

# Our Maternity Strategy

We have created a maternity strategy to help us deliver excellent quality of care for our patients, families and community. This strategy will be a guiding set of principles supporting the Trust's clinical services strategy. The maternity strategy is focused on our vision and 6 workstreams.

## Equity in access and outcomes

Provide an equitable service in access and outcome terms, tackling the multiple dimensions that affect local healthcare inequalities driving unwarranted variation in maternity.

## Embrace opportunities to innovate and improve

Improve our approach to delivering maternity services, including our working methods and both physical & digital environment, with a focus on women centred care; discovery and innovation.

## Learning

Incorporate learning from neighbouring centres of excellence and incorporate real-time feedback from service users to provide insights to improve services and identify opportunities for our teams to continue delivering excellent care and support.

## Staffing and retention

Position ourselves as the regional employer of choice.

## Culture of development and support

Foster a culture of development and support for our workforce, taking steps to increase visibility of senior staff and enable our people to attend training in support of their development.

## Effective listening and communication

Improve the quality and quantity of engagement with our workforce and service users, and implement suggested changes from feedback.

# Our Maternity Vision

*'Working together with women, birthing people and families to offer compassionate, supportive care and informed choice; striving for equity and excellence in our maternity service'*

# Our Maternity Priorities

We have set our maternity priorities from the strategy which will be a focus for the next 12 - 18 months.

## Clinical Outcomes

1 Understand our clinical outcomes based on meaningful equity and diversity data

## Improvement Initiatives

2 Clear pathways for implementation of staff led service improvement initiatives

## Psychological Safety

3 Promote Psychological Safety within our workplace – develop compassionate leadership

## Equitable Feedback

4 Actively promote equitable service user feedback adapted in a way that suits their needs

## Mandatory Training

5 Multiprofessional maternity specific mandatory training is embedded and recorded through the Trust MAST training record

## Effective Learning

6 Identify effective and sustainable methods to triangulate learning from incidents and complaints

## Working Environment

7 Provide a physical environment that both enables staff to do their job well and enhances the patient experience