

 <p> GIG CYMRU NHS WALES </p> <p> Iechyd Cyhoeddus Cymru Public Health Wales </p>	<p> Name of Meeting Quality, Safety and Improvement Committee Date of Meeting 04/06/2026 Agenda item: 3.3.1 </p>
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Policy / Procedure Approval Report

Section 1 - Policy / Procedure Information

Policy / Procedure Title	Fire Safety Policy
Policy Lead	Scott Thomas, Health and Safety Advisor
Lead Executive	Zoe Pietrzak, Executive Director of Strategy, Finance and Performance
PHW / All Wales?	PHW
Date of last Review	December 2022
Is the current policy / procedure within review date?	No
Approving Body /Group	Quality, Safety and Improvement Committee
Version Number	V5

Section 2: Recommendation

That the Quality, Safety and Improvement Committee:

- **Considers** the information contained within the Policy and Equalities Impact Assessment (Appendix 1a)
- **Notes** that the Health and Safety Group endorsed the policy to the Committee, and approved the Fire Safety Procedure.
- **Approve** the Fire Safety Policy
- **Note** that the documents strengthen fire safety governance, risk assessment, evacuation planning, Personal Emergency Evacuation Plan (PEEPs), Generic (or General) Emergency Evacuation Plan (GEEPs), fire safety assurance, contractor controls, unwanted fire signal management and operational fire safety controls.



Section 3 – Details of the Review:	
Background:	
Reason for review	<p>The review has been undertaken to ensure the policy and procedure remain current, reflect organisational responsibilities, and align with legislation, guidance and current fire safety management arrangements.</p> <p>The review also reflects the need to strengthen governance, clarify roles and responsibilities, improve fire safety assurance arrangements, and introduce clearer procedural controls for modern and emerging fire safety risks.</p>
Description/Assessment	<p>The Fire Safety Policy has been updated to strengthen the organisational policy statement, policy commitment, supporting documents and alignment with current fire safety legislation and guidance.</p> <p>The Health and Safety Group approved the Fire Safety Procedure, noting that it had been substantially updated to provide clearer operational arrangements.</p> <p>Implementation will be monitored through existing fire safety assurance arrangements, fire risk assessment action plans, incident reporting, fire drill outcomes, inspection returns and governance reporting.</p>
Consultation	
Has this Policy / Procedure been through the appropriate 28 day consultation process?	Yes
Date range of consultation:	27 January 2026 – 24 February 2026
Please provide details of any feedback received and outline what changes if any were made to the document as a result:	The documents were issued for consultation to relevant stakeholders, including Estates, Facilities, Health and Safety, operational managers and other relevant specialist leads. Feedback received during consultation was reviewed and incorporated where appropriate.
(Add detail)	Changes made as part of the review and consultation included strengthened arrangements for PEEPs and GEEPs, clearer local fire safety responsibilities, improved assurance and inspection arrangements, strengthened contractor and hot works controls, inclusion of temporary fire safety impairment management, and updated



	arrangements for unwanted fire signals, lithium-ion batteries and electrical fire risks.
Had this policy / procedure been considered by any other groups?	Yes
If so, please provide detail of any comments / feedback or amendments made to the documents as a result of this	<p>The documents was developed with input from relevant operational and specialist stakeholders. Ongoing assurance will be provided through the relevant Health and Safety governance arrangements.</p> <p>The Fire Safety Policy was considered and endorsed at the Health and Safety Group meeting on the 18 May 2026. The Health and Safety Group also approved the Fire Safety Procedure at this meeting.</p>

Section 4: Impact Assessments	
Equality and Health Impact Assessment	An Equality and Health Impact Assessment has been completed. No adverse equality impacts have been identified. The assessment identifies a positive impact, particularly for disabled staff, visitors or service users, through strengthened arrangements for Emergency Evacuation Assessments, Personal Emergency Evacuation Plans and Generic Emergency Evacuation Plans. The assessment also identifies the need for clear communication, secure handling of PEEP information, bilingual publication and accessible local fire safety information.
Welsh Language Impact	The Policy and Procedure will be translated into Welsh and made available bilingually through the relevant organisational publication routes. Critical fire safety information, signage and local instructions should be available bilingually where required.
Risk and Assurance	The documents support the management of statutory fire safety risk and provide a framework for assurance on fire risk assessments, fire safety actions, evacuation arrangements, fire safety training, fire drills, fire warden checks, Local Fire Manager inspections, unwanted fire signals, temporary impairments and contractor controls. Significant fire safety risks will be escalated through organisational risk management and governance routes as appropriate.



<p>Health and Social Care (Quality and Engagement) (Wales) Act</p>	<p>The documents support the Duty of Quality by strengthening preventative controls, safe environments, evacuation arrangements and assurance reporting. They support safe and effective services by reducing the likelihood and impact of fire, improving emergency preparedness and supporting learning from incidents, near misses and unwanted fire signals.</p>
<p>Financial implications</p>	<p>There may be financial implications where fire risk assessments, inspections, audits or incidents identify the need for remedial works, additional equipment, maintenance, training, contractor support or fire safety system improvements. These will be managed through existing Estates, Facilities and operational planning arrangements, with escalation through governance routes where significant investment is required.</p>
<p>People implications</p>	<p>The documents clarify responsibilities for staff, managers, Fire Wardens, Local Fire Managers, Estates, Facilities, Health and Safety and contractors. There may be training and communication implications, particularly in relation to fire safety training, local induction, PEEPs, GEEPs, fire drills, digital inspections and reporting of unwanted fire signals. These will be managed through existing training and communication arrangements.</p>
<p>Socio Economic Duty</p>	<p>No adverse socio-economic impact has been identified. The policy and procedure support safe environments across Public Health Wales premises and services, including geographically dispersed sites and shared premises. Consistent fire safety arrangements support equitable access to safe workplaces and services.</p>

Section5 - Implementation

<p>Implementation plan (with timescales)</p>		
<p>Next steps</p>	<p>Timescale</p>	<p>Responsible officer(s)</p>
<p>Submission of Fire Safety Policy to QSIC for final approval.</p>	<p>04 June 2026</p>	<p>Policy Lead / Corporate Governance</p>



Publish approved documents on the Public Health Wales policy intranet pages.	Following approval	Corporate Governance / Policy Lead
Communicate key changes to Local Fire Managers, Fire Wardens, managers, Estates, Facilities and Health and Safety teams.	Within 4 weeks of approval	Fire Safety Advisor / Head of Estates and Health and Safety
Implement updated PEEP, GEEP, evacuation assessment and Fire Evacuation Plan arrangements.	Within 3 months of approval	Local Fire Managers / Line Managers / Fire Safety Advisor
Continue digital Fire Warden checks and Local Fire Manager inspections, with findings used for assurance reporting.	Ongoing	Local Fire Managers / Fire Wardens / Fire Safety Advisor
Monitor fire risk assessment actions, unwanted fire signals, fire drills and fire safety KPIs through governance reporting.	Quarterly / as required	Fire Safety Advisor / Health and Safety Group / Estates and Health and Safety Division

Section 6 – Dissemination

The primary source for dissemination of the Fire Safety Policy and Fire Safety Procedure will be the Public Health Wales policy intranet pages.

Following approval, the documents will be communicated to relevant managers and teams through existing Estates, Facilities and Health and Safety communication routes. Key changes will be highlighted to Local Fire Managers, Fire Wardens, line managers and staff with responsibilities for evacuation arrangements, PEEPs, GEEPs, fire safety inspections, contractor controls and fire safety reporting.



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Wales

Reference Number: PHW07
Version Number: 5
Date of next review:

FIRE SAFETY POLICY

Policy Statement

Public Health Wales considers fire safety to be of fundamental importance and is committed to protecting staff, service users, visitors and others who may be affected by its activities from the effects of fire.

The Trust will ensure that robust governance, management and assurance arrangements are in place to support compliance with fire safety legislation and best practice guidance.

This policy has been developed in line with the requirements of:

- The Health and Safety at Work etc. Act 1974
- The Regulatory Reform (Fire Safety) Order 2005
- Welsh Government Fire Safety Policy for the NHS Estate in Wales
- FIRECODE WHTM 05 suite of publications

Fire safety is recognised as a core element of the Trust's health, safety and risk management framework.

Policy Commitment

Public Health Wales is committed to ensuring the health, safety and welfare of its staff and those who may be affected by its activities and recognises the obligations imposed under:

- The Health and Safety at Work etc. Act 1974
- The Regulatory Reform (Fire Safety) Order 2005
- Welsh Government Fire Safety Policy for the NHS Estate in Wales (WHC (2006)74)
- FIRECODE WHTM 05 suite of publications

Public Health Wales will:

- minimise the risk of fire and unwanted fire alarm activations across its estate
- minimise the impact of fire on life safety, service delivery, the environment and assets
- ensure suitable and sufficient fire risk assessments are in place and maintained as live management documents

- ensure appropriate organisational arrangements are in place for the planning, organisation, control, monitoring and review of fire safety measures
- implement appropriate fire prevention and protection measures in accordance with WHTM 05 guidance
- ensure, so far as is reasonably practicable, the safety of staff, service users, contractors and visitors
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Public Health Wales aims to ensure that:

- management of fire safety risk is integrated into the Trust's corporate and strategic risk framework
- fire safety arrangements are subject to regular inspection, audit and assurance reporting
- staff receive appropriate fire safety training and instruction
- fire alarm and detection systems are effectively managed to reduce unwanted fire signals
- there is cooperation and coordination with other responsible persons in shared premises
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In the event of a fire, Public Health Wales aims to ensure that:

- incidents are detected rapidly
- alarms are activated promptly
- building occupants are alerted without delay
- evacuation is managed safely and effectively
- emergency services are supported appropriately

Supporting Procedures and Written Control Documents

This policy is supported by a comprehensive suite of fire safety procedures and written control documents, including:

- Health & Safety Policy
- Fire Safety Procedure
- Fire Evacuation Plans
- Personal Emergency Evacuation Plans (PEEPs)
- Generic Emergency Evacuation Plans (GEEPs)
- Emergency Evacuation Assessment
- Fire Safety Inspection and Assurance Arrangements
- Fire Risk Assessments and Action Plans
- Fire Safety Training and Competency Framework

These arrangements are developed and maintained in accordance with WHTM 05 guidance.

All corporate policies and procedures are available on the Public Health Wales website.

Scope

This policy and any arrangements made under it applies to:

- All persons employed or engaged by Public Health Wales, including part time workers, temporary and agency workers, those holding honorary contracts and those engaged by the NHS Wales Performance and Improvement
- All service users, visitors and volunteers

Where Public Health Wales provides services with other organisations, including health boards, the policies and procedures of the employing organisation including honorary contract holders will apply. Where appropriate joint working arrangements will be agreed and for shared premises a Service Level Agreement/Memorandum of Understanding or alternative agreement will be in place.

Equality and Health Impact Assessment	An Equality, Welsh Language and Health Impact Assessment has been completed and can be viewed on the policy webpages.
Approved by	Quality, Safety and Improvement Committee
Approval Date	
Review Date	
Date of Publication:	
Group with authority to approve supporting policies and procedures	Health and Safety Group
Accountable Executive Director/Director	Executive Director of Strategy, Finance and Performance
Authors	Health and Safety Advisor

Disclaimer

If the review date of this document has passed please ensure that the version you are using is the most up to date either by contacting the document author or [Corporate Governance](#).

Summary of reviews/amendments

Version number	Date of Review	Date of Approval	Date published	Summary of Amendments
V3	30 Sept 2017	19 Dec 2017	5 Feb 2018	The fire policy and procedure was one document and outlined a number of roles and groups that are no longer in place or have changed significantly. Therefore, a full redraft was undertaken, providing organisational commitment to fire safety and a separate procedure document.
V4	30 September 2022	14 December 2022	20 December 2022	Minor amendments to context and language in policy commitments section.
V5				Updated Policy Statement; Updated Policy Commitment; Updated Supporting Procedures and Written Control Documents; Updated reference to NHS Wales Collaborative to NHS Wales Performance and Improvement in Scope Section.

Equality & Health Impact Assessment for *Fire Safety Policy and Procedure*

Part 1

Please answer all questions:-

1.	For service change, provide the title of the Project Outline Document or Business Case and Reference Number	Not applicable. This assessment relates to the review and approval of the Public Health Wales Fire Safety Policy and Fire Safety Procedure, not a service change or business case.
2.	Name of Clinical Board / Corporate Directorate and title of lead member of staff, including contact details	Strategy, Finance and Performance Directorate / Estates and Health and Safety Division. Lead officer: Scott Thomas, Health and Safety Advisor. Accountable Executive Director: Zoe Pietrzak, Executive Director of Strategy, Finance and Performance
3.	Objectives of strategy/ policy/ plan/ procedure/ service	<p>The objective of the Fire Safety Policy and Procedure is to set out Public Health Wales' arrangements for preventing fire, protecting life, reducing service disruption, managing fire safety risk and ensuring compliance with statutory fire safety requirements.</p> <p>The documents support a consistent approach to fire risk assessment, fire evacuation planning, fire safety training, fire wardens, Local Fire Manager inspections, PEEPs, GEEPs, fire drills, fire safety logbooks, contractor and hot works control, unwanted fire signals, temporary impairments, lithium-ion battery and electrical risks, alarm activation, investigation and re-entry control.</p>
4.	Evidence and background information considered. For example <ul style="list-style-type: none"> • population data 	<p>The assessment has considered:</p> <ul style="list-style-type: none"> • Health and Safety at Work etc. Act 1974. • Regulatory Reform (Fire Safety) Order 2005.

<ul style="list-style-type: none"> • 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 and the 'Shaping Our Future Wellbeing' Strategy provides an overview of health need.</p>	<ul style="list-style-type: none"> • Fire Safety Act 2021. • Welsh Government Fire Safety Policy for the NHS Estate in Wales. • WHTM 05-01 and the wider FIRECODE/WHTM 05 suite. • Public Health Wales Fire Safety Policy and Fire Safety Procedure. • Existing organisational arrangements for fire risk assessments, evacuation plans, PEEPs, GEEPs, fire drills, fire warden checks and Local Fire Manager inspections. • Information Governance considerations associated with PEEPs and emergency evacuation assessments. • Operational context, including administrative offices, screening services, mobile units, shared premises and Health Board-hosted environments.
<p>5. Who will be affected by the strategy/ policy/ plan/ procedure/ service</p> <p>Consider staff as well as the population that the project/change may affect to different degrees.</p>	<p>The policy and procedure will affect:</p> <ul style="list-style-type: none"> • Public Health Wales staff, including part-time workers, temporary staff, agency workers, honorary contract holders and staff engaged by NHS Wales Performance and Improvement. • Staff, service users, visitors and volunteers using Public Health Wales premises. • Staff or visitors who may require assistance to evacuate, including those requiring PEEPs or GEEPs. • Contractors undertaking work on Public Health Wales premises, including works that may affect fire safety systems, escape routes, emergency lighting or compartmentation.

		<ul style="list-style-type: none">• Local Fire Managers, Fire Wardens, line managers, Estates, Facilities and Health and Safety staff.• Other Responsible Persons in shared or multi-occupied premises.
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Part 2- Equality and Welsh language

6. EQIA / How will the strategy, policy, plan, procedure and/or service impact on people?

Questions in this section relate to the impact on people on the basis of their 'protected characteristics'.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts (unintended consequences) Opportunities or gaps	Action taken by Directorate. Make reference to where the mitigation is included in the document, as appropriate This column is to be updated in future reviews	Recommendations for improvement/ mitigation/ identified gaps or opportunities
6.1 Age For most purposes, the main categories are: <ul style="list-style-type: none"> • under 18; • between 18 and 65; and • over 65 	Positive impact. Fire safety arrangements protect all age groups. Older workers or visitors and young visitors may need additional support or clear evacuation arrangements.	Fire risk assessments and evacuation plans consider people at risk and local evacuation arrangements.	Ensure local Fire Evacuation Plans remain suitable for all building users and are reviewed after significant changes.
6.2 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	Strong positive impact. The procedure specifically supports people who may need assistance or reasonable adjustments to evacuate safely. Potential negative impact could arise if PEEPs/GEEPs are	The procedure includes Emergency Evacuation Assessments, PEEPs, GEEPs, evacuation equipment, staff awareness and review requirements.	Ensure managers understand their responsibilities for identifying evacuation needs, completing PEEPs, implementing GEEPs and reviewing arrangements at least annually or when

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts (unintended consequences) Opportunities or gaps	Action taken by Directorate. Make reference to where the mitigation is included in the document, as appropriate This column is to be updated in future reviews	Recommendations for improvement/ mitigation/ identified gaps or opportunities
medical conditions such as diabetes	not completed, reviewed or communicated appropriately.		circumstances change. Ensure PEEPs are stored securely with restricted access.
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	No specific adverse impact identified. Fire safety arrangements apply equally to all staff, service users, visitors and contractors.	The documents use organisational roles and safety arrangements that apply to all persons.	Maintain inclusive language in future reviews.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts (unintended consequences) Opportunities or gaps	Action taken by Directorate. Make reference to where the mitigation is included in the document, as appropriate This column is to be updated in future reviews	Recommendations for improvement/ mitigation/ identified gaps or opportunities
6.4 People who are married or who have a civil partner.	No specific adverse impact identified.	The policy and procedure apply equally regardless of marital or civil partnership status.	No specific mitigation required.
6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding.	Positive impact. Pregnant staff or visitors may require consideration in evacuation arrangements, particularly where mobility, fatigue or access to welfare facilities is affected.	Fire evacuation arrangements, Emergency Evacuation Assessments and PEEPs can be used where temporary or longer-term evacuation support is needed.	Managers should consider whether pregnancy-related or temporary mobility needs require an Emergency Evacuation Assessment or temporary PEEP.
6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers	Potential gap if fire safety instructions, temporary control measures or evacuation information are not understood by staff, visitors or contractors whose first language is not English.	Fire evacuation plans, training, induction and local instructions provide structured communication routes.	Ensure critical fire safety information is clear, accessible, visually supported where possible and available bilingually or in alternative formats where required.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts (unintended consequences) Opportunities or gaps	Action taken by Directorate. Make reference to where the mitigation is included in the document, as appropriate This column is to be updated in future reviews	Recommendations for improvement/ mitigation/ identified gaps or opportunities
6.7 People with a religion or belief or with no religion or belief. The term 'religion' includes a religious or philosophical belief	No specific adverse impact identified. Potential indirect relevance where clothing, prayer spaces or working patterns affect evacuation familiarity or access routes.	Local fire risk assessment and evacuation planning arrangements apply to all occupied spaces.	Ensure evacuation plans consider all regularly used rooms and spaces, including quiet/prayer rooms where provided.
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) 	No specific adverse impact identified.	The policy and procedure apply equally to all people.	No specific mitigation required.
6.9 People according to their income related group: Consider people on low income, economically inactive, unemployed/workless,	No direct adverse impact identified. Positive impact through safe workplace conditions and accessible emergency arrangements that do not place costs on staff or service users.	Fire safety controls are organisational responsibilities.	No specific mitigation required.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts (unintended consequences) Opportunities or gaps	Action taken by Directorate. Make reference to where the mitigation is included in the document, as appropriate This column is to be updated in future reviews	Recommendations for improvement/ mitigation/ identified gaps or opportunities
people who are unable to work due to ill-health			
6.10 People according to where they live: Consider people living in areas known to exhibit poor economic and/or health indicators, people unable to access services and facilities	Positive impact. Public Health Wales operates across Wales in varied premises, including shared sites and mobile services. Consistent arrangements support safety regardless of geography.	The procedure applies to premises owned, occupied or controlled by Public Health Wales and requires cooperation with other Responsible Persons in shared premises.	Continue to ensure shared premises and geographically dispersed sites have clear local evacuation arrangements and assurance evidence.
6.11 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service	Positive impact for contractors, visitors, service users, lone workers, staff in shared premises, staff with temporary injuries, neurodivergent staff or visitors, and people with hidden disabilities.	Fire risk assessments, GEEPs, PEEPs, fire drills, induction, signage and staff responsibilities support these groups.	Ensure GEEPs are in place for visitor-facing premises and that local staff understand how to support people with known or unknown evacuation needs.
6.12 Welsh Language			

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts (unintended consequences) Opportunities or gaps	Action taken by Directorate. Make reference to where the mitigation is included in the document, as appropriate This column is to be updated in future reviews	Recommendations for improvement/ mitigation/ identified gaps or opportunities
There are 2 key considerations to be made during the development of a policy, project, programme, service to ensure there are no adverse effects and/or a positive or increased positive effect on: (please note these will continue to be reviewed to ensure Public Health Wales fulfils their duties to comply with one or more standards outlined within the Welsh Language Standards (No 7) Regulations 2018)			
Opportunities for persons to use the Welsh language	Positive impact if the policy/procedure and relevant local communications are available bilingually.	The documents will be translated and published in line with organisational arrangements.	Ensure core fire safety information, signage and instructions are available bilingually where required.
Treating the Welsh language no less favourably than the English language	No adverse impact identified, provided bilingual publication and communication arrangements are followed.	Bilingual publication will support compliance with Welsh language requirements.	Maintain Welsh language considerations during future review and implementation.

Part 3 – Health

Questions in this section relate to the impact on the health and wellbeing outcomes of the population **and** specific population groups who could be more impacted than others by a policy/project/proposal.

The part of the assessment identifies;

- which specific groups in the population could be impacted more (inequalities)
- what those potential impacts could be across the wider determinants of health framework?
- Potential gaps, opportunities to maximise positive H&WB outcomes
- Recommendations/mitigation to be considered by the decision makers

7. Identification of specific population groups

Use the WHIASU Population Groups checklist as a reference to identify the population groups who could be more impacted than others by a policy/project/proposal. The check list can be found on the PHW Integrated EqHIA guidance pages (requires link to PHW Intranet pages for additional information and resources)

The groups listed have been identified as more susceptible to poorer health and wellbeing outcomes (health inequalities) and therefore it is important to consider them in a HIA assessment. In a HIA, the groups identified, as more sensitive to potential impacts will depend on the characteristics of the local population, the context, and the nature of the proposal itself.

7.1 Groups identified	Rational/explanation
<ul style="list-style-type: none"> a) Staff working in Public Health Wales premises b) Service users, visitors and volunteers c) People with disabilities, mobility impairments, sensory impairments, neurodivergence, hidden disabilities or temporary injuries d) Pregnant staff or visitors e) Contractors f) Staff in shared or multi-occupied premises 	<ul style="list-style-type: none"> a) They require clear arrangements for fire prevention, evacuation, training and reporting. b) They may be unfamiliar with premises and require clear evacuation information or staff support. c) They may require reasonable adjustments, PEEPs, GEEPs, communication support or evacuation equipment. d) They may require temporary adjustments or evacuation support. e) Contractor work can introduce fire risks, especially hot works, temporary impairments and work affecting escape routes or fire systems.

	f) Clear coordination with other Responsible Persons is required to ensure effective evacuation and fire safety management.
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Assessment

Complete the wider determinants framework table below providing rational/evidence where appropriate:

1. Consider how the proposal could impact on the population and specific population groups identified above (positive/negative) for each of the wider determinants (the bullets under each determinant are there as a guide)
2. Record any unintended consequences (negative impacts) and/or gaps identified
3. Record any positive impacts or missed opportunities to maximise positive health and wellbeing outcomes
4. identify and record mitigation/recommendations where appropriate

Please note you may find that not all determinants are relevant to the project/plan however recording N/A is not acceptable a rational or evidence should be explained/referenced

Wider determinant for consideration	Positive impacts or additional opportunities	Unintended consequences or gaps	Population groups affected	Mitigation/recommendations
7.2 Lifestyles <ul style="list-style-type: none"> • Diet/nutrition/breastfeeding • Physical activity • Use of alcohol, cigarettes, e-cigarettes • Use of substances, non-prescribed drugs, abuse of prescription medication • Social media use • Sexual activity • Risk-taking activity i.e. gambling, addictive behaviour 	Limited direct impact. The procedure may positively influence safe behaviour, including reduced misuse of electrical equipment and safer charging of lithium-ion batteries.	Staff may not always recognise emerging fire risks linked to charging, heaters, overloaded sockets or poor housekeeping.	Staff, contractors, visitors.	Reinforce fire safety awareness through induction, training, local checks and communications.
7.3 Social and community influences on health <ul style="list-style-type: none"> • Adverse childhood experiences • Citizen power and influence 	Positive impact by creating safer, more resilient workplace environments and	Poorly communicated evacuation arrangements could	Staff, visitors, contractors, service users.	Ensure site Fire Evacuation Plans are communicated locally and tested through drills.

<ul style="list-style-type: none"> • Community cohesion, identity, local pride • Community resilience • Domestic violence • Family relationships • Language, cultural and spirituality • Neighbourliness • Social exclusion i.e. homelessness • Parenting and infant attachment • Peer pressure • Racism • Sense of belonging • Social isolation/loneliness • Social capital/support/networks • Third sector & volunteering 	<p>supporting confidence in emergency arrangements.</p>	<p>disproportionately affect visitors or staff unfamiliar with a site.</p>		
<p>7.4 Mental Wellbeing</p> <ul style="list-style-type: none"> • Does this proposal support sense of control? • Does it enable participation in community and economic life? • Does it impact on emotional wellbeing and resilience? 	<p>Positive impact through clear emergency arrangements, PEEPs/GEEPs and defined responsibilities.</p>	<p>Anxiety may arise for staff who need evacuation assistance if arrangements are not discussed sensitively or reviewed.</p>	<p>Staff requiring assistance to evacuate, line managers, colleagues.</p>	<p>PEEPs should be developed in partnership with the individual, handled sensitively and stored securely.</p>
<p>7.5 Living/ environmental conditions affecting health</p> <ul style="list-style-type: none"> • Air quality • Attractiveness/access/availability/quality of area, green and blue space, natural space. • Health & safety, community, individual, public/private space • Housing, quality/tenure/indoor environment • Light/noise/odours, pollution • Quality & safety of play areas (formal/informal) • Road safety • Urban/rural built & natural environment 	<p>Strong positive impact. The documents directly improve health and safety in workplaces and service environments through risk assessment, prevention, inspection and evacuation planning.</p>	<p>Gaps could arise if shared premises responsibilities are unclear or temporary fire safety impairments are not managed.</p>	<p>All building users.</p>	<p>Maintain cooperation with other Responsible Persons and ensure impairments are risk assessed, documented and subject to compensatory controls.</p>

<ul style="list-style-type: none"> Waste and recycling Water quality 				
<p>7.6 Economic conditions affecting health</p> <ul style="list-style-type: none"> Unemployment Income, poverty (incl. food and fuel) Economic inactivity Personal and household debt Type of employment i.e. permanent/temp, full/part time Workplace conditions i.e. environment culture, H&S 	Positive workplace conditions and reduced risk of harm, disruption, property loss or enforcement action.	Fire safety actions may require investment where deficiencies are identified.	Organisation, staff, service users.	Use risk-based prioritisation and governance reporting to monitor completion of fire risk assessment actions.
<p>7.7 Access and quality of services</p> <ul style="list-style-type: none"> Careers advice Education and training Information technology, internet access, digital services Leisure services Medical and health services Other caring services i.e. social care; Third Sector, youth services, child care Public amenities i.e. village halls, libraries, community hub Shops and commercial services Transport including parking, public transport, active travel 	Positive impact by reducing service disruption and ensuring evacuation arrangements are appropriate for service users and visitors.	Fire incidents, false alarms or unresolved fire safety defects could disrupt services.	Staff, service users, visitors.	Monitor unwanted fire signals, fire risk assessment actions and evacuation drill outcomes through assurance reporting.
<p>7.8 Macro-economic, environmental and sustainability factors</p> <ul style="list-style-type: none"> Biodiversity Climate change/carbon reduction/flooding/heatwave Cost of living i.e. food, rent, transport and house prices Economic development including trade Government policies i.e. Sustainable Development principle (integration; collaboration; involvement; long term thinking; and prevention) Gross Domestic Product 	Positive impact through prevention, resilience and protection of assets.	Fire incidents can have environmental impacts through smoke, water damage, waste and business disruption.	Organisation and wider community.	Maintain prevention controls, contractor controls, electrical safety measures and assurance arrangements.

- Regeneration

Stage 3

Summary of key findings and actions Please answer question 8.1 following the completion of the EHIA and complete the action plan

Key findings: Impacts/gaps/opportunities	Actions (what is needed and who needs to do) to address the identified mitigation and recommendations	Lead	Timescale	Action taken by Directorate/Division
The assessment has not identified any adverse equality impacts. The policy and procedure are expected to have a positive impact on fire safety, emergency preparedness and staff, service user and visitor wellbeing.	Publish and communicate the approved Fire Safety Policy and Procedure through the organisational policy webpages and relevant internal communication routes.	Estates and Health and Safety Division / Corporate Governance	Following approval	To be updated following approval and publication.
The most significant equality consideration relates to disabled people and others who may require assistance or reasonable adjustments to evacuate safely.	Ensure Emergency Evacuation Assessments, Personal Emergency Evacuation Plans and Generic Emergency Evacuation Plans are implemented, communicated and reviewed in line with the revised procedure.	Line Managers / Local Fire Managers / Fire Safety Advisor	Within 3 months of approval, then ongoing	Arrangements have been strengthened within the revised procedure and supporting appendices. Implementation to be monitored through local fire safety assurance arrangements.
PEEPs and Emergency Evacuation Assessments may contain personal or sensitive information.	Ensure PEEPs and evacuation assessments are stored securely, with access restricted to those who need the information to support safe evacuation. Avoid long-term storage in email and seek IG / Records Management advice where required.	Line Managers / Local Fire Managers / Fire Safety Advisor	Following approval and ongoing	Secure storage requirements have been reflected in the revised arrangements. Further local communication to be provided following approval.

Shared and multi-occupied premises require clear cooperation and coordination with other Responsible Persons.	Ensure local fire safety arrangements clarify responsibility for fire systems, alarm response, evacuation strategy, assembly points, re-entry control and communication with other occupiers or landlords.	Estates and Health and Safety Division / Local Fire Managers	Ongoing, and when premises arrangements change	Cooperation and coordination requirements have been strengthened within the revised procedure.
There is an opportunity to improve assurance through digital Fire Warden checks, Local Fire Manager inspections, fire drills and monitoring of fire risk assessment actions.	Continue implementation of digital inspection arrangements and use findings to support assurance reporting, action tracking and escalation of significant issues.	Fire Safety Advisor / Local Fire Managers / Fire Wardens	Ongoing, with reporting through governance routes	Digital fire safety assurance arrangements have been incorporated into the revised procedure.
There is an opportunity to strengthen Welsh language and accessible communication for fire safety information.	Ensure the policy and procedure are published bilingually. Ensure key local fire safety information, signage and instructions are clear, accessible and available bilingually where required.	Policy Lead / Local Fire Managers / Corporate Governance	Following approval and ongoing	To be updated following approval and publication.

Alternatively, if appropriate, please explain the steps taken to consult with and consider the differential impact of the changes on the various protected characteristic groups (part 2) or any specific identified population groups (part 3).