

**SCOTTISH POLICE FEDERATION  
NORTH AREA  
EQUALITY COMMITTEE**

**Wednesday 9 April 2014  
Woodhill House, Westburn Road, Aberdeen**

**Notes of Meeting**

Attendees

Jackie Muller - Equality Secretary  
David Hamilton – North Area Chairman  
Graham Sloan - North Area Equality Secretary  
Gordon Forsyth - Turriff  
Steve Thomson - Ellon

Apologies

Neil Cameron – Annual Leave  
Stephen Cook – Annual Leave  
Steve Raeburn– Operational Reasons  
Ewan Strachan – Operational Reasons

No apologies were received from Caroline Scobbie, (presently on sick leave)

**Welcome**

Steve Thomson took the Chair as Neil Cameron was on leave and he welcomed everyone to the meeting and confirmed that a training session would be provided by Jackie Muller after the meeting concluded. Due to the number of members present the meeting was not quorate. It was agreed that the meeting would continue on the understanding that this was the case.

**Minutes of Previous meeting - Task Update**

The previous minutes had been circulated and no issues highlighted but could not be formally accepted.

Task 8/13 – JM confirmed that neither the 1987 nor 2006 Pension Regs allowed for the accrual of ill health benefits after age 55. GS to update the member who questioned this point.

**Equality Secretary Update**

JM provided an update within her role as national Equality Secretary as follows:

A Supporting Equality for all event had been held at the Scottish Police College on 31<sup>st</sup> January, JM had attended the event along with the three area Equality leads. The event provides an opportunity to those attending to ask questions of the full time officials present. Another similar event is due in the near future.

JM provided training to the three area leads during January and further training is planned.

JM continues to have regular meetings with other associations and organisations and MSP's through the Scottish Parliament Equal Opportunity Group. Will also attend the Semper and GPA conference at the SPC on 1<sup>st</sup> May.

### **Maternity and Paternity**

JM has written to DCC Richardson highlighting that there are errors in the SOP's. DCC has responded and does not agree with the points highlighted and believes matter should now go to the JNCC Terms & Conditions Group.

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

There was general discussion regarding working patterns and issues with the Force SOP.

### **Disability**

GS advised there was one new potential issue with regard to a disability in the North. JM pointed out that there needs to be a clinical diagnosis and identified reasonable adjustments where a disability was being highlighted for the force to be able to effectively respond.

Nationally JM highlighted a potential issue for police drivers where one division appeared to be restricting police drivers based on local OHU advice for insulin dependent diabetics. JM is progressing this.

### **Consultations**

GS highlighted the main SOP's that had been circulated for consultation:

- 30++ Retention
- Postings & Transfers

### **Monitoring**

JM confirmed that she had now gathered all the information from our monitoring process she indicated that there had been an 85% overall with 77% in the North response. A small working group had been set up looking to at Positive Action to increase under representation across the SPF. NC would sit on this group.

### **Fitness testing**

JM had asked questions of the force surrounding testing and sought the Equality Impact assessments in connection with the testing. Has now received information back from the force and there is evidence of different standards for male and female officers which is direct discrimination. ST is to seek more feedback locally on fitness testing in the North.

### **Competent Business**

GS highlighted one issue in N Div where an officer had been refused a career break and was now attempting to appeal this decision.

### **Review of Task**

No tasks were set.

**Time and Date of next meeting**

Wednesday 16<sup>th</sup> July 2014 at 1000hrs. The venue is to be confirmed and date of meeting due to CWG.

**Closure**

ST closed the meeting at 1130hrs and thanked the members for their attendance. JM thereafter delivered training on the Grievance process.

Graham Sloan  
Equality Sub Committee Secretary