

Reference Number: FOI/2020/167
From: Press/Media
Date: 08 June 2020
Subject: BAME Risk Assessments During Covid-19

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]*

A1 Yes

Q2 Please state when this risk assessment was carried out.

A2 Risk Assessments have been undertaken from March 2020 and has been an ongoing process in line with national guidance

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

A3 Please see attached FOI2020167

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

A4 Findings are based on a personalised/individual score using the criteria set out in the attached – this is used for all vulnerable groups, over 70's, BME, pregnant and staff with underlying health conditions.

Please see example in attachment FOI2020167, pages 5-8.

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.

A5

- Staff being supported to work from home
- Staff being supported to work in non-patient facing roles
- Staff being moved out of COVID red zones
- Ensuring appropriate PPE is provided

DEMOGRAPHIC RESPONSIVE STAFF RISK ASSESSMENT IN RESPONSE TO COVID 19

Employee Details			
Employee Name		Date	
Area/Team/Department		Division	

*** PLEASE READ AND UNDERSTAND PRIOR TO UNDERTAKING THE RISK ASSESSMENT ***

INTRODUCING THE DEMOGRAPHIC RESPONSIVE RISK ASSESSMENT

The emerging evidence suggests that alongside a previous list of health-related physical conditions (see page 2) there are four key demographic factors that can affect people's vulnerability, or 'risk factor' in relation to COVID-19 health outcomes:

- Age
- Gender
- Ethnicity
- Religion or Beliefs

This risk assessment looks to holistically assess individual staff risk to safeguard Trust staff at most risk of adverse or serious reactions to Covid-19, based on the emerging data and evidence available.

Put simply, older people, men, and people from Black and Asian and Minority Ethnic (BAME) communities seem to be at greater risk from Covid-19.

The causes of these increased risk factors are not yet fully understood, and further research is taking place right now. Even if we don't know the causes, it is important for us to respond quickly to what the evidence is telling us.

We are asking line managers and colleagues falling into the categories described above to carry out an individual risk assessment; this should take into consideration colleagues' age, gender, and ethnicity risk factors – especially where there is a combination of factors. We also ask you to look again, very closely, at the health vulnerabilities described by the government, in combination with the other risk factors described above.

The risk assessment should be a meaningful conversation and exploration for the risk factors and perception of the colleague. Where there is agreement that the risk factors can be mitigated to everyone's satisfaction no change is needed. Where however it is clear there are increased risk for a colleague the line manager must provide support and make necessary adjustments to mitigate those risks.

HR and OH can provide advice and support to the line manager and colleague in concluding an approach that supports the individual, and, should any adjustment to staffs working arrangement place a strain on services, these issues must be escalated to ensure support is provided to resolve the issues as quickly as possible.

IMPORTANT INFORMATION ABOUT THE DEMOGRAPHIC AND PHYSICAL HEALTH RISKS ASSOCIATED WITH COVID 19

Are you aware of the health conditions associated with an elevated COVID-19 Risk?

The Government are advising those who are at increased risk of severe illness from coronavirus (COVID-19) to be particularly stringent in following social distancing measures. This group includes those who are*:

With an underlying health condition listed below (i.e. anyone instructed to get a flu jab as an adult each year on medical grounds):

- chronic (long-term) respiratory diseases, such as asthma, chronic obstructive pulmonary disease (COPD), emphysema or bronchitis
- chronic heart disease, such as heart failure
- chronic kidney disease
- chronic liver disease, such as hepatitis
- chronic neurological conditions, such as Parkinson's disease, motor neurone disease, multiple sclerosis (MS), a learning disability or cerebral palsy
- diabetes
- problems with your spleen – for example, sickle cell disease or if you have had your spleen removed
- a weakened immune system as the result of conditions such as HIV and AIDS, or medicines such as steroid tablets or chemotherapy
- being seriously overweight (a body mass index (BMI) of 40 or above)
- those who are pregnant

Are you aware of the Demographic factors associated with an elevated Covid-19 Risk?

The emerging evidence suggests there are three key things that can affect people's vulnerability, or 'risk factor': Age, Gender, and Ethnicity. Put simply, older people, men, and people from Black, Asian and Minority Ethnic (BAME) communities seem to be at greater risk from Covid-19. The causes of these increased risk factors are not yet fully understood, and further research is taking place right now. Even if we don't know the causes, it is important for us to respond quickly to what the evidence is telling us.

Age:

The evidence shows that age is a clear risk factor. This is why the government measures are in place for the over-70s in terms of self-isolation. Compared to people in their 40s, people in their 60s could be up to eight-times more at risk, and people in their 70s could be 25-times or more at risk. So in our teams we need to make sure we are taking action to reduce older colleagues' exposure to the Coronavirus.

Gender:

The risk for men of becoming seriously ill from COVID-19 appears likely to be between 1.5 to 2.5 times greater than for women. This seems to increase with age from 40 up to 85. We need to consider people's gender when assessing their risk from COVID-19, especially amongst older colleagues.

Ethnicity:

Emerging data and research suggests that BAME people are at greater risk from COVID-19, compared to their white counterparts. A recent UK study by the Intensive Care National Audit and Research Centre found that 35% of 2,000 COVID-19 patients were non-white, which is nearly triple the 13% proportion in the wider UK population. From this, Asian patients were two-times more likely to be most seriously ill, and black patients 3.4-times more likely, compared to white patients. Similar findings have emerged from studies in the US, as well. In addition, BAME colleagues are disproportionately represented in the NHS workforce – with 44% of doctors and 24% of nurses from BAME communities. Data from as recently as 22 April shows that BAME NHS workers are at significantly increased risk (around 2- to 3.5-times more likely, depending on profession) from COVID-19 compared to their white colleagues. We are taking these findings very seriously and on this basis, we must take colleagues' ethnicity into account when assessing their risk from COVID-19

Religion or Beliefs:

The current situation will coincide with religious events, most notably Ramadan, which will require staff to fast. This may have an impact on the ability of individual members of staff to perform their role fully, especially when wearing the highest levels of PPE. Line managers should have a thorough and comprehensive conversation with individual staff about how they will cope in these circumstances and consider what adjustments could be made. Advice and guidance is available on supporting staff during Ramadan.

RISK	SCORE 1	x	SCORE 2	x	SCORE 3	x	SCORE 4	x
AGE	Below the age of 49		50-59		60-69		70+	
GENDER AND ETHNICITY	Female White		Female Asian		Male Asian		N.B For other non-white ethnic groups besides Asian and Black kindly score alongside the Asian profile.	
					Female Black			
			Male White		Male Black			
STATUS OF YOUR CONDITION	None Known		Mild		Moderate or Chronic		Pregnant	
	<i>No underlying health condition as described on previous page.</i>		<i>Evidence of underlying health condition described on previous page. Condition is mild or well managed.</i>		<i>Evidence of underlying moderate or chronic health condition described on previous page, OH COVID-19 Risk Assessment needed.</i>		<i>Prior to 28 weeks gestation: can continue working, subject to modification of the working environment and deployment to suitable alternative duties.</i> <i>After 28 weeks gestation: For pregnant women from 28 weeks' gestation, or with underlying health conditions such as heart or lung disease at any gestation, should be recommended to stay at home and considering flexibility in working from home in a different capacity.</i>	

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. Avoid direct contact with Covid cohort where possible.		Home Working on full pay. If OH assessment needed, homework whilst awaiting confirmation of moderate or chronic condition.		Home Working on full pay. Only exception is that the pregnant individual still wishes to stay in work.	

Discussion Notes & Agreed Outcomes & Adjustments

1. Confirm mutual understanding of why the risk assessment was needed and check understanding of risks, refer to the detail on page two
2. Talk about risk factors and scores from page three above, explore what that now means with your manager
3. Talk about and explore any concerns or issues concerning the suggested action within the category scored on page 3. Where Category C or D is scored (excluding pregnant workers) & the staff member still insists on working despite trust advise please fully document, stating clearly the reason why the staff member insists on staying in work and kindly escalate to your Divisional Workforce Business Partner
4. Agree next steps
5. If there is any doubt in relation to a declared or known health condition/s, obtain Occupational Health advice by calling the Team Prevent UK, Managers Advice Line – 01327 810 793 Monday-Friday 08.30-16.20

Please note that as risk data about the physical & demographic data gets further refined the scores & action taken will need to be reappraised

Declaration of Understanding

I can confirm that any information contained in this risk assessment is reflective of the conversation held and agreement reached:

Line Manager's Name (Print Name)	
Signed	
Date	
Colleagues Name (Print Name)	
Signed	
Date	

DEMOGRAPHIC RESPONSIVE STAFF RISK ASSESSMENT IN RESPONSE TO COVID 19

Employee Details

Employee Name

Area/Team/Department

Date

Division

04/05/2020

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AGE								
GENDER AND ETHNICITY								
STATUS OF YOUR CONDITION								

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
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I HAVE ADVISED [REDACTED] THAT HE IS NOT EXPECTED TO GO INTO RED ZONES DUE TO HIS LEVEL OF RISK.

[REDACTED] HAS SAID THAT HE WISHES TO HELP AS MUCH AS POSSIBLE. I HAVE REPEATED MY ADVISE NOT TO ENTER RED ZONES AND TO SPEAK TO ME IF HE FEELS PRESSURIZED TO DO SO.

Please note that as risk data about the physical & demographic data gets further refined the scores & action taken will need to be reappraised

Declaration of Understanding

I can confirm that any information contained in this risk assessment is reflective of the conversation held and agreement reached:

Line Manager's Name (Print Name)

Signed

Date

4/5/20

Colleagues Name (Print Name)

Signed

Date

04/05/2020