

EMBEDDING ANTI-RACISM PRINCIPLES IN QUALITY IMPROVEMENT FOR EQUITABLE PERINATAL CARE

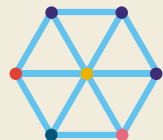
Maternity and Neonatal Learning and Action Network: 2025

Aim

Embedding anti-racism principles within established quality improvement methods to identify, de-bias, and improve maternal and neonatal clinical practices.



10 NHS TRUSTS



8 INTEGRATED CARE SYSTEMS (ICS)



4 CLINICAL FOCUS AREAS

1 common approach

The Anti-Racism Model for Improvement (MFI-AR) Framework



These improvements are the result of a combination of change ideas, not a single intervention

NORTHERN CARE ALLIANCE NHS FT

- Improved how data is collected and recorded.
- Developed educational materials including easy read resources – one for people whose first language is not English and another for people who are neurodivergent, advising on diet and nutrition.
- Increased number of **South Asian women** receiving a **HbA1c test** at booking, from **55% TO 87%**.
- Average gestation week** at which GDM has been diagnosed in **South Asian patients** has decreased by **7.8% FROM 26.9 WEEKS TO 24.8 WEEKS**.

SAINT MARY'S MANCHESTER UNIVERSITY NHS FT

- Community engagement & translated resources.
- Co-developed translated resources to communicate messages around the prevention of Type 2 diabetes following Gestational Diabetes in pregnancy.
- Staff education has increased knowledge and confidence to have discussions with women about diabetes prevention.
- A number of specialist staff supported the filming of guidance videos in 5 languages.
- OVER 60% increase** in referrals to **Diabetes Prevention Programme** by **36 WEEKS**.

NORTH CENTRAL LONDON ICB

- Aiming to improve mental health referrals for women from target demographics.
- Working with White Ribbon Alliance to de-bias clinical guidelines and organisational policies.
- Joining up and amplifying anti-racism priorities while merging with North West London ICB.

UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST

- Improved all-staff access dashboard to account for deprivation and ethnicity.
- Culturally sensitive antenatal sessions with interpreters.
- JANAM app expanded for South Asian families.
- Using the CapitalMidwives programme's anti-racism framework, bronze status was achieved in December 2025.
- One of the team members won the Midwife of the Year award from the Nursing times.

EAST LONDON NHS FT

- Data deep-dive with Perinatal Equity Board followed by in-depth interviews.
- Commissioned Black Maternity Matters to do anti-racism training with clinical staff and select members of SLT.
- New IMPACT framework to de-bias policies.

NHS BRISTOL, NORTH SOMERSET AND SOUTH GLOUCESTERSHIRE ICB

- Collaborating with Manchester LMNS, HIN and MNVP piloted a pictorial leaflet on pre-term signs.
- Trauma-informed interviews with Black women.
- Improved uptake of **antenatal steroids & magnesium sulphate** for Black women.
- Investigating via histology the impact of allostatic load.
- Developed an action plan as a system as both trusts, LMNS and HIN are part of the LAN group.

BARTS HEALTH NHS TRUST

- New dashboard showing outcomes by ethnicity & deprivation to guide action.
- Co-designed patient information resources.
- Mandatory staff training on blood-loss evaluation.

IMPERIAL COLLEGE HEALTHCARE NHS TRUST

- New PPH prevention pathway & national simulation package.
- TXA guidance embedded into prescribing systems.
- A combination of change ideas contributed to nearly **halving PPH rates** in Black women from **13.7% TO 7.9%**.
- Policies and guidelines de-biased with an anti-racism lens.

LANCASHIRE TEACHING HOSPITALS NHS FT

- Policies de-biased using anti-racism lens.
- Completed 9 service user interviews and 3 staff focus groups exploring racism and anti-racism.
- Ethnicity/deprivation data now routinely monitored.
- Midwives enabled to give iron treatment.
- PPH** in Black & minority ethnic women **reduced** from **12% TO 9%**.
- Won** trust **'OUR PEOPLE'S AWARD'** for best safety initiative.

BIRMINGHAM WOMEN'S AND CHILDREN'S NHS FT

- More Black African women receiving PPH risk assessments.
- Ongoing target:** 1% annual reduction to 2027.

