



GMB Black, Asian and Ethnic Minority (BAME) Worker Covid Risk Indicator Tool

Research into the impact of Covid-19 strongly indicates that **BAME workers are at higher risk** of serious ill-health. The reasons for this are not completely clear – culture, work, and living environment all play a part. These issues are not under the control of your employer, but they do affect your chances of getting Covid.

This tool is designed to allow you to assess for yourself how much these factors raise your Covid risk. We have prepared this document using research by Public Health England and the Office for National Statistics*. It is to be used as a tool to **encourage your employer to undertake an Individual Risk Assessment with you**, it should not be used as a substitute and is for guidance only.

You do not need to give the answers to your employer, just the overall score risk. You can show them the tool on the GMB so that they understand for themselves the issues being looked at.

It is important to understand that the Covid risk is from the current situation – you should not and do not need to change the way that you live; **your employer needs to understand that you may be at higher risk**, and take action to make sure you are protected.

FACTOR	SCORING
Which of the following ethnicities do you identify with? Score the points next to your ethnicity .	
Bangladeshi	+3 points
Pakistani	+2 points
Black - African or Other	+2 points
Chinese	+2 points
Black - Caribbean	+1 point
Indian	+1 point
Asian - Other	+1 point
Mixed ethnicity	+1 point
TOTAL	

*Research into the impact of Covid-19 is published regularly, therefore this document may be updated to reflect new findings as and when they are announced. Last updated 23.07.20

Are there any other working age adults (16-70) in your home? Add the points for each adult in your household	
Bangladeshi	+3 points
Pakistani	+2 points
Black – African or Other	+2 points
Chinese	+2 points
Black Caribbean	+1 point
Indian	+1 point
Asian - Other	+1 point
Mixed ethnicity	+1 point
TOTAL	
Do any adults in your home work in the following jobs? Add points for each worker in your household.	
Care Work	+3 points
Working in a hospital	+3 points
Security Work	+3 points
Driving a Taxi	+3 points
Food Manufacture	+3 points
Chefs/Cooking	+2 points
Construction/Building Work	+1 point
Driving a Bus/Coach	+1 point
Cleaning	+1 point
TOTAL	
Was anyone in your home told to shield? Add one point for each person shielding	+1 point
TOTAL	
Are there any school age children in your home (ages 3-15)? Add one point for each school child in the home	+1 point
TOTAL	
Do you travel to work using public transport (Bus, train, tube, tram etc)? Add one point for each different type of transport used	+1 point
TOTAL	
Do you have access to a garden during lockdown periods? Score two points if you answer no	+2 points
TOTAL	
OVERALL SCORE:	

Scoring Matrix

Score		Actions
Low Underlying Risk	1-5 points	Your employer should perform the risk assessment, and consider the actions listed below
Medium Underlying Risk	6-10 points	Your employer should perform the risk assessment from a starting position that you are at elevated risk. Priority should be given to reducing your exposure to public facing jobs, and specific consideration should be given to providing you with Personal Protective Equipment
High Underlying Risk	11 points +	Your employer should prioritise your risk assessment, starting from the point that you are at high Covid risk. This should consider you working from home if this is possible; and removing you from public facing jobs if this is not possible. You should be provided with Personal Protective Equipment as priority. If a local lockdown is declared you should be prioritised for staying at home. Management should monitor and regularly review your situation.

Actions that your employer should consider to reduce the Covid risk to you:

- If possible, allow you to work from home.
- Let you change your working hours, so that you can start and finish at times when public transport is less busy
- If your job is done at a fixed work area, make sure it's screened/barriered off.
- Allow extra time for regular hand washing
- Ensure that you are not put in a job role that will breach social distancing, even for short periods. If this is the case, they should consider temporarily redeploying you into a role where this is not a risk. You should not lose any pay or suffer any disciplinary consequences for this.
- Ensure that your work area is regularly cleaned
- Provide all necessary personal protective equipment where needed

Please keep a record of your request to your employer, along with their response. If your employer refuses to undertake an individual risk assessment, please contact GMB so we can provide advice and support.