

Parents and Carers who are Key Workers – Covid-19 response

Every effort must be made by everyone to stay at home, protect the NHS and save lives during this period of strict lockdown.

Updated guidance from the Scottish Government asks parents/carers to consider carefully if their role as a key worker can be done at home and if not, if they are able to have someone else care for their child at home.

Government guidance makes it clear that whole workforces or entire groups of staff should not be designated as key workers. In particular, those workers in category 3 of the guidance, should be clear that if their working role (private, public or third sector) must be carried out, it is being done without whom there could be a significant impact on Scotland (but where the response to COVID-19, or the ability to perform essential tasks to keep the country running, would not be severely compromised).

Guidance can be seen on the Scottish Government website here:

<https://www.gov.scot/publications/coronavirus-covid-19-school-re-opening-arrangements-for-january-2021/pages/children-of-keyworkers/>

Employees are being asked to:

During this period of strict lockdown, employees should first talk to their employer if they are an employee and they believe:

- they are a key worker
- it is absolutely necessary for them to attend their place of work to fulfil their critical functions; and
- they have no access to appropriate alternative childcare/remote learning arrangements. Alternative childcare arrangements may include informal childcare or accessing a childminding service (which remain open to all children at present). See the [guide to childcare on the Parent Club website](#) for further information.

Together with your employer, you can then make appropriate decisions about whether and how to apply for a place, drawing on local authority guidance.

Employer advice is:

During this period of strict lockdown, employers should:

- only contact the relevant local authority to make the case for key worker designation for employees if it is a measure of last resort.
- please contact your local authority for information about the arrangements they have in place. Further information: contact details for your local authority.
- think critically about what staff they consider to be key workers, to ruthlessly prioritise those providing absolutely essential services to the public in these emergency times.
- revisit work with unions and workers to identify only the absolute minimum number of staff performing essential roles to deliver the Covid-19 response and provide basic, safe services.

- reduce in-person staffing levels to the lowest possible number required to maintain the production of essential goods.
- have discussions with staff to identify if they can access any appropriate alternative childcare or remote learning arrangements. This may include another parent/carer who is not a key worker and is able to provide such support effectively from home. Alternative childcare arrangements may also include informal childcare or accessing a childminding service (which remain open to all children at present).

You can then support your employee to make appropriate decisions about whether and how to apply for a place, drawing on local authority guidance.

Key worker categories:

Category 1	
<p>Please note that the first presumption is that this service will only be accessed when no other suitable childcare arrangements can be identified.</p>	
<ul style="list-style-type: none"> • Health and care workers directly supporting COVID-19 response and associated staff. • Workers supporting life-threatening emergency work as well as critical primary and community care provision. • Staff of energy suppliers • Staff, including teachers and early years workers, providing childcare and learning for other key workers and staff who support school buildings 	
Category 2	Category 3
<p>Please note that the first presumption is that staff who can work from home will work from home and that this service will only be accessed when no other suitable childcare arrangements can be identified.</p>	
<ul style="list-style-type: none"> • All other health and care workers including home support staff and care home staff. • Emergency services staff, including police, fire and rescue, prison officers. • Military personnel • Social workers • Those supporting critical national infrastructure including: • Staff keeping air, water, road and rail passenger transport operating. • Oil, gas, electricity and water and sewerage workers. • Logistics staff including drivers and transport workers. • Food and other necessary goods staff including food production, processing, distribution, sale, delivery as well as those essential to the provision of hygienic and veterinary medicines. • Staff in essential financial service provision including: banks, building societies and financial market infrastructure; IT and data infrastructure; postal services; civil nuclear, 	<p>All workers (private, public or third sector) without whom there could be a significant impact on Scotland (but where the response to COVID-19, or the ability to perform essential tasks to keep the country running, would not be severely compromised), including:</p> <ul style="list-style-type: none"> • Strategic-level management and support staff. • Waste services staff. • Fleet services staff. • Cemeteries staff. • Property repairs and maintenance staff including frontline workers of Mears and Saltire. • Roads and lighting maintenance staff including staff of Amey. • Facility support services including cleaning, catering, school crossing patrollers and janitorial staff. • Human resources staff including payroll and employee service centre. • IT staff. • Communications staff.

<p>chemicals and telecommunications; payment providers; waste disposal.</p> <ul style="list-style-type: none">• Journalists and broadcasters.	<ul style="list-style-type: none">• Finance staff including welfare, revenue and benefits staff and municipal bank staff.• Registration staff.• Essential legal services.• Psychological services staff.• Homelessness and housing staff.• Environmental Health officers.• Trading Standards officers.• Streetscene staff.
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