

# NATIONAL INSTITUTE FOR HEALTH AND CARE EXCELLENCE

## NICE guidelines

### Equality impact assessment

#### Mental wellbeing at work (Update)

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

#### **2.0 Checking for updates and scope: after consultation (to be completed by the Developer and submitted with the revised scope)**

2.1 Have any potential equality issues been identified during consultation, and, if so, what are they?

During consultation stakeholders identified the following additional equality issues:

- Disability

One stakeholder identified that people with long-term physical health conditions (e.g. Parkinson's) are at risk of psychological and psychiatric comorbidities that may affect their mental wellbeing in the workplace. In addition to being at risk of increased absence from work as identified in section 1.2, they may require support to enable them to work, such as through workplace adjustments.

One stakeholder highlighted that people with a mental health condition may not be aware that their condition may be classed as a disability under the 2010 Act.

- Other definable characteristics:

- Type of workplace

One stakeholder identified different types of workplaces as an equality issue due to the different pressures that employees within them will face. For example, someone who is self-employed may become isolated while an employee in an open-plan office may experience noise and social pressure. They highlighted that the guideline should apply to diverse workplace settings, such as construction sites, factories, offices and caring institutions.

Throughout the development of the guideline the committee will give consideration to

people with any long-term physical health conditions and people working in different types of workplaces.

2.2 Have any changes to the scope been made as a result of consultation to highlight potential equality issues?

Following consultation, text was added in section 1 of the scope in response to a comment received regarding the lack of awareness that people with a mental health condition may be protected by the 2010 Act. The text highlighted evidence about this issue. No further changes to the scope were made regarding equality issues raised during consultation, as these were already covered within the groups identified during the scoping process.

2.3 Have any of the changes made led to a change in the primary focus of the guideline which would require consideration of a specific communication or engagement need, related to disability, age, or other equality consideration?

If so, what is it and what action might be taken by NICE or the developer to meet this need? (For example, adjustments to committee processes, additional forms of consultation)

No

Updated by Developer: Sarah Willett (completed by Geoff Bates)

Date: 30<sup>th</sup> October 2019

Approved by NICE quality assurance lead: Nichole Taske

Date: 5<sup>th</sup> November 2019