

Ref: FOI/GS/ID 6751

**Please reply to:**  
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05 July 2021

## **Freedom of Information Act 2000**

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to services provided to Black, Asian and other minority women and staff.

*You asked:*

### *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*

- 1. Do you have BAME forum in your trust*
- 2. Health and wellbeing sessions (diabetic; BP checks; Mental health)*
- 3. Professional midwifery advocates (PMA) sessions for BAME staff*
- 4. Are there any other services that you offer that is not listed above?*

Trust response:

### *Services offered to BAME women in the Trust*

To note prior to answering these questions that our current BAME population/demographic is approximately 9%. A further 12% of women that we care for are registered as 'any other white background'.

Our staffing percentage for BAME representation across the Women's, Children's and Sexual Health Division is 14.4%.

1-4 We do not provide any specific services for the BAME population; however, we are able to address any needs for these women on a 1:1 basis. All our women receive continuity with ante-natal and post-natal care but this does not include intra-partum care. If a vulnerable BAME woman required continuity of care we would provide this.

5. We offer all our women Vitamin D supplements and are aware of the needs of the BAME population.

6. The Trust offers an interpreter service, which enables a translation option to be provided for all women at every ante-natal, intra-partum and post-natal consultation.

7. No

Services provided to BAME staff in your Trust:

1. Accessible to all Trust staff:

- Speak Out Safely NHS email
- Equality Act 2010 & Public Sector Equality Duty - document available on Intranet for staff reference
- Cultural & Ethnic Minorities Network Webex forum for BAME staff – regular open meetings
- We have a Cultural and Ethnic Minorities Network (CEMN) Committee
- CEMN Evening Network Meetings are open for all staff
- Workforce Race Equality Standard (WRES) Results 2020 are available for staff to view
- WRES Action Plan 2020-21 is available for all staff
- Anti-racism training (Virtual Training available for all staff)
- Virtual information to support BAME nurses and midwives to fulfil their career potential
- We have COVID-19 disease and vaccination information available to staff including the BAME community

2. We offer the advice as immediately above and have a BAME Divisional lead.

3. The PMA Team does not offer any BAME sessions for BAME staff.

4. No