



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

28 July 2015

1. Attendance

North Area Committee	Graham Sloan
North Area Committee	Paul Reynolds
North Area Committee	Gordon Forsyth
East Area Committee	Nigel Bathgate
West Area Committee	Fiona Morris
Deputy General Secretary	David Kennedy
Equality Secretary	Jackie Muller
Business Administrator	Lesley Stevenson

No apologies were received from Andy Malcolm, Allan Symington and Andy Hastie. Apologies were received from the Vice Chairman and Caroline Scobbie (who was replaced by Paul Reynolds).

2. Opening of Meeting

The Chairman opened the meeting by welcoming all present, reminding them of the importance of ensuring that representatives attended meetings of this Committee so that work in the equality field could continue. He highlighted his disappointment at the number of those who had failed to submit apologies.

3. Minute of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 20 2015 and was approved.

4. Matters Arising

4.1 Actions

The Equality Secretary said there were no outstanding actions from the last meeting.

4.2 Fitness Testing

The Equality Secretary said that Steve Simpson, Head of Strategy & Special Services (People & Development) had confirmed the previous day that outstanding data was still being collated. She said that delays were frustrating but that the matter had been raised again and suggested that if the information wasn't received within the next four weeks then it should be highlighted to the SPA. The Committee agreed with this suggestion.

4.3 Uniform

The Equality Secretary said that she gave a lengthy response to the Uniform & Appearance Standards SOP highlighting significant concerns regarding the equality impact. The Conduct Secretary had also raised concerns with this SOP in relation to his area of business. She told the Committee that she and the Conduct Secretary had met with the Force on two occasions to discuss the concerns and was hopeful that they would agree on the document in the near future. Some H&S issues had been identified which had been forwarded to the H&S Secretary. A response from him was awaited.

4.4 National Promotion Process

As there were no outstanding issues it was agreed that this item could be removed from the agenda.

4.5 EIAs

A Central Meeting Register (CMR) paper was circulated with the papers. The meeting noted the content and ongoing work.

4.6 Monitoring/Positive Action

The Committee was informed that final forms following the second election process were still awaited. Area leads were asked to provide a full list of elected representatives and to ensure that every elected representative had received a form for completion so that an update can be given at the next meeting.

5. Standing Items

5.1 PNB (S) Equality Working Group

The Committee was informed that the last meeting was held on 4 June 2015. The CMR paper had been circulated with the papers and was noted.

5.2 PS/SPA Equality & Diversity P&D Governance Group

The Committee noted that the group met for the second time the previous day. A CMR paper would be circulated in due course.

Amongst the items discussed were:

- SOP on employee monitoring will soon be re-issued for consultation prior to undertaking the formal exercise. As this SOP will have particular interest to the SPF equality agenda it is hoped that Committees will take the time to consider and respond when the next draft was circulated.

- Disability in Employment SOP is to be reviewed – this is welcomed as the SPF has previously raised several concerns about the manner in which officers declaring disabilities are managed in the workplace
- Opinion Survey is complete and results are expected in the near future. There was a response of approx. 51% A further working group will be formed to assess results and put any action plan/recommendations in place
- PSOS has finalised and published their MOU with diversity staff associations. A request has been made to have this document forwarded to the Equality Secretary.
- SPA advised that in addition to the ongoing IHR scrutiny they also intend to undertake reviews on Attendance management and Recruitment & retention

The next meeting of this group will be held on 26 October.

5.3 Protected Characteristics

5.3.2 Race

The Equality Secretary said she had submitted a response to the Scottish Parliament Equal Opportunities group call for evidence on BME in Employment. It had been placed on their website.

She also said that PC Tahir Moghul had donated prayer mats for every SPF office by way of thanks for the work undertaken by the Committee on behalf of Muslim officers. A letter of thanks had been sent. Thanks to PC Moghul were to be recorded in the Minute.

5.3.3 Maternity

The Equality Secretary said that the claim for an increase to occupational maternity pay was still sitting with PNB(S).

5.4 Training/Legal Updates

It was noted that modular training courses continued to be delivered to Area Equality Committees and if any additional training was required, it could be facilitated on a case by case basis. The delivery of basic equality training to four SPF basic courses will commence in September.

6. New Business

6.1 Glasgow Pride

The Committee was informed that the Glasgow Pride event was to take place on 22 August. It was agreed that Nigel Bathgate and Fiona Morris would attend.

6.2 OHU/Employee Assistance Programme

The Equality Secretary said that concerns regarding the service delivery of occupational health and the employee assistance programme continued and was reflective of potential issues that were highlighted by this Committee prior to the engagement of current providers. A briefing Paper had been submitted to the General Secretary who would be raising it that day at the JNCC. It was agreed that this item could be removed from future agendas.

7. Correspondence

The Equality Secretary told the Committee that she had received an invitation from Alan Sneddon of GPA to attend Pride 2015 and would reply accordingly.

8. Competent Business

There were no items.

9. Closure

Date of next meeting: 29 September 2015

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