

**Office Use Only**

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| Submission Date: |  |
| Approved By: |  |
| Full EIA needed: | Yes/No |

**Equality Impact Assessment – Policies, SOP’s and Services not undergoing re-design**

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| **1** | **Name of the Policy/SOP/Service** | Infant and Pre School Children Feeding Guidelines 2014 |
| **2** | **Department/Business Group** | Children, young people and families pathway |
| **3** | **Details of the Person responsible for the EIA** | **Name:****Job Title:****Contact Details:** | Fiona Munro-Muotune/ Sheila SimonInfant Feeding Coordinator/ Community Paediatric Dietitian0161 366 2319/2343 |
| **4** | **What are the main aims and objectives of the Policy/SOP/Service?** | • To promote the provision of consistent, evidence based information, on  infant feeding and healthy eating to parents / carers. • To support parents / carers to make an informed choice of feeding method  for their infant• To promote healthy weight and growth in babies and young children in line  with the Department of Health Guidelines. • To promote good oral health.• To act as a resource for health professional training. |

**For the following question, please use the EIA Guidance document for reference:**

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| **5** | **A) IMPACT****Is the policy/SOP/Service likely to have a differential impact on any of the protected characteristics? If so, is this impact likely to be positive or negative?** **Consider:*** Does the policy/SOP apply to all or does it exclude individuals with a particular protected characteristic e.g. females, older people etc?
* What does existing evidence show? E.g. consultation from different groups, demographic data, questionnaires, equality monitoring data, analysis of complaints. Are individuals from one particular group accessing the policy /SOP /Service more/less than expected?
 | **B) MITIGATION****Can any potential negative impact be justified? If not, how will you mitigate any negative impacts?*** Think about reasonable adjustment and/or positive action
* Consider how you would measure and monitor the impact going forward e.g. equality monitoring data, analysis of complaints.
* Assign a responsible lead.
* Designate a timescale to monitor the impacts.
* Re-visit after the designated time period to check for improvement.

**Lead** |
| **Age** | The client group will be pregnant women, babies and children | Advice will be tailored according to the client group |  |
| **Carers / People with caring responsibilities** | Clients with carers when appropriate  |  |  |
| **Disability** | Clients may have disabilities  | Information will be adapted according to the disability |  |
| **Race / Ethnicity** | The client group may be of any race orethnicity. | LIPS interpreter will be arranged forthe assessment if required.Healthy eating advice will be reviewed regularly and guidelines amended as required.Leaflets will be arranged in differentlanguages on request.Healthy Start uptake is monitored locally at the 7-9 month health visitor contact. |  |
| **Gender**  | Gender will not impact on the guidelines. |  |  |
| **Gender Reassignment**  | N/A |  |  |
| **Marriage & Civil Partnership** | N/A |  |  |
| **Pregnancy & Maternity** | The client group may be pregnant. The carer may be pregnant  | An area for breastfeeding will beavailable |  |
| **Religion & Belief** | Will not impact on the guidelines. |  |  |
| **Sexual Orientation** | N/A |  |  |
| **General Comments across all equality strands** |  |  |  |

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| **EIA Sign-Off** | **Your completed EIA should be sent to Sue Clark , Equality and Diversity Manager for approval and publication:**Susan.clark@stockport.nhs.uk**0161 419 4784** |