

<b>Reference:</b>	FOI.3307.20
<b>Subject:</b>	Black, Asian, and minority ethnic risk assessments
<b>Date of Request:</b>	5 June 2020

**Requested:**

1. Are you carrying out risk assessments for all BAME staff that work for your trust? And if so, how many have you carried out to date?
2. What does your risk assessment entail?
3. How many BAME staff do you have at your trust? (Please include bank, agency, locum, students if possible and explain if you have or haven't and why or why not).
4. Does the trust wait for staff to seek risk assessments or does the trust actively risk assess all members of staff?

Please can your data be from 29 April 2020 to including 5<sup>th</sup> June 2020.

**Response:**

1. Hywel Dda University Health Board (UHB) confirms managers are being encouraged to conduct the All Wales COVID-19 Workforce Risk Assessment Tool with all Black, Asian, and Minority Ethnic (BAME) staff.  
Additionally, the risk assessment tool kit is available for any members of staff who perceive they may be at greater risk of complications from COVID-19 infection and are advised to contact their manager to discuss their concerns.

The UHB is unable to provide the data for the dates requested because the records are updated on a regular basis and a historical record of completion rates as at certain dates are not retained. In this connection, we can confirm eighty six (86) BAME staff have completed the All Wales COVID-19 Workforce Risk Assessment, accurate as at 16 June 2020.

2. The UHB provides, the web link to the All Wales COVID-19 Workforce Risk Assessment tool, launched by Welsh Government on 29 May 2020.

<https://gov.wales/covid-19-workforce-risk-assessment-tool>

3. The UHB confirms, it has eight hundred and six (806) members of staff, including bank, staff, locum staff and students, with a BAME background recorded on the UHB's Electronic Staff Record system (ESR) at the time of your request.

Agency staff, IR35 or Medacs staff are not included in the number provide above, as the information is not held by the UHB. However, the UHB is in the process of liaising with agencies in respect of their processes for risk assessments for its agency workforce.

4. The UHB confirms it actively encourages managers to conduct risk assessments where they perceive staff may be at risk. In addition, staff are encouraged to contact their manager if they have any concerns about their own health and wellbeing and if necessary, complete a risk assessment as a form of support and control of any potential risk.