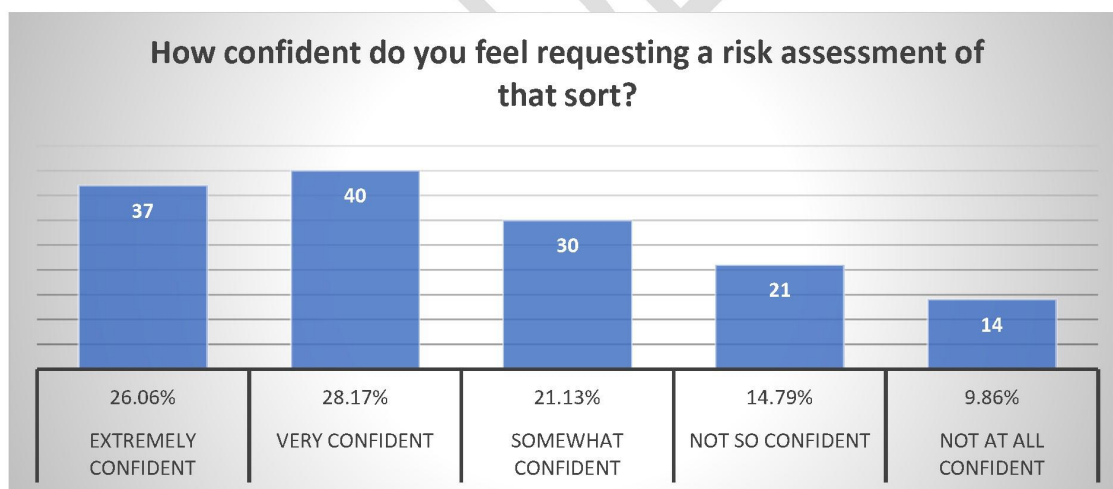
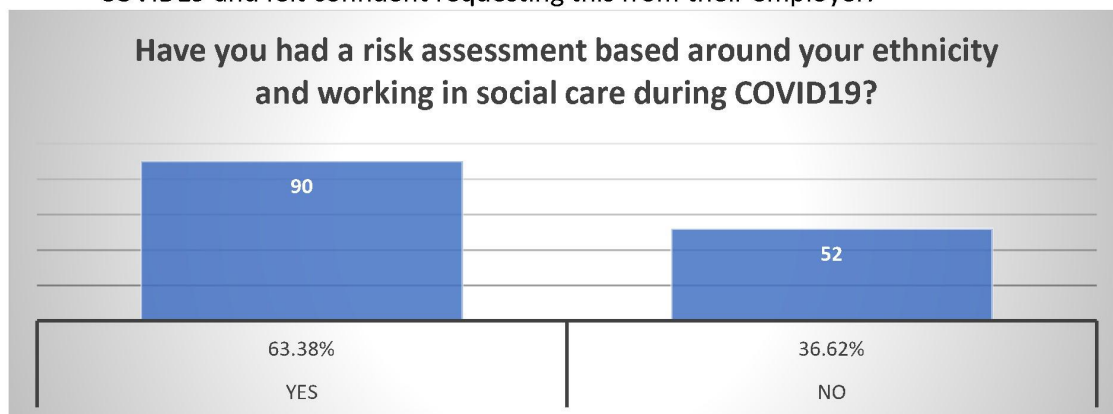


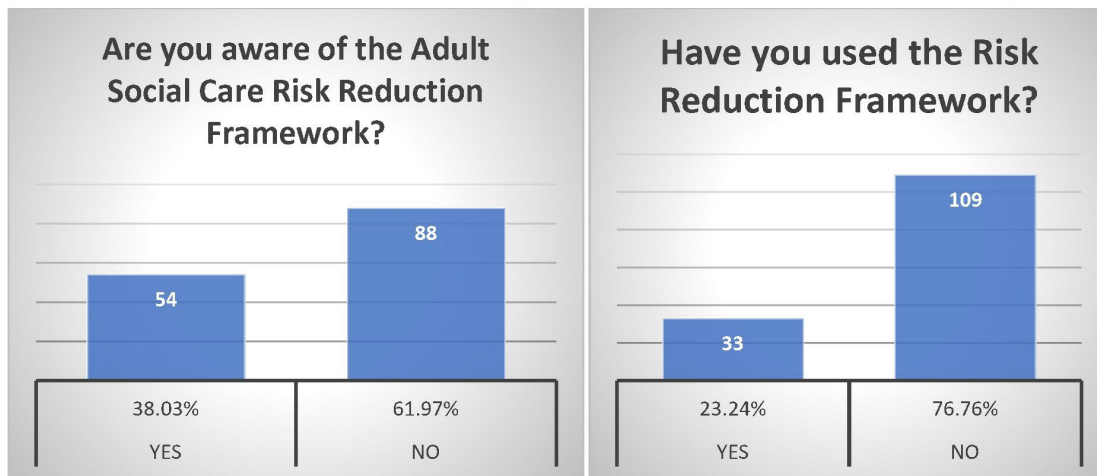
It is also worth noting that **risk assessments** were frequently mentioned even before the questionnaire requested a response on this issue.

#### 14. Confidence in support

15. Our quantitative section showed that risk assessments were often a successful measure for BAME staff to feel more secure in their work, and that there was a much higher level of confidence around support coming from employers than the government or official guidance. The majority of the respondents had been risk assessed regarding ethnicity and COVID19 and felt confident requesting this from their employer.

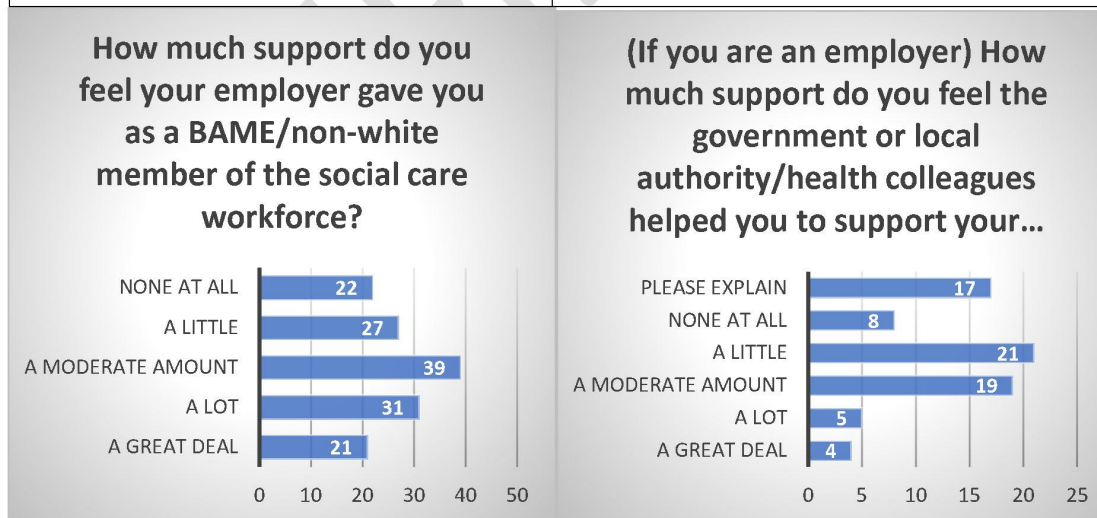


However, **awareness and take up of the Adult Social Care Risk Reduction Framework was much lower.**



16. Confidence in asking for a relevant adjustment from an employer and the general level of support for BAME staff from employers scored higher than the level of support respondents felt they received from the government.

How confident would you feel asking your employer for an adjustment if you had concerns about your safety?	
Extremely confident	22.54%
Very confident	30.28%
Somewhat confident	25.35%
Not so confident	16.20%
Not at all confident	5.63%



17. It is also important to note that almost every respondent who chose to provide information under the 'please explain' tab regarding government support, described **little or no support from the government**.

The following chart shows that a slight majority leaned towards disagree or strongly disagree regarding the clarity of government guidance.