

Wales First Minister's Covid-19 Advisory Group – Health Impact on Black, Asian and Minority Ethnic (BAME) People: Draft Terms of Reference

The Welsh Government is concerned that people from Black, Asian and Minority Ethnic (BAME) backgrounds appear to be disproportionately impacted by COVID-19, with consequent adverse health outcomes.

A group has been convened to advise the First Minister and his Cabinet on this matter. The group will work with stakeholders representing BAME communities, expert advisers from within Wales and across UK (especially Public Health England) together with international colleagues to share information and approaches to consider and address this issue.

Aims of the Group

The Group will advise on:

- Any effective measures that could be put in place to quantify and evaluate risks;
- Any avoidable harms and effective risk assessment measures;
- Possible interventions and system remedies; and
- Any other issues required by Ministers

Membership:

- The Group will include representation from Welsh Government Officials, BAME NHS and care workers, Public Health Wales (PHW), NHS Wales Health Boards and Trusts, drawing in expertise from those involved with data collection and analysis, workforce management, occupational health, quality and safety, academic, and any other additional expertise as required;
- The Group will meet by virtual means and report weekly to Ministers during the Covid crisis period;
- Membership and agreed advice will be published;
- Sub-groups may be established drawing in additional expertise for specific tasks, to report back into the main group; and
- The group will seek input from wider organisations and BAME communities and contributors may be invited to present to the group.

Objectives and work plan:

1. Data evaluation

Key questions: What is the size and nature of any additional risk of Covid to BAME people, and is there avoidable harm?

- To understand differences in numbers and rates of tests between ethnic groups by interrogating data on Covid and ethnicity from all available sources including PHW, Secure Anonymised Information Linkage (SAIL) Databank, Patient Episode Database for Wales (PEDW), electronic staff record (ESR), Intensive Care National Audit & Research Centre (ICNARC), Office of National Statistics (ONS) and WCCP and lab confirmed cases;
- To understand differences in hospitalisation between ethnic groups using enhanced surveillance systems to calculate numbers and rates of hospital admissions, intensive care unit/ high dependency unit admission, and other outcomes; and
- To understand differences in mortality among between ethnic groups using lab confirmed cases, mortality data, SAIL comorbidity data and further analysis

2. Workforce and employment measures

BAME Covid-19 Scientific Subgroup – Risk Assessment

Terms of Reference

Co-chairs: Professor Keshav Singhal MBE, Chair BAPIO Wales

Helen Arthur, Director of Workforce and Corporate Business

Aim of the Sub Group:

- A scientific group convened to consider the evolving evidence in order to make recommendations to the First Minister's COVID-19 BAME Advisory Group:
 - Workplace risk assessment for frontline health and social care workers in Wales;
 - Suggest practical steps to mitigate the risk for the staff identified as vulnerable; and
 - Consider the evolving evidence and implications for the wider community.
- To report recommendations to Dr Andrew Goodall CBE, NHS Wales Chief Executive, Chief Medical Officer, Chief Nursing Officer and Albert Heaney, Director of Social Services and Integration, during the Covid crisis.

Membership:

- The membership of the Subgroup is provided at Annexe 1.
- The Group will meet by virtual means and report weekly to the Covid-19 BAME Advisory Group during the Covid crisis period.
- Agreed advice or recommendations will be submitted to Andrew Goodall, NHS Wales Chief Executive & be published.

Deliverables

- Recommend appropriate precautionary principles for use by NHS and Social Care employers in Wales, in consultation with WG, employers and unions.
- Recommend a workplace Risk Assessment tool for staff with co-morbidities and encourage BAME colleagues to utilise this route, to promote best practice in health and safety at work.
- Consider approaches under consideration in the other UK countries and recommend any additional interventions to protect against Covid, including implications for workforce and safe, effective PPE usage.
- Recommend ongoing data collection and further analysis to monitor progress and outcomes and learn lessons for the future.

Socio-economic and Social Impacts of Covid-19 in BAME populations sub-group

Co-chairs: Professor Emmanuel Ogbonna, + WG or PHW lead

Purpose:

To advise on socio-economic factors and wider social determinants influencing Covid-19 Health outcomes in BAME people

Deliverables:

1. Identification of key sociodemographic, geographic, socioeconomic or cultural factors that may be contributing in the short term to disproportionately adverse outcomes from COVID in BAME communities.
2. Propose short term options to minimise any exacerbation of inequalities identified.
3. Review the accessibility of current Public Health advice and guidance to combat Covid, such as social distancing, and comment on any practical challenges of achieving it among BAME communities.
4. Identify any language, format, cultural or other barriers to effective dissemination and understanding among BAME and diverse communities, and recommend remedies.
5. Recommend potential research questions for a medium and longer term analysis of factors influencing Covid outcomes in BAME communities, including culture, age, faith, gender, disability and other individual factors, as well as the potential role of systemic factors such as racism or unconscious bias.