Perinatal Culture and Leadership Programme 2025-26

Logic Model – Alignment with Maternity Incentive Scheme Year 7

Health Innovation West of England

Context

Alignment of existing reporting for the Maternity Incentive Scheme (MIS) Year 7 with the Perinatal Culture and Leadership Programme (PCLP) will support organisations to participate in improvement work without increasing burden of capacity in teams; it will support organisations in evidencing their MIS submissions and strengthen practices becoming embedded by forming part of the evidence portfolio moving forward. This logic model illustrates how PCLP activities align with and support the achievement of MIS Year 7 safety actions, using an input-output-outcome-impact framework.

Aims

- Improve the quality of care and experiences of women, babies and families by enabling leaders to drive change with a better understanding of the relationship between compassionate and inclusive leadership, safety improvement and safety culture.
- Support perinatal leadership teams to create and craft the conditions for a positive culture of safety and continuous improvement, enabling a more psychologically safe, collaborative, and supportive workplace.
- To embed culture work in everyday practice.

Inputs

- Culture Coaches (trained and supported)
- MOMENTS Framework
- Quad Teams (local perinatal leaders)
- QI Coaching and Support
- Culture Conversations Infrastructure
- Learning Networks/Systems
- Equality, Diversity and Inclusion (EDI) expertise

Activities

- Facilitate cultural conversations across perinatal services
- Support Quad teams with leadership development and improvement planning
- Provide targeted QI coaching to embed cultural improvements
- Train and sustain Culture Coaches as culture change agents
- Embed MOMENTS to reflect on and improve safety culture
- Host learning events to share best practices
- Promote alignment with EDI and other NHSE initiatives

Outputs

- Cultural improvement plans in every Trust
- Ongoing engagement between Quad teams and staff
- MOMENTS sessions across clinical teams
- EDI-aware safety culture interventions
- Regional learning systems with cross-site collaboration
- Resources and case studies uploaded to national platforms

Short-Term Outcomes

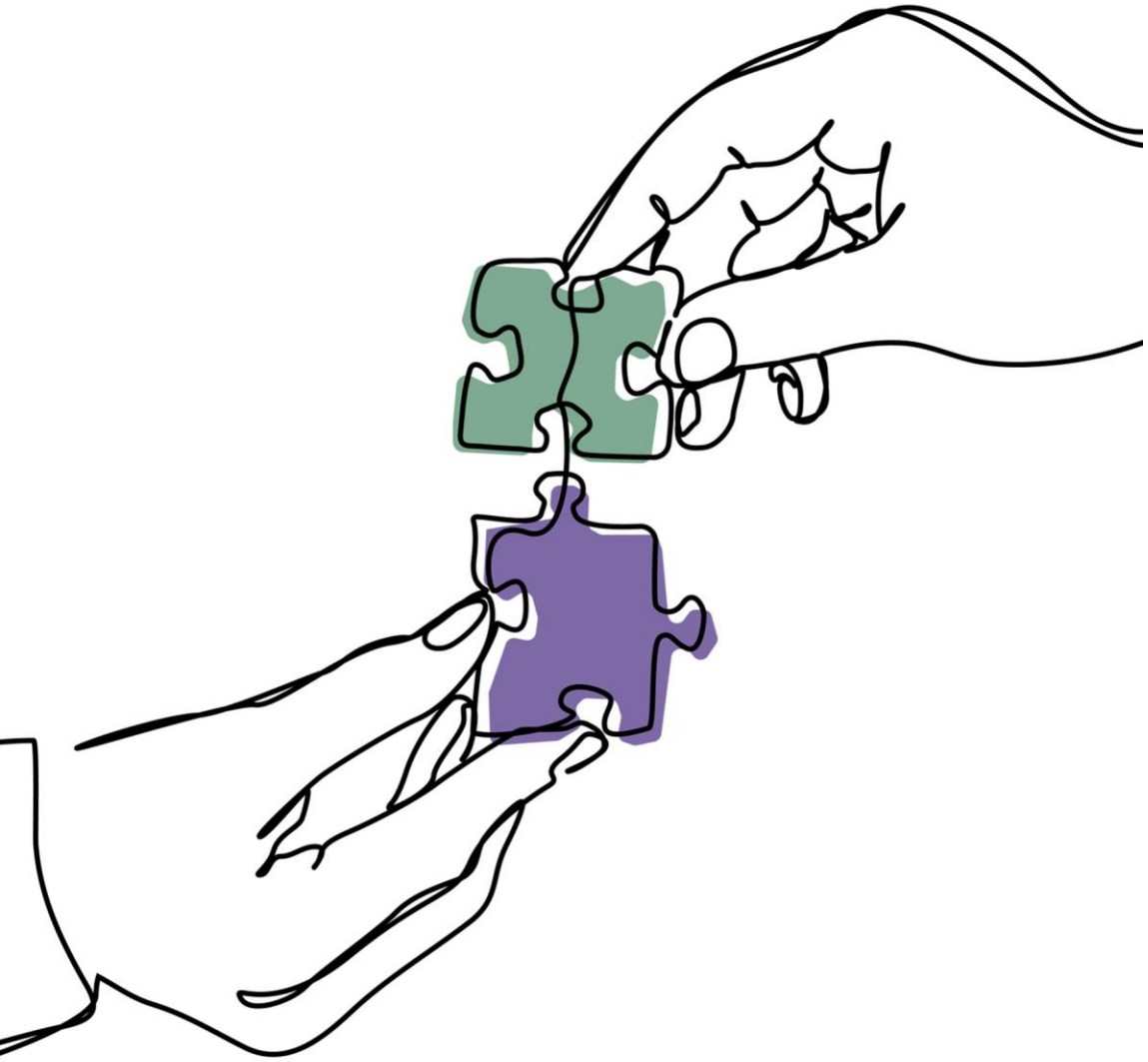
- Greater psychological safety and openness in perinatal services
- More inclusive staff engagement in safety efforts
- Increased data quality, training participation, and staff retention
- Transparent and timely reporting to MNSI and NHSR EN scheme
- Improved quality and oversight of maternity care at Board level

Long-Term Impact

- Trusts meet or exceed all ten MIS Year 7 Safety Actions
- Enhanced culture of safety and learning embedded in everyday practice
- Measurable reduction in avoidable harm in maternity and neonatal care
- Sustainable leadership structures supporting continuous improvement
- Culturally competent, inclusive and compassionate care delivery

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Key Enablers Provided by PCLP



- MOMENTS Framework
  - Helps measure and reflect on safety culture.
- Culture Coaches
  - Facilitate staff engagement and feedback loops.
- Quad/ Perinatal Leadership Teams
  - Drive leadership accountability and cultural change.
- Learning Systems
  - Enable cross-site learning and showcasing.
- EDI Integration
  - Ensures inclusive approaches underpin cultural work.

Perinatal Culture and Leadership Programme Alignment with Maternity Incentive Scheme Year 7

To align the PCLP Specification Deliverables (2025–2026) with the Maternity Incentive Scheme (MIS) Year 7 Safety Actions, we have mapped to demonstrate how the PCLP deliverables correspond to or support each of the ten MIS safety actions.

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MIS Safety Action	PCLP Alignment
1: Use of PMRT for perinatal death review	• PCLP encourages cultural conversations and psychological safety, which can improve openness and accuracy in reviews like PMRT. • Culture Coaches facilitate trust-building which supports effective PMRT discussions and family engagement.
2: Submission to Maternity Services Data Set (MSDS)	• While not directly focused on data, PCLP's improvement culture indirectly supports better data collection by promoting accountability and communication across teams.
3: Transitional care and reducing separation	• MOMENTS and cultural improvement work can reduce mother-baby separation by improving multidisciplinary collaboration and care planning. • Engagement in cultural work may enhance pathway development and implementation.
4 & 5: Clinical and midwifery workforce planning	• Focus on compassionate leadership and sustainable change supports workforce morale and retention. • Culture Coaches and Quad teams promote understanding of safe staffing needs and escalate challenges constructively.
6: Compliance with Saving Babies' Lives Care Bundle (SBLCB v3)	• PCLP learning systems and MOMENTS support local improvement against SBLCB by encouraging reflection on care quality and actionable insights.
7: Co-production with women, parents, and families	• Culture Coaches and MOMENTS explicitly promote engagement with diverse voices, including marginalised and minoritised groups. • Supports the creation of inclusive, user-informed action plans following feedback like the CQC survey.
8: Multi-professional training	• Cultural support improves team dynamics and willingness to engage in multidisciplinary learning. • MOMENTS can be embedded within training to foster reflective practice.
9: Board oversight and safety intelligence	• PCLP fosters meaningful engagement between Board-level leaders and frontline teams through regular updates, learning systems, and feedback loops. • Emphasis on culture improves use and impact of tools like PQSM and PSIRF.
10: Reporting to MNSI and EN Scheme	• Encouragement of openness, psychological safety, and duty of candour through cultural conversations supports accurate and timely reporting. • MOMENTS can assist teams in recognizing and documenting qualifying incidents effectively.

PCLP 2025-26 and MIS Yr 7 Alignment Matrix

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MIS Safety Action	Description	Aligned PCLP Deliverables	Notes for Board / LMNS Reporting
1	Use of PMRT to review perinatal deaths	Cultural conversations, psychological safety, Culture Coaches, MOMENTS	Encourages open dialogue, thorough reviews, and family engagement. Supports staff to feel safe sharing insights during PMRT panels.
2	Submission to MSDS	Culture of accountability, engagement support	While indirect, improved team culture enhances data completeness and accuracy.
3	Transitional care and QI to reduce separation	MOMENTS, QI coaching, inclusive teamwork culture	Supports development and implementation of TC pathways through reflective practice and system collaboration.
4	Clinical workforce planning (obstetric, anaesthetic, neonatal)	Quad team leadership development, coaching support, MOMENTS	Leadership development supports sustainable staffing and clear responsibilities. Reinforces role clarity and rest provisions.
5	Midwifery workforce planning	Compassionate leadership, psychological safety, cultural engagement	Enhances team understanding of staffing needs, supports safe supernumerary roles and one-to-one care culture.
6	Compliance with Saving Babies' Lives v3	Learning systems, MOMENTS, coaching for QI plans	Fosters regular, reflective practice. MOMENTS supports discussion of clinical improvements.
7	Coproduction with families and MNVP action plans	Culture Coaches, inclusive engagement, EDI focus	Builds infrastructure for coproduction and responsiveness to user feedback (e.g., CQC Survey).
8	Multi-professional training compliance	MOMENTS integration, culture of learning, team safety focus	Enhances participation and retention in training through improved team cohesion and psychological safety.
9	Board oversight and use of safety intelligence	Learning systems, PQSM alignment, culture reports to Board	Facilitates robust Board discussions with cultural context, integrates PSIRF, and showcases learning outcomes.
10	MNSI & EN scheme reporting + family comms	Cultural conversations, duty of candour focus, psychological safety	Supports transparent, compassionate reporting and communication with families. Aligns with Regulation 20 duties.