

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Monday 30 March 2020
Title:	Rape and Sexual Assault Standards and West of Scotland Forensic Workforce Model
Responsible Director:	Professor Hazel Borland, Nurse Director
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1. Purpose

This is presented to the Board for:

- Awareness

This paper relates to:

- Government policy/directive
- Legal requirement

This aligns to the following NHSScotland quality ambition(s):

- Safe
- Effective
- Person Centred

2. Report summary

2.1 Situation

The Board is asked to receive and discuss this report describing progress made within Ayrshire and Arran to ensure compliance with the above Healthcare Improvement Scotland's (HIS) national standards published in 2017.

2.2 Background

Further to publication of the above standards, a national taskforce for the improvement of services for victims of rape and sexual assault was established in 2018 chaired by the Chief Medical Officer (CMO). The Taskforce vision, to be delivered by 2022, is '*Consistent, person-centred, trauma-informed healthcare and forensic medical services and access to recovery, for anyone who has experienced rape or sexual assault in Scotland*'.

2.2.1 HIS national standards and service model delivery

The national standards cover the following areas:

1. leadership and governance
2. person-centred and trauma-informed care
3. facilities for forensic examinations
4. educational, training and clinical requirements, and
5. consistent documentation and data collection.

Following a national stakeholder engagement option appraisal in June 2018, the recommended model for service delivery, for adults and young people (for acute and historic cases), was a Multi-Agency Centre/co-ordinated service; with a local service provision, delivered as close as possible to the point of need and supported by a Centre of Expertise (hub and spoke model).

2.2.2 Paediatric forensic examinations within Ayrshire and Arran

Within the West of Scotland there is provision of Child Forensic Medical Examiners (FME) through a regional rota for children and young people who have been sexually abused (Child Sexual Abuse/Rape) or subject to harm from non-accidental injuries. The service is available 9am to 9pm, seven days per week.

Paediatric forensic examinations within Ayrshire and Arran are currently conducted within the Paediatric Ward at University Hospital Crosshouse and they will continue to do so for the foreseeable future. An exclusive-use suite of rooms is currently being considered and costed, which would provide a dedicated, fit for purpose area for these paediatric forensic examinations to be carried out.

2.2.3 CMO Key Asks

In 2018 the CMO made five *Key Asks* of all NHS Boards, followed by a further five in May 2019. These were all agreed by NHS Board Chief Executives.

In 2018 the *key asks* were:

1. Nominate a senior manager accountable through the Corporate Management Team (CMT) for these services. **(Hazel Borland, Nurse Director)**
2. Move all forensic medical examinations out of police settings and into appropriate health and social care settings before the end of the financial year. **(already compliant)**
3. Ensure that all doctors undertaking the work are trained in trauma informed care for victims of sexual crime by December 2018. **(relevant for NHS Greater Glasgow and Clyde (GG&C) who employ these doctors for adults)**
4. Consider options for attracting and retaining the workforce required to meet the HIS standards e.g. separating the FME of victims of sexual assault from police custody work. **(relevant for NHS GG&C who employ these doctors for adults)**
5. Work towards having an appropriately trained nurse present during a FME. **(relevant for NHS GG&C who employ these doctors for adults)**

The new *Asks* in May 2019 were:

1. Ensure timely delivery of the multi-agency objectives set out in the costed local improvement plans, including Board approved capital projects. **(on track)**
2. Develop the local (and where appropriate, regional) workforce model to ensure:

- A female doctor and nurse chaperone are available 24/7, so that where a victim requests a choice of the sex of staff involved in their care, this can be met. **(relevant to NHS GG&C who employ this team)**
 - A Nurse Coordinator(s) is in post to ensure a smooth pathway of onward care and referral to other services. **(on track)**
 - Timely access to therapeutic and throughcare services. **(on track)**
3. Prepare for forthcoming legislation; the introduction of a national model for self-referrals and the potential for an increase in demand for these services. **(on track)**
 4. Ensure there is readiness within local and regional delivery teams for compliance with agreed national documentation and data collection requirements. **(await national guidance)**
 5. Plan for service sustainability beyond the life of Scottish Government ring-fenced funding (end of 2020-21). **(being discussed at regional and national level)**

2.3 Assessment

Accommodation

In February 2019 a local Option Appraisal was conducted looking at a number of potential accommodation sites for the new local examination service for adults within the Ayrshire & Arran estate, led by Capital Planning. The preferred site was part of Drummond Ward at Biggart Hospital, Prestwick.

The design of the premises has been developed in partnership with a wide variety of stakeholders including input from individuals who have lived experience of using these services. Service User Groups were facilitated with Third Partner agencies including Break the Silence and Rape Crisis and it is one of the service users from these groups who came up with the name for the facility - The Willows.

The accommodation build was completed within the timescale specified with the aim of being available for use within the West of Scotland (WOS) model by April 2020.

Workforce Model Provision

The WOS Health and Social Care Planning Board agreed on 28 February 2020 to the proposal for a blended WOS regional workforce model for the adult service, which would provide one nurse and one forensic examiner available 24 hours, 7 days per week from the regional Centre of Expertise (Archway - Sandyford, NHS GG&C). An additional team of a second nurse and doctor will be available (12 hour day) seven days per week to deliver a peripatetic forensic examination service within NHS Ayrshire and Arran and NHS Lanarkshire.

It is proposed that this Workforce Model will be implemented by August 2020. The tendering process for this is still ongoing which could have an impact on the implementation date. The Willows will be operational once this workforce is in place.

One of the CMO's ten Asks included the recruitment locally of a Nurse Co-ordinator in each Board. The purpose of this role is to ensure a smooth pathway of onward care and referral to other support services. Work is currently underway on the job description and subsequent recruitment for this key post. This post will be in place prior to the regional Workforce Model going live.

2.3.1 Quality/patient care

The experiences of all individuals who access this service will be improved as it will be provided locally. In addition, this may encourage more individuals to come forward who may have been discouraged from doing so previously due to the travel required to Glasgow.

The service will operate a person centred and trauma informed approach (in line with HIS Standards) and will ensure a consistency of service locally in Ayrshire and Arran. It will also ensure that there is throughcare and support is in place for individuals following examination.

2.3.2 Workforce

The peripatetic workforce will be managed and hosted by NHS GG&C on behalf of the WOS Boards. A tender process is currently underway for the provision of this workforce and we are waiting on the outcome of the process.

2.3.3 Financial

The CMO Taskforce provided Capital Funding of £250,000 towards the cost of the premises build and the NHS Board Capital Planning Management Group (CPMG) agreed to provide the remaining £50,000.

One of the CMO's Asks was for NHS Boards to pro-actively plan for service sustainability beyond the life of the ring-fenced revenue funding (end of 2020-21). Agreement has been given by the Strategic Planning Oversight Group (SPOG) that revenue costs will be split three ways between North, South and East Health and Social Care Partnerships beyond 2021.

Securing full funding for the refurbishment and ongoing revenue costs beyond 2021 allows for the provision of a person centred and trauma informed facility that will meet the immediate clinical needs of the individual, including immediate sexual health care, forensic examinations and aftercare provision, as detailed in the HIS Standards.

Additional funding was received from the CMO Taskforce in June 2019 for the purchase of two colposcopes. One for our paediatric cases and the other for The Willows.

2.3.4 Risk assessment/management

There is a CMO Taskforce level risk register and a local risk register based on this is currently being developed.

2.3.5 Equality and diversity, including health inequalities

An Equalities Impact Assessment was undertaken by the Rape and Sexual Assault Working Group in November 2019 and was approved in 17 January 2020. This will be uploaded onto the NHS Ayrshire and Arran website.

2.3.6 Other impacts

- Best Value - The local provision of a forensic examination service supports the Board's commitment to safe, effective and person centred care and Best Value in all areas highlighted below:
 - Vision and Leadership
 - Effective Partnerships
 - Use of resources

- Compliance with Corporate Objectives

Deliver transformational change in the provision of health and social care through dramatic improvement and use of innovative approaches

Protect and improve the health and wellbeing of the population and reduce inequalities, including through advocacy, prevention and anticipatory care.

Create compassionate partnerships between patients, their families and those delivering health and care services which respect individual needs and values; and result in the people using our services having a positive experience of care to get the outcome they expect.

2.3.7 Communication, involvement, engagement and consultation

Discussions groups were facilitated by members of the Rape and Sexual Assault Working Group which service users from Rape Crisis, Break the Silence and Women's Aid were invited to take part in and provide comments on proposals for the service. East Ayrshire Women's Aid also contributed to the discussions and were able to provide comment on the internal aspects of the accommodation.

- Service User Stakeholder Meeting (Rape Crisis and Break the Silence) on 9 May 2019
- Service User Stakeholder Meeting (Break the Silence) on 6 June 2019
- Clinical Pathways Mapping Session on 23 July 2019.
- Third Sector and Clinicians Tour of The Willows on 11 March 2020
- An 'Open Afternoon' is being planned for all interested parties to view the facility

The Rape and Sexual Assault Working Group includes external stakeholders including Police Scotland and Forensic Medical Examiners.

2.3.8 Route to the meeting

- SPOG: 3 December 2018, 25 February 2019 and 16 September 2019
- CPMG: 28 February 2019
- CMT: 16 July 2019
- Healthcare Governance Committee: 12 November 2019

2.4 Recommendation

For awareness. Members to be aware of and assured by progress made within Ayrshire and Arran to ensure compliance with the above Healthcare Improvement Scotland's (HIS) national standards published in 2017.