



East Area Equality Meeting

Minutes

2nd December 2013

1. Attendance

Nigel Bathgate (NB)
Graham Capes (GC)
Raymond Dutton (RD)
Andy Malcolm (AM)
Stuart Oliver (SO)
Murray McKenzie (MM)

Apologies were received from Jackie Muller (JM), Neil Elder and Ben Merrick

2. Opening of the meeting

NB as secretary welcomed everyone to the meeting of the Committee and urged everyone to take a full part in the proceedings. All present then acknowledged the tragic events in Glasgow.

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. Election of Chairman

NB, now Secretary and who had been elected chair at the inaugural meeting sought nominations from those present.

Following discussion, AM was proposed and seconded for the position of Chair and as there were no other nominations he was duly elected.

5. Equality Secretary Update

In the absence of JM, the National Equality Secretary, the secretary, from notes supplied by JM updated the Committee on a number of matters from a national perspective.

The Equality Sub Committee last met on 15th October 2013 and the minutes have been circulated.

JM recently met with Jeane Freeman from the Scottish Police Authority (SPA) who had expressed a commitment to ensuring that equality impact is properly considered by both SPA and Police Scotland and also asked that she be kept up-to-date with any specific issues. The SPA had been unsighted on the Scottish Government Equal Opportunities Report on Woman and Work (Equality Information Bulletin 1/2013) and the recommendations contained within the document applicable to Police Scotland. JM has forwarded a copy to the SPA.

Regular meetings with SEMPER, GPA (Scotland), Disabled Police Association, Trans Police Association and Scottish Police Muslim Association continue and agreed protocol in respect of contact has been put in place.

JM has written to DCC Richardson requesting details of current fitness testing regimes within Police Scotland and a response is awaited.

Information leaflets that were discussed at previous meetings which will cover elements of equality are progressing and will be produced soon.

6. Maternity/paternity

The proposed increase in Occupational Maternity Pay to bring it in line with the rest of the UK has been submitted by JM through the Scotland Standing Committee of PNB. A response is awaited.

At this time the new SOP is awaited. Until then legacy SOPs to remain point of reference. A general discussion thereafter took place in relation to this SOP and other SOPs and their publication dates.

7. Part Time/Flexible working

JM has submitted proposed guidance on Part-time/Flexible working through Scotland Standing Committee of the PNB and a response is still awaited.

A further lengthy discussion followed in relation to this. All present raised concerns in relation to the application of local guidance and the potential for inflexibility for officers applying for flexible arrangements. AM and GC raised the specific issue of officers starting and finishing with their teams which would add to the inherent inflexibility of any flexible pattern. All noted that this was an emerging challenge and this committee should maintain a close watch as arrangements are reviewed.

NB highlighted that in Edinburgh Division and as a result of the proposed shift change 64 flexible patterns were under review with only 12 so far agreed. RD did highlight that this was not an issue in Scottish Borders at this time.

A wider discussion then covered shift arrangements and part-time working.

8. Disability

There were no specific issues raised but discussions covered Ill-Health Pensions, reasonable adjustments and the welfare of officers. MM raised the issue of half-pay and that situation will have to be monitored.

9. Gender Pay Gap

JM will keep a 'watching brief' on this issue but suggested that it be removed as a standing item from the agenda. AM and NB noted this and will have it removed.

10. Monitoring

Forms have now been returned and the evaluation and report are awaited.

11. Consultations

There were no consultations at this meeting but in the future all matters for consultations would be circulated and after views had been sought, progressed via the national meeting.

12. Competent Business

MM raised the question of future training for the group and following discussion that was fully supported. NB indicated that it was JM's intention to cover relevant topics at each of the following meetings. An Action Log will be maintained and attached to future minutes.

13. Closure

The Chair thanked members for their attendance and wished them a safe journey home.

Time and date of the next meeting will be 1000 hours on 13 January 2014 at East Area Office, Livingston.