



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

### MINUTES

15 October 2013

#### 1. Attendance

North Area Committee	Neil Cameron
North Area Committee	Graham Sloan
East Area Committee	Nigel Bathgate
West Area Committee	John Adams
West Area Committee	John Campbell
Chairman	Brian Docherty
Equality Secretary	Jackie Muller
Business Administrator	Lesley Stevenson

Apologies were received from the General Secretary, Vice Chairman, Deputy General Secretary, Steve Thomson, Pam Fleming and Stewart Ross.

#### 2. Opening of Meeting

The Chairman opened the meeting by welcoming all present.

#### 3. Minutes of Previous Meeting

The minutes of the previous meeting had been circulated and were approved.

#### 4. PNB Gender Equality & Work Life Balance Working Group

The Equality Secretary told the Committee that the last meeting of this group was held in London on 16<sup>th</sup> September. She also said that Equal pay data had been presented to the Official Side. It would be published once agreed. She also told the Committee that draft PNB circulars were awaited in relation to carry over of leave into the next year for sickness absence or maternity leave. The next meeting would be held on 3<sup>rd</sup> December.

#### 5. Scottish Police Staff Associations Equality Working Group

The Equality Secretary told the Committee that the last meeting of this group was held in Auchterarder on 26<sup>th</sup> September and that she and John Campbell had attended. David Hume, Scottish Police Authority and DCC Richardson also attended to hear the presentation by Jayne Monkhouse on equal pay and flexible working. She told the

Committee that she had continued concern over the lack of consideration of equality impact by Police Scotland when publishing standard operating procedures (SOPs) and policies and it was noted that the Vice Chairman had previously raised this issue with Nicky Paige. It was agreed that this matter should be monitored.

## **6. Maternity/Paternity/Adoption**

The Equality Secretary told the Committee that the recommendation from this group regarding enhancement of police maternity pay had now been ratified by the JCC and was being progressed to the PNB Scotland Standing Committee (SSC) by the General Secretary. The leaflets that had previously been agreed would be produced once this matter was resolved.

## **7. Part-time/Flexible Working**

The Equality Secretary told the Committee that the recommendation from this group regarding flexible working had now been ratified by the JCC and was being progressed to the PNB SSC by the General Secretary.

## **8. Disability**

The Equality Secretary told the Committee that she had been advised that the Absence Management and Ill Health Retiral SOP had been agreed by the SPF and would be published soon. Until then current legacy force SOPs remained current which could potentially lead to claims, for example, where differing Bradford Scores are applied. The Chairman agreed to raise the matter at the JNCC meeting later in the week.

The Equality Secretary said that a draft of the Disability leaflet was almost complete although she was awaiting the publication of the Absence Management SOP to ensure any relevant procedures were included. She told the Committee that she was also drafting a generic Equality and Diversity leaflet to cover the grievance process and what support could be expected from the SPF.

## **9. Gender Pay Gap**

The Equality Secretary reminded the Committee of the presentation given by Jayne Monkhouse at the last meeting and agreed to keep a watching brief on how new policies were applied. Data would be produced by PSoS under Public Sector Duty and PNB audits which would highlight any areas of concern. The Committee agreed to remove this item from future agendas.

## **10. Training/Legal Updates**

There was no update.

The Equality Secretary told the Committee that she had agreed to provide local training as part of local Equality meetings.

## **11. Monitoring**

The Committee was informed that forms had been reissued by local Equality leads and were being returned sporadically. A closing date was set of 31<sup>st</sup> October.

## **12. Area Updates**

Brief updates were given from the three areas.

## **13. Competent Business**

The Equality Secretary raised the matter of fitness testing and how there were differing policies and levels across Scotland for a variety of roles. She proposed writing to the Force requesting details of all current testing regimes. This was agreed by the Committee.

## **14. Closure**

Date of next meeting: TBC

The Chairman thanked everyone for their contribution to the meeting and wished them a safe journey home.