

24 June 2021

Information Rights & Compliance Team
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Our Ref: FOI/03658

Thank you for your request concerning BAME Risk Assessment.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

"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?

Yes, we are carrying out risk assessments for all our BAME staff who work at the Trust.

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

Depending on the outcome of the risk assessment it may be appropriate to put in the following precautions; shielding, working from home, redeployment or any reasonable adjustments. This is likely to be based on the outcome of the risk assessment where underlying health conditions and the risks of exposure to COVID, personal circumstances such as carers responsibilities and pregnancy are taken into account.

Our staff are supported by their line managers with specific support for any underlying medical conditions from the following;

- Our Employee Assistance Programme which includes counselling and other support
- Our Occupational Health service
- A dedicated support line for BAME staff working in health and social care in Hertfordshire



Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sue Smith

Sue Smith
Information Rights Officer

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

