

Full equalities impact assessment

Directorate: Public Health

Service:

Piece of work being assessed: Breastfeeding Policy

Name of lead person: Caroline Burrows

Other partners/stakeholders involved: Sheffield City Council
Anita Ellis

Date of assessment: 17th June 2008

Single Equality Scheme strand	Baseline data and research – What is available? What does it show? Are there any gaps? Use both quantitative and qualitative research and user data Include consultation with users if available	Is there likely to be a differential impact? If 'yes', is that impact direct or indirect discrimination?
Gender	The policy is aimed at all members of staff and the public but is predominantly written to support breastfeeding women, their partners and families.	No
Race	The Sheffield population is made up of many different ethnicities and languages.	Possible indirect discrimination
Disability	There is no reason why any person with a physical or learning disability should not breastfeed with the adequate support from health professionals and peer supporters.	Yes - Women with HIV are advised not to breastfeed.
Sexual orientation	The policy encourages support from staff, partners and families.	Possible indirect discrimination
Age	The policy is written for all ages of staff and members of the public.	No
Religion/belief	The policy is written to protect modesty. There is no evidence that any religious or spiritual belief makes it more or less likely that a woman will or will not breastfeed	No

Equalities Impact Assessment Action Plan

Strand	Issue	Action required	How will you measure the impact/outcome?	Timescale	Lead
Gender	Men's role in supporting their breastfeeding partner is not mentioned	To make explicit reference to "partners" in the policy to include the male partners of breastfeeding women	Include in policy	June 2008	Anita Ellis
Race	Language issues for some communities	"Parents guide" to be translated into the most commonly used languages in Sheffield	Include in policy	June 2008	Anita Ellis
Disability	Ensure adequate support is mentioned	Explicitly refer to the extra help that women with disabilities may need to enable them to breastfeed	Include in policy	June 2008	Anita Ellis
Sexual orientation	Staff may assume heterosexuality and opposite sex partner	To make explicit reference to "partners" in the policy to include the female partners of breastfeeding women	Include in policy	June 2008	Anita Ellis