Screening Programmes
Newborn Hearing

Equality Impact Assessment

NHS Newborn Hearing Screening Programme (NHSP)

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Equality Impact Assessment – Pre-assessment screening	
Name of policy[1]	NHSP Quality Standards
Date of assessment	17th April 2012
Is this a new or existing policy	New ☐ Existing ☒
Assessment officers	Gail **Allan** (NHSP Training & Development Specialist) Gillian **Atty** (NHSP Programme Improvement Specialist) Lindsay **Kimm** (Head of Training & Development)
Ownership and accountability of policy	Christine **Cameron** (NHSP Head of Quality Assurance)

1. Aims and Objectives	
What are the policy aims/objectives/purpose?	The purpose of the quality standards is to outline the minimum family friendly standards expected to ensure that: • Families are able to make informed choices about screening uptake • Screening and diagnostic services are effective and carried out to a high standard • Results are communicated to parents/guardians effectively • Families are given comprehensive support post-diagnosis • Responsibilities for recording and reporting performance are clear
What are the expected outcomes or benefits, for which client group/s?	• Enable high quality parent-child interaction • Empower parents of hearing impaired children • Establish a learning and evaluative culture of NHS service provision and partnership for 0-36 months of age

[1]The term policy is used here to describe any policy area, strategy, programme, project, guidance, function or service with which the assessment is concerned.

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2. Impact

Do you know of any evidence or concerns from staff, users or communities that any of the following groups have been or could be differentially impacted in any way, by the aims, objectives or implementation of this policy?

What negative impacts have been identified?	High	Low	
Sex		x	Use of the term 'mother' to indicate any person with parental responsibility
Disability		x	1. Visual: Relies on verbal information sharing; Braille version of written information not available. 2. NICU: Need for parent to accompany baby during screening 3. Developmental delay: appropriateness of NHSP 'checklists'. Access to appropriate testing equipment 4. Mobility: Travel to clinic and clinic facilities may pose problems 5. Mental: Understanding of process, advantages, risks and actions 6. Disability: if not attending a school, may miss school screen
Race		x	Interpreters required: written information not available in all languages
Religion of Belief		x	1. May affect timing of screen i.e. first sound baby to hear is word of Allah 2. Timing of appointments to accommodate cultural activities i.e. 40 day 'lie-in' for mother following giving birth 3. Practitioners unaware of cultural beliefs and equality
Age		x	1. Possibility that mothers <16 years treated differently with respect to giving consent to screen 2. Babies >3 months not eligible – screen not suitable alternative advised. Access to appropriate testing equipment

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Pregnancy & Maternity		x	1. Clinic facilities suitable to accommodate private breast feeding 2. Timing of appointments to accommodate mother unable to drive following Caesarean section
Sexual Orientation		nil	
Gender reassignment		nil	
Marriage & Civil Partnership		nil	

3. Findings

Summarise the main equality issues that you have identified	The following issues have been identified: 1. Need to ensure interpreters available to support screening and assessment process; NHSP written information not available in all languages or Braille 2. Potential to disadvantage parent with particular beliefs, or are post surgery, when booking appointments 3. Potential to exclude parent/s with mobility disabilities wrt clinic facilities 4. Potential lack of access to age appropriate testing equipment

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4. Recommendations

Is a full EqIA required (please justify your conclusion) or briefly state your reasons why this policy is not going to a full impact assessment	A full EqIA is not required as this screening indicated that an adverse impact is unlikely. An action plan has been developed to address the specific issues identified

5. Action Plan (explain what measures might be necessary to ensure that your policy promotes equality and eliminates discrimination)

Issues identified	Actions	Responsibility	Target date for completion
Need to ensure interpreters available to support screening and assessment process; NHSP written information not available in all languages or Braille	1. Review and update as appropriate, all Local Management training and support materials to highlight local service provision responsibilities		
Potential to disadvantage parent with particular beliefs, or are post surgery, when booking appointments	1. Review and update as appropriate, all Local Management training and support materials to highlight local service provision responsibilities		
Potential to exclude parent/s with mobility disabilities wrt clinic facilities	1. Highlight via NHSP QA process		
Potential lack of access to age appropriate testing equipment			

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5. Action Plan (explain what measures might be necessary to ensure that your policy promotes equality and eliminates discrimination)

Issues identified	Actions - general	Actions - specific	Responsibility	Target date for completion
Need to ensure interpreters available to support screening and assessment process; NHSP written information not available in all languages Need to ensure parents always supported with verbal information and have any questions answered	1. Review, and update as appropriate, all Local Management training and support materials to highlight local service provision responsibilities 2. Practitioners to be aware of parent preferred language	o NHSP eLearning o Patient Journey document Encourage: o use/audit of eSP interpreter field o liaison with local AN & NB co-ordinator to improve data quality and communication of needs o promotion of NHSP with identified local communities	NHSP T&D NHSP site support	
Potential to disadvantage parent with particular beliefs, or are post surgery, when booking appointments	Review, and update as appropriate, all Local Management training and support materials to highlight local service provision responsibilities	o NHSP eLearning o Patient Journey document	NHSP T&D NHSP site support	
Potential to exclude parent/s with mobility disabilities wrt clinic facilities	Highlight via NHSP QA process	o Include in QA of outpatient and assessment clinic facilities	NHSP QA	

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Potential lack of access to age appropriate testing equipment	Highlight via NHSP QA process	o Include in QA of outpatient and assessment clinic facilities	NHSP QA	

6. Sign off	
Lead person responsible for conducting screening	Lindsay **Kimm** (Head of Training & Development)
Partners involved in screening	Gail **Allan** (NHSP Training & Development Specialist) Gillian **Atty** (NHSP Programme Improvement Specialist)
Date initial screening completed	17th April 2012
Director sign off (Name and Signature)	Gwen **Carr** (Deputy Director NHSP & NIPE)

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