



East Area Equality Meeting

Minutes

18 July 2016

1. Attendance

Murray McKenzie (MM)
Scott Callaghan (SC)
Colin Nicoll (CN)
Nigel Bathgate (NB)
Jackie Muller (JM)

Apologies were received from Andrew Malcolm, Allan Symington and Norman Towler.

2. Opening of the meeting

In the absence of the Chair and Vice Chair MM took the chair. MM welcomed everyone to the third quarterly meeting. MM urged everyone to take a full part in the proceedings. NB stated that David Reid had now left the Committee as a result of his recent promotion and asked the committee to acknowledge his attendance and participation during his time on this committee. The quorum

was satisfied from existing numbers. New members would be appointed prior to the next ESC and EAC meetings.

3. Minutes of previous meeting

The minutes from the previous meeting had been circulated prior to this meeting and no changes, additions or deletions were noted.

4. Matters Arising

Actions from previous minutes were reviewed and noted as complete. NB addressed the committee and highlighted the opportunity this committee had to bring issues forward and to address those issues through the on-going work of this committee. NB further added that with the significant impact the budget constraints will have in the near future there could be a disproportionate impact in matters of equality directly affecting our members. JM echoed these sentiments.

MM raised the issue of a new group established within Forth Valley Division called the Well Being Group to be chaired by Supt. McAllister. JM suggested that the terms of reference for the group and future agendas would be of much interest to this Committee. MM stated he would report back as the group progressed.

Action: MM to obtain terms of reference and future agenda for Well Being Group, FVD

CN asked about meetings with Divisional Commanders and information around structure, frequency and scope of discussions were shared amongst the committee. JM highlighted topics that should form basis of agenda for these meetings and Equality matters should be included.

5. East Equality Update

NB reiterated his points from earlier in relation to the opportunity this committee had to make a difference.

NB confirmed the reason why the motion on IVF had gone through the EAC rather than the Equality committee and that it was a question of timing only.

NB raised the fact that the next JCC would be a travelling JCC and hosted by the East Area. Committee asked if duty time was to be given for observer's attendance.

Action: NB to confirm if duty time to be authorized for observers.

6. Standing Items

6.1.1 Disability

NB raised his concerns that the Force's approach to disability issues was still a cause for concern.

This led to a wider discussion around ill health matters and contact with long-term absentees. Further discussions took place in relation to half pay and no pay implications for members.

JM stated that the Disability in Employment SOP had recently been circulated for review and the opportunity to highlight issues was there. JM then continued in relation to issues raised with a summary of reasonable adjustments under the Equality Act 2010.

Action: NB to consider approach to contact with long term absentees.

6.1.2 Maternity

NB highlighted that maternity issues were a regular area for contact with the East Office and that the input that followed the meeting would cover maternity issues.

6.2 Training/Legal Updates

There were no legal updates and a training input followed the completion of the meeting.

7. New Business

The proposed Equality input to 2017 Conference was discussed and a number of topics were debated. Maternity issues appeared and were supported at the East's proposed input topic.

Action: NB to compile brief for the East Area Committee proposal.

JM stated to the group that it was her intention to retire early 2017 from the SPF. NB added that it was his intention to stand for the post which would be the subject of an election at the next JCC. The committee voiced its support for his nomination and wished JM well for her retirement when it came.

8. Correspondence

None received.

9. AOCB

None notified.

10. Closure

MM thanked members for their attendance and contributions and invited them to remain for a training input.

Following the closure of the meeting JM gave an input on Maternity which was part one of a three part input.

Time and date of the next meeting will be 1000 hours on 26 September 2016 at East Area Office, Livingston.