

## Equality Impact Assessment (EqIA) Screening Template

### When to complete an EqIA Screening

An EqIA Screening Template must be completed when reviewing, changing and developing procedures/ proposals/ projects/ policies. This is a first step and is used to consider whether there are any negative impacts that may arise.

### Purpose of an EqIA Screening Template

The purpose of this short exercise is to ensure that you have shown appropriate due regard when considering the impact for people with protected characteristics in your decision making. The screening process is designed to help you consider the circumstances and to inform evidence-based decisions.

If the proposal is of a significant nature and it is apparent from the outset that a full EqIA will be required, then it is not necessary to complete this Screening Template, you can proceed to complete the full [EqIA](#).

If no negative impacts are identified following completion of the EqIA screening then it is not necessary to undertake a full EqIA however, the decision and justification must be clearly recorded in this document.

### On completion of the Screening Template:

- Ensure that all the white boxes within the screening are completed.
- Ensure that the Procedure/ Project/ Proposal/ Policy owner has signed and dated the Screening Template.
- Send a copy of the completed template along with the related policy or project proposal to [Inclusion.hdd@wales.nhs.uk](mailto:Inclusion.hdd@wales.nhs.uk) for the Diversity & Inclusion Team to review.
- Each Screening Template will be reviewed by the Diversity & Inclusion Team and feedback will be provided to the Procedure/ Project/ Proposal/ Policy owner. This may include recommendations for further action to inform robust decision-making.

### Support

For further support please visit the [EqIA Sharepoint](#) or contact:

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

Tel: 01554 899055

<b>Director and Directorate</b>	Strategic Safeguarding Delivery Group
<b>Service Area</b>	Safeguarding

<b>Title of Procedure, Project, Proposal, Policy being screened:</b>	607 Sharing of Information in Pregnancy (Safeguarding Children)
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**Description of the Procedure/ Project/ Proposal/ Policy being screened (including key aims and objectives)**

The aim of the procedure is to promote the safeguarding of the pregnant woman and pregnant person, the unborn and new-born infant, through the sharing of safeguarding information between services and agencies.

The aim of the procedure will be achieved by:

- The secure electronic transfer and secure email of all SIP documentation throughout the person's pregnancy and postnatal period.
- Ensuring all community midwives have the Safeguarding Maternity database app on their work mobile phones to ensure timely access to information.
- Ensuring the effective sharing of information relating to safeguarding concerns.
- Ensuring all staff are compliant in using this mechanism of sharing information.

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

The Sharing of Information in Pregnancy policy is directly underpinned in local, regional policy and procedures and UK law.

008 - Consent to Examination or Treatment Policy, 2024

Wales Safeguarding Procedures, 2023

Social Services and Well-being (Wales) Act, 2014

Welsh Adverse Childhood Experiences (ACE) study, 2015

CYSUR: The Mid and West Wales Safeguarding Children Board, Regional Threshold and Eligibility for Support Document, 2017

General Data Protection Regulations, 2016' and 'Data Protection Act 2018'

Children Act 2004

**Assess which protected characteristics will potentially be affected by the proposal in the table below** (please ✓ the relevant box to confirm positive, negative or no impact).

**If at any point a negative impact has been identified (actual or potential), you do not need to proceed with the completion of this form, as a full EqlA must be undertaken:** [Equality Impact Assessments \(EqlAs\) \(sharepoint.com\)](https://sharepoint.com)

<b>Age</b>				
Is it likely to affect older and younger people in different ways or affect one age group and not another?				
Positive Impact	<input checked="" type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact
Justification of impact identified: The Sharing of Information in pregnancy (SIP) policy will positively affect the ability of health professionals to safeguard pregnant women and pregnant people and the unborn and newborn babies during the antenatal, intrapartum and postnatal care period. The SIP policy ensures that safeguarding information that has been identified will be shared appropriately between professionals and accessible of those caring for the pregnant person and Unborn baby/newborn, may record the safeguarding information electronically.				
<b>Disability</b>				
Is it likely to affect those with a physical disability, learning disability, sensory loss or impairment, mental health conditions, long-term medical conditions such as diabetes?				
Positive Impact	<input checked="" type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact
Justification of impact identified: The SIP policy is to support the recording and share safeguarding information between health care professionals, with the purpose to positively support pregnant women and pregnant people, that have a significant disability or Mental health condition.  It is the responsibility of all health care professionals involved in the pregnant persons care and responsible for implementing this procedure, to ensure that no one individual is discriminated against or disadvantaged because of any single or multiple protected characteristics. That decisions are clinically and objectively based and considering any needs, that relate to any relevant protected characteristic, as appropriate.				
<b>Gender Reassignment</b>				
Is it likely to affect those 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>				
Positive Impact	<input type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact
Justification of impact identified: This alone would not be a safeguarding concern in a pregnancy.				
<b>Marriage / Civil Partnership</b>				
Under the Equality Act, the characteristic of Marriage and Civil Partnerships is only protected in the workplace/ employment. Is it likely to affect those who are married or in a Civil Partnership? This means someone who is legally married or in a civil partnership.				
Positive Impact	<input type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact
Justification of impact identified: This policy is not Health Board workforce related.				
<b>Pregnancy and Maternity</b>				

Is it likely to affect those who are pregnant or have recently had a baby? Maternity covers the period of 26 weeks after having a baby, whether or not they are on Maternity Leave.

Positive Impact	<input checked="" type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact	<input type="checkbox"/>
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Justification of impact identified:  
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 The SIP policy is specifically for the positive protection of pregnant women and pregnant people, the associated unborn and newborn, by ensuring any identified safeguarding concerns and/or information is appropriately recorded and shared between the health care professionals involved in care pathway from antenatal, intrapartum and postnatal episodes of care.

**Race / Ethnicity**  
 Is it likely to affect people of a different race, nationality, colour, culture or ethnic origin including non-English / Welsh speakers, Gypsies/Travellers, asylum seekers and migrant workers?

Positive Impact	<input checked="" type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact	<input type="checkbox"/>
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Justification of impact identified:  
 The SIP policy would allow health professionals share information of pregnant women and pregnant people who are identified as asylum seekers or migrant workers. Sharing this information between professionals would assist in safeguarding the unborn/newborn baby.

**Religion or Belief**  
 Is it likely to affect people who have a religion or belief? The term 'religion' includes a religious or philosophical belief.

Positive Impact	<input type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact	<input checked="" type="checkbox"/>
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Justification of impact identified:  
 This alone would not be a safeguarding concern in a pregnancy.

**Sex**  
 Is it likely to affect people who are mostly male or female. Where it applies to both equally does it affect one differently to the other?

Positive Impact	<input checked="" type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact	<input type="checkbox"/>
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Justification of impact identified:  
 The SIP policy will have greater effect on the pregnant woman and the pregnant people and unborn/new born baby, where safeguarding concerns and information has been identified.

**Sexual Orientation**  
 Whether a person's sexual attraction is towards their own sex, the opposite sex or either.

Positive Impact	<input type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact	<input checked="" type="checkbox"/>
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Justification of impact identified:  
 This alone would not be a safeguarding concern in a pregnancy.

**Armed Forces Community**  
 Consider whether this impacts on 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.'

For a comprehensive guide to the Armed Forces Covenant Duty and supporting resource please see:  
[Armed-Forces-Covenant-duty-statutory-guidance](#)

Positive Impact		Negative Impact		No Impact	✓
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Justification of impact identified:  
 This alone would not be a safeguarding concern in a pregnancy.

**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.

For a comprehensive guide to the Socio-Economic Duty in Wales and supporting resources please see:  
[more-equal-wales-socio-economic-duty](#)

Positive Impact	✓	Negative Impact		No Impact	
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Justification of impact identified:  
 The SIP policy would allow the sharing of information between professionals regards safeguarding concerns identified as being socio economic, with the aim to support and safeguard the pregnant person and unborn/newborn baby.

**Welsh Language**  
 Is it likely to impact on opportunities for people to use the Welsh language? The Welsh language should be treated no less favourably than the English language.

Positive Impact		Negative Impact		No Impact	✓
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Justification of impact identified:  
 Welsh speaking service users of health professionals will be able to have records translated into Welsh as needed.

If a negative impact has been identified, you are not required to complete this form as a full EqlA must be undertaken. A full EqlA template and guidance can be found on the following link: [Equality Impact Assessments \(EqlAs\) \(sharepoint.com\)](#)

Screening Completed by:	Name	Emma Appleton
	Title	Named Safeguarding Midwife
	Contact details	Emma.appleton@wales.nhs.uk
	Date	11/2/2025
Screening Authorised by: (Directorate level owner of the procedures/ proposals/ projects/ policy)	Name	Mandy Nichols-Davies
	Title	Head of Safeguarding
	Contact details	<a href="mailto:Mandy.nichols-davies@wales.nhs.uk">Mandy.nichols-davies@wales.nhs.uk</a>
	Date	11/02/25
	Name	Alan Winter
	Title	Senior Diversity & Inclusion Officer

Guidance has been provided by Diversity & Inclusion Team:	Contact details	<a href="mailto:Alan.winter@wales.nhs.uk">Alan.winter@wales.nhs.uk</a>
	Date	11/02/2025
Diversity and Inclusion Team additional Comments:		

**Please note: The D&I team will save a copy of the completed form for reference. If any changes are made after the date of review, it is the directorate's responsibility to update the EqIA and inform the D&I team.**