

# Menopause Policy, Substance Misuse Policy and No Smoking Policy

## Well-being Impact Assessment Report


This report summarises the likely impact of the proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

Assessment Number:	604
Brief description:	menopause- to provide advice and support for any women in the workplacegoing through the menopause. To include legal highs in the substance misuse policy. To include vaping in the no smoking policy
Date Completed:	23/01/2019 13:17:09 Version: 3
Completed by:	alana nicandros
Responsible Service:	Legal, HR & Democratic Services
Localities affected by the proposal:	Not Applicable,
Who will be affected by the proposal?	Employees of Denbighshire County Council
Was this impact assessment completed as a group?	Yes

# IMPACT ASSESSMENT SUMMARY AND CONCLUSION

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

## Score for the sustainability of the approach

 ( 3 out of 4 stars ) Actual score : 22 / 30.

## Implications of the score

All areas have been considered and research with regards to support services has been updated with regards to accessibility.  
Should enable a better quality of life which should have a positive impact on the environment and the public.

## Summary of impact

Well-being Goals

- A prosperous Denbighshire
- A resilient Denbighshire
- A healthier Denbighshire
- A more equal Denbighshire
- A Denbighshire of cohesive communities
- A Denbighshire of vibrant culture and thriving Welsh language
- A globally responsible Denbighshire

- Positive
- Neutral
- Positive
- Positive
- Positive
- Neutral
- Neutral



## Main conclusions

The policies will support not just employees but their familie which should in turn provide work/life balance and continued service within Denbighshire.

## Evidence to support the Well-being Impact Assessment

- We have consulted published research or guides that inform us about the likely impact of the proposal
- We have involved an expert / consulted a group who represent those who may affected by the proposal
- We have engaged with people who will be affected by the proposal

# THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

## A prosperous Denbighshire

<b>Overall Impact</b>	Positive
<b>Justification for impact</b>	Enables employees to develop an indepth understanding of the risks associated with drugs, alcohol and smoking and to provide information as to support available. To provide strategic support for managers with regards to supporting women to provide an efficient continued services whilst going through the menopause. It will also encourage open conversations about what are sometimes considered difficult situations.
<b>Further actions required</b>	No negatives

### Positive impacts identified:

<b>A low carbon society</b>	No impact
<b>Quality communications, infrastructure and transport</b>	No impact
<b>Economic development</b>	No impact
<b>Quality skills for the long term</b>	provides a further awareness to staff members of services available to support them some of which can be accessed by the public and members of employees family. NHS Wales quit smoking support, Drugs and Alcohol support agencies. GP and NHS support regarding the menopause
<b>Quality jobs for the long term</b>	Will enable women to be supported in work during the menopause which will be supportive of continued employment which in turn will impact on family providing continued work life balance. To enable an improvement of the employees health reducing sickness absence due to associate medical conditions.
<b>Childcare</b>	No impact

### Negative impacts identified:

<b>A low carbon society</b>	
<b>Quality communications, infrastructure and transport</b>	
<b>Economic development</b>	
<b>Quality skills for the long term</b>	
<b>Quality jobs for the long term</b>	
<b>Childcare</b>	

## A resilient Denbighshire

<b>Overall Impact</b>	Neutral
<b>Justification for impact</b>	Neutral - No smoking and substance misuse policies already in place, updated to provide new support with regards to new drugs and vaping. changes likely to be minimal as practices already in place.
<b>Further actions required</b>	No negatives

### Positive impacts identified:

<b>Biodiversity and the natural environment</b>	No smoking policy could result in decrease of number of smokers within Denbighshire which in turn could improve air quality. No smoking in buildings removes the risk of passive smoking for other non smoking employees and ensure clean air within the working environment.
<b>Biodiversity in the built environment</b>	No impact
<b>Reducing waste, reusing and recycling</b>	No impact
<b>Reduced energy/fuel consumption</b>	No impact
<b>People's awareness of the environment and biodiversity</b>	No impact
<b>Flood risk management</b>	No impact

### Negative impacts identified:

<b>Biodiversity and the natural environment</b>	
<b>Biodiversity in the built environment</b>	
<b>Reducing waste, reusing and recycling</b>	
<b>Reduced energy/fuel consumption</b>	
<b>People's awareness of the environment and biodiversity</b>	
<b>Flood risk management</b>	

## A healthier Denbighshire

<b>Overall Impact</b>	Positive
<b>Justification for impact</b>	will have a positive effect in developing awareness with regards to risks and support available.

<b>Further actions required</b>	No impact
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**Positive impacts identified:**

<b>A social and physical environment that encourage and support health and well-being</b>	Should enable a more open approach to discussion of this subject of menopause which in turn should enable women to feel more supported and confident in approaching support services. provides advice to encourage people to quit smoking and also advice on services available to support in all three areas of the three policies.
<b>Access to good quality, healthy food</b>	No impact
<b>People's emotional and mental well-being</b>	Should enable support to be implemented for people which should then have a positive impact on their psychological well-being. contains information with regards to support services available for employees and their partners to access should any of the health risks impact on their psychological well-being and family life.
<b>Access to healthcare</b>	Gives clear advice as to where and how to access NHS healthcare and other support groups.
<b>Participation in leisure opportunities</b>	Could encourage an increase in awareness of health and well-being and encourage people to become more healthy and fitter which in turn could increase attendance at Denbighshire's leisure services.

**Negative impacts identified:**

<b>A social and physical environment that encourage and support health and well-being</b>	
<b>Access to good quality, healthy food</b>	
<b>People's emotional and mental well-being</b>	
<b>Access to healthcare</b>	
<b>Participation in leisure opportunities</b>	

**A more equal Denbighshire**

<b>Overall Impact</b>	Positive
<b>Justification for impact</b>	Support services to enable implementation of policies freely available for everyone to access.
<b>Further actions required</b>	provide encouragement through OH, managers and HR for employees to access support available.

**Positive impacts identified:**

<p><b>Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation</b></p>	<p>guidance will be given with regards to support available to anyone of any protected character. specific advise given with regards to adjustments for women going through the menopause and their partners. Flexible working hours to manage hot flushes, poor sleep from night sweats. Access to counselling services to support in coping strategies.</p>
<p><b>People who suffer discrimination or disadvantage</b></p>	<p>Adjustments are in line with the equalities Act 2010.</p>
<p><b>Areas with poor economic, health or educational outcomes</b></p>	<p>Support services are free to access making them accessible for everyone</p>
<p><b>People in poverty</b></p>	<p>Support services are free to access. Financial benefits with no smoking and drug misuse if habit resolved.</p>

**Negative impacts identified:**

<p><b>Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation</b></p>	
<p><b>People who suffer discrimination or disadvantage</b></p>	
<p><b>Areas with poor economic, health or educational outcomes</b></p>	
<p><b>People in poverty</b></p>	

<b>Overall Impact</b>	Positive
<b>Justification for impact</b>	Improvement in the health and well-being of employees which could be filter to provide further support in the community reducing the number of smokers and reducing drug misuse and crime.
<b>Further actions required</b>	Unable to directly resolve crime rates and enforce the services on to employees or members of the public.

**Positive impacts identified:**

<b>Safe communities and individuals</b>	Less drug misuse should reduce crime often associated with drug dependency. Reduced risk of health conditions from passive smoking.
<b>Community participation and resilience</b>	No impact
<b>The attractiveness of the area</b>	Less people smoking and taking drugs so fewer cigarette stubs/needles discarded on the streets or in public venues.
<b>Connected communities</b>	No impact
<b>Rural resilience</b>	No impact

**Negative impacts identified:**

<b>Safe communities and individuals</b>	
<b>Community participation and resilience</b>	
<b>The attractiveness of the area</b>	
<b>Connected communities</b>	
<b>Rural resilience</b>	

**A Denbighshire of vibrant culture and thriving Welsh language**

<b>Overall Impact</b>	Neutral
<b>Justification for impact</b>	No impact
<b>Further actions required</b>	No impact

**Positive impacts identified:**

<b>People using Welsh</b>	No impact
<b>Promoting the Welsh language</b>	No impact
<b>Culture and heritage</b>	No impact

**Negative impacts identified:**

<b>People using Welsh</b>	
<b>Promoting the Welsh language</b>	
<b>Culture and heritage</b>	

**A globally responsible Denbighshire**

<b>Overall Impact</b>	Neutral
<b>Justification for impact</b>	Support services are specialist services equipped to manage increase in demand
<b>Further actions required</b>	Inform support services there may be an influx of referrals due to an increased awareness.

**Positive impacts identified:**

<b>Local, national, international supply chains</b>	No impact
<b>Human rights</b>	Improved health and safety, support services available to everyone in Denbighshire not just employees.
<b>Broader service provision in the local area or the region</b>	No impact

**Negative impacts identified:**

<b>Local, national, international supply chains</b>	
<b>Human rights</b>	
<b>Broader service provision in the local area or the region</b>	