

Paper Title: Risk assessment assurance: Window 3
24 August – 2 September 2020 (NHS Trusts, NHS FTs and Primary Care)

Agenda item: 8

Report by: Risk Assessment Delivery Unit

Paper type: For discussion

NHS England and NHS Improvement



- Every NHS organisation has a legal obligation to manage the health and safety of their employees, NHSE/I sent a clear instruction to all NHS organisations on 29 April to risk assess staff at potentially greater risk. This was in advance of the Public Health England (PHE) report commissioned by Department of Health and Social Care (DHSC) to investigate the disproportionate impact on BAME communities.
- On 24 June, NHSE/I issued a further letter to NHS organisations setting out the requirements for organisations to deploy staff risk assessments within two weeks, for completion – at least for all staff in 'at-risk' groups – within four weeks. This included a recommendation to make compliance data available to staff groups as an important part of reassurance and transparency.
- 'At-risk' groups for this collection were defined as: All Black, Asian and minority ethnic staff (BAME), White ethnicity aged 60+, Male, Underlying health conditions (Hypertension, CVD, DM, CKD, COPD, Obesity), Pregnancy
- Following discussion at NHSE/I Executive meeting on 4 August 2020, a third data capture window was opened to enable new joiners (namely junior doctors and nurses) to be included in the current risk assessment cohort. This third window collected primary and secondary care data closing on 2 September 2020. This paper provides an update on results from primary and secondary care from window 3.

NHS Trust, Foundation Trusts – window 3



- Portal submissions received from 207 NHS Trusts and Foundation Trusts (included in analysis). A further 9 Trusts submitted data via email (not included in analysis) and 1 Trust did not submit any data in window 3 (referred to regional lead for further engagement).
- Based on portal submissions, the national averages of completed risk assessments as from 2nd September 2020 are:
 - **203 out of 207 trusts have offered risk assessments to all staff**
 - **96% of risk assessments have been completed for staff who are known to be from a BAME background, with mitigating steps agreed where necessary**
 - **91% of risk assessments have been completed for staff who are known to be 'at-risk', with mitigating steps agreed where necessary**
 - **77% of all staff risk assessed**
- The table below outlines the national averages for each window demonstrating significant improvement

National Averages	Window 1 7/7/20 – 17/7/20	Window 2 24/7/20 – 31/07/20	Window 3 24/8/20 – 2/9/20
% BAME Assessed	73%	92%	96%
% At Risk Assessed	58%	81%	91%
% All Staff Assessed	43%	64%	77%