



**AGENDA ITEM**

3.5.1

**CTM BOARD**

**MANAGING THE RISK TO OUR BAME STAFF IN  
RELATION TO COVID-19 - UPDATE**

**Date of meeting**

30/09/2020

**FOI Status**

Open/Public

**If closed please indicate  
reason**

Not Applicable - Public Report

**Prepared by**

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**Presented by**

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Workforce & Organisational Development  
(Interim)

**Approving Executive Sponsor**

Executive Director of Workforce &  
Organisational Development

**Report purpose**

FOR NOTING

**Engagement (internal/external) undertaken to date (including  
receipt/consideration at Committee/group)**

**Committee/Group/Individuals**

**Date**

**Outcome**

(Insert Name)

(DD/MM/YYYY)

Choose an item.

**ACRONYMS**

BAME

Black, Asian and Minority Ethnic

ESR

Electronic Staff Record

## **1. SITUATION/BACKGROUND**

- 1.1 The purpose of this report is to present the Board with an update on the on work undertaken to complete the risk assessment tool for all Black, Asian and Minority Ethnic (BAME) staff, as well as a more broader update on our work in this area.
- 1.2 The risk assessment tool has been developed to help BAME staff working in the NHS and social care in Wales to determine if they are at higher risk of developing more serious symptoms if they come into contact with the COVID-19 virus.

## **2. SPECIFIC MATTERS FOR CONSIDERATION BY THIS MEETING (ASSESSMENT)**

- 2.1 Please see attached (Appendix 1) table showing current risk assessment compliance across Cwm Taf Morgannwg. Please note there are a proportion of BAME staff currently not working for a range of reasons or who have declined to undertake the assessments, these numbers are reflected in the table attached.
- 2.2 It is now possible to complete and record the risk assessment on the Electronic Staff Record (ESR), this has been promoted by Workforce and Organisational Development staff and almost 5,000 staff (39% of workforce) have completed it already. BAME staff have been informed of this facility and will be reminded periodically.
- 2.3 A new BAME Network has been established in Cwm Taf Morgannwg, the first meeting of which took place at the end of July 2020. The BAME Network has been established to represent the interests of black, asian and minority ethnic staff, and to be a lead contributor to the Health Board's diversity and inclusion agenda.
- 2.4 The Network will act as a resource for the Health Board to provide guidance on BAME issues within the workforce, which aims to influence and impact the Health Board's activities which affect BAME staff, and raise awareness of BAME issues.
- 2.5 The Network will be a safe and supportive space for BAME members of staff to share challenges, experiences, and learning – challenging factors that may limit individual opportunities and promote the value and contribution of BAME staff.



- 2.6 There has been a huge amount of interest in the Network, 88 members of staff have joined and the Network has developed Terms of Reference and a draft action plan. The next step is to promote the Network further in Black History month in October 2020. The Director of Public Health has kindly agreed to champion this work and participate in the planned promotion.

### 3. KEY RISKS/MATTERS FOR ESCALATION TO BOARD/COMMITTEE

- 3.1 Not all areas have achieved 100% compliance despite regular reminders being sent to managers and staff – although compliance has improved dramatically since last reported to the Board. There remains a risk that BAME staff who have not undertaken the risk assessment could be at a higher risk of developing more serious symptoms if they come into contact with the COVID-19 virus. Further reminders to managers and staff are ongoing with a view to achieving as close to 100% compliance as is possible.

### 4. IMPACT ASSESSMENT

<b>Quality/Safety/Patient Experience implications</b>	There are no specific quality and safety implications related to the activity outlined in this report.
<b>Related Health and Care standard(s)</b>	Staff and Resources If more than one Healthcare Standard applies please list below:
<b>Equality impact assessment completed</b>	Not required
<b>Legal implications / impact</b>	Yes (Include further detail below) Equality Act 2010
<b>Resource (Capital/Revenue £/Workforce) implications / Impact</b>	There is no direct impact on resources as a result of the activity outlined in this report.



<b>Link to Main Strategic Objective</b>	To provide strong governance and assurance
<b>Link to Main WBFG Act Objective</b>	Work with communities to prevent ill-health, protect good health and promote better health and well-being

## 5. RECOMMENDATION

The Board is asked to **NOTE** the update on the on work undertaken to complete the risk assessment tool for all BAME staff.