

Ref: FOI/GS/ID 6161

Please reply to:
FOI Administrator
Trust Management
Maidstone Hospital
Hermitage Lane
Maidstone, Kent
ME16 9QQ
Email: mtw-tr.foiadmin@nhs.net

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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:

- 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?*

Trust response:

1. Yes. The Trust has been undertaking risk assessments on staff since March 2020 for COVID-19. Some staff will have had more than one assessment as this is a dynamic process with changing risks and newly identified or rated risks. We have carried out 1,146 risk assessment on BAME staff.
2. 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.
3. We have 1,528 Substantive members of staff with a BAME ethnicity recorded for them.
We have 354 Bank only members of staff with a BAME ethnicity recorded for them.
We do not hold this information on agency staff.

4. The Trust actively risk assesses staff. Managers were tasked with risk assessing staff and in particular, re-assessing all staff who are – or might be – at an increased risk such as our BAME colleagues.