

Freedom of Information request 128-21

Request

I would like to request information regarding the racial diversity of the NHS Borders COVID vaccinator workforce with figures for the following specific questions:

1. How many of the COVID vaccinators, currently registered on the NHS Borders COVID vaccinators Bank and actively delivering vaccines, are of “Black ethnicity”?
2. What proportion, as a percentage, does the number of vaccinators of “Black Ethnicity” represent relative to the total number of vaccinators currently registered on the NHS Borders COVID vaccinators Bank and are actively delivering vaccines?
3. Has NHS Borders put in place measures to increase COVID vaccinator workforce racial diversity with the aim of minimising vaccine hesitancy and improving uptake rates in people of “black ethnicity”? If so, what are these measures?

Response

1. There are <5 Covid Vaccinators, currently registered on the NHS Borders Covid Vaccinators Bank and actively delivering vaccines, who are of “Black Ethnicity”.
2. The proportion of Vaccinators on the Vaccination Bank who are of “Black Ethnicity” within NHS Borders equates to 2.04%.
3. In the recruitment process for bank vaccinators NHS Borders has followed protocols based on the principles of fairness and equality of opportunities. NHS Borders is committed to ensuring that no job applicant (whether internal or external) receives less favourable treatment on the grounds of any of the protected characteristics as defined in the Equality Act 2010.

To date we have not had to put in place specific measures to improve vaccine uptake rates in people of “black ethnicity”. We do, however, have a small working group looking at ways of taking vaccinations to minority groups, to help them access the service. A Health Inequalities Impact Assessment (HIIA) is being undertaken and further actions may be identified following this.

As the number of events in some areas are very small and in accordance with the Code of Practice for Official Statistics any number that is less than five, actual numbers and potentially identifiable information is withheld to help maintain patient confidentiality due to potential risk of disclosure. Further information is available in the [ISD Statistical Disclosure Control Protocol](#).

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.

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 **128-21** 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.