

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

Children's

Name of Service/Title of Policy or Strategy, Name of Event:

Infant Feeding Policy (Doncaster Community)

Equality Impact Assessment Undertaken by:

Claire Wyatt and Barbara Symonds

Service:

☐

Policy:

☒

Event:

☐

Strategy:

☐

Date undertaken:

15/09/2022

Questions

1. What are the main aims and purposes of the Policy / Service / Event or Strategy?

The purpose of the Doncaster Community Infant Feeding Policy is three-fold:

☐ ☐ To ensure that the health benefits of breastfeeding is actively promoted to enable safe and effective breastfeeding to take place, to feed responsively to enable relationships to build regardless of method of feeding, and the potential health risks of formula feeding are understood but support is offered to feed safely if needed, are discussed with all pregnant women so that they can make an informed decision about how they will feed their baby.

☐ ☐ To enable community health care staff to create an environment where more women can choose to breastfeed their babies, confident in the knowledge that they will be given support and information to enable them to breastfeed exclusively for six months, and then as part of their infants' diet to the end of the first year and beyond;

☐ ☐ To encourage liaison between all health care professionals to ensure a seamless delivery of care, together with the development of a breastfeeding culture throughout the local community in Line with Baby friendly Initiative (BFI) standards.

2. Who is involved in delivering the service, implementing the policy or strategy / organising the event? (i.e., partnerships, stakeholders or agencies)

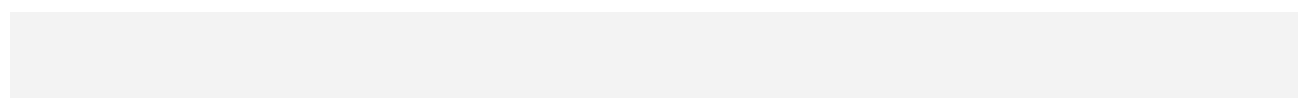
Children's Care group staff

Children family HUB staff

Public health

Midwifery staff

3. What information / data or experience can you draw on to provide an indication of the potential inclusive / exclusive results of delivering this service or event / implementing the policy or strategy to different groups of people and the different needs of people with protected characteristics in relation to this policy / service / event or strategy?



Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	aimed at all women of child bearing age
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage and civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Infant feeding Policy has been developed as part of the UNICEF Baby Friendly Accreditation process, a process which is recognised nationally and internationally by health agencies to be a significant contributor to best practice in maternity and child health services.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Policy will be universally provided by the health teams to all pregnant and breastfeeding women in the Doncaster community, thereby improving access to this information to all sections of the community.
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Historically, women have suffered during their pregnancy and post-natal

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
			period from a lack of accurate information and support relating to their choice of infant feeding. The Doncaster Community Infant feeding Policy positively impacts on the womans' ability to gain access to information and support during their journey through the maternity and early years services.
Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	research has indicated that a child born in to poverty who is breastfed will have better health outcomes than a child born in to affluence who is formula fed. One can thereby suggest that the breastfeeding policy will impact positively on socially disadvantaged groups within the Doncaster Community. The policy links with partner agencies who link with local communities that are disadvantaged

4. What positive impacts are there for this policy / service / event or strategy to better meet the needs of people with protected characteristics?

described above

5. What action would be needed to ensure the policy / service / event or strategy overcomes:

- Discriminatory negative impacts
- Exclusion

Failure to meet the needs of people from across the protected characteristics and opportunities for promoting equality and inclusion are maximised.

Discriminatory negative impacts

• ☐ Exclusion

• ☐ Failure to meet the needs of people from across the protected characteristics and opportunities for promoting equality and inclusion are maximised.

It is essential that staff are well trained in breastfeeding, according to their role, so as to be able to implement the Doncaster Community Infant Feeding Policy effectively.

It is also important that staff implement the Doncaster Community Infant feeding Policy in a non-judgemental way, so as to offer information, not advice, in order to facilitate informed choice, whilst at the same time fully supporting the woman in her choice of infant feeding.

• ☐ Finally, it is essential for staff to acknowledge that the antenatal and postnatal period, and the choices made there-in, can be challenging for women, parents and families, and therefore sensitivity is needed in order not to pressure, coerce or judge the woman and the choices they make. However, women should not be prevented from being given the required information.

6. Recommended steps to avoid discrimination and ensure opportunities for promoting equality and inclusion are maximised. Include:

Options for action	Explanation if no further action is required	Lead responsible for overseeing actions	Timescales	Costs (where applicable)
Staff training	As outlined in the policy	infant feeding co-ordinator	ongoing	
Training of children centre managers on initiation of BFI	training completed	infant feeding co-ordinator	ongoing	

7. Monitoring and reporting arrangements of EIA, for policies and strategies refer to section 7 of the Policy for the Development and Management of Procedural Documents.

For services / events please include the following:

- How the equality impact of the service will be monitored
3 yearly
- Frequency of monitoring

3 yearly

- How the monitoring results will be used and where they will be published;
Trust web site
- Who will be responsible for reviewing monitoring results and initiating further action where required
Infant feeding co-ordinator
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?
- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.

Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.

Yes ☐ No ☒

The Equality Impact Assessment will be reviewed in line with changes to services, client or staff groups, legislation or policy review.

Name:

Claire Wyatt

Designation:

Infant Feeding co-ordinator

Signature:

C Wyatt
B Symonds

Date:

15/09/2022