

INITIAL EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name of policy / process / service / other	Accessing Information on 'Children Subject to a Child Protection Plan', 'Children Looked After' or 'Unborn'	Date completed	29.11.2021
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Responsible Staff Member: Sarah Shade
 EIA Assessor/s:
 Directorate: Paediatric and Neonatal 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:
 Guideline for MDT.

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

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

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		<input checked="" type="checkbox"/>	
2	Get rid of discrimination		<input checked="" type="checkbox"/>	
3	Get rid of harassment		<input checked="" type="checkbox"/>	
4	Promote good community relations		<input checked="" type="checkbox"/>	
5	Promote positive attitudes towards disabled people		<input checked="" type="checkbox"/>	
6	Encourage participation by disabled people		<input checked="" type="checkbox"/>	
7	Consider more favourable treatment of disabled people		<input checked="" type="checkbox"/>	
8	Promote and protect human rights		<input checked="" type="checkbox"/>	

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 impact on equality?

POSITIVE			NEGATIVE			
High	Medium	Low	Nil	Low	Medium	High

Date Assessment completed: _____ Is a **full** Equality Impact Assessment required? **NO**

COMPLETED BY

Name:	Dorcas Andam		
Job Title	Named Nurse for Safeguarding Children		
Date	10.3.2022	Email:	

THIS EIA HAS BEEN APPROVED BY YOUR LINE MANAGER / HEAD OF SERVICE

Name (Different to above-named person *)	Sarah Shade		
Job Title	Deputy Chief Nurse		
Date	09.03.2022	Email:	
Line Manager / Head of Service	Nichola Kane, Chief Nurse		