

Equality Impact Assessment (EqIA) Screening Template

The Equality Impact Assessment Screening Template is a short exercise that involves looking at the overall proposal and deciding if it is relevant to the Public Sector Equality Duty, and other key areas.

The questions in the Screening Template below will help you to decide if the proposal is relevant to the Equality Act 2010 and whether a detailed EqIA is required. The key question is whether the proposal is likely to have an impact (either positive or negative) on any of the protected characteristics.

Quite often, the answer may not be obvious, and staff, service-user or provider information will need to be considered to make a preliminary judgment.

There is no one size fits all approach, but the screening process is designed to help fully consider the circumstances and to inform evidence-based decisions.

Note: If the proposal is of a significant nature and it is apparent from the outset that a full Equality Impact Assessment (EqIA) will be required, then it is not necessary to complete the Screening Template and you can proceed to complete the full EqIA.

What to do:

In general, the following questions all feed into whether an EqIA is required:

- How many people is the proposal likely to affect?
- How significant is its impact?
- Does it relate to an area where there are known inequalities?

At this initial screening stage, the point is to try to assess obvious negative or positive impacts.

You will need to provide sufficient information within the template to justify the assessment of impact.

If a negative/adverse impact has been identified (actual or potential) during completion of the screening tool, a full EqIA must be undertaken.

If no negative / adverse impacts arise from the proposal, it is not necessary to undertake a full EqIA however, the decision and justification must be clearly recorded.

On completion of the Screening Template, staff should:

- Check that all sections of the template are fully completed.
- Ensure that the Project/Policy owner has signed off the Screening Template.
- Send a copy of the completed template along with the related policy to the Diversity & Inclusion Team for them to review – email this to Inclusion.hdd@wales.nhs.uk

Date of commencement of Screening Assessment:	10/07/2023
Screening conducted by (name and email address):	Cerian Llewelyn Cerian.Llewellyn@wales.nhs.uk
Title of programme, policy or project being screened:	GUIDELINE FOR THE MANAGEMENT OF WEIGHT LOSS

Description of the programme/policy/project being screened (including key aims and objectives)

This guideline aims to support staff to provide consistent care to both formula and breastfed babies where weight loss has been identified in the neonatal period.

The purpose of this document is to detail a framework for prevention.

And management of excessive new-born weight loss

Implementation of this guidance will ensure that:

- Appropriate feeding assessments are carried out accurately and in a consistent manner.
- Relevant weight loss management plans are implemented in a timely manner.
- Breastfeeding is supported, including optimising the amount of breastmilk baby receives and ensuring lactation is protected if supplementation is needed.

Evidence considered (including staff and population data, relevant research, expert and community knowledge etc.)

MBRRACE Mothers and Babies: Reducing Risk through Audits and Confidential Enquiries across the UK Data

Unicef Baby Friendly Initiative - The UNICEF UK Baby Friendly Initiative enables public services to better support families with feeding and developing close and loving relationships so that all babies get the best possible start in life.

Assess which protected characteristics will potentially be affected by the proposal:

Group	Positive Impact	Negative Impact	No Impact
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<p>Age Is it likely to affect older and younger people in different ways or affect one age group and not another?</p>	X		
<p>Disability Those with a physical disability, learning disability, sensory loss or impairment, mental health conditions, long-term medical conditions such as diabetes</p>			X
<p>Gender Reassignment Consider the potential impact on individuals who either:</p> <ul style="list-style-type: none"> • Have undergone, intend to undergo or are currently undergoing gender reassignment. • Do not intend to undergo medical treatment but wish to live in a different gender from their gender at birth 	X		
<p>Marriage / Civil Partnership This also covers those who are not married or in a civil partnership.</p>			X
<p>Pregnancy and Maternity Maternity covers the period of 26 weeks after having a baby, whether or not they are on Maternity Leave</p>			X
<p>Race / Ethnicity People of a different race, nationality, colour, culture or ethnic origin including non-English / Welsh speakers, gypsies/travellers, asylum seekers and migrant workers.</p>	X		
<p>Religion or Belief The term 'religion' includes a religious or philosophical belief.</p>			X
<p>Sex Consider whether those affected are mostly male or female and where it applies to both equally does it affect one differently to the other?</p>			X
<p>Sexual Orientation Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p>			X

Consider the potential impacts of the programme/policy/project on the following wider determinants:

Additional Determinants	Positive Impact	Negative Impact	No Impact
<p>Armed Forces Community Consider members of the Armed Forces and their families, whose health needs may be impacted long after they have left the Armed Forces and returned to civilian life. Also consider their unique experiences when accessing and using day-to-day public and private services compared to the general population. It could be through 'unfamiliarity with civilian life, or frequent moves around the country and the subsequent difficulties in maintaining support networks, for example, members of the Armed Forces can find accessing such goods and services challenging.'</p> <p>For a comprehensive guide to the Armed Forces Covenant Duty and supporting resource please see: Armed-Forces-Covenant-duty-statutory-guidance</p>			X
<p>Socio Economic Duty Consider those on low income, economically inactive, unemployed or unable to work due to ill-health. Also consider people living in areas known to exhibit poor economic and/or health indicators and individuals who are unable to access services and facilities. Food / fuel poverty and personal or household debt should also be considered.</p> <p>For a comprehensive guide to the Socio-Economic Duty in Wales and supporting resource please see: more-equal-wales-socio-economic-duty</p>	X		
<p>Welsh Language Please note opportunities for persons to use the Welsh language and treating the Welsh language no less favourably than the English language.</p>			X

Summary of Potential Impacts Identified

Positive Impacts

The guideline is applicable to parents with the biological capability to breast feed / chest feed. At the time of booking into maternity services, individuals will be asked how they identify and their chosen pronouns. This language will then be used throughout their maternity services journey.

Across maternity services there are variety of resources related to infant feeding which are in service users chosen language.

The guideline will seek to ensure that cultural values and religious beliefs are upheld in the context of infant feeding.

All midwives, obstetricians and paediatricians are actively encouraged to employ interpretation services to support the needs of women who are non-English speakers.

Support around infant feeding and in particular breast feeding can positively impact on socio economic duty with improved physical, social and psychological outcomes associated with a positive breast-feeding culture.

Negative Impacts

Nil

Has the screening identified any negative impacts?	Yes	No
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If yes, a full Equality Impact Assessment will need to be undertaken.		
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If No negative impacts were identified, please give full justification here

The guideline is aimed at newborn infants and supporting parents when weight loss has been identified in the days following birth, having completed the equality impact assessment and considered the protected characteristics I do not believe that the implementation of this guideline will have a negative impact against any of the Protected Groups.

Hywel Dda University Health Board made a commitment to work within the UNICEF BFI framework, following the recommended standards and assessment procedures in an effort to promote and protect breastfeeding (Renfrew 2012).

Screening Completed by:	Name	Cerian Llewelyn
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	Date	20/9/23
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	Date	20/9/23
Seen by Diversity & Inclusion Team:	Name	Alan Winter
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	Date	4/10/2023