

Papworth Hospital NHS Foundation Trust
Action Plan for Delivering Same Sex Accommodation
March 2010

Table 1: Trust mechanisms to Ensure Continued DSSA Compliance

ISSUE	ACTION	LEAD EXECUTIVE	OPERATION LEAD	DEADLINE	EXPECTED IMPACT/OUTCOME	COMMENTS
Principle 1: Board of Directors actively support patients' Privacy and Dignity						
To ensure Board and Committee members are fully informed of the Privacy and Dignity same sex accommodation initiative	To include updates/information on same sex accommodation in regular Board meetings.	Director of Nursing	Assistant Director of Nursing	30/6/09	The Board members are fully informed of progress in delivering same sex accommodation	Complete
To include same sex awareness in current training	Training on induction and clinical updates to include P&D and same sex accommodation.	Director of Nursing	Assistant Director of Nursing	Ongoing	All staff in NHS Trust ensure good practice in regard to Privacy and Dignity same sex accommodation	Lesson plans being developed as evidence of this. Minutes of meetings.
Privacy and Dignity Policy needs strengthening in regard to same sex accommodation	Policy to be strengthened and ratified	Director of Nursing	Assistant Director of Nursing	30/09/09	The policy will be ratified following agreed process and embedded throughout the organisation	Clinical Governance Management Group meeting in August for ratification. Embedded in other policies.
Reporting process	Fortnightly reports to PCT. Report patient survey.	Director of Nursing	Assistant Director of Nursing	Complete 1 April 2010	PCT aware of progress and to monitor performance	Reports to and recorded through Quality Schedule process
Principle 2: The physical environment actively supports patients' Privacy and Dignity						
Estates Plan to map work at NHS Trust – new washing and toilet facilities, doors on bays to segregate sleeping accommodation.	Review activity forecast and ensure progress against plan, minimising effect on service	Director of Nursing	Assistant Director of Nursing	30/6/09	Works to be implemented to meet requirements. Risk of bed closures during works which will be looked at if required.	Complete

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Building works	Construction of new facilities	Director of Nursing	Assistant Director of Nursing	30/3/10	All building works complete Temporary bed closures within CF and client group relocated for some of the build project.	CF Unit requires a new build - completed March 2010
Signage to ensure privacy and dignity and adherence to same sex areas	Clearly identifiable signs on wards, bays, all bathroom facilities and where required to ensure same sex compliance	Director of Nursing	Assistant Director of Nursing	30/6/09	Patients, staff, visitors will be aware of the gender assignment of each area and facilities	Complete
Principle 3: Individual staff actions actively support Privacy and Dignity						
Incidents of breaches of Privacy and Dignity/ same sex accommodation guidance	Incidents reported as breach following process Develop process and define breach and reporting mechanism.	Director of Nursing	Assistant Director of Nursing	Ongoing	Knowledge of same sex accommodation breaches and process to investigate and action trends as stipulated in the policy in number 1, monitoring.	Upward reporting strands to be identified. To Nursing Advisory Committee or direct to board by DoN if considered a serious or persistent breach. ACTIONED.
Lack of awareness of Privacy and Dignity/ same sex accommodation standard	<ul style="list-style-type: none"> • Patient leaflet • Information campaign • Awareness sessions in team meetings 	Director of Nursing	Assistant Director of Nursing	Ongoing	Patients, carers and visitors are aware of Privacy and Dignity/ same sex accommodation standard	
Lack of knowledge of patient perception regarding Privacy and Dignity same sex accommodation	Patient and staff questionnaire (capture also in Productive Ward questionnaires to patients and staff) 3 set questions on Patient experience tracker.	Director of Nursing	Assistant Director of Nursing	Commenced now ongoing	Regular information regarding patients perception and measurement of improvement	Improving Patient Experience group briefing and cascading to all staff.
Repeat of PCT audit against Privacy and Dignity same sex accommodation guidelines	Repeat audit and develop further actions/improvements	Director of Nursing	Assistant Director of Nursing	31/7/09 and 10/3/10	Assurance of compliance and ongoing standards	Audit result and subsequent changes to be monitored through Quality Schedule process COMPLETE

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Staff awareness	Awareness publicity in staff communications (News Beat)	Ann-Marie Ingle Director of Nursing	Josie Rudman Assistant Director of Nursing	Ongoing	Staff awareness and ready to support change to improve dignity and privacy	
Patient/carer/visitor complaints	Analysis and prompt action in relation to any Privacy and Dignity same sex accommodation issues	Ann-Marie Ingle Director of Nursing	Josie Rudman Assistant Director of Nursing	Ongoing	Triangulated feed back with questionnaires, PALS reports and audit on patient experience in regards to Privacy and Dignity same sex accommodation and changing practice	Patient Safety and Experience group briefing and cascading to all staff, report to Board and monitored through Quality Schedule process

Table 2: Areas of Outstanding DSSA Issues

Provider	Delivering Single Sex Accommodation (DSSA)	Actions Required for Delivering DSSA	Expected date of completion of actions	Staff Awareness and ongoing monitoring	R.A.G Status
Papworth	Cystic Fibrosis Unit	New Build to ensure separate toilet and washing facilities.	March 2010	Trust Project Group continues to meet and monitor	