

Guidance for Head Teachers/Managers
BAME Staff Risk Assessments (For 24th Aug 2020 onwards)



BRADGATE
Education Partnership

- Review the LA Guidance to support the RA (see below)
- Can be undertaken by Head Teacher/member of SLT/line manager
- Must be documented and reviewed as appropriate
- Approach BAME staff member to ask if they have any additional concerns in relation to COVID19 that aren't covered off within the H&S documents already produced
- Check whether there are any health concerns we need to be aware of/document these and assess whether there are any additional measures that can be put in place.
- Any BAME with health conditions – regularly review the position/health status
- Are there any measures the individual is putting in place themselves within their work area that can be supported by the school?
- You may also want to advise the member of staff to get their vitamin d levels tested or advise they look into taking a vitamin d supplement as per NHS guidance <https://www.nhs.uk/conditions/vitamins-and-minerals/vitamin-d/>

IMPACT OF COVID-19 ON OUR BLACK, ASIAN AND MINORITY ETHNIC (BAME) COMMUNITIES AND COLLEAGUES – LLR SYSTEM RESPONSE AND GUIDANCE

1. INTRODUCTION

Increasing evidence is emerging of the national evidence that now suggests the disproportionate impact that COVID-19 is having on BAME communities. According to a recent study, of the 119 known NHS staff to have died, 64% of them were from a BAME background (source: The Kings Fund). This places many staff in a significantly vulnerable position.

These risks not only relate to the BAME workforce, although are disproportionate impacting on this group, but also across broader protected characteristics groups, such as age.

2. ENHANCED RISK ASSESSMENT GUIDANCE

National guidance has been provided to enable systems to act quickly and support staff, with safety at the forefront for our workforce. It sets out the need for managers to take into account emerging evidence that co-morbidities combined with ethnicity may be associated with increased vulnerability to COVID-19.

The New Risk Assessment Framework sets out 3 key considerations that should underpin an assessment of risk:

- Workplace setting – for potential exposure to COVID-19
- Workforce setting - to identify those individuals with potentially increased vulnerability to infection or adverse outcomes from COVID-19. Earlier guidance has already identified categories of vulnerability; specific long term health conditions, sex, older age and pregnancy. Recent evidence suggests that ethnicity; specifically a BAME background and obesity may also be associated with increased vulnerability, particularly in the presence of these risk factors.

- Personal circumstances - such as any underlying conditions that increases individual vulnerability.

The risk assessment framework sets out the need for managers to identify locally, in their team or service, those staff that may have increased vulnerability. Age and ethnicity of staff will already be known to managers but not necessarily any underlying health condition.

3. LOCAL IMPLEMENTATION

The Risk Assessment Framework is designed to help managers make judgements of workplace and personnel factors which should be considered as part of risk management and reduction. It asks for four factors to be considered in an individual assessment: age, sex, underlying health conditions and ethnicity. (Risk Reduction Framework for NHS Staff at risk of COVID-19 infection).

Guidance advises on the need to not assume all staff, 'even with identified vulnerabilities, working in areas with the highest concentration of COVID-19 patients', will be at the greatest risk. The risk of exposure also depends on how well various measures are implemented, such as necessary training, fit-testing and appropriate use of personal protective equipment.

Across LLR the Equality, Diversity and Inclusion Task force, on behalf of the system workforce cell, have been driving forward a collective understanding and response to the risk assessment framework and what this means in terms of actions to support vulnerable staff.

3.1 Next steps in Implementation locally, Include:

- There is a need for supportive conversations between staff and managers, which consider staff concerns and preferences, allowing for the most suitable decisions to be made which may include conversations about deployment.
- Some staff may require further assessment, advice and support through Occupational Health to facilitate decision making and risk reduction.
- In response to this a huge amount of work is already underway across LLR organisations including ongoing support for line managers to have these incredibly sensitive conversations with their staff.
- Organisations are undertaking Equality Impact Assessment, and evidence will be gathered to inform how we can further reduce the risk to identified vulnerable staff.
- Consideration will also be given to local circumstances and other structural factors, which may include redeployment of those deemed at highest risk of adverse outcome.

Appendix 1 sets out the approach to supporting an enhanced risk assessment

Appendix 1:

Risk Assessment for BAME Staff (For 24th Aug 2020 onwards)

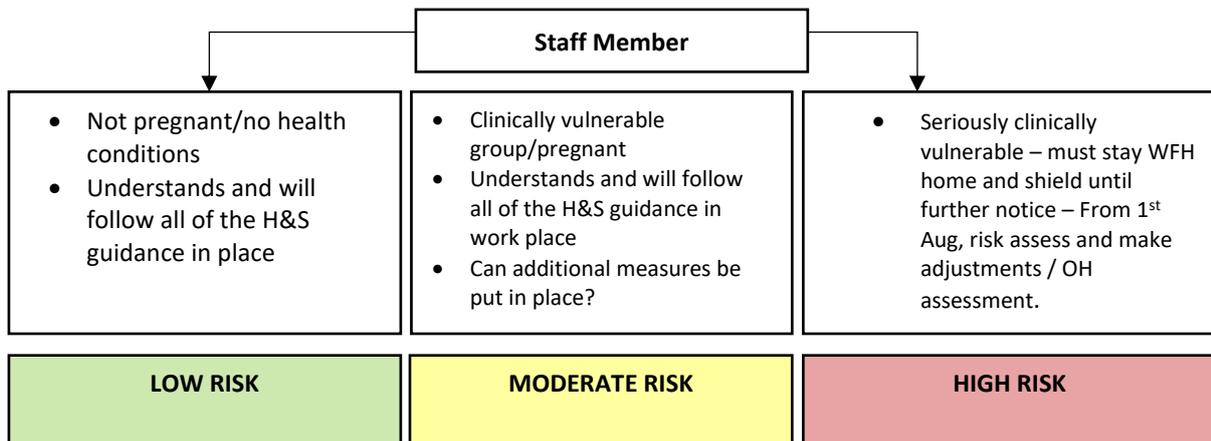
<u>Name</u>	
<u>School</u>	
<u>Job Title</u>	
<u>Date of Assessment</u>	

This risk assessment is applicable to those BAME staff who are returning or in readiness for a return to the workplace from 1st June 2020 onwards

Question	Y/N	Actions/Additional Comments
Has Coronavirus Training been completed?		
Have the following documents been shared with the staff member: <ul style="list-style-type: none"> • Health & Safety Policy • Re-Opening Plan • Re-Opening Checklist • Re-Opening Risk Assessment • Deep Cleaning Schedule • Deep Cleaning Risk Assessment (for influenza virus RA) • COVID Toolkit Prem & Facilities • LA Re-Opening Risk Assessment 		
Is the staff member taking public transport to work, if so, can any support be offered by the school, eg: <ul style="list-style-type: none"> - Discussion with regards to alternative modes of transport to work 		
Can social distancing be maintained from other staff members?		
Can the staff member be restricted from face to face interaction with parents?		
Is the staff member well briefed in hygiene processes within school and have access to necessary handwash/hand sanitiser etc?		
Are you able to restrict the member of staff from undertaking First Aid?		
If you aren't able to restrict the member of staff from First Aid, is all the necessary PPE equipment in place?		

--	--	--

Additional Information	
<p>Does the staff member have any health conditions that fall within the 'Clinically Vulnerable' group? If so:</p> <ul style="list-style-type: none"> - What is the health condition? - Is this well managed? - Are they on any medication? - Have they received any advice in relation to COVID19 and their condition? - What steps are you going to put in place in the workplace to reduce vulnerability? 	
<p>Are there any other personal circumstances that the staff member has notified the school of? If so:</p> <ul style="list-style-type: none"> - Does the school need to put in any additional health and safety measures within the workplace 	



Risk assessment outcome based on the above	
<input type="checkbox"/>	LOW RISK
<input type="checkbox"/>	MODERATE RISK
<input type="checkbox"/>	HIGH RISK

Signed Head Teacher	
Signed Employee	