

## SUMMARY EQUALITY IMPACT ASSESSMENT –

<b>Organisation:</b>	Hywel Dda University Health Board
----------------------	-----------------------------------

<b>Proposal Sponsored by:</b>	<b>Name:</b>	Rucha Eldridge
	<b>Title:</b>	Senior Midwife
	<b>Department:</b>	Maternity

<b>Policy Title:</b>	Obstetric Policies and Guidelines
----------------------	-----------------------------------

<b>Brief Aims and Objectives of Policy:</b>	All Obstetric policies and guidelines within Hywel Dda University Health Board aim to ensure that women and babies are provided with a high standard of services within a safe environment by appropriately qualified and skilled staff.
---	--

<b>Was the decision reached to proceed to full Equality Impact Assessment?:</b>	<b>Yes</b>	<b>No</b> ✓

	<p>characteristic/s as staff are expected to take into account the individual needs of the women and babies in their care.</p> <p>Update January 2019</p> <p>The Health Board's policy governing the development of Written Control Documents (Policy 190) is to be amended to include a statement advising that gender-neutral language should be used where possible/appropriate, but that gendered language can be used where clinically and medically appropriate.</p> <p>Where gender specific terms are used, the following clarification statement should be included in the relevant Written Control document:- 'The term "woman/women" in the context of this document is used as a biologically based term and is not intended to exclude trans and non-binary people who do not identify as women.'</p> <p>This would apply equally where specific reference was made to "man/men" in any written control document and the above phrase should be inserted (substituting "man/men" instead of "woman/women" as appropriate.</p>	
<b>If no, are there any issues to be addressed?</b>	<b>Yes</b>	<b>No</b> ✓

<b>Is the Policy Lawful?</b>	<b>Yes</b> ✓	
------------------------------	--------------	--

---

<b>Will the Policy be adopted?</b>	<b>Yes</b> ✓	
	<b>If no, please record the reason and any further action required:</b>	

<b>Are monitoring arrangements in place?</b>	<b>Yes</b> ✓	Any complaints received in relation to equality, diversity or human rights following implementation of the policies will be addressed on an individual basis and appropriate action taken.

<b>Who is the Lead Officer?</b>	<b>Name:</b>	TBC
	<b>Title:</b>	
	<b>Department:</b>	
<b>Review Date of Policy:</b>		

Signature of all parties	Name	Title	Signature
	Rucha Eldridge	Senior Midwife	
	Jackie Hooper	Senior Equality and Diversity Officer, Strategy, Policy and Advice	2 January 2018 Update 15 January 2019

**Please Note: An Action Plan should be attached to this Outcome Report prior to signature**

**n/a**