

## 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>	Nursing and Midwifery
<b>Service Area</b>	Midwifery

<b>Title of Procedure, Project, Proposal, Policy being screened:</b>	641 Birth after Caesarean (BAC) Guideline
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**Description of the Procedure/ Project/ Proposal/ Policy being screened (including key aims and objectives)**

This guideline is to ensure that the appropriate information and support is given to women and birthing people who have undergone a previous caesarean birth and deciding mode of birth in their current pregnancy.

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

The MBRRACE (Mothers and Babies Reducing Risk through Audit and Confidential Enquiry) report which looked at inequality and adverse outcomes for women from Black and Asian backgrounds and found that adverse outcomes were 4 times and twice as likely respectively.

National guidance recommends that healthcare professionals should help support women to access maternity services through various methods to communicate information about antenatal care, ensuring that reliable interpretation services are available when needed.

Jardine, J., Walker, K., Gurol-Urganci, I., Webster, K., Muller, P., Hawdon, J & van der Meulen, J. (2021). Adverse pregnancy outcomes attributable to socioeconomic and ethnic inequalities in England: a national cohort study. *The Lancet*, 398(10314), 1905-1912.

The results indicate that socioeconomic and ethnic inequalities were responsible for a substantial proportion of stillbirths, preterm births, and births with FGR in England. The largest inequalities were seen in Black and South Asian women in the most socioeconomically deprived quintile. Prevention should target the entire population as well as specific minority ethnic groups at high risk of adverse pregnancy outcomes, to address risk factors and wider determinants of health.

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**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 EqIA must be undertaken:** [Equality Impact Assessments \(EqIAs\) \(sharepoint.com\)](http://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 type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact	<input checked="" type="checkbox"/>
Women and Birthing people of all ages will be treated equally in accordance with this guideline. The age of the person does not impact the care that they will receive when using this guideline					
<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 type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact	<input checked="" type="checkbox"/>
Women and Birthing people who may have a disability will be treated equally in accordance with this guideline. The disability of the person does not impact the care that they will receive when using this guideline					
<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 checked="" type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact	<input type="checkbox"/>
All people who may intend to undergo, or do not intend to undergo medical treatment but wish to live in a different gender from their gender at birth will be treated equally in accordance with this guideline. The gender identity of the person who is birthing does not impact the care that they will receive when using this guideline.					
<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	<input checked="" type="checkbox"/>
All Women and Birthing people will be treated equally in accordance with this guideline. Being legally married or in a civil partnership does not impact the care that they will receive when using this guideline.					
<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"/>

This guideline has a positive impact as it is for pregnant women and birthing people who may receive the information and support discussed within this guideline enabling them to have informed choice regarding decision of mode of birth in current pregnancy .

**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	x	Negative Impact		No Impact	
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Women and birthing people who are of Black, Asian ethnic backgrounds, who reside within areas of social deprivation and who are considered vulnerable women are more likely to have complex/ high risk pregnancies, labour and puerperium resulting in poorer outcomes (MBRRACE 2023)

This guideline will have a positive impact for those women who may receive the information and support discussed within this guideline enabling them to make informed choices regarding decision of mode of birth in current pregnancy

**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		Negative Impact		No Impact	x
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Women and Birthing people of all religion and belief will be treated equally in accordance with this guideline. The religion and belief of the person does not impact the care that they will receive when using this guideline.

**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		Negative Impact		No Impact	x
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This guideline is for the care of women and birthing people whom have had a baby only.

**Sexual Orientation**

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

Positive Impact		Negative Impact		No Impact	x
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All Women and Birthing people of any sexual orientation will be treated equally in accordance with this guideline. Sexual orientation does not impact the care that they will receive when using this guideline.

**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	x
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All Women and Birthing people whom may be of the armed forces community will be treated equally in accordance with this guideline. Being part of the Armed Forces community does not impact the care that they will receive when using this guideline.

**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	x	Negative Impact		No Impact	
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Women and birthing people who are of Black , Asian ethnic backgrounds, who reside within areas of social deprivation and who are considered vulnerable women are more likely to have complex/ high risk pregnancies, labour and puerperium resulting in poorer outcomes (MBRRACE 2023)

This guideline will have a positive impact for those women who may receive the information and support discussed within this guideline enabling them to make informed choices regarding decision of mode of birth in current pregnancy

**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	x
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Women and Birthing people who speak Welsh will be treated equally in accordance with this guideline. The language of the person wishes to use should not impact the care that they will receive when using this guideline

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

Screening Completed by:	Name	Liza Rose
	Title	Midwife Sonographer
	Contact details	<a href="mailto:Liza.Rose@wales.nhs.uk">Liza.Rose@wales.nhs.uk</a>
	Date	08/08/2024
Screening Authorised by: (Directorate level owner of the procedures/ proposals/ projects/ policy)	Name	Cerian Llewellyn
	Title	Interim Head of Midwifery
	Contact details	<a href="mailto:Cerian.Llewellyn@wales.nhs.uk">Cerian Llewellyn@wales.nhs.uk</a>
	Date	08/08/2024
Guidance has been provided by Diversity & Inclusion Team:	Name	Kylie Daniels
	Title	Senior Diversity Officer
	Contact details	<a href="mailto:Kylie.daniels@wales.nhs.uk">Kylie.daniels@wales.nhs.uk</a>
	Date	03/09/2024
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.**