

Ref: FOI/GS/ID 6137

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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 COVID-19 staff risk assessment.

You asked:

- 1. Has your organisation completed risk assessments on all Black Asian and Minority Ethnic (BAME) staff?*
- 2. What precautions, if any, have you put in place to protect BAME staff once they've been risk assessed?"*

Trust response:

1. Many BAME staff have had more than one risk assessment undertaken during the COVID-19 period. We regularly review and update our risk assessment in line with emerging data and clinical research / analysis. As such our most recent risk assessment has been issued with a mandate for all BAME staff to be assessed / re-assessed by the 4th June if they have not been assessed within the last 2 weeks.
2. Our clinical activities have been assessed and instructions regarding PPE (Personal Protective Equipment) has been given accordingly. Our risk assessments help guide staff and managers to make adjustments in the workplace according to their personal risk profile. Staff have been moved into different clinical settings; excluded from certain clinical procedures; or redeployed away from clinical areas if the risk profile identifies this. The Trust has made every effort to ensure the physical and psychological safety of its staff. The Trust has also provided advice and guidance around vitamin D as a possible factor in the health outcome should a BAME member of staff acquire COVID-19