

# **Equity and Equality**

Greater Manchester and Eastern Cheshire (GMEC) Local Maternity and Neonatal System (LMNS)

## Co-Production

## **Priority 1** Restore NHS services, following COVID pandemic (COVID 4 actions), inclusively

**Intervention 1** To increase support for at-risk pregnant women/people To tailor COVID-19 communications for ethnic minority women/people

#### Details

- Produced initial 2 videos (20 minutes each) Video Clips re-filmed
- Production of infographics
- Held workshop with subtitles
- Produced video clips
- Produced podcast
- Held webinar
- Developed Mental Health and Islam Leaflet
- Development of a Cultural Competency pilot training education package developed and delivered x10 - done 4 sessions to date
- E-postcard (delayed due to getting permission to have details of other orgs added to same postcard)
- 3 short videos on cultural awareness for clinicians with transcripts
- BAMAG end of project report
- Safety messages added to LMNS website, including translation functionality https://www.mybirthmychoice.co.uk/

#### Co-production organisation name(s)

Mama Health Poverty Partnership
Sangha, British Muslim Heritage Centre (BMHC), MVP's, Caribbean and African Health Network (CAHN)
Sangha
Sangha
BMHC
BMHC
BMHC
CAHN
CAHN
MVPs
Mama Health Poverty Partnership, Sangha, BMHC , CAHN, MVP's



and Eastern Cheshire Strategic Clinical Networks





#### **Intervention 2** To increase support for at-risk pregnant women/people. All women to be informed re vitamin supplements (vitamin D and folic acid)/nutrition

#### Details

- GM Healthy Start Task Force
- Links with families
- Equity and Equality Action Plan VCSE service user rep engagement session
- Qualitative Research proposal underway for exploration of whether women were asked about and informed of need for vitamin D during pregnancy (interviewing women/birthing people who are eligible for Healthy Start as indicator of deprivation). Additional Vitamin D co-production work has also taken place
- Looking to improve uptake and awareness about Healthy Start scheme
- Information translated into several languages
- Comparing areas of high eligibility and low uptake with high eligibility and high uptake

#### Co-production organisation name(s)

GM Healthy Start Task Force meets monthly co-chaired by a GM Population Health team representative, VCSE leads, and other member organisations include supermarkets, Local Authorities, including public health roles, Midwifery, Housing Providers, Food Banks, Food Pantries, DWP, SMEs and Citizen's Advice. Children's centres, Manchester Central Food Banks, MVPs

See A08 for details of attendees PH Midwife University of Manchester

**Consultant Midwife** 

Awareness information translated in to 21 languages, developed by Central Manchester Food Bank. Europia produced Healthy Start translation into Ukranian and Russian translations. Deepdive' in Salford informing the NHSE Pilot Project addressing unhealthy weight in the early years as well as wider stakeholders.



## Priority 2 Mitigate against digital exclusion

#### Intervention 3 Develop digital services that are accessible to and meet the needs of all pregnant woman and birthing people

#### Details

Meetings with ICS and Maternity provider Digital leads to discuss digital workstream and understand the status of digital development across Trusts Co-production organisation name(s)

Provider / ICS Digital lead Provider Digital midwives LMNS MVP Lead part of Digital meetings and conversations



### **Priority 3** Ensure datasets are complete and timely

Intervention 4 Continuously improve the data quality of the pregnant woman/person's ethnicity and postcode (indices of deprivation) on maternity and neonatal information systems. Including priority 1: A01: For all providers record pregnant woman/person's characteristics and demographics on maternity information

#### Details

Meetings to discuss current data availability and future data needs

#### Co-production organisation name(s)

Co-production organisation name(s)

ICS Data Lead/ Health Economist: University of Manchester & GM Academic Health Science Network Health/ LMNS Clinical lead and Lead Analyst/ LMNS MVP Lead

## **Priority 4a**

Accelerate preventative programmes that engage those at greatest risk of poor health outcomes: Understand your population and co-produce interventions

#### Intervention 5 To understand the local population's maternal and perinatal health needs (including the social determinants of health)

#### Details

<ul> <li>Utilisation of different data sources</li> </ul>	University of Manchester, Five Year Forward View, Population denominators by broad ethnic group 2019, GM Tableau (Maternity providers), ONS, Economically active time series, 2011 Census data, Build Back Fairer, ONS, Sexual identity, subnational, 2013-2015, PHE finger-tips, GMEC Maternity Dashboard (maternity providers), MVPs, GMMH Business Intelligence, CMHT Service data, GMP, Smokefree Pregnancy programme, English indices of deprivation 2015, worked with University of Manchester and Academic Health Science Network to understand the impact of COVID as part of 'COVID in the North' report, Manchester Health & Care commissioning, Manchester Reducing Infant Mortality Strategy 2019-2024, State of the Sector (10GM); CORE20PLUS5 and other sources. Other sources were used and discussed with partners – MVP leads liaised with local providers and organisations to discover relevant data and information – see November 2021 submission for related coproduction including MIRO boards'.	
<ul> <li>Black, Asian and Minority Health event</li> </ul>	GMEC Black and Asian Maternity Advisory group (BAMAG) - facilitated event. Aim was to gather women/people's (not birthing people for consistency) views/experiences and areas to be improved.	
GMEC MVP + GMEC LMNS Co-Production Event	BAMAG - facilitated event held with recent mothers/people and their families on theme of 'what does good postnatal care look like'.	
10 Focus groups	BAMAG - facilitated event to elicit views of women/people of what they want Health and Maternity service professionals to know and be trained in regarding their cultural and religious needs.	
<ul> <li>Qualitative Research study on Maternal experiences of Black and Asian women</li> </ul>	University of Manchester, Manchester Foundation Trust, GMCVO, Home Start, BME Network, CAHN. Eliciting the views of Black and Asian women living in Central Manchester regarding their maternity experiences (ongoing).	
Access to Perinatal Mental health services in GM project	MVPs, PNMH Team. Project exploring barriers to accessing mental health services during perinatal period in GM with training of existing VCSE members to interview members of their Community.	The
GMEC LMS 4 Equity Actions Operational Policy	Shared with all Maternity provider units in GMEC to use and develop.	

## Intervention 6 To map the community assets Details Co-production organisation name(s) Liaison with VCSE sector to understand available maternal/ perinatal services within communities MVPS

#### Intervention 7 To conduct a baseline assessment of the experience of maternity and neonatal staff by ethnicity using WRES indicators 1 to 8

Details	Co-production organisation name(s)
<ul> <li>Focus groups to understand staff perspective of working in maternity services in GMEC</li> </ul>	GMEC Midwifery Staff
Data gathering from GMEC maternity providers	CAHN
Collection and collation of WRES data	Multiple liaison between WRES lead, ICS workforce colleagues, Maternity provider leads and HR leads to gather data relating to WRES and the minority ethnic workforce in Maternity and Neonates

#### Intervention 8 To set out a plan to coproduce interventions to improve equity for pregnant women/people, babies, and race equality for staff

#### Details

#### Co-production organisation name(s)

GMEC LMNS 4 Equity Actions Operational Policy	MVPS
Development of maternity care standards for Black and Asian women	Black & Asian Maternity Advisory Group
Coproduction of MVP Diversity plan, held a meeting with all MVP chairs to introduce plans for how MVP's can become more equitable	GMEC MVP Chairs
<ul> <li>MVP Chairs and MVP LMNS Leads working together to co-produce and populate MVP diversity actions</li> </ul>	MVP co-production subgroup worked given actions, comprised of MVP LMNS leads and MVP Chairs
Interview conducted with MVP Chair and Stockport midwife to explore whether a website of community assets would be useful in to support women facing inequalities	Stockport Midwife
Meeting to explore the usefulness of the digital platform tool containing the community assets	Greater Manchester Parenting Collective
Meeting to understand the role of 10GM and how VCSEs can support the development and co-production of the equity action plan	GMEC MVP and 10 GM VCSE representative
MVP feeding into LMNS communication for the equity plan sub-group working meetings	MVP LMNS Lead attendance at communications sub-group meetings
MVP leads attending LMNS Equity data gathering sub-group meetings	
MVP leads attending LMNS equity task & finish group meetings	MVP Chair and LMNS MVP Leads/Voices Charity
MVP Conversations with designated Intervention leads about co-production taking place	GM Smokefree Pregnancy Lead.
<ul> <li>Planning insight visits to find more about BAME women who use shisha. Contact details for BAME project in Bury/Europia given</li> </ul>	
MVP Chair Stockport working on Co-Production of E&E plan thinking about how to involve travelling communities. Looking at data	MVP LMNS lead and Population Health Midwife meeting regarding NICE Antena- tal Complex Social Factors & Smoking Cessation
MVP LMNS Lead and WRES Intervention Lead discussion re implementing the WRES. Discussion on co-production with staff members – WRES Lead undertook three focus groups with staff to inform development of actions on the spreadsheet	
Discussion about Co-Production. Discussed cultural competency training Further meeting planned	LMNS MVP lead, Stockport MVP Chair, Stockport Cultural Liaison Midwife



Equity and Equality Action Plan VCSE service user representative engagement session Focus groups with South Asian and Black African women to explore what is important for them in maternity services to address poor outcomes for them and their babies LMNS MVP lead, Stockport MVP Chair, Stockport Cultural Liaison Midwife MVPs, CAHN, Mama Health & Poverty Partnership, Manchester BME Network, Afrocats, Black Beetle Health, British Muslim Heritage Centre, Spoons, FASD Network UK, Proud 2b Parents, Mums Aloud, Sangha, Dad Matters, HomeStart, Fatima Women's Association, Beautiful Mind



#### Intervention 9 Reduce stillbirth, neonatal death and morbidity and optimise the conditions for preterm infants

#### Details

Emails requesting input on Interventions and action

LMNS MVP Lead , GM Obstetric Lead for Bereavement Pathways, Bereavement Midwife, Patient Safety Lead Midwife – Tameside, Assistant Director of Midwifery – Oldham



#### Intervention 10 Improve early access to ante-natal care for women from ethnic minority backgrounds and living in deprivation

#### Details

#### Co-production organisation name(s)

Co-production organisation name(s)

NW Maternal Medicine Network Board	NW PPV lead (CAHN)
MMN Co-production proposal	Drafted to support the development of joint pathways when this occurs. The proposal outlines a process to include women in the
	development of the pathways by undertaking semi-structured interviews and holding focus groups to seek the experiences and views
	of patients that have used or are currently using specialised maternal medicine services. Proposal has been agreed in principle and will
	be funded through the NW MMN Board
Co-production work with Black African and Caribbean women in relation to Maternal Medicine	CAHN Black African and Caribbean women
Network	

#### Intervention 11 Establish a regional Maternal Medicine Network

#### Co-production organisation name(s) Details NW Maternal Medicine Network Board NW PPV lead (CAHN) NW MMN Board members Co-production proposal drafted to support the development of joint pathways when this occurs. The proposal outlines a process to include women in the development of the pathways by undertaking semi-structured interviews and holding focus groups to seek the experiences and views of patients that have used or are currently using specialised maternal medicine services. Proposal has been agreed in principle and will be funded through the NW MMN Board CAHN Co-production work with Black African and Caribbean women in relation to Maternal Medicine Network Black African and Caribbean women

#### Intervention 12 Improve follow up support to women with a past diagnosis of gestational diabetes mellitus (GDM)

#### **Details**

- Liaison with SCN Diabetes Clinical Network Programme Manager
- Meeting to discuss current GP service relating to post GDM care Lead/GP

#### Co-production organisation name(s)

Diabetes Clinical Network Leads LMNS Lead; Strategic Clinical Network Diabetes

Intervention 13 Implement NICE CG110 antenatal care for pregnant women with complex social factors		
Details	Co-production organisation name(s)	
Equity and Equality Action Plan VCSE service user representative engagement session	See A08 for details of attendees	
Intervention 14 Improve access to maternal mental health services and support for women from ethnic minorities and who live in deprived areas		
Details	Co-production organisation name(s)	ARD
Consultation and evaluation with the Independent Mental Health Network 2022 via	Independent Mental Health Network	671270
Manchester Mental Health Trust	CAHN	
Commission exploration of health inequalities in mental health settings		
Peer Support Champions development as part of the perinatal offer		
Dad Matters E&E engagement	Dad Matters Lead	

#### Intervention 15 Offer Personalised Care and Support Plans to all maternity service users

Details	Co-production organisation name(s)
Details	

CMVP/VCSE represented on the working group and involved throughout the process

ICS Personalised Care Lead: Consultant Midwife

#### Intervention 16 Ensure the MVPs in GMEC LMNS reflect the ethnic diversity of the local population, in line with NICE QS167

#### Details

Coproduction with MVP sub-group and chairs. Meeting with all GMEC MVP chairs to explore how MVP's can become more equitable and developed appropriate actions for Equity Plan

#### Co-production organisation name(s)

MVP co-production subgroup comprised of: Stockport MVP Chair; GM LMNS MVP Leads; Central Manchester MVP Chair.



#### Intervention 17 Address the contributors of poverty and associated deprivation: Food poverty, Fuel poverty, Digital poverty, Benefit deficit

#### Details

Liaison with VCSE to understand and inform actions to be included

 Liaison with DWP to try and address gaps in JSA and UC benefits during pregnancy and post-pregnancy Co-production organisation name(s)

10GM VCSE Organisation and LMNS MVP Leads Department for Work & Pensions



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Meeting with Afrocats representative

Meeting to discuss sharing resources and co-production plans

Quote from Afrocats to help establish culturally sensitive support

Correspondence with Stockport Race Equality Partnership

Meetings and correspondence relating to cultural competency training

Correspondence with Cultural Liaison Midwife Bolton requesting meeting to discuss Card

Correspondence to clarify how Euroking can generate morbidity data based on ethnicity

#### Co-production organisation name(s)

 LMNS MVP Leads. Afrocats representative.
 Discussed working together to establish culturally specific working groups to understand the populations GMEC are delivering maternity care to and to implement plans to improve maternity care for asylum seekers/ refugees. Aiming for timeline of 3 months to establish culturally specific groups of 8-10 women to inform and improve maternity care across GMEC
 LMNS MVP Leads and Cultural Liaison Midwife Manchester
 Cultural Liaison Midwife Bolton and LMNS MVP Lead
 Digital Midwife Stockport
 MVP Lead; Afrocats. Plan to hold 3 culturally sensitive groups; held twice and the production of reports to the development of culturally appropriate training across maternity services in GMEC
 BAMAG Chairs
 MVP Chair; Race Equality partnership Regarding upcoming events maternity service staff can attend



**Intervention 19** Ensure that maternity, neonatal and HV services are equitable across all individuals and have the necessary provisions to include and offer the same outcomes for the wider population of individuals with protected factors, such as LGBTQ+ and disabilities/ Maternity outcomes of those from LGBT+ community (including those who do not identify as women) should be equal to the groups who have the best outcomes

#### Details

- LGBTQ+ Foundation; LMNS Equality Project Manager
- Use of of LGBTQ+ parent led guidance for health care professionals (infographic)
   Co-Production Miro Board for this and other LGBTQ+ work

#### Co-production organisation name(s)



#### Co-production organisation name(s)

<ul> <li>Meeting with Caribbean and African Health Network (CAHN)</li> </ul>	CAHN
Meeting with Health visitors	HV Leads and HV Cultural Liaison Lead regarding Equity & Equality
Meeting with service users	HV Cultural Liaison Lead met with women from the Black and Asian community who recently had their babies in St Marys and were
	using the Health visiting service to discuss their experiences

#### Intervention 21 Fully implement and embed the Maternity and Neonatal Safety Improvement Programme (MatNeoSiP)

Details	Co-production organisation name(s)	
Questionnaire to all stakeholders (51). 6 responses under the health visiting service held	Clinical Neonatal Lead – Bolton, Quality Improvement Neonatal Nurse Lead - NWNODN Neonatal Senior Sister – SMH Neonatal Lead care coordinator - NWNODN Consultant Obstetrician – Stockport Neonatal Lead – Tameside	

## **Priority 4c** Accelerate preventative programmes that engage those at greatest risk of poor health outcomes. Action on perinatal mortality and morbidity

Intervention 22 The LMNS will address the leading causes of perinatal mortality and morbidity for pregnant women/people and babies from Black, Asian, and Mixed ethnic groups and born to pregnant women/people living in the most deprived areas

#### Details

- Preliminary meeting to discuss collaboration
- Input from CAHN
- Presentation to BAMAG
- Liaison with MVP
- Liaison with consultant midwife
- Liaison with Sangha
- Liaison with CAHN

#### Co-production organisation name(s)

University of Salford CAHN BAMAG MVP Consultant Midwife MFT Sangha CAHN



Intervention 23 All providers implement targeted continuity of carer models focused on Black, Asian and Mixed ethnic groups and those living in deprived areas			
Details	Co-production organisation name(s)	$\mathbf{O}\mathbf{O}$	
Liaison with LMNS MCoC leads, Consultant Midwife regarding LKMNS MCoC Plans for	LMNS		
GMEC	Consultant Midwife; MCOC Workstream lead		
Intervention 24 Continue to implement and embed a smoke-free pregnancy programme for mothers and their partners across GM			
Details	Co-production organisation name(s)		
Discussion regarding Smokefree Pregnancy Programme in GM	LMNS MVP Lead		

LMNS MVP Lead Population Health representative/Smokefree Pregnancy & Make Tobacco History Lead GM



- Meeting with other Infant Feeding Leads
- What does good postnatal care look like Coproduction event Multiple Breastfeeding discussions with key Stakeholders at the event, regarding:
  - What women need to support them to breastfeed in the first few days after the birth
  - What needs to be in place to help women continue breastfeeding beyond the first few days/weeks
  - How can we increase the number of women who breastfeed when outside/away from home?
- Breastfeeding task and finish group

#### Co-production organisation name(s)

Tables were facilitated by representatives: Tameside Population Health Starting Well, Developing Well, Manchester Population Health Team IF Midwife WWL Children's Services, Salford Royal NHS Foundation Trust 'Be Open On Breastfeeding' (BOOBS), VCSE Salford

#### Membership

Midwifery Infant Feeding Co-ordinators: St Mary's Oxford Road, St Mary's Wythenshawe; St Mary's North Manchester; Oldham, WWL, Eastern Cheshire, Bolton, Stockport & Tameside North West Lead for National Infant Feeding Network Health Visiting Infant Feeding Lead HVs from: Oldham, Tameside, Rochdale Heywood & Middleton, Bury & Rochdale Care Organisation, Bury, Salford, Trafford, Manchester, WWL, Bolton MVP Chair Stockport **Right Start and School Nursing Team** Home-Start Oldham, Stockport & Tameside (HOST) Public Health Adviser, Children & Young People Stockport Stockport Council Midwifery Matron WWL Deputy Head of Midwifery, St Mary's Hospital, Oxford Road Infant feeding community advisor, Manchester community Senior Project Officer (Health and Social Care VCSE Engagement) University of Manchester University of Salford Infant feeding lead for Manchester community LMNS Maternity Voices Partnership Leads Service Manager, Pennine Care

Service Manager, Universal Services, Health Visiting





Intervention 26 Establish culturally sensitive genetic services across GMEC

#### Details

Liaison with national team

Input from Genomics Midwifery Lead

#### Co-production organisation name(s)

National Lead Genetic Literacy & Genomics GM Genomics Midwifery Lead

#### Co-production organisation name(s)

Physical Activity survey of 180 women across MCS
 Maternity Provider MFT; Public Health Specialist Midwife & Physical Activity in Pregnancy intervention Lead
 Work done with MCRactive
 Buzz Healthy and Wellbeing's engagement sessions
 MVP; Families

#### Intervention 28 Embed universally proportionate interventions to prevent the incidence and associated harms of alcohol use in pregnancy

#### Details

Details

#### Co-production organisation name(s)

	Over 61 reactly approach in the reactions including parallelyising
 Draft Alcohol Exposed Pregnancies (AEP) action plan were informed by a series of round tables hosted by	Over 61 people engaged in the meetings including paediatricians,
National FASD Experts Committee	commissioners, and people with lived experience (21% of participants)
AEP SOP was co-produced	GM AEP Maternity working group
The NICE FASD Quality Standards which underpin the actions in the plan was subject to public	Co-produced via a select committee consisting of a board range of professionals
consultation	and experts by experience
Draft actions have been agreed	FASD Greater Manchester, GM FASD Network
Equity and Equality Action Plan VCSE service user representative engagement session. A breakout	Proud2bParents, SAWN, MVP, Home Start
session focussed on alcohol and smoking in pregnancy. The programme leads have	
scheduled further meetings with SAWN, Black Beatle Health and reached out to Home Start	

#### Intervention 29 Pregnant people in custody: Improve access to healthcare services for pregnant people in custody of HMPS and probation

**Details** 

#### Co-production organisation name(s)

Understanding the current role of the HMP Styal Specialist midwife and barriers to the role

HMP Styal Prison midwife

**Priority 4d** Accelerate preventative programmes that engage those at greatest risk of poor health outcomes. Support for maternity and neonatal staff

Intervention 30 Achieve culturally competent perinatal workforce and services, including governance processes

#### Details

#### Co-production organisation name(s)

E&E actions relating to cultural competency and training reviewed and amended

University of Salford

CAHN



- Sub-group established from Black & Asian Maternity Advisory group; co-produced action to develop Cultural Competency training across GMEC (ongoing)
- Equity and Equality Action Plan presented at VCSE service user representative engagement session (no full stop)

#### Co-production organisation name(s)

BAMAG Co-Chairs, Sangha, CAHN, British Muslim Heritage Centre, BME Network Black Cultural Liaison Midwife, Bolton NHS FT, Consultant Midwife & Midwife MFT, University of Salford Lecturers and Cultural Safety experts; University of Manchester & Bolton LMEs and lecturers; Royal Oldham Hospital; Beetle Health, Afrocats;

LMNS GM Population Health VCSE Leads Group

## Jniversity of ; Beetle Health,

#### Intervention 32 Implement the Workforce Race Equality Standard (WRES) in maternity and neonatal services

#### Details

Discussion re workforce from HEE perspective	Workforce Lead HEE
Handover meeting	Cultural Liaison Midwife, Bolton NHS FT
Discussion of E&E plan	CAHN
1st E&E staff forum	Facilitated by Cultural Liaison Midwife Bolton NHS FT
Meeting to discuss possible MVP input	LMNS MVP Lead
2nd E&E staff forum	Faciilitated by Cultural Liaison Midwife, Bolton NHS FT
3rd E7E staff forum	Facilitated by Cultural Liaison Midwife Bolton NHS FT
Equity and Equality Action Plan VCSE service user rep engagement session	
VCSE engagement to further discuss action plan - Associate at BME Network	BME Network representative
HEI perspective and review action plan	University of Manchester Lead Midwife
HInM perspective of action plan	Director, Health Innovation Manchester
Correspondance with NW WRES expert	ICS Workforce Lead
	Patient Safety Leads
Correspondance with members of the Patient Safety Leads Group for comments on action plan	
Discussion regarding GMEC BAME workforce and review action plan	ICS Director of Workforce, OD & Inclusion
Meetings with equity & Diversity & Workforce Leads ICS regarding E&E plan, Equality Impact	LMNS E&E Lead
Assessment and workforce actions	ICS Strategic Lead: Equality and Inclusion
	ICS Director of Workforce, OD & Inclusion

#### Co-production organisation name(s)





## **Priority 4e**

#### Intervention 33 Continue to establish community hubs in the areas with the greatest maternal and perinatal health needs

Details	Co-production organisation name(s)		
Seeking information for team responsible for community/family hubs implementation	GM Strategic Lead of Early Help		
across GM Discussion with population health	GM Family Hubs Lead OHID NW Lead Family Hubs and Start Well		
	GM Early Years Lead Janet Castrogiovanni		
Intervention 34 Promote multi agency working to support early years child development, including access to information platforms for women/people, dads/partners families and available to maternity services when planning personalised care			
Details	Co-production organisation name(s)		
<ul> <li>All the EY actions mirror existing actions/deliverables within the EY programme plans and have been coproduced and approved by the SR programme board</li> </ul>	SR programme board includes partners form 10 localities and key parts of GM system.		
Intervention 35 Continue to establish strong co-production approach	es with system partners and the VCSE sector to address the social determinants of health		
Details	Co-production organisation name(s)		
Regular email correspondence with population health including being sent the population health plan for 22/23	Population Health: Consultant in Public Health; Registrar in Public Health		
Priority 5 Strengthen leadership and accountability			
Intervention 36 Strengthen leadership and accountability within the maternity and wider system			
Details	Co-production organisation name(s)		
Face to face, email and MS Teams calls with Programme Lead for LMNS to discuss opportunities to strengthen leadership and accountability and also understand current discussions taking place within SMT regarding the ICS	Alison McGovern		
Local LMNS leadership course development	Kathy Murphy		

## **Project Lead and Project Management meetings**

