

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 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

Tel: 01554 899055

Director and Directorate	Nursing and Midwifery
Service Area	Maternity

Title of Procedure, Project, Proposal, Policy being screened:	719 Maternity Sepsis screening and Management: Guidelines and Standards for Practice
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Description of the Procedure/ Project/ Proposal/ Policy being screened (including key aims and objectives)

The aim of adopting **the All Wales Maternity Sepsis Screening and Management: Guidelines and Standards for Practice** of this guideline is to recognise/prevent and manage a Sepsis in line with best evidence but recognises that some of the recommendations specifically apply to management within hospital settings and may not be suitable for out of hospital births where facilities may require different practices.

The objective of this guideline will be met by focusing on basic clinical skills, with prompt recognition of Sepsis, and emphasise communication and teamwork in the management of Sepsis

Sepsis is the body's life-threatening reaction to an infection and is a leading cause of maternal morbidity and mortality, globally and in the UK.

Pregnant women are generally immunosuppressed when compared with the rest of the population, and are more vulnerable to infections, which could then lead to sepsis.

In pregnancy and the puerperium, women may be more susceptible to rapid deterioration of illness following an infection during pregnancy, childbirth, following an abortion/ miscarriage or during the postpartum period.

Sepsis has a complex pathophysiology and the immunological and cardiovascular adaptations of normal pregnancy may have an adverse impact on the maternal response to infection.

Furthermore, physiological changes of pregnancy, which mimic those of sepsis, often delay recognition and optimal management.

Sepsis in previously healthy adults can progress to septic shock in a matter of hours, making it crucial to familiarise yourself with the common symptoms of sepsis – it could save a life, maybe even your own.

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

Maternal sepsis – that develops during pregnancy, childbirth, or in the months following childbirth. It can also complicate abortions and miscarriages is a significant cause of pregnancy and childbirth-related deaths worldwide, with a 10% mortality rate in the UK.

Early detection and treatment are crucial for improving patient outcomes.

– <https://obgyn.onlinelibrary.wiley.com/doi/10.1111/tog.12623>

Suboptimal care continues to be identified in many cases where women and people die from sepsis.

To reduce maternal death from sepsis requires high levels of vigilance and to “Think Sepsis” at an early stage with any unwell, pregnant or recently pregnant woman or person.

Key actions are the importance of early diagnosis, the rapid initiation of broad spectrum antibiotics and the need for review by senior doctors and midwives and early involvement of relevant experts such as infection specialists and critical care, where appropriate.

To avoid preventable deaths the importance of maternal vaccination for influenza must be continually promoted (RCOG GTG 64)

<https://www.rcog.org.uk/guidance/browse-all-guidance/green-top-guidelines/identification-and-management-of-maternal-sepsis-during-and-following-pregnancy-green-top-guideline-no-64/>

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 \(EqIAs\) \(sharepoint.com\)](https://sharepoint.com)

Age				
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
				x
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				
Disability				
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
				x
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.				
Gender Reassignment				
Is it likely to affect those who either:				
<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 				

Positive Impact		Negative Impact		No Impact	x
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					
Marriage / Civil Partnership					
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		Negative Impact		No Impact	x
This group is in relation to workplace and employment only and is therefore not applicable for this guideline.					
Pregnancy and Maternity					
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	x	Negative Impact		No Impact	
This guideline has a positive impact as it is specifically for women and birthing people who may require the care and procedures discussed within this guideline					
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		Negative Impact		No Impact	x
All Women and Birthing people will be treated equally in accordance with this guideline. Race and Ethnicity does not impact the care that they will receive when using this guideline					
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
All Women and Birthing people will be treated equally in accordance with this guideline. Religion or Beliefs do 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
This guideline is for the care of women and birthing people					
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
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	<input type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact	<input checked="" type="checkbox"/>
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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	<input type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact	<input checked="" type="checkbox"/>
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All Women and Birthing people will be treated equally in accordance with this guideline. The Socio-economic status of the person does not impact the care that they will receive when using this guideline.

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	<input type="checkbox"/>	Negative Impact	<input type="checkbox"/>	No Impact	<input checked="" type="checkbox"/>
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The opportunity for a person to speak Welsh will remain the same as a result of this policy.

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	Liza.Rose@wales.nhs.uk
	Date	03/09/2025
Screening Authorised by: (Directorate level owner of the procedures/ proposals/ projects/ policy)	Name	Cerian Llewellyn
	Title	Head of Midwifery
	Contact details	Cerian.Llewellyn@wales.nhs.uk
	Date	03/09/2025
Guidance has been provided by Diversity & Inclusion Team:	Name	Kylie Daniels
	Title	Senior Diversity and Inclusion Officer
	Contact details	Kylie.daniels@wales.nhs.uk

	Date	16/09/2025
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.