

Covid19: Safety Rights

Black, Asian & Minority Ethnic Workers



Covid19 is having a greater impact on Black, Asian and Minority Ethnic (BAME) communities. Tragically, the death rate among BAME workers is significantly higher. Although the precise reasons are not known this leaflet highlights the steps you can take to maximise your safety at work.

5 key points you should know:

- Guidance sets a minimum standard. Not the maximum
- Your rights are determined by the actual danger you face
- You have the right to self assess danger and risk
- UNISON escalates safety concerns to make workplaces safe
- Underlying health problems may affect the protection you need

Remember, workers' rights are public health rights. Safety must come first. For you, your family, and the wider community.



Is your workplace safe?

Hazards should be risk assessed and protective measures put in place. Guidance is important but you also have a legal right to self assess the risk you face and step back if you face a "serious and imminent danger" that cannot be averted. There are links to Scottish guidance on the [UNISON Scotland website](#).

How do I challenge unsafe work?

Where groups of workers, or individuals, wish to challenge unsafe work UNISON supports workers through a 3 Stage process for keeping people safe:

- **Stage 1: Dialogue** Most issues are resolved at this stage
- **Stage 2: Challenge** Unresolved issues tend to be addressed when we go formal
- **Stage 3: Action** When necessary workers have the right to stop work

Checklist

UNISON uses a safety checklist ([click here](#)) to help you work with your colleagues to ensure that relevant guidance is being followed and your safety needs addressed. If the Checklist reveals risks that are not resolved through dialogue you may seek UNISON support in making a formal challenge

If you complete the checklist you will receive a copy of your answers by email. To receive support with those issues you must forward the email and attachment to your branch and to membershipassistancescotland@unison.co.uk

Contacts

Contact your branch in the first instance. Branch contacts are provided on branch websites, social media or through the [UNISON Branch Finder](#).

To contact UNISON Scotland, email: membershipassistancescotland@unison.co.uk

Glasgow 0141 342 2899 Aberdeen 01224 620624 Inverness 01463 715891

Support for Black, Asian & Minority Ethnic Workers

Many workers feel they lack the power or confidence to raise issues at work. Black workers are over represented in lower grades where a sense of powerlessness can be more common. UNISON has a network for Black, Asian & Minority Ethnic Workers to support union members in the vital process of raising safety concerns.

If you would like additional support from our network please email us at membershipassistancescotland@unison.co.uk

