'COVID-19 pandemic world and beyond: The public health impact of Home and Agile Working in Wales A Health Impact Assessment (HIA)

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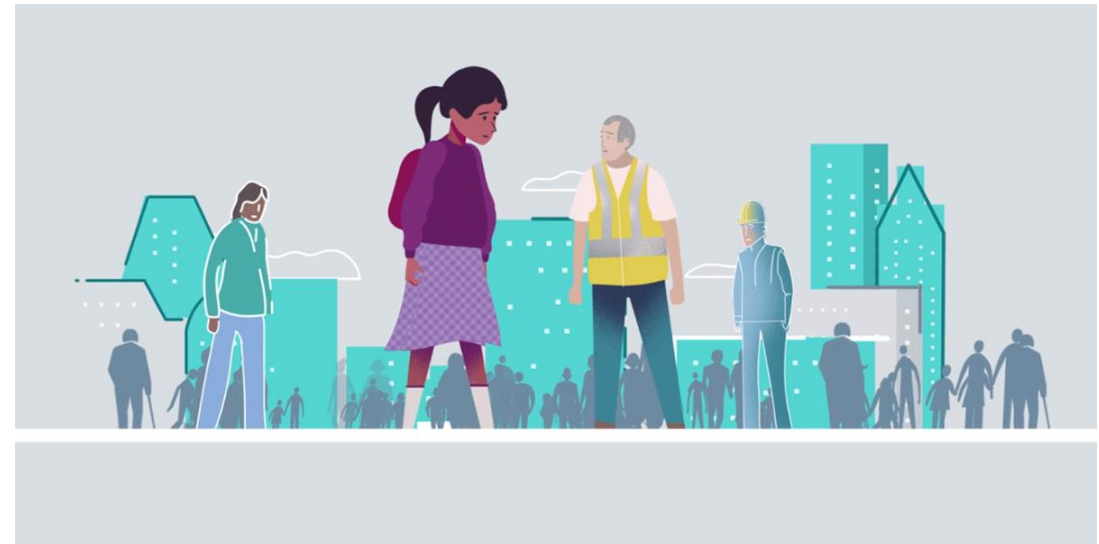
Public Health Wales

Health Impact Assessment (HIA)

- HIA is a practical approach used to judge the potential health effects of a policy, programme or project on a population, particularly on vulnerable or disadvantaged groups

- Promotes greater equity in health and wellbeing

- Identifies the connections between health and other policy areas

- Increases awareness and coordinates action across sectors of how decisions may affect health and wellbeing

- Promotes evidence-based planning and transparent decision-making

Home and Agile Working in Wales: Background, Aims and Approach

- Staying at Home and Social Distancing Policy led to immediate reorientation to homeworking

- To better understand the impact of the Policy in Wales

- **Who** it affects and **how** it affects the population using the **lens of the determinants of health**

Home and Agile Working in Wales: Background, Aims and Approach

- Carried out in real-time from June to August 2020

- Wales only; comprehensive; participatory; assesses **positive / opportunities** and **negative** and **unintended negative** impacts

- Evidence: literature review, stakeholder interviews, population health profile, PHW public engagement survey data.

Population groups most affected

- Women – especially those with caring responsibilities

- Men

- Older people

- Young people and young adults

- Rural communities

- Lone parents

Key determinants of health

- Healthy behaviours
  - Physical activity including active travel
  - Diet and nutrition

- Social and community factors
  - Social networking
  - Social activity at work
  - Impact on families
  - Those with caring responsibilities

Key determinants of health

- Mental wellbeing
  - Stress, anxiety and burnout

- Environmental factors
  - Housing, homeworking environment
  - Land use and housing

Key determinants of health

- Economic factors
  - Types of employment and sectors
  - Income levels
  - Productivity
  - Local foundational economies
  - Localised office workplaces or spaces

Key determinants of health

- Organisational and National Policies and Infrastructure
  - Organisational policies
  - Digital services/infrastructure
  - Digital skills and literacy
  - Government policies and legislation

Key findings

- Mental health and well-being

- Benefits for employers and employees

- Increased productivity (in the short term at least)

Key findings

- Wide range of population groups affected

- Organisational policies are key to equality

- Access to digital infrastructure and support

- Range of wider benefits – not just work related

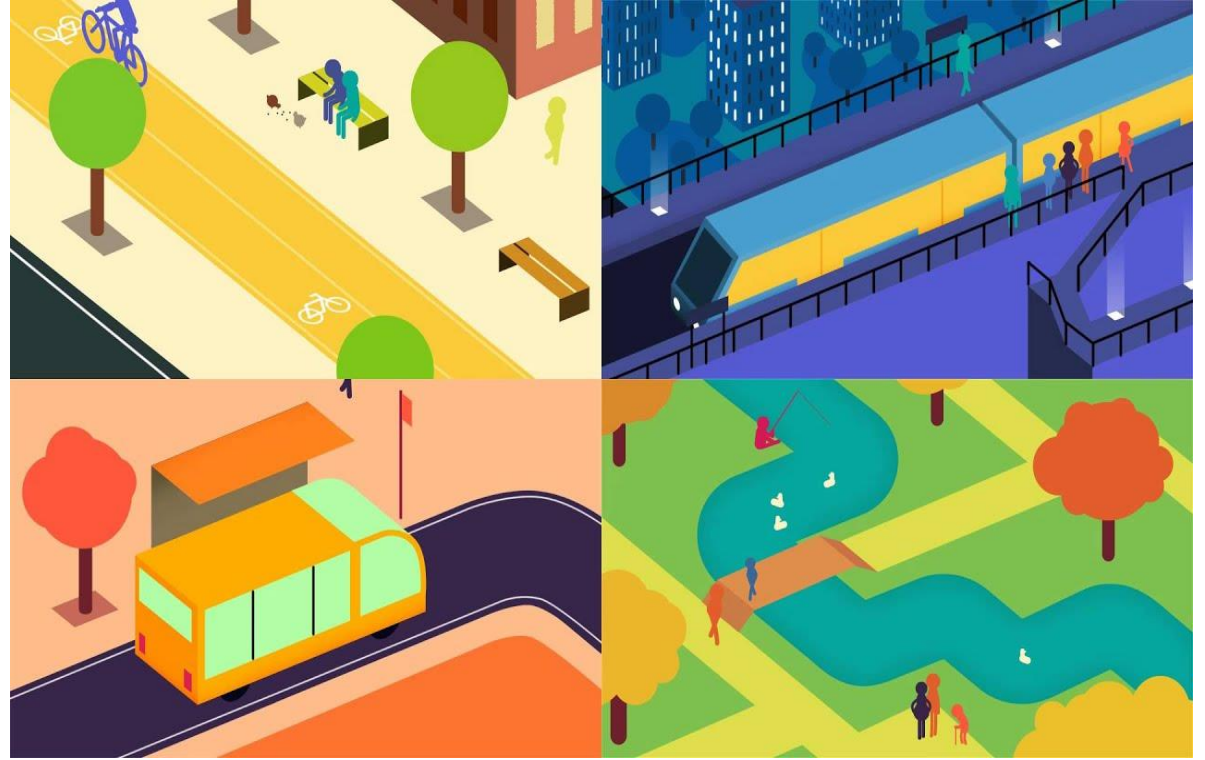- Economic and environmental impacts vs. population level impacts

Opportunities

- Increased mental health and well-being

- Community development through localised services

- Young people can stay in (or return to) their communities

Opportunities

- Review sustainable economic development and spatial planning policies

- Development of new guidance and legislation for improved physical and mental health

- Improved understanding of the needs of different populations