

Ref. No: 190220520
From: Inzamam Rashid request-666750-ac655d7b@whatdotheyknow.com
Date: 22/05/20
Subject: Covid 19 Risk Assessments-Staff at greater risk

REQUEST

"Simon Stevens and Amanda Pritchard wrote to all NHS trusts and CCG Chief Executives on the 29th of April to advise that employers, on a precautionary basis, should conduct risk assessments for staff at greater risk during the COVID-19 pandemic and to act accordingly.

Has your organisation completed risk assessments on all Black Asian and Minority Ethnic (BAME) staff?

AND

What precautions, if any, have you put in place to protect BAME staff once they've been risk assessed?"

RESPONSE

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1. Has your organisation completed risk assessments on all Black Asian and Minority Ethnic (BAME) staff?

Response: Yes

2. What precautions, if any, have you put in place to protect BAME staff once they've been risk assessed?"

Response: Members of staff complete the Risk Assessment and are scored based on Age, Gender, Ethnicity and Status of their Condition and based on their score they are allocated Category A-D (see below). Based on their Category they are offered the appropriate PPE, any additional training and where appropriate are offered available Health Work and Wellbeing non-physical health services or redeployment.

TOTAL RISK SCORE AND SUGGESTED ACTION			
Total Score 1-6	Total Score 7-8	Total Score 9 +	Any Individual Score of 4
Category A	Category B	Category C	Category D
Continue working in current environment following all safety precautions	Redeploy away from 'hot' COVID environments where possible. Avoid direct contact with COVID cohort where possible. If not possible provide enhanced PPE.	Home Working on full pay. If OH assessment needed, homework whilst awaiting confirmation of moderate or chronic condition.	Home Working on full pay. *For pregnant staff over 28 week's duration: Home Working on full pay.

Note: 'Enhanced PPE' is PPE required by staff working in a COVID+ environment