

Equality, Good Relations and Human Rights Screening Template

*****Completed Screening Templates are public documents and will be posted on the Trust's website*****

See [Guidance Notes](#) for further background information on the relevant legislation and for help in answering the questions on this template (follow the links).

(1) Information about the Policy/Proposal

(1.1) Name of the policy/proposal

Infant Feeding Policy

(1.2) Is this a new, existing or revised policy/proposal?

Revised (supersedes Breastfeeding Policy 2011)

(1.3) What is it trying to achieve (intended aims/outcomes)?

The purpose of this policy is to ensure that all staff within the South Eastern Trust understand their role and responsibilities in supporting expectant and new mothers and their partners to feed and care for their baby in ways which support optimum health and well-being.

(1.4) Are there any Section 75 categories (see list in 3.1) which might be expected to benefit from the intended policy/proposal?

Gender: female

Age: women of childbearing age/infants/children



(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DHSSPS, HSCB?

Trust policy

(1.6) Are there any factors that could contribute to/detract from the intended aim/outcome of the policy/proposal/decision? (Financial, legislative or other constraints?)

Staff not being aware of policy

(1.7) Who are the internal and external stakeholders (actual or potential) that the policy/proposal/decision could impact upon? (staff, service users, other public sector organisations, trade unions, professional bodies, independent sector, voluntary and community groups etc)

All of the above

(1.7) Other policies with a bearing on this policy/proposal (for example regional policies) - what are they and who owns them?

- Prevention and Management of Hypoglycaemia of the Newborn WACH Maternity PRO (27) 2013
- Prevention and Management of Excessive Weight Loss in the Breastfed Neonate Maternity GUI (69) 2016
- Postnatal Visits in the Community by Community Midwives WACH Maternity GUI (009) 2014

(2) Available evidence

Evidence to help inform the screening process may take many forms. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

<i>Details of evidence/information</i>
<p>As noted in 7.0 in policy</p> <p>Infant feeding Policy BHSCT</p> <p>Infant feeding Policy WHSCT</p> <p>SE Trust Infant Feeding Policy Group</p>

(3) Needs, experiences and priorities

(3.1) Taking into account the information above what are the different needs, experiences and priorities of each of the Section 75 categories and for both service users and staff.

Category	Needs, experiences and priorities	
	<i>Service users</i>	<i>Staff</i>
Gender	100% Female	81% female 19% male
Age		Under 30 16% 30-40 23% 41-50 30% 51-60 25% Over 60 6%
Religion		Majority Protestant

Political Opinion		2 out of 3 Council areas return Unionist majority
Marital Status		Majority Married 64%
Dependent Status		Correlation between women and child caring responsibilities
Disability		Under reporting in workforce – NI average 20%
Ethnicity		Majority white
Sexual Orientation		6-10% LGB&T

(3.2) Provide details of how you have involved stakeholders, views of colleagues, service users and staff etc when screening this policy/proposal.

Trust policy consultation and scrutiny process

(4) Screening Questions

You now have to assess whether the impact of the policy/proposal is major, minor or none. You will need to make an informed judgement based on the information you have gathered.

(4.1) What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?

Section 75 category	Details of policy/proposal impact		Level of impact? Minor/major/none
	Services Users	Staff	
Gender			None
Age			None

Religion			None
Political Opinion			None
Marital Status			None
Dependent Status			None
Disability			None
Ethnicity			None
Sexual Orientation			None

(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?

Section 75 category	Please provide details
Gender	Staff Training and Engagement
Age	Staff Training and Engagement
Religion	Staff Training and Engagement
Political Opinion	Staff Training and Engagement
Marital Status	Staff Training and Engagement
Dependent Status	Staff Training and Engagement
Disability	Staff Training and Engagement
Ethnicity	Staff Training and Engagement
Sexual Orientation	Staff Training and Engagement

(4.3) To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none		
Good relations category	Details of policy/proposal impact	Level of impact Minor/major/none
Religious belief		None
Political opinion		None
Racial group		None

(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?	
Good relations category	Please provide details
Religious belief	Staff Training
Political opinion	Staff Training
Racial group	Staff training – Interpreting and Translation services

(5) Consideration of Disability Duties

(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?
<p>Infant feeding policy is written to meet needs of all service users. If service users have disabilities, staff will ensure they are supported to meet their specific needs e.g. sign language interpreters, subtitling on educational material, facilities</p>

fully wheelchair accessible.

(6) Consideration of Human Rights

(6.1) Does the policy/proposal affect anyone's Human Rights?

Complete for each of the articles

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
Article 2 – Right to life	✓		
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			✓
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			✓
Article 5 – Right to liberty & security of person			✓
Article 6 – Right to a fair & public trial within a reasonable time			✓
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			✓
Article 8 – Right to respect for private & family life, home and correspondence.	✓		
Article 9 – Right to freedom of thought, conscience & religion	✓		
Article 10 – Right to freedom of expression	✓		
Article 11 – Right to freedom of assembly & association			✓
Article 12 – Right to marry & found a family			✓
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			✓



1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			✓
1 st protocol Article 2 – Right of access to education			✓

Please note: If you have identified potential negative impact in relation to any of the Articles in the table above, speak to your line manager and/or Equality Unit. It may also be necessary to seek legal advice.

(6.2) Please outline any actions you will take to promote awareness of human rights and evidence that human rights have been taken into consideration in decision making processes.
Equality and Human Rights Training strategy

(7) Screening Decision

(7.1) Given the answers in Section 4, how would you categorise the impacts of this policy/proposal?

Major impact	
Minor impact	
No impact	✓

(7.2) Do you consider the policy/proposal needs to be subjected to ongoing screening

Yes	
No	✓

(7.3) Do you think the policy/proposal should be subject to and Equality Impact Assessment (EQIA)?



Yes	
No	✓

(7.4) Please give reasons for your decision and detail any mitigation considered.

Infant feeding policy is written to meet needs of all service users. If service users have disabilities, staff will ensure they are supported to meet their specific needs

E.g. sign language interpreters, subtitling on educational material, facilities fully wheelchair accessible.

The Trust will monitor the impact of the policy to identify any potential adverse impact

(8) Monitoring

Please detail how you will monitor the effect of the policy/proposal for equality of opportunity and good relations, disability duties and human rights?

- Review of data
- Audit
- Complaints/compliments

Approved Lead Officer: Catherine Irvine

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Date: 1st June 2016



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