



# SCOTTISH POLICE FEDERATION

Established by Act of Parliament

## **West Area Committee Equality Committee**

**Minutes of meeting held on Monday 12<sup>th</sup> August 2013**

**Within the Federation Office, 151 Merrylee Road, Glasgow at 10 a.m**

### **1. ATTENDEES**

John Campbell Deputy Secretary (West Area Committee)  
Fiona Morris  
Kenny Welsh  
John Adams  
John Hunter  
Jackie Muller ex officio (SPF Equality Lead)

### **2. APOLOGIES**

Andy Keating  
Pam Fleming  
Ian Haynes

### **3. OPENING OF MEETING**

Due to the Chair being on annual leave, the vice chair, John Adams welcomed all present to the meeting and invited everyone to take an active part.

### **4. MINUTES OF PREVIOUS MEETING**

The minutes from the previous which had been circulated were approved by the committee. The only remaining action from the meeting being in regards the number of grievances outstanding. John Campbell reported that he had contacted HR who advised that they did not hold this information. It was agreed that he should now write formally to ACC Mawson requesting this information.

## **5. MATTERS ARISING**

### 5.1 National Equality Secretary Update

Jackie Muller reported that she had several meetings with DCC Richardson in regards to equality issues since the last area committee with a view to standardising procedures and policy throughout Scotland. The national lead also informed the group that she had been working with the force in regards to occupational segregation with a view to holding positive action days to possibly start in October 2013 in OSD and then to different work areas within the force. A general discussion then took place amongst the committee in regards to the issue of occupational segregation.

The lead also informed the committee that she was presently drawing up information leaflets on the various strands of equality for the information of the members. This was most welcomed by the committee and was seen as a very positive step for the membership. The National lead informed the committee that she would now progress this to the JCC.

### 5.2 Maternity/Paternity

There were at present no issues in this regard identified. It was agreed that John Campbell would contact HR to establish details and number of officers on Maternity leave so that the Area could properly support these officers.

At the last meeting attendees had requested more detail on entitlements during maternity leave. The national Lead outlined the contents of PNB circulars 10/5, 10/13 and 11/4 with the committee.

### 5.3 Disability

The committee agreed that there were various aspects of the current attendance management policy that concerned them and also that in the West area akin to the other force areas they were working with different policies as they do in other work streams. The national lead informed the group that again she has been in correspondence with DCC Richardson in regards to formulating single policies in respect of ill health, rehabilitative duties and disability. A letter received by Jackie Muller from the DCC has said that at present the legacy force policies will cover meantime.

It was also pointed out to members of the committee that in regards to existing reasonable adjustments there should be no change to current practices meantime.

### 5.4 Gender Pay Gap

The National Lead informed the committee that Jayne Monkhouse O.B.E would be presenting the latest data to the committee on Tuesday 20<sup>th</sup> August 2013 in regards to the existing Gender Pay Gap. The committee was also reminded that in 2011 the Scottish Government committed to fully understanding the Gender Pay Gap. She advised that once all the up to date data was available it would

be passed through the PNB Scotland Committee for their attention and any action. A general discussion then took place surrounding equal pay.

#### 5.5 Monitoring

A general discussion then took place regarding the recent monitoring exercise and it was agreed by the committee this item could be removed from the agenda.

#### 5.6 Consultations

The recent consultation on Flexible Working Scotland was discussed and the national lead noted that she had received replies in its regard. The response on this document from the members of the committee was generally good and it was seen as a positive step.

The national lead advised that the area lead should also circulate the recent circulation on Special Constabulary EIA for a quick response by Friday 16<sup>th</sup> August 2013.

#### 6. Competent Business

The date of the next meeting of the committee was given as Tuesday 1<sup>st</sup> October 2013

#### 7. Close of meeting

The Chair closed the meeting and thanked those present for their attendance and participation.

J.Campbell

**Secretary**

J. Adams

**Vice Chair**