

# Core brief

## Daily update

(6 July 2020, 1.05pm)

Topics in this Core Brief:

- Life on the Frontline
- Diversity data can make a difference
- Black and minority ethnic staff and COVID-19

### Life on the Frontline

In our latest [Life on the Frontline video, Sarah McIntyre](#), Occupational Therapist, North West Older People's Mental Health Team, talks about the many challenges the team have been presented with supporting older people with mental health problems in the community.

Sarah also talks of her pride in her colleagues who have adapted to different ways of working and are all supporting each other.

### Diversity data can make a difference

It is essential to ensure that we are collecting accurate, comprehensive data on all our patients to allow us to monitor trends of COVID-19 within population groups.

We are required by law to collect equality data such as age, sex and ethnicity. However in some of our data systems we are only recording ethnicity for less than half of our patients.

COVID-19 has highlighted that this gap in data has meant our understanding of the impact on higher risk groups could be improved.

Ethnicity relates to the group that a person belongs to or perceive themselves to belong. To find out more, the categories can be found on the [Equality Monitoring Form](#).

There are some general tips you can use to help you collect this information [for all patients](#):

- Before you ask equality monitoring questions, explain that the information will only be used by the NHS to ensure that all patients are able to access our services and so that we can better understand their health needs
- Explain that all patients are being asked these questions, that the information given will remain confidential and that answering the questions is entirely voluntary
- You should be aware that people who have experienced discrimination and harassment in the past may be reluctant to answer some questions so do what you can to make them feel comfortable.

It is important that we do not make assumptions about a patient's ethnicity and choose the ethnic category for them.

Improving our ethnicity data and all our equality data will not only help to inform the impact of COVID-19. There are many variances in the quality of health and health related issues across all ethnic groups. For example, people of Chinese origin have about one third of the rate of coronary heart disease mortality compared to the Scottish population as a whole, whereas South Asians experience around a 50% excess. Ethnic monitoring allows us to target health preventions at those with the greatest potential for developing ill health.

Most importantly we need your help to always ask the questions and always record the answers. We thank you for your support with this.

### **Black and minority ethnic staff and COVID-19**

We held a session on Thursday 2 July led by the Chair of the Black and Minority Ethnic Staff Network with 30 people from across the organisation.

The session gave participants the opportunity to discuss the following topics of concern:

- Organisational issues relating to COVID-19 and evidence of increased risk for BME staff
- The current risk assessment approach.

There were many important points raised at the meeting which the organisation will act on including:

- The need to ensure managers are having a conversation with staff on the risk assessment and that they are equipped to support and protect their staff
- To be vigilant when we move to the next phase of adapting to COVID-19
- The need to improve our understanding of the groups who are exposed to the highest occupational risk
- The need to understand why staff don't tell us their ethnicity or fill in their equality data.

A further session will be held on **Thursday 9 July 12.30pm – 1.30pm** to build on the discussion.

If you would like to join the meeting please email [Equality@ggc.scot.nhs.uk](mailto:Equality@ggc.scot.nhs.uk) and we will send you a Teams Meeting link.

Below is a short film which shows the experience of racism in the workplace:

[Short Film: Challenging Racism in Scotland's workplaces](#)

Please keep up-to-date with the latest guidance on our dedicated web pages at: [www.nhsggc.org.uk/covid19](http://www.nhsggc.org.uk/covid19). If you have any questions about the current situation please check the [FAQs](#) first. If you have any further questions, please email: [staff.covid19@ggc.scot.nhs.uk](mailto:staff.covid19@ggc.scot.nhs.uk)

Staff are reminded to make sure their [personal contact details are up to date on eESS](#).

**Are your contact details up-to-date? [Click here](#) to check**