

Dear

I hope that this finds you well.

As you may be aware from recent press and media coverage, it has been well documented that people from Black Asian and Minority Ethnic (BAME) backgrounds are both at disproportionate risk of contracting COVID19 and of becoming critically ill.

Research published on the 2nd June 2020 by [Public Health England](#) highlights the significant health inequality facing BAME people during the COVID19 pandemic. Worryingly, there is not yet clarity as to the reasons why some BAME groups are reported to be twice as likely to develop serious complications from Covid19.

With this in mind, the Scottish Government in the guidance on the reopening of schools ([add link](#)) has advised that teachers from minority ethnic communities such as mine, who are concerned about protecting themselves and their families in the face of the increased risk of infection from Covid 19, should be treated similarly to those in other vulnerable categories. The guidance states that, as for teachers in other vulnerable categories of risk, BAME teachers who are anxious about their safety ahead of returning to school buildings to carry out their work, should be individually risk assessed with appropriate reasonable or workplace adjustments made- for example, working from home, working in a different setting, or with different groups, for example.

You will be familiar also with the Public Sector Equality Duty component of the Equality Act, which means that education providers must consider how policies may adversely affect any group which shares a protected characteristic. I have been advised by my union that my school's approach to reopening *must* consider the disproportionate risk to BAME teachers, and take the necessary steps to mitigate the risks.

I would therefore like to request that an individual risk assessment is carried out, evaluating the extent of the risk that is posed to me by a return to our school when it is re-opened a) to teachers and b) to pupils in the context of the continuing prevalence of Covid 19. I am, of course, happy to provide all necessary details to ensure the accuracy and robustness of the risk assessment, and to maximise the effectiveness of the resultant mitigations. I have provided a template risk assessment for the purposes of aiding our discussion. I look forward to hearing from you.

Yours sincerely/ Best wishes

Sign name

