

## 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.

<b>Service area &amp; dept.</b>	Childrens Services	<b>Date the activity will be implemented</b>	02/04/2024
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<b>Brief description of activity</b>	<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"> <li>- <b>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)</b></li> <li>- <b>1 x Band 6 – Increase Infant Feeding Specialists hours (backdated from 1<sup>st</sup> October &amp; 2024/25 costings)</b></li> </ul>
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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	<b>Does this activity:</b> 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

<b>FOR =</b>	<b>TOTAL</b>	<b>AGAINST =</b>
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**Will you now be completing an EIA?**

Yes

No

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

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



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*with*  
**DARWEN**  
BOROUGH COUNCIL