

Herefordshire & Worcestershire STP - Equality Impact Assessment (EIA) Form
 Please read EIA guidelines when completing this form

Section 1 - Name of Organisation (please tick)

| | | | | | |
|--|---|-------------------------------|--|----------------------|--|
| Herefordshire & Worcestershire STP | | Herefordshire Council | | Herefordshire CCG | |
| Worcestershire Acute Hospitals NHS Trust | X | Worcestershire County Council | | Worcestershire CCGs | |
| Worcestershire Health and Care NHS Trust | | Wye Valley NHS Trust | | Other (please state) | |

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|----------------------------------|----------------------|
| Name of Lead for Activity | Daisy Bradley |
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| | | | |
|--|---------------|---|------------------------|
| Details of individuals completing this assessment | Name | Job title | e-mail contact |
| | Daisy Bradley | Audit, Guideline and Patient Experience Midwife | Daisy.bradley2@nhs.net |
| | | | |
| Date assessment completed | 04/08/2022 | | |

Section 2

| | | | | |
|--|---|--------------------------------------|--|--|
| Activity being assessed (e.g. policy/procedure, document, service redesign, policy, strategy etc.) | Title: Clinical Guideline | | | |
| What is the aim, purpose and/or intended outcomes of this Activity? | To provide guidance around care provided during pregnancy, birth and postnatal. | | | |
| Who will be affected by the development & implementation of this activity? | <input type="checkbox"/> Service User | <input type="checkbox"/> Staff | | |
| | <input checked="" type="checkbox"/> Patient | <input type="checkbox"/> Communities | | |
| | <input type="checkbox"/> Carers | <input type="checkbox"/> Other _____ | | |
| | <input type="checkbox"/> Visitors | <input type="checkbox"/> | | |
| Is this: | <input checked="" type="checkbox"/> Review of an existing activity | | | |
| | <input type="checkbox"/> New activity | | | |

| | |
|--|--|
| | <input type="checkbox"/> Planning to withdraw or reduce a service, activity or presence? |
| What information and evidence have you reviewed to help inform this assessment? (Please name sources, eg demographic information for patients / services / staff groups affected, complaints etc.) | Demographic information – Women and People experiencing pregnancy, birth and postnatal. Families involved in pregnancy and the postnatal period. |
| Summary of engagement or consultation undertaken (e.g. who and how have you engaged with, or why do you believe this is not required) | |
| Summary of relevant findings | |

Section 3

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.**

Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. in these equality groups.

| Equality Group | Potential positive impact | Potential neutral impact | Potential negative impact | Please explain your reasons for any potential positive, neutral or negative impact identified |
|---|----------------------------------|---------------------------------|----------------------------------|--|
| Age | | X | | |
| Disability | | X | | |
| Gender Reassignment | | | X | Potential for group to feel discriminated against if non inclusive language is used. |
| Marriage & Civil Partnerships | | X | | |
| Pregnancy & Maternity | X | | | Providing safe, standardised care across pregnancy, birth and postnatal. |
| Race including Traveling Communities | | X | | |
| Religion & Belief | | X | | |
| Sex | | X | | |
| Sexual Orientation | | | X | Potential for group to feel discriminated against if non inclusive language is used. |
| Other Vulnerable and Disadvantaged | | X | | |

| Equality Group | Potential positive impact | Potential neutral impact | Potential negative impact | Please explain your reasons for any potential positive, neutral or negative impact identified |
|--|----------------------------------|---------------------------------|----------------------------------|--|
| Groups (e.g. carers; care leavers; homeless; Social/Economic deprivation, travelling communities etc.) | | | | |
| Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies) | X | | | Guidance provided to reduce the inequality in care experienced by BAME minorities. |

Section 4

| What actions will you take to mitigate any potential negative impacts? | Risk identified | Actions required to reduce / eliminate negative impact | Who will lead on the action? | Timeframe |
|--|---|---|-------------------------------------|------------------|
| | Potential discrimination | Use of inclusive language within all Key documents published. | Daisy Bradley | Ongoing |
| | | | | |
| | | | | |
| How will you monitor these actions? | All Guidelines will be reviewed and language used will be reviewed prior to submission to Key Documents Team. | | | |
| When will you review this EIA? (e.g in a service redesign, this EIA should be revisited regularly throughout the design & implementation) | With any changes to national guidance and policy about inequalities in health care. | | | |

Section 5 - Please read and agree to the following Equality Statement

1. Equality Statement

1.1. All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation

1.2. Our Organisations will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.

1.3. All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carer's etc, and as such treat

them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

| | |
|--|---|
| Signature of person completing EIA | Daisy Bradley |
| Date signed | 05/08/2022 |
| Comments: | Generic Version Approved by Maternity Governance Meeting 16/09/2022 |
| Signature of person the Leader Person for this activity | Daisy Bradley |
| Date signed | 05/08/2022 |
| Comments: | Generic Version Approved by Maternity Governance Meeting 16/09/2022 |

