



British International Doctors' Association Ltd

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Baroness D. Lawrence
Labour Peer
Lead for BAME Covid-19

Dear Baroness Lawrence

Ref: Labour party review on “The impact of Covid-19 on the BAME community.”

Thank you very much for taking the lead on the grave consequences and the impact of the current pandemic, which is continuing to affect the BAME communities. BIDA fully supports the BMA and all the sister organisations that have all raised the above concerns.

We are all fully aware of numerous previous reports establishing the underlying factors causing inequalities in health across different population groups. There has never been a concerted effort by the governments and the Public Health teams to address these inequalities. Issues of educational and economic disadvantage together with racial discrimination continue to add fire to the Covid-19 pandemic.

We welcome the Labour party's lead, as action is needed to ensure that existing health inequalities are attended to and they do not become further entrenched in the aftermath of the pandemic.

As an organisation we remain committed to raise awareness and tackle these very difficult issues with short and long term plans. We propose the following:

1. Publication of Covid-19 Guidelines and educational materials in multi-lingual languages.

This would bring about greater understanding of the impact of Covid-19 on the BAME community. There must be close networking of the public health department with the local General Practitioners, councillors, community programme leaders and the faith leaders to work with the BAME communities in various cities for distribution of these educational materials and raising awareness.

2. Specific Health programmes to raise awareness among BAME communities.

For long-term measures to improve the general health of the BAME communities, there should be specific Health Programmes directed for these vulnerable communities. We propose a separate wing of the Public Health to take this responsibility.

3. Establish mentors & Guardians for BAME HCWs

There have been several reports that BAME nurses were quite often forced to work in the Covid rota without adequate explanation or training. Several doctors had raised their voice with respect to inadequate provision of PPEs, which were not heeded to. Quite often, there is an element of fear with respect to their jobs as well as cultural attitudes to respect and listen to seniors without raising concerns. We propose an end to this subjugation and establish a regulation that ensures BAME HCWs can reach out to their mentors, either in their own hierarchy or in the chain of management without any fear of reprisal.

4. Adequate proportional representation of BAME Leads in NHS Trust boards at different levels.

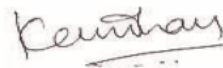
We propose a BAME representative lead at Trust Board level and if possible at various levels of management. This is particularly important for doctors and nurses. This requires awareness, recognition and training by respective NHS Health boards and Trusts for the BAME community as a long-term solution.

We sincerely hope you would take note of our concerns and take appropriate steps to consider our proposals in unison with all relevant organisations and the government to help in reducing the inequalities prevalent for the safety and benefit of all BAME HCWs and the general community.

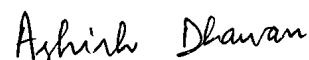
Kind regards,



Dr BK Sinha
BIDA National President



Dr Chandra Kanneganti
BIDA National Chairman.



Dr Ashish Dhawan
BIDA National Secretary

Cc:

Dr Chaand Nagpaul, Chairman, BMA

Mr Simon Stevens, CEO NHS

Mr J S Bamrah, Chairman, BAPIO