

Assessment for Relevance Form

This is a legal document stating you have fully considered the impact on the protected characteristics and is open to scrutiny by service users/external partners/Equality and Human Rights Commission

What is being assessed:	Cost of pregnancy short life working group
Named Officer / Directorate:	Ruth Mellor, Public Health

Protected Characteristics	Impact Rating Positive, Adverse or Neutral Impact	Rationale (provide evidence for your rating)
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Socio-economic factors such as poverty, unemployment, discrimination, poor working conditions and a lack of education can all affect an individual's ability to access services. This can also be further broken down depending on protected characteristics (listed below).

Age <ul style="list-style-type: none"> Children and young people Adults Older People 	Positive Positive Neutral or Positive	<p>The overarching principle of this work is to reduce poverty for pregnant women and their families across Ayrshire and Arran. The actions being undertaken are to help increase income to families and thus resources available to children from benefits through financial inclusion pathways; and reduce costs for them.</p> <p>The 'Cost of Pregnancy' Short Life Working Group, consists of staff from the Midwifery and Public Health departments. The SLWGs purpose was to consider the recommendations of the 'Cost of Pregnancy Pathway report' and establish what we are already doing, what we could do better, and what is out-with our remit that the wider organisation might wish to consider. The emphasis of the work was to help pregnant women and their families. In addition from booking Family Nurse Partnership work with younger mothers.</p>
Disability (incl. physical/ sensory problems, learning difficulties, communication needs; cognitive impairment, mental health)	Neutral	<p>We discussed the child disability payments and whether that information could be passed onto new parents; information was shared with a colleague in relation to her work around foetal abnormalities.</p> <p>People who require BSL translation will have access to this via existing organisational processes.</p>
Gender Reassignment (trans)	Neutral	<p>Consideration of the recommendations and associated actions are open</p>

		regardless of Gender Reassignment status.
Marriage and Civil Partnership	Neutral	Consideration of the recommendations and associated actions are open regardless of Marital or Civil Partnership status.
Pregnancy and Maternity	Positive	The purpose of the work was to improve things for pregnant women and their families. All the work discussed in the report was aimed at them, although some was more targeted at women under the care of the Safeguarding midwives.
Race / Ethnicity	Neutral	Consideration of the recommendations and associated actions are open regardless of race or ethnicity. People who require translation have access to face to face or telephone translation as standard. There are links with the Travelling Community via the Community Support Workers.
Religion / Faith	Neutral	Consideration of the recommendations and associated actions are open regardless of Religion/Faith.
Sex (male/female/non binary)	Positive	The overarching principle of this work is to reduce poverty for pregnant women and their families across Ayrshire and Arran. The actions being undertaken are to help increase income to families. As this work is in relation to pregnancy and women are in attendance at all appointments there is a positive impact for them. Their partners may only attend some appointments, therefore may not gain the same benefits as the pregnant woman.
Sexual orientation	Neutral	Consideration of the recommendations and associated actions are open regardless of sexual orientation.
Staff	Positive	The work of the group will help support staff, for example through the training workshop, and individual staff members who are struggling financially could benefit from the services noted themselves.
If you have answered positive or adverse impact to any of the groups, an equality impact assessment should be carried out (see flowchart).		

If the policy involves a strategic decision, will it impact on socio-economic disadvantage?	Rationale (provide evidence for your rating)
People living on a low income compared to most others in Scotland	Positive. The overarching principle of this work is to reduce child poverty across Ayrshire and Arran. The actions being undertaken will help increase income to families and thus resources available to children from benefits through Financial inclusion pathways.
People living in deprived areas	Positive. The overarching principle of this work is to reduce child poverty across Ayrshire and Arran. The actions being undertaken will help increase income to families and thus resources available to children from benefits through Financial inclusion pathways.
People living in deprived communities of interest	Positive. The overarching principle of this work is to reduce child poverty across Ayrshire and Arran. The actions being undertaken will help increase income to families and thus resources available to children from benefits through Financial inclusion pathways.
If the policy involves a strategic decision you should carry out a Fairer Scotland Duty Assessment .	

Flowchart for Equality Impact Assessment (EQIA) Process

