

# NATIONAL INSTITUTE FOR HEALTH AND CARE EXCELLENCE

## NICE guidelines

### Equality impact assessment

### Mental wellbeing at work

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

#### **4.0 Final guideline (to be completed by the Developer before GE consideration of final guideline)**

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

- Disability

One stakeholder proposed that people with long term physical disabilities might be more prone to poor mental wellbeing and poor mental health and suggested that the guideline make specific reference to these. The committee discussed this but were not convinced that having a long-term physical disability automatically led to poor mental wellbeing. They agreed that the guideline as a whole supported everyone in the workplace based on their individual mental wellbeing needs with the model set out in section 1.1 that supports everyone, but offers additional support to those who need it. Additionally, other stakeholders suggested removing some of the examples that were already in the guideline to avoid stigmatising certain groups and the committee agreed this was more in line with their views and experience.

- Religion or belief

Stakeholders noted that yoga, mindfulness and meditation could be viewed by some people as forms of religious practice. The committee discussed this and agreed that it was important for these practices in workplaces to be divorced from any religious roots. They agreed that in their experience these interventions were delivered in workplaces without any reference to religion. The committee discussed whether or not they should add the term secular to the recommendation but decided that this would highlight the potential religious aspect of these practices and agreed that they did not think this was the best course of action.

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

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

None of the recommendations have changed in a way that we believe would make it more difficult for specific groups to access services.

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

None of the recommendations have changed in a way that will have an adverse impact on people with disabilities.

4.4 If the recommendations have changed after consultation, are there any recommendations or explanations that the Committee could make to remove or alleviate barriers to, or difficulties with, access to services identified in question 4.2, or otherwise fulfil NICE's obligations to advance equality?

None of the recommendations have changed in a way that makes it more difficult for specific groups to access services.

4.5 Have the Committee's considerations of equality issues been described in the final guideline, and, if so, where?

We have updated the rationale and impact sections in the guideline to reflect the equality discussions based on stakeholder comments.

Updated by Developer: Caroline Mulvihill (Acting AD Guidelines Updates Team)

Date 07/01/ 2022

Approved by NICE quality assurance lead: Nichole Taske

Date 01/03/2022