

Equality Impact Assessment (EqIA) Screening Template

When to complete an EqIA Screening

An EqIA Screening Template must be completed when reviewing, changing and developing procedures/ proposals/ projects/ policies. This is a first step and is used to consider whether there are any negative impacts that may arise.

Purpose of an EqIA Screening Template

The purpose of this short exercise is to ensure that you have shown appropriate due regard when considering the impact for people with protected characteristics in your decision making. The screening process is designed to help you consider the circumstances and to inform evidence-based decisions.

If the proposal is of a significant nature and it is apparent from the outset that a full EqIA will be required, then it is not necessary to complete this Screening Template, you can proceed to complete the full [EqIA](#).

If no negative impacts are identified following completion of the EqIA screening then it is not necessary to undertake a full EqIA however, the decision and justification must be clearly recorded in this document.

On completion of the Screening Template:

- Ensure that all the white boxes within the screening are completed.
- Ensure that the Procedure/ Project/ Proposal/ Policy owner has signed and dated the Screening Template.
- Send a copy of the completed template along with the related policy or project proposal to Inclusion.hdd@wales.nhs.uk for the Diversity & Inclusion Team to review.
- Each Screening Template will be reviewed by the Diversity & Inclusion Team and feedback will be provided to the Procedure/ Project/ Proposal/ Policy owner. This may include recommendations for further action to inform robust decision-making.

Support

For further support please visit the [EqIA Sharepoint](#) or contact:

Email: Inclusion.hdd@wales.nhs.uk

Tel: 01554 899055

Director and Directorate	Women & Child health
Service Area	Children's Community nursing

Title of Procedure, Project, Proposal, Policy being screened:	Risk assessment for Children & Young People's (CYPS) where individual health care needs are not being met within Heol Goffa School
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Description of the Procedure/ Project/ Proposal/ Policy being screened (including key aims and objectives)

A risk assessment has been completed due to the identified risk of the Children & Young People's (CYPS) individual health care needs which are not being met within Heol Goffa School. The key aims and objectives of the risk assessment are:

- Identify potential hazards and risks that may cause harm.
- Evaluate the likelihood and severity of those risks.
- Reduce or manage risks to keep the children and young people safe
- Identify what could go wrong and who may be affected.
- Assess how serious the impact could be.
- Put clear, practical measures in place to minimise risk.
- Improve communication and consistency across agencies.
- Review and update risks as situations change.

Evidence considered (including staff and population data, relevant research, expert and community knowledge etc.)

The evidence used will be provided by the specialist nurses working within the Children's Community Nursing team. The following evidence has been considered:

- **Legal and policy requirements:** Equality Act 2010, Public Sector Equality Duty, Welsh language and human rights duties.
- **National guidance:** Welsh Government *Supporting Children and Young People with Healthcare Needs* guidance used alongside school policies. The HEIW delegation guidelines Children and Families Act (2014), Children's Act Children's Rights' and the Additional Learning Needs code (2021).
- **Population health data:** Prevalence of disabilities, learning disabilities, ASD, vulnerabilities, and complex health needs in the school population.
- **Individual pupil information:** IHPs, clinical assessments, care coordination information, and documented health events.
- **Risk assessments:** Existing school risk assessments for medical needs, procedures, intimate care, and emergency responses.
- **Stakeholder feedback:** CYP, families, education staff, school nurses, and MDT engagement informing potential impacts.

- **Monitoring and past outcomes:** Review of incidents, complaints, previous EqlAs, and patterns of unmet need.

Assess which protected characteristics will potentially be affected by the proposal in the table below (please ✓ the relevant box to confirm positive, negative or no impact).

If at any point a negative impact has been identified (actual or potential), you do not need to proceed with the completion of this form, as a full EqlA must be undertaken: [Equality Impact Assessments \(EqlAs\) \(sharepoint.com\)](https://sharepoint.com)

Age					
Is it likely to affect older and younger people in different ways or affect one age group and not another?					
Positive Impact	✓	Negative Impact		No Impact	
Justification of impact identified:					
The risk assessment is specifically focused on children and young people and aims to ensure their health, safety and wellbeing needs are identified and managed. It ensures improved communication between agencies may lead to more timely interventions and better health outcomes. The processes can support continuity of care during different stages of childhood and adolescence.					
Disability					
Is it likely to affect those with a physical disability, learning disability, sensory loss or impairment, mental health conditions, long-term medical conditions such as diabetes?					
Positive Impact	✓	Negative Impact		No Impact	
Justification of impact identified:					
The risk assessment will have a positive impact on those CYP with a physical disability, learning disability, sensory loss or impairment, mental health conditions, long-term medical conditions. This risk assessment will ensure their health needs are risk assessed in the school environment, ensuring the safety of CYP are recognised and appropriately managed					
Gender Reassignment					
Is it likely to affect those who either:					
• Have undergone, intend to undergo or are currently undergoing gender reassignment. • Do not intend to undergo medical treatment but wish to live in a different gender from their gender at birth					
Positive Impact		Negative Impact		No Impact	✓
Justification of impact identified:					
This risk assessment will not impact those within this group differently to others.					
Marriage / Civil Partnership					
Under the Equality Act, the characteristic of Marriage and Civil Partnerships is only protected in the workplace/ employment.					
Is it likely to affect those who are married or in a Civil Partnership? This means someone who is legally married or in a civil partnership.					
Positive Impact		Negative Impact		No Impact	✓
Justification of impact identified:					
This group is in relation to workplace and employment only and therefore not relevant for this risk assessment.					

Pregnancy and Maternity					
Is it likely to affect those who are pregnant or have recently had a baby? Maternity covers the period of 26 weeks after having a baby, whether or not they are on Maternity Leave.					
Positive Impact		Negative Impact		No Impact	✓
Justification of impact identified: This risk assessment will not impact those within this group differently to others.					
Race / Ethnicity					
Is it likely to affect people of a different race, nationality, colour, culture or ethnic origin including non-English / Welsh speakers, Gypsies/Travellers, asylum seekers and migrant workers?					
Positive Impact		Negative Impact		No Impact	✓
Justification of impact identified: No adverse or disproportionate impact on individuals within this group has been identified as a result of this assessment. The assessment process will take account of individual needs and circumstances, with appropriate interpretation and translation support provided where necessary to enable effective communication and participation.					
Religion or Belief					
Is it likely to affect people who have a religion or belief? The term 'religion' includes a religious or philosophical belief.					
Positive Impact		Negative Impact		No Impact	✓
Justification of impact identified: No adverse or differential impact has been identified for individuals on the grounds of religion or belief. Individual religious needs and preferences will be respected and considered throughout the assessment process to ensure equitable and inclusive support.					
Sex					
Is it likely to affect people who are mostly male or female. Where it applies to both equally does it affect one differently to the other?					
Positive Impact		Negative Impact		No Impact	✓
Justification of impact identified: This risk assessment does not impact males and females differently; it applies equally to all.					
Sexual Orientation					
Whether a person's sexual attraction is towards their own sex, the opposite sex or either.					
Positive Impact		Negative Impact		No Impact	✓
Justification of impact identified: The risk assessment will not impact those within this group differently to others.					
Armed Forces Community					
Consider whether this impacts on members of the Armed Forces and their families, whose health needs may be impacted long after they have left the Armed Forces and returned to civilian life. Also consider their unique experiences when accessing and using day-to-day public and private services compared to the general population. It could be through 'unfamiliarity with civilian life, or frequent moves around the country and the subsequent difficulties in maintaining support networks, for example, members of the Armed Forces can find accessing such goods and services challenging.'					

For a comprehensive guide to the Armed Forces Covenant Duty and supporting resource please see: Armed-Forces-Covenant-duty-statutory-guidance				
Positive Impact		Negative Impact		No Impact ✓
Justification of impact identified: The procedure is not expected to have a differential impact on children and young people from the Armed Forces community, who will have equal access to the processes and support outlined within the document.				
Socio Economic Duty Consider those on low income, economically inactive, unemployed or unable to work due to ill-health. Also consider people living in areas known to exhibit poor economic and/or health indicators and individuals who are unable to access services and facilities. Food / fuel poverty and personal or household debt should also be considered. For a comprehensive guide to the Socio-Economic Duty in Wales and supporting resources please see: more-equal-wales-socio-economic-duty				
Positive Impact		Negative Impact		No Impact ✓
Justification of impact identified: While no direct adverse impact has been identified, it is recognised that children and young people from socio-economically disadvantaged backgrounds may face additional barriers in accessing support, attending meetings or engaging with assessment processes. Individual circumstances will be considered, and reasonable steps taken to minimise any disadvantage and promote equitable access to services and support.				
Welsh Language Is it likely to impact on opportunities for people to use the Welsh language? The Welsh language should be treated no less favourably than the English language.				
Positive Impact		Negative Impact		No Impact ✓
Justification of impact identified: The procedure document will not have any impact on the CYP who wish to speak Welsh, the assessment will be available in Welsh and Welsh speaking staff are available to facilitate this.				

If a negative impact has been identified, you are not required to complete this form as a full EqlA must be undertaken. A full EqlA template and guidance can be found on the following link: [Equality Impact Assessments \(EqlAs\) \(sharepoint.com\)](#)

Screening Completed by:	Name	Megan Ware
	Title	Children's Community Learning Disability Nurse
	Contact details	Megan.ware@wales.nhs.uk
	Date	11.02.2026
Screening Authorised by: (Directorate level owner of the procedures/ proposals/ projects/ policy)	Name	Dana Scott / Paula Evans
	Title	Director of Midwifery / Head of Nursing
	Contact details	Dana.scott@wales.nhs.uk / Paula.evans11@wales.nhs.uk

	Date	14/02/2026 / 03.07.26
Guidance has been provided by Diversity & Inclusion Team:	Name	Alan Winter
	Title	Senior Diversity & Inclusion Officer
	Contact details	Alan.winter@wales.nhs.uk
	Date	6/7/2026
Diversity and Inclusion Team additional Comments:	When the review takes place and if there are any updated risks that arise as situations change, the EqIA will also need reviewing to reflect this if required.	

Please note: The D&I team will save a copy of the completed form for reference. If any changes are made after the date of review, it is the directorate's responsibility to update the EqIA and inform the D&I team.