



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

22 April 2014

1. Attendance

North Area Committee	Graham Sloan
North Area Committee	Steve Thomson
East Area Committee	Andy Malcolm
West Area Committee	John Campbell
West Area Committee	Grahame Gosling
General Secretary	Calum Steele
Chairman	Brian Docherty
Vice Chairman	David Ross (Chair of Meeting)
Equality Secretary	Jackie Muller
Business Administrator	Lesley Stevenson

Apologies were received from Nigel Bathgate, Pam Fleming and Neil Cameron.

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 last meeting of this Group was held in London on 26 March. She advised that agreements had been reached (for the whole of the UK) on the carry-over of Working Time leave (up to 20 days) into the next leave year where an officer has been unable to take that leave because of sickness or maternity and the undertaking of an Equal Pay Audit for the year ending March 2013. Also agreed, but with the exclusion of Scotland, were circulars on Part Time Officers allowances for additional hours worked and Compensation for rest days and free days within a period of annual leave. She said that there had been a desire by the official to have the matter discussed at the PNB SSC. The Vice Chairman said that this issue was discussed at the JNCC Terms and Conditions Working Group. Members acknowledged that the outstanding issues would be addressed both at that JNCC group and at PNB

SSC. The General Secretary confirmed that a Working Group was to be set up to look at equality issues and would report to the PNB SSC and JNCC and that the equality secretary would be included in this group.

5. Scottish Police Staff Associations Equality Working Group

The Equality Secretary gave an update on the Advancement of Women in Police Scotland and read out correspondence between herself, Nicola Sturgeon and Margaret Curran.

The Vice Chairman gave an update on the Scottish Police Staff Associations Equality Working Group meeting he had attended in place of the Equality Secretary. He told the Committee that Gavin Buist ASPS had contacted Jeanne Freeman asking for ASPS and the SPF to be invited to the SPA HR Sub-Committee meetings.

Members discussed data gathering in relation to the promotion diploma and promotion itself. There had been discussion of the low numbers of women in the middle ranks and the Chief Constable had been keen that all eligible female officers apply. The Vice Chairman advised that the data gathered would be analysed and a decision made as to how best to use it.

6. Maternity/Paternity/Adoption

The Equality Secretary said that there was an issue over the maternity leave period which had been changed during the re-writing of Police Regulations and the General Secretary would write to the Official Side Secretary on this matter. The claim for increase of OMP to 18 weeks was discussed and noted that the Force, when calculating cost, did not include the money they could claim back in SSP – discussions are ongoing on this matter.

DCC Richardson had agreed that SOP's in relation to these matters required some amendment and the Equality Secretary would ensure this took place. Other issues would be raised at the Scottish Police Consultative Forum (SPCF).

An electronic guidance document was in production and would be placed on the SPF website once complete.

The Vice Chair was to ask the JNCC Working Practices and Review Group to include the Equality Secretary at their meeting.

7. Part-time/Flexible Working

Members received an update on the flexible working document and it was reported that there was no copyright issue with the College of Policing as the document had been written by J Monkhouse.

The Committee discussed the flexible working SOP and it was noted that a number of amendments had been agreed. The Vice Chairman said he would ensure this was done.

The Committee discussed the fact that no EIA's for VSA's had been received since the last meeting. The Committee noted that part time working arrangements were being arranged around individuals rather than roles and this presented problems in that EIA's were not being undertaken.

The Vice Chairman advised the meeting that the flow chart detailing the process for the introduction of a VSA had been agreed and published on the Force Intranet which should address some of the issues relating to VSAs.

8. Disability

The Equality Secretary told the Committee that a number of amendments to the Disability SOP were agreed with DCC Richardson and would be discussed further with the Vice Chairman.

An issue relative to officers diagnosed as insulin dependent diabetics and driving police vehicles was raised and would be investigated further by Nigel Bathgate and the Equality Secretary.

The Committee discussed the PSoS Performance Regulations and their potential impact on attendance management and officers with illnesses/injuries. It was agreed that the related SOP required amendment and the Vice Chairman said he would ensure that this was done appropriately.

9. Training/Legal Updates

The Equality Secretary said that since the last meeting she had met with the three area leads and had carried out one days training. Training for local Equality Committees had also been provided and would also be offered to more local area representatives.

10. Monitoring

There was no update.

11. Fitness Testing

The issue of fitness testing discriminating against men was discussed and it was noted that F Morris, G Capes and S Thomson were to look at fitness testing in the three areas.

12. Area Updates

Graham Sloan reported that the North Area had met a fortnight ago and grievance training had been carried out immediately thereafter. He said that officers were embarking on the ill health retiral process without advising SPF.

Andy Malcolm reported that the East Area had met on 7 April 2014. Amongst the issues discussed was part time/flexible working and it was noted that the SPF was becoming more heavily involved as issues relative to VSA's were raised. He said that disability issues were also being raised including type-1 diabetes and driving. He said that equality training in the East had now begun.

John Campbell reported that in the West Area 84 officers were on paid maternity leave and 14 on unpaid maternity leave. Seven officers were on paternity leave, 34 were on half pay and 21 on no pay during sickness absence. He further reported that eight grievances had been dealt with in the last quarter; three of those involved had been assisted by the SPF. He said 23 officers were at that time going through the ill health process.

13. Competent Business

The General Secretary said that the Force intended to use the 'Bradford Score' in relation to sickness monitoring and attendance management. The Equality Secretary confirmed that she had raised the apparent discrimination of this process and that the Force was also using different scores in legacy force areas. Other members reported that local job vacancies were being advertised with provisos that the supervisors of applicants should submit Bradford Scores along with the applications. The Chairman said he would like details of this sent to him so that he could raise it with the Force.

14. Closure

Date of next meeting: 29 July 2014

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