

Public Document Pack

Executive Member Decisions

Friday, 19th April, 2024
10.00 am

AGENDA

1. **The expansion of Blackburn with Darwen's infant feeding support service on the wards and birthing unit**
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EIAChecklist
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EIA_toolkit

Date Published: 19th April 2024
Denise Park, Chief Executive

EXECUTIVE MEMBER DECISION



REPORT OF:	Executive Member for Children, Young People and Education
LEAD OFFICERS:	Strategic Director of Children & Education (DCS)
DATE:	Friday, 19 April 2024

PORTFOLIO/S AFFECTED: Departments

WARD/S AFFECTED: (All Wards);

SUBJECT: The expansion of Blackburn with Darwen's infant feeding support service on the wards and birthing unit.

- EXECUTIVE SUMMARY

The Council is proposing to provide a grant of £183k of the Family Hub funding received from the Department for Education to East Lancashire Hospitals NHS Trust (ELHT) to expand the current infant feeding peer support service from 54 hours over 5 days they currently provide to 75 hours over seven days.

To deliver this additional provision, ELHT will recruit:

- **3 x Band 3 Infant Feeding Support Workers – to increase the service provision to 75 hours per week (12 hours over a weekend and 63 hours during the week) and to start providing phone call support at the 10 days mark (data tells us this is the key point when women stop breast feeding)**
- **1 x Band 6 – Increase Infant Feeding Specialist's hours (backdated from 1st October & 2024/25 costings)**

FIXED TERM UNTIL MARCH 31ST 2026

Band 3 NHS staff including clinical support workers, therapy assistants, pharmacy assistants, administrative workers, and clerical staff.

Band 6 staff including junior sisters, charge nurses, midwives, paramedics, newly qualified pharmacists, and biomedical scientists.

Language and cultural barriers will be overcome by ensuring they recruit locally and ELHT will access a translation service if required.

We will ensure that the service continues to be promoted through BwD Start for Life web site, ELHT web site and with all our local community partners including VCSF.

Blackburn with Darwen Start for Life web site also has software (ReachDeck) built into the website. This reads our website pages, it can highlight and read text aloud as well as translate into other languages

1. RECOMMENDATIONS

That the Executive Member: agree to provide a grant of £183k (under a grant agreement) to ELHT to support Blackburn with Darwen's expansion of the current infant feeding peer support service on the maternity wards and Blackburn with Darwen birthing unit.

2. BACKGROUND

Breast milk is the most nutritious source of food for infants and has numerous health benefits for both mother and baby, including improved child health and cognitive development, maternal health, and mother-infant bonding. Not breastfeeding is associated with a higher prevalence of childhood obesity and medical conditions such as gastrointestinal and respiratory diseases, allergies, otitis media, and dental disease. It is also associated with a reduced risk of breast cancer and ovarian cancer in the mother, and a successful breastfeeding experience can protect against mental health issues such as postnatal depression.

Blackburn with Darwen 0-19 Service, Lancashire South Cumbria NHS Foundation Trust and Blackburn with Darwen Borough Council Family Hub /Children Centre Network have been highly commended by UNICEF for the quality of the evidence submitted and the thorough way in which the necessary processes to embed and further develop care related to the Baby Friendly standards has been planned and implemented.

UNICEF reported a true partnership approach is in place with staff at all levels working closely together to progress Baby Friendly care. There is a real sense of pride in our achievements and a deep understanding of the importance of the work and the goals to be achieved.

The 0-19 Health visiting team are merging with ELHT (our Gold maternity service) in April 2024. This affords several opportunities including greater robustness of data, enhanced engagement with families, initiation of a vulnerable parent's team and the opportunity to work with the children's hospital.

Blackburn with Darwen has striven to become a Breastfeeding Friendly Borough, with signage declaring this across the area. Feedback from mothers has demonstrated that this has made them feel more confident to breastfeed. Other initiatives to encourage more breastfeeding include a major local event to celebrate Breastfeeding Awareness week, Breastfeeding Friendly places which are numerous and well promoted, community parents and peer supporters from with all communities.

Other innovations include:

- Expansion of the peer support service to seven days
- Expansion of the sling library
- Increased availability of breast pump loan and more breastfeeding support group availability
- Colostrum for every baby
- Antenatal one stop shop
- Social care prebirth team training
- The ANYA app

Blackburn with Darwen have good breastfeeding initiation rates, currently 72%, however we see a drop at 6-8 weeks to 53%.

ELHT has been providing infant feeding services for 20 years. They have successfully implemented BFI standards across BwD and hospital services, which support delivery of key Public Health objectives.

Band 3 Baby Friendly support workers offer ward support to families on the postnatal ward, to help establish breast feeding (using breast pumps, if necessary,) advising around breastfeeding in the neonatal wards and signposting to local help for when families are back at home.

This support currently provided by 2 members of staff operates for 54 hours a week: Monday – Friday 8 – 3pm. By increasing the hours to 75 once the additional workers are recruited, the service could extend in the evening (to around 8pm) and include weekends, reducing the likelihood of parents missing this valuable support. This additional support will also include an element of community support and could include home visits to those experiencing feeding difficulties.

We will also expect the worker will contact breast feeding mothers at the 10-day mark. Our data tells us this is the key point when women stop breast feeding. This could be due to challenges such as latching difficulties, insufficient milk or discomfort, postpartum depression. Additionally, a lack of support can contribute to early cessation of breastfeeding. Providing additional support by contact between mothers and workers at this point should enable more mothers to continue breast feeding for longer.

Our goal is to increase our continuation rates as well as grow our initiation rates.

3. KEY ISSUES & RISKS

Investing in the expansion of our current offer demonstrates that Blackburn with Darwen is continually pursuing excellence.

What this will mean for our families:

- all parents and carers will have the information, practical advice and support they need (including out of hours) to support breastfeeding initiation and continuation, expressing breastmilk, and/or formula feeding where that is more appropriate.
- those least likely to access services are engaged as early as possible to help them understand the benefits of breastfeeding and how to access the support available to them, helping to reduce inequalities.
- the workforce demonstrates an awareness of the needs of families with protected characteristics, such as disability, race, sex and sexual orientation, and is able to adjust their infant feeding support accordingly.
- breastfeeding initiation and continuation rates are improved.
- babies are breastfed for as long as possible, where appropriate and where parents can do so – ideally exclusively up to 6 months, in line with WHO recommendations.
- improved outcomes for mothers and babies, including child health and cognitive development, maternal health, and mother-infant bonding.

5. POLICY IMPLICATIONS

There are no policy implications

6. FINANCIAL IMPLICATIONS

. The Infant feeding strand of the Family Hub grant received by the Council will fund this additional provision. The Family Hub grant ceases in March 2025, however the Department for Education have confirmed that they are happy for Blackburn with Darwen to grant the funds to ELHT for the two years as long as the funding is spent (sent to ELHT) by March 2025. The DfE understand there may be some case-by-case instances where delivery needs to continue post March 2025 due to delays etc

7. LEGAL IMPLICATIONS

. Making this grant to ELHT is not considered to be a breach of Dept for Education requirements in relation to the Family Hub Grant monies because DfE has consented to the Council taking this action. There will be a grant agreement between Blackburn with Darwen and ELHT in respect of these funds.

8. RESOURCE IMPLICATIONS

The Family Hub Grant will support any resource activity.

9. EQUALITY AND HEALTH IMPLICATIONS

Please select one of the options below. Where appropriate please include the hyperlink to the EIA.

Option 1 Equality Impact Assessment (EIA) not required – the EIA checklist has been completed.

Option 2 In determining this matter the Executive Member needs to consider the EIA associated with this item in advance of making the decision. *(insert EIA link here)*

Option 3 In determining this matter the Executive Board Members need to consider the EIA associated with this item in advance of making the decision. *(insert EIA attachment)*

10. CONSULTATIONS

Not applicable

11. STATEMENT OF COMPLIANCE

The recommendations are made further to advice from the Monitoring Officer and the Section 151 Officer has confirmed that they do not incur unlawful expenditure. They are also compliant with equality legislation and an equality analysis and impact assessment has been considered. The recommendations reflect the core principles of good governance set out in the Council's Code of Corporate Governance.

12. DECLARATION OF INTEREST

All Declarations of Interest of any Executive Member consulted and note of any dispensation granted by the Chief Executive will be recorded and published if applicable.

VERSION:	1
CONTACT OFFICER:	Maria Nugent
DATE:	04/04/2024
BACKGROUND PAPER:	

EQUALITY IMPACT ASSESSMENT CHECKLIST

This checklist is to be used when you are uncertain if your activity requires an EIA or not.

An Equality Impact Assessment (EIA) is a tool for identifying the potential impact of the organisation's policies, services and functions on its residents and staff. EIAs should be actively looking for negative or adverse impacts of policies, services and functions on any of the nine protected characteristics.

The checklist below contains a number of questions/prompts to assist officers and service managers to assess whether or not the activity proposed requires an EIA. Supporting literature and useful questions are supplied within the [EIA Guidance](#) to assist managers and team leaders to complete all EIAs.

Service area & dept.	Childrens Services	Date the activity will be implemented	02/04/2024
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Brief description of activity	<p>Blackburn with Darwen Family Hubs would like to transfer £182,574. of the Family Hub grant to East Lancashire Hospitals NHS Trust (ELHT) to expand our current infant feeding peer support service from 54 hours over 5 days to 75 hours over seven days.</p> <p>ELHT will recruit:</p> <ul style="list-style-type: none"> - 3 x Band 3 – Infant Feeding Support Workers – to increase service provision to 75 hours per week (12 hours over a weekend and 63 hours during the week) and to start providing phone call support at the 10 days mark (data tells us this is the key point when women stop breast feeding) - 1 x Band 6 – Increase Infant Feeding Specialists hours (backdated from 1st October & 2024/25 costings)
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Answers favouring doing an EIA	Checklist question	Answers favouring not doing an EIA
<input type="checkbox"/> Yes	Does this activity involve any of the following: - Commissioning / decommissioning a service - Budget changes - Change to existing Council policy/strategy	<input checked="" type="checkbox"/> No
<input type="checkbox"/> Yes	Does the activity impact negatively on any of the protected characteristics as stated within the Equality Act (2010)?	<input checked="" type="checkbox"/> No
<input type="checkbox"/> No <input type="checkbox"/> Not sure	Is there a sufficient information / intelligence with regards to service uptake and customer profiles to understand the activity's implications?	<input checked="" type="checkbox"/> Yes
<input type="checkbox"/> Yes <input type="checkbox"/> Not sure	Does this activity: Contribute towards unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act <i>(i.e. the activity creates or increases disadvantages suffered by people due to their protected characteristic)</i>	<input checked="" type="checkbox"/> No
<input type="checkbox"/> Yes <input type="checkbox"/> Not sure	Reduce equality of opportunity between those who share a protected characteristic and those who do not <i>(i.e. the activity fail to meet the needs of people from protected groups where these are different from the needs of other people)</i>	<input checked="" type="checkbox"/> No
<input type="checkbox"/> Yes <input type="checkbox"/> Not sure	Foster poor relations between people who share a protected characteristic and those who do not <i>(i.e. the function prevents people from protected groups to participate in public life or in other activities where their participation is disproportionately low)</i>	<input checked="" type="checkbox"/> No

FOR =	TOTAL	AGAINST =
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Will you now be completing an EIA?

Yes

No

The EIA toolkit can be found [here](#)

Assessment Lead Signature	Maria Nugent
Checked by departmental E&D Lead	<input type="checkbox"/> Yes <input type="checkbox"/> No
Date	25/03/2024



BLACKBURN
with
DARWEN
BOROUGH COUNCIL

Name of the activity being assessed				
Directorate / Department		Service		Assessment Author
Is this a new or existing activity?	<input type="checkbox"/> New <input type="checkbox"/> Existing	Responsible manager / director for the assessment		
Date EIA started	Click here to enter a date.	Implementation date of the activity	Click here to enter a date.	

SECTION 1 - ABOUT YOUR ACTIVITY

How was the need for this activity identified? i.e. Why are we doing this activity?				
<input type="checkbox"/> What is the activity looking to achieve? <input type="checkbox"/> What are the aims and objectives?				
Services currently provided (if applicable)				
Type of activity	<input type="checkbox"/> Budget changes <input type="checkbox"/> Change to existing activity	<input type="checkbox"/> Decommissioning <input type="checkbox"/> Commissioning	<input type="checkbox"/> New activity <input type="checkbox"/> Other [please state here]	

SECTION 2 - UNDERSTANDING YOUR CUSTOMER

What resources will support in undertaking the equality analysis and impact assessment?

Please identify additional sources of information you have used to complete the EIA, e.g. reports; journals; legislation etc.

Who are you consulting with? How are you consulting with them? (Please insert any information around surveys and consultations undertaken)

Page
Who does the activity impact
upon?*

Who does the activity impact upon?*	Service users	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Indirectly			
	Members of staff	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Indirectly			
	General public	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Indirectly			
	Carers or families	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Indirectly			
	Partner organisations	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Indirectly			
Does the activity impact positively or negatively on any of the protected characteristics as stated within the Equality Act (2010)?*	Positive impact	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Marriage & Civil Partnership	<input type="checkbox"/> Pregnancy & maternity	<input type="checkbox"/> Vulnerable groups
		<input type="checkbox"/> Race	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Deprived communities	<input type="checkbox"/> Carers
	Negative impact	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Marriage & Civil Partnership	<input type="checkbox"/> Pregnancy & maternity	<input type="checkbox"/> Vulnerable groups
		<input type="checkbox"/> Race	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Deprived communities	<input type="checkbox"/> Carers
	No impact	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Marriage & Civil Partnership	<input type="checkbox"/> Pregnancy & maternity	<input type="checkbox"/> Vulnerable groups
		<input type="checkbox"/> Race	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Deprived communities	<input type="checkbox"/> Carers

*If no impact is identified on any of the protected characteristics a full EIA may not be required. Please contact your departmental Corporate Equality & Diversity representative for further information.

Does the activity contribute towards meeting the Equality Act's general Public Sector Equality Duty? *Refer to p.3 of the guidance for more information*
A public authority must have 'due regard' (i.e. consciously consider) to the following:

DUTY	DOES THE ACTIVITY MEET THIS DUTY? EXPLAIN
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act <i>(i.e. the activity removes or minimises disadvantages suffered by people due to their protected characteristic)</i>	
Advance equality of opportunity between those who share a protected characteristic and those who do not <i>(i.e. the activity takes steps to meet the needs of people from protected groups where these are different from the needs of other people)</i>	
Foster good relations between people who share a protected characteristic and those who do not <i>(i.e. the function encourages people from protected groups to participate in public life or in other activities where their participation is disproportionately low)</i>	

ASSESSMENT	Is a full EIA required?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Please explain how you have reached your conclusion <i>(A lack of negative impacts must be justified with evidence and clear reasons, highlight how the activity negates or mitigates any possible negative impacts)</i>			
1			

Author Signature		Date	Click here to enter a date.
Head of Service/Director Signature		Date	Click here to enter a date.
<i>The above signatures signify acceptance of the ownership of the Initial EIA and the responsibility to publish the completed Initial EIA as per the requirements of the Equality Act 2010.</i>			
Departmental E&D Lead Signature		Date	Click here to enter a date.

SECTION 3 – ANALYSIS OF IMPACT

Does the activity have the **potential** to:

- **positively** impact (benefit) any of the groups?
- **negatively** impact/exclude/discriminate against any group?
- **disproportionately** impact any of the groups?

Explain how this was identified – through evidence/consultation.

Any negative impacts that are identified within the analysis need to be captured within the action plan in **Section 4**

N.B. Marriage & Civil Partnership is only a protected characteristic in terms of work-related activities and NOT service provision

Characteristic	Positive	Negative	Don't know	Reasons for positive and/or negative impact Please include all the evidence you have considered as part of your analysis	Action No.
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Vulnerable Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Deprived Communities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Carers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Other [please state]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

<p>Does the activity raise any issues for community cohesion?</p> <p>Does the activity contribute positively towards community cohesion?</p>	
<p>Does the activity raise any issues in relation to human rights as set out in the Human Rights Act 1998? Details of which can be found here</p>	
<p>Does the activity support / aggravate existing departmental and/or corporate risk?</p>	<p><i>Is the activity on the departmental risk register? If it is not, should it be?</i></p>

CONCLUSIONS OF THE ANALYSIS

<p>Action following completion of the impact assessment</p>			
<p><i>It is important that the correct option is chosen depending on the findings of the analysis. The action plan must be completed as required.</i></p>			
<input checked="" type="checkbox"/> No major change in the activity	<input type="checkbox"/> Adjust activity	<input type="checkbox"/> Continue with activity	<input type="checkbox"/> Stop and reconsider activity
<p>Please explain how you have reached your conclusion</p>			
<p></p>			

SECTION 4**ACTION PLAN**

Action No.	What is the negative / adverse impact identified?	Actions required to reduce / mitigate / eliminate the negative impact	Resources required	Responsible officer(s)	Target completion date

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MONITORING AND REVIEW

The responsibility for establishing and maintaining the monitoring arrangements of the EIA action plan lies with the service completing the EIA. These arrangements should be built into the performance management framework.

Monitoring arrangements for the completion of EIAs will be undertaken by the Corporate Equality & Diversity Group and the oversight of the action plans will be undertaken by the Management Accountability Framework.

If applicable, where will the EIA Action Plan be monitored?	<i>e.g. via Service Management Team; Service Leadership Team; Programme Area Meetings</i>
How often will the EIA Action Plan be reviewed?	<i>e.g. quarterly as part of the MAF process</i>
When will the EIA be reviewed?	<i>It should be reviewed at least every 3 years to meet legislative requirements</i>
Who is responsible for carrying out this review?	

Author Signature		Date	Click here to enter a date.
Head of Service/Director Signature		Date	Click here to enter a date.
<i>The above signatures signify acceptance of the ownership of the full EIA, the responsibility for the associated Action Plan (if applicable) and the responsibility to publish the completed full EIA as per the requirements of the Equality Act 2010.</i>			
Departmental E&D Lead Signature		Date	Click here to enter a date.