



Stockport

NHS Foundation Trust

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10<sup>th</sup> July 2020

## Request for Information

Dear Mr Rashid,

I am writing regarding your request for information which we received via email on 22/05/2020. In that request you asked for information in relation to BAME staff risk assessments.

We are pleased to provide the following information in response to your specific questions.

**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.**

### **1. Has your organisation completed risk assessments on all Black Asian and Minority Ethnic (BAME) staff?**

A risk assessment and questionnaire has been designed to capture information to inform our support offer for our BAME staff; these have been shared with staff and we are encouraging their participated in the completion of risk assessments. This process is ongoing and the information is being collated centrally in order to support the analysis of themes and ensure appropriate responses, working closely with our BAME staff network.

As of Friday 10<sup>th</sup> July 2020 64% of our BAME staff had completed and returned their risk assessment documentation; we are continuing to work with that staff who have yet to complete the risk assessment to do so and will be using this to inform our actions and response.

### **2. What precautions, if any, have you put in place to protect BAME staff once they've been risk assessed?"**

We have implemented a number of health and wellbeing initiatives to support staff, including physical health reviews and mental well-being advice and support. The BAME staff network is providing support directly to this staff group. All staff have been provided with testing and anti-body testing. We have undertaken risk assessments and responded in various ways, including minor changes to practice to redeployment of staff in order to ensure any risks are appropriately managed and mitigated. Each risk assessment is regularly reviewed in order to ensure that changes, as appropriate, are implemented in conjunction with our staff and their individual needs.

If you have any queries about our response, please let me know by writing to the above address.

Yours sincerely,

Laura Sillitoe  
Freedom of Information and Information Governance Support Officer