



**East London**  
NHS Foundation Trust

**Information Governance**

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3 September 2020

**Our reference: FOI DA3463a**

I am responding to your request for information received 10 August 2020. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

Keshia Harvey  
Information Governance Manager

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision. If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

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

Tel: 0303 123 1113  
Web: [www.ico.org.uk](http://www.ico.org.uk)

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## **Request**

**I sent an FOI to you at the beginning of June regarding risk assessments and BAME staff.**

**Here is your response to my first question:**

**Question 1. Are you carrying out risk assessments for all BAME staff that work for your trust? And if so, how many have you carried out to date?**

**Answer: The Trust is currently carrying out risk assessments and is collating the information.**

**Having spoken to NHS England they have told me that by now all trusts should have published their risk assessment numbers of BAME staff.**

**Please can you tell me how many BAME staff have been risk assessed?**

**Answer: 97.3% of the Trust's workforce from Black, Asian and Minority Ethnic backgrounds have been risk assessed. This was the NHS England target. Please note that there is a denominator in which staff on long terms sickness, career breaks, maternity leave etc are not included.**

**Original Request:**

I am looking at the issue of risk-assessment for black, Asian and minority ethnic (BAME) NHS workers in light of the potential greater risks of COVID-19 for these staff members (see below for further background info).

**Question 1. Are you carrying out risk assessments for all BAME staff that work for your trust? And if so, how many have you carried out to date?**

Answer: 97.3% of the Trusts staff from Black, Asian and Minority Ethnic backgrounds have been completed.

**Question 2. What does your risk assessment entail?**

Answer: The Trust's risk assessment can be found here:  
<https://www.elft.nhs.uk/Professionals/Information-for-ELFT-Staff/People--Culture/Staff-Wellbeing/Covid-19-Vulnerable-Staff-Risk-Assessment-Process---Webinars->

**Question 3. How many BAME staff do you have at your trust? (Please include bank, agency, locum, students if possible and explain if you have or haven't and why or why not).**

Answer: Please find the information attached.

**Question 4. Does the trust wait for staff to seek risk assessments or does the trust actively risk assess all members of staff?**

**Please can your data be from 29 April 2020 to an including 5th June 2020.**

Answer: The Trust has actively offered risk assessments to all staff.