

Demographic Responsive Staff Risk Assessment in Response to Covid-19

Contractor Details			
Name		Date	
Location:		Service / Directorate	GPSU – Cauldwell Medical Centre / Leighton Road Surgery Primary Care Directorate

***** PLEASE READ AND UNDERSTAND PRIOR TO UNDERTAKING THE RISK ASSESSMENT *****

INTRODUCING THE DEMOGRAPHIC RESPONSIVE RISK ASSESSMENT

The emerging evidence suggests that alongside a previous list of health-related physical conditions (see page 2) there are four key demographic factors that can affect people's vulnerability, or 'risk factor' in relation to COVID-19 health outcomes:

- Age
- Gender
- Ethnicity
- Religion or Beliefs

This risk assessment looks to holistically assess individual staff risk to safeguard Trust staff at most risk of adverse or serious reactions to Covid-19, based on the emerging data and evidence available.

Put simply, older people, men, and people from Black and Asian and Minority Ethnic (BAME) communities seem to be at greater risk from Covid-19.

The causes of these increased risk factors are not yet fully understood, and further research is taking place right now. Even if we don't know the causes, it is important for us to respond quickly to what the evidence is telling us.

We are asking you to carry out an individual risk assessment; this should take into consideration your age, gender, and ethnicity risk factors – especially where there is a combination of factors.

We also ask you to look again, very closely, at the health vulnerabilities described by the government, in combination with the other risk factors described above.

Where it is clear there is an increased risk to you please contact either Judith Lakin (HR Manager) or Caroline Simpson your line Manger to ensure necessary adjustments are made to mitigate those risks as quickly as possible.

IMPORTANT INFORMATION ABOUT THE DEMOGRAPHIC AND PHYSICAL HEALTH RISKS ASSOCIATED WITH COVID 19

Are you aware of the health conditions associated with an elevated COVID-19 Risk?

The Government are advising those who are at increased risk of severe illness from coronavirus (COVID-19) to be particularly stringent in following social distancing measures. This group includes those who are*:

With an underlying health condition listed below (i.e. anyone instructed to get a flu jab as an adult each year on medical grounds):

- chronic (long-term) respiratory diseases, such as asthma, chronic obstructive pulmonary disease (COPD), emphysema or bronchitis
- chronic heart disease, such as heart failure
- chronic kidney disease
- chronic liver disease, such as hepatitis
- chronic neurological conditions, such as Parkinson's disease, motor neurone disease, multiple sclerosis (MS), a learning disability or cerebral palsy
- diabetes
- problems with your spleen – for example, sickle cell disease or if you have had your spleen removed
- a weakened immune system as the result of conditions such as HIV and AIDS, or medicines such as steroid tablets or chemotherapy
- being seriously overweight (a body mass index (BMI) of 40 or above)
- those who are pregnant
- specific cancers

PLEASE REFER TO GOV.UK GUIDANCE FOR MOST UP TO DATE INFORMATION.

<https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19>

Are you aware of the Demographic factors associated with an elevated Covid-19 Risk?

The emerging evidence suggests there are three key things that can affect people's vulnerability, or 'risk factor': Age, Gender, and Ethnicity. Put simply, older people, men, and people from Black, Asian and Minority Ethnic (BAME) communities seem to be at greater risk from Covid-19. The causes of these increased risk factors are not yet fully understood, and further research is taking place right now. Even if we don't know the causes, it is important for us to respond quickly to what the evidence is telling us.

Age:

The evidence shows that age is a clear risk factor. This is why the government measures are in place for the over-70s in terms of self-isolation. Compared to people in their 40s, people in their 60s could be up to eight-times more at risk, and people in their 70s could be 25-times or more at risk.

Gender:

The risk for men of becoming seriously ill from COVID-19 appears likely to be between 1.5 to 2.5 times greater than for women. This seems to increase with age from 40 up to 85. We need to consider people's gender when assessing their risk from COVID-19, especially amongst older colleagues.

Ethnicity:

Emerging data and research suggests that BAME people are at greater risk from COVID-19, compared to their white counterparts. A recent UK study by the Intensive Care National Audit and Research Centre found that 35% of 2,000 COVID-19 patients were non-white, which is nearly triple the 13% proportion in the wider UK population. From this, Asian patients were two-times more likely to be most seriously ill, and black patients 3.4-times more likely, compared to white patients. Similar findings have emerged from studies in the US, as well. In addition, BAME colleagues are disproportionately represented in the NHS workforce – with 44% of doctors and 24% of nurses from BAME communities. Data from as recently as 22 April shows that BAME NHS workers are at significantly increased risk (around 2- to 3.5-times more likely, depending on profession) from COVID-19 compared to their white colleagues. We are taking these findings very seriously and on this basis, we must take colleagues' ethnicity into account when assessing their risk from COVID-19

Religion or Beliefs:

The current situation will coincide with religious events, most notably Ramadan, which will require staff to fast. This may have an impact on the ability of individual members of staff to perform their role fully, especially when wearing the highest levels of PPE.

***** PLEASE TICK THE RELEVANT BOXES IN TABLE ONE, THEN TOTAL THE ASSOCIATED SCORE IN TABLE TWO *****

RISK	SCORE 1	✓	SCORE 2	✓	SCORE 3	✓	SCORE 4	✓
AGE	Below the age of 49		50 – 59		60 – 69		70+	
GENDER & ETHNICITY	Female White		Female Asian		Male Asian		N.B For other non-white ethnic groups besides Asian and Black kindly score alongside the Asian profile.	
			Male White		Female Black			
					Male Black			
STATUS OF YOUR CONDITION	None Known		Mild		Moderate or Chronic		Pregnant	
	<i>No underlying health condition as described on previous page.</i>		<i>Evidence of underlying health condition described on previous page. Condition is mild or well managed.</i>		<i>Evidence of underlying moderate or chronic health condition described on previous page, OH COVID-19 Risk Assessment needed.</i>			

Total Score 1 – 6	Total Score 7 – 8	Total Score 9+
Category A	Category B	Category C
Continue working in current environment following all safety precautions	Discuss all possible options to mitigate risks – this could include but is not limited to Redeploy away from hot Covid environments. Avoid direct contact with Covid cohort where possible.	Managers should contact Occupational Health Manager Advice Line. Whilst awaiting this advice options to be considered are: <ul style="list-style-type: none"> Home working Move to lower risk area with appropriate support measures ??

Please note the scores are only an indication and this process is designed to facilitate a conversation between yourself and a Leighton Road Surgery manager to discuss the best options to minimise risk to you and to keep services running for our patients.

***** Pregnancy irrespective of score:** Women who are less than 28 weeks pregnant should practice social distancing but can choose to continue working in a patient-facing role, provided the necessary precautions are taken.

Women who are more than 28 weeks pregnant, or have underlying health conditions, should avoid direct patient contact and it is recommended that they stay at home.

COVID-19 Risk Assessment – SAFEGUARDING & BAME
Disclaimer for Independent Contractor

INDEPENDENT CONTRACTOR DECLARATION

I can confirm that the self-entered information on this BAME (Black, Asian and Minority Ethnic) and Safeguarding Risk Assessment Form, indicates that *I do not fall / I fall within the “High Risk” categories, in terms of either age, gender or ethnicity or having an underlying health condition.

As an independent contractor, any shifts or work I undertake on behalf of Leighton Road Surgery is at my own risk. It is my responsibility to ensure that I am protected in accordance with current guidance from the UK Government, The Department of Health & Social Care (DHSC) and Public Health England (PHE).

I also confirm that I will notify Leighton Road Surgery immediately if I, or a person I share a household with, show symptoms of COVID-19 in line with the guidance mentioned above.

Name	
Role	
Work Location	

Signature		Date	
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*please delete as appropriate