



# 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>	Charmaine Blaize UBWC
<b>Date of meeting</b>	18/08/2020

### Attendees

Charmaine Blaize (chair) – UNISON BWC  
Margaret Lance – Women In Action  
Danny Boyle – BEMIS  
Tanveer Parnez – BEMIS  
Jenni Keenan – PKAVS  
Kimi Jolly – ESAS  
Aerin Lai – ESAS

### Meeting Notes

Danny provides background on ERG / COVID and Frontline workers recommendations.

### PERTH Update

- Friday 14<sup>th</sup> August positive cases in two sisters factory
- PKAVS understand now 10 cases and building
- PKAVS on short-term working group
- Public Health Tayside leading response
- Polish, Romanian, Bulgarian and Hungarian 850 workers
- History of community tension due to high % of migrant workers
- Key issues lots of overcrowding in accommodation
- 1 block of accommodation provided by factory where people sleep in shifts
- With quarantine now overcrowding issue
- Agency staff line on zero hours contracts
- Those employed by factory paid

- Welfare rights to ensure there are crisis grants
- Ask of the network to PKC + Public Health Tayside to work with PKAVS to ensure the needs of local community is responded too.
- EMNRN to write council to request that PKAVS are fully engaged in process
- Housing and community safety to ensure accommodation is acceptable
- Welfare check rather than a site inspection to critique accommodation
- Welfare rights from Perth and Kinross Council to offer crisis grants
- Single point of oversight of the work for local response
- EMNRN thematic subgroup will write to council.

### **NHS Frontline workers:**

- NHS huge employer so this work has significant impact across Scottish society
- Safe working guidelines and risk assessments have been developed by Scottish Government across all sectors - <https://www.gov.scot/publications/coronavirus-covid-19-guidance-on-individual-risk-assessment-for-the-workplace/>
- How many risk assessments have been done, where and who for?
- Need to write to NHS boards to FOI this information
- We need to have a comprehensive understanding of the progress of this work. We need updates from NHS boards on these issues
- 14 health boards, biggest in Central Belt
- Ambulance service, NHS 24 etc. also

### **AOB:**

- Two sister's factory issues highlight the vulnerability of non-unionised and vulnerable workers
- We must ensure these places are following protocols to protect workers, their families and the broader community.
- Health and social care. What is happening to track ethnic diversity, risk assessment in this sector which is highly vulnerable workers and service users?

### **Actions Points:**

- Letter to Perth and Kinross Council to ensure that PKAVS are a part of a local partnership response
- Letters to NHS boards and bodies on risk assessments and ethnic composition of staff
- Letter to Scottish Government to ask for spot checks on factories and sectors of vulnerability
- Black workers committee to discuss what it means in ERG recommendation to have "transformative consultations to ensure that racialisation is tackled in our institutions and sectors"
- Ask relevant duty bearer what is happening in health and social care to ensure workers and clients safety



**Date of next meeting:** Tuesday 15<sup>th</sup> of September