication.</p> <p>We also aim to improve the quality of care for older people living in care homes in response to the Older People's Commissioner for Wales report <i>A Place to call home</i> impact and analysis and Welsh Governments <i>A Healthier Wales</i>.</p> <p>Users of the resources can provide feedback and we can monitor the number of downloads from the website. Care Inspectorate Wales may also provide feedback.</p>



		<p>The project will be underpinned by an educational session to key stakeholders, for example, care home staff (Care Home Cwtch Peer Support) and community pharmacists delivering the care home enhanced service, however this is outside the scope of this project.</p>
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>Managing medicines in care homes NICE: Social care guideline [SC1] NICE QS 85</p> <p>Existing guidance (will be collated): ABUHB -Governance Pharmacy Resource Bank for Nursing Homes BCUHB Medicines Management Policies and Procedures North of England Medicines Optimisation Guidance</p> <p>The Community Pharmacy Care Home enhanced service is currently under review. A toolkit would support pharmacists to deliver the service.</p> <p>Feedback from a Community Pharmacy Wales survey indicated that a lack of standardised guidance or template is a barrier to delivering the current service. Examples of responses include:</p> <ul style="list-style-type: none">• <i>“Need for some national guidelines and professional advice”</i>• <i>“Templates for policies in various areas and examples of best practice would be helpful”</i>• <i>“We have not been provided with the relevant tools and knowledge”</i>• <i>“We need better support”</i> <p><i>“Not enough resources”</i></p>
4.	<p>Who will this project affect?</p>	<p>All people living in care homes in Wales; care home staff; GP practice staff who support care homes; and pharmacy teams who work with care homes.</p>



5. EQIA - How will the project 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.

How will the project 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>6.1 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>The guidance being developed aims to have a positive impact on the health and well-being of people of all ages living in care homes in Wales – by standardising the documentation used by care home staff to manage and administer medications.</p> <p>We expect the resources to have a positive impact for all care home staff, and GP practice staff and pharmacy teams supporting care homes.</p>		
<p>6.2 Persons with a disability as defined in the Equality Act 2010 Those with physical impairments, learning disability, sensory loss or impairment,</p>	<p>The guidance is expected to have a positive impact on the health and well-being of people with disabilities living in care</p>		




How will the project 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.
mental health conditions, long-term medical conditions such as diabetes.	homes in Wales – by standardising the documentation used by care home staff to manage and administer medications		
6.3 People of different genders: Consider men, women, people undergoing gender reassignment. NB 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 expect the guidance to have a positive impact on the health and well-being of all people living in care homes in Wales. We do not expect the guidance to have a negative impact on people of different genders.		
6.4 People who are married or who have a civil partner.	We expect the guidance to have a positive impact on the health and well-being of all people living in care homes in Wales. We do not expect the guidance to have a negative impact on		



How will the project 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.
	people who are married or who have a civil partner.		
6.5 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 expect the guidance to have a positive impact on the health and well-being of all people living in care homes in Wales. We do not expect the guidance to have a negative impact on women who are expecting a baby, are on a break from work after having a baby, or who are breastfeeding.		
6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers.	We expect the guidance to have a positive impact on the health and well-being of all people living in care homes in Wales. We do not expect the guidance to have a negative impact on people of a different race, nationality, colour, culture or ethnic origin.		
6.7 People with a religion or belief or with no religion or belief.	We expect the guidance to have a positive impact on the health and well-being of all people		



How will the project 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.
The term 'religion' includes a religious or philosophical belief.	living in care homes in Wales. We do not expect the guidance to have a negative impact on people with a religion or belief, or on people with no religion or belief.		
6.8 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). 	We expect the guidance to have a positive impact on the health and well-being of all people living in care homes in Wales. We do not expect the guidance to have a negative impact on people who are heterosexual, lesbian or gay, or bisexual.		
6.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design.  Well-being goal – A Wales of vibrant culture and thriving Welsh language	We expect the guidance to have a positive impact on the health and well-being of all people living in care homes in Wales, including people who communicate in Welsh. We will translate into Welsh the patient information leaflet contained within the resources.	Translate into Welsh any resources or information leaflets for people living in care homes who communicate using Welsh. Consider translation of the patient information leaflet into other languages.	AWTTC to arrange for translation of patient information leaflet into Welsh to be completed post AWMSG endorsement. Advice sought regarding other languages, advised that this is for consideration.



How will the project 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>6.10 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.</p>	<p>We expect the guidance to have a positive impact on the health and well-being of all people living in care homes in Wales. We do not expect the guidance to have a negative impact on people according to their income related group.</p>		
<p>6.11 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.</p>	<p>We expect the guidance to have a positive impact on people living in, and working in or with, care homes in Wales. All care homes across Wales will be able to use the resources. We do not expect it to have a negative impact on people according to where they live.</p>	<p>We need to make sure care homes in all parts of Wales are aware of the guidance.</p>	<p>AWTTC to ensure that CIW, Care Forum Wales and Social Care Wales are included in the distribution of final document</p>
<p>6.12 Consider others who face health inequalities:</p> <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 	<p>We expect the guidance to have a positive impact on the health and well-being of all people living in care homes in Wales and on healthcare staff working in care homes. We do not expect the guidance to have a</p>		




How will the project 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>the street; those staying temporarily with friends/family; those in hostels/B&Bs.</p> <ul style="list-style-type: none">• 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.	<p>negative impact on people who face health inequalities.</p>		
6.13 Consider any other groups and risk factors relevant to this project.	N/A		





6. HIA - How will the project impact on the health and wellbeing of our population 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 our population. 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 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) Refer to where the mitigation is included in the document, as appropriate.
<p>7.1 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>We expect the guidance to have a positive impact on people living in, and working in or with, care homes in Wales. All care homes across Wales will be able to use the resources.</p>		
<p>7.2 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>We expect the guidance to have a positive impact on people living in, and working in or with, care homes in Wales.</p>		





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) 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>7.3 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>We expect the resources to have a positive impact on people living in, and working in or with, care homes in Wales – by supporting staff who work in and with care homes.</p>		
<p>7.4 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,	<p>We do not expect the resources to have a negative impact on people in their use of the physical environment.</p>		



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) Refer to where the mitigation is included in the document, as appropriate.
<p>healthy food, leisure activities, green spaces;</p> <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>			
<p>7.5 People in terms of social and community influences on their health.</p> <p>Consider the impact on:</p> <ul style="list-style-type: none"> • family organisation and roles; social support and social networks; • neighbourliness and sense of belonging; 	<p>We expect the guidance to have a positive impact on people living in, and working in or with, care homes in Wales. We expect that providing shared resources staff in care homes to work better together and to work better with general practices and pharmacy teams who support them.</p>		



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) Refer to where the mitigation is included in the document, as appropriate.
<ul style="list-style-type: none"> • social isolation; • peer pressure; • community identity; • cultural and spiritual ethos.  <p>Well-being goal – A Wales of cohesive communities</p>			
<p>7.6 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>	<p>We expect the guidance to have a positive impact on people working in and with care homes, by providing better standardised resources.</p>		

Please complete section 8.1 after completing the EqHIA, and complete the action plan.

<p>8.1 Please summarise the potential positive and/or negative impacts of the project.</p>	<p>We expect the project to have positive impacts on the health and well-being of all people living in care homes in Wales. We expect that the project will also have positive impacts on the health and well-being of staff who work in and with care homes in Wales, by standardising the documentation they use to manage and administer medications.</p>
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Action plan for mitigation or improvement and implementation

	Action	Lead(s)	Timescale	Actions taken
<p>8.2 What are the key actions identified as a result of completing the EqHIA?</p>	<ol style="list-style-type: none"> 1. Ensure the patient information leaflet contained within the resource is translated into Welsh. 2. Ensure CIW, Care Forum Wales and Social Care Wales are included in the distribution of final document. 3. Consideration given to translation of patient information leaflets into other languages. 	<p>AWTTC</p>	<p>Post AWMSG endorsement</p>	
<p>8.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment needed?</p>	<p>No</p>			



	Action	Lead(s)	Timescale	Actions taken
This means thinking about relevance and proportionality to the Equality Act and asking: is the impact significant enough that a more formal and full consultation is required?				
8.4 What are the next steps? Some suggestions: <ul style="list-style-type: none">• Decide if the project:<ul style="list-style-type: none">○ continues unchanged because there are no significant negative impacts;○ adjusts to account for the negative impacts;○ continues despite the potential for adverse impact or missed opportunities to advance equality (set out the justifications for doing so);or○ stops.• Have your proposal approved• Publish your report of this impact assessment.• Monitor and review.	Publish EqHIA report	AWTTC	April 2022	Published on website alongside resources