



## NBPA Position Statement on BAME Susceptibility to Covid 19

The NBPA are evaluating the increasing evidence from Public Health England that BAME officers and staff may be at an increased risk when exposed to COVID 19 or if they are living with anyone who may be in this high risk group. This increased risk MUST be considered during any risk assessments carried out by forces. Options to mitigate any risk should be developed and agreed in collaboration with individual staff on a case by case basis. The individual's personal needs and preferences should be taken into consideration and prioritised before any risk assessment or safeguarding strategy is agreed. Where possible a range of options e.g. appropriate PPE, accommodation, use of pool cars where public transport is not an option, etc., should be offered to staff and regular contact /welfare needs to be maintained by HR departments to ensure that they do not feel isolated or excluded from the organisation. NBPA are available for advice should any force need it.

The NBPA stresses that ethnicity must be taken into account but this statement does not imply that any force should remove staff from key frontline roles.

**Please note the extract from Andy Rhodes', Chief Constable of Lancashire Constabulary and NPCC Lead on Wellbeing, Op Talla report from 13<sup>th</sup> May 2019**  
*Therefore, rather than applying a broad risk assessment, we propose that local forces work closely with their Staff Associations, take a data-led personalised, approach to identify where current sickness patterns and demographic workforce data may identify any additional groups (including BAME officers and staff) that may be undertaking higher-risk work, then agree any additional measures that need to be taken.*