



# SCOTTISH POLICE FEDERATION

Established by Act of Parliament

## **West Area Committee Equality Committee**

### **Minutes of meeting held on 1 October 2013**

**Within the Federation Office, 151 Merrylee Road, Glasgow at 10 a.m**

#### **1. ATTENDEES**

John Campbell (West Area Committee)

Pam Fleming (Chair)

Jock Adams (vice chair)

Stevie McIntosh

Kenny Welsh

John Haynes

Jenny Shaw

Jackie Muller Ex Officio (SPF Equality lead)

Malcolm MacDonald (West Secretary/observer)

Andrea MacDonald (West Chair/observer)

#### **2. APOLOGIES**

Fiona Morris

John Hunter

Stuart Davidson

Stephen McCulloch

### **3. OPENING OF MEETING**

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

### **4. MINUTES OF PREVIOUS MEETING**

The minutes of the previous meeting had been circulated and were approved by the committee. There was one outstanding action from the meeting. The Secretary reported that he had contacted the Force Human Resource's Equality Lead Ms Judith Pettigrew who had informed him she was only too willing to supply the figures in respect of grievances, ill health and maternity/paternity when required.

### **5. SUBJECT COMMITTEE UPDATE**

The Secretary then gave a brief update to the group. He reported that along with the Chair and Vice Chair he had attended at the subjects committee at Woodside Place on the 20<sup>th</sup> August 2013. He was able to provide an update on maternity leave circular PNB being increased to 18 weeks from 13 weeks and it was agreed to progress the matter through JCC to the Scottish PNB. Again the committee were updated that the Flexible Working document produced by Jackie Muller was now also being progressed through the JCC to the Scottish PNB. He also reported that a decision of "a watch in brief" was to be kept on the Gender Pay Gap by the Equality lead Jackie Muller.

The Secretary updated the committee that at present there are 41 officers on half pay and 25 officers on no pay. The number of officers on no pay was likely to come down shortly as more had just completed the ill health process and were about to retire. He further reported that in the West area according to the force there are 8 on-going grievances and between April and August there had been 8 resolved grievances.

In regards to the work related stress assessments that are carried out by supervisors, The Secretary reported that he had in fact spoken regarding this to Mr Mawson who said that he had no knowledge on this as it is a national issue and would be better served being taken to JNCC.

The Secretary updated the group that up until recently he had difficulties with members going through the ill health process however this had now been addressed by the SPA

### **6. EQUALITY SECRETARY UPDATE**

Jackie Muller, the national Lead informed the committee that both matters of Maternity Pay and The Flexible Working Document will be progressed to the PNB for Scotland which next meeting in November 2013. She further updated the

committee that the draft advice leaflets (being in equality, disability and FIT notes) were approved at the subjects committee and funding has been granted. She further informed the group that once these have been circulated that it would be worthwhile to produce others on maternity and then flexible/part time working. The group agreed.

The national lead also stated that she had been in contact with other support staff associations and reiterated that these groups were there to offer support but not to represent. The Police federation are the only statutory body while support associations are not.

The lead commented that training is an issue due to member's retiring and new members joining the board. However the lead has a plan to address this by way of introducing new courses covering the subject. This is being looked to be addressed in three tiers a basic equality course, a full equality course and a refresher in equality. Additionally in respect of training, the Lead offered her services to make the next day as well a meeting day also a training day. There was suggestion from the committee that this could be on the Equality Act itself. The lead has agreed to this and due to the imminent move of West Command from their premises at that time it was agreed to seek alternative accommodation for this meeting. This was tasked for the Secretary to carry out. The invitation was extended for all full time officials from the West to attend.

## **7. MATERNITY/PATERNITY**

The Secretary advised the committee that majority of communication from the membership to the office recently was in relation to the recent advisory PNB circular which was now to be presented in front of the PNB Scotland.

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

The national lead informed the group that FWP SOP was in the final stages of consultation and would likely be published soon. She reminded the group that the balance had to be sought between wants and needs. It is for the individual to address their wants against the organisations needs and to come to agreement. Furthermore it was made aware to the committee that they should assist where possible when an individual is submitting a plan but that they should in no way right it for the individual. Good practice is also for the member to sit with human resources and or the appropriate Resource Manager.

## **9. DISABILITY**

The group was updated by one member that throughout greater Glasgow division there are 140 officers in protected duties. This coincided with in some divisions an on-going review of persons in restricted duties. It would appear that this was common throughout the West area.

It was felt that there being 14 divisions, a role requirement for certain job was required. The national Lead made the group aware that the DDA disability audit trail should be completed and this should include individuals that self-refer.

## **10. GENDER PAY GAP**

A brief update was given in regards to the Gender Pay Gap and it was agreed that it would be kept under scrutiny. The Lead did make the point that it should remain on the agenda as it is included under the Equality Act and as such is not a subject that should or can be ignored.

## **11. CONSULTATIONS**

The lead updated the committee that there were several SOPs about to be released by the force for consultation.

## **12. COMPETENT BUSINESS**

There was no other competent business.

## **13. DATE OF NEXT MEETING**

The next meeting will be held on 26 November.

## **14. CLOSURE**

The Chair closed the meeting and thanked all attendees for their contributions. A vote of thanks was afforded to the Chair.

**John Campbell**  
Secretary

**Pam Fleming**  
Chair