

Equality and Health Impact Assessment

Policy* title: All Wales guidance for penicillin allergy de-labelling in adults in secondary care

AWMSG and AW TTC 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: 26/07/2024

1.	Names of the policy lead(s); AW TTC contact details	AW TTC, Laurence Gray Tel: 02921 826900; email: awttc@wales.nhs.uk
2.	State the objectives of the policy.	Penicillin allergy de-labelling has been identified as a key initiative to improve antibiotic prescribing and antimicrobial stewardship. The aim of this document is to guide best practice to support the identification and removal of penicillin allergy labels in patients who have not experienced a true hypersensitivity reaction.
3.	Evidence and background information considered. For example: <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 	The document has been developed using recognised resources (referenced within the guidance) and is based on standards of Care Committee of the British Society for Allergy and Clinical Immunology (BSACI) guideline for the set-up of penicillin allergy de-labelling services by non-allergists working in a hospital setting.

	<ul style="list-style-type: none"> • comments from those involved in the designing and development stages <p>Population pyramids are available from Public Health Wales Observatory.</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.

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. 	<p>Inclusion criteria states Adult patients ≥ 18 years old who have a low risk for true penicillin allergy, providing no exclusion criteria met. We expect the associated guidance being developed to have a positive impact on the health and well-being of adults with in Wales who believe they have a penicillin allergy.</p> <p>We do not expect that this guidance will affect individuals unequally based on their age.</p>	<p>N/A</p>	<p>N/A</p>

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>5.2 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>Exclusion criteria includes people with severe or uncontrolled respiratory conditions (such as asthma and COPD) and cardiovascular disease (coronary artery disease and Severe aortic stenosis)</p> <p>People with learning disabilities, dyslexia or visual impairments may require patient information to be provided in more accessible, understandable formats. Patient information leaflets will be produced in additional easy read formats.</p>	<p>People who fall into the exclusion criteria are considered high risk and unsuitable for oral challenge.</p>	<p>N/A</p>
<p>5.3 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</p>	<p>We do not expect that this guidance will affect individuals unequally based on gender.</p>	<p>N/A</p>	<p>N/A</p>

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.
without going through any medical procedures. Sometimes referred to as Trans or Transgender.			
5.4 People who are married or who have a civil partner.	We do not expect that this guidance will affect individuals who are married or who have a civil partner unequally	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.	Exclusion criteria includes pregnancy.	People who fall into the exclusion criteria are considered high risk and unsuitable for oral challenge.	N/A
5.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers.	We do not expect that this guidance will affect individuals unequally based on race, nationality, ethnicity or culture.	N/A	N/A
5.7 People with a religion or belief or with no religion or belief.	We do not expect that this guidance will affect individuals unequally based on religion.	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.
The term 'religion' includes a religious or philosophical belief.			
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). 	We do not expect that this guidance will affect individuals unequally based on sexuality.	N/A	N/A
5.9 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 do not expect that this guidance will affect individuals unequally based on whether they communicate in the Welsh language. Patient leaflets associated with All Wales guidance for penicillin allergy de-labelling will be produced in both Welsh and English at time of publication.	N/A	N/A
5.10 People according to their income related group. Consider people on low income, economically inactive, unemployed/workless, people	We do not expect that this guidance will affect individuals unequally based on their income related group.	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.
who are unable to work due to ill-health.			
<p>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.</p>	We do not expect that this guidance will affect individuals unequally based on where they live.	N/A	N/A
<p>5.12 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 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. 	<p>We expect the associated guidance being developed to have a positive impact on the health and well-being of adults living in Wales.</p> <p>We do not expect that this guidance will affect individuals unequally based on health inequalities.</p>	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"> • 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.	Neutral impact.	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>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>We do not expect that the availability of this resource will negatively impact individuals being able to access services. We expect the guidance to reduce variation in health care across Wales.</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>We expect the guidance being developed to have a positive impact on the health and well-being of adults living in Wales, helping them to pursue a healthy lifestyle.</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>We expect the guidance being developed to have a positive impact on the health and well-being of adults living in Wales, helping them to maintain health and employment.</p>	<p>N/A</p>	<p>N/A</p>
<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>We do not expect the resources to have a negative impact on people in their use of the physical environment.</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.
<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>6.5 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; • social isolation; • peer pressure; • community identity; • cultural and spiritual ethos. 	<p>We do not expect the resources to have a negative impact on people in terms of social and community influences on their health.</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>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>	<p>We expect the guidance being developed to have a positive impact on the health and well-being of adults living in Wales.</p>	<p>N/A</p>	<p>N/A</p>

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

<p>7.1 Please summarise the potential positive and/or negative impacts of the policy.</p>	<p>We expect the guidance being developed to have a positive impact on the health and well-being of adults living in Wales, guiding best practice to support the identification and removal of penicillin allergy labels in patients who do not have a true hypersensitivity reaction.</p>
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Action plan for mitigation or improvement and implementation

	Action	Lead(s)	Timescale	Actions taken
<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
<p>7.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment needed?</p>	N/A	N/A	N/A	N/A
<p>7.4 What are the next steps?</p>	<p>Proceed with Consultation.</p> <p>Discuss outcome of consultation at AWPAG.</p> <p>Proceed to AWMSG Steering Committee and AWMSG for Endorsement.</p> <p>Publish</p>	<p>AWTTC</p> <p>AWPAG</p> <p>AWMSG SC</p> <p>AWTTC</p>	<p>Jan 2024</p> <p>March 2024</p> <p>April-May 2024</p> <p>July 2024</p>	<p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p>

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

All Wales guidance for penicillin allergy de-labelling in adults in secondary care EqHIA