



# ETHNIC MINORITY NATIONAL RESILIENCE NETWORK

## THEMATIC SUBGROUP MEETING NOTES

<b>Group</b>	BME Frontline workers/protecting safety and rights. Economic Development and Recovery
<b>Chairperson / Organisation</b>	Tanveer Parnez : BEMIS Scotland
<b>Date of meeting</b>	14.7.20

### Attendees

Danny Boyle	BEMIS Scotland
Charmaine Blaize	Unison Black workers Committee /NHS
Noellia Martinez	Citizens Rights Project
Kieron Achara	Frognat
Mandy Watt	Scottish Government
Phil Worms	Frognat

**Apologies:** GREC, FENIKS, PKAVS.

Chairing of group to be taken forward by Charmaine Blaize of the Unison Black Workers Committee. BEMIS temporarily facilitated 1<sup>st</sup> meeting as an interim measure.

### Key discussion Points (bullet point format)

#### Sub group core strategic

- Subgroups core strategic place in the EMNRN
- Shared experiences of the communities, of frontline workers

- Discussion around the STUC Black Workers' Committee paper to the Scottish Government's Expert Advisory Group
  - What is measured is not managed, black community not included in the data.
  - COVID-19 safety plan should be rolled out, and accountability /repercussions if not followed properly.
  - Identify Risk Assessment for COVID-19 Policy for ALL workers and employers should be held accountable if the assessment isn't correctly carried out
  - Safe space for dialogue, to discuss unfair practices, (people are afraid to challenge or complain e.g. PPE Equipment's)
  - Is there an example of good practice, who has done a thorough risk assessment?
  - Risk Assessment covering staff and explicit on BME staff
  - Is it possible to get copy of NHS risk assessment form NHS(sharmaine)
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- Data recorded in COVID-19 on ethnicity only showing Asian and Chinese workers but not Black workers
  - Black workers segregated in to certain sectors, low paid, frontline workers, e.g, cleaners, drivers, care homes etc
  - Support with language for Eastern European communities
  - Religion should be an option on death certificates along with Ethnicity –
  - Religion and Ethnicity should become mandatory in data collection.
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- People should be encouraged to voice their concerns/fears in employment
  - Global North statistics re black workers played out in Scotland in respect of Scotlands demographics identifiable in Irish / Pakistani communities.
  - NHS Health help Line 111 have a dedicated line option 4 for mental health referrals/help. (people can self-refer)
  - Referrals to BEMIS are still open and organisations can refer people to culturally sensitive counselling service run by professional counsellors.
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- How do we get the messaging out to key communities in core sectors.
  - Write to NHS boards and agricultural sector
  - Fair work, Leadership and Equality Program 2020/21 ensure that there is recognition of BME frontline workers. Fund opportunity for fair work to lead
  - How to make things better, share/join resources and get the messages across,
  - Mandy will relate the discussion on data gap back to the Gov, colleagues,
  - Political leadership is needed, on what is happening and what has happened in relation to the mortality rate (BME), COVID-19.
  - Non-unionised bad employments (danger of potential spikes could occur) as they have no access to universal credit, lack of language skills. (Spanish speaking EU working in the agriculture, undocumented migrants, lack of knowledge of labour services, in protecting their rights.
  - Concerns around mental health –going back to work
  - A lot of tools and information available people to access mental health.
  - Working from home will be a new norm with its challenges.

### **Actions or next steps**

- Write to NHS health board to get information on how data is collected on ethnicity during the COVID-19. What risk assessment policies are in place and if it can be shared as a good practice model.
- Mandy Watt to share the discussion and points raised with the Gov. colleagues.

**Date of next meeting: TBC** *week beginning 10<sup>th</sup> August*