

Date: 07/07/2020

FREEDOM OF INFORMATION REQUEST 015292 - BAME

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? - Yes  
And if so, how many have you carried out to date? - 807 completed

2. What does your risk assessment entail?

- Individualised one-to-one risk assessment discussions are held with members of staff who had previously been identified or identifying themselves as potentially within a high-risk or vulnerable group. A proforma provided to managers categorised these factors as i) possessing an existing health condition; ii) self-identifying as of black or minority ethnic origin (BAME); and/or iii) pregnant.

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).

- 1479, this number includes all of the above mentioned categories (including bank workers who may not have undertaken a shift in the last 6 months).

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

- The Trust undertakes a proactive approach to risk assessments, all Line Managers within the Trust are asked to undertake individualised one-to-one risk assessment discussions with members of staff. Line managers are required to undertake a risk assessment with all staff members who may be of higher risk due to COVID-19

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