

SUMMARY EQUALITY IMPACT ASSESSMENT –

Organisation:	Hywel Dda University Health Board
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Proposal Sponsored by:	Name:	Rucha Eldridge
	Title:	Senior Midwife
	Department:	Maternity

Policy Title:	Obstetric Policies and Guidelines
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Brief Aims and Objectives of Policy:	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.
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Was the decision reached to proceed to full Equality Impact Assessment?:	Yes	No ✓
		All Obstetric policies and guidelines within Hywel Dda University Health Board are based on best clinical practice as outlined in each document, aiming to ensure that women and babies are provided with a high standard of services within a safe environment by appropriately qualified and skilled staff. When providing care and treatment to women and babies, staff are expected to take into account the protected characteristics of each individual on a case by case basis to ensure that their needs are met. Whilst these policies impact disproportionately on women and babies, there is no evidence to indicate that adherence to the policies will have a negative impact in relation to any particular protected

	<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>	
If no, are there any issues to be addressed?	Yes	No √

Is the Policy Lawful?	Yes √	
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Will the Policy be adopted?	Yes ✓	
	If no, please record the reason and any further action required:	

Are monitoring arrangements in place?	Yes ✓	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.

Who is the Lead Officer?	Name:	TBC
	Title:	
	Department:	
Review Date of Policy:		

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