

# INITIAL EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name of policy / process / service / other	<b>Skin to Skin guidelines on Neonatal unit – Helping parents to develop a close and loving relationship and ensuring they are partners in care</b>	Date applicable	03/07/2019
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Responsible Staff Member: Sarah Evans  
 EIA Assessor/s: Sarah Evans  
 Directorate: Nursing Directorate

## 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 enable parents and family members to carry out skin to skin care with their new born, in a safe manner and to ensure a close and loving relationship.  
 To facilitate staff to enable skin to skin to take place as much as possible, depending on new-born's stability and medical needs.  
 To ensure containment holding is taught and carried out by parents to comfort baby when required and to be a form of skin to skin when the baby is unable to be moved from the incubator.  
 To ensure that Neonatal staff recognise parents as partners in care and create a culture and physical environment which supports parents as the primary care givers.  
 To ensure all neonatal staff communicate sensitively and effectively with parents.

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

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

**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: 03/07/2019

Is a full Equality Impact Assessment required? YES / NO

**COMPLETED BY**

Name	Sarah Evans		
Job Title	Senior sister		
Date	03/07/2019	Contact number/s 0208 546 7711 ext 2421	
Head of Service	Marie Richter		

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

Name	Marie Richter		
Job Title	NNU – Matron		
Date	03.07.2019	Contact number/s x2420	