

Equality Impact Assessment (EqIA)

This EqIA is for:

Infant feeding support within the Early Childhood Services Children's Centre Service

Details are set out:

INFANT FEEDING PROMOTION AND SUPPORT IN THE COMMUNITY PRACTICE AND PROCEDURE GUIDANCE

Officers undertaking the assessment:

Diane Tinklin – Early Childhood Commissioning & Projects Manager
Tina Bhundia – Public Health & Commissioning Manager

Assessment approved by:

Irene Kakoullis – Group Manager Early Childhood Services

Date:
24.3.21.

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Public Sector Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of the proposal?

Has any initial consultation informed the identification of impacts?

The Children's Centre Service was commissioned for 7 years, from 1st June 2013 to 1st June 2020 by Nottinghamshire County Council from Nottinghamshire Healthcare Trust (NHT), delivered by a group of sub-contractors under the umbrella of Nottinghamshire Children and Families Partnership (NCFP).

On 1st June 2020 the whole service was transferred into the local authority, as part of a strategic plan to "invest to save" through prioritising families at the greatest risk of poor outcomes and providing evidence-based interventions to ensure value for money.

The service continues to focus on the agreed outcomes:

- a) early identification and prevention of risk of harm
- b) children achieve a good level of development, are ready for school and are effectively supported to close the attainment gap
- c) parents are job ready and economically active, with increased aspiration for themselves and their children
- d) improved health and wellbeing of children and parents

The service continues to target the following priority groups:

- Low income families with identified needs.

- Children of teenage parents /teenage parents.
- Families identified as having mild/moderate mental health issues.
- Children with English as an additional language.
- 2, 3- and 4-year olds not accessing their minimum childcare entitlement.
- Unemployed/single parents.
- Unemployed parents living in rural areas.
- Children under 5 with speech, language and communication delay.
- BME groups where there is a need.
- Parents of children with SEND who do not meet thresholds for specialist services.
- Children known to Social Care.

Specifically related to infant feeding, the service continues to support provided improves outcomes for children and families, specifically to deliver:

- Increases in initiation rates
- increases in breastfeeding rates at 6-8 weeks (Public Health Outcomes Framework 2013)
- amongst parents who chose to formula feed, increases in those doing so as safely as possible in line with nationally agreed guidance
- increases in the proportion of parents who introduce solid food to their baby in line with nationally agreed guidance
- improvements in parents' experiences of support

It is recognised that a close, partnership approach between the local authority, both from Early Childhood Services and Public Health and Notts Healthcare Trust, along with collaboration with the county's midwifery services is fundamental to the success of providing effective infant feeding promotion and support within Nottinghamshire, linked to ensuring that the priorities outlined in the Best Start Strategy are achieved.

NHT made a commitment to work within the UNICEF BFI framework, following the recommended standards and assessment procedures in an effort to promote and protect breastfeeding (Renfrew 2012).

NCC as commissioner of the Healthy Families Programme (of which breastfeeding support is an integrated element) and previously as commissioner of the Children's Centre Service (CCS) (provided by NHT until 1.6.20.) is also committed to ensuring the importance of breastfeeding is maintained.

With the transfer of the CCS into the local authority in June 2020, as a directly managed and delivered service, the commitment to ensuring continuation of the UNICEF BFI framework for the delivery of infant feeding support within Nottinghamshire remains.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

- | | | | |
|------------|--|-----------------------------------|--|
| Age | <input checked="" type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input type="checkbox"/> Neutral Impact |
| Disability | <input type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |

Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Race Including ethnic origin, colour or nationality	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion or belief	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sex (gender)	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Marriage or civil partnership	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics? <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
No negative impact identified.		

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Because there is no change to the service delivered to families, no public consultation is required.
--

Findings from the annual survey taken as part of national breastfeeding celebrations will be published on the Virtual Family Hub and disseminated through a variety of parent-friendly media platforms.

Completed EqIAs should be sent to equalities@nottsc.gov.uk for publishing on the Council's website before any decision is made.