

## 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.**

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### 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](mailto:Inclusion.hdd@wales.nhs.uk)

<b>Date of commencement of Screening Assessment:</b>	<b>28/9/23</b>
<b>Screening conducted by (name and email address):</b>	<b>Cerian Llewelyn Lead Midwife for Risk and Governance</b>
<b>Title of programme, policy or project being screened:</b>	<b>Low Dose Aspirin in Pregnancy</b>

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

Aspirin reduces the risk of pregnancy complications related to placental dysfunction, particularly pre-eclampsia. All women and birthing persons should be risked assessed during pregnancy to identify those at increased risk of developing pre-eclampsia and aspirin should be prescribed accordingly.

Aspirin is to be prescribed for those women at highest risk of fetal growth restriction (FGR) as well as those at highest risk of Pre-eclampsia.

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

Following the publication of *Hypertension in pregnancy: diagnosis and management*, NICE guideline NG133 (2019), <https://www.nice.org.uk/guidance/ng133/resources/hypertension-in-pregnancy-diagnosis-and-management-pdf-66141717671365>

*Saving Babies Lives*, Version Two (2019)  
*MBRRACE (Mothers Babies Reducing Risk through Audit and Confidential Enquiry)-UK - Saving Lives, Improving Mothers' Care* (2021),

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

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

<p>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>			
<p><b>Sexual Orientation</b>  Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p>			<p>X</p>

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

Additional Determinants	Positive Impact	Negative Impact	No Impact
<p><b>Armed Forces Community</b>            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:  <a href="#">Armed-Forces-Covenant-duty-statutory-guidance</a></p>			X
<p><b>Socio Economic Duty</b>            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:  <a href="#">more-equal-wales-socio-economic-duty</a></p>			X
<p><b>Welsh Language</b>            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**

Aspirin is specifically beneficial for women aged 40 years and over

The risk assessment will be carried out for all women and birthing people, regardless of their disability status and will be prescribed depending on need.

For women with a learning disability, information will be provided in plain English to promote understanding and this will be accompanied by written information. Each woman or birthing person will be asked about whether they consider themselves to have a learning disability during pregnancy and for those with a positive response (whether formally diagnosed or not) will be provided with a "Maternity Passport". This passport will then be used to help all care providers communicate with the woman or birthing person in the most meaningful way based on their individual needs.

Risk assessment for aspirin will be performed for all women and birthing people once they book into maternity services. The guideline will have a positive impact for all pregnant service users as it aims to reduce the risks associated with high blood pressure.

Risk assessment for aspirin will be performed for all women and birthing people once they book into maternity services. For women and service users who are non-English speaking, there will be close engagement with interpretation services.

### **Negative Impacts**

<b>Has the screening identified any negative impacts?</b>		No
<b>If yes, a full Equality Impact Assessment will need to be undertaken.</b>		

**If No negative impacts were identified, please give full justification here**

This guideline aims to promote inclusion, equality and diversity to providing an improved risk assessment tool and easier access to Aspirin (if required) by supporting the community midwives to prescribe treatment.

Aspirin risk assessment is a national not local recommendation, there have been no complaints as far as I am aware. The purpose of the guideline / PGD is to provide easier access to medication so that women and birthing people do not need to attend the hospital to collect the treatment.

Screening Completed by:	Name	Cerian Llewelyn
	Title	Risk and Governance Lead Midwife
	Contact details	<a href="mailto:Cerian.llewelyn@wales.nhs.uk">Cerian.llewelyn@wales.nhs.uk</a>
	Date	2/10/23
Screening Authorised by: (Project / Policy Owner)	Name	Kathryn Greaves
	Title	Head of Midwifery
	Contact details	<a href="mailto:Kathryn.Greaves@wales.nhs.uk">Kathryn.Greaves@wales.nhs.uk</a>
	Date	3/10/23
Seen by Diversity & Inclusion Team:	Name	Alan Winter
	Title	Senior Diversity & Inclusion Officer
	Contact details	<a href="mailto:Alan.winter@wales.nhs.uk">Alan.winter@wales.nhs.uk</a>
	Date	31/10/2023