

HNY LMNS EDI NEWSLETTER

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A bimonthly newsletter issued by HNY LMNS to share good practice from around the region, explore potential in EDI training for staff, and to share the latest updates in EDI

A Message From the EDI Team



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Welcome to the first edition of our EDI Newsletter!

At HNY LMNS, equity, diversity, and inclusion (EDI) are essential pillars of compassionate and safe maternity care. Health inequalities, especially for BAME communities, remain a pressing issue.

This newsletter is here to support you with actionable insights and resources for your daily work. Each edition will highlight good practices, share training opportunities, and explore ways to bridge health disparities.

This Issue's Theme: Health Literacy Beyond Language Barriers.

Your commitment makes a difference. Let's create equitable care together.

With best wishes,
Ricky & Mais
Humber & North Yorkshire LMNS EDI team

In This Issue:

- Good Practices: Inclusive interpretation services in action.
- Key Data: MBRRACE-UK findings on maternal health disparities.
- Resources: Tools and support for working with BAME women.
- Training: EDI learning opportunities to enhance your practice.

Happening In The Region

SPOTLIGHTS ON PRACTICE

YORK AND SCARBOROUGH TEACHING HOSPITALS

The Trust has developed a **Maternity-Specific Interpretation and Translation Guideline** to ensure women and birthing people with communication needs receive equitable, safe care.

The guideline sets clear standards for accessing interpreters, supports informed consent, and provides practical solutions like video interpreting and document translation.

HARROGATE DISTRICT HOSPITAL

The Trust is breaking new ground by trialling **HeyGen**, an AI-powered platform, to create antenatal educational resources tailored for women. This technology offers a unique opportunity to deliver clear, accessible information in multiple languages and formats.

NORTHERN LINCOLNSHIRE AND GOOLE NHS TRUST

NLaG is leading the way with their **Impactful EDI teaching programme**. This full-day training goes beyond the basics, tackling unconscious bias, equity in practice, and fostering inclusive care. Also, they are implementing **simulation scenarios** in the upcoming study day.

WOULD YOU LIKE TO SHARE YOUR GOOD PRACTICE IN THE NEXT ISSUE OF THIS NEWSLETTER? WE WOULD LOVE TO HEAR FROM YOU!

Did you know?

UPDATES FROM NATIONAL REPORTS AND LITERATURE

MBRRACE-UK 2023 INSIGHTS

Maternal Mortality Disparities:

- **Black women are 4x more likely to die during or after pregnancy compared to White women.**
- **Asian women are 2x more likely to experience maternal mortality.**
- **Women from deprived areas face double the risk of maternal death.**

Perinatal Outcomes:

- **Babies of Black ethnicity experience higher stillbirth rates.**
- **Regional disparities highlight inconsistencies in care quality.**

Action Needed:

Over half of maternal deaths could potentially be prevented with:

- **Targeted policies addressing disparities.**
- **Enhanced mental health support.**
- **A consistent standard of care nationwide.**

Featured Staff Stories

CELEBRATING CHAMPIONS

In each edition, we highlight a staff member who champions a cause. This issue features **Lucy Flatley, an amazing transformation midwife from York.**

Thank you, Lucy, for your amazing work!

TELL US A BIT ABOUT YOURSELF

As transformation lead midwife at York and Scarborough, I work to implement maternity transformation at local level by working on a number of work streams including choice and personalisation, equality and equity, public health and the Saving Babies' Lives Care Bundle.

WHAT INSPIRES YOU?

I am passionate about reducing health inequalities and the role of midwives in health promotion and public health to support this. I also believe working with women and families on co-production is key to improving maternity services and work closely with the MNVP to do this.

WHAT HAVE YOU WORKED ON SO FAR?

We have developed and embedded a maternity-specific Interpretation and Translation Guideline to ensure women and birthing people with communication needs receive equitable, safe care. The guideline sets clear standards for accessing interpreters, supports informed consent, and provides practical solutions like video interpreting and document translation. We have also worked with the LMNS to adapt and embed a transgender and non-binary guideline for use in maternity to ensure personalised care.



HNY Current EDI Work

SPOTLIGHTS ON PROJECTS

IMPROVING MATERNITY INTERPRETATION SERVICES

Maternity interpretation services are currently being evaluated to enhance their effectiveness. Patient and staff surveys are now live—please take a few minutes to complete them and share with colleagues. Interviews are carried out in the community by the MNVP teams.

Following this, a Quality Improvement Project titled “Teach Me Back” will be introduced, encouraging patients to repeat key information shared during interpreted conversations to ensure understanding.

DIGITAL INCLUSION FOR WOMEN WITH LANGUAGE BARRIERS

Work is underway to improve awareness of ReachDeck to enhance the LMNS website accessibility among BAME women in our community aiming to bridge language and literacy gaps.

MATERNITY-SPECIFIC INTERPRETERS IN CONTINUITY OF CARER

The LMNS is exploring integrating maternity-specific interpreters into the continuity of carer scheme. This initiative involves training a dedicated group of interpreters to become more fluent in maternity-specific terminology and sensitive conversations.



LMNS Translated resources

EASY READ GUIDES AND OTHERS



WHERE TO FIND THE TRASLATED RESOURCES?

Link:

<https://www.humberandnorthyorkshirematernity.org.uk/support1/>

On the left side of this webpage, you'll find a wealth of resources designed to assist our patients throughout their pregnancy and birthing experiences.

Take a moment to explore the translated materials covering various essential topics sourced from reliable references.

We encourage you to share these resources with your patients. Utilize the LMNS Website Accessibility and Translation tool ReachDeck to help guide them through the website's content in their preferred language.

Humber and North Yorkshire Health and Care Partnership Local Maternity and Neonatal System

Home Services Preparing for pregnancy Pregnancy journey Labour and birth After the birth Partners and families Support

Perinatal Pelvic Health Services Perinatal Mental Health Professionals Contact

Support

Ask a Midwife

Equity and Equality

Translated Patient Information Leaflets and Videos

Maternity Cultural Curiosity Films

Easy Read Guide to Pregnancy

HNY Breastfeeding and Infant Feeding Strategy 2023-2027

National guidance and reports

Perinatal mental health

Maternity and Neonatal Voices Partnership

Sexual health and family planning services

National and local support groups

LMNS Website Accessibility and Translation Tool

Carousel Event - Hull Women and Children's Hospital

Virtual Carousel

Here you can find information about other support available when you, your partner or someone you know has had a baby.

VSCeS in HNY

WITH EDI FOCUS

BABY ESSENTIALS' BANKS - BABY BANK ALLIANCE

- Hull: Growbaby - Hull Vineyard Church, Hull sisters
- Scunthorpe: The Forge Project
- Grimsby: West Marsh Baby Bank
- York: Tiny Hands Baby Bank Yorkshire
- Scarborough: Scarborough Baby Bank

Link:

<https://babybankalliance.org/baby-bank-map/>



PREGNANCY AND BREAST FEEDING SUPPORT

- Goodwin Doulas - provide volunteer interpreters and pregnancy companions from 34 weeks onwards.

Link:

<https://goodwintrust.org/>



- National Breastfeeding helpline: Provides interpretation.

Link:

<https://www.nationalbreastfeedinghelpline.org.uk/>



DIGITAL INCLUSION SUPPORT

- Good things Foundation: Use their search engine to find a local digital inclusion charity nearby for free devices - provide volunteer interpreters.

Link:

<https://shorturl.at/uDfq6>



- AbilityNet: Provides free IT support at home through volunteers.

Link:

<https://abilitynet.org.uk/free-tech-support-and-info/request-free-it-support-home>



ALL THESE ORGANISATIONS ACCEPT SELF REFERRALS OR REFERRALS
THROUGH PROFESSIONALS

EDI Training UPDATES

E-LFH RCM CULTURAL COMPETENCE TRAINING

This training focuses on improving inclusive maternity care by addressing communication barriers, understanding religious and cultural practices, and tackling unconscious bias.

Link:

<https://www.e-lfh.org.uk/programmes/cultural-competence/>



FAIRHEALTH CHARITY EDI TRAINING

Charity offering free courses, e-learning, blogs, a podcast and much more designed to enable healthcare professionals to develop the knowledge, skills, and confidence to work in areas of deprivation and with marginalised patients.

Link:

<https://www.fairhealth.org.uk/courses>



ARTICULATE INCLUSION HEALTH E-LEARNING

Provides a brief introduction to inclusion health groups, outlines important terminology and common health care needs these groups can experience and suggests practical actions to address barriers and improve health outcomes.

Link:

<https://rise.articulate.com/share/Lel-b1JbtXev2dewMtPOKKGcAiz1lmbc#/>



KEEP AN EYE ON THIS SECTION IN THE UPCOMING ISSUES FOR MORE EDI
TRAINING OPPORTUNITIES
HAVE DONE THE TRAINING? WE'D LOVE TO HEAR YOUR FEEDBACK ON ITS
VALUE AND PRACTICALITY

Supporting Effective Interpretation

DIGITAL TOOLKIT & GUIDANCE

WHAT IS THIS TOOLKIT?

A guidance developed by London LMNS and MAMA academy on the effective use of interpretation services in maternity and neonates.

Link:

<https://shorturl.at/bWkr9>



WHY IT MATTERS?

- **The Opportunity:** Language should never be a barrier to safe and equitable care.
- **Our Responsibility:** As maternity professionals, we have the privilege and responsibility to ensure every woman is fully informed and empowered to make decisions about her care.
- **The Toolkit:** This guidance provides practical steps to enhance communication and trust, and deliver equitable, inclusive care.



The image shows the cover of a resource pack. At the top right is the NHS England London logo. On the left side, there is a vertical list of nine menu items, each in a rounded rectangle with a right-pointing arrow: Introduction, Legal Position, Commissioners, Service Providers / Trusts, Maternity & Neonatal Staff, Best Practice, Community Groups, and Appendix I & II. The main title on the right reads 'RESOURCE PACK FOR COMMISSIONERS AND MATERNITY SERVICE PROVIDERS USING INTERPRETING SERVICES'. Below the title is an illustration of a pregnant woman in a purple top and yellow pants, kneeling and holding her belly. To her left are three speech bubbles: a blue one with the letter 'A', a white one with a red Chinese character, and a red one with a white Chinese character. At the bottom, there is a quote: 'The single biggest problem in communication is the illusion it has taken place.' and the date 'September 2023'.

Professional Development OPPORTUNITIES

DIVERSITY CHAMPION MIDWIVES

Are you passionate about EDI?

Would you like to become an EDI champion and be part of the soon-to-be-formed LMNS-wide Bimonthly Inclusivity Network?

Reach out to us via email to express your interest!

EDI STUDY DAYS

Would you be interested in attending/contributing to an LMNS-wide EDI Study Day?

We'd love to hear from you about what content/style would be useful and relevant!

STAFF EXPERIENCE IN INTERPRETATION SERVICES

Have you completed the interpretation experience staff survey?

It's live now! Help us improve the service by filling the survey and sharing it with your teams! (Scan the QR code)



FOR SUGGESTIONS/QUESTIONS/CONTRIBUTIONS/EXPRESSION OF INTEREST

CONTACT US:

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Upcoming Edition TASTER

Have you come across SLEC?

Are you curious about Neurodiversity?

Stay tuned for the upcoming newsletter, which will spotlight EDI for Learners and Neurodiversity!



**"Diversity Is Being Invited to the Party;
Inclusion Is Being Asked to Dance."**

-Verna Myers, Diversity and Inclusion Expert

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