

NATIONAL INSTITUTE FOR HEALTH AND CARE EXCELLENCE

NICE quality standards

Equality impact assessment

Healthy workplaces: improving employee mental and physical health and wellbeing

The impact on equality has been assessed during quality standard development according to the principles of the NICE equality policy.

1. TOPIC ENGAGEMENT STAGE (to be completed by the lead technical analyst before topic engagement)

1.1 Have any potential equality issues been identified during this stage of the development process? How have they been addressed?
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No equalities issues have been identified for employees as they are all covered by the quality standard. The source guideline has been updated to include older people in the workplace. Any specific issues relating to these groups and any other equality issues identified will be addressed during development of the quality standard.
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1.2 Have any population groups, treatments or settings been excluded from coverage by the quality standard at this stage in the process. Are these exclusions justified – that is, are the reasons legitimate and the exclusion proportionate?
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The quality standard will not cover self-employed people and those of working age not in employment. Equality issues have been identified as men and older people are more likely to be self-employed. In addition there is a higher rate of unemployment in young people and greater variation among each of the ethnicities.
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Completed by lead technical analyst: Eileen Taylor

Date 05.04.2016

Approved by NICE quality assurance lead: Nick Baillie

Date 05.04.2016

2. PRE-CONSULTATION STAGE (to be completed by the lead technical analyst before consultation on draft quality standard)

2.1 Have any potential equality issues been identified during the development of the quality standard (including those identified during the topic engagement process)? How have they been addressed?

It is noted that workplace discrimination and harassment on basis of identity can have a significant impact on employees and correlates with poor mental and physical health. This is particularly an issue for the protected characteristics of sexual orientation, gender identity, disability and race.

2.2 Have any changes to the scope of the quality standard been made as a result of topic engagement to highlight potential equality issues?

No changes have been made to the scope of the quality standard at this stage.

2.3 Do the draft quality statements make it more difficult in practice for a specific group to access services compared with other groups? If so, what are the barriers to, or difficulties with, access for the specific group?

Statement 4 notes that some employees may find it difficult to contribute to staff engagement forums because, for example, they have a physical disability or find it difficult to read or write. Others may worry that they will be discriminated against if they give their opinion. Employers must ensure that no discrimination occurs and employees are confident to share their comments, in confidence if necessary.

2.4 Is there potential for the draft quality statements to have an adverse impact on people with disabilities because of something that is a consequence of the disability?

No.

2.5 Are there any recommendations or explanations that the committee could make to remove or alleviate barriers to, or difficulties with, access to services identified in questions 2.1, 2.2 or 2.3, or otherwise fulfil NICE's obligation to advance equality?

No.

Completed by lead technical analyst: Eileen Taylor

Date 09.08.2016

Approved by NICE quality assurance lead: Nick Baillie

Date 09.08.2016

Post-consultation stage

3. Final quality standard (to be completed by the lead technical analyst before GE consideration of final quality standard)

3.1 Have any additional potential equality issues been raised during the consultation stage, and, if so, how has the committee addressed them?

It is noted that workplace discrimination and harassment on the basis of identity can have a significant impact on employees and correlates with poor mental and physical health. This is particularly an issue for the protected characteristics of sexual orientation, gender identity, disability and race. The quality standard will help to prevent workplace discrimination and harassment on the basis of identity as line managers will be trained on how to identify issues early and how to take action.

The quality standard should advance equality by giving people who may find it difficult to contribute or express their views to the organisation they work for the opportunity and means to do so.

3.2 If the quality statements have changed after the consultation stage, are there any that make it more difficult in practice for a specific group to access services compared with other groups? If so, what are the barriers to, or difficulties with, access for the specific group?

No.

3.3 If the quality statements have changed after consultation, is there potential for the recommendations to have an adverse impact on people with disabilities because of something that is a consequence of the disability?

No.

3.4 If the quality statements have changed after consultation, are there any recommendations or explanations that the Committee could make to remove or alleviate barriers to, or difficulties with, access to services identified in questions 3.1, 3.2 and 3.3, or otherwise fulfil NICE's obligations to advance equality?

No.

Completed by lead technical analyst: Eileen Taylor

Date 06.12.2016

Approved by NICE quality assurance lead: Nick Baillie

Date 06.12.2016

4. After Guidance Executive amendments – if applicable (to be completed by appropriate NICE staff member after Guidance Executive)

4.1 Outline amendments agreed by Guidance Executive below, if applicable:

N/A

Completed by lead technical analyst: Eileen Taylor

Date 15.02.2017

Approved by NICE quality assurance lead: Nick Baillie

Date 15.02.2017