

FOI041 Response

Request

I am looking at the issue of risk-assessment for black, Asian and minority ethnic (BAME) NHS workers in light of the potential greater risks of COVID-19 for these staff members (see below for further background info).

Questions:

- 1. Are you carrying out risk assessments for all BAME staff that work for your trust? And if so, how many have you carried out to date?*
- 2. What does your risk assessment entail?*
- 3. How many BAME staff do you have at your trust? (Please include bank, agency, locum, students if possible and explain if you have or haven't and why or why not).*
- 4. Does the trust wait for staff to seek risk assessments or does the trust actively risk assess all members of staff?*

Please can your data be from 29 April 2020 to an including 5th June 2020.

Response

1) *Are you carrying out risk assessments for all BAME staff that work for your trust? And if so, how many have you carried out to date?*

The Trust has put in place arrangements to ensure all BAME staff members that work for the Trust are offered a risk assessment. Please see the table below for the breakdown of risk assessments carried out for BAME staff members.

Please note the figures below are from 29th April 2020 to 5th June 2020

Risk Assessment	Headcount
Completed	102
Declined	1
Grand Total	103

2) *What does your risk assessment entail?*

The risk assessment entails an assessment of the following elements:

- Underlying health conditions
- Any other identified vulnerabilities to Covid-19 e.g. BAME
- Any anxiety about remaining at work in their current role and why
- Patient facing roles and discussion regarding the use of PPE
- Discussion regarding ability to undertake role and maintain social distancing including adjustments that could be made to assist this
- Discussion around how the staff member travels to work
- Consideration of possibility of staff member undertaking all or some of their existing role at home
- Consideration of possibility of redeployment to a role where social distancing or homeworking can be implemented
- Occupational Health referral section (if appropriate)
- Any concerns the staff member wants to raise re: life outside of work e.g. stress and anxiety, bereavement or illness of family members, social isolation, family concerns and how the Trust can support them with this.
- Risk scoring matrix and guidance

3) How many BAME staff do you have at your trust? (Please include bank, agency, locum, students if possible and explain if you have or haven't and why or why not).

Please see table below for the total figure of BAME staff members.

BME staff	Headcount
Substantive	1428
Bank Only	360
Total	1788

Please note the above table does not include agency workers due to the transient nature of this workforce.

4) Does the trust wait for staff to seek risk assessments or does the trust actively risk assess all members of staff?

The Trust has put in place arrangements to ensure every member of staff has access to an individual risk assessment and our staff in vulnerable groups such as our BAME staff are prioritised for these risk assessments. Whilst the Trust has been approaching staff to complete risk assessments, staff also have the option to make a request for a risk assessment to be undertaken.

Additionally, the Trust has also recently reviewed and strengthened its approach by ensuring every member of staff is contacted and asked to participate in a full risk assessment or offered the option to undertake a self-assessment if they do not wish to participate in a full risk assessment.