

# NATIONAL INSTITUTE FOR HEALTH AND CARE EXCELLENCE

## Safe Staffing Guidelines

### Equality impact assessment

#### Safe Midwifery Staffing for Maternity Settings

The impact on equality has been assessed during guidance development according to the principles of the NICE equality policy.

#### Scoping

1. Have any potential equality issues been identified during the scoping process (development of the scope or discussion at the Committee meeting), and, if so, what are they?

**Equality issues have been considered throughout the scoping process.**

**Ethnicity, age, disability, sexuality, socio-economic status, religious beliefs, non-English speakers and being a member of a social minority (e.g. migrants, asylum seekers, travellers) may all influence rates of access to maternity services. These factors may also influence the level of midwifery staffing required to provide safe care.**

2. What is the preliminary view as to what extent these potential equality issues need addressing by the Committee? If there are exclusions listed in the scope (for example, treatments or settings), are these justified?

**The impact of social complexity on safe staffing levels is an integral part of the scoping document and will form an integral part of the evidence reviewed by the committee.**

**There are no exclusions within the scope that require justification.**

3. Has any change to the scope (such as additional issues raised during the Committee meeting) been agreed to highlight potential equality issues?

**The importance of social complexity and social risk factors on safe midwifery levels was raised during the scoping process. As a result an additional review**

**questions have been added to the scope to allow the committee to fully consider the impact of these factors on safe staffing levels.**

## **Consultation**

1. Have the potential equality issues identified during the scoping process been addressed by the Committee, and, if so, how?

2. Have any other potential equality issues been raised during the consultation, and, if so, how has the Committee addressed these?

3. Have any other potential equality issues been identified by the Committee, and, if so, how has the Committee addressed these?

4. Do the preliminary recommendations make it more difficult in practice for a specific group to access the benefits of care compared with other groups? If so, what are the barriers to, or difficulties with, access to these benefits for the specific group?

5. Is there potential for the preliminary recommendations to have an adverse impact on people with disabilities because of something that is a consequence of the disability?

6. Are there any recommendations or explanations that the Committee could make to remove or alleviate barriers to, or difficulties with, access to the benefits of care identified in questions 4 or 5, or otherwise fulfil NICE's obligation to advance equality?

7. Have the Committee's considerations of equality issues been described in the consultation document, and, if so, where?

### **Final guidance**

1. Have any additional potential equality issues been raised during the consultation, and, if so, how has the Committee addressed these?

2. If the recommendations have changed after consultation, are there any recommendations that make it more difficult in practice for a specific group to access the benefits of care compared with other groups? If so, what are the barriers to, or difficulties with, access to these benefits for the specific group?

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3. If the recommendations have changed after consultation, is there potential for the preliminary recommendations to have an adverse impact on people with disabilities because of something that is a consequence of the disability?

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4. If the recommendations have changed after consultation, are there any recommendations or explanations that the Committee could make to remove or alleviate barriers to, or difficulties with, access to the benefits of care identified in questions 2 and 3, or otherwise fulfil NICE's obligations to advance equality?

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5. Have the Committee's considerations of equality issues been described in the final interventional procedures document, and, if so, where?

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**Approved by Associate Director: Lorraine Taylor**

**Date: 1<sup>st</sup> May 2014**