



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

20 January 2015

1. Attendance

North Area Committee	Graham Sloan
North Area Committee	Steve Thomson
East Area Committee	Andy Malcolm
East Area Committee	Nigel Bathgate
West Area Committee	John Campbell
West Area Committee	Grahame Gosling
Vice Chairman	Graeme Ednie (Chair of Meeting)
Equality Secretary	Jackie Muller
Business Administrator	Lesley Stevenson

Apologies were received from Neil Cameron and Ben Merrick. No apologies were received from Pam Fleming.

2. Opening of Meeting

The Chairman opened the meeting by welcoming all present.

3. Minute of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 48/2014 and was approved.

4. PNB SSC Equality Working Party

The Committee was informed that the first meeting of this group was held on 16 December 2014. Amongst the items discussed at that meeting were terms of reference, the Children and Families Act 2014, carry-over of annual leave, pay for part-time workers, rest days and free days during annual leave, equal pay audit and police maternity and adoption pay. The Group agreed to establish a Technical Working Group to further examine the equal pay audit, part-time allowances and maternity pay issues which would report back in late February.

5. Scottish Police Staff Associations Equality Working Group

The Group had met on 26 November and the minutes had been circulated. The future of this group was being discussed with ASPs.

6. Maternity/Paternity/Adoption

The Equality Secretary reported that she still awaited the final draft of the amended SOP.

The Vice Chairman said that the General Secretary had submitted a Central Meeting Register form on a meeting of the JNCC held the previous week where John Gillies had highlighted development of work to assist 'reintegration of women back into the workplace following maternity leave' and he said he would be in touch with staff associations in near future.

7. Disability

The Equality Secretary told the Committee that at the Police Scotland Health, Safety and Welfare Working Group she had reported on Equality Bulletin 1/2015 - Fit for Work Scotland. The Force had not been advised of this bulletin or its provision of free independent advice and assessment opportunities and potential tax saving benefits. Members discussed the scheme.

8. Training/Legal Updates

The Vice Chairman told the Committee that the three Subject Secretaries would be meeting later that week to develop training packages as follows:

- Basic (all reps)
- Intermediate (Members of subject committees/full time officials)
- Advanced (Area subject leads/full time officials)

The Committee discussed future inputs on:

- What is Equality/Diversity?
- Legislation
- SPF Procedures and Forms
- Grievance
- Disability
- Maternity/Paternity/Adoption
- Part-time/Flexible Working
- Equality Impact Assessments

9. Monitoring/Positive Action

The Equality Secretary made a proposal to the Committee to undertake another monitoring process after the area elections to establish whether positive action had any

positive effect on the make-up of the SPF elected representatives. It was agreed that the forms would be issued to Area Secretaries for distributing in their local areas.

10. Fitness Testing

The Equality Secretary told the Committee that work was still ongoing and she reminded members that any issues regarding fitness testing should be submitted on an equality form as it may not be immediately apparent that there was an equality issue. She would be meeting with Steve Simpson in the near future and would report back at the next meeting.

11. Area Updates

Draft area minutes had been circulated and were noted.

12. Sickness Monitoring & Attendance Management

The Vice Chair reported that PSoS management of half pay/no pay was having a direct impact on the claims experience for the sick pay benefit element of the Group Insurance Scheme. This had been recently discussed with the Chief Constable at JNCC and would be subject to further discussion. In the meantime the Vice Chair reminded members of the Committee of the importance of ensuring that representations were made on behalf of affected members in appropriate circumstances.

Nigel Bathgate raised the question of appeals and who they should be sent to. It was apparent that the system was not identical across all areas of the Force and work would be undertaken to achieve clarity and consistency.

13. Uniform/PPE

The Equality Secretary reported that the last meeting of this group had been cancelled.

14. Competent Business

The Equality Secretary had received a paper from the General Secretary regarding the National Police Promotion Process. Graham Sloan said that he had been involved in this matter and he would speak to the Equality Secretary regarding this matter.

15. Closure

Date of next meeting: 21 April 2015

The Chairman thanked everyone for their contribution to the meeting and wished them a safe journey home.