

Integrated Impact Assessment

Maternity, Paternity, Adoption and Surrogacy Policy

Please complete the table and state whether the following groups will be positively or negatively impacted by the proposal or that it will have no impact at all.

Protected Characteristics	None	Positive	Negative	Assessment
Age		✓		<p>Young workers with families in Llais will gain immediate access to paternity/parental leave without service requirements</p> <p>This will have a further positive impact as there is a likelihood that younger people will be recruited in the future, especially as older colleagues leave Llais.</p>
Disability		✓		<p>About 10% of Llais staff identify as having a disability, however a further 33% did not disclose or preferred not to say, therefore the actual figure may be higher.</p> <p>Disabled partners supporting parents can now access paternity/parental leave immediately.</p>

Gender Reassignment		✓		Inclusive of trans and nonbinary parents or partners, with no service-based restrictions on their ability to take leave. Supports family building during transition, adoption, or surrogacy.
Marriage/Civil Partnership	✓			Day-one rights to paternity and parental leave apply to partners/civil partners, supporting families regardless of marital status.
Pregnancy/Maternity		✓		Stronger support for new mothers as partners can take leave immediately, reducing reliance on maternal recovery time.
Race		✓		<p>Less than 5% of Llais staff identify with a minority ethnic group. 67% identify as white Welsh, English, Scottish or Northern Irish, or white British.</p> <p>Minority ethnic workers benefit from day one entitlements. The changes also reduce structural barriers to family leave and sickness absence by the removal of the qualification period.</p>
Religion/belief	✓			There is a lack of data in this area, however as a protected characteristic there was no negative impact identified.
Sex		✓		Whilst Llais recognise that not everyone identifies within the binary categories, sex was considered as a protected

				characteristic and it is believed that the changes remove a major barrier to male participation in early childcare, improving gender equality. It is expected to increase uptake among fathers; UK government estimates 32,000 more dads per year gaining immediate access. [gov.uk]
Sexual Orientation		✓		Same sex parents receive equal access to day-one leave and SSP, supporting family recognition and workplace equality.
Wales-specific considerations				
Health		✓		Removing the qualification period will allow earlier partner support that will improve maternal and paternal mental health, postnatal recovery and infant wellbeing
Socio-Economic		✓		Day-one rights especially benefit low paid and insecure workers (many of whom are young, disabled or from minority ethnic groups). The changes support Welsh Government goals on fair work and reducing inequalities in health and wealth.
Well-being of Future Generations		✓		This policy contributes to: A Healthier Wales A More equal Wales
<p> If your proposal/project uses the 5 ways of working/helps to</p>				

meet the 7 well-being goals include them here.				
Welsh Language		✓		<p>This policy will be translated for those internally who prefer to read their documentation in Welsh. There are no further requirements under the standards for this characteristic.</p> <p>As far as we are aware there is no evidence to support or suggest that Welsh language users are more or less likely to require neonatal care leave, however this policy will provide protection for those who fall under this group.</p>
Additional considerations				
Carers/Care-Experienced or those with caring responsibilities	✓			We have not identified any impacts on this group as part of this assessment.
Digital Inclusion/Exclusion  Please include details of any of the Digital Inclusion Charter pledges that your proposal/project will help progress.	✓			<p>We have not identified any impacts on this group as part of this assessment.</p> <p>This policy will be available internally on our Intranet and staff are able to print it if they feel they need to. All our staff are issued with laptops to undertake their work. Our volunteers are offered digital equipment to enable them to undertake their roles.</p>

Rurality	✓			We have limited access to evidence around rurality and neonatal care but will continue to monitor this.

Overall Assessment of the impacts on particular groups

<p>Summary</p> <p>This policy has the potential to positively impact on many groups within this assessment.</p> <p>In line with impending legislation change on qualification on paternity leave, the changes will offer positive support to staff at an important time.</p>
<p>What action has been/will be taken to mitigate any potential negative impact(s) on particular groups?</p> <p>There are no negative impacts on any particular group within this assessment.</p>
<p>Welsh Language</p> <p>See above.</p>

Outcome

This policy is in line with our Welsh language responsibilities.

Data Protection**Outcome**

This policy does not require a separate Data Protection Impact Assessment.

Document considered by Chris Davies and Rebecca Shand.