

JTU15-20
21 May 2020

BLACK/BAME PROBATION STAFF AND COVID19 JOINT UNION STATEMENT

Probation unions, NAPO, UNISON and GMB/SCOOP are working together to protect our Black/BAME members in the National Probation Service and in the 21 Community Rehabilitation Companies in relation to the increased risk from Covid19 affecting members of Black/BAME communities in the UK.

EVIDENCE OF INCREASED RISK TO BLACK/BAME COMMUNITIES

NHS England confirmed on 7 May 2020 that members of Black/BAME communities are among those groups who are clinically vulnerable to Covid19*. The NHS stated:

'We now know there is evidence of disproportionate mortality and morbidity amongst black, asian and minority ethnic (BAME) people, including our NHS staff, who have contracted COVID-19.'

The NHS has subsequently issued detailed guidance for NHS employers to undertake specific risk assessments of the vulnerability of Black/BAME staff to Covid19 and appropriate action to reduce exposure to, and the risk from, Covid19 for Black/BAME staff.

The police service has quickly adopted the same approach for police officers and police staff.

UNIONS DEMAND HMPPS TAKES ACTION NOW

In a recent meeting with senior HMPPS officials the three probation unions called on the NPS and CRCs to proactively respond to the NHS statement, and follow the NHS

risk assessment programme to protect Black/BAME probation staff now. We expect the NPS and the CRCs to take the same approach.

The unions do not believe that there is time to wait for further research on the risk of Covid19 to Black/BAME communities, which Public Health England is due to publish in a few week's time.

We need action now to protect our Black/BAME members.

NOTES:

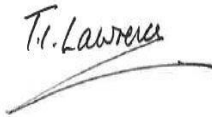
***NHS Statement on Increased Risk of Covid19 to Black communities:**

<https://www.england.nhs.uk/blog/note-for-all-bame-colleagues-working-in-the-nhs/>

NHS Risk Assessment Framework for Black staff in relation to Covid19:

<https://www.nhsemployers.org/covid19/health-safety-and-wellbeing/risk-assessments-for-staff>

Yours sincerely,



**Ian Lawrence
General Secretary
Napo**



**Ben Priestley
National Officer
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**George Georgiou
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