

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:	Gestational Diabetes Mellitus (GDM) Guideline K4 Screening, Diagnosis and Management
Named Officer / Directorate:	Noreen Dunnachie – Lead Midwife for Diabetes Women and Children's

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 	Neutral Neutral N/A	Care offered and given is equal regardless of age (only pertains to those of childbearing age)
Disability (incl. physical/ sensory problems, learning difficulties, communication needs; cognitive impairment, mental health)	Neutral	<p>At booking appointment a conversation with someone with a disability is recorded to allow a tailored approach. This ensures a person centred approach is taken and the delivery route is adapted to suit individual needs.</p> <p>This will include finding out the best way to engage with the individual and can include remote access where appropriate.</p> <p>Hearing Impairment: if person is registered with Contact Scotland (https://contactscotland-bsl.org/) they can be supported to participate, if not registered BSL interpreters can also be sourced</p> <p>Visual Impairment: NHS Ayrshire and Arran with RNIB provides an Eye Clinic Liaison Officer Service and support for people with sight loss can be sourced from this service.</p> <p>Mental Health/Learning Disabilities - For those presenting with mild/moderate mental health issues support from the peri-natal mental health team, birth reflections clinic can be accessed. For those identified at higher risk support from the psychiatric team is available.</p> <p>For individuals with a learning disability, support to ensure the appropriate care is being taken to manage the GDM can</p>

		be sought from family / carers or LD liaison nurses. The importance of carers in an individual's care package is recognised.
Gender Reassignment (trans)	Neutral	The care offered to individuals of childbearing age will be similar but is tailored to individual needs. (only pertains to those capable of childbearing).
Marriage and Civil Partnership	Neutral	The care offered to individuals of childbearing age will be similar but is tailored to individual needs and marital status would not stop an individual being able to access this care.
Pregnancy and Maternity	Neutral	The care offered to individuals of childbearing age will be similar but is tailored to individual needs.
Race / Ethnicity	Positive	This guideline recognises the evidence based research which shows an increase in GDM risk for those of certain ethnic backgrounds Existing organisational processes will be implemented to support clear communication between the individual and the health care practitioner.
Religion / Faith	Neutral	The care offered to individuals of childbearing age will be similar but is tailored to individual needs and religion / faith would not stop an individual being able to access this care. Where there are particular dietary considerations this will inform the care package offered to individuals.
Sex (male/female/non binary)	Neutral	The care offered to individuals of childbearing age will be similar but is tailored to individual needs. (only pertains to those capable of childbearing).
Sexual orientation	Neutral	The care offered to individuals of childbearing age will be similar but is tailored to individual needs and sexual orientation would not stop an individual being able to access this care.
Staff	Neutral	Consistent staff approach to all service users. Any members of staff who become pregnant and identified at risk of GDM will be offered support to manage the condition during pregnancy and existing organisational processes adopted to support attendance at appointments etc.

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	As Ayrshire and Arran constitutes a large geographical area, service users may be required to travel long distances to access care. Recent development of service provision has offered equitable care via remote telehealth consultations. Furthermore, outreach opportunities are being explored to offer the same care within local communities.
People living in deprived areas	
People living in deprived communities of interest	As Ayrshire and Arran constitutes a large geographical area, service users may be required to travel long distances to access care. Recent development of service provision has offered equitable care via remote telehealth consultations. Furthermore, outreach opportunities are being explored to offer the same care within local communities. Gypsy/Travellers – Maternity services across Scotland utilise Badgernet (IT System) transfer of care for this population is possible and allows continuation of care when individuals cross health board boundaries. Homeless/Women’s Refuge: services can be adapted to support individuals and same sex practitioners is accommodated where requested and possible due to staff resources.

If the policy involves a strategic decision you should carry out a [Fairer Scotland Duty Assessment](#).