

Equality Impact Assessment Procedure

1. Initial Screening Process

1.1 Title of the policy/procedure/function/service	
Breastfeeding at Work, a guide for employers and staff	
1.2 Directorate/Department	
Midwifery/Human Resources	
1.3 Name of the person responsible for this Equality Impact Assessment	
Giuseppe Labriola and Priti Bhatt	
1.4 Date of Completion	
10 th July 2009	
1.5 Aims and Purpose of this policy/procedure/function/service	
To provide support and guidance to staff and line managers for staff who choose to breastfeed whilst returning to work.	
1.6 Is this a new or existing policy/procedure/function/service	
New	
1.7 Examination of Available Evidence – Tick evidence used	
<i>Census Data for UK</i>	<input type="checkbox"/>
<i>Census Data for London</i>	<input type="checkbox"/>
<i>Census Data for Local Authority Area</i>	<input type="checkbox"/>
<i>Trust Workforce Data</i>	<input type="checkbox"/>
<i>Trust Patient Data</i>	<input type="checkbox"/>
<i>National Patients Survey</i>	<input type="checkbox"/>
<i>Trust Patients Survey</i>	<input type="checkbox"/>
<i>Complaints Summaries</i>	<input type="checkbox"/>
<i>Other Internal Research/Survey/Consultation/Audit (please list)</i>	
<i>Staff feedback</i>	
<i>Other External Research/Survey/Consultation/Audit (please list)</i>	
<i>UNICEF recommendations; World Health Organisation (WHO) recommendations</i>	
What is the summary of the available evidence?	
Trust staff have raised concerns about no designated space for breast feeding mothers to feed or express. There is also a duty placed on employers to provide a space for breastfeeding mothers to express or feed.	
Both UNICEF and WHO recommend mothers should breastfeed for 2 years to give the maximum health benefits to the mother and baby.	
The policy will enable breastfeeding mothers to express milk or breast feed their child in the workplace, therefore women will potentially be more affected by this policy which is justified.	

1.8 Does the evidence indicate that there is, or is the potential to be any significant impact on anyone or any group in relation to the following equality strands?		
Strand	Yes/No/Insufficient Data	Justified Yes/No
Ethnicity/Race	No	No
Disability	No	No
Gender/Sex	Yes	Justified – greater impact on women
Religion/Belief	No	No
Sexual Orientation	No	No
Age	No	No
Human Rights	No	No
If further evidence is required to complete this section, take steps to obtain to before proceeding with the assessment. If the review of evidence indicates that there is a significant unjustified impact, a Full Equality Impact Assessment must be carried out.		
1.9 No further evidence Required. Skip to Section 5.		✓
1.10 Full Equality Impact Assessment required. Continue to Section 2 below.		□

2. Full Equality Impact Assessment

2.1 Describe the aims of the parts of the policy causing concern?
2.2 Who is intended to be affected by the policy?
2.3 How does this policy fit with the Trust's wider aims?
2.4 Describe how is this policy, service or function put into practice?
2.5 Age: Testing of disproportionate or adverse impact
2.5a How are younger and older people reflected in the take-up of the service or in benefiting from the policy?
2.5b Describe how the policy has a significant impact on younger and older people
2.5c Do any of the differences amount to an adverse impact or unlawful discrimination?

2.6 Race: Testing of disproportionate or adverse impact
2.6a How are people reflected in the take-up of the service or in benefiting from the policy in relation to ethnicity, race nationality or national origin?
2.6b Describe how the policy has a significant impact on people in relation to ethnicity, race nationality or national origin?
2.6c Do any of the differences amount to an adverse impact or unlawful discrimination?
2.7 Religion or Belief: Testing of disproportionate or adverse impact
2.7a How are people reflected in the take-up of the service or in benefiting from the policy or function in religion or belief? (including other philosophies, or those with no religious belief)
2.7b Describe how the policy has a significant impact on people in relation to religion or belief? (including other philosophies, or those with no religious belief)
2.7c Do any of the differences amount to an adverse impact or unlawful discrimination?
2.8 Disability: Testing of disproportionate or adverse impact
2.8a How are disabled people reflected in the take-up of the service or in benefiting from the policy or function?
2.8b Describe how the policy has a significant impact on disabled people?
2.8c Do any of the differences amount to an adverse impact or unlawful discrimination?
2.9 Gender: Testing of disproportionate or adverse impact
2.9a How are women/men/transgender people reflected in the take-up of the service or in benefiting from the policy or function?
2.9b Describe how the policy has a significant impact on people because of their gender, sex (including gender reassignment) or because they are married or civil partners?

2.9c Do any of the differences amount to an adverse impact or unlawful discrimination?
2.10 Sexual Orientation: Testing of disproportionate or adverse impact
2.10a How are Lesbian, Gay and Bisexual people reflected in the take-up of the service or in benefiting from the policy or function?
2.10b Describe how the policy has a significant impact on Lesbian, Gay and Bisexual people
2.10c Do any of the differences amount to an adverse impact or unlawful discrimination?
2.11 Human Rights: testing of disproportionate or adverse impact
2.11a Describe how the policy has a significant impact on Human Rights?
2.11b Do any of the differences amount to an adverse impact or unlawful discrimination?
2.12 Equality of Opportunity
Describe how the policy will promote equality of opportunity between different groups; including taking account of disabled people's disabilities, even where that involves treating disabled people more favourably than other persons.
2.13 Eliminating Discrimination
Describe how the policy will eliminate unlawful discrimination – both direct and indirect.
2.14 Eliminating Harassment
Describe how the policy will eliminate harassment of people for any reason.
2.15 Promoting Positive Attitudes
Describe how the policy will promote positive attitudes towards others.
2.16 Promoting Participation
Describe how the policy will encourage participation in public life.

3. Action Plan

3.1 Summary of recommendations for improvement (*Recommendations should be SMART – specific, measurable, achievable, realistic and timely*).

4. Stakeholder Involvement and Consultation

4.1 Describe stakeholder involvement and consultation in the Equality Impact Assessment.

5. Monitoring Arrangements

5.1 Describe how the actions put into place to eliminate or reduce any unjustified negative impact will be monitored, including timeframes and accountability.

Based on feedback from staff and line managers this policy has been developed to provide clear guidance on breastfeeding arrangements at work. The policy will be reviewed annually.

6. Completion

You should now:

- Undertake formal consultation on your findings
- Make any amendments in response to the results of the consultation
- Publish your results (see guidance) and submit a copy to the Equality and Diversity Manager.