

Reference: FOI 35563 GLO 11M

Subject: BAME Staff Risk Assessments

I can confirm that the CCG does hold the information requested; please see responses below:

QUESTION	RESPONSE
<p>"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.</p> <p>I would appreciate a response as detailed as possible please.</p>	
<p>1. Has your organisation completed risk assessments on all Black Asian and Minority Ethnic (BAME) staff?</p>	<p>The CCG has produced a Risk Assessment Framework for BAME staff and other vulnerable staff. This risk assessment is currently being trialled in teams where BAME staff work and feedback given to shape the framework further</p>
<p>2. What precautions, if any, have you put in place to protect BAME staff once they've been risk assessed?"</p>	<p>For the vast majority of staff working at home is feasible. Only those staff members who cannot work from home will need to come into the office. A range of procedures have been put in place to ensure that staff can safely work at the CCG office, including social distancing rules, infection control procedures etc. A dedicated project group has been set up to work through a set of comprehensive procedures and staff have been involved in this work through the Joint Staff Side Forum. At a maximum only 25% of CCG staff will be able to work at the offices following the 2m social distancing procedures. Line managers will be required to complete a risk assessment of each individual staff member who either needs to work from the office or wishes to work from the office.</p>

The information provided in this response is accurate as of 9 June 2020 and has been authorised for release by Mark Walkingshaw, Deputy Accountable Officer/Director of Commissioning for NHS Gloucestershire CCG.