

**Freedom of Information Act Disclosure log
- Reply Extract**

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Key words	Services Offered to BAME Women in Maternity, BAME Forum
Date of release	17/06/2021
Attachments	Yes

You asked

National survey of what specific support is provided to Black; Asian and minority ethnic women and staff in your hospital

Services offered to BAME women in the Trust

1. What services do you provide for BAME women in the antenatal period?

For women booking into care, ethnicity is asked prior to booking in order for BAME women to be booked at the earliest opportunity.

All women are booked for care in a continuity of carer team of eight midwives, with a named midwife who will provide their routine antenatal care. If a pregnant person is considered to be very vulnerable, they will be cared for by the Sycamore Midwifery Team who specifically care for very vulnerable pregnant people.

2. What services do you provide for BAME women in Labour?

No specific services for BAME women in labour. Interpreter services available but due to the unplanned nature of labour and birth this can at times be limited.

Our model aims to have a continuity of carer team midwife working on each shift who is available to provide intrapartum care for women in their team. Therefore BAME women should be cared for in labour by a midwife belonging to the team under which the woman is booked.

3. What services do you provide for BAME women in the postnatal period?

No specific services for BAME women in the postnatal period. However, ethnicity is added to the postnatal SBAR to identify women to the community midwife.

4. Do you caseload or offer continuity of care for vulnerable BAME women

See question 1.

- 5. Do you offer Vitamin D supplementation or advise pregnant women to take them?**

All women are advised to take Vitamin D 10mcg daily.

- 6. Do you provide interpreting services in all consultations with pregnant women?**

Yes, either face to face or via telephone interpretation

- 7. Are there any other services that you offer that is not listed above?**

No

Services provided to BAME staff in your trust

- 1. Do you have BAME forum in your trust**

Yes - Please see: <https://www.plymouthhospitals.nhs.uk/bame>

- 2. Health and wellbeing sessions (diabetic; BP checks; Mental health)**

The Occupational Health & Wellbeing department does not provide routine health checks. In terms of mental health & wellbeing, practical, physical, and professional support, BAME staff can access all services available to staff ~ please see attachment for details on the Staff support hub.

- 3. Professional midwifery advocates (PMA) sessions for BAME staff**

The Occupational Health department does not employ midwifery advocate.

- 4. Are there any other services that you offer that is not listed above?**

BAME staff have access to comprehensive occupational health service & Wellbeing service as detailed in the attachments and described on our website.

Quick link: <https://www.plymouthhospitals.nhs.uk/occupational-health>

Attachments included: Yes

Coronavirus (COVID-19) OHWB Support

Risk Assessments and Antibody Screening

Please refer to the Trust Bulletins on the home page of Staffnet for the most update versions of the Staff and Team Risk Assessments. Information on the process for antibody screening including the consent form and FAQ's are also located here.

[Please click here to access the COVID-19 Staff Bulletins](#)

Management Referrals & Counselling Appointments at The Derriford Centre for Health & Wellbeing

Occupational Health & Wellbeing Services during the Covid-19 pandemic

A number of our staff are required to work from home. We have risk-assessed our OH services and updated our policy for provision of our services as follows:

Pre-placement questionnaire screening:

Will continue as usual via our Portal.

Management referral consultations:

Management referrals/reviews, PPQ follow-up, mental health adviser and consultations will continue to be by telephone.

Wellbeing consultations:

Counselling, EMDR, and guided self-help sessions and assessments will continue to be by telephone/video link.

DSE & Physio Workplace Assessment Visits:

Will only be by photographic assessment.

Health Surveillance

- ' Appointments for routine health surveillance are suspended, as risk assessment confirms that these can be delayed for the lockdown period without undue adverse effects.
- ' Where health surveillance has been risk assessed as an essential requirement to enable an employee to do their job, this will be undertaken by telephone. Requirement for face-to-face health surveillance will be assessed on a case-by-case basis.

Skin Assessments:

Will continue via photographic assessment.

Immunisation & Screening Drop-in Clinics at The Derriford Centre for Health & Wellbeing

Immunisations and serology

- ' Our immunisation clinics have once again resumed, but due to protective measures in place, we still only have limited appointments available.
- ' Priority will be given to staff who require the following: blood screening for contamination incident support; blood screening for Exposure Prone Procedures (EPPs) and MRSA screening.
- ' We will contact all other staff over the coming weeks, as we work through our waiting list.

Psychological Support

03303 800658 for immediate advice and **24 Hour Counselling Helpline** support, available **every day of the week 24/7** from the Trust's Employee Assistance Provider - [Vivup](#),

0300 131 7000 for the National NHS Mental Health Helpline for NHS staff, available **every day of the week 7.00am – 11.00pm**. Text service available 24/7 – text FRONTLINE to 85258.

01752 245255 (internal 55255, or via switchboard on 01752 202082 for the Duty Chaplain) for support from the Trust's Pastoral and Spiritual Care Team.

0300 555 3344 for priority individual wellbeing support for NHS and social care staff from Devon Partnership NHS Trust's 'TALKWORKS' programme. Self-refer either online at www.TALKWORKS.dpt.nhs.uk or via the phone number.

OH counselling services for Trust staff – new opportunity

To offer Trust staff effective counselling support at the time that they need it, swift access to Single Session Therapy (SST) is now available and staff are encouraged to take advantage of this new opportunity. As an improvement to our processes, SST upon referral is also now the way for staff to access other support from the OH Department's Counselling & Mental Health Team.

How does Single Session Therapy work?

SST is a collaborative experience and can be used for a wide range of issues. You and your therapist work together in a one-hour session on strategies for change in relation to your current key concerns. The therapist will offer some immediate support around pressing anxieties or struggles, and together you will focus on your greatest worry, challenge or difficulty and what you want to achieve from your appointment. The aim is for you to leave the session with some ideas or strategies to try out. After the session, it is recommended that you take three to four weeks to reflect and try out any strategies discussed.

What are the benefits?

- No long waiting list for counselling support.
- You are able to refer yourself again for SST at any time.
- Following discussion with you, SST may lead to referral to other OH counselling and mental health services, if this feels necessary.

How do I self-refer to Single Session Therapy?

Email: plh-tr.OccHealth-StaffCounsellingTeam@nhs.net

Telephone: 01752 437222 (Option 1)

Are you experiencing difficulties within your team, or does your team need psychological support? Contact Devon Partnership NHS Trust's Workplace Support Service, which offers group support to teams, particularly after a traumatic event. Email: dpt.od@nhs.net. Available 8.00am – 8.00pm, 7 days a week.

Please also see a list of the [NHS approved mental health helplines](#).

OH DSE Guidance for Staff Working from Home

Many of us are now working from home to reduce the spread of COVID 19 and it is important to be mindful of your posture and setting up your home work station to prevent musculoskeletal problems. The Health and Safety (Display Screen Equipment) Regulations apply to workers who use DSE such as PCs, laptops, tablets and smartphones daily, for an hour or more at a time, to ensure good ergonomics for workers at home and at work.

For further information and guidance on DSE and ergonomic assessments please [click here](#)

Our Services

Pre-placement screening for new employees

Fitness to work assessments including Forklift truck/LGV/ vocational driving medicals/ night worker, lone working/ working at height, confined spaces assessments/ New & Expectant mother assessments

Attendance Management support:

- Occupational Health Assessments
- Case conferences
- Wellness Recovery Action Plans (WRAP)

Ill health retirement assessments

Health Surveillance including;

- Respiratory function, Dermatological and Audiometric testing
- Lead, Asbestos and Ionising radiation medicals
- Hand / arm vibration (HAVS) assessment
- DSE (display screen equipment) assessments

Infection Control, Immunisations & Screening

- EPP clearance to DoH standards with testing for Hepatitis B, Hepatitis C and HIV
- Hepatitis B vaccinations
- Care of staff following body fluid contamination or inoculation incidents
- Varicella (Chicken Pox) screening with Varicella immunisation if required
- Rubella & Measles screening with MMR immunisation if required
- TB screening with Mantoux Testing and BCG immunisation if required
- Flu Planning (includes annual immunisation programme & Pandemic flu)

Psychological and Employee Support Services including:

- Counselling
- Stress Management training for managers and staff
- Support for managers carrying out stress risk assessments

Physiotherapy and Ergonomic Advice

- Self referral Physiotherapy service - early access to Physiotherapy advice and treatment for musculoskeletal conditions
- Ergonomic workplace visits - assessment of working environments e.g. ward areas and laboratories

and office based Display Screen equipment (DSE) assessment.

- If you are living within the Plymouth catchment area and are registered with a Plymouth GP you can self-refer to the Trust Physiotherapy team, [click here](#) for more information.

Additional Services:

Policy development and advice for OH related issues (e.g. Drugs, Smoking)

Development of a Staff Well Being programme

- Drug screening
- Travel health & vaccination service
- Health Promotion

Data Protection

Privacy Notice for Staff, click [here](#)