



Freedom of Information Team
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Name:
Date: 17/06/2020
Ref: 20-21 044

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 27/05/2020.

ITV news would to request the following information below, under the Freedom of Information Act 2000. (Please can you acknowledge receipt of this request)

Some parts of the request may be easier to answer than others. Should this be the case, we request that you release this information as soon as possible.

If it is not possible to provide any of the information requested, please can you provide advice and assistance, under the Section 16 obligations of the Act, as to how we can refine our request.

Background Information:

How many clinical staff do you employ and how many are BAME? (inc locum/bank/agency)?

Portsmouth Hospitals NHS Trust employs 6503 Clinical Staff – 1501 of these employees are from a BAME background.

The Trust does not hold the information requested for bank and agency staff. Please contact Bank Partners for the following information.

Joanne Blackwell at Joanne.Blackwell@bankpartners.co.uk

Questions:

**How many BAME staff and how many non BAME staff have been working in 'Covid wards':
In March/In April/In May so far.**

March

- A total of 456 BAME employees have been working in areas of the hospital with Covid patients.
- A total of 685 of non-BAME employees have been working in areas of the hospital with Covid patients.

April

- A total of 472 BAME employees have been working in areas of the hospital with Covid patients.
- A total of 685 of non-BAME employees have been working in areas of the hospital with Covid patients.

May

- A total of 473 BAME employees have been working in areas of the hospital with Covid patients.
- A total of 685 of non-BAME employees have been working in areas of the hospital with Covid patients.

2. How many redeployment requests were received from BAME and non BAME staff (inc locums/bank/agency)? And how many have been redeployed as a result?

In March/In April/In May so far.

Since March 2020, 98 staff in total were identified as requiring redeployment through the central redeployment function, 27 of which were BAME staff.

41 staff have successfully been redeployed, 7 of which were BAME staff.

Any staff unable to be redeployed have remained at home on full pay whilst suitable alternative work is identified for them, or for those who are pregnant until they commence maternity leave.

In addition to the 98 staff referred to above, there are likely to be other staff moved to other suitable work in their departments which is low risk which has been arranged by their line manager and is therefore not recorded centrally.

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3. Since the NHS England guidance on Risk Assessments was issued during the Covid crisis, how many Risk Assessments have you carried out of your BAME staff?

A total of 693 risk assessments have been completed during the Covid 19 crisis - 436 of these assessments were completed for BAME employees.

In light of the NHS England guidance on risk assessments, 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.

4. How many BAME staff (inc locums/bank/agency) have been successfully redeployed since this Risk Assessments guidance was issued, as a direct result of it?

7 BAME staff have been successfully redeployed since the Risk Assessment guidance was issued with a further 20 working from home or on special leave.

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5. How many complaints or reports of discrimination by BAME and non BAME staff (inc locum/bank/agency) have been made regarding deployment since Covid hit ie start of March?

BAME Staff - 0 Complaints

Non BAME Staff - 0 Complaints

Bank & Agency Staff -The Trust does not hold the information requested for bank and agency staff. Please contact Bank Partners for the following information.

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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