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Re: Freedom of Information Request

Please find below the response to your recent Freedom of Information request regarding BAME staff within NHS Southport and Formby CCG.

Request/Response:

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 workforce risk assessment has been completed for all staff, including BAME staff.
 - The proportion of BAME staff as per the CCGs latest workforce report (at March 2020) is 3.26%.
2. What precautions, if any, have you put in place to protect BAME staff once they've been risk assessed?"
 - 74% of CCG staff are working from home with 26% continuing to work in an office environment due to the clinical nature of their role.
 - Line managers have regular 1:1 discussions with all staff and have received targeted information that includes how to support high risk staff (including BAME staff).
 - The CCG have also set up virtual HR support sessions for staff to raise any concerns.
 - All staff are provided with regular communications. These include access to health and wellbeing resources as well as health and safety to ensure staff are able to work safely. Staff who have been working in an office environment have been following the government's Covid-19 secure guidance for office premises with social distancing and improved cleaning, handwashing and hygiene procedures in place.

- The CCG have developed an Equality Brief (currently at version 6) which has highlighted Black Asian and Minority Ethnic (BAME) NHS staff are disproportionately impacted by Covid-19. The brief from version one onwards has been considered by the CCG with version five having been shown 'due regard' by the Governing Body.
- The CCG continues to promote access to learning from emerging evidence and best practice. Engagement has taken place with local regional and national shared learning opportunities to identify best practice including through the national Workforce Race Equality Standard Expert programme, NHS England & Improvement and NHS Employers.

* Please note NHS South Sefton CCG and NHS Southport and Formby CCG have a joint management team and work across both CCG