



 <p>GIG CYMRU NHS WALES</p> <p>Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p>Name of Meeting Quality, Safety and Improvement Committee</p> <p>Date of Meeting 04/06/26</p> <p>Agenda item: 3.3.1</p>
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Policy / Procedure Approval Report

Section 1 - Policy / Procedure Information

Policy / Procedure Title	Water Management 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	Business Executive Team
Version Number	V3

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 Water Management Procedure.
- **Approve** the Water Management Policy
- **Note** that the documents strengthen organisational arrangements for the safe management of water systems, including Legionella and waterborne pathogen risk, monitoring, sampling, incident response, record keeping and governance assurance.



Section 3 – Details of the Review:

Background:

Reason for review

The review has been undertaken to ensure the policy remains current, reflect organisational arrangements, and align with relevant legislation, guidance and operational practice.

The review also reflects changes in organisational terminology, governance arrangements and the need for strengthened procedural detail in relation to water risk assessment, written schemes of control, monitoring, sampling, incident response, construction/refurbishment, mobile unit commissioning, training, records and audit.

Description/Assessment

The Water Management Policy has been reviewed and updated to reflect current organisational terminology and supporting arrangements.

The Water Management Procedure has been more substantially updated to strengthen the practical arrangements that support the policy.

Implementation will be monitored through existing Estates, Facilities, Infection Prevention and Control, Health and Safety and organisational governance routes. The procedure strengthens assurance by clarifying how water safety information, risks, incidents and compliance issues are monitored and escalated.

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, Infection Prevention and Control and other relevant operational leads. Feedback received during consultation was reviewed and incorporated where appropriate.

(Add detail)

Changes made as a result of review and consultation included strengthened governance wording, clearer roles and responsibilities, clearer reporting and escalation arrangements,



	enhanced incident response content, additional detail on monitoring, sampling and record keeping, and improved alignment with current organisational arrangements.
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	The documents have been developed with input from relevant operational and specialist stakeholders. The Facilities Sub-Group / Water Safety Group will have an ongoing role in monitoring water safety arrangements and providing assurance through the relevant governance routes.
(Add detail)	The Health and Safety Group endorsed the Water Management Policy to the Committee at its meeting on 18 May 2026. The Health and Safety Group also approved the Water Management Procedure at this meeting.

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 positive health and safety impacts through strengthened arrangements for safe water management, including risk assessment, monitoring, written schemes of control, incident response and governance oversight. Particular consideration has been given to people who may be more vulnerable to waterborne infection, including clinically vulnerable or immunocompromised people, and to the need for clear arrangements where water quality or availability may affect service provision, hand hygiene or welfare.
Welsh Language Impact	The Policy and Procedure will be translated into Welsh and made available bilingually through the relevant organisational publication routes. Significant local communications relating to water restrictions, outages or temporary control measures should be made available bilingually where required.
Risk and Assurance	The documents support the management of statutory and operational health and safety risks associated with water systems, including Legionella and other waterborne pathogens. They support assurance through defined roles,



	risk assessment, written schemes of control, monitoring, sampling, incident response, audit, records and reporting through relevant governance routes. The documents also support escalation of significant risks or incidents through Datix and organisational risk management arrangements where required.
Health and Social Care (Quality and Engagement) (Wales) Act	The documents support the Duty of Quality by strengthening preventative controls and assurance arrangements for safe environments. They support safe, effective and reliable services by reducing the risk of waterborne infection, service disruption and environmental non-compliance. The procedure also supports learning and improvement through incident reporting, investigation, escalation and governance review.
Financial implications	There may be financial implications where risk assessments, monitoring or incidents identify the need for remedial works, sampling, cleaning, disinfection, contractor support or system improvements. These will be managed through existing Estates, Facilities and operational planning arrangements, with escalation through governance routes where additional resources or significant remedial works are required.
People implications	The documents clarify responsibilities for staff, managers, Estates, Facilities, Health and Safety, Infection Prevention and Control and contractors. There may be training and awareness implications for staff with specific water safety responsibilities and for managers responsible for local reporting and escalation. These will be managed through existing training, communication and governance arrangements.
Socio Economic Duty	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 mobile units. Consistent water safety arrangements support equitable access to safe services and workplaces.

Section5 - Implementation

Implementation plan (with timescales)

Next steps	Timescale	Responsible officer(s)
Submission of Water Management Policy to QSIC for final approval.	4 June 2026	Policy Lead / Corporate Governance
Publish approved documents on the Public Health Wales policy webpages.	Following approval	Corporate Governance / Policy Lead
Communicate key changes to Estates, Facilities, Health and Safety, IPC, managers and relevant staff.	Within 4 weeks of approval	Health and Safety Advisor / Responsible Person / Facilities Sub-Group
Ensure monitoring, sampling, incident response and reporting arrangements are implemented through existing governance routes.	Ongoing	Responsible Person / Deputy Responsible Person / Authorised Person / Facilities Sub-Group
Review implementation and compliance through audit, incident review and assurance reporting.	Quarterly / as required	Facilities Sub-Group / Health and Safety Group / IPC governance routes

Section 6 – Dissemination

The primary source for dissemination of the Water Management Policy and Water Management Procedure will be the Public Health Wales policy webpages.

Following approval, the documents will be communicated to relevant managers and teams through existing Estates, Facilities, Health and Safety and Infection Prevention and Control communication routes. Key changes will be highlighted to those with specific responsibilities for water safety, premises management, monitoring, incident reporting and governance assurance.



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Public Health
Wales

Reference Number: PHW 64
Version Number: 3
Date of next review:

WATER MANAGEMENT POLICY

Policy Statement

Public Health Wales considers Water Management to be important and seeks to ensure all staff, stakeholders that it has appropriate policies and procedures in place to safely manage water systems for which it is responsible for.

This policy has been developed in line with the requirements of the Health and Safety at Work etc., Act 1974 and the Welsh Health Technical Memorandum (WHTM) 04 – 01 (Safe water in healthcare premises) and Approved Code of Practice (ACoP) L8 (The control of legionella bacteria in water systems).

Policy Commitment

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

The Health and Safety at Work etc., Act 1974, and the Welsh Health Technical Memorandum (WHTM) 04 – 01 (Safe water in healthcare premises) and ACoP L8 (The control of legionella bacteria in water systems):

- Where Public Health Wales is responsible for water management minimise water related incidents
- Implement appropriate controls to minimise incidence.

It is essential that the risk of Legionella in all areas of Public Health Wales buildings/sites, where it has responsibility for water systems, is considered and suitably assessed in order that effective controls can be developed and implemented.

Risk assessments will pay particular attention to both environmental (engineering system) and risks associated with the occupants which includes:

- degree of immunocompromise of individuals (staff and service users) using the area (where applicable)
- categorisation of the area as clinical or non-clinical or solely used by staff
- water circulation/stagnation/dead legs/usage/turnover
- water temperature

- aerosol generation
- little used outlets
- number of positive legionella sample detections
- type of outlets water treatment

Supporting Procedures and Written Control Documents

[All corporate policies and procedures are available on the Public Health Wales website](#)

All other organisational Health and Safety policies, procedures and written control documents:

- Health and Safety Policy
- Water Management Procedure
- Infection Control Policy
- Control of Contractors Procedure
- Control of Substances Hazardous to Health Procedure

Scope

This policy and any arrangements made under it applies to:

- all the buildings currently owned or occupied (under a full maintenance lease or otherwise) by the Trust
- 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 contractors, 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
1	30-Sept-17	19-Dec-17	5-Feb-18	Version 1 of policy
2	29-September-22	14 Dec 2022	20 Dec 2022	No changes to policy
3	15/12/2025			Changed reference of "NHS Wales Health Collaborative and Finance Delivery Unit" to NHS Wales Performance and Improvement

Equality & Health Impact Assessment for Water Management 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 Water Management Policy and Water Management 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 Water Management Policy and Procedure is to set out Public Health Wales' arrangements for the safe management of water systems across premises for which the organisation has responsibility. The documents support compliance with the Health and Safety at Work etc. Act 1974, WHTM 04-01 and ACoP L8 by ensuring that water safety risks, including Legionella and other waterborne contamination risks, are identified, assessed, controlled, monitored and reviewed.</p> <p>The documents aim to protect staff, service users, visitors, contractors and others who may be affected by Public Health Wales activities by ensuring clear roles and responsibilities, competent advice, risk assessment, written schemes of control, monitoring</p>

		programmes, sampling arrangements, incident response, record keeping, audit and governance oversight.
4.	<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 and the 'Shaping Our Future Wellbeing' Strategy provides an overview of health need.</p>	<ul style="list-style-type: none"> • Health and Safety at Work etc. Act 1974. • WHTM 04-01: Safe water in healthcare premises. • ACoP L8: Control of Legionella bacteria in water systems. • Public Health Wales Health and Safety Policy. • Public Health Wales Water Management Policy and Procedure. • Public Health Wales Infection Control Policy. • Public Health Wales Control of Contractors Procedure. • Organisational arrangements for premises owned, occupied or used by Public Health Wales, including administrative offices, screening sites, shared premises and mobile screening units. • Existing water safety governance arrangements, including the role of the Facilities Sub-Group as the Water Safety Group. • The need to consider risk to staff, service users, visitors, contractors and others, including people who may be more vulnerable to waterborne infection.
5.	<p>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 working in fixed sites, mobile units, shared premises and Health Board-hosted environments. • Service users and visitors attending Public Health Wales premises or mobile units.

		<ul style="list-style-type: none">• Contractors and specialist service providers involved in water system maintenance, monitoring, sampling, remedial works, cleaning, refurbishment or commissioning.• Managers and staff with specific water safety responsibilities, including the Duty Holder, Responsible Person, Deputy Responsible Person, Water Safety Specialist, Authorised Person, Lead IPC Nurse, Facilities Sub-Group and Health and Safety Group.
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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. The documents support safe water systems for all age groups. Older people, younger service users and individuals who may be more clinically vulnerable could be more adversely affected by waterborne infection.	Risk assessment arrangements include consideration of the occupants and the degree of vulnerability or immunocompromise of individuals using the area.	Continue to ensure site-specific risk assessments consider the type of service provided and any service-user groups who may be more vulnerable.
6.2 Persons with a disability as defined in the Equality Act 2010 Those with physical impairments, learning	Positive impact. People with long-term health conditions, weakened immune systems or disabilities may be more	The procedure includes arrangements for risk assessment, written schemes of control, monitoring, incident	Ensure local managers understand reporting routes for water quality concerns, outages or issues affecting

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
disability, sensory loss or impairment, mental health conditions, long-term medical conditions such as diabetes	vulnerable to the consequences of waterborne infection or disruption to water supply. Potential negative impact could arise if water outages affect hand hygiene, welfare or service provision.	response and escalation where water quality or supply affects infection prevention standards, operational continuity or safety.	hand hygiene or service delivery.
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	No specific adverse impact identified. The policy applies equally to all staff, service users, visitors and contractors.	The documents are based on premises safety and water system management and do not differentiate by gender or gender reassignment.	No specific mitigation required. 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
referred to as Trans or Transgender			
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 service users may be more affected by disruption to welfare facilities, hand hygiene or environmental safety arrangements.	The procedure requires staff to report water quality, temperature, supply or usability concerns, including issues affecting hand hygiene, cleaning or clinical/screening activity.	Ensure local contingency arrangements consider access to drinking water, toilets, welfare facilities and hand hygiene during any prolonged water outage.
6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers,	No specific adverse impact identified. A potential gap could arise if local instructions or temporary control measures are not clearly communicated to	The documents apply to all staff, visitors, contractors and service users. Key policy documents will be	Ensure local communications about water restrictions, outages or temporary control measures are clear,

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
gypsies/travellers, migrant workers	staff or visitors whose first language is not English.	available bilingually through organisational publication processes.	accessible and available in appropriate formats where required.
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 impact could occur if water supply issues affect access to washing facilities used for personal, cultural or religious reasons.	Incident and reporting arrangements support escalation of water availability or quality issues that affect welfare or service provision.	Local managers should consider welfare and dignity needs during water supply disruption, including access to alternative facilities where reasonably practicable.
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	No direct adverse impact identified. Positive impact through maintaining safe workplace and service environments.	The documents apply across Public Health Wales premises and do not require staff or	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
inactive, unemployed/workless, people who are unable to work due to ill-health		service users to meet any cost.	
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 a range of locations, including fixed sites and mobile units. Consistent arrangements help ensure water safety standards are applied regardless of geography.	The procedure applies to all buildings owned or occupied by the Trust, shared premises where applicable, and mobile screening units.	Continue to ensure assurance arrangements include mobile units and geographically dispersed sites.
6.11 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service	Positive impact for immunocompromised people, service users in screening or clinical environments, staff in shared premises, mobile-unit users and contractors.	The procedure requires risk assessments to consider clinical/non-clinical use, occupant vulnerability, stagnation, aerosol generation, positive sample	Continue to ensure risk assessment findings inform written schemes of control and local contingency arrangements.

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
		detections and control measures.	
6.12 Welsh Language			
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 and procedure are published bilingually. Potential gap if temporary local communications are only issued in English.	The policy/procedure will be translated and published in line with organisational arrangements.	Ensure significant local communications, signage or staff notices relating to water restrictions 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.	The documents will be made available bilingually through the policy publication process.	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
a) Staff working in Public Health Wales premises, mobile units and shared premises b) Service users and visitors c) Clinically vulnerable or immunocompromised people d) Pregnant staff or service users e) Contractors and maintenance staff	a) They use water systems for welfare, hand hygiene, cleaning and work-related activities. b) They may use facilities within Public Health Wales premises or mobile units and may be affected by water quality, availability or restrictions.

<p>f) Staff in geographically dispersed or shared premises</p>	<p>c) These groups may be at greater risk from waterborne pathogens and require consideration in risk assessments. d) They may be more affected by disruption to welfare, hygiene or environmental safety arrangements. e) They may work directly on water systems and need clear safe systems of work, competence and control arrangements. f) Responsibilities may be more complex where Public Health Wales is not the duty holder or where arrangements depend on landlords or Health Boards.</p>
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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
<p>7.2 Lifestyles</p> <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 	<p>Limited direct impact. The documents support hygiene, safe welfare facilities and</p>	<p>None identified beyond the need for clear local arrangements</p>	<p>Staff, service users, visitors.</p>	<p>Ensure local contingency plans address water availability, hand hygiene and welfare during disruption.</p>

<ul style="list-style-type: none"> • Social media use • Sexual activity • Risk-taking activity i.e. gambling, addictive behaviour 	access to safe water in workplaces.	during water supply disruption.		
<p>7.3 Social and community influences on health</p> <ul style="list-style-type: none"> • Adverse childhood experiences • Citizen power and influence • 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 	Supports confidence that Public Health Wales premises are safe and well managed.	Poor communication during water incidents could reduce confidence or cause confusion.	Staff, service users, visitors.	Ensure clear communication routes are in place for water incidents, restrictions or remedial actions.
<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? 	Positive impact through clearer roles, escalation routes and assurance arrangements, reducing uncertainty for managers and staff.	Staff anxiety could arise during water incidents if controls are not clearly communicated.	Staff, managers, service users.	Communicate actions and temporary controls clearly during incidents.
<p>7.5 Living/ environmental conditions affecting health</p> <ul style="list-style-type: none"> • Air quality 	Strong positive impact. This is the main determinant affected. The documents support	Potential gap if landlord/shared premises information is	All building users, particularly vulnerable people.	Maintain evidence of landlord/Health Board assurance for shared premises and ensure water safety issues are escalated through governance routes.

<ul style="list-style-type: none"> • 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 • Waste and recycling • Water quality 	<p>safe water quality, infection prevention, monitoring, sampling, cleaning/disinfection and incident response.</p>	<p>incomplete or not escalated.</p>		
<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 	<p>Positive workplace health and safety impact by reducing risk of disruption, illness, enforcement action and unplanned remedial costs.</p>	<p>Some remedial works may have financial implications if risk assessments identify deficiencies.</p>	<p>Staff, service users, organisation.</p>	<p>Manage costs through planned maintenance, risk-based prioritisation and existing governance routes.</p>
<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 	<p>Positive impact by supporting safe, reliable environments for administrative, screening and other services.</p>	<p>Water quality or supply issues could temporarily affect service delivery, hand hygiene or cleaning.</p>	<p>Service users, staff, visitors.</p>	<p>Use Datix/reporting, incident response and contingency arrangements where water issues affect service provision.</p>

<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 • Regeneration 	<p>Supports prevention and long-term asset management by identifying issues early and maintaining water systems.</p>	<p>Remedial works, flushing regimes or water treatment may have sustainability considerations.</p>	<p>Organisation, staff, wider public.</p>	<p>Balance risk control with sustainable practice where possible, without compromising safety or statutory compliance.</p>
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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
<p>The assessment has not identified any adverse equality impacts. The policy and procedure are expected to have a positive health and safety impact by strengthening water safety management arrangements.</p>	<p>Publish and communicate the approved Water Management Policy and Procedure through the organisational policy webpages and relevant internal communication routes.</p>	<p>Estates and Health and Safety Division / Corporate Governance</p>	<p>Following approval</p>	<p>To be updated following approval and publication.</p>
<p>Water safety risks may have a greater impact on clinically vulnerable or immunocompromised people, particularly where water is used</p>	<p>Ensure site-specific water risk assessments and written schemes of control consider the vulnerability of occupants, the type of service provided and any infection prevention requirements.</p>	<p>Responsible Person / Deputy Responsible Person /</p>	<p>Ongoing, through review of risk assessments</p>	<p>Existing arrangements strengthened through the revised procedure. Ongoing monitoring to be reported through the</p>

for hand hygiene, cleaning, screening or clinical activity.		Lead IPC Nurse	and written schemes of control	Facilities Sub-Group / Water Safety Group.
Shared premises, landlord-controlled sites and mobile units require clear assurance arrangements to confirm that water safety risks are being appropriately managed.	Maintain evidence of landlord, Health Board or third-party assurance where Public Health Wales is not directly responsible for the water system. Ensure mobile units are included in monitoring, written schemes and assurance arrangements where applicable.	Responsible Person / Authorised Person / Estates and Health and Safety Division	Ongoing	To be monitored through existing Estates, Facilities and Health and Safety governance arrangements.
Water quality, temperature, supply or system issues could affect hand hygiene, infection prevention standards, operational continuity or service provision.	Reinforce staff responsibilities to report water concerns promptly to Estates and Health and Safety, and to submit a Datix report where the issue affects service user care, infection prevention standards, operational continuity or safety.	Managers / Estates and Health and Safety Division / All staff	Following approval and ongoing	Reporting expectations have been strengthened within the revised procedure. Further communication to be undertaken following approval.
There is an opportunity to strengthen Welsh language and accessible communication during water incidents, restrictions or temporary control measures.	Ensure the policy and procedure are published bilingually. Where local communications are required during water incidents, ensure these are clear, accessible and available bilingually where required.	Policy Lead / Local Managers / Corporate Governance	Following approval and as required during incidents	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).