



Part A: Preparation and Assessment of Relevance and Priority

Part A is a three step process which will help you to prioritise work and prepare for EqlA.

Step 1 - Preparation:
identify the title of the Policy/function/strategy, the main aims and the key contributors
(see **Form 1**)



Step 2 - Gather Evidence:
collect, but do not analyse information at this stage - just see what evidence is available
(see **Form 2**)



Step 3 - Assessment of Relevance and Priority:
determine whether or not the evidence demonstrates high, medium, low, or no relevance and priority across the core dimensions of the equality duties, by each of the equality strands
(see **Form 3**)

Form 1: Preparation

Part A must be completed at the beginning of a Policy/function/strategy development or review, and for every such occurrence. (Refer to the Step-by-Step Guide for additional information).

Step 1 - Preparation		
1.	Title of Policy - what are you equality impact assessing?	Cardiff and Vale University Health Board Breastfeeding Policy
2.	Policy Aims and Brief Description - what are its aims? Give a brief description of the Policy (The What, Why and How?)	<p>The aim of the Breastfeeding Policy is to ensure that the health benefits of breastfeeding, and the potential health risks of formula feeding, are discussed with all women and their families as appropriate, so that they can make an informed choice about how they will feed their babies.</p> <p>The policy will enable health care staff to create an environment where more women choose to breastfeed their babies and are given sufficient support and information to continue to breastfeed exclusively for six months, and then, as part of their infant's diet, beyond the first year.</p> <p>The policy will encourage liaison with all health care professionals to ensure a seamless delivery of care, together with a breastfeeding culture, throughout the local community.</p>
3.	Who Owns/Defines the Policy? - who is responsible for the Policy/work?	<p>Wendy Herbert: Head of Nursing for Children and Specialist Public Health Nursing. Mary Coakley : Head of Midwifery.</p> <p>The policy has been developed following a partnership approach between maternity and community health visiting services, taking into account the views of service users.</p>

Step 1 - Preparation

	Who is Involved in undertaking this EqIA? - who are the key contributors to the EqIA and what are their roles in the process?	<p>Pam Powis, Health Team Manager Cardiff Flying Start.</p> <p>Isabel Allabarton Breastfeeding Coordinator, Cardiff Flying Start.</p> <p>Staff and service users' recent consultation process.</p>
5.	Other Policies - Describe where this Policy/work fits in a wider context. Is it related to any other policies/activities that could be included in this EqIA?	<p>Investing in a Better Start: Promoting Breastfeeding in Wales (National Assembly for Wales, updated March 2006)</p> <p>Promotion of Breast Feeding initiation and duration, Evidence into Practice Briefing (NICE 2006)</p> <p>NSF for Children, Young People and Maternity Services (2006)</p> <p>NHS Annual Operating Framework Directional Statements (2010 – 11)</p> <p>Annual Quality Framework (2011 – 2012)</p> <p>The Equality Act (2010)</p> <p>The Human Rights Act (1998)</p> <p>The Mental Capacity Act (2005)</p> <p>A Strategic Vision for Maternity Services in Wales (2011)</p> <p>Breastfeeding Groups and Peer Support – Report on Audit and Review (2014-Sally Tedstone)</p>

Step 1 - Preparation

6.	Stakeholders - Who is involved with or affected by this Policy?	Staff Clients and service users Welsh Government Third Sector (Peer supporters and voluntary agencies) Local Authority Education Authority University Local Health Board
7.	What factors may contribute to the outcomes of the Policy? What factors may detract from the outcomes? These could be internal or external factors.	<p>The policy is to be accessible on the Clinical Portal System.</p> <p>The policy is to be communicated to all health-care staff who have contact with pregnant women and mothers. New staff will be orientated to the policy within one week of commencing employment.</p> <p>The policy will be effectively communicated to all pregnant women via a 'Parent's guide to the breastfeeding policy' displayed in all appropriate public areas of health board premises. Full copies of the policy will be available on request as will copies in alternative languages or format.</p> <p>Compliance with the policy will be audited annually using the Baby Friendly Initiative Tool.</p> <p>Financial and staffing constraints may detract from the staff's ability to comply with policy.</p> <p>External pressures from formula companies may detract from staff's ability to comply with policy.</p>

Form 2: Evidence Gathering

Equality Strand	Evidence Gathered	Does the evidence apply to the following with regard to this Policy/work? Tick as appropriate.									
Race	<p>Following consultation with staff and service users, an internet search of the topic was conducted on 13/10/2011.</p> <p>The evidence gathered was found to have positive impacts on the equality strands.</p> <ol style="list-style-type: none"> 1. www.greenwich.nhs.uk/documents 2. www.brightonandhovepct.nhs.uk 3. www.bradfordhospitals.nhs.uk/breastfeeding 4. 'Born in the UK Study' City University 2007 5. Programme for Health Service improvement. Five year framework for improving health in Cardiff and the Vale of Glamorgan 2010/11 to 2014/15 6. Together for health, Five year Vision For The NHS in Wales (Welsh Government 2013) 7. A Vision for Health visiting in Wales (Welsh Government) 8. National Service Framework for Children, Young People and Maternity Services (2005) 	Eliminating Discrimination and Eliminating Harassment	v	Promoting Equality of Opportunity	v	Promoting Good Relations and Positive Attitudes	v	Encouraging participation in Public Life	v	Take account of difference even if it involves treating some individuals more favourably*	
Disability	<p>Following consultation with staff and service users, an internet search of the topic was conducted on 13/10/2011</p> <p>The evidence gathered was found to have positive impacts on the equality strands</p> <ol style="list-style-type: none"> 1. www.greenwich.nhs.uk/documents 2. www.brightonandhovepct.nhs.uk 3. www.bradfordhospitals.nhs.uk/breastfeeding. 4. Programme for Health Service improvement. Five year framework for improving health in Cardiff and the Vale of Glamorgan 2010/11 to 2014/15 	Eliminating Discrimination and Eliminating Harassment	v	Promoting Equality of Opportunity	v	Promoting Good Relations and Positive Attitudes	v	Encouraging participation in Public Life	v	Take account of difference even if it involves treating some individuals more favourably*	v

	<p>5. Together for Health, Five Year Vision For The NHS in Wales [Welsh Government 2011]</p> <p>6. Building a Brighter Future, Early Years and Childcare plan [Welsh government 2013]</p> <p>7. A Vision for Health Visiting in Wales [Welsh Government 2010]</p> <p>6. National Service Framework for Children, Young People and Maternity Services (2005)</p>										
<p>Gender</p>	<p>Following consultation with staff and service users, an internet search of the topic was conducted on 13/10/2011</p> <p>The evidence gathered was found to have positive impacts on the equality strands</p> <ol style="list-style-type: none"> 1. www.greenwich.nhs.uk/documents 2. www.brightonandhovepct.nhs.uk 3. www.bradfordhospitals.nhs.uk/breastfeeding 4. Programme for Health Service improvement. Five year framework for improving health in Cardiff and the Vale of Glamorgan 2010/11 to 2014/15 5. 'Designed for Life' Welsh Assembly Government 2005. 6. National Service Framework for Children, Young People and Maternity Services (2005) 	<p>v</p>		<p>v</p>		<p>v</p>		<p>v</p>			
<p>Sexual Orientation</p>	<p>Following consultation with staff and service users, an internet search of the topic was conducted on 21/5/14. The evidence gathered was found to have positive impacts on the equality strands</p> <ol style="list-style-type: none"> 1. www.greenwich.nhs.uk/documents 2. www.brightonandhovepct.nhs.uk 3. www.bradfordhospitals.nhs.uk/breastfeeding 4. Sexual Identity, Ethnicity and Religion – 	<p>v</p>		<p>v</p>		<p>v</p>		<p>v</p>			

	Integrated Household Survey 2010.									
Age	<p>Following consultation with staff and service users, an internet search of the topic was conducted on 21/5/14</p> <p>The evidence gathered was found to have positive impacts on the equality strands</p> <ol style="list-style-type: none"> www.greenwich.nhs.uk/documents www.brightonandhovepct.nhs.uk www.bradfordhospitals.nhs.uk/breastfeeding Programme for Health Service improvement. <p>Five year framework for improving health in Cardiff and the Vale of Glamorgan 2010/11 to 2014/15</p> <ol style="list-style-type: none"> 4 Together for Health a 5year Vision for the NHS in Wales (Welsh Government 2012) 5 'Factors influencing the infant feeding decision for socioeconomically deprived pregnant teenagers: The moral dimension.' <i>Birth</i>; 37: 141- <p>6. National Institute for Health & Clinical Excellence; Promotion of Breastfeeding Initiation and Duration: 2006.</p> <ol style="list-style-type: none"> 7. National Service Framework for Children, Young People and Maternity Services (2005) 	v	v	v	v					
Religion or Belief	<p>Following consultation with staff and service users, an internet search of the topic was conducted on 21/5/14</p> <p>The evidence gathered was found to have positive impacts on the equality strands</p> <ol style="list-style-type: none"> www.greenwich.nhs.uk/documents www.brightonandhovepct.nhs.uk www.bradfordhospitals.nhs.uk/breastfeeding Programme for Health Service improvement. <p>Five year framework for improving health in Cardiff and the Vale of Glamorgan 2010/11 to 2014/15</p>	v	v	v	v					

	<p>4. Together for health a 5 year Vision for the NHS in Wales (Wales Government 2012)</p> <p>5. www.sglos-pct.nhs.uk/equality attachments</p>									
Welsh Language	<p>Following consultation with staff and service users, an internet search of the topic was conducted on 21/5/14</p> <p>1. Cardiff & Vale UHB Welsh Language Scheme 2010/2013</p>		v		v		v		v	
<p>People have a human right to: life; not to be tortured or treated in a degrading way; to be free from slavery or forced labour; to liberty; to a fair trial; not to be punished without legal authority; to respect for private and family life, home and correspondence; to freedom of thought, conscience and religion; to freedom of expression and of assembly; to marry and found a family and to not be discriminated against in relation to any of the rights contained in the European Convention.</p>										
Human Rights	<p>United Nations Convention on the rights of the child (1989)</p> <p>The policy complies with the Human Rights Act, particularly with regard to the Right not to be subjected to treatment that is inhuman or degrading (Article 3); Right to respect for private and family life (Article 8); Right to respect for freedom of thought, conscience and religion (Article 9); Right to free expression (Article 10).</p> <p>The Mental Capacity Act (2005); the five key principles of the MCA highlight the importance of empowering clients to make their own choices. This policy complies with the MCA with respect to the empowerment of women to make choices about how they feed their baby.</p>									

*** This column relates only to Disability due to the specific requirement in the Equality Act 2010 to treat disabled people more favourably to achieve equal outcomes. This is not applicable to the other equality strands.**

Form 3: Assessment of Relevance and Priority

Equality Strand	Evidence: Existing evidence to suggest some groups affected. Gathered from Step 2. (See Scoring Chart A)	Potential Impact: Nature, profile, scale, cost, numbers affected, significance. Insert one overall score (See Scoring Chart B)	Decision: Multiply 'evidence' score by 'potential impact' score. (See Scoring Chart C)
Race	3	+ 2	P
Disability	3	+2	P
Gender	3	+1	P
Sexual Orientation	3	+1	P
Age	3	+2	P
Religion or Belief	3	+2	P
Welsh Language	3	+1	P
Human Rights	3	+2	P

Scoring Chart A: Evidence Available

3	Existing data/research
2	Anecdotal/awareness data only
1	No evidence or suggestion

Scoring Chart B: Potential Impact

-3	High negative
-2	Medium negative
-1	Low negative
0	No impact
+1	Low positive
+2	Medium positive
+3	High positive

Scoring Chart C: Impact Decision

-6 to -9	High Impact (H)
-3 to -5	Medium Impact (M)
-1 to -2	Low Impact (L)
0	No Impact (N)
1 to 9	Positive Impact (P)

FORM 4: (Part A) Outcome Report

Policy Title:	Cardiff and Vale University Health Board Breastfeeding Policy
Organisation:	Cardiff and Vale University Health Board
Name: Title: Department:	Pam Powis, Health Team Manager Cardiff Flying Start. Isabel Allabarton, Breastfeeding Coordinator, Cardiff Flying Start. Child Health.
Summary of Assessment:	All the evidence found suggested that having a policy such as this promotes the equality agenda. No evidence was found that indicated a negative impact. Copies can be made available in languages such as Welsh or in alternative format upon request.

**Decision to Proceed
to Part B Equality
Impact Assessment:**

Yes/No

Please record reason(s) for decision

It is felt on the basis of the initial screening that there is no requirement, in this instance, to progress to a full impact assessment, due to the fact that the overall impact is positive with no negative impact.

Action Plan

You are advised to use the template below to detail any actions that are planned following the completion of Part A or Part B of the EqIA Toolkit. You should include any remedial changes that have been made to reduce or eliminate the effects of potential or actual adverse impact, as well as any arrangements to collect data or undertake further research.

	Action(s) proposed or taken	Reasons for action(s)	Who will benefit?	Who is responsible for this action(s)?	Timescale
1. What changes have been made as a result of the EqIA?	N/A	N/A	N/A	N/A	N/A
2. Where a Policy may have differential impact on certain groups, state what arrangements are in place or are proposed to mitigate these impacts?	N/A	N/A	N/A	N/A	N/A

3. Justification: For when a policy may have adverse impact on certain groups, but there is good reason not to mitigate.	N/A	N/A	N/A	N/A	N/A
4. Describe any mitigating actions taken?	N/A	N/A	N/A	N/A	N/A
5. Provide details of any actions planned or taken to promote equality .	We have included an equality statement into the policy that clearly states that the policy is open to all as appropriate	The UHB wants to demonstrate its commitment to the equality agenda/legislation.	Clients and their families will be primary beneficiaries, which will have a positive impact.	All appropriate healthcare staff and Managers.	Already completed within the document.

	to individual and organisational circumstances.				
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Date:	21/5/14	
Monitoring Arrangements:	The Action Plan will be audited using internal audit of staff and clients, via the Child Health System and PARIS electronic records system, as well as staff team meetings.	
Review Date:	1/11/14	
Signature of all Parties:	<p>Pam Powis</p> <p>Isabel Allabarton</p> <p>Pam Powis Health Team Manager Cardiff Flying Start.</p> <p>Isabel Allabarton Breastfeeding Coordinator, Cardiff Flying Start.</p>	