

Date: **16 June 2020**

Our reference: **FOIRQ5817**

Dear Sir/Madam,

Thank you for your request for information processed under the Freedom of Information Act 2000. Please see our response to your following request for information:

**Your Request and Our Response (in Bold)**

"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? **The Trust is currently in the process of undertaking individual demographic risk assessments for all staff, not solely BAME staff.**

AND

What precautions, if any, have you put in place to protect BAME staff once they've been risk assessed?"

**There is a range of adjustments available dependant on the level of risk identified for that individual.**

**Category D - Major: Home Working on full pay or shielding on full pay if role cannot be undertaken from home.**

**Category C - Major: Redeploy to role where not likely to come in to contact with Covid and consider whether role can be done from home. An OH assessment may be completed if there are concerns about employee continuing in role and employee should be offered opportunity for homeworking whilst awaiting outcome of OH assessment.**

**Category B - Moderate: Redeploy away from Covid +ve environments and avoid direct contact with Covid patients where possible**

**Category A - Minor: Continue working in current environment following all safety precautions**

In addition to the above, the considerations below are also discussed as a part of the risk assessment:

- Limit duration of close interaction with patient (e.g. prepare everything in advance away from the patient)
- If possible maintain >2m distance from the patient
- Provide fluid repellent surgical masks for staff members working within clinical areas
- Ensure that PPE in accordance with GOSH guidance is available and being used
- Further training required or fit testing to be arranged. If the staff member fails the fit test arrange an equivalent alternative to be made available to the staff member
- Redeployment to lower risk area if despite all key consideration the risk cannot be reduced
- Consider whether public transport /rush hour can be avoided through adjustments to work hours
- Remote working if the staff member is enabled (staff member does have access to equipment and Wi-Fi or access has been requested from ICT)
- Currently all staff are wearing masks in line with recent government guidance.

**Please note**

The information we have provided under the Freedom of Information Act 2000 is the information held on the date your request was received by the Trust.

We hope the information provided is sufficient and helpful in answering your questions, issues or concerns. Should you have any further queries in relation to this request, please do not hesitate to contact the FOI Team and quote the above reference number on any related correspondence.

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Yours sincerely

**Freedom of Information team**

Great Ormond Street Hospital for Children NHS Foundation Trust

Email: [foiteam@gosh.nhs.uk](mailto:foiteam@gosh.nhs.uk)

**[Enclosed – Your rights – see next page]**

### **Your Rights**

Should you have any questions relating to the response you have received to your request for information, please do not hesitate to contact the FOI Team. Alternatively, you are entitled to make a request for an internal review within two months from the date of receiving our final response to your original request. You can also write to the Head of Quality & Safety at the following address:

Quality & Safety team  
Great Ormond Street Hospital  
LONDON  
WC1N 3JH

If, however, you remain dissatisfied with the outcome of the internal review then you have the right to appeal to the Information Commissioner as the final stage of the FOI process. You can contact the Information Commissioner's Office at the following address:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Telephone: 0303 123 1113  
Fax: 01625 524510