

**SCOTTISH POLICE FEDERATION  
NORTH AREA  
EQUALITY COMMITTEE**

**Wednesday 27 November 2013  
Woodhill House, Westburn Road, Aberdeen**

**Minutes of Meeting**

Attendees

Jackie Muller - Equality Secretary  
Gordon Forsyth - B Div, Turriff  
Steve Thomson - B Div, Ellon  
Graham Sloan - North Area Equality Secretary  
Caroline Scobbie – D Div, Dundee – Video Conference  
Stephen Cook – D Div RP, Dundee – Video Conference

Apologies

Neil Cameron - AL  
Steve Raeburn - Instructor at SPC Course  
Ewan Strachan - AL

No apologies were received from Scott Godfrey.

**Welcome**

In the absence of Neil Cameron, Steve Thomson (ST) took the chair and welcomed everyone to the meeting and noted the apologies.

**Minutes of Previous meeting - Task Update**

The previous minutes were agreed and the committee were content that all tasks were now complete as described at the last meeting.

**Equality Secretary Update**

Jackie Muller (JM) provided an update within her role as national Equality Secretary as follows:

The national subject committee meeting minutes from 15th October had been circulated.

JM had met with Jean Freeman of the SPA who confirmed the authorities' commitment to Equality Impact Assessments and her surprise that EIA's were not being undertaken. She had asked for examples of policies that had not taken cognisance of the EIA process. This included the necessity for policies to be family friendly (*missed out bit here about the Scottish Government report requiring this- Jackie could you add the necessary*).

JM continues her routine meeting with various associations who are content that the SPF deal with representation, with the associate organisations providing support to members.

JM had raised fitness testing with DCC Richardson and had requested details of all

fitness testing regimes across Scotland. There had been no response as yet on this but there was a clear need to ensure fitness testing does not discriminate.

The SPF has identified weeks for national training but dates had not been confirmed. Equality training will be pulled together and will likely fit in with the Area Equality meetings. JM asked that if staff could identify areas where they felt training was most needed.

It was hoped that the information leaflets previously described would be rolled out into the New Year.

### **Maternity and Paternity**

JM updated that the proposal to increase police maternity has been progressed to the PNB Scotland Standing committee and she awaits an update from the Gen Sec

### **Part time / Flexible working**

As above.

### **Disability**

One local issue had been highlighted with regard to a possible issue for officers who may be ill health retired if over 55 years old. The details have been raised with the Gen Sec and a response is awaited.

***Task - JM to follow up with Gen Sec***

### **Gender Pay Gap**

JM confirmed that this item had been removed from the national agenda but a watching brief should be kept and any issues highlighted when they occur. To be removed from future agendas.

### **Consultations**

GS advised there had been no consultations since the last meeting but JM reminded that any consultation document should be considered for equality issues and all should have EIA accompanying them.

### **Competent Business**

- GS raised the Absence Review process and reminded that all absence lists were now going to him and reps would be allocated as points of contact with officers off sick.

***Task - JM asked that the Bradford Score systems in each legacy area be compared to ensure there was parity across the areas. GS to deal***

- The Equality Subject Committee on 10th December would be dealt with by Video Conference on this occasion.
- Equality pads were issued to those reps present.

### **Review of Task**

There were two new tasks raised and were added to the tasking sheet.

- 8/13 – JM to seek update from General Secretary re possible pension issue for officers cast on ill health over age 55.
- 9/13 – GS to check the Bradford Score system used by each legacy area to ensure parity across the North.

**Time and Date of next meeting**

Wednesday 15 January 2014 at 100hrs at Woodhill House.

**Closure**

ST closed the meeting at 1145hrs and thanked the members for their attendance.

Graham Sloan

Equality Sub Committee Secretary