

**THEMATIC SUBGROUP MEETING NOTES**

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| **Group**  | Frontline Workers |
| **Chairperson / Organisation** | Charmaine Blaize  |
| **Date of meeting** | 20/10/20 10am |

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| **Attendees**Charmaine Blaize – Unison Black Workers Ctte Kimi Jolly – ESASJacqueline Wallace – ESASAsma Abdallah – Empower Women for Change Noelia Martinez – Citizens Rights Project Tanveer Parnez – BEMIS Danny Boyle – BEMIS **Meeting Notes*** Welcome and background of FOI by Charmaine Blaize
* Danny gave an interim presentation on FOI responses. 7/14 received. Shows significant diversity in NHS staff across Scotland.
* Most boards so far do not collect individual data on risk assessment completion. All FOI received so far unable to identify if staff caught CV19 at work or mortality rate. Most so far identify that zero staff have passed away due to this. We will monitor this as new responses come in.
* 1 health board provided banding details be ethnicity. Interim results indicate lack of representation in highest paid positions within specific ethnic groups. Further analysis to be done.
* Further analysis of results will be done across all areas of the FOI and relevant SG officials invited to next meeting.
* Danny update on St. Andrew’s Day campaign of acts of kindness. This can include acts towards frontline workers such as NHS and others.
* Asma outlined concerns about postponement of community jobs Scotland opportunity. This had been a key opportunity for many young BME people.
* Asma outlined concerns about the ethnicity pay gap and how will this and opportunities be addressed in context of pandemic.
* Jaqueline outlined the ongoing challenges for Filipino and other East and Southeast Asian nurses in England. There is a real perception and experience of racialisation in the workplace and people being made to work in higher risk environments. We must monitor this in Scotland and seek information on numbers of workers and risks.

 **Actions** * Follow up on missing FOI
* Continue analysis of current FOI for next meeting
* Share St. Andrew’s Fair Saturday information
* Invite SG colleagues to the next meeting
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**Date of next meeting**:

**Tuesday the 24th of November 10:30 - 12**