

Ref: FOI/GS/ID 6162

Please reply to:
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Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to BAME staff risk assessments.

You asked:

Q1. Please state (yes or no) whether your trust has carried out a risk-assessment of staff at potentially greater risk of COVID-19, including people from Black, Asian and Minority Ethnic backgrounds. [If answer to Q1 is yes, please answer questions 2-5]

Q2. Please state when this risk assessment was carried out.

Q3. Please provide a short summary of what the risk assessment entailed.

Q4. Please provide a copy of the findings of the risk assessment.

Q5. Please list and provide brief details of any measures that your trust has subsequently put in place to offer protection to staff who are at higher risk from COVID-19.

Trust response:

Q1. Yes

Q2. This is a dynamic assessment and as such there is no foreseeable “end date”. As such some staff will have been risk assessed more than once. These risk assessments have been carried out during March, April, May and June and will continue to be undertaken as and when any factors on the risk assessment change.

Q3. An engaged discussion between staff member and the individual undertaking the assessment (usually the manager). The risk form would be filled out with the resultant advice and any recommendations agreed. Occupational Health provides advice on assessment and risk to managers and staff.

Q4. There is no singular “findings”. The risk assessment is an individual and personal assessment as it is heavily weighted by age, gender, ethnicity and

medical conditions. As such, every risk form contains personally identifiable information and medical information which will not be released.

Q5. The Trust obviously has an in-depth PPE (Personal Protective Equipment) protocol for specific clinical interventions / interactions and depending on location and environment to help reduce risk for staff at higher risk. There are specific project work streams to support managers and staff to enable home working, temporary redeployment or other adjustments to the job role or environment as identified in the assessment to mitigate or eliminate the risks.