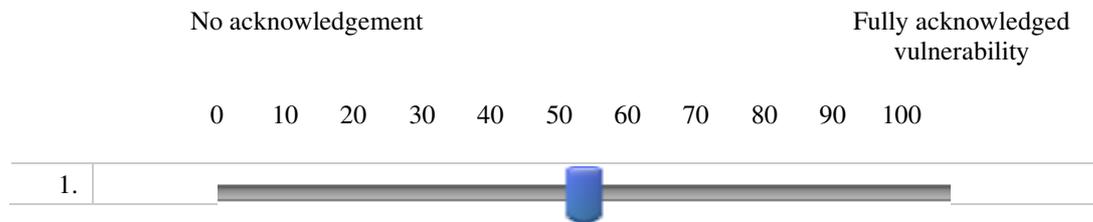


MeCareNWL survey module on the experiences of healthcare staff from minority ethnic backgrounds

Q1 Do you feel your employer acknowledged BAME staff's increased vulnerability to COVID-19?

- Yes
- No
- Don't know

Q1a To what extent do you feel your employer has acknowledged BAME staff's increased vulnerability to COVID-19?



Q2 Do you feel your employer has accommodated BAME staff's increased risk from COVID-19?

- Yes
- No
- Don't know

Q2b What do you feel your employer **could have done** to accommodate BAME staff's increased risk from COVID-19?

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____

Q3 Did your employer take actions that made you feel safer in terms of your vulnerability to the virus?

- Yes
- No
- Not sure

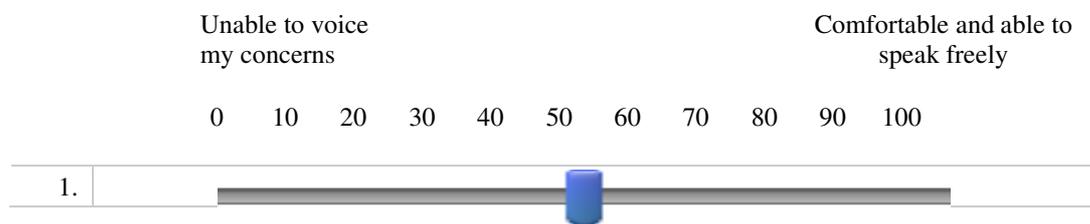
Q3a What actions did your employer take that made you feel safer in terms of your vulnerability to the virus? (please select all that apply)

- Allowed me to work from home
 - Provided me with adequate PPE
 - Moved me to work in lower-risk wards / away from the front line
 - Other (please state)
-

Q4 Do you feel able to speak to your manager about concerns regarding your heightened vulnerability to COVID-19 due to your ethnicity?

- Yes
- No
- Don't know

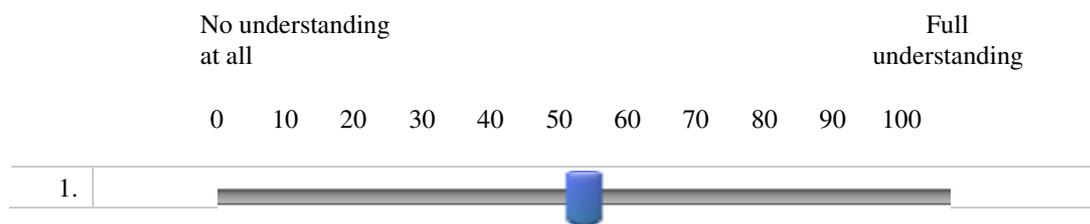
Q4a To what extent do you feel able to speak to your manager about concerns regarding your vulnerability to COVID-19?



Q5 Did you report any concerns related to your health vulnerability associated with your ethnicity to your managers?

- Yes
- No
- Don't know

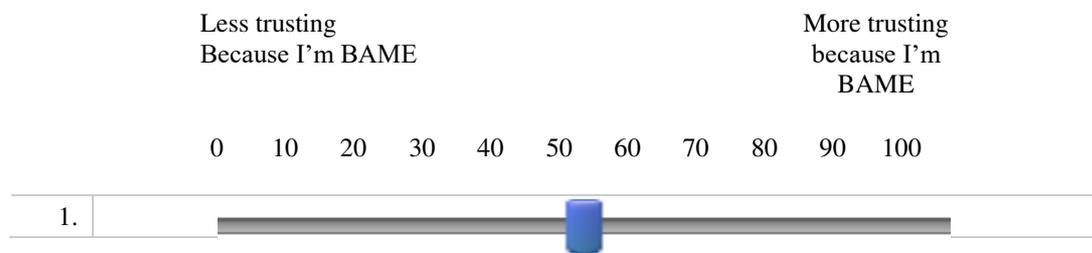
Q5a To what extent did you feel that your manager understood your concerns related to your health vulnerability associated with your ethnicity?



Q6 If you worked from home during COVID-19, do you feel that your BAME status affected how much your manager trusted you while you were working from home?

- Yes
- No
- Don't know
- Didn't work from home

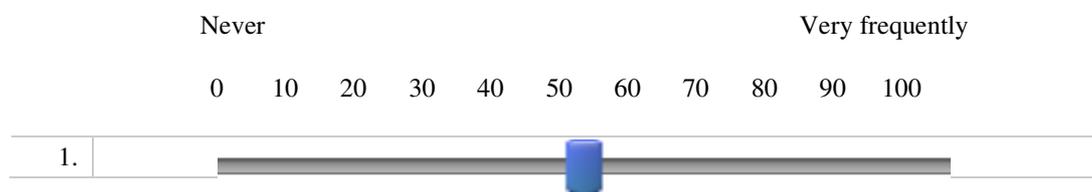
Q6a To what extent do you feel that your manager's trust of you while working from home is due to your ethnicity?



Q7 Do you feel that you have had to take risks greater than you are comfortable with?

- Yes
- No
- Don't know

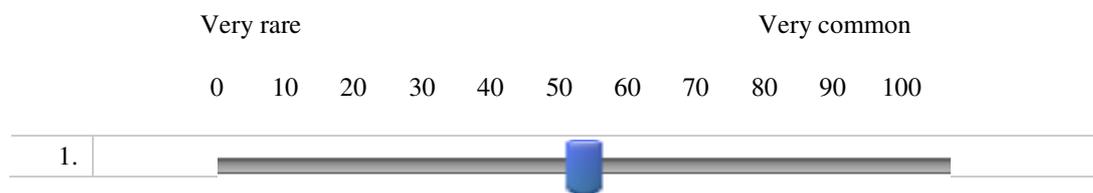
Q7a How frequently did you feel you had to take risks greater than you were comfortable with in your workplace?



Q8 Did BAME staff have to work in high-risk areas in your Trust / local authority / department / practice?

- Yes
- No
- Don't know

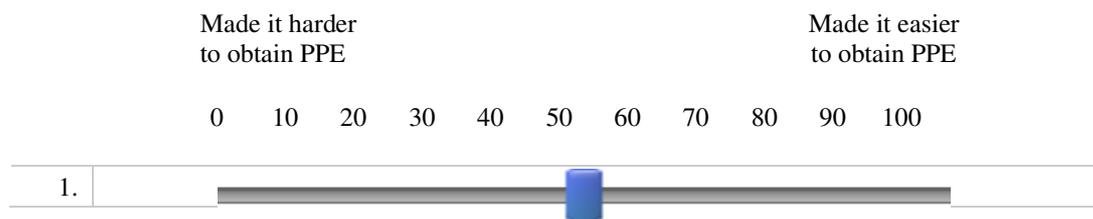
Q8a How common do you feel that the experience of BAME staff working in high-risk areas was in your Trust / local authority / department / practice?



Q9 Do you feel that your ethnic background played a role in your ability to obtain PPE?

- Yes
- No
- Don't know

Q9a To what extent do you feel that your ethnic background has played a role in your ability to obtain PPE?



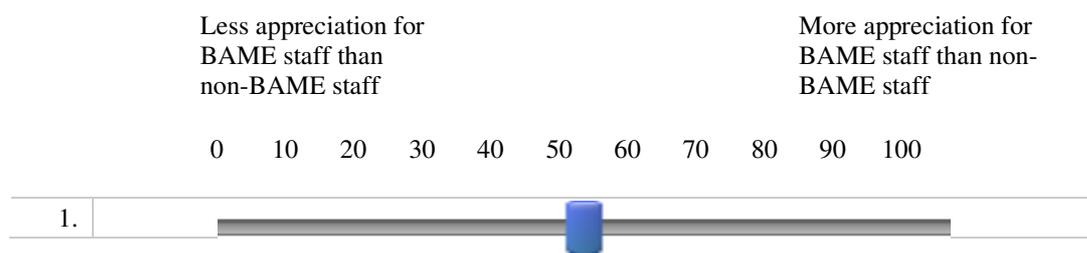
Q10 Within your workplace, which of the following provided you with a source of support when needed? (please select all that apply)

- Manager
 - BAME colleagues
 - Non-BAME colleagues
 - Trust staff support service
 - No source of support
 - Other (please specify)
-

Q11 Did you feel that patients' level of appreciation for you and other BAME staff was different from their level of appreciation for non-BAME staff?

- Yes
- No
- Don't know

Q11a How do you feel that patient's level of appreciation for staff differed between BAME staff and non-BAME staff?



Q12 Did you **expect** to experience increased prejudice associated with your ethnic background as a result of COVID-19 **in your workplace**?

- Yes
- No
- Don't know

Q13 Did you **actually** experience increased prejudice associated with your ethnic background as a result of COVID-19 **in your workplace**?

- Yes
- No
- Don't know

Q14 Did you **expect** to experience increased prejudice associated with your ethnic background as a result of COVID-19 **in the community**?

- Yes
- No
- Don't know

Q15 Did you **actually** experience increased prejudice associated with your ethnic background as a result of COVID-19 **in the community**?

- Yes
- No
- Don't know

Q16 What practical suggestions do you have that would help you feel **heard** by management?

Q17 What practical suggestions do you have that would help you feel **safer** in your workplace?
