

# Board of Directors Open

Date: 9<sup>th</sup> September 2020

Item Ref: 8

<b>TITLE OF PAPER</b>	Single Gender Accommodation
<b>TO BE PRESENTED BY</b>	Beverley Murphy, Executive Director of Nursing, Professions and Operations
<b>ACTION REQUIRED</b>	<ul style="list-style-type: none"> <li>• Consider the content of the paper.</li> <li>• Decide if further action is necessary to assure the Board that progress is being made to deliver single gender accommodation.</li> </ul>

<b>OUTCOME</b>	Members are appraised of and assured by the progress being made towards single gender accommodation
<b>TIMETABLE FOR DECISION</b>	September 2020
<b>LINKS TO OTHER KEY REPORTS / DECISIONS</b>	Acute Care Modernisation
<b>STRATEGIC AIM STRATEGIC OBJECTIVE</b>  <b>BAF RISK NUMBER &amp; DESCRIPTION</b>	Create a great place to work CQC: getting back to good BAF.0003 There is a risk that the Trust is unable to improve patient safety resulting in a failure to comply with CQC requirements and achieve necessary improvements.
<b>LINKS TO NHS CONSTITUTION /OTHER RELEVANT FRAMEWORKS, RISK, OUTCOMES ETC</b>	<ul style="list-style-type: none"> <li>• Health and Social Care Act 2008 (Regulated Activities)</li> <li>• Care Quality Commissions Fundamental Standards</li> <li>• Care Quality Commissions Enforcement Policy</li> <li>• Mental Health Act 1983</li> </ul>
<b>IMPLICATIONS FOR SERVICE DELIVERY &amp; FINANCIAL IMPACT</b>	Failure to comply with CQC Regulatory Standards may risk the quality of care provided and affect the Trusts registration.
<b>CONSIDERATION OF LEGAL ISSUES</b>	Failure to comply with the Health and Social Care Act 2008 (Regulated Activities) could leave the Trust open to further regulatory action by the CQC, with a potential financial and reputational impact.

<b>Author of Report</b>	Andrea Wilson
<b>Designation</b>	Director of Quality
<b>Date of Report</b>	2 <sup>nd</sup> September 2020

# Summary Report

## 1. Purpose

For Approval	For assurance	For collective decision	To seek input	To report progress	For information	Other (Please state)
	✓				✓	

## 2. Summary

Current position:

The Trust has 12 inpatient wards, of these 7 are mixed gender and 5 are single gender. The detail of these is below:

### Mixed gender

Burbage  
 Stanage  
 Dovedale  
 Maple  
 Endcliffe  
 Grenoside 1  
 Firshill Rise

### Single gender

Forest Lodge (male only)  
 Forest Close (3 Bungalow areas)

## Compliance with requirements

For the purposes of the Trust's reporting and declaration the Trust has assessed itself against the standards and requirements contained within The NHS Confederation Briefing – Delivering Same Sex Accommodation in Mental Health and Learning Disability Services, dated January 2010.

The Wards all meet the standards of the Eliminating Mixed Sex Accommodation (EMSA) guidance. The Trust has declared compliance with this on an annual basis as required by the regulator, most recently at Board of Directors on 13th May 2020. Compliance is based on the requirement that sleeping areas, toilets and washing areas are clearly identified as either women or men only and provided in:

- Same sex wards where the whole ward is occupied by men or women only or
- Mixed sex wards where patients are cared for in single rooms with ensuite washing and toileting facilities or
- Mixed sex wards where patients are cared for in same sex bays with adjacent same sex toilet and washing facilities (good practice would suggest that bays are entirely enclosed with solid walls with a door that can be shut) used solely by males or females and
- On mixed sex wards with single or shared bedrooms giving out to one corridor, single bedrooms, toilet and bathing facilities are grouped to achieve as much gender separation as possible (for example, women towards one end of the corridor, men towards the other) and
- No-one should have to pass through rooms occupied by the opposite sex to reach their toilet and washing facilities near to their bedrooms and bed bays. The exception is toilet facilities used while in day areas where patients are fully dressed. If there are limited facilities for disabled people which need to be used by both men and women, people who may be vulnerable should be escorted by a member of staff and

- On mixed sex wards good practice requires a day lounge for use by women only (mandatory for services provided in facilities built or refurbished since 2000), as well as spaces where men and women can socialise and take part in therapeutic activities together and
- Every effort is made to ensure the availability of staff the same gender as the patients they are caring for, especially for intimate care. In mixed sex mental health and learning disability environments, each ward will provide a clearly signed female only lounge

Moreover, in the report With Safety in Mind: Mental Health Services and Patient Safety. Patient Safety Observatory Report (NPSA, July 2006), findings on sexual assaults within inpatient settings suggested that both women and men are vulnerable.

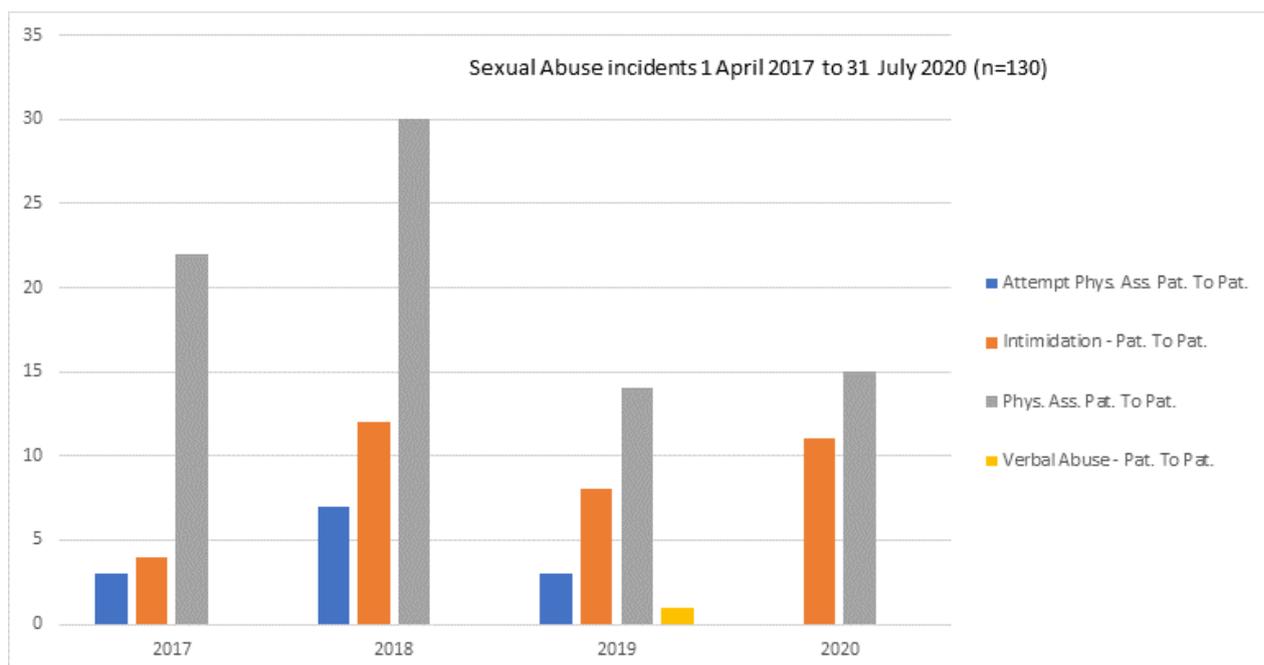
Any potential breaches are escalated to the Deputy Director, Crisis and Emergency Care Network for scrutiny, and an objective opinion is sought from the CCG before a decision is made that there has, or has not been a breach.

Compliance with EMSA, and the detail of any breaches are detailed in a quarterly report to Quality Committee.

### Sexual Safety Incidents

Detailed below are the reported patient to patient incidents classified as relating to sexual safety during the period 1<sup>st</sup> April 2017 – 31<sup>st</sup> July 2020. This data shows an increase in reported incidents between 2019 (full year) and 2020 (year to date)

**Chart 1: Sexual Abuse Incidents**



Reported incidents in the period 1<sup>st</sup> January - 31<sup>st</sup> March 2020 shows that there were 37 incidents related to sexual safety reported within the Trust in Q3.

33 of these occurred on the Acute adult wards and PICU: Stanage, Burbage, Maple and Endcliffe wards. No incidents of sexual safety were reported to have occurred on Dovedale or Grenoside 1 for this period.

The incidents are classified below based on National Sexual Safety Collaborative Operational Definitions:

- 11 incidents are defined as **Sexual Assault** - when a person is coerced or physically forced to engage in sexual activity against their will.

- 18 incidents defined as **Sexual Harassment** - characterised by inappropriate sexual remarks or gestures or physical advances which are unwanted and make a person feel uncomfortable, intimidated or degrade their dignity.
- 4 incidents are defined as **Other Sexual Incident** - where an individual may have witnessed or experienced something of a sexual nature that does not fit with the above categories.

### **Plans to move to single gender accommodation**

The plans for Acute Care Modernisation (ACM) have been reviewed against a set of key clinical criteria, sponsored by the Executive Director of Nursing, Professions and Operations, one of these being the provision of single gender accommodation. Delivery of the revised plans will ensure that the new development provides single gender accommodation.

The current timescale for completion of the ACM is January 2025 with the completion of Phase 1 at the Longley Centre, being the moving of Maple Ward, due to complete in July 2023. However, the Trust is aiming to achieve single gender wards before that on our current ward environments, with a date to be determined.

There is a comprehensive programme of work underway to improve the existing ward environments. In addition to improving compliance with the Code of Practice in relation to Seclusion facilities, dormitory accommodation will be removed and work to increase the therapeutic feel of the Wards is being undertaken.

Further consideration about how single gender accommodation could be delivered within the existing estate available is necessary.

Splitting of existing wards into single gender 'mini wards' has been considered and ruled out for Burbage (15 beds) and Stanage (15 beds) Wards.

Single gender accommodation could be achieved on these Wards by operationally designating one as female only and one as male only. The Executive Director of Nursing, Professions and Operations will oversee this option being developed.

Maple will be challenging to split due to the estate and operational issues. More consideration is required about how to improve the safety of service users.

Endcliffe Ward (10 beds) would not lend itself to splitting, however the estate is more suitable and has a smaller patient population making it easier to keep people safe.

### **Plans to remain mixed gender in some areas**

There are no plans to move to single gender accommodation on dementia wards, community residential step down facility (Wainwright Crescent) and in our care home settings. These are not hospitals, some are patients' homes and socialisation is important. The safety and sexual safety of all patients in these areas is carefully considered and collaborative and supportive care plans written accordingly.

### **How will we keep patients safe on mixed sex wards?**

Service users' views about their privacy, dignity and being in a mixed sex environment are sought and recorded:

- On admission/during care planning.
- Via the Quality and Dignity survey (a service user led assessment on the Acute Wards).
- Via the Patient Led Assessments of the Care Environment (PLACE).

There is an electronic system linked to each service users risk management plan which identifies if service users' views on mixed sex accommodation are being sought and recorded in their care record.

The Deputy Director with responsibility for eliminating mixed sex accommodation (EMSA) works with the operational leads to ensure in-patient care records are audited twice a year. Twice yearly joint EMSA monitoring visits / assessments are undertaken with the Sheffield Clinical Commissioning Group (CCG). The Sheffield CCG Quality Team shares our understanding of the Trust's reported position. Associate Service and Clinical Directors continue to review the current mixed sex ward arrangements and make proposals to address ongoing EMSA operational challenges.

We have agreed sexual safety standards and produced and distributed a leaflet clearly stating what is acceptable behaviour and how to seek support if anyone feels unsafe.

### **3. Next Steps**

- Plans for the designation of Burbage and Stanage as single gender wards to be developed and implemented.
- Plans for the potential splitting of Maple Ward to be fully costed and a decision made about the feasibility of enacting this ahead of the revised ACM development.
- Further consideration to be given to the impact of operating a mixed gender PICU ward on service users with options of alternative operating models to be fully explored.

### **4. Required Actions**

The Board of Directors is requested to:

- Consider the content of the paper.
- Take assurance that a robust process of check and challenge, led by the Executive Director of Nursing, Professions and Operations is in place to ensure that the safety and sexual safety of service users is being protected
- Decide if further action is necessary to assure the Board that progress is being made with actions.

### **5. Monitoring Arrangements**

Compliance with EMSA, and the detail of any breaches are detailed in a quarterly report to the Quality Committee.

### **6. Contact Details**

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