

## Demographic Risk Assessment for COVID-19

Employee Details			
Employee Name		DOB	
Job title		Division/ Area/Team/Department	

### SECTION1: INTRODUCTION

Emerging evidence suggests that alongside a previous list of health-related physical conditions (Section 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
- Ethnic origin
- Religion or beliefs

This risk assessment aims to assess individual workers risk to safeguard those at most risk of adverse or serious reactions to COVID-19.

These groups are:

- Older people above 60 years,
- men of all ages,
- people from Black, Asian and Minority Ethnic (BAME) communities seem to be at greater risk from COVID-19
- pregnant workers
- people with health vulnerabilities

Line managers should carry out an individual risk assessment of these factors. Where the risk is high, the line manager must offer support and make necessary adjustments to mitigate those risks. Human Resources and Occupational Health can provide advice and support to the line manager and worker to resolve any issues.

## SECTION 2: DEMOGRAPHIC AND PHYSICAL HEALTH RISKS ASSOCIATED WITH COVID-19

### Physical health risks

The Government advises those who are at increased risk of severe illness from coronavirus (COVID-19) should stringently follow social distancing measures. The risk related health conditions are:

- chronic respiratory diseases: e.g. asthma, chronic obstructive pulmonary disease (COPD), emphysema and bronchitis
- chronic heart disease, e.g. heart failure
- chronic kidney disease
- chronic liver disease e.g. hepatitis
- chronic neurological conditions: e.g. Parkinson's disease, motor neurone disease, multiple sclerosis (MS), learning disability or cerebral palsy
- diabetes
- problems the spleen and blood disorders: e.g. sickle cell disease, spleen removal
- impaired immune system due to HIV, 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

### Demographic factors associated with an elevated COVID-19 Risk?

The evidence suggests that 3 factors that can affect people's vulnerability or risk are: Age, Gender, and Ethnicity. Also religion and beliefs may have a role that increases risk of COVID-19

#### Age:

Age is a clear risk factor. 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 **8-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.

#### Ethnicity:

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 a disproportionate number of serious illness cases related to COVID-19 in non-white populations.

- Asian patients were **2-times** more likely to be most seriously ill, and
- Black patients **3.4-times** more likely to be most seriously ill,
- BAME colleagues are disproportionately represented in the NHS and care home workforce – with 44% of doctors and 24% of nurses from BAME communities.

#### Religion or Beliefs:

Ramadan and other religious reasons requiring workers to fast may have an impact on the ability of individual members of workers to perform their role fully when wearing the highest levels of PPE. Line managers should discuss with individual workers how they will cope and consider what adjustments could be made. This should be considered if HR records confirm religious preferences and practice or worker requests support during the COVID-19 Pandemic.

SECTION 3: The COVID-19, 5 steps to risk assessment for workers				
STEP 1 – Identify the hazards	STEP 2 – Who might be harmed and how?	STEP 3 – Evaluate the risks	STEP 4 – Record your findings	STEP 5 – Regular review of risk assessment
<ul style="list-style-type: none"> <li>▪ Potential exposure to COVID-19 infection</li> </ul>	<ul style="list-style-type: none"> <li>▪ Workers with underlying chronic health conditions</li> <li>▪ Workers who are immunocompromised or undergoing treatment that may cause them to be immunocompromised</li> <li>▪ Expectant Mothers</li> <li>▪ Workers who are over 70 years</li> <li>▪ Workers who are male</li> <li>▪ Workers from BAME backgrounds</li> <li>▪ Workers who may need to be temporarily re-deployed during the Pandemic but are already subject to long-term adjusted duties as a result of other health issues</li> </ul>	<ul style="list-style-type: none"> <li>▪ Greater risk of severe infection from COVID-19</li> <li>▪ Greater risk of picking up the virus and being subject to severe infection from COVID-19</li> <li>▪ Temporary change of environment that may not accommodate previously recommended adjustments</li> </ul>	<p><b>What can be done to remove or lessen the risk?</b></p> <ul style="list-style-type: none"> <li>▪ Can the worker adhere to universal precautions that are already required to reduce risks of cross infection?</li> <li>▪ Can they safely wear PPE?</li> <li>▪ Can they safely wear RPE?</li> <li>▪ Are there other roles which could be undertaken that are practicable to deliver patient care that may not involve face to face clinical care of COVID-19 patients?</li> <li>▪ Can they move to a lower risk area?</li> <li>▪ Can they work from other buildings?</li> <li>▪ Can they work from home?</li> </ul> <p><b>What additional actions can you take?</b></p> <p><b>What is the risk score?</b></p>	<ul style="list-style-type: none"> <li>▪ The assessment should be reviewed at least every 2 weeks, including reviewing the risk score to take account of any actions taken since the previous risk assessment</li> <li>▪ valid until end July 2020</li> </ul>

**Key:** PPE- personal protective equipment  
RPE respiratory protective equipment

**\*\*\* PLEASE TICK THE RELEVANT BOXES IN TABLE 1, ADD UP THE TOTAL, THEN NOTE THE RISK CATEGORY IN TABLE 2**

Table 1: Score sheet for COOVID-19 risk assessment								
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.	
					Female Black			
			Male White		Male Black			
STATUS OF ANY HEALTH 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>		<i>Women who are less than 28 weeks pregnant should practise 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.</i>	

Total Score 1 – 6	Total Score 7 – 8	Total Score 9+
<b>Category A</b>	<b>Category B</b>	<b>Category C</b>
Continue working in usual environment following all safety precautions (social distancing, PPE) where possible	Redeploy away from hot COVID-19 environments. Avoid direct contact with potential cases of COVID-19 where possible. Use safety precautions (social distancing, PPE) where possible	Managers should refer the case to Occupational Health for advice . Whilst awaiting this advice options to be considered are: <ul style="list-style-type: none"> <li>▪ Home working</li> <li>▪ Move to lower risk area with appropriate support measures use safety precautions (social distancing, PPE)</li> </ul>

**Discussion Notes and Agreed Outcomes/Adjustments**

1. Talk about and explore any concerns or issues concerning the suggested action within the category scored on risk assessment
2. Where Category C or D is scored (excluding pregnant workers) & the workers member still insists on working despite OH advice please fully document, stating clearly the reason why the worker insists on staying in work and kindly escalate to your 4. Agree next steps.
3. If you need clarification on the health condition/s etc, obtain Occupational Health advice by calling Heales Medical Limited on Advice Line: 01327 810 793 Monday to Friday, 08.30 – 16.20.

**Other general notes**

*As risk about the physical and demographic data will be further refined the scores and action taken will need to be reappraised.*

**Declaration of Understanding**

I confirm that any information contained in this risk assessment is reflective of the conversation held and agreement reached:

Line Manager's Name (Print Name)	
Signed	
Date	
Worker's Name (Print Name)	
Signed	
Date	