

Reference:	FOI.6099.21
Subject:	Black, Asian, Minority Ethnic (BAME) women and staff
Date of Request:	27 May 2021

Requested:

Services offered to BAME women in the Trust

1. What services do you provide for BAME women in the antenatal period?
2. What services do you provide for BAME women in Labour?
3. What services do you provide for BAME women in the postnatal period?
4. Do you caseload or offer continuity of care for vulnerable BAME women?
5. Do you offer Vitamin D supplementation or advise pregnant women to take them?
6. Do you provide interpreting services in all consultations with pregnant women?
7. Are there any other services that you offer that is not listed above?

Services provided to BAME staff in your trust

8. Do you have BAME forum in your trust
9. Health and wellbeing sessions (diabetic; BP checks; Mental health)
10. Professional midwifery advocates (PMA) sessions for BAME staff
11. Are there any other services that you offer that is not listed above?

Response:

1. Hywel Dda University Health Board (UHB) confirms that the services provided during the antenatal period are the same for all women, irrespective of ethnicity.
2. The UHB confirms that the services provided during labour are the same for all women, irrespective of ethnicity.
3. The UHB confirms that the services provided during the post-natal period are the same for all women, irrespective of ethnicity.
4. The UHB confirms that continuity of care is provided for all vulnerable women, irrespective of ethnicity.
5. The UHB confirms that all pregnant women are encouraged to take Vitamin D supplements.
6. The UHB confirms that interpreting, translation and British Sign Language (BSL) services are available for all consultations with pregnant women.

Additionally, interpreters are available face to face and online, so that communication can be supported for episodes of unplanned care, as well as scheduled appointments. Further information is available on the UHB's dedicated Equality, Diversity and Inclusion webpage, which can be accessed via the attached link:

[Hywel Dda University Health Board | Equality, Diversity and Inclusion \(wales.nhs.uk\)](https://www.wales.nhs.uk/about-us/hywel-dda-university-health-board/equality-diversity-and-inclusion)

7. The UHB confirms that there are no other services offered that have not been listed above.
8. The UHB confirms that it does have a Black, Asian and Minority Ethnic Advisory Group.

In spring 2020, evidence emerged about how Covid-19 was impacting on individuals from Black, Asian and Minority Ethnic communities. The UHB's Chair wanted to proactively demonstrate commitment to our workforce and the diverse range of faiths and cultures by establishing a BAME Advisory Group, reporting directly to the Board. The Advisory Group is a forum to listen to the voices and feedback from staff and to be able to work together to respond to their needs. Update reports on the activity of the Advisory Group are on the agenda at each Board meeting, which ensures that the work of the group is visible and understood by the wider Board of Independent Members and the Executive Team.

Additionally, a BAME Staff Network has been established and will have an official launch in September. The staff network links closely with the Advisory Group and is a forum to share information, support work across the UHB on a range of issues, provide peer support and connect with each other.

9. The UHB offers a range of services and resources available to support the mental health and wellbeing of staff, which can be accessed via the UHB's intranet web pages. Employees can access confidential one to one psychological support provided by the UHB's Staff Psychological Wellbeing Service, as well as the Employee Assistance Programme, Care First.

The UHB previously offered a Health and Wellbeing Screening Service to all staff, which was subject to time limited funding and was due to end in September 2020. However, this ended prematurely in February 2020 due to the Global pandemic, which resulted in the prioritisation of other work and a reduction in face to face interventions.

The UHB is currently working with the BAME Staff Network to identify any accessibility and inclusivity issues that may be present within our service, with the aim of making any improvements required, as and when possible.

Additionally, a staff wellbeing booklet is currently being sent out to every member of staff's home address. As well as UHB services, the booklet also contains details of a range of national services.

10. Professional midwifery advocates are a feature of NHS England. As the UHB is part of NHS Wales, it is an integrated Local Health Board and has clinical supervisors as a supportive element for all clinical midwives, irrespective of ethnicity.
11. The UHB confirms that there are no other services offered that have not been listed above.