



# SCOTTISH POLICE FEDERATION

Established by Act of Parliament

## **West Area Committee Equality Committee**

Minutes of the West Area Equality Sub Committee Meeting held on 16 January 2014 at 10 a.m within the West Area Federation Office, Marchfield Drive, Paisley.

### **1. ATTENDEES**

Jennie Shaw

Graham Gosling

Kenny Welsh

John Haynes

John Hunter

Pam Fleming (Chair)

John Campbell (Secretary)

Jackie Muller (National Lead)

### **Apologies:**

Lawrence Ramadas

Stephen McCulloch

Fiona Morris

Stuart Davidson

John Adams

Andy Hastie

### **2. OPENING**

The Chair welcomed all present and asked that everyone take an active part in proceedings.

### **3. MINUTES OF PREVIOUS MEETING**

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

### **4. LOCAL EQUALITY LEAD UPDATE**

The Secretary then provided a brief update to the group. He informed the group that he would be attending the National Equality Subject Committee at Woodside Place on 21<sup>st</sup> January 2014 at Woodside Place along with the Chair, Pam Fleming and Vice Chair John Adams.

In regards the Flexible Working Document and Occupational Maternity Pay, both these items were still at PNB awaiting agreement and approval. At present he reported that there were 97 officers on maternity leave and 5 officers on Paternity leave.

He further reported that locally there were 39 officers on half pay and 21 on no pay. He further reported that at present there were 14 officers sitting on the ill health discharge process 3 of whom he expected to be discharged in the near future.

Additionally he reported that there were 4 grievances running in the West Command area.

The Secretary reported that he was due to go to a Mental Health in the Workplace Seminar, Equality Leads Training Event and an Equality for all event held at SPC Tulliallan. He will provide an update on each event at the next meeting.

One member of the group reported that a member approaching the half pay stage of absence had been experiencing difficulty in obtaining wage slips in order to claim salary replacement from the insurers. The Secretary took an action to see if this could be improved by the Force providing wage slips to the officer's home address or by email.

The next meeting of the ASPS/Federation working party was due to be held in April at Castlebrae.

**ACTION:** Secretary to contact HR for possibility of officers off on long term absence to receive wage slips by email or hard copy at home.

### **5. EQUALITY LEAD UPDATE**

The Lead updated the group that she had attended various meetings in regards ongoing work with SOPs and had met with DCC Richardson and separately Jean Freeman of the SPA. She has expressed her concern at the lack of consultation and at the time constraints of some of the consultation that give little time to reply.

An update was given on area training for Equality representatives. The plan was to do this through bolt- on's to area equality meetings. The subject for that day was The Equality Act and the next one at the April meeting would be handling

Grievances. The lead felt that this would provide more depth and quality to the subject matter.

In regards the proposed subject leaflets the printing of these would be delayed until the content of Force SOPs had been agreed and as such correct information could be put on these.

Finally the Lead announced that she would be attending the Scottish Womens Conference and had been invited to submit a question at same.

## **6. MATERNITY/PATERNITY**

The National Lead had written to DCC Richardson in response to the publishing of the Adoption, Maternity and Paternity SOP where she had pointed out several inaccuracies and shortcomings in the document which could very well lead to confusion and miscommunication and to officers being disadvantaged as a result. Additionally it was pointed out this had occurred as a result of a lack of communication from the force. The Lead was awaiting a reply from the DCC.

In regards the document in regards maternity/paternity leave at PNB a result was still awaited.

## **7. PART TIME/FLEXIBLE WORKING**

The Secretary provided a brief local update where in some instances senior divisional management completely misunderstood the concept of flexible and part time working. It was agreed that this would be taken to the next LNCC.

The Lead had also written to the DCC to highlight shortcomings in the in the process of consultation and thereby in the SOP itself. The Lead further reported that to date she was still awaiting a reply.

In regards the document on Flexible Working at PNB a result on same was still awaited.

## **8. DISABILITY**

The Lead reported that a letter had been sent to the DCC after publication of the Disability in Employment SOP pointing out shortfalls in the SOP and the benefits that proper consultation would have had. The Lead further reported that to date no reply to said letter had been received.

## 9. CONSULTATIONS

The received consultations had been covered in earlier topics.

## 10. MONITORING

The Lead expressed her satisfaction that the monitoring forms process was now completed and now wished to carry out some form of positive action in relation to the results produced. To this end she sought approval from the committee to set up a working party consisting of the Chairs from each committee. There was general discussion from the group regarding what this form of positive action would take and it was explained that it would include networking with groups with protected characteristics and meeting their needs from a federation perspective. The committee agreed on this work stream.

## 11. AOCB

There was no other competent business.

## 12. CORRESPONDENCE

There was no correspondence.

## 13. CLOSURE

The next meeting would be on Tuesday 8<sup>th</sup> April 2014 at Merrylee House, Paisley. The Chair closed the meeting and thanked those present for their attendance and participation.

A vote of thanks was afforded to the Chair.

**John Campbell**

**Secretary**

**Pam Fleming**

**Chair**