

**SCOTTISH POLICE FEDERATION  
NORTH AREA  
EQUALITY COMMITTEE**

**Wednesday 2 October 2013  
Woodhill House, Westburn Road, Aberdeen**

**Minutes of Meeting**

Attendees

Neil Cameron- People & Development Div, Aberdeen  
Gordon Forsyth - B Div, Turriff  
Steve Thomson - B Div, Ellon  
Ewan Strachan, B Div, Elgin  
Graham Sloan - North Area Equality Secretary  
Caroline Scobbie – D Div, Dundee – Video Conference  
Steve Raeburn – N Div, Inverness – Video Conference

Apologies

Jackie Muller – Other commitments  
Stephen Cook - Court

**Welcome**

Neil Cameron (NC) welcomed everyone to the meeting and noted the apologies.  
Caroline Scobbie was attending on the first occasion as was Ewan Strachan.

The chair highlighted to the members present the death of Paul Bremner an Inspector in the Professional Standards Department in Aberdeen, who had sadly passed away on Friday following a long illness. And that our thoughts were with his wife Sarah who was a member of Police staff.

**Minutes of Previous meeting - Task Update**

The previous minutes were agreed and Graham Sloan went through the outstanding tasks as described on the task sheet. The committee were content that those tasks were now complete.

**Equality Secretary Update**

Jackie Muller had provided a written update within her role as national Equality Secretary, her update is as follows:

*At the last meeting of the JCC the documents on*

- \* Flexible Working Guidance; and*
- \* Claim for increase in Police Maternity Pay*

*we're approved for progress to the Scotland Standing Committee of the Police Negotiating Board.*

*The Equality Subject Committee received details of the latest Equal Pay data and it was agreed to keep a watching eye on this matter. The Force is required to publish this data under the Public Sector Equality Duty.*

*The Equality Subject Committee also gave support to the Equality Secretary preparing information leaflets for the benefit of the wider membership. I have commenced by drafting one on Equality & Diversity (laying out our stall so that members know what they can expect) and one on Disability (so members understand their rights). It is hoped that once published these will be welcomed and useful to not just the membership but representatives as well. Plans for leaflets on Maternity/Paternity & Part-time working will hopefully follow once the on-going work in these areas is complete.*

*JM has met with WDF, SEMPER, GPA, SPMA, NPTA & NDPA since the last meeting and highlighted our role in representing the membership and how we hope to be able to utilise their knowledge in their areas of that protected characteristic - mainly in a supporting role for the member. I have also highlighted to the DCC my concerns around such organisations offering representation and advice to our members when they lack training and insurance.*

*Regular meetings with DCC Richardson continue - the lack of Equality Impact Assessments has again been stressed to him. The Force is required by law to demonstrate that they have properly consider the impact their policies and procedures have in Equality and the agreed format for this is through EIAs but they are still not being produced.*

*The planned Positive action within OSD has been pushed back until later in the year as the Force was not ready but I hope this work will be completed as promised.*

### **Maternity and Paternity**

GS updated that as described the Equality Subject committee endorsed the Equality Secretary preparing a range of leaflets on maternity / paternity and that JCC recommended that the proposal to increase police maternity pay be progressed to the PNB Scotland Standing committee.

### **Part time / Flexible working**

GS updated that JCC had recommended that the guidance document for staff and supervisors circulated previously be progressed to PNB Scotland Standing Committee.

### **Disability**

GS reminded members that legacy policies on disability remain in place until new PSoS are introduced.

### **Gender Pay Gap**

GS updated that JM would be providing further data to the Equality Subject Committee before it would be submitting recommendations to JCC .

## **Consultations**

GS advised there had been no consultations since the last meeting.

## **Competent Business**

- GS raised both the Absence Review process and IHR. The Full time officials in the North had this week decided that the Equality Secretary for the North should now manage the Absence Review for all officers in the North area and arrangements were in place for notifications to now be sent to GS instead of Graeme Ednie. With regard to IHR, GS highlighted some of the issues there were with the IHR process at this time and he would be taking forward problems with Alan Manning as HR lead in the North.
- GS sought confirmation if there was a deputy for Steve Thomson for attending the Equality Subject Committee on 15<sup>th</sup> Oct. NC indicated that Gordon Forsyth would be attending. There was further discussion about future use of VC for attending this meeting and a confirmed start time.

## **Review of Task**

There were no new tasks raised, with all current tasks no complete.

## **Time and Date of next meeting**

Wednesday 27 November, 2013 (note 1100hrs start time)

Details of the dates for the meeting in 2014:

15 January

9 April

16 July

1 October

## **Closure**

NC closed the meeting at 1100hrs and thanked the members for their attendance.