



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

2 August 2016

1. Attendance, Opening and Minutes of Previous Meeting

North Area Committee	Caroline Scobbie (VC)
North Area Committee	David Hamilton (VC)
North Area Committee	Gordon Forsyth
East Area Committee	Nigel Bathgate
East Area Committee	Andy Malcolm
East Area Committee	Allan Symington
West Area Committee	Fiona Morris
West Area Committee	Gemma Beattie
West Area Committee	Andy Hastie
Vice Chair	Andrea MacDonald (meeting Chair)
Equality Secretary	Jackie Muller (by VC)
Business Administrator	Lesley Stevenson

The Chair opened the meeting by welcoming all present and said that this was her first meeting in her new role.

The Minute of the previous meeting had been circulated with JCC Circular 16 of 2016 and was noted.

2. Matters Arising

2.1 Action Log

Action 0008/16 Andy Malcolm reviewed SOP's and EIA's and compared details against papers obtained from Chief Inspector Boulton regarding Specialist Roles. This was circulated to the Committee. **Action complete.**

Action 0009/16 Meeting with John Gillies to discuss findings scheduled for 18 August. Update to be given at next meeting. **Action complete.**

- Action 0010/16 Meeting with John Gillies to discuss findings scheduled for 18 August. Update to be given at next meeting. **Action complete.**
- Action 0011/16 Chair accepted motion for JCC Agenda. **Action complete.**
- Action 0012/16 Submissions received from East and West Areas and circulated to Committee prior to the meeting. Discussed at item 2.3. Verbal update given from North Area. **Action Complete**
- Action 0013/16 Area leads provided updates on Hate Crime Initiatives in their Areas at item 2.4 on the agenda. **Action Complete**

2.2 Specialist Role Fitness Testing

Andy Malcolm had prepared a paper detailing the comparisons between information supplied by PSoS and current practices. This was circulated to the Committee and discussed. It was noted that the Equality Secretary had arranged a meeting with John Gillies on 18 August to discuss these matters.

The Committee discussed the bleep test and it was noted that numerous SOP's required to be updated. The Equality Secretary said that this was the reason for the meeting on the 18th. Fiona Morris raised the issue of armed policing and the fact that they no longer use the bleep test, instead reverting to the 1.5 mile run. The meeting Chair said that the matter could be raised at the next Armed Police meeting scheduled for 14 September 2016. Andy Malcolm said that he had been informed that the bleep test had been causing injuries relative to Pathways to Policing. The Equality Secretary said she had asked the H&S Secretary for details and awaited his response.

ACTION: Equality Secretary to establish Injuries of Duty from Bleep Test

2.3 Conference 2017

Proposals from the three areas were discussed; maternity, absence management and hate crime. After a vote, it was agreed that the Equality topic for Conference 2017 would be Maternity. Nigel Bathgate was to progress this issue.

It was suggested that the other proposed topics could be put to the Conduct and H&S Subject Committee's for taking to Conference as motions.

2.4 Hate Crime Initiatives

The Equality Secretary said this item had been raised by the West Area. Fiona Morris told the Committee about the IAMME initiative in the Renfrew/Ayrshire area whereby local shops and businesses had signed up in order that disabled/vulnerable people could use their premises if they felt unsafe. The intention was for the initiative to be rolled out nationally but had not happened as yet. Fiona would send a link to the campaign video to Nigel and Caroline.

ACTION: Fiona Morris to circulate link to campaign video.

Nigel said she had received a list of National Projects for hate crime and local information which she would circulate to the Committee.

ACTION: Nigel to circulate details of National Projects on hate crime to Committee.

3. Standing Items

3.1 PNB(S) Equality Working Group

The Equality Secretary gave an update on the last meeting of this group held in June:

Equal Pay Audit

It was noted that PSoS had undertaken the gathering of data. It was hoped an update would be given at the meeting later in the month.

Rest Days and Free Days during a period of Annual Leave

It was noted that the Official Side (OS) were still causing delays, citing “wider modernisation”. This matter has now been referred to PNB Technical Working Group as it is no longer just an equality issue. It was noted the Equality Secretary has offered to assist in the any consideration of equality impact in the “wider modernisation matters” but this had not been accepted.

Occupational Parental Pay for officers taking Shared Parental Leave

It was noted that the OS want to consider this item under “wider modernisation” also. The Independent Chair noted the OS position but advised that he did not want to delay the issues.

Part-time Audit

A sub-meeting was to be held on 9th August to discuss the lack of implementation of the contents PNB Circular 2014/9 in Scotland.

The Equality Secretary advised the next meeting of the PNB(S) EWG would be held on 31 August.

3.2 PS/SPA P&D E&D Governance Group

The Equality Secretary told the Committee that the last meeting had been cancelled at short notice and the next meeting was scheduled later in the month.

She reminded the Committee that she had asked area leads for details of issues surrounding the removal of self-certification. She had intended to have this item and hate crime, placed on the agenda of the next meeting of this group and for her meeting with John Gillies (who is the meeting Chairman) on 18th August. It was also noted that the Equality Secretary had sought to arrange meetings with DCC Iain Livingstone who also had an input on Governance issues.

ACTION: Fiona Morris/Nigel Bathgate/David Hamilton to establish position within their respective areas regarding the removal of self-certification and forward a brief to the Equality Secretary.

3.3 Agility & Flexible Working

It was noted that the last meeting of this group had been cancelled and the next was scheduled for 18th August. The Equality Secretary assured the Committee that the issues raised by the East and West Areas would be raised at the meeting. Caroline Scobbie said that there were no current issues in the North Area and that it was stable at the moment. She would email information to the Equality Secretary.

ACTION: Caroline Scobbie to share details of the North Area's flexible working arrangement working practices to Equality Secretary.

3.4 Protected Characteristics

3.4.1 Disability

The Equality Secretary advised she had raised concerns regarding the overdue review of the Disability in Employment SOP at the P&D E&D Governance meetings and said she would raise it again at her meeting with John Gillies on 18th August.

She asked that any issues regarding the implementation of the SOP continue to be shared with her. It was noted that she was receiving issues from the East and West areas but none from the North. David Hamilton said he was not aware of any specific issues in the North but would forward any he received in future.

The meeting Chair said she had received and responded to the Recording of Disability and Related Reasonable Adjustments SOP.

3.4.2 Maternity

The Equality Secretary had met with PSoS and agreed that legislative changes needed to be made in order to make the SOP useable. A full review of the SOP was promised for later in the year.

The Equality Secretary told the Committee that in her role as PTC Trustee, she had put a motion forward to the next Board of Trustees meeting asking that donation breaks were made available to those on unpaid adoption and shared parental leave in the same way as they were to those on maternity leave.

3.4.3 Sexual Orientation

3.4.4 Transgender

The Equality Secretary told the Committee that PSoS had started using the LGBT Allies logo on headed paper. There was no consultation on it and any equality and human rights impact assessment done either. This will be placed on the P&D E&D Governance meeting agenda for the next meeting.

3.5 Consultations

3.5.1 E&D Monitoring Documents

The Equality Secretary thanked the Committee for their responses to the above monitoring consultation and said she would be completing the formal response later in the week. She said that hopefully this would finalise the consultation process and allow data gathering to commence.

3.5.2 Pathways to Policing Fitness Testing

The Equality Secretary thanked the Committee for their responses to the above consultation and said that she would feedback a full brief to the Deputy General Secretary, (SPF lead on this matter) for his consideration and onward submission.

3.5.3 Recording of Disability & Related Reasonable Adjustments

It was noted that the SPF Vice Chair (and meeting Chair) had submitted the response to this SOP earlier in the day.

3.6 Training/Legal Updates

There were no legal updates available.

The Equality Secretary asked Area Leads to send a list of training requirements to her and said that training days had been agreed in areas for full time officers. It was noted that others were able to attend if required.

ACTION: Fiona Morris/Nigel Bathgate/David Hamilton to ensure training database is up to date for equality representative and forward updated training requirement list to Equality Secretary.

4. New Business

4.1 Equality Secretary Role

The Equality Secretary reminded the Committee that she had intimated her intention to retire from the police service in March 2017 which had resulted in the General Secretary calling for nominations for the Equality Secretary's position. The election would take place at the JCC meeting in August. Nigel Bathgate was the only nomination submitted. It was noted that a motion to change the roles of the subject secretaries had been tabled for the JCC by the General Secretary, and she said that no matter what that change entailed, she hoped that there would be no dilution of the work undertaken in the Equality field.

4.2 EU Referendum – impact on officers from EU countries

The Equality Secretary reported that ahead of the EU Referendum she had discussions with SPMA and CEEPA regarding their members and had no issues reported to her at that time. Since the referendum she had been working to identify any officers who do not have UK citizenship in order that they can be given the proper support and assistance. The meeting

Chair asked that if anyone was notified of any issues, they let the Equality Secretary or herself know about them as soon as possible.

5. Correspondence

There were no items.

6. Competent Business

There were no items for discussion.

7. Closure

The next meeting will take place on 11 October 2016.

The Chair thanked everyone for their contributions and wished them a safe journey home.