

INITIAL EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name of policy / process / service / other	Infant Feeding - NNU	Date applicable	08/10/2021
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Responsible Staff Member: Sarah Evans
 EIA Assessor/s: Samantha Taylor
 Directorate: Women and Children

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 healthcare staff to provide evidence based information to new mothers in support of their chosen feeding method.
 - To ensure breastmilk is always the first choice offered and the benefits of breastmilk and breastfeeding are explained.
- To have an open minded and baby centred approach when the baby's medical condition and needs may require a change/adjustment to the chosen feeding method, for a short or long term period.

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

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?
- Will there be a negative impact on **community relations**?

Yes
Yes

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		N	
2	Get rid of discrimination		N	
3	Get rid of harassment		N	
4	Promote good community relations		N	
5	Promote positive attitudes towards disabled people		N	
6	Encourage participation by disabled people		N	
7	Consider more favourable treatment of disabled people		N	
8	Promote and protect human rights		N	

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? YES / NO
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COMPLETED BY

Name	Sam Taylor		
Job Title	Deputy Service Manager		
Date	08/10/2021	Contact number/s: 2173	
Head of Service	Peter Stone		

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

Name	Sam Taylor / Claire Murphy
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Job Title	Deputy Service Manager / Matron	
Date	08/10/2021	Contact number/s: 3539

**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.**