

Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?

<p><i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i></p>	<p><i>What do you intend to do in future to address the equality issues you identified?</i></p>
<p>Given that females will have given birth, there is a high likelihood that they will be unable to travel, or that travelling will be more difficult than for male partners or family members. In cases where the mother of the child does wish to travel to Alder hay, the hospital post-mortem can be delayed to allow her time to recover from the birth.</p> <p>Attitudes to post-mortem may vary according to religious or personal beliefs and each member of staff who addresses the issue of consent will be trained in engaging respectfully and sensitively with parents and families.</p> <p>Should parents and families with dependents consent to the post mortem, they will have the opportunity to spend time with the baby or child before transfer to Alder Hey. They will also have the option to request travelling with the baby or child.</p> <p>Each baby and family will be assigned its own named bereavement coordinator to ensure that the family</p>	<p>Engagement with families, relevant charities and other patient representative groups commenced in August 2018 when the need for a service change was identified. This work has shaped service plans to date and will continue to do so.</p> <p>As planning for the service change has developed, the breadth of stakeholder engagement has also grown, reflecting targeted communication.</p> <p>To date work with stakeholders has been concentrated on informing the communication and logistics aspects of the service change. Moving forward stakeholder engagement will continue to inform logistical arrangements but will also play a key role in improving information resources to inform families about the value of post mortem and the NI pathway.</p> <p>In addition, stakeholders will inform and guide prospective monitoring of the service in regard to collating qualitative data on patient and family experience so that any issues can be</p>

are provided with updates and assurances regarding the baby's arrival in Alder Hey and the completion of the post mortem.

Sensitive and user-friendly information on Consent to Post Mortem information will be co-designed by parents who have previously been bereaved and bereavement co-ordinators to ensure that the process is fully transparent and that people are provided with the necessary assurances and standards with which their baby or child will be treated.

A video resource will be developed to enhance existing support and counselling so that parents and families in Northern Ireland are able to make an informed choice about consenting to a post mortem examination for their baby or child in Alder Hey Children's NHS Foundation Trust.

Parents or family members who are travelling alone or who do not have the support of a spouse or partner will have support from staff in Northern Ireland, and will also be assigned their own personal, trained Bereavement Coordinator in Alder Hey. This named person will liaise with the individual and provide assurances throughout and advise and update on the baby or child's care pathway.

All travel arrangements for the baby and **any** 2 family members who wish to travel will be organised and paid for by the HSCB.

addressed in a timely manner.

Liaison will continue with relevant staff to get feedback on their experience and also to consider and address any gaps highlighted in training or skills.

A prospective evaluation of the service is planned from inception in January 2019 which will gather data on family experience to inform any service changes or improvements moving forward.

Specific consideration will be given to the service evaluation and collecting data on any groups identified which may be particularly impacted through the change. This work will require input from our charities and patient representative group as well as bereavement support staff from both NI and Alder Hey to ensure that data is collected in a sensitive manner.

It is recognised that individuals who have communication difficulties due to a disability may have additional communication needs. All Health and Social Care staff are required to undertake mandatory equality training which cover disability and human rights considerations. Staff will also be aware of the need to consider reasonable adjustments in terms of accessibility of information and communication. Provision will be made to have a sign language interpreter available if required, or have information provided in different formats (e.g. easyread and in MP3 format).

All the relevant Consent to Post Mortem information will be translated into the top 10 most popular languages in Northern Ireland and further languages will also be available on request. Health and Social Care staff are fully trained on the use of interpreters and professional, accredited interpreters employed in the Northern Ireland HSC Interpreting Service receive more specialist training in complex area such as bereavement and maternity scenarios.