

Ref: FOI 011

05 June 2020

Dear Requestor

Request made under the Freedom of Information Act 2000

On 21 May 2020 you sent a request, made under the Freedom of Information Act, relating to BAME staff risk assessment. I now provide this information as an attachment.

I trust that this is the information you require and that your request has been fully discharged.

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Please note that, under the Re-use of Public Sector Information Regulations, if you wish to publish or otherwise use this information besides for your own means, you will need to seek our permission to do so.

If you are unhappy with this response, you are entitled to request an internal review of our decision, handled where possible by a member of staff not directly involved in the initial decision. If you wish to request such a review, please write direct to the Data Protection Officer, NHS Dorset, Ground Floor, West Wing, Vespasian House, Barrack Road, Dorchester DT1 1TG. We aim to deal with requests for internal review within three weeks of receipt, although where the issues involved are very complicated this period may be extended up to a total of six weeks.

If you have queries about this response, please do not hesitate to contact me quoting the above reference number.

Yours sincerely

Signature Removed

Paddy Baker
Data Protection Officer
NHS Dorset Clinical Commissioning Group

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Q1:

I would appreciate a response as detailed as possible please.

"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:

Simon Stevens' letter of 29 April 2020 said,

Emerging UK and international data suggest that people from Black, Asian and Minority Ethnic (BAME) backgrounds are also being disproportionately affected by Covid19. Public Health England have been asked by DHSC to investigate this. In advance of their report and guidance, on a precautionary basis we recommend employers should risk-assess staff at potentially greater risk and make appropriate arrangements accordingly.

The default working practice for NHS Dorset CCG is for staff to work from home since 18 March 2020. We are planning for a limited return to office working from 8 June 2020 but only where an employee is unable to work from home and only after a full risk assessment has been undertaken and social distancing measures are put in place.

Simon Stevens' letter advises risk assessing staff at potentially greater risk. As NHS Dorset CCG are predominantly working from home we do not have staff at greater risk. However, we are currently rolling out home working Work Station Assessments to all employees which go wider than usual WSAs to take in other risk factors.

NHS Dorset CCG is working in line with the document *Risk Reduction Framework for NHS Staff at risk of COVID-19 infection* which states that employers have a duty of care requiring them, as far as reasonably practicable, to secure the health, safety and welfare of their employees. This includes an equitable approach to effective risk management and risk reduction of potential workplace hazards, for all staff regardless of ethnicity and diversity. There are set stages to this approach;

- Workplace assessment of potential exposure to Covid-19 in the workplace, followed by application of control measures, including elimination if possible, by hygiene measures, safe systems of work, selection and correct use of PPE, including necessary training and fit testing.
- Workforce assessment to identify those individuals with potentially increased vulnerability to infection or adverse outcomes from COVID-19. Earlier guidance has already identified three categories of vulnerability, specific long term health conditions, sex, older age and

pregnancy. Recent evidence suggests that ethnicity, specifically a BAME background and obesity may also be associated with increased vulnerability, particularly in the presence of these risk factors.

NHS Dorset CCG will consider all aspects including the workforce, workplace and the individual. There is a need for supportive conversations between staff and managers which take into account staff concerns and preferences and this should include adjustments in the workplace.