

## Freedom of Information request 202-20

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### Request

Questions:

1. Are you carrying out risk assessments for all BAME staff that work for your trust? And if so, how many have you carried out to date?
2. What does your risk assessment entail?
3. How many BAME staff do you have at your trust? (Please include bank, agency, locum, students if possible and explain if you have or haven't and why or why not).
4. Does the trust wait for staff to seek risk assessments or does the trust actively risk assess all members of staff?

Please can your data be from 29 April 2020 to an including 5th June 2020.

### Response

- 1&4. Management are encouraged to discuss this with relevant staff and carry out risk assessments if deemed appropriate. Numbers of risk assessments carried out are not held, therefore under Section 17 of the Freedom of Information (Scotland) Act 2002 we are unable to provide this information.
2. A template is provided for managers to use to facilitate discussion with their staff members.
3. NHS Borders has 68 staff recorded who identify as being of BAME.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or [foi.enquiries@borders.scot.nhs.uk](mailto:foi.enquiries@borders.scot.nhs.uk).

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **202-20** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.