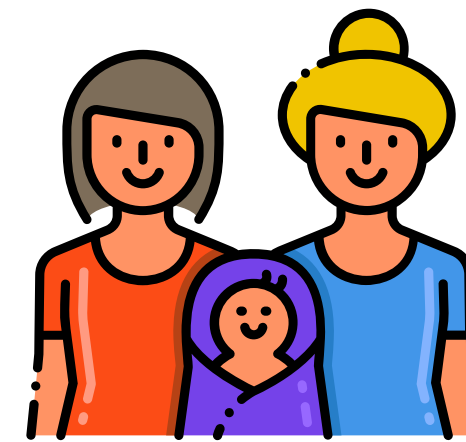


# Perinatal and Infant Mental Health Good Practice Guide



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# INTRODUCTION

**Perinatal Mental Health** refers to mental health during pregnancy and up to one year after the baby is born. During this period new and expectant parents (mums, dads, co-parents, partners') can experience issues with their mental health. This includes mental illness existing before pregnancy, as well as illnesses that develop for the first time, or are greatly exacerbated in the perinatal period. These illnesses can be mild, moderate or severe, requiring different kinds of care or treatment. The stigma and fear associated with perinatal mental health can leave those affected feeling inadequate as a parent, isolated and vulnerable and can impede or delay getting help, treatment and recovery.

**Infant Mental Health** is the social, emotional and cognitive wellbeing and development of children in the earliest years of life. It is expressed in the infants capacity to form close relationships; experience, regulate and express emotions; and to explore their environment and learn. Infants achieve this through safe, nurturing and secure relationships.

Whilst the perinatal period can be a vulnerable time for all women and their families, research highlights that those with protected characteristics including women of colour, LGBTQ+ and young parents are at greater risk of developing mental health problems. Their vulnerability is further exacerbated due to additional factors of culture and ethnicity, stigma attached to mental health, language barriers, poverty, discrimination, lack of awareness of supports available and many more.

It is crucial that families are supported to have positive mental health and wellbeing during the perinatal period. Untreated perinatal mental health problems present a major public health concern and can have long-term impacts on the physical and mental health outcomes of mothers, babies, partners, and families.

This resource is intended to support Health Care Workers, Third Sector partners and any community organisations in contact with families during the perinatal period. The guide takes cognisance of the nine **protected characteristics** as set out in the **Equality Act (2010)** and gives suggestions as to what organisations might do to:

- Remove or minimise disadvantages suffered by new and expectant and parents and their infants due to their protected characteristics.
- Take steps to meet the needs of new and expectant parents and their infants from protected groups where are different from the needs of other people.
- Encourage new and expectant parents from protected groups to participate in activities where their participation is disproportionately low.

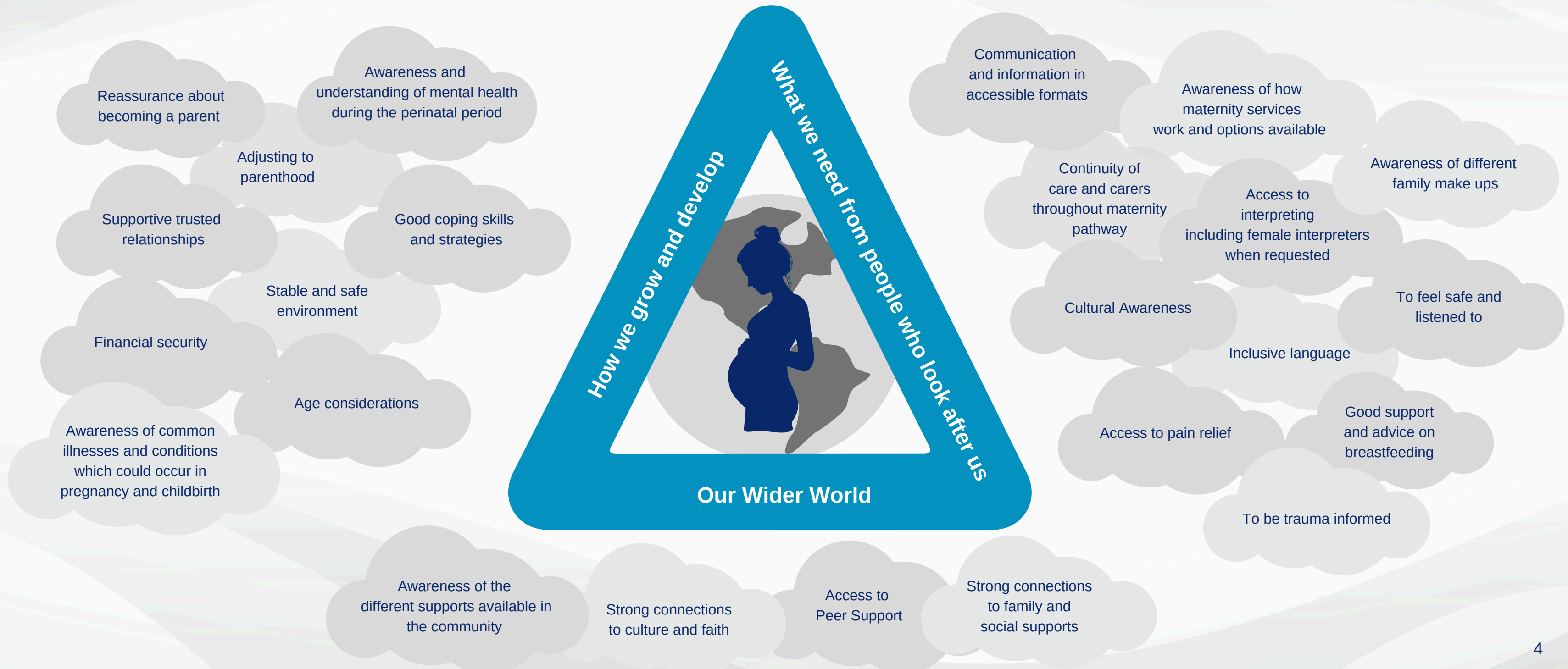
Although **poverty** itself is not a protected characteristic, it is an issue that affects all groups, cutting across protected characteristics. A section on financial inclusion/poverty has been included within this guide to recognise the impact poverty and financial challenges can have on mental health during the perinatal period.

For more information on Equalities and Human Rights visit: [NHSGGC - Equalities in Health](#)

A supporting Training Appendix is included which offers suggested learning opportunities for staff wishing to develop and increase their knowledge and understanding of Perinatal and Infant Mental Health.



# Getting it Right for New and Expectant Parents Mental Health



Protected Characteristic	Good Practice	Supporting Resources	Purpose
<p><b>Pregnancy &amp; Maternity</b></p>	<p><b>Learning and Training</b></p> <p>Staff access formal Maternal Mental Health, Infant and Early years training opportunities relevant to their role.</p> <p>Staff participate in a Healthy Minds Maternal Mental Health (MMH) awareness session. This can be delivered in house by senior management or identified staff. Session can also be delivered to new and expectant parents.</p> <p>Staff participate in a Healthy Minds Maternal Mental Health (MMH) awareness session. This can be delivered in house by senior management or identified staff. Session can also be delivered to new and expectant parents.</p> <p>Staff participate in a Healthy Minds Infant Mental Health (IMH) awareness session. This can be delivered in house by senior management or identified staff. Session can also be delivered to parents.</p> <p>Staff participate in a Healthy Minds Mental Health Stigma and Discrimination awareness session using case study for new and expectant parents to support the session. This can be delivered in house by senior management or identified staff. Session can also be delivered to new and expectant parents.</p> <p>Staff participate in suicide prevention self-harm training appropriate to their role and responsibilities.</p>	<ul style="list-style-type: none"> <li>• See <b>Supporting Training Appendix 1</b></li> <li>• Download MMH session (no 9) from <a href="#">Mental Health Improvement Team website</a></li> <li>• Download Infant Mental Health session (no 20) from <a href="#">Mental Health Improvement Team website</a></li> <li>• Download MH Stigma and Discrimination (no 15) from <a href="#">Mental Health Improvement Team website</a></li> <li>• Download <a href="#">Mental Health Improvement, Self-harm and Suicide Prevention Training Pathway</a></li> </ul>	<p>Promoting insight and understanding of MMH.</p> <p>Enhancing knowledge and practice around stigma and discrimination experienced by new and expectant parents.</p> <p>Support the infants' emotional health and development and relationship with primary care giver.</p> <p>Support parents' who disclose they are self-harming and/or who are suicidal.</p>

Protected Characteristic	Good Practice	Supporting Resources	Purpose
<p><b>Pregnancy &amp; Maternity</b></p>	<p>Staff have access to a range of resources that can help support their practice.</p> <p>New and expectant parents have access to information and resources to support their own and infant's mental health.</p>	<ul style="list-style-type: none"> <li>• <b><u>The Scottish Perinatal Mental Health Care Pathways</u></b>: Access to specialist care in Scotland.</li> <li>• <b><u>Health Improvement Care Scotland. SIGN Guidelines</u></b>. Perinatal Mental Health Conditions. Covers screening and treatment for women or birthing parents who are at risk of, or experiencing, a mental health condition during pregnancy or within the year following childbirth. Aimed at those working with pregnant and postnatal women and birthing parents across primary care, secondary care, social care and the third sector.</li> <li>• <b><u>Mood Disorders during pregnancy and after the birth of your baby</u></b>: a booklet or women and their families.</li> <li>• <b><u>Amplifying Maternal Mental Health Toolkit</u></b>: offers creative ideas and practical tools to empower individuals in shaping perinatal mental health care at the local level. The Toolkit explores innovative examples of ongoing efforts to bring about this much-needed change.</li> <li>• <b><u>Implementation Toolkit</u></b>: a toolkit for commissioners and providers who want to set up, improve or expand parent-infant relationship teams in the UK</li> <li>• <b><u>Peer Support Evaluation Toolkit For Perinatal and Infant Mental Health Services</u></b>: A practical guide for organisations who want to design, develop and deliver an evaluation plan for peer support perinatal and infant mental health services.</li> <li>• <b><u>Voice of the Infant: best practice guidelines and infant pledge</u></b> : provides direction on how to take account of infants' views and rights in all encounters. Infant Pledge Poster can be ordered free from <a href="http://www.phrd.scot.nhs.uk/">http://www.phrd.scot.nhs.uk/</a></li> </ul>	<p>Promoting insight and understanding of different resources to help support mental health during the perinatal period.</p> <p>Support the infants' emotional health and development and relationship with primary care giver.</p>

Protected Characteristic	Good Practice	Supporting Resources	Purpose
<p><b>Pregnancy &amp; Maternity</b></p>	<p>Staff have access to a range of resources that can help support their practice.</p> <p>New and expectant parents have access to information and resources to support their own and infant's mental health.</p>	<ul style="list-style-type: none"> <li>• <b><u>The Perinatal Mental Health Symptom Checker</u></b> - a resource designed to help new and expectant parents, and those around them, identify the signs of common and lesser-known perinatal mental health conditions.</li> <li>• <b><u>Mental Health Foundation Small Talk Framework</u></b>: resource is a framework for support, guidance, and practical assistance to help lone parents build a stable and nurturing environment for their children.</li> <li>• <b><u>Early Years Framework</u></b>: a planning tool to help support those working with babies and young children who are under 5 and their parents/carers to plan and deliver mental health improvement activities.</li> <li>• <b><u>The Brazelton Centre</u></b>: dedicated to supporting healthy parent-baby relationships through promoting an understanding of new-born babies' communication.</li> <li>• <b><u>Ready Steady Baby! (nhsinform.scot)</u></b>: a guide to pregnancy, labour and birth and early parenthood up to 8 weeks.</li> <li>• <b><u>Perinatal and Infant Mental Health Third Sector Service Directory - Inspiring Scotland</u></b>: signpost new and expectant parents who may require support for their mental health that you are unable to provide eg counselling provision.</li> <li>• <b><u>NHSGGC Perinatal Mental Health Guide - NHSGGC</u></b>: a staff guide to help have conversations PNIMH and signposting to resources/supports. Download from Mental Health Improvement Team website. Copies can be ordered free from <b><u>HPAC (durham.gov.uk)</u></b></li> <li>• <b><u>Wellbeing for wee ones   Parent Club</u></b>: information about baby development, attachment, building connections. This guide provides a greater understanding of how important parent to child connection is.</li> </ul>	<p>Promoting insight and understanding of different resources to help support mental health during the perinatal period.</p> <p>Support the infants' emotional health and development and relationship with primary care giver.</p>

Protected Characteristic	Good Practice	Supporting Resources	Purpose
<p><b>Pregnancy &amp; Maternity</b></p>	<p>Staff have access to a range of resources that can help support their practice.</p> <p>New and expectant parents have access to information and resources to support their own and infant's mental health.</p>	<ul style="list-style-type: none"> <li>• <b>Happy Healthy Tots</b>: an app for helpful advice, local support, and everyday tips for parents of children aged 0-5.</li> <li>• <b>NHS Education Scotland</b>: Mental Health and Wellbeing Resource for Early Years Professionals. The aim of the resource is to highlight learning materials (best practice guidance, online modules, websites, animations etc) to support your learning around infants, children and families mental health and wellbeing</li> <li>• <b>Parent-Infant Foundation</b>: resources specifically for professionals working in Infant Mental Health.</li> <li>• <b>Perinatal Positivity Video</b>: audio and translations available. Voices and experiences of women and men who have had mental wellbeing difficulties around the time of pregnancy, childbirth and beyond.</li> <li>• <b>Shaping Us (centreforearlychildhood.org)</b>: campaign to raise awareness of why early childhood matters to everyone.</li> </ul>	<p>Promoting insight and understanding of different resources to help support mental health during the perinatal period.</p> <p>Support the infants' emotional health and development and relationship with primary care giver.</p>
	<p><b>Abortion</b></p>	<ul style="list-style-type: none"> <li>• <b>Abortion (sandyford.scot)</b></li> <li>• <b>Antenatal Results and Choices (ARC)   Support for Parents and Professionals (arc-uk.org)</b>: offer support for parents who have made the decision to end a wanted pregnancy because of a problems detected with the baby.</li> </ul>	<p>Promoting insight and understanding of issues that can impact on mental health during the perinatal period.</p>

Protected Characteristic	Good Practice	Supporting Resources	Purpose
Pregnancy & Maternity	<p><b>Alcohol and Smoking</b></p> <p>Share information and available supports on Fetal Alcohol Spectrum Disorder (FASD).</p> <p>Promote information and awareness of Alcohol before, during and after pregnancy resources.</p> <p>Promote services that offer support to those with alcohol issues.</p> <p>Promote services that offer support to those who smoke.</p>	<ul style="list-style-type: none"> <li>• <b>Alcohol Focus Scotland:</b> provides useful information for staff. The FASD Hub Scotland provides help to families living with FASD through its helpline <b>0300 666 0006</b> (option 2) Tues-Thurs, 10am-2.30pm.</li> <li>• <b>Alcohol and Pregnancy</b> resources can be ordered from <b>HPAC</b> (<a href="http://durham.gov.uk">durham.gov.uk</a>)</li> <li>• <b>Quit Your Way Pregnancy Services:</b> is a free service available to help all pregnant women who want to stop smoking. Call <b>0141 201 2335</b> or text 'quit' to <b>07796 937 679</b></li> </ul>	Promoting insight and understanding of issues that can impact on mental health during the perinatal period.
	<p><b>Baby Loss</b></p> <p>Promote services offering support around baby loss including, miscarriage, stillbirth and cot death</p>	<ul style="list-style-type: none"> <li>• <b>National Bereavement Care Pathway for Pregnancy and Baby Loss:</b> to increase the quality of bereavement care and so all bereaved women, partners and families receive compassionate, person centred care.</li> <li>• <b>Baby Loss Retreat:</b> offer counselling and support to families who have suffered any baby loss resulting in miscarriage, stillborn, neonatal death and IVF.</li> <li>• <b>Miscarriage Association:</b> hosts a range of information and resources. Online support and pregnancy loss helpline is available 9am-4pm on Mon, Tues and Thurs, and 9am-8pm on Wed and Fri to provide support and information on pregnancy loss. Call <b>01924 200799</b></li> <li>• <b>NHS Bereavement Support Information</b></li> <li>• <b>The Lullaby Trust:</b> offer support to anyone in Scotland affected by the sudden unexpected death of a baby or young child.</li> <li>• <b>Still Birth and Neonatal Death (SANDS):</b> offer support for as long as they need it, to anyone affected by the death of a baby.</li> </ul>	

Protected Characteristic	Good Practice	Supporting Resources	Purpose
Pregnancy & Maternity	<p><b>Birth Trauma</b></p> <p>Staff have an awareness of birth trauma and its impact on new and expectant parents' mental health</p>	<ul style="list-style-type: none"> <li>• <b>Home - Birth Trauma Association</b>; supporting parents who have experienced birth trauma.</li> </ul>	<p>Promoting insight and understanding of issues that can impact on mental health during the perinatal period.</p> <p>Promote understanding of the importance of early life experiences and the impact on life-long health and development.</p>
	<p><b>Breastfeeding</b></p> <p>Promotion and support for breastfeeding parents.</p> <p>Promotion and availability of local breastfeeding support groups.</p>	<ul style="list-style-type: none"> <li>• <b>Greater Glasgow and Clyde Breastfeeding Network</b>: in-person drop-in groups, online support groups and online antenatal sessions. Monthly online antenatal group and monthly online Muslim Mums' group also.</li> <li>• <b>National Breastfeeding Helpline</b>: call 0300 100 0212 open 24/7 365 days</li> <li>• Breastfeeding Information/Literature can be ordered from <a href="http://HPAC.durham.gov.uk">HPAC durham.gov.uk</a></li> </ul>	
	<p><b>Care Experienced</b></p> <p>Promote information for care experienced new and expectant parents to help them have their voice heard.</p>	<ul style="list-style-type: none"> <li>• <b>Home - Who Cares? Scotland (<a href="http://whocaresscotland.org">whocaresscotland.org</a>)</b></li> <li>• <b>The Village</b>: a digital community for expectant and new parents with care experience.</li> </ul>	
	<p><b>Common Illnesses and Conditions</b></p> <p>Promote information on common illnesses and conditions which could occur in pregnancy and childbirth.</p>	<ul style="list-style-type: none"> <li>• <b>NHS Inform Scotland Pregnancy and Childbirth</b>: Information on illnesses and conditions which could occur in pregnancy and childbirth, including ectopic pregnancy, miscarriage, foetal alcohol syndrome, stillbirth and sudden infant death syndrome.</li> </ul>	
	<p><b>Disordered Eating</b></p> <p>Staff have an awareness of eating disorders in Pregnancy.</p>	<ul style="list-style-type: none"> <li>• <b>Eating Disorders in the Perinatal Period</b>: a module for anybody working with expectant or new mothers.</li> <li>• <b>Tommy's</b>: information on eating disorders in pregnancy</li> </ul>	

Protected Characteristic	Good Practice	Supporting Resources	Purpose
Pregnancy & Maternity	<p><b>Imprisonment</b></p> <p>Signpost to help and resources for families affected by imprisonment.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Families Outside</a>; supports families affected by imprisonment.</li> </ul>	<p>Promoting insight and understanding of issues that can impact on mental health during the perinatal period.</p>
	<p><b>Peer Support</b></p> <p>Provide peer support for new and expectant parents or signpost to peer support opportunities within your local community.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Perinatal Peer Support principles and poster</a></li> <li>• <a href="#">Let's do Peer Support: Bump, Birth &amp; Beyond - Scottish Recovery Network</a>: a practical guide packed with top tips, case studies and handy templates to help you plan and deliver perinatal peer support activities.</li> </ul>	
	<p><b>Pregnancy Sickness</b></p> <p>Staff can signpost to emotional and practical support for those suffering from Hyperemesis Gravidarum (HG).</p>	<ul style="list-style-type: none"> <li>• <a href="#">Pregnancy Sickness Support   UK Charity</a>: support via helpline, email or WhatsApp service. Our opening hours are 9-5pm, Monday to Friday. Call <b>0800 055 4361</b> (Translator services available).</li> </ul>	
	<p><b>Prematurity</b></p> <p>Staff have an awareness of Prematurity and information and supports available.</p>	<ul style="list-style-type: none"> <li>• <a href="#">NHS Inform Premature Babies</a>: Some babies arrive earlier than expected. If a baby's born before 37 weeks they're said to be premature.</li> </ul>	
	<p><b>Sleep</b></p> <p>Staff have an awareness of the importance of safer sleep for babies.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Safer Sleep for Babies 2024 A Guide for Parents and Carers</a></li> </ul>	
	<p><b>Stigma</b></p> <p>Staff have an awareness of stigma and discrimination experienced and ways to help address these.</p>	<ul style="list-style-type: none"> <li>• <a href="#">See Me   Perinatal and infant mental health stigma (seemescotland.org)</a>: a suite of resources to support practitioners, commissioners and service providers with a framework to improve services and support, and remove the barriers which stigma presents.</li> </ul>	

Protected Characteristic	Good Practice	Supporting Resources	Purpose
Sex	<p><b>Campaigns</b></p> <p>Participate in campaigns that raise awareness of Maternal, Paternal, Partner and Infant Mental Health</p> <ul style="list-style-type: none"> <li>• LGBT+ Month (Feb)</li> <li>• Maternal Mental health awareness week (May)</li> <li>• Men's Mental Health Week (June)</li> <li>• Infant Mental Health Week (June)</li> <li>• Suicide Prevention Week (September)</li> <li>• Black Maternal Mental Health Week (Oct)</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="http://lgbtplushistorymonth.co.uk">LGBT+ History Month (lgbtplushistorymonth.co.uk)</a></li> <li>• <a href="#">Perinatal Mental Health Partnership</a></li> <li>• <a href="#">Men's Health Forum</a></li> <li>• <a href="#">IMHAW - Parent-Infant Foundation</a></li> <li>• <a href="#">Suicide Prevention Scotland</a></li> <li>• <a href="#">The Motherhood Group - Supporting the Black Maternal Experience</a></li> </ul>	<p>Promoting insight and understanding of maternal, paternal and infant mental health.</p> <p>Promoting insight and understanding of issues that can impact on mental health during the perinatal period.</p>
	<p><b>Contraception and Sexual Health</b></p> <p>Promote sexual health services information on your organisations digital platforms and promotional materials.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Sandyford Sexual Health Services</a></li> <li>• <a href="#">Post-natal Contraception Animation</a> explains why it is beneficial for expectant parents to consider post-natal contraception as part of their routine birth plan. Available in other languages.</li> </ul>	
	<p><b>Gender Based Violence</b></p> <p>Staff have an awareness of Gender Based Violence (GBV).</p> <p>Display information on your website, leaflets and other promotional material to promote supports available to those who have/or are still experiencing GBV.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Domestic abuse - Police Scotland</a>: information about domestic abuse, how to report if you or someone you know is a victim, support you can receive and a message to perpetrators.</li> <li>• <a href="#">Home - Scotland's Domestic Abuse and Forced Marriage Helpline (sdafmh.org.uk)</a>: helpline available and information for professionals.</li> <li>• <a href="#">LGBT Domestic Abuse Scotland</a>: provide support and advice to LGBT people and professionals.</li> </ul>	

Protected Characteristic	Good Practice	Supporting Resources	Purpose
<p><b>Sex</b></p>	<p><b>Dads and co-parents</b></p> <p><b>Is your service inclusive of dads, co-parents and grandparents?</b></p> <p>Do you mention dads, co-parents and grandparents as well as mums to be and new mums?</p> <p>Are dads, co-parents and grandparents visible on your website, leaflets and in policies?</p> <p>How do you make your services known to dads, co-parents and grandparents?</p> <p>Have you considered a support group for dads, co-parents and grandparents?</p>	<ul style="list-style-type: none"> <li>• <b><u>Dad's Rock</u></b>: provide support to Dads and families.</li> <li>• <b><u>Fathers Network Scotland</u></b>: information and signposting for new dads. Information, training, research and support for professionals.</li> <li>• <b><u>Same Sex Parenting</u></b>: information on parenting in same sex relations.</li> <li>• <b><u>New Family Social</u></b>: support for LGBT+ families with adoption and fostering.</li> <li>• <b><u>Paternal perinatal mental health: evidence review</u></b>; explores paternal perinatal mental health, including the factors affecting paternal perinatal mental health, those most likely to be affected, sources of support used by men during the perinatal period and barriers which might impede men accessing support.</li> </ul>	<p>Promoting insight and understanding of paternal and partner mental health.</p>
<p><b>Marriage &amp; Civil Partnership</b></p>	<p><b>Relationships</b></p> <p>Raise awareness of the impact that pregnancy and becoming new parents can have on relationships and provide information on supports and resources available.</p>	<ul style="list-style-type: none"> <li>• <b><u>The Relationship Helpline</u></b>: when you need someone to talk to about a relationship problem. Freephone <b>0808 802 2088</b>, Monday to Thursday from 9am to 5pm.</li> <li>• <b><u>Relationships and wellbeing in pregnancy   Ready Steady Baby!</u></b> (<a href="https://nhsinform.scot">nhsinform.scot</a>)</li> </ul>	<p>Promoting insight and understanding of Marriage, Civil Partnership and impact on mental health during the perinatal period.</p>

Protected Characteristic	Good Practice	Supporting Resources	Purpose
<p><b>Age</b></p>	<p><b>Is your organisation inclusive of young parents?</b></p> <p>Do you include information for young parents?</p> <p>Are young parents visible on your website, leaflets and in policies?</p> <p>How do you make your services known to young parents?</p> <p>Do you have links with your local Family Nurse Partnership team?</p>	<ul style="list-style-type: none"> <li>• <b><u>Pregnancy and parenthood while you are in school or education</u></b>: a leaflet giving information to young people about how their school or college will support them to make decisions about their education during pregnancy or parenthood.</li> <li>• <b><u>Resources to help meet young mums' mental health needs</u></b>: a range of resources designed to support different groups whose work can have an impact on young mums' mental health:</li> <li>• <b><u>Young parents   Childline</u></b>: provide information for young parents including advice on going back to school.</li> <li>• <b><u>Relationships, Sexual Health and Parenthood</u></b> (RSHP): resource can also be used in community based learning.</li> <li>• <b><u>One Parent Families Scotland</u></b>: offer a range of supports to single parent families in Scotland.</li> <li>• <b><u>GGCFamilyNursePartnership@ggc.scot.nhs.uk</u></b>; for information on FNP please email to contact.</li> <li>• <b><u>Becoming the Mum I Want to Be</u></b>: A young mother involved in the Family Nurse Partnership programme in NHS Tayside talks about how the Partnership helped her become the mum she wanted to be.</li> </ul>	<p>Promoting insight and understanding of PNMH in different age ranges of parents.</p> <p>Enhancing knowledge and practice around working with young and older parents in the perinatal period.</p>
	<p>Staff consider and are aware of the risks in Pregnancy and Birth for Older Women.</p>	<ul style="list-style-type: none"> <li>• <b><u>Pregnancy and birth for women over 35   NCT</u></b></li> </ul>	

Protected Characteristic	Good Practice	Supporting Resources	Purpose
<p><b>Sexual Orientation &amp; Gender Reassignment</b></p>	<p><b>Is your service inclusive of LGBT+ families?</b></p> <p>Do you include information for LGBT+ parent families?</p> <p>Are LGBT+ parent families visible on your website, leaflets and in policies?</p> <p>How do you make your services known to LGBT+ people in your area?</p> <p>Have you considered a support group/peer supporters for LGBT+ parent families?</p> <p>Do you promote/participate in LGBT+ History Month and/or local LGBT+ Pride events?</p>	<ul style="list-style-type: none"> <li>• <b>Stonewall:</b> download easy read definitions of lesbian, gay bi and trans.</li> <li>• <b>LGBT Paths to Parenthood</b></li> <li>• <b>Queer Families:</b> Support and advice for LGBTQ parents.</li> <li>• <b>Queer Families:</b> Hints and Tips for Services working with LGBTQ+ families.</li> <li>• <b>Pride and Joy:</b> a selection of podcasts on queers having kids.</li> <li>• <b>Association of Breastfeeding Mothers:</b> tips for supporting LGBTQ families.</li> </ul>	<p>Promoting insight and understanding of same sex parenting relationships and transgender parents.</p> <p>Enhancing knowledge and practice around Equality, Diversity and Inclusion.</p> <p>Understanding the importance of inclusive language including using the correct pronouns/titles for LGBT+ parents.</p>
<p><b>Disability</b></p>	<p><b>Is your organisation inclusive of parents who have a disability and/or have a baby with a disability, including neurodiversity?</b></p> <p>Do you include information for parents or babies affected by disability?</p> <p>Is disability visible on your website, leaflets and in policies?</p> <p>How do you make your services known to parents with a disability and/or with babies with a disability?</p> <p>Have you considered a support group/peer supporters for parents with disabilities and/or with babies with a disability?</p>	<ul style="list-style-type: none"> <li>• <b>Down's Syndrome Association:</b> provides a range of information on pregnancy and new parents. Helpline <b>0333 1212 300</b> offers info, support/advice to people with Down's syndrome, their families and the people that support them.</li> <li>• <b>Deaf Parenting UK:</b> information for Deaf parents and professionals working with Deaf parents.</li> <li>• <b>National Autistic Society:</b> a guide for partners of autistic people.</li> <li>• <b>Dyslexia Scotland:</b> empowering people with dyslexia to reach their full potential.</li> </ul>	<p>Promoting insight and understanding of Disability and impact on mental health during perinatal period.</p> <p>Enhancing knowledge and practice around Equality, Diversity and Inclusion.</p>

Protected Characteristic	Good Practice	Supporting Resources	Purpose
<p><b>Disability</b></p>	<p><b>Is your organisation inclusive of parents who have a disability and/or have a baby with a disability, including neurodiversity?</b></p> <p>Do you include information for parents or babies affected by disability?</p> <p>Is disability visible on your website, leaflets and in policies?</p> <p>How do you make your services known to parents with a disability and/or with babies with a disability?</p> <p>Have you considered a support group/peer supporters for parents with disabilities and/or with babies with a disability?</p>	<ul style="list-style-type: none"> <li>• <b><u>Autism, pregnancy and childbirth</u></b>: Information to help autistic people communicate their specific needs.</li> <li>• <b><u>Autism and Breastfeeding</u></b>: Information to help autistic people communicate their specific needs.</li> <li>• <b><u>Supporting Your Neurodivergent Perinatal Mental Health</u></b>: a guide for anyone medically or self diagnosed as neurodivergent. It aims to provide help with managing the sensory and executive functioning challenges, communicating your needs, and getting support.</li> <li>• <b><u>Key Messages for Perinatal Teams</u></b>: a set of key messages tailored to meet the needs of staff working in perinatal care and are designed to guide staff in understanding and planning to meet the needs of neurodivergent people.</li> <li>• <b><u>The Autistica Tips Hub</u></b>: a free app to help find reliable autism tips and evidence-based resources. It offers practical tips and high-quality resources to make everyday life easier.</li> <li>• <b><u>SWAN SCOTLAND</u></b>: autistic-led, delivering services, information and support for and by autistic women, girls and non-binary people.</li> </ul>	<p>Promoting insight and understanding of Disability and impact on mental health during perinatal period.</p> <p>Enhancing knowledge and practice around Equality, Diversity and Inclusion.</p>

## Protected Characteristic

## Good Practice

## Supporting Resources

## Purpose

### Race & Ethnicity

#### Is your organisation inclusive of different races and ethnicities

Do you include information for parents of different races and ethnicities?

Are different races and ethnicities visible on your website, leaflets and in policies?

Do you make your services known to parents of different races and ethnicities?

Do you interpret key information in various languages?

- [Communicating with Diverse Communities: Tips Cards](#)
- [Translations \(nhsinform.scot\)](#): Health information in different languages and formats - including BSL, Easy Read and translations.
- [Films - Perinatal Positivity](#): available in different languages
- [Glasgow | Wellbeing Services | NHS \(wellbeing-glasgow.org.uk\)](#): a range of downloadable mental health information in different languages
- [Ready Steady Baby Translations](#): Available in different languages and formats.
- [Mumbrite](#): a culturally inclusive platform designed for mothers to discover what's available to them and access to a community who are there to listen, share information & offer valuable advice.
- [Tommy's Midwives Helpline for Black and Black Mixed-Heritage women](#): supports Black and Black Mixed-Heritage women and birthing people in the UK with any aspect of your pregnancy journey. Call **0800 0147 800**. The midwives will also answer your questions by email on [midwife@tommys.org](mailto:midwife@tommys.org). Please remember, it is a non-urgent line, offering general support and advice. It will not be able to make local referrals for you. [Tommy's Midwives Helpline for Black and Black Mixed-Heritage women | Tommy's](#)
- [Friends, Families and Travellers](#): Aims to support Gypsy, Roma, or Traveller parents with infant feeding and wider financial and wellbeing.

Promoting insight and understanding of Race and Ethnicity and PNIMH.

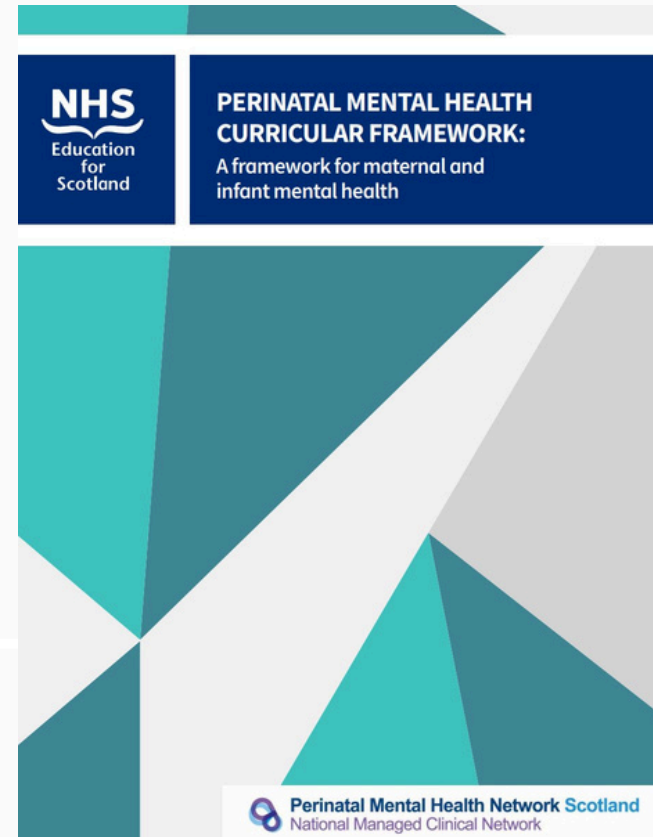
Enhancing knowledge and practice around Equality, Diversity and Inclusion.

Protected Characteristic	Good Practice	Supporting Resources	Purpose
<p><b>Religion &amp; Beliefs</b></p>	<p>Staff have an awareness of the different faiths and implications for new and expectant parents.</p>	<ul style="list-style-type: none"> <li>• <b><u>Interfaith Scotland</u></b>: a guide to faith communities in Scotland.</li> </ul>	<p>Promoting insight and understanding of religion and beliefs and considers for mental health during the perinatal period.</p>
<p><b>Financial Inclusion and Poverty</b></p>	<p>Staff have an awareness of financial support available to new and expectant parents.</p>	<ul style="list-style-type: none"> <li>• <b><u>Best Start Grant and Best Start Foods - mygov.scot</u></b>: are payments that help towards the costs of being pregnant or looking after a child.</li> <li>• <b><u>Claim Child Benefit for one or more children - GOV.UK (www.gov.uk)</u></b></li> <li>• <b><u>Child Disability Payment - mygov.scot</u></b></li> <li>• <b><u>Emergency Maternity Grant</u></b>: A pregnant women/person or carer is eligible for this grant if; they are experiencing any immediate or emergency need relating to attending a Maternity clinic appointment within a NHSGGC Hospital site (i.e. travel costs, food, clothing etc.); experiencing money difficulties. To arrange a referral the staff member should contact the Support &amp; Information Service on <b>0141 532 7378</b> or email <b>sis@ggc.scot.nhs.uk</b>. If they are closed, please call <b>0141 452 4012</b> and leave a message, someone will get back to you.</li> <li>• <b><u>Maternity Allowance claim form - GOV.UK (www.gov.uk)</u></b></li> <li>• <b><u>Maternity pay and leave: Pay - GOV.UK (www.gov.uk)</u></b></li> </ul>	<p>Promoting insight and understanding of the impact poverty and financial challenges can have on mental health during the perinatal period.</p>

Protected Characteristic	Good Practice	Supporting Resources	Purpose
<p><b>Financial Inclusion and Poverty</b></p>	<p>Staff have an awareness of financial support available to new and expectant parents.</p>	<ul style="list-style-type: none"> <li>• <a href="#"><u>Money Worries - NHSGGC</u></a></li> <li>• <a href="#"><u>National Debt Helpline: Call 0808 808 4000 , Monday to Friday 9am-8pm and Saturday 9:30am - 1pm</u></a></li> <li>• <a href="#"><u>Scottish Child Payment - mygov.scot</u></a></li> <li>• <a href="#"><u>Support and Information Services</u></a>: non-clinical spaces within hospitals. Staff in these Centres can provide information and support on a wide range of health and lifestyle issues, including benefits and money advice.</li> <li>• <a href="#"><u>Tax-Free Childcare - GOV.UK (www.gov.uk)</u></a></li> </ul>	<p>Promoting insight and understanding of the impact poverty and financial challenges can have on mental health during the perinatal period.</p>

# Appendix 1: Training Information

**Perinatal Mental Health Curricular Framework: a framework for maternal and infant mental health.** This framework sets out the different levels of knowledge and skills required by members of the Scottish workforce who have contact with mothers and their babies, to enable them to support mothers, babies and their families to have positive well-being and good mental health during the perinatal period. **Click on the image to download the framework.**



**TURAS Learn:** is a content and learning management system that hosts learning materials for all health and social care staff and students in Scotland. On Learn users will find learning sites, eLearning modules, learning programmes and courses. The site hosts a range of maternal and infant mental health e-learning courses across the different knowledge levels. Staff will need to register with TURAS Learn to access, but anyone with an email address, no matter what their location or role is, can register free of charge.. **Click on the image to be directed to TURAS Learn.**



**Infant Mental Health and Developing Positive Attachments:** This learning resource aims to raise awareness, knowledge and confidence among a range of professionals and people who work with young children and families. **Click on the image to be directed to the resource.**