

INITIAL EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name Of Policy / Process / Service / Other	The use of Colostrum and Expressed Breast Milk for Mouth / Oral Care on The Neonatal Unit	Date applicable	4/07/2019
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Responsible Staff Member: Sarah Evans

EIA Assessor/s:

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 keep the mouth in a healthy condition and improve comfort.

In the absence of oral feeding it specifically aims to:

- Keep the oral mucosa clean moist and intact thereby minimising the risk of oral infections
- Keep the lips clean, soft and intact.
- Promote comfort for the baby.
- Provide a positive oral experience for the baby, supporting early sensory development of taste and smell.
- Pass on the potential immunological benefits of colostrum and breast milk to the baby. This may help protect the vulnerable infant against infectious organisms during the first days of life. Colostrum is also thought to protect the gastrointestinal tract due to its anti-inflammatory properties. In addition, human milk is a rich source of oligosaccharides which are able to destroy harmful pathogens.
- To act as an oral immune therapy where its effect reduces time to full enteral feeding.
- Affirm the mother's sense of the importance of her milk.

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		X	
2	Sex (Male and Female)		X	
3	Disability (Learning Difficulties / Physical or Sensory Disability)		X	
4	Race or Ethnicity		X	
5	Religion and Belief		X	
6	Sexual Orientation (gay, lesbian or heterosexual)		X	
7	Pregnancy and Maternity		X	
8	Gender Reassignment (the process of transitioning from one gender to another)		X	
9	Marriage and Civil Partnership		X	

You need to ask yourself:

- Will the policy / practice / service create any **problems** or **barriers** to any community or group?
- Will any group be **excluded** because of this?
- Will there be a negative impact on **community relations**?

No

No

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		X	
2	Get rid of discrimination		X	
3	Get rid of harassment		X	
4	Promote good community relations		X	
5	Promote positive attitudes towards disabled people		X	
6	Encourage participation by disabled people		X	
7	Consider more favourable treatment of disabled people		X	
8	Promote and protect human rights		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:	Is a full Equality Impact Assessment required? NO
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COMPLETED BY

Name	Sarah Evans		
Job Title	Senior sister		
Date	16/07/2019	Contact number/s 0208 5467711 ext 2421	
Head of Service	Marie Richter – NNU Matron		

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

Name	Marie Richter		
Job Title	NNU Matron		
Date	16.07.2019	Contact number/s 2421	