Sexual Safety Collaborative Launch Event

21st OCTOBER 2019







Housekeeping

- Toilets are on the ground and first floors
- Lunch will be served on the ground floor
- No fire alarm tests are expected today
- ▶ We recognise that this topic can be difficult and challenging to think about and discuss. An optional debrief session will be offered at the end of the day by QI coaches Kate and Matt. You can also approach any of the NCCMH team if you need any extra support during today's event
- Room G9 is available if anyone needs to take some time out or needs some space on their own





- We encourage use of twitter and social media to share the work that you are doing throughout the collaborative. Starting today!
- However, we kindly ask you not to tweet people's names, photographs of people's faces or their talks without their permission
- Thank you!



Project hashtag #SexualSafetyInMH
Programme hashtag #MHSIP



Welcome and Introduction: Why sexual safety?

Kevin Cleary





Why Sexual Safety?

21 October 2019 Dr Kevin Cleary, Deputy Chief Inspector for Hospitals (Lead for Mental Health), CQC



Poor physical environment of mental health wards

Sexual safety on mental health wards



Use of physical restraint



High number of rehabilitation wards out of area



Mental healthcare for people with physical health problems



High secure hospitals

Physical health of people with mental health problems



Clinical information systems





Staffing

Introduction to the Improvement Collaborative

Tom Ayers





Mental Health Safety Improvement Programme

Run a series of national improvement collaboratives focussed on key areas of safety in mental health

► First collaborative started in 2018 on reducing restrictive practice

► The sexual safety collaborative builds on the learning from this and is 50% bigger



Sexual Safety Collaborative

Set out in response to the findings of the CQC report, the sexual safety collaborative was established to:

- Produce a set of standards around sexual safety during the mental health and learning disabilities inpatient pathway.
- ► Run a 2-year national QI collaborative to support mental health teams to improve sexual safety on their wards.
- Produce a library of resources, building on best practice, to support mental health trusts to improve sexual safety.

Sexual Safety Collaborative

Expert design group

Production of standards and guidance

Theory of change & measurement plan

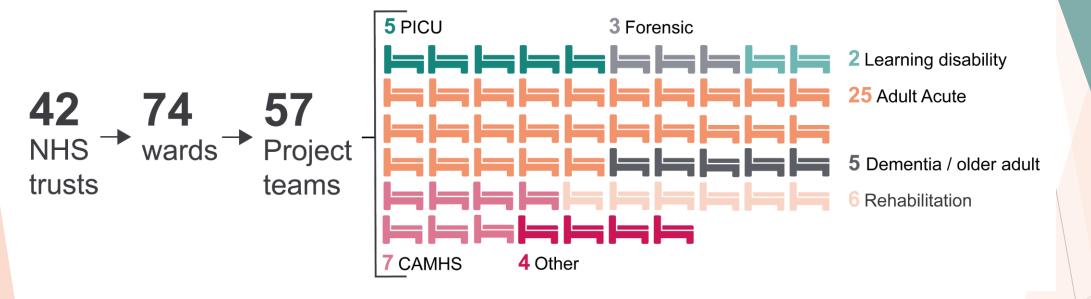
Quality improvement support

Learning from each other

Story-telling and sharing experiences



Sexual Safety Collaborative





The Programme Team



Amar Shah **MHSIP National** Improvement Lead @DrAmarShah



Helen Smith MHSIP Clinical Programme Director @HSmithSafety



Tom Ayers MHSIP Programme Lead





Dominique Gardner MHSIP Project Manager



@Dominiqueg_05

Quality Improvement Coaches



Kate Lorrimer





Emily Cannon





Matthew Milarski



@MattNCCMH



Saiqa Akhtar



@SaiqaNCCMH

Connecting to the 'WHY'





Mental Health Wards, a Place to Heal?





Untold Story of Sexual Violence

Day Njovana and Emma Furlong





The Untold Story of Sexual Violence....

Day Njovana, Lead Nurse, Forensics, ELFT

Emma Furlong Hems Sexual Safety Lead, Forensics, ELFT

Service



Arsenal losing to Tottenham

The Female Perspective: working in Forensics

'I've seen men who I know are married take their wedding rings off when they come in to work. Why do they do this?

I've received text messages, WhatsApps, 'phone calls, even letters from male staff and patients whilst at work.'

'Why did he rub my back and massage my shoulders? There was no need to touch me...it felt like it lasted for ages....it wasawful'

'All these pretty little girls turn up when the alarm goes off......

'When I'm in the Day Area I can see and feel him staring at me, sometimes he's licking his lips, it makes me feel very uncomfortable'

Data, Forensic Service, ELFT

58.82% of staff have experienced sexual violence at work

70.59% of staff did tell someone about their experience

70.59% of staff did receive support, post incident

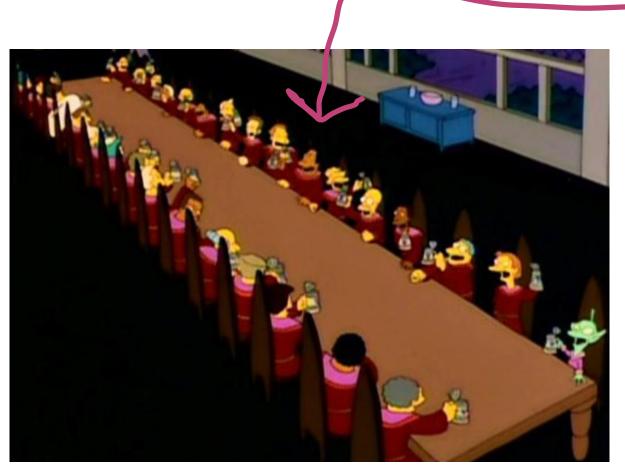
94.12% of staff have witnessed/overheard sexualised behaviour

94.12% of staff who completed the survey are ward based

82.35% of female staff completed the survey

The age range of staff completing the survey was between 18 - 54 years

Monday 8 January 2018, 10:00hrs



The Stonecutters, The Simpsons

Started our 'SAV' Steering Group

Awareness Raising

Pitching it to staff

Culture Change

Failing + Learning

Kept going - even though we felt like giving up

What we put in place

Support: Buddies and the ISVA

Buddies offer post incident support
It's a targeted piece of work to:
Offer emotional support and
Offer practical guidance to the person affected
The ISVA will pick it up if/when more specialist
support is required

Independent Sexual Violence Advisor (ISVA)

Senior role

Qualified, accredited

A new, emerging body of professionals working in the field of sexual violence

Offer a range of specialist support post incident, throughout court, to the end of the court process



Does it work?



Staff affected feel able to disclose
Staff affected feel supported
Staff affected return to work post incident
Staff want to get involved in the work

Some barriers to be aware of.....

Professionally:

Men - not all men
Hierarchies
Challenging existing cultures
Being listened to, heard, understood
Unconscious bias
The work being taken seriously
Very few resources

Personally:

Lonely, frustrating,
It's complex
Constant 'surprises'
Not being heard
Or being taken seriously
Unconscious bias



What's great about the work:

It's groundbreaking
Learning all the time
It's empowering and humbling at
the same time
It's a privilege to do the work

Personally:

I can finally be myself
I try not to compromise when
doing this work
I feel very proud of the people I
work with

Future

Really excited to be part of the national Sexual Saftey Collab

We'll continue to work hard to develop this area of work

Continue to effect a positive culture change in our work environment

'Are these worms ever going to stop crawling out of this ***** can?'



How the Concerns About Sexual Safety Started

Jane Ray



NATIONAL COLLABORATING CENTRE FOR MENTAL HEALTH

Sexual Safety Improvements

Sarah Oliver and Alison Blofield







SEXUAL SAFETY

The Redwoods Centre
Inpatient Services



Alison Blofield, Nurse Consultant/Approved Clinician Sarah Oliver, Clinical Matron







Where we started:

- Increases in incidents where sexual activity, or the potential for sexual activity, were occurring;
- Concern expressed by the CCG, who commission our services;
- A spike in data noted by the CQC;

A Thematic Review was commissioned by the Director of Nursing, of all reported incidents of sexual safety to address the above points.







Findings and Themes from The Redwoods Thematic Review:

- 1. Patients engaging in sexual activity
- 2. Patients involved in non-consensual activity
- 3. Patients who had become disorientated e.g. wandering, sexually disinhibited.





ACTIONS TAKEN TO DATE: (slide 1 of 2)

- Guidelines have been developed by the Matron (local to The Redwoods) – all ward managers promote the use of these.
- Ward Managers, Ward Sisters and Charge Nurse monitor to ensure RIO alert system is used on a weekly basis.
- Incident forms the Matron and Ward Managers ensure post incident reviews take place.
- Service Users' Information Packs include information regarding sexual safety and the need to raise any concerns.
- Reflective practice once a month facilitated by ward psychologist.





ACTIONS TAKEN TO DATE: (slide 2 of 2)

- Patients are encouraged to use a personal alarm if they are feeling unsafe and this will be incorporated into the Personal Centre Care Plan.
- Community Meetings include information regarding sexual safety.
- Ward Team Meetings include sexual safety discussions.
- Following a short survey no concerns have been highlighted to date.
- Awareness sessions have been provided for MDT members.







What we focus on in awareness sessions:

- Information from the thematic review
- Sexual Safety Guidelines
- Risk assessments
- Care plans –sexual safety, vulnerability, safety, risk management plans
- Trauma







Personal Safety Alarms





Let's talk about sex(ual) safety, expression, intimacy

Rachel Luby





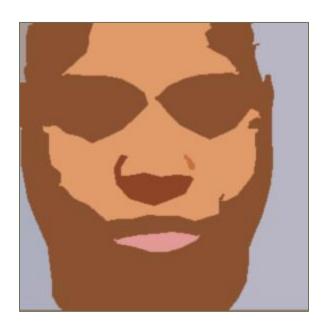
What is sexual health and why is it important?

"Sexual health requires a positive and respectful approach to sexuality and sexual relationships, as well as the possibility of having pleasurable and safe sexual experiences free of coercion, discrimination and violence. For sexual health to be attained and maintained, the sexual rights of all persons must be respected, protected and fulfilled." (WHO 2006 p. 5).

Around 50% of mental health services users include people who have suffered (sexual) abuse, especially those within households of domestic violence. A number are also associated with stigmas against non-heterosexual people (DH, 2009).

In a study that involved nursing staff from both the United Kingdom and Australia, one fifth of mental health nursing participants who operated in a variety of settings, admitted they never included issues relating to sexual health in their assessments, and whilst three quarters agreed that sexual health was part of the mental health nurses role, fewer than 10% said that their service did this.

It all started with a care plan...



Patient questions.

On a scale of 1 - 5 with 5 being very satisfied and 1 being not at all satisfied. How satisfied are you with the support you get to meet you sexual health and sexual expression needs? (please circle)

1 2 3 4 5

Do you currently feel comfortable talking about your sexual health? e.g protection from STI, sexual health screening. (circle answer)

Yes. No

Do you currently feel comfortable talking about your sexual needs? e.g. pornography/masturbation?

Yes. No.

On a scale of 1-5 with 5 being very comfortable how comfortable are you talking about your sexual health and sexual expression needs?

1 2 3 4 5

Of the following who are you currently comfortable talking about your sexual health or sexual needs to? (circle as many as you want)

Other patients my primary nurse Someone else from the nursing team.

The psychologist The doctors The whole MDT The OT

One off questions

What can be done better so that you are more satisfied that your sexual health/ sexual expression needs are met

What would make you feel more comfortable talking about your sexual health and sexual expression needs? (circle as many as you want)

Groups on the topic like men's health.

To have it in my care plan.

If the project was discussed in community meetings. For it do be discussed in CPA

For it to be discussed in ward round.

To have particular staff who I can go to.

To have particular patients I can go to.

If my primary nurse approached me.

For a specialist sexual health nurse to attend.

For it to be discussed on admission

For staff to be more comfortable talking about it.

Other (please specify)

What do you think causes sexual violence against staff or other patients on mental health inpatient units?

Staff questions.

On a scale of 1 - 5 with 5 being very satisfied and 1 being not at all satisfied. How satisfied are you that our patients meet their sexual health and sexual expression needs? (please circle)

1 2 3 4 5

Do you currently feel comfortable talking about sexual health with patients on the ward.? e.g. protection from STI, sexual health screening. (circle answer)

Yes. No

Do you currently feel comfortable talking about sexual needs? e.g. pornography/masturbation with patients on this ward?

Yes. No.

On a scale of 1-5 with 5 being very comfortable how comfortable are you talking about our patients sexual health and sexual expression needs?

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What staff told us

There will be an increase in sexual violence

Are you confident to talk about sexual health?

No.
38.5%

"If anyone assaults me because of this project I will sue you"

Mo 34.5%

Are you confident to talk about sexual expression?

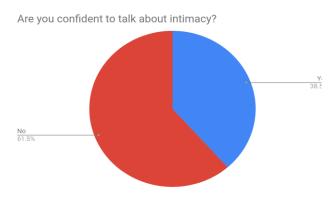
I won't ever be

Gender/cultural

issues

Staff not being on bo ...

It isn't helpful to talk about sex

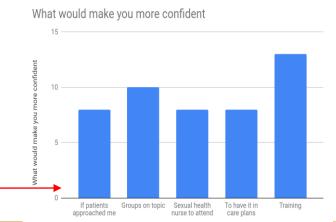


It is not a priority

"I shouldn't have to talk to patient's about sex, they are adults"

If patients dont want t...

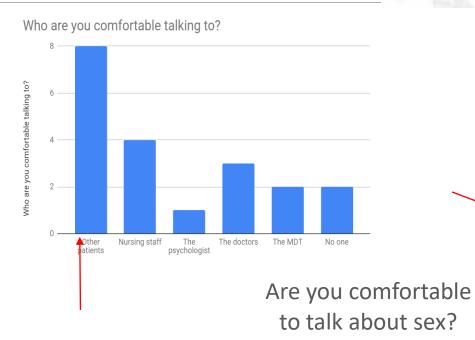
What are your concerns about the project?



What patients told us

"I'm still a man, I still think about sex every day. I just cant talk about it"





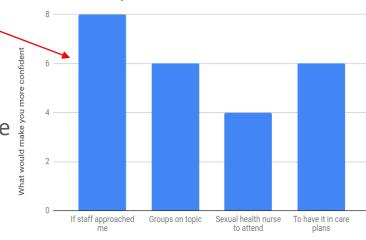
"We are locked away from our boyfriends or girlfriends and not allowed to engage in normal relationship stuff. Then the relationship breaks down. We have nothing to leave hospital for. Then when we do leave hospital, everything's changed, people have moved on."

On a scale of 1 - 10 with 10 being very satisfied, 5 being neither satisfied nor dissatisfied and 1 being very dissatisfied, how satisfied are you with the support you get from the ward team to meet you sexual health and sexual expression needs? (please circle)

© 2 3 4 5 6 7 8 9 1

"I once had my leave suspended because I told the team I had visited a prostitute. Couldn't they have just given me you know. Sex advice? Said where to get a check"

What would make you more confident



What can be done better so that you are more satisfied that your sexual health/ sexual expression needs are met?

Prostitio 2005 Convigil visits

Using quality improvement to encourage staff and patients to 'talk about sex'

Quality improvement looks at finding solutions to a problem. The problem was that staff were not confident to raise the subject with patients and patients were not confident to be the ones who started the conversation.

violence

THE EARLY STAGES OF DATING



Sexual health care I don't think the team can really meet my sexual needs but I am pleased we can access porn now Sexual health is a I think we should allow conjugal visits state of physical. - I had STI testing and the test was negative which I was pleased about. I mental and social have also signed up to the condom project well-being in - I hope to get married and have a family on discharge The MDT and X elation to sexuality. Service User Actions It requires a positive - I will attend Love Sex Intimacy group and respectful - I will try and talk about my feelings - I will inform the team if I get into a serious relationship and require annroach to sexuality and sexual relationships, as well as the possibility of having To encourage input from Saxonnorse's family regarding his care, with pleasurable and his consent. safe sexual Team Actions/Interventions experiences, free of Psychologist to facilitate group with nursing staff. coercion QI work to continue discrimination and - 3 monthlys STI screening to be offered and if X asks

- Sexual health to be discussed in care planning

For patients to rate confidence talking about sex at 7/10 by Jan 2020



All patients to know about the Pornographic policy

All patients to be offered STI screening

All patients to be able to access free condoms when in the community

For the project to be spoken about in each community meeting

For 'Lets talk about love/sex/intimacy group'

For discussions in ward round with the team about sexual side effects

For all patients to have sexual expression care plans

For sex education sessions on the ward

WHERE AND HOW DO WE MEET PEOPLE?

Collecting data

Patient questions

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For staff to be more comfortable talking about it. Other (please specify)

What do you think causes sexual violence against staff or other patients on mental health inpatient units?





Advertising the project









Supporting staff to embrace the project

Start the conversation as soon as possible, discomfort is normal but needs to be overcome

Talk about sexual health concerns and sexual side effects

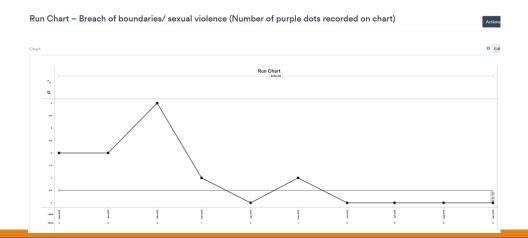
Acknowledge your own views, biases, assumptions

Refer to external services when necessary

Time - agree a schedule for when you will return to the topic

Educate the patient and yourself

Reflect and record.







Outcomes



Saxonnorse Roman Draconian Limehouse Ward, John Howard Centre 12 Kenworth Road, London E95TD

East London Mental Health and all this will concern; patients, staff and the community at large. I have been kindly asked to give a report about my personal feelings about the Quality Improvement on my ward; The Limehouse Ward. That project is called "Lets Talk About Sex". The project includes sexual health, sexual expression, sexual side effect and relationships.

Groups and meetings have been put in place to highlight agenda; Love, Sex and Intimacy group and open group for both staff and patients.

I felt very at ease, I really felt like I could talk about anything without being judged in a bad way. I other patients felt the same,



I noticed. Although some service users were shy other were more confident, if I'm being absolutely honest the staff fell into the same system of shy or confident, leaders or followers, those who take charge and those who give support.

Another group was once a week for one hour. Very meaningful indeed. The other group was men's group, the same setting, once a month on a weekend and we got more customers! No surprise! The thing with this group, I think, is it went a bit deeper with some topics and issues, which I know is a good thing.

I've learnt a few things, all involved have learnt a few new things. A lot of talking and listening when dealing with this kind of stuff. For instance, there are some patients and staff who totally do not entertain this project, but those who do back it back it fully, like myself.

Another group who meet every other work as part of the "Lets talk about sex" Quality Improvement sees me as the only patient, I know I represent the patients very well, the staff too funnily enough.

24 Gigned Fo

A lot of management goes into this meeting. You know what has been done, what needs to be done next etc. For example things have been implemented; Condom Cards so patients can get condoms in the community, Sexual transmitted infection screening on ward, Results and assistance by Homerton Hospital, Pornographic material DVDs and magazines have been updated. It's a work in progress, there are other things to stop and other things to get started.

The team and I have a very professional relationship, I feel we communicate with each other in a respectable way.

I will now move on to the "Lets Talk About Sex Confident QI Number" scoring cards. I give the cards to patients once a week or I fill them out for them. The patients fall into two categories 1. Interested 2. Absolutely not interested and they score on a scale between 1 and 10, 1 being not confident and 10 being very confident. I take the data every week for the order of Quality Improvement on Limehouse Ward. Staff then put this data on RIO.

Making the findings relevant to sexual safety



Using Quality Improvement for this work

Amar Shah





and treatment you

improvement plan

NHS NHS Operational Planning and Contracting Guidance 2017-2019 NHS England and NHS Improvement

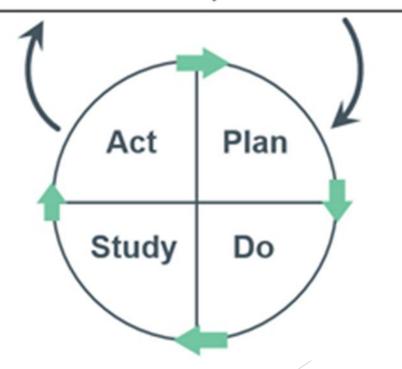
So, what's our method?

Model for Improvement

What are we trying to accomplish?

How will we know that a change is an improvement?

What change can we make that will result in improvement?





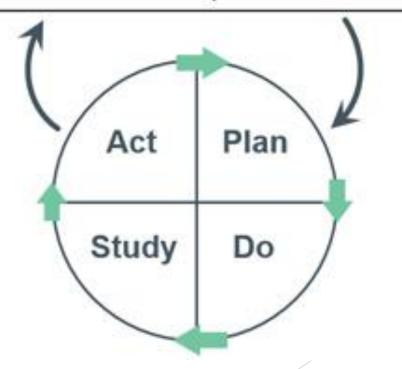
To increase the percentage of service users and staff who feel safe from sexual harm within mental health and learning disabilities services

Model for Improvement

What are we trying to accomplish?

How will we know that a change is an improvement?

What change can we make that will result in improvement?





Aim

Feeling safe from sexual harm means feeling free from being made to feel uncomfortable, frightened, or intimidated in a sexual way by service users or staff. Your answers to these questions are anonymous.



Please tick: Service user Staff

In the past two weeks, have you felt safe from sexual harm on the ward?

Yes / No

Please circle your answer

If you did not feel safe from sexual harm at any point, would you feel able to speak to someone about it?

Yes / No

Please circle your answer

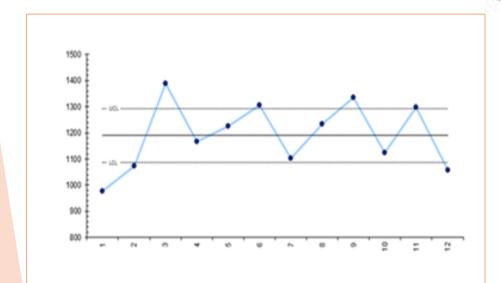
If you would like to speak with someone independent about your sexual safety on the ward, please see the contact details on the ward sexual safety charter.

Model for Improvement

What are we trying to accomplish?

How will we know that a change is an improvement?

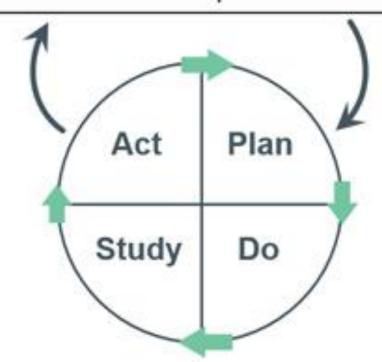
What change can we make that will result in improvement?





NATIONAL COLLABORATING CENTRE FOR MENTAL HEALTH

Measure



Model for Improvement

What are we trying to accomplish?

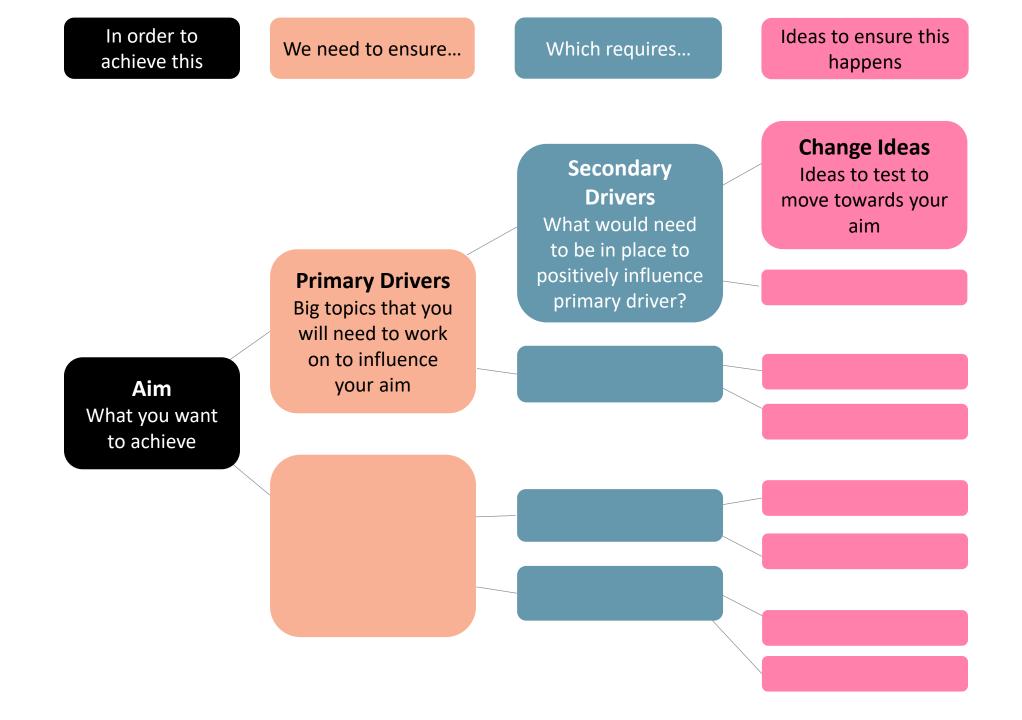
How will we know that a change is an improvement?

What change can we make that will result in improvement?

Changes







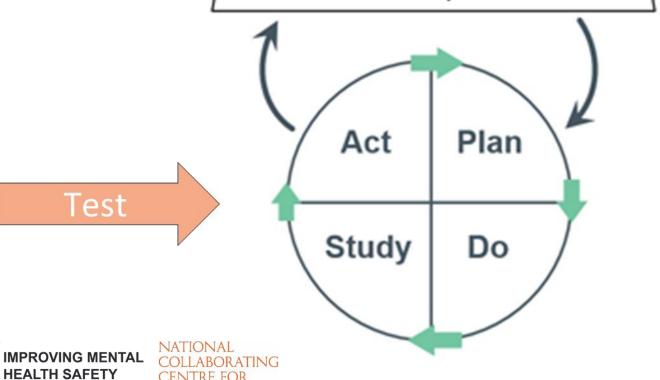


Model for Improvement

What are we trying to accomplish?

How will we know that a change is an improvement?

What change can we make that will result in improvement?



Sexual Safety Collaborative

MENTAL HEALTH

What have we learnt from our first national improvement collaborative in mental health?

- Regular time and space to do the work
- Involving and partnering with service users and carers throughout
- Having a named, and active, senior sponsor
- ► Making the most of the QI coach support on offer
- ► Regular data collection, and learning the LifeQI platform



LUNCH 12:50 - 13:20



Breakout Sessions

13:25 - 15:10

► Life QI Introduction Room 1.7

► Early tasks for your team Room 1.1

► The measurement plan Room 1.2 - 1.4



Breakout Sessions

13:25 - 15:10

Group 1
Room 1.7

Group 2
Room 1.1

Group 3
Room 1.2-1.4

LifeQI Introduction

Early tasks for your team

The measurement plan



LifeQl

Saiqa Akhtar





Where people, tools, data come together to make improvement happen



Tools

QI tools are seamlessly integrated, providing an easy to use platform, tailored to running QI projects.

People

Bring your people together to share ideas, accelerate learning and drive change - anytime, anywhere.

Data

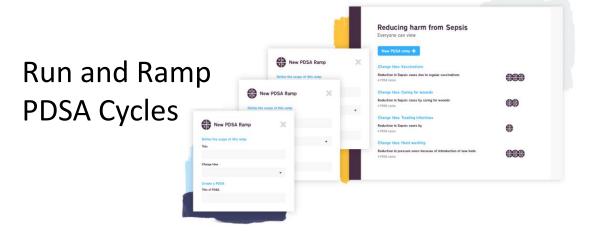
Track outcomes and analyse progress across your team, organisation and beyond with secure analytics tools.

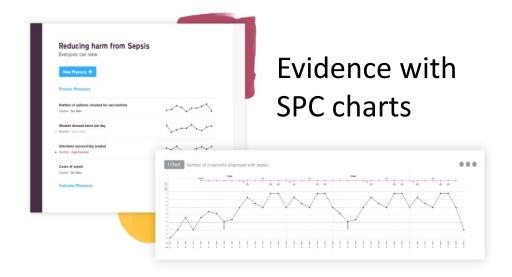


Time-saving improvement tools



Build Driver Diagrams







Getting started

Log in to Life QI here: https://uk.lifeqisystem.com/login

 Access the project that you have been invited to direct from your Start page.

 Once in your project you can see an overview of the status of your project and begin to add in further information.



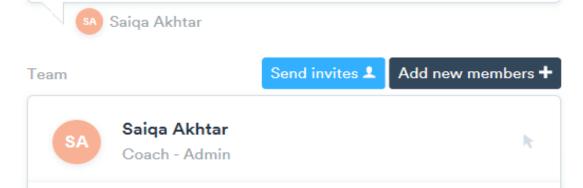
Accessing your project

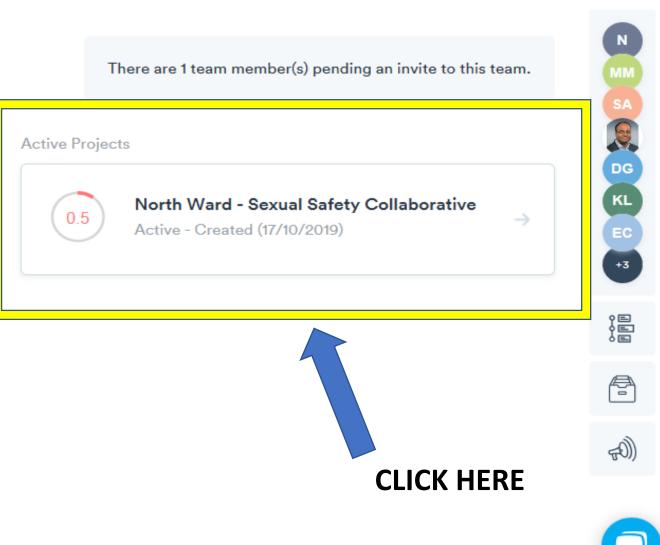
Access the project that you have been invited to direct from your Start page.

North Ward V Sexual Safety Collaborative

We're delighted to welcome you to the Sexual Safety Collaborative. As we coach you through your QI journey, you will be using LifeQI to record your theory of change, data and the change ideas you are testing on your wards.

Please feel free to browse your project on LifeQI – your QI coach will take you through all the features in the initial stages of the programme. If you have any questions at any point, please don't hesitate to contact your QI coach Saiqa.Akhtar@rcpsych.ac.uk.

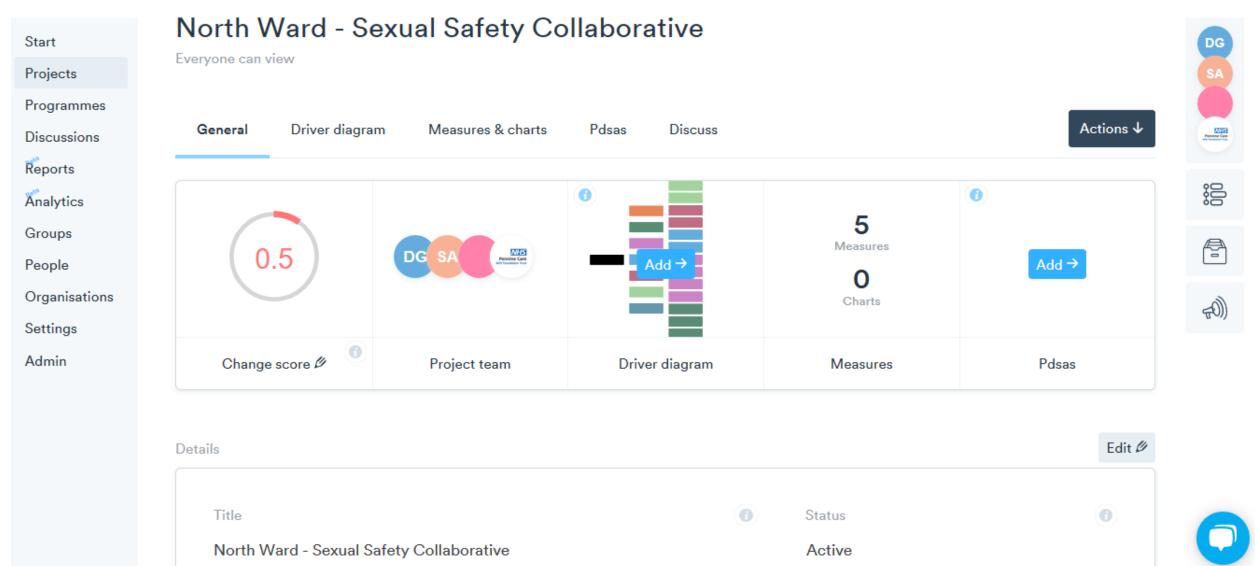






Accessing your project

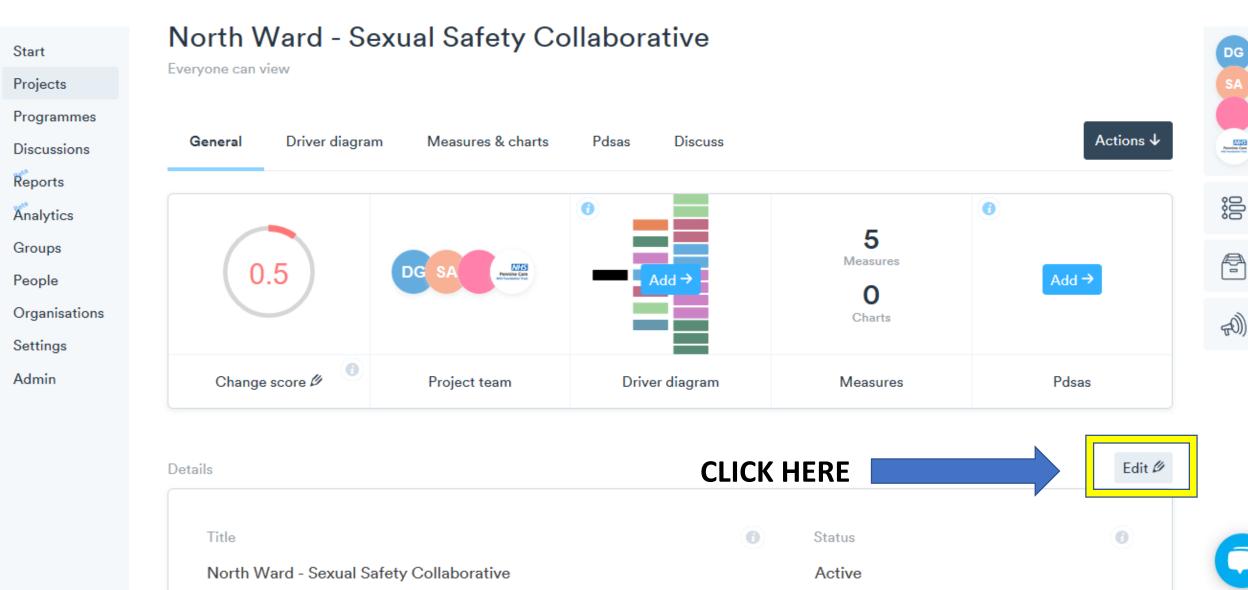
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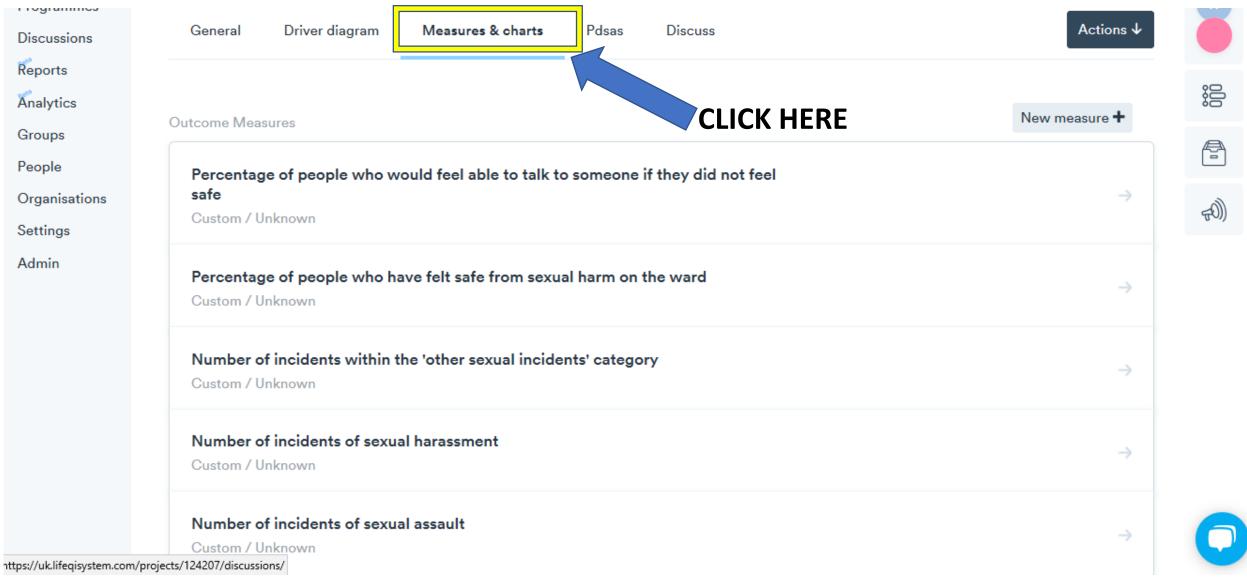
Editing your project

• To edit your project, select the edit button highlighted below.



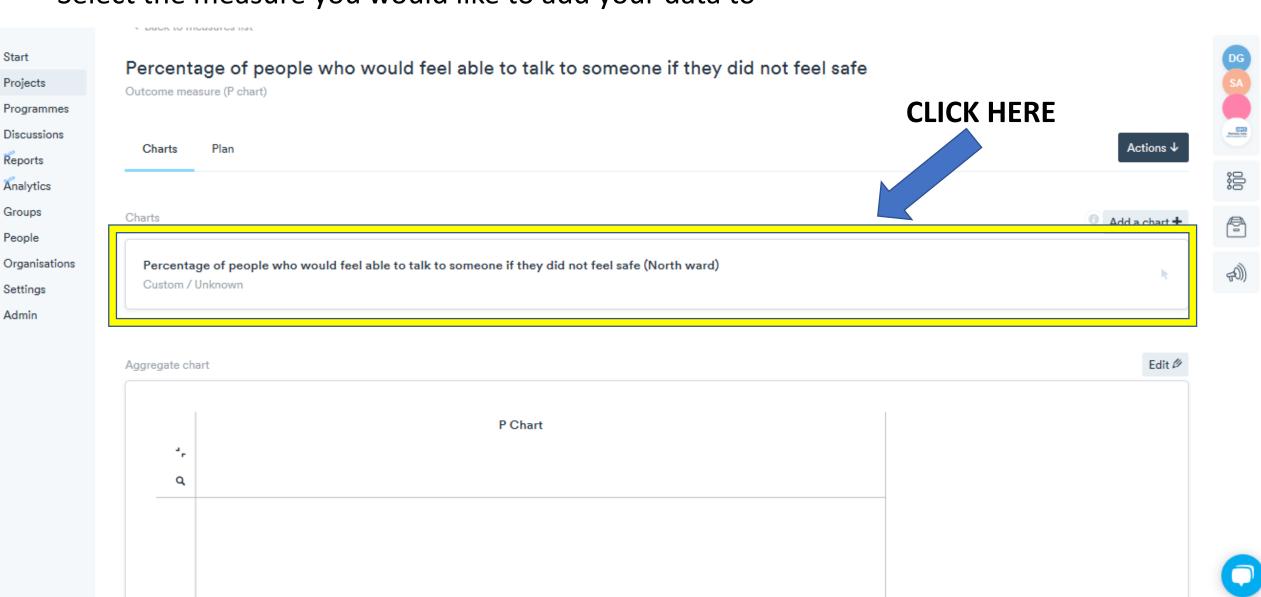


 To add data to your project, select the button highlighted below and you will see your 5 outcome measures listed.



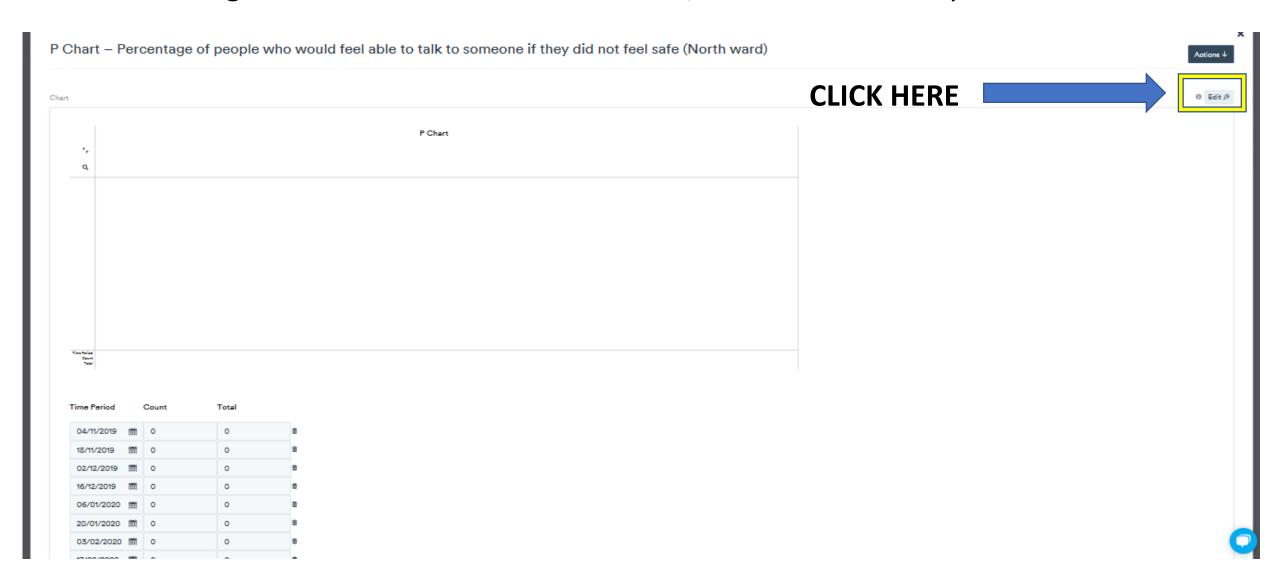


• Select the measure you would like to add your data to





• Select 'edit' and scroll to the bottom of the page, where you will see a list of pre-populate dates covering the next 3 months. You will notice, the data is currently set to 'zero'.



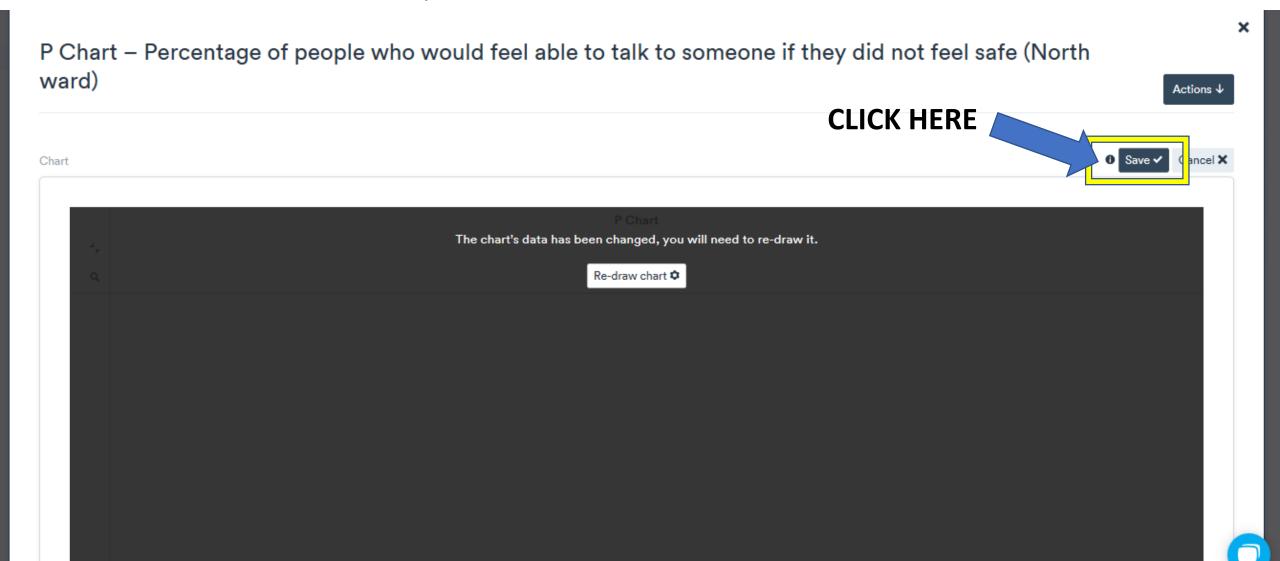


• Scroll down to the bottom of the page, to add new data select 'Add row' and type in your data, ensure you select the appropriate date by clicking on the calendar symbol





• Don't forget to scroll back up to the top of the page and save your changes. Your chart will then be re-drawn to include your new data





o increase the percentage o ervice users and staff who fee

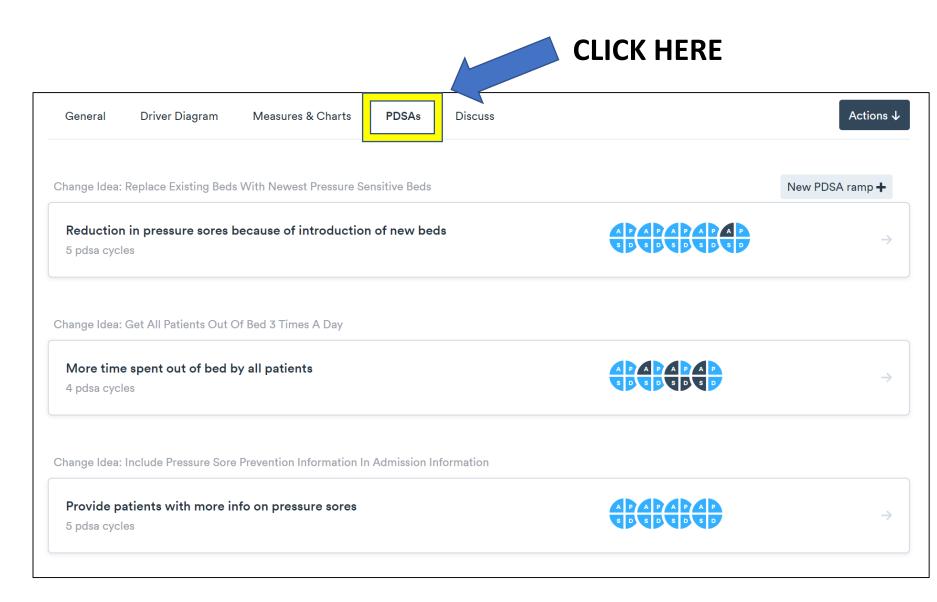
Introducing your Driver Diagram

- Your driver diagram has been started at the Programme level which is great news.....
- We will take a closer look at this after all teams have collected 3 month's baseline data (Jan/Feb 2020)
- Your QI coach will explain what a driver diagram is, and how to use it, at that time



Defining and beginning your PDSA cycles

- The Plan-Do-Study-Act (PDSA) cycle is a 'trial-and-learning' method that allows you to temporarily test and evaluate ideas for change.
- Life QI enables you to run the full cycle on a single page under the 'PDSAs' menu option of your project (highlighted here)
- Feel free to have a look at this section, but we won't look at it in depth until after baseline data has collected across the collaborative.





Project discussions

- Discussions are a great way of collaborating with the collaborative team members, your organisation, and the wider Life QI community.
- You can create discussions on any subject you want and invite who you want.





Visit the Help Centre 100s of how-to articles guiding you through the platform at your own place.

help.lifeqisystem.com

Help and Support

- There are demonstration videos on the help centre
- For example to create a chart:
 https://help.lifeqisystem.com/measures-and-charts/creating-a-chart
- Please use the help page or ask your QI coach if you require any further assistance.



Help and Support

In addition to the Help Centre, you can....



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Live Chat

The quickest and easiest way to chat to our experts online. **Get in touch** via our website or platform.



Drop us a line

Send us a quick email and a member of our team will be in touch to answer your query.

help@lifeqisystem.com





Action Planning

Tom Ayers



Close

Visit our website at:

www.rcpsych.ac.uk/improvingcare/nccmh/quality-improvementprogrammes

► Email us at:

safetyimprovement@rcpsych.ac.uk

Don't forget, you can contact your team's QI coach for support anytime



Thank you



After Action Review (Optional Debrief Session)

Structured approach to reflect on the work of a group and to identify strengths, weaknesses and areas for improvement

- 1) What happened that we want to learn from?
- 2) What did we set out to do?
- 3) What actually happened? What did you experience?
- 4) Why were there differences?



After Action Review (Optional Debrief Session)

- 5) What went well? Why?
- 6) What could have gone better? Why?
- 7) What would you do differently next time?

If you feel like you would like to talk to someone about anything to do with today's meeting, please do let me know and I can arrange for one of our Directors to get in touch with you to see how we can help. If you'd prefer to speak to someone outside of our team, I've included the numbers for a couple of helplines below that you can contact for support.

<u>Samaritans</u>: 116 123

The Survivor's Trust: 0808 801 0818

