



Freedom of Information Team
Room 1.16
De La Court House
Queen Alexandra Hospital
Southwick Hill Road
Portsmouth
Hampshire
PO6 3LY

Tel: 023 9228 6000 Ext 3708

Name:

Date: 29/05/2020

Ref: 20-21 038

Dear

Freedom of Information request

Thank you for your request for information under the Freedom of Information Act 2000, which was received by our Freedom of Information team on 26/05/2020.

"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. Has your organisation completed risk assessments on all Black Asian and Minority Ethnic (BAME) staff? What precautions, if any, have you put in place to protect BAME staff once they've been risk assessed?"

The Chief Executive and Director of Workforce & Organisational Development met with the Vice Chair of the Trust's BAME staff network on 29th April and held a virtual BAME network meeting for staff on 13th May to discuss the emerging evidence and the steps already being taken by the Trust to safeguard BAME staff. There are on-going engagement sessions with network members and beyond have been scheduled.

In addition, a personal letter was sent to all BAME staff on 7th May, a work health assessment has been developed with BAME network members, and issued for all BAME staff to complete with their managers and return to the occupational health service. Consideration will be given to any underlying health conditions and adjustments needing to be made to roles or working environments in order to keep staff safe whilst at work.

In addition and in line with government guidelines, assessments have already taken place for those required to shield, those over the age of 70 or those who are pregnant. Alternative working arrangements, where appropriate have been put into place, such as home working or deployment to non Covid patient areas.

Please accept this letter as completion of your request. Please note that copies of this request will be held on file for three years before being confidentially destroyed.

If you are dissatisfied with the outcome of your request, please contact our Head of Information Governance on Information.Governance@porthosp.nhs.uk or write to the above address and we will conduct an internal review. Upon review, if you are still dissatisfied, you may appeal our decision by contacting the Information Commissioner's Office; for more information please visit the [ICO's website](#).

Please be aware, if we do not receive an appeal within 30 days of you receiving this letter, we will assume that you are satisfied with our response. If you have any further queries, please do not hesitate to contact us.

Yours sincerely

Freedom of Information Team