



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

21 January 2014

1. Attendance

North Area Committee	Neil Cameron (by VC)
North Area Committee	Graham Sloan
North Area Committee	Steve Thomson
East Area Committee	Nigel Bathgate
West Area Committee	John Adams
West Area Committee	John Campbell
West Area Committee	Pam Fleming
Chairman	Brian Docherty
Deputy General Secretary	Robert Milligan
Vice Chairman	David Ross
Equality Secretary	Jackie Muller
Business Administrator	Lesley Stevenson

Apologies were received from Andy Malcolm.

2. Opening of Meeting

The Chairman opened the meeting by welcoming all present.

3. Minutes of Previous Meeting

The Minute of the previous meeting had been circulated and were approved.

4. PNB Gender Equality & Work Life Balance Working Group

The Equality Secretary told the Committee that the next meeting of this Group would be held on 26 March.

5. Scottish Police Staff Associations Equality Working Group

The Equality Secretary told the Committee that the next meeting of this Group would be held on 27 February.

6. Maternity/Paternity/Adoption

The Equality Secretary said that the PSoS Adoption/maternity and paternity SOP had been published on 29 November and she had subsequently issued an Equality Bulletin 5/2013. She told the Committee that she had written to DCC Neil Richardson highlighting the inaccuracies in the SOP and awaits a full response.

She told the Committee about a member who had been given incorrect advice and was unable to claim Statutory Adoption Pay. After an appeal to the Force, the officer received her entitlement. She gave another example of an officer losing her baby and the SPF not being informed. She said that with the disappearance of welfare officers, there was a need to be aware of members on maternity leave to ensure support was there if necessary. She proposed waiting until the issues relative to Force SOPs were solved before finalising the leaflets. This was agreed.

A response from the PNB was still awaited on the Claim to increase occupational maternity pay.

7. Part-time/Flexible Working

The Equality Secretary told the Committee that the PSoS had published a Flexible Working SOP on 29 November and she had subsequently issued an Equality Bulletin 7/2013. She told the Committee that she had written to DCC Neil Richardson highlighting concerns she had within the SOP and awaits a full response.

8. Disability

The Equality Secretary told the Committee that the PSoS had published a Disability in Employment SOP on 29 November and she had subsequently issued an Equality Bulletin 8/2013. She told the Committee that she had written to DCC Neil Richardson highlighting concerns she had within the SOP and awaits a full response.

She also told the Committee that Equality Bulletin 8/2013 highlighted the Gallop v Newport County Council EAT determination which said that the Force could not simply rubberstamp OHU decisions or recommendations but needed to consider them independently.

9. Training/Legal Updates

The Equality Secretary gave an update on the recent training courses she had delivered and asked that area officials ensure that future training courses are well attended.

10. Monitoring

The Equality Secretary told the Committee that the Monitoring survey undertaken under terms of Equality Act 2010 was now completed and forms had been analysed. She gave a brief summary of the responses and proposed to create a work stream involving a representative from each area (Chair of Area Equality Committee) to consider possible positive action under S.158 of the Equality Act. This may include engaging with other groups involving persons with protected characteristics with a

view to better understand the needs and challenges of that group. This was agreed by the Committee and the group will comprise, Neil Cameron (North), Andy Malcolm (East) and Pam Fleming (West).

11. Fitness Testing

The Equality Secretary told the Committee that she had sent a letter to PSoS after the last meeting of this group requesting data. She had received some information back but on initial examination the information seems incomplete. She said that she would work with area leads on this issue.

The Vice Chairman told the Committee that he had highlighted his concerns regarding the Management and Development of Probationary Constables SOP and awaited a response.

12. Area Updates

Brief updates were given from the three areas.

Attendance at training courses was again highlighted as an issue.

13. Competent Business

The Equality Secretary raised the matter of consultations and Equality Impact Assessments and told the Committee that she had met with members of the HR Policy & Remuneration Team who had been tasked with responding to DCC Neil Richardson in response to the letters she had sent him detailing the issues/concerns in the SOPS. An unsatisfactory response was received and it was agreed that the matter should be raised at the next JNCC meeting.

The Equality Secretary told the Committee that the Scottish Women's Convention was holding a Referendum Conference on 25 January and that she had been invited to submit a question. The question was agreed by the Committee.

14. Closure

As this was John Adams last meeting, thanks and best wishes were given to him for his retirement.

Date of next meeting: 22 April 2014

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