

## Equality Impact Assessment (EIA) & Welsh Language Impact Assessment (WLIA)

### SECTION 1

#### Preparation

- See the definition of 'policy' for EIAs & WLIA and review the guidance attached.
- Click [here](#) for link to monthly drop in sessions to support you in completing the EIA & WLIA
- Please contact the Organisational Development & Inclusion (OD&I) team on [CTM\\_Equality@wales.nhs.uk](mailto:CTM_Equality@wales.nhs.uk) or the Welsh Language Team on [CTT\\_WelshLanguage@wales.nhs.uk](mailto:CTT_WelshLanguage@wales.nhs.uk) for further support

#### Title of policy or initiative

Protocol for manual vacuum aspiration

#### Policy/Initiative Aims and Brief Description

*Please see some possible considerations to help below:*

- *What is the policy or initiative meant to achieve?*
- *Why is the policy being written or the initiative being carried out?*
- *Who are the target groups, or who will be affected by this?*
- *What results would you like it to have?*
- *How does it relate to other services/policies and the IMTP*

To assist all medical and nursing staff in the management of unintended pregnancy using manual vacuum aspiration.

#### Name of Author & Responsible Manager / Group

Dr Sumit Menon, Danielle Bromfield, Rachel Gilmore  
Guideline group/ISH Forum

#### Who is involved in undertaking this Equality Impact Assessment & Welsh Language Impact Assessment?

Rachel Gilmore

Does the policy **impact** on any of the areas below (*further info in Section 1 of the guidance notes*)

- Eliminating discrimination and/or harassment
- Promoting equity of opportunity

Yes – Eliminating discrimination  
Promoting equity of care regardless of gender / sexuality

<p>- Promoting good relationships and positive attitudes</p>	<p>Promoting equity of opportunity</p> <p>Promoting good relationships and positive attitudes</p>
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**SECTION 2 – Understanding the Potential Impact for Equality, Diversity, Inclusion (EDI)**

This section is about understanding where the policy or initiative may have an impact on the different groups identified in the guidance notes attached. This includes the 9 groups identified in the Equality Act 2010 plus an additional 2 areas. To help you complete this please read Section 2 of the guidance notes. Note briefly where the EDI related items could be relevant under 'Summary of potential impact'.

**Summary of potential impact:** *(please include brief notes)*

Now, based on above, select whether your policy or initiative would have a positive, neutral or negative impact on the 11 protected characteristics identified (please note some groups may fall into different groups)

**Outcome of impact assessment (put the name of each group in relevant boxes):**

Positive impact	Neutral impact	Negative impact
<p>Sex Sexual orientation Sexual &amp; Reproductive Health Physical &amp; Mental Health Gender reassignment Pregnancy and Maternity</p>	<p>Age Disability Marriage and civil partnership Race Religion and belief Socio – economic disadvantage Gender Reassignment Caring responsibilities</p>	

**SECTION 3 – Strengthening or mitigating the identified impact for Equality, Diversity, Inclusion (EDI)**

This section is about ensuring the policy or initiative is amended where necessary. This will ensure CTM UHB carries out its responsibility under the Public Sector Equality Duty in a way that promotes inclusion and addresses structural inequity. If no action is required (i.e. all groups fall under neutral impact), leave blank.

Consider what actions need to be taken to strengthen any positive impact of your policy/initiative for EDI, or what actions are needed to avoid or mitigate any negative impact. Please seek support from OD&I team where necessary.

Action to be taken	Completion date	Responsible person
<b>Ensure guidance is shared with all staff to ensure utilised in practice</b>	<b>December 2024</b>	<b>Rachel Gilmore</b>

#### SECTION 4 – Understanding the potential impact for Welsh Language

This section is about understanding where your policy or initiative is relevant to national legislation and CTM UHB's ambition for Welsh. To help you complete this please read Section 3 – *Welsh Language Checklist: What should I consider?* Note briefly where the Welsh language could be relevant under 'Summary of potential impact'.

**Summary of potential impact:** *(please include brief notes)*

Now, based on above, select whether your policy or initiative would have a positive, neutral or negative impact on opportunities to use Welsh and not treating Welsh less favourably than English.

**Outcome of impact assessment (put 'X' in relevant box):**

Positive outcome	Neutral outcome	Negative outcome
	x	

#### SECTION 5 Strengthening or mitigating the identified impact for Welsh Language

This section is about ensuring the policy or initiative is amended where necessary in relation to Welsh Language. This will ensure CTM UHB carries out its business in a way that promotes opportunities to use Welsh and does not treat Welsh less favourably. If no action is required, leave blank.

Consider what actions need to be taken to strengthen any positive impact of your policy/initiative for EDI, or what actions are needed to avoid or mitigate any negative impact. Please seek support from Welsh Language team where necessary.

Action to be taken	Completion date	Responsible person
N/A		

#### SECTION 6 Governance

<b>Sign off by Responsible Manager/Group</b>	
<b>Date of completion</b>	

(Please send copy to OD&I Team on [CTM\\_Equality@wales.nhs.uk](mailto:CTM_Equality@wales.nhs.uk))