

INITIAL EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name of policy / process / service / other	Kingston Birth Centre Standard Operating Procedure (SOP)	Date applicable	September 2019-September 2022
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Responsible Staff Member: Lyndsey Smith
 EIA Assessor/s: Maternity Guideline Group
 Directorate: Specialist Services- Maternity Service Line

1. FIELD / SUBJECT

Function Policy Procedure / practice Service Strategy Document (if joint, state with whom)

Describe the main aim, objectives and intended outcomes of the above:

To provide a framework to maternity staff to ensure the safe and efficient daily running of Kingston Birth Centre

- To indicate safe staffing of the Birth Centre
- To signpost maternity staff to relevant guidance in relation to clinical care, safe parameters and criteria for admission and transfer.
- Highlight escalation processes in place for women that fall outside the recommended criteria have additional considerations, or clinical care dictates referral or transfer of care.
- Provide guidance to maternity staff regarding the environment to ensure this reflects the philosophy of the service, meets the needs of the individual and ensures equipment and resources are clean and well maintained.

Signposts staff to the audit and data collection tools that should be completed and the timeframes for completion

An initial screening should be undertaken first. This helps to identify whether there is a possibility that people might have different experiences of the function/ policy / process/ strategy compared to others.

This initial EIA simply assesses whether different groups of people who use a service are affected by the intended function / policy/ practice / strategy more, less or in a different way than other groups of people. A differential impact occurs when a particular group has been affected differently by this in either a positive or negative/adverse way.

An assessment of whether there is a differential impact will be based on two factors – quantitative monitoring data and qualitative information, including the expert opinion from the EIA assessor who is normally the manager responsible for the delivery as well as someone with a different perspective. This would ideally be one or more service users or someone related to the service. There will be times when involving someone for their technical expertise or someone with specialist knowledge will be appropriate and EIA assessors should consider this. You must assess **each** of the 9 areas separately and consider how your document in section 1 may affect people's human rights.

2. ASSESSMENT OF POSSIBLE ADVERSE IMPACT AGAINST ANY MINORITY GROUP

	Could the policy / service / function / other in section 1 have a significant negative impact on equality in relation to each area below?	Response		If YES, please state why and the evidence used in your assessment
		Yes	No	
1	Age		✓	
2	Sex (Male and Female)		✓	
3	Disability (Learning Difficulties / Physical or Sensory Disability)		✓	
4	Race or Ethnicity		✓	
5	Religion and Belief		✓	
6	Sexual Orientation (gay, lesbian or heterosexual)		✓	
7	Pregnancy and Maternity		✓	
8	Gender Reassignment (the process of transitioning from one gender to another)		✓	
9	Marriage and Civil Partnership		✓	

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You need to ask yourself:

- Will the policy / practice / service create any **problems** or **barriers** to any community or group? Yes **No**
- Will any group be **excluded** because of this? Yes **No**
- Will there be a negative impact on **community relations**? Yes **No**

If the answer to any of these questions is YES, you must complete a FULL Equality Impact Assessment. Contact the Corporate Governance Administrator and refer to the EIA Policy on the intranet.

3. POSITIVE IMPACT

Could the policy / practice / service / other have a significant positive impact on equality by reducing inequalities that already exist? Explain how will it meet our duty to:		Response		If YES, please state why and the evidence used in your assessment
		Yes	No	
1	Promote equal opportunities		✓	
2	Get rid of discrimination		✓	
3	Get rid of harassment		✓	
4	Promote good community relations		✓	
5	Promote positive attitudes towards disabled people		✓	
6	Encourage participation by disabled people		✓	
7	Consider more favourable treatment of disabled people		✓	
8	Promote and protect human rights		✓	

4. SUMMARY

On the basis of the information/evidence/consideration so far, do you believe that the policy / practice / service / other will have a positive or negative adverse impact on equality?

POSITIVE			NEGATIVE				
High	Medium	Low	Nil	Low	Medium	High	

Date Assessment completed: 17/09/2019	Is a <u>full</u> Equality Impact Assessment required? YES / NO
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COMPLETED BY

Name	Gina Lane		
Job Title	Labour Ward Midwifery Sister		
Date	17/09/2019	Contact number/s 02089342125	
Head of Service	Lyndsey Smith		

THIS EIA HAS BEEN APPROVED BY THE MANAGER / HEAD OF SERVICE

Name	Lyndsey Smith	
Job Title	Consultant Midwife	
Date	17/09/2019	Contact number/s 02089343787

**Please send your completed EIA to the relevant committee / group for approval.
Once approved, your EIA will be placed on the KHFT webpage for the public to view.**