

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	Midwifery and Obstetrics

Title of Procedure, Project, Proposal, Policy being screened:	776 - Management of Surrogacy Pregnancies Guideline
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Description of the Procedure/ Project/ Proposal/ Policy being screened (including key aims and objectives)

The aim of this guideline is to provide the multi-agency team with clear guidance to facilitate the care for pregnant surrogate women, whilst appreciating the position of the intended parents, and where appropriate involve them in care.

Objectives

The aim of this document will be achieved by the following objectives:

- Individualising care based on the needs of the women and families accessing care

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

Altruistic surrogacy is a positive option for those seeking to start a family through assisted reproduction in the UK. The safety and health of the surrogate and child will always be of paramount importance.

In the United Kingdom **whoever carries and births the baby (i.e. the surrogate) is the legal mother of the surrogate baby from birth, irrespective of the conception method and genetic make-up of the baby unless and until the situation is altered by a Court Order** (s33 Human Fertilisation and Embryology Act 2008)i.e. until legal parenthood is transferred to IP(s) through a parental order made by a family court

Any spouse or civil partner of the surrogate mother will be the other legal parent (unless they did not consent to the conception) – see s35 and 42 of the 2008 Act.

Where the surrogate mother is unmarried, the biological father will generally be the legal father at common law, though s36 and 43 of the 2008 Act allow someone else to be nominated as the second parent instead.

The vast majority of surrogacy cases are straightforward, positive and rewarding experiences; disputes between parties are very rare.

The intended parents (not the surrogate) who chose surrogacy to build or grow their families often have medical , infertility conditions or being part of the LGBTQ+ community. Whilst they may or may not have a biological connection they are committed to raising and nurturing the child as their own .

[Who Are Intended Parents? | Surrogate.com](#)

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 \(EqIAs\) \(sharepoint.com\)](#)

Age				
Is it likely to affect older and younger people in different ways or affect one age group and not another?				
Positive Impact		Negative Impact		No Impact
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		Negative Impact		No Impact
				x
Women and Birthing people who may have a disability will be treated equally in accordance with this guideline. A person-centred approach will be taken for each case and the needs of each individual will be considered and care will be tailored appropriately.				
Gender Reassignment				
Is it likely to affect those who either:				
- 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 therefore not relevant for this policy.				
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. A person-centred approach will be taken for each case and the needs of each individual will be considered and care will be tailored appropriately				
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. A person-centred approach will be taken for each case and the needs of each individual will be considered and care will be tailored appropriately				
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		Negative Impact		No Impact
				x
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		Negative Impact		No Impact
				x
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		Negative Impact		No Impact
				x
Women and Birthing people whom speak welsh will be treated equally in accordance with this guideline. The language of the person wishes to use will 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 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	Liza Rose
	Title	Midwife Sonographer
	Contact details	Liza.Rose@wales.nhs.uk
	Date	13/05/2026
Screening Authorised by:	Name	Cerian Llewellyn
	Title	Head of Midwifery

(Directorate level owner of the procedures/ proposals/ projects/ policy)	Contact details	Cerian.llewellyn@wales.nhs.uk
	Date	13/05/2026
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	27/05/2026
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.