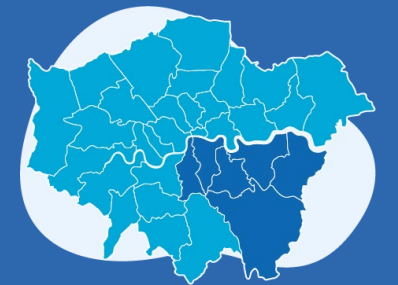


South East London Local Maternity and Neonatal System 2023 to 2028

Equality and Equity Action Plan





Introduction



Engaging with communities



Information and access for all



Data



Choice & Personalisation



Care Pathways



Staff

South East London Local Maternity and Neonatal System (LMNS) recognise there is inequity in the provision and outcomes of maternity care. This means that some women and birthing people including Black, Asian and ethnic minorities, those living in deprivation, and people with other protected characteristics experience poorer maternity outcomes compared to their white counterparts or those from the most socially advantaged groups. This can also be applied to the maternity workforce with a recognised lack of diversity within the most senior positions and potential inequity in the opportunities available for career development.

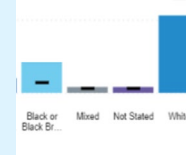
Increasing equity across the system is a priority for the SEL LMNS and this equality and equity action plan will set out the key deliverables from NHS England guidance and local needs and actions that we will take to address these issues. This is a high-level action plan that will be updated as key areas of work progress. A significant period will be required in order to achieve and embed all the actions.

This action plan will be reviewed in **January 2025**, evaluating progress, highlighting achievements and revising our actions as required. Key Performance Indicators (KPIs) and SMART actions will be developed for all interventions within this plan.





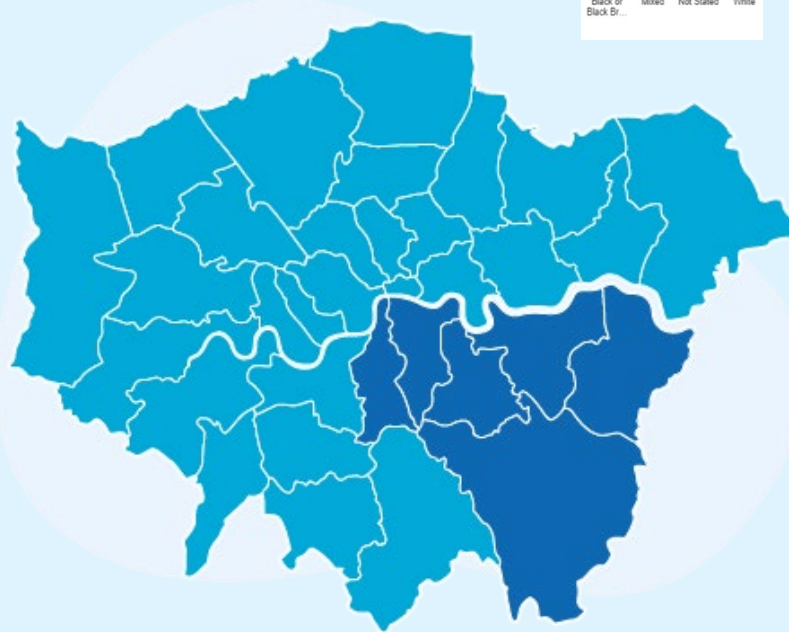
The biggest cause of neonatal death is congenital abnormalities and preterm birth



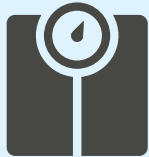
Of the people we care for 49% are white, 20% are black, and 12% are Asian, 8% any other background, and 5% mixed



Smokers at time of delivery 2023
SEL - **4.1%**
National 8.8%



Breastfeeding initiation rates
84-94%



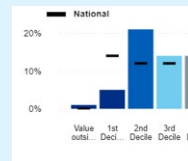
40% of women are overweight or obese



Increasing number of pregnant people with significant medical conditions



Right place of preterm birth
90% (2023)



The largest number of women who book for care live in the 2nd and 3rd most deprived centiles



Increase in referrals to perinatal psychological therapies for women and birthing people from ethnic minorities

“We recognise that we don’t necessarily understand the needs of the communities that we care for and that we should have more meaningful and closer relationships with them, to understand their drivers and motivations” **(Andrew Bland CEO NHS south east London Integrated Care Board).**

Listening to the women, birthing people, and families we serve is a top priority for SEL LMNS. Their feedback informs the broader LMNS program and is continually reviewed and updated as we hear from more individuals in SEL communities.

What we are doing

<p>Community Engagement Project</p>	<ul style="list-style-type: none"> • SEL LMNS has conducted various engagement activities involving women and birthing people • SEL LMNS have commissioned five community organisations working with underrepresented women and birthing people in SEL
<p>Perinatal Pelvic Health</p>	<ul style="list-style-type: none"> • SEL LMNS is an early implementer for Perinatal Pelvic health services (PPHS) • As part of this project several outreach sessions were conducted from SEL communities • SEL Pelvic Health service has been developed based on the feedback from those outreach sessions
<p>Maternal Medicine Network (MMN)</p>	<ul style="list-style-type: none"> • Provide specialist support and care planning for those with complex medical conditions across SEL • Data collection to ascertain links between poor outcomes and ethnicity and deprivation in this cohort • Engagement session with Black and Brown women and birthing people were conducted to support future work
<p>Maternity and Neonatal Voices Partnership (MNVP)</p>	<ul style="list-style-type: none"> • SEL LMNS actively engage and promote SEL MNPV chairs to be part of the maternity transformation agenda • SEL LMNS provides additional funding or support for local MNVP projects • SEL LMNS consult and support work plan development for our local MNVPS

Maternity and Neonatal Voices Partnership (MNVP)

- Review the recently published MNVP guidance and assess its potential for implementation, considering the methods and feasibility
- Ensure MNVP chairs/vice chairs are provided with the appropriate training and support to fulfil their role
- Empower MNVP chairs/vice chairs to strategically contribute to the system-wide operations of the LMNS, ensuring collaborative development of maternity and neonatal services from inception, with the user voice at the forefront of the process
- Provide a support network for MNVP chairs/vice chairs at both a local and system level
- Review current remuneration processes to ensure we are meeting the expectations of the single delivery plan and MNVP guidance

Working with other organisations

- Continue to reach out to community organisations within SEL to ensure that we hear the wider voice especially those from underrepresented groups
- Collaborate with voluntary, community or social enterprise (VSCE) organisations to explore optimal ways of working together
- Carry out co-production sessions throughout year
- Engage with local faith and community leaders
- Ensure MNVPs are linked into the wider community and their membership reflects their local communities

Social Media

- Engage with communities to identify their preferred social media platforms for communication
- Continue engagement and social media opportunities via SEL/ICB platforms and SEL LMNS Maternity and Neonatal Hub

Women with no recourse to public funds

- Scope out what support is available across SEL for this group
- Utilise local best practice to support a SEL policy on compassionate charging for those with no recourse to public funds

Action	Timescale	Action Owner
Investigate long-term strategies to provide stable assistance for MNVPs, ensuring their representation reflects the diverse communities within SEL.	2024/25	SEL LMNS Borough commissioners Maternity and neonatal providers
Explore future support VCSE groups to work with local communities as trusted organisations	2024 - 2027	SEL ICB SEL ICS SEL LMNS
Sustain engagement and collaborative sessions within the LMNS involving women and birthing people, and families to consistently integrate their feedback into future plans.	2024 onwards	SEL LMNS
Ensure effective communication with communities by utilising the most suitable platforms and social media	2024 onwards	SEL LMNS Maternity and neonatal providers

In order to empower women and birthing people to make well-informed decisions regarding their care, we acknowledge the critical significance of the information we offer and its delivery method. This information must be evidence-based, impartial, and available in various languages and formats to ensure accessibility for all, particularly those who are digitally marginalised. Additionally, we understand the importance of equipping healthcare professionals with resources to provide consistent and up-to-date information tailored to each individual

What we are doing

<p>Information for women and birthing people</p>	<ul style="list-style-type: none"> • Personalised care and support plans (PCSPs) translated into the top 10 languages spoken in SEL • Signposting to pelvic health services in several languages • Education sessions for both women and birthing people • Planning for parent education in different languages • Provision of colourful empowering document wallets in liaison with Five X more for Black, Asian and ethnic minority women and birthing people • Equality and Equity action plan published in an easy to read format • Shared decision-making tool coproduced with women and birthing people (BRAINS)
<p>Information for staff</p>	<ul style="list-style-type: none"> • Routine Pelvic Health Education and Training for Health care professionals for staff • Regular SEL Maternal Medicine Educational Huddles • Provision of access to the Clinibee app for all maternity providers, supporting guideline management of clinical and operational policies • Development of a Birth Choices Resource and Information Pack covering various topics to assist in personalised care planning within maternity settings
<p>SEL ICS/LMNS communication</p>	<ul style="list-style-type: none"> • Collaborating with ICB and trust communications and engagement teams to facilitate broader dissemination of information through websites and social media channels • Collaborating with MNVPs and other VCSE organisations to exchange resources regarding essential maternity and neonatal messages

Information for women and birthing people

- Engage with women and birthing people to determine their preferences for receiving and accessing information on maternity, neonatal, and support services
- Assess the current methods of accessing information and identify areas for improvement
- Maintain the collection of feedback through community engagement initiatives
- Assist maternity providers in adhering to best practice recommendations for utilising interpreters within maternity and neonatal services for women who do not speak English

Information for staff

- Enhance collaboration and the exchange of best practices via SEL LMNS workstreams, as well as regional, national, and system-wide networks
- Collaborate as a system to ensure consistent information is available throughout SEL LMNS
- Implement and embed the use of the Clinibee app for all maternity providers
- Support maternity providers to access community assets via their local social prescribing teams to support women and birthing people with additional needs
- Work with digital leads on improvements in digital records

SEL ICS/LMNS communication

- Encourage and sustain community engagement through the Maternity engagement Hub to ensure ongoing feedback regarding maternity services and SEL LMNS Projects
- Review information on SEL LMNS available on the ICB website to ensure it is up to date and relevant
- Collaborate with LMNS workstreams to improve communication within the system, catering to both healthcare staff and women and birthing people
- Develop targeted campaigns for SEL workstreams and areas of identified need such as preconception care and vaccinations in pregnancy ensuring we follow a life-course approach to health and well-being

Action	Timescale	Action Owner
Ongoing community engagement via VCSE organisations, MNVPs and Maternity and Neonatal Engagement Hub	2024 onwards	SEL/ICB LMNS
Establish a partnership program between maternity providers and local social prescribing teams to facilitate access to community assets for women and birthing people with additional needs	By end of 2025	SEL LMNS Maternity and Neonatal Providers Local Authorities
Offer training and resources to help maternity providers implement best practices in using interpreters and cultural competency	2024 onwards	SEL LMNS Maternity and Neonatal Providers
Conduct a comprehensive review to ensure that current information dissemination methods, including ICB and maternity and neonatal provider websites meets the needs of women and birthing people from all our community. This may include easy read information and or translation into local used languages.	By end of 2024	SEL ICB/LMNS Maternity and Neonatal Providers

Action	Timescale	Action Owner
Support shared learning across the system via SEL LMNS network meetings, workstream collaboration and educational events	2024-onwards	SEL ICB/LMNS Maternity and Neonatal Providers
Implementation of the Clinibee app across all maternity providers	2023-2026	Maternity and Neonatal Providers

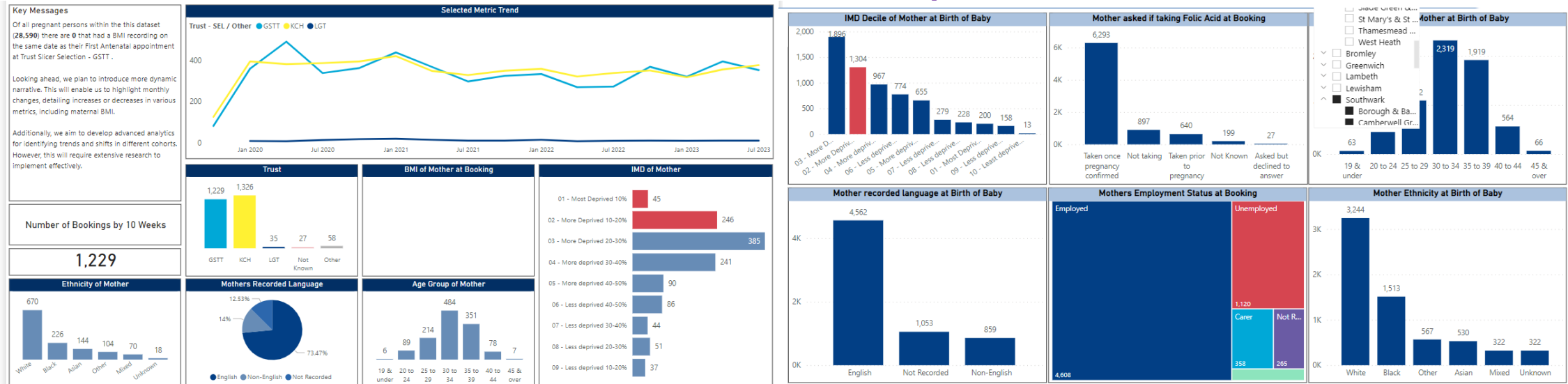
SEL LMNS is committed to improve data collection, with the the goal of more effectively meeting the needs and priorities of the communities it serves. These enhancements will enable SEL LMNS to adeptly cater to the evolving requirements of the communities it supports to reduce inequalities in SEL.

What we are doing

Data collection

- Achievement of trust compliance with the maternity services dataset (MSDS)
- Trust compliance with MBRRACE submissions for perinatal mortality and crude data via the MMN
- LMNS dashboard – crude data via MSDS with trust and borough level data
- Data received from maternity and neonatal providers and discussed every six weeks within the LMNS quality surveillance group
- Service specific data such as pelvic health and maternal medicine is collected to support service developments

LMNS dashboard examples



Data collection and analysis

- Continue to review data collection and gaps that need addressing at provider and LMNS level. Ensure that all staff understand the importance of accurately recording ethnicity
- Enhance LMNS dashboard to guarantee high quality data collection, enabling SEL LMNS to focus improvement efforts in the areas of need
- Ensure that we develop the capacity to delve deeper into the data, facilitating targeted interventions for individuals with an increased risk of adverse outcomes or experiences, particularly those from ethnic minority backgrounds and deprived communities
- Examine key performance indicators (KPIs) and our data collection capabilities to ensure compliance with submissions to the maternity services dataset.
- Create processes that enable the transmission of safety-related data from maternity and neonatal providers to SEL LMNS/ICB, facilitating the analysis of intelligence data for early detection of concerns that require action.
- Explore and investigate various sources of data on service experience and feedback to develop a thematic analysis of issues across SEL impacting the equity and equality of care for specific communities

Mitigate against digital exclusion

- Enhance SEL LMNS understanding regarding the extent of digital poverty and exclusion experienced by women and birthing people using maternity and neonatal services
- Explore the availability of alternative methods at provider level for information delivery and recording to mitigate digital exclusion
- Provide information in a variety of formats and languages to ensure that it is accessible for all
- Utilise both national and local schemes by implementing focused interventions

Action	Timescale	Action Owner
Regularly review maternity service data to ensure improved quality recording and reporting, with a specific focus on ethnicity	Rolling	SEL LMNS
Regular review of neonatal service data to ensure improved quality recording and reporting, with a specific focus on ethnicity	Rolling	SEL LMNS
SEL LMNS to develop a resource to support staff build their confidence in talking to families about race and difference	By end of 2025	SEL LMNS Maternity and neonatal providers
Regular review of SEL LMNS Dashboard to ensure it is fit for purpose and data accuracy	Rolling	SEL LMNS/BI Team
SEL LMNS to drive improvement on equality and equity based on insights gathered from the Dashboard	Rolling	SEL LMNS Maternity and neonatal providers
SEL LMNS to enhance capacity in data interpretation, statistical analysis, and trend identification for targeted interventions in at-risk populations	By end of 2026	SEL ICB/ LMNS Maternity and neonatal providers

Action	Timescale	Action Owner
Yearly thematic analysis of engagement activities undertaken by SEL LMNS	Rolling	SEL LMNS
Scope resources from research on digitally excluded populations that could be adopted to women and birthing people in maternity and neonatal services	2024	SEL LMNS
Develop multilingual materials to ensure accessibility for all individuals	2023-onwards	SEL ICB/LMNS Maternity and neonatal providers
Participate in national and local schemes aimed at addressing digital exclusion in maternity and neonatal services	2024-onwards	SEL ICB/LMNS Maternity and neonatal providers
Support implementation of digital strategies across maternity providers through expert reference groups at local and regional level	2023-onwards	SEL ICB/LMNS Maternity and Neonatal Providers

All women and birthing people should receive Personalised Care and Support Plans tailored to their physical and mental health needs, social circumstances, and preferences. We aim to empower them with unbiased information and evidence-based guidance to make informed choices. This information will be provided in various formats, languages, and terminology consistent with the RCM re-birth report, developed in collaboration with service users.

What we are doing

<p>Women and birthing people</p>	<ul style="list-style-type: none"> • Birth Choice Guides – Information, recourses and recommendations for personalised maternity care • Improving antenatal and postnatal continuity of carer • Seek feedback from women and birthing people in relation to personalised care and acting on the findings • BRAINS shared decision making tool – coproduced with service users
<p>Staff</p>	<ul style="list-style-type: none"> • E-learning on personalised care (National Institute of Personalised Care) • Regional Videos and resource on personalised care in maternity settings

Women and birthing people

- Women and birthing people in SEL LMNS should have PCSP which takes account of their physical health, mental health, social complexities, and choices.
- PCSP should be available in range of languages and formats across SEL LMNS ensuring that they are easy to read and understand.
- Empower women and birthing people to take ownership of their PCSP.
- Women and birthing people should have easy access to self-referral forms/surveys for maternity Care. These forms should be available in a range of languages and a format that is easy to read
- Women and birthing people should have a range of resources to support them in their pregnancy journey with what to expect at what points during antenatal/postnatal routine appointments

Staff

- Staff working in SEL LMNS should encourage routine use of PCSPs for all women and birthing people through their pregnancy journey
- Staff should take an active role in developing relationships with women by reviewing their PCSP plans and discussing what is important to them
- Staff should have an opportunity to learn and develop the skills to build effective relationships with women and birthing people and to ensure collaboration with other healthcare professionals involved in the care
- Provide educational opportunities and training to empower staff members with a deep understanding of their local communities, fostering cultural awareness and sensitivity towards both individual and collective needs
- Ensure staff have access to the most up to date evidence, including risks and benefits of each, which supports informed decision making

Action	Timescale	Action Owner
Standardise PCSP across SEL LMNS	2024-onwards	SEL LMNS Maternity and neonatal providers
Ensure that PCSPs in electronic patient records meet the required standards for PSCP	2024-onwards	SEL LMNS Maternity and neonatal providers
SEL LMNS adopt London Region recommendations to include feedback question on PCSPs on the Friends and Family Test	2024. Yearly requirement	Maternity and neonatal providers
Review maternity self-referral forms to ensure they meet minimum patient reading standards for SEL, and are available in other languages	2024-onwards	SEL LMNS Maternity and neonatal providers
Promotion of PCSP for staff to adopt as part of routine delivery of maternity care	2024-onwards	SEL LMNS Maternity and neonatal providers

Action	Timescale	Action Owner
Develop a SEL maternity passport for women and birthing people with disabilities	2025-2026	SEL LMNS Maternity and neonatal providers Women and birthing people
Support staff to adopt and use Birth Choice Guides with women and birthing people throughout their pregnancy journey	2024-onwards	SEL LMNS Maternity and neonatal providers
Promotion of PCSP for women and birthing people to adopt routine as part of their pregnancy journey	2024-onwards	SEL LMNS Maternity and neonatal providers
Review resources on maternity care and information on maternity services for women and birthing people	2024-onwards	SEL LMNS Maternity and neonatal providers

The provision of seamless, equitable maternity and neonatal care across SEL will ensure that women and birthing people receive the appropriate level of care based on their individual need, in the right place and from the right care professionals.

What we are doing

<p>Maternal Medicine Network</p>	<ul style="list-style-type: none"> • Medical condition pathways localised across SEL for equitable access to expert care • Monthly KPI collection, including ethnicity and deprivation index, to monitor perinatal outcomes • Developing robust data recording system across SEL • Continuous evaluation of clinical pathways to identify system-level successes and challenges • Recruiting specialist Maternal Medicine Midwives at district general hospitals for antenatal continuity in complex pregnancies
<p>Perinatal Pelvic Health</p>	<ul style="list-style-type: none"> • Provision of a LMNS wide perinatal pelvic health service (PPHS) which includes prevention, identification and treatment for women with mild to moderate pelvic health issues up to a year post birth • This service which includes specialist midwifery and physiotherapy support who provide education and training across SEL LMNS • Preventative strategies to avoid pelvic health issues are in place including SEL education sessions in the antenatal period • Community engagement is ongoing to support women with worst outcomes of perinatal pelvic health issues
<p>Fetal Wellbeing</p>	<ul style="list-style-type: none"> • Regular networking of maternity Fetal wellbeing to share best practice across SEL, including discussion of complex cases. • Standardisation of physiological CTG interpretation across all providers to reduce variations in care and support. • Development of a standardised risk assessment tool in SEL to support decision making and continual assessment of risk during labour

The provision of seamless, equitable maternity and neonatal care across SEL will ensure that women and birthing people receive the appropriate level of care based on their individual need, in the right place and from the right care professionals.

What we are doing

<h3>Smoking Cessation</h3>	<ul style="list-style-type: none"> • Maternity Smoke Free Leads in each Trust • Long Term Plan Funding for each maternity and neonatal provider • SEL Smoke-free Pregnancies Workstream • Tobacco dependence group meetings
<h3>Infant Feeding</h3>	<ul style="list-style-type: none"> • Developed SEL infant feeding strategy to improve women and birthing people’s experiences of infant feeding
<h3>Perinatal Optimisation</h3>	<ul style="list-style-type: none"> • Strive for the complete implementation of Element 5 within the Saving Babies Lives Care Bundle V3 (SBLCB) • Harmonising preterm birth care pathways, referral processes, and patient information across SEL LMNS • SEL LMNS to support Maternity and Neonatal Providers with the implementation of the Peri-prem care bundle 11 actions and parent passport • Continued oversight of preterm place of birth including reviews each time that a baby is not born in the right place • SEL LMNS to support system level learning on perinatal optimisation
<h3>Preconception Care</h3>	<ul style="list-style-type: none"> • SEL ICB/LMNS collaborating to scope pre-conception care to address service provision across the system • SEL LMNS collaborates with VCSE to conduct tailored community consultation and engagement, concentrating on specific women and birthing people with protected characteristics and those experiencing adverse outcomes, to facilitate healthy pregnancy planning

Women and birthing people

- All women with medical complexities and or specific genetic risks within SEL to have access to specialist care/counselling through appropriate care pathways
- Women with complex needs both physically and mentally to access care in line with NICE guidelines NICE CG110 recommendations
- Women who have experienced pregnancy loss and are not eligible for free NHS Maternity Care, should be supported and considered sensitively especially in relation to charges for maternity care
- Women should receive trauma informed care by their maternity and neonatal providers

System Collaboration

- SEL LMNS to play an active role in the development of the women's health strategy and the family hubs model as a key stakeholder
- SEL ICB/LMNS to ensure it is aligned with other national programmes and population health strategies to reduce health inequalities such as 1001 days, CORE20PLUS5
- SEL LMNS to support maternity and neonatal providers with the implementation of the Equality Delivery System (EDS) 2022 action plan
- Participate in SEL ICS commitment and progress to increase quality and equity and eliminating violence towards women and girls (VAWG)
- Develop internal process between ICS/LMNS and maternity providers to ensure efficient oversight of safeguarding processes including Female Genital Mutilation (FGM)
- Influence NHS maternity and neonatal providers to find solutions to implement a SEL wide compassionate policy on upfront charges for women and birthing people with uncertain migrant status who have experienced a pregnancy loss
- SEL LMNS and maternity providers to assess compliance with NICE guidelines NICE CG110 recommendations and identify gaps that can be addressed within the system.
- SEL ICB/LMNS to develop an action plan in Pre-conception care
- SEL ICB/LMNS to ensure that findings from the targeted community consultation and engagement process are reflected in the Pre-conception action plan

Action	Timescale	Action Owner
MMN to continue monitoring maternal mortality and admissions to the intensive care unit to ensure learning takes place for the whole system	Rolling	SEL LMNS Maternity and Neonatal Providers
Review access to genetic counselling for consanguineous couples that is culturally sensitive	By the end of 2025	SEL LMNS and Maternity and Neonatal Providers
Maternity providers to self assess against NICE CG110 guidelines	2024-2025	Maternity and Neonatal Providers
Maternity and Neonatal providers to provide feedback of any deviation from agreed system level pathways	2024-onwards	SEL LMNS Maternity and Neonatal Providers
SEL LMNS to support education and training on trauma informed care for maternity staff	2024-2025	SEL LMNS Maternity and Neonatal Providers

Action	Timescale	Action Owner
SEL LMNS to ensure that the maternity transformation work is linked with wider ICB/ICS inequality programmes	Rolling	SEL ICB/ LMNS
To establish a working group between SEL ICB/LMNS and maternity safeguarding leads	2024-onwards	SEL/ICB LMNS and Maternity and Neonatal Providers
SEL LMNS to support collaboration and development of a SEL compassionate policy on up front charges for women who suffered a pregnancy loss and have uncertain migrant status	2024-2025	SEL/ICB LMNS, Maternity and Neonatal Providers, VCSE
Develop and pilot interventions to improve pre-conception care for women and birthing people in SEL with a focus on addressing inequalities	2024-onwards	SEL ICB/ LMNS Maternity and Neonatal Providers

SEL LMNS seeks to understand and explore the challenges faced by the midwifery, neonatal, and obstetric workforce throughout the system. It aims to establish a platform for exchanging best practices regarding the recruitment and retention of staff, with a specific emphasis on fostering positive cultural shifts. SEL LMNS is committed to ensuring that training programs remain adaptable to staff needs, offering growth opportunities that facilitate successful succession planning.

What we are doing

<p>Cultural Transformation</p>	<ul style="list-style-type: none"> • Ensuring Workforce Race Equality Scheme (WRES) data is completed by each maternity and neonatal provider with the themes being shared and actioned • Maternity and neonatal providers to continue to share feedback of the staff survey through SEL LMNS Quality Surveillance Group (QSG) • Maternity Providers in SEL adopted Capital Midwife programme • SEL/ICB and Maternity Providers adopting Anti-racist framework • SEL LMNS and Maternity Providers offering a range of culturally sensitive training for staff
<p>Training, Development and Education</p>	<ul style="list-style-type: none"> • SEL LMNS providing a bespoke labour ward coordinator training programme in line with NHSE Labour Ward Coordinator's Framework • Maternity and neonatal providers have completed maternity 2024 Training plan in line with Core Competency Framework V2 • SEL LMNS supported the Maternity and Neonatal providers to achieve the requirements of safety actions 4,5 and 8 of Year 5 of the NHS Resolutions Maternity Incentive Scheme (MIS) • SEL LMNS provides oversight of the implementation of NHSE MSW competency framework • SEL LMNS workforce and education workstream established

Cultural Transformation

- SEL LMNS to support the development of a compassionate, culturally sensitive workforce
- SEL LMNS to support maternity and neonatal providers through the workforce and education workstream to improve recruitment and retention of staff
- SEL LMNS to support maternity and neonatal providers to ensure equitable access to training and development opportunities for staff from the global majority backgrounds, including leadership development programs, mentorship initiatives

Training, Development and education

- SEL LMNS to support standardisation of maternity and neonatal training plans for 2025 to meet the latest Core Competency Framework
- SEL LMNS to offer a range of education and training resources to staff working in maternity and neonatal services to meet their educational growth needs. This will facilitate retention and staff satisfaction as well as supporting succession planning
- Workforce review of maternity and neonatal staff
- SEL LMNS to review maternity and neonatal providers staff retention and recruitment action plans

Action	Timescale	Action Owner
Monitoring of ICB/LMNS staff survey yearly	Rolling	SEL/ICB/LMNS Maternity and neonatal providers
Incorporate feedback from the SEL LMNS community engagement project, focusing on culture and compassion themes, into culturally sensitive training programs for maternity and neonatal staff	2024-2025	SEL/ICB/LMNS Maternity and neonatal providers
SEL LMNS to support the standardisation of culturally sensitive training across maternity providers ensuring involvement of VCSEs and service user representatives	2024 –Ongoing	SEL/ICB/LMNS Maternity and neonatal providers
SEL LMNS to support maternity and neonatal providers to develop equity in access to training and development for staff from the global majority backgrounds	2024 –Ongoing	SEL/ICB/LMNS Maternity and neonatal providers
SEL LMNS to collaborate with education and workforce leads across SEL to standardise maternity and neonatal training plans	2025-2026	SEL/ICB/LMNS Maternity and neonatal providers

Action	Timescale	Action Owner
SEL LMNS maternity and neonatal focused trauma informed care offer to all staff across SEL	2024-onwards	SEL/LMNS Maternity and neonatal providers
SEL LMNS to deliver the SEL labour ward coordinator bespoke training programme.	2024-onwards	SEL/LMNS Maternity and neonatal providers
SEL to offer components of the programme above to other staff working within maternity neonatal providers	2024-onwards	SEL/LMNS Maternity and neonatal providers
SEL LMNS to provide a Civility Saves Lives' workshop open to all staff working in maternity and neonatal providers	2024	SEL/LMNS Maternity and neonatal providers
SEL LMNS to provide a CTG Masterclass focused on targeted areas in line with fetal well-being plans	2024	SEL/LMNS Maternity and neonatal providers