



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

21 April 2015

1. Attendance

North Area Committee	Graham Sloan (Chair of Meeting)
North Area Committee	Paul Reynolds
North Area Committee	Caroline Scobbie
East Area Committee	Andy Malcolm
East Area Committee	Allan Symington
West Area Committee	John Campbell
West Area Committee	Andy Hastie
West Area Committee	Fiona Morris
Equality Secretary	Jackie Muller
Business Administrator	Lesley Stevenson

Apologies were received from Nigel Bathgate and the Vice Chairman.

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 8 2015 and was approved.

4. PNB SSC Equality Working Party

The Equality Secretary told the Committee that this group had met twice since the last meeting. It was noted that Terms of Reference had now been agreed.

She told the Committee that relative to the Children & Families Act, PNB Circular 2015/1 had been drafted and should be ratified at full PNB on 7th May. This incorporates all changes to be effective for police officers and is reflected in the recently published SOP. There are still some concerns regarding pensions and the General Secretary had been asked to look into this.

A PNB Circular was being drafted relative to the carry-over of annual leave following absence due to maternity or sickness.

Regarding part-time workers doing additional hours, it was noted that this was not being undertaken in Scotland. Officers were informed however to claim what they are entitled to meantime.

It was noted that data was still awaited relative to the Equal Pay Audit. The Equality Secretary told the Committee that the Occupational Maternity Pay issue was still being considered although the First Minister had given her support at Annual Conference. She told them that she had written to all politicians who attended conference and so far had received a response from only Willie Rennie.

It was noted that the next meeting of this Group would be held in June.

5. Scottish Police Staff Associations Equality Working Group

It was agreed that in future this item would be renamed Police Scotland (PS)/Scottish Police Authority (SPA) Equality & Diversity People & Development Governance Group.

A meeting of this group was due to be held the following Friday and the SPF/ASPS were unable to attend. The Equality Secretary had written to DCC Neil Richardson expressing disappointment at the lack of flexibility for meeting dates.

6. Maternity/Paternity/Adoption

The Equality Secretary reported that she had received the final draft of the SOP but still awaited the completed Equality Impact Assessment.

7. Disability

The Equality Secretary told the Committee that a mainstreaming report showed that disabled officers had reduced by 1% in the last two years. This issue was discussed by the Committee and the Equality Secretary said she had raised the matter with OHU.

Andy Malcolm asked about 'Fit for Work' and the Equality Secretary said that Police Scotland was not committed to engage but that it would be used where appropriate.

8. Training/Legal Updates

The Equality Secretary told the Committee that the modules were available and that a 2 day basic course would be held in the summer. There would be three modules on

- What is E&D
- Recording and
- General "Signposting".

In addition she would also try and do local spot training when able.

There were no legal updates available.

9. Monitoring/Positive Action

The Equality Secretary told the Committee that most of the forms had been returned and analysis would be undertaken in the near future.

10. Fitness Testing

The Equality Secretary informed the Committee that she had received a response to her letter from Police Scotland regarding the above issue. They are not prepared to acknowledge any discrimination and she proposed that she write again putting them on notice that the SPF would proceed to legal settlement if anyone raised a claim. The Committee agreed.

11. Area Updates

Draft area minutes had been circulated and were noted.

12. Sickness Monitoring & Attendance Management

There was no update. It was agreed that this item could be removed from future agendas.

13. Uniform/PPE

The Equality Secretary reported that she still awaited the Standard of Dress & Procurement SOP and EIAs.

14. National Police Promotion Process

It was noted that the SPF Vice Chair was dealing with this issue. The Equality Secretary undertook to find out where it sat and identify if any further work was required. The Committee discussed officers who had previously failed being asked to resubmit their forms. They also discussed standardisation for scoring and agreed that the matter needed addressing.

15. Correspondence

The Equality Secretary told the Committee that she had written to the Chief Constable and to the Scottish Police Authority regarding the lack of sharing equality impact assessments during consultation processes. A response was awaited.

She had also written to Police Scotland highlighting her concerns about equality impact from the new occupational health unit/employee assistance program providers.

16. Competent Business

There were no items.

17. Closure

Date of next meeting: 28 July 2015

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