

Annex A

Shrewsbury and Telford NHS Trust (SaTH) - The Ockenden Report was presented to the Board of Directors meeting in public on 7 January 2021 and was accepted in full. Unreserved apologies were given to the women and families from the Chair, Chief Executive, Director of Nursing and others.

The Board of Directors received the first iteration of the Trust's full Ockenden Report Action Plan, comprising all 52 actions, at its meeting in public on 11th February 2021.

The following points summarise the current situation within the Trust:

- a. Progress is being made with the action plan overall. The matters pertaining to the Trust being a single Local Maternity and Neonatal System (LMNS) need to be resolved, although the Trust Chief Executive is seeking to address this as soon as possible.
- b. A dedicated Maternity Improvement Plan and Ockenden Lead has been appointed to support improvements in Maternity services.
- c. A Maternity Improvement Partnership has been formally established between SaTH and Sherwood Forest Hospital NHS Foundation Trust (both the Trust and its Maternity services rated as "Good" by the CQC, and Maternity Service is rated as Outstanding for Caring). The partnership will provide practical guidance and support to the Maternity team at SaTH, with support centred on cultural assessment and development, best practice reporting, the use of metrics, the setting of standards and internal governance.
- d. SaTH returned its Ockenden Report Action Plan submission in a timely way and has undertaken a robust gap analysis against the 7 Immediate and Essential Actions. The action plan will address the areas where further improved compliance is required.
- e. The Trust has received the final report from the 2020 Birthrate Plus audit and is progressing to fund a small uplift of staffing required against the Birthrate Plus standard. Recruitment already commenced for specialist midwifery posts.
- f. A Board of Directors' seminar was held on 5th February to review the Trust's governance and assurance arrangements for maternity services. As a result, a separate Ockenden Assurance Committee has been formed as a committee of the Board. The first meeting of this committee is scheduled for 25th March 2021.
- g. The Trust is working with a third-party organisation, with experience in patient and family engagement, in order to develop its women and family engagement strategy and plan. The strategy and plan will cover:
 - Those families affected by the Independent Maternity Review
 - Current and future women and families
 - Patient and service-user engagement across the wider organisation

- How to manage patient, women and family engagement at scale
- h. The Trust's Maternity Transformation Programme Communication and Engagement team continues to work positively with the Maternity Voices Partnership, with good ideas being developed. An example of this addresses how women and families can have direct access to the Trust's Executive and Non-Executive Maternity Champions.
 - i. The Trust has established an Expert External Advisory Panel chaired by Dr Bill Kirkup, for quarterly critical reviews of the organisation's progress against the Ockenden Action Plan.
 - j. A cultural improvement programme was launched in January 2021 with the aim of completing a diagnostic that will inform future plans and developments. In addition, a 'Key Influencer' programme has been launched in partnership with Midland Partnership Foundation Trust, from which a learning set has been introduced across the Women and Children's Division. All of the cultural programme is being supported by the National People Directorate.
 - k. The Trust is recruiting a maternity specific Freedom To Speak Up (FTSU) guardian (currently out to advert) and "Safe space" sessions are running throughout February and March with an independent external coach; the idea being that staff can access confidential discussions and coaching support.