



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

26 April 2016

1. Attendance and Opening of Meeting

North Area Committee	Caroline Scobbie
East Area Committee	Nigel Bathgate
East Area Committee	Andy Malcolm
East Area Committee	Allan Symington
West Area Committee	Fiona Morris
West Area Committee	Ian Florence
West Area Committee	Andy Hastie
Vice Chair	Graeme Ednie (meeting Chairman)
Equality Secretary	Jackie Muller
Business Administrator	Lesley Stevenson

Apologies were received from Gemma Beattie who was replaced by Ian Florence.

The Chairman opened the meeting by welcoming all present.

2. Minute of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 5 of 2016 and was noted.

3. Matters Arising

3.1 Action Log

Action 0005/16 The Secretary advised she had been in communication with DCC Richardson who had provided an assurance that PSoS were committed to addressing the lack of BME officers in the service. Action closed.

Action 0006/16 The Secretary advised she had obtained the training materials from C/Insp Boulton and there would be further discussion later on the agenda. Action closed.

Action 0007/16 A Briefing Paper had been circulated and was discussed. It was agreed that it should be recommended to the JCC that two people (one from the Equality Committee) should attend this event and that it was important the value of the meeting was discussed and there be tight boundaries on costs. It was agreed the Secretary would communicate the decision of the ESC to the SPF Chairman. Action closed.

3.2 Specialist Role Fitness Testing

The Committee discussed specialist role fitness testing and Andy Malcolm said he would look into the SOPs on the Force website and send his findings to the Equality Secretary.

Action 0008/16 Andy Malcolm to review the SOP's and EIA's and compare detail against papers obtained from C/Insp Boulton regarding Specialist Roles.

Action 0009/16 Secretary to write to John Gillies with details of findings from action 0008/16.

4. Standing Items

4.1 PNB(S) Equality Working Group

The Equality Secretary gave an update on the last meeting of this group held in February:

Equal Pay Audit

A joint statement had been agreed between the Staff Side (SS) and Official Side (OS) regarding the Equal Pay Audit and it was hoped that the full PNB would accept this at the next meeting.

Additional Hours Payments & Part-Time Audit

The SS noted their disappointment this issue did not go to PNB in February as agreed at the previous meeting and suggested there were reputational risks if Police Scotland failed to ensure officers were appropriately remunerated. The SS believed the agreement reached at the December EWG involved splitting additional hours from discussions on part-time audit. The OS confirmed that this was the agreement in December, but following reflection the OS view was that the calculation of annual leave in hours needed to be resolved first. The SS said that this appeared to be an additional claim and should not be linked to a statutory right to pay.

The OS stated they intended to provide a paper to the SS setting out why annual leave in hours would support policing from an equality perspective. This would be provided at least 2 weeks prior to the EWG on 28 April. The SS noted that due to these delays, officers were still not being properly remunerated for additional hours worked. The OS advised that they wanted to finalise the issue around calculating annual leave in hours as quickly as possible and would take the urgency for a solution back to the wider OS. The Chair requested an early meeting between the Sides to ensure progress ahead of the next meeting. The OS confirmed that it was happy to meet with the SS while the proposed paper is in development.

The SS advised they had been managing member expectations on this for some considerable time and would now unfortunately have to advise their members to begin the process of pursuing legal claims for additional hours worked. The OS noted this position and stated that they would relay this position to the wider OS. The OS clarified that the paper they were offering to produce would cover both an additional payment and the calculation of leave in hours.

The Equality Secretary had now met with the OS which had provided a paper and she hoped this would allow progress at the next meeting.

Rest Days and Free Days during a period of Annual Leave

Following discussions at the December EWG, the SS subsequently clarified its claim in correspondence with the OS.

The OS introduced their paper setting out proposals for changes to the qualification criteria for a period of annual leave and the compensation for officers recalled to duty during a period of annual leave. The paper recommends that the qualifying period for compensation for officers required to work during a period of annual leave is revised from 3 days to 5 days and at the same time widened to include free days in the reference period calculation. The SS rejected the proposal to extend the qualifying period to 5 days but welcomed the OS recognition that it could be argued that the exclusion of free days from the relevant Regulation is disadvantageous to part-time workers and agreed that free days and rest days should be treated the same. The SS agreed to discuss further with the OS and an update will be provided at the April EWG.

Carry-over of Annual Leave

SS raised concerns at the further delays by the OS – the Equality Secretary hoped the matter would now be resolved at the next meeting of the full PNB.

Occupational Parental Pay for officers taking Shared Parental Leave

This is a SS claim and the OS have undertaken to provide an update at the next meeting.

The Equality Secretary advised the next meeting would be held on Thursday 28th April.

4.2 PS/SPA P&D E&D Governance Group

Fiona Morris said she had attended the last meeting of this group in place of the Equality Secretary and gave the following update:

An update was provided by Angela Terry and Alan Whitefield regarding the results of the staff survey. A presentation was delivered regarding the proposals for Improvement activities. There would be 4 main themes – Inspiring Leadership, Engaging and Valuing Each Other, Our Voice and An Exciting Experience. It will be known as “our survey storyboard”. It is intended to roll out appraisals which will be known as PDC (Performance and Development Conversations).

There were also proposals for a Senior Leaders Forum intended to develop leadership capabilities. Claire Hussain SWDF advised that the closing date for the Maternity SOP had been pushed back to 29 April 2016. She provided an update on the Maternity toolkit and a

PSoS TV input regarding it. She also updated that each Division should identify people who would become SPOC's.

Claire Hussain also reported on a planned event within U Division on 26 April 2016 which would be a forum to discuss maternity related matters predominantly KIT days. Claire Hussain also advised that she had prepared a report regarding support for people who were in the process of Fertility treatment.

Gill Boulton updated the meeting that since Stonewall Workplace Equality Index feedback the PSoS score had increased from previous years.

Alastair Muir updated the Meeting about the progress so far regarding the Police Scotland Equality Outcomes and mainstreaming Report due by the end of April 2017. Supt David Duncan had met with Equality and Diversity staff on 4 April 2016 and the review will begin in May 2016.

Alastair Muir updated the Meeting about the integration of Equality Impact Assessments and Human Rights to develop the Equality and Human Rights Impact Assessment (EQHIRA). He advised that two seminars had already taken place but further training would be taking place and this would be facilitated by Supt Alan Gibson Head of Training. The integrated approach is due to be implemented on Monday 30 May 2016.

Fiona Morris raised the issue of training for LGBT Liaison officers which was a national initiative however there had been no consultation with any staff associations prior to this being rolled out. This would appear to be a two to three hour awareness input; Alan Sneddon advised that previous training had been a two week course. Chief Supt Barrie McEwan took an action to look at future funding and the lifetime plan for this training.

Claire Craig provided an update on dyslexia assessments being carried out at the SPC and the number of officers who had been unaware that they had dyslexia until they were at the college and assessments were carried out.

Alan Sneddon from the GPA advised that Pride would take place this year in Edinburgh on 02 July 2016. He confirmed that the necessary requests for consideration of time off and the ability to march in uniform would be submitted in due course.

4.3 Protected Characteristics

4.3.1 Disability

The Equality Secretary advised she had raised concerns regarding the overdue review of the Disability in Employment SOP and lack of guidance documents that were apparently being drawn up when the current SOP was published in 2013. She hoped to have a fuller update after the P&D E&D Governance Group meeting later that month.

Action 0010/16 It was agreed the Equality Secretary would write to John Gillies requesting details of timescales for the review.

4.3.2 Maternity

The Equality Secretary had circulated a draft response to the Adoption/Maternity and Paternity (A/M/P) SOP to the Committee for approval. The Committee discussed maternity

uniform, plain clothes allowance, the A/M/P toolkit, information leaflets, fertility treatment and A Fathers Guide SOP.

4.3.3 Race/Religion

It was noted that DCC Richardson had confirmed the Force was committed to addressing the lack of BME officers within the Force. It was agreed this item could be removed from the agenda.

4.4 Training/Legal Updates

There were no legal updates available.

The Committee noted training continued to be delivered to Area Equality Committee's and it was hoped the next one would cover maternity/paternity/adoption issues. Areas were invited to send as many to the training courses as possible. Basic Training courses would be held in Doubletree by Hilton, Dunblane Hydro on 3-5 May 2016.

5. New Business

5.1 Motion

This Area Equality Committee asks the Equality Subject Committee to ask the Joint Central Committee to review the venue for Annual Conference 2017.

West Area Committee

This motion was carried.

Action 0011/16 Secretary to communicate with the SPF Chairman to ensure the motion was raised on the agenda of the forthcoming JCC meeting.

The Committee discussed Annual Conference 2017 and what it might wish to raise there. It was agreed the three area leads should return to the next meeting with proposals.

Action 0012/16 Area Leads to ensure Annual Conference 2017 was raised in the agendas of the next Area Subject Committees to ensure each Committee discussed topics of an Equality input at Conference. Area Leads to provide updates at next ESC.

5.2 Hate Crime

Fiona Morris mentioned the IAMME Project which arranged for shops and business premises to display a logo indicating they were safe havens for people with protected characteristics. The meeting agreed enquiry was required to ascertain the progress of these initiatives at a local level.

Action 0013/16 Area Leads to ascertain progress of PSoS Hate Crime initiatives at local levels and provide updates at next ESC meeting.

6. Correspondence

There were no items.

7. Competent Business

There were no items for discussion.

8. Closure

The next meeting will take place on 2 August 2016.

The Chairman thanked everyone for their contributions and wished them a safe journey home.