

**SCOTTISH POLICE FEDERATION
NORTH AREA
EQUALITY COMMITTEE**

**Wednesday 15 January 2014
Woodhill House, Westburn Road, Aberdeen**

Minutes of Meeting

Attendees

Jackie Muller - Equality Secretary
Nigel Bathgate – East Area Equality Secretary
Graham Sloan - North Area Equality Secretary
Neil Cameron – Aberdeen
Gordon Forsyth - Turriff
Steve Thomson - Ellon
Ewan Strachan - Elgin
Steve Raeburn– Inverness – Telephone Conference
Stephen Cook – Dundee

Apologies

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

Welcome

Neil Cameron welcomed everyone to the meeting and confirmed that a training session would be provided by JM after the meeting concluded.

Minutes of Previous meeting - Task Update

The previous minutes were agreed.
Proposed by GF, seconded by ST.

Task 8/13 – Remains ongoing, JM has raised the issue with the General Secretary and he was to seek an answer.

Task 9/13 – GS provided update of the legacy position regarding the Bradford score system but new PSoS Sop is now out for consultation which indicates how the Bradford score will be applied. Complete.

Equality Secretary Update

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

Fitness testing – JM has 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 but will now have to go through the information and identify where the issues are and then highlight them to the respective areas leads.

Policies – JM has meet with HR nationally dealing with policies and highlighted the lack

of consultation with the SPF. This has resulted in the SPF writing to the force to confirm that all SOP's are circulated for consultation.

PNB Scotland – The changes to maternity pay and flexible working guidance remain ongoing. There was also a reminder that a SOP does not replace guidance from PNB on a matter.

Maternity/Paternity – New SOP's have been published, JM has written to DCC Richardson highlighting that there are errors in the SOP's. DCC has responded and HR team identified to look at the issues highlighted and a reply on this is expected soon. Jane Freeman of SPA has also been advised and is aware of these issues.

Maternity and Paternity

No further update other than given by JM. The information leaflets previously described would not be published until it's confirmed that the information within the leaflets is in line with the force position.

Part time / Flexible working

As above. JM has also written to the DCC regarding this SOP.

Disability

As above. JM has also written to the DCC regarding this SOP. JM also reminded the group of Equality Bulletin 8/2013 regarding the case of Gallop v's Newport City Council.

Consultations

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

- Attendance management
- Capability (Attendance & Performance)
- Probationers

There was general discussion around some of the issues in these SOP's and members were encouraged to respond to consultations. JM asked that where responses were based on an equality issue that JM should be copied into any reply.

Monitoring

JM confirmed that she had now gathered all the information from our monitoring process and she would be presenting the information at the next national subject committee meeting. Thereafter she would be encouraging support for the SPF to take 'positive action' to include and encourage officers of a diverse background to be involved in Federation work.

Competent Business

There were no other matters raised.

Review of Task

One task remains on going.

- 8/13 – JM to seek update from General Secretary re possible pension issue for officers cast on ill health over age 55.

Time and Date of next meeting

Wednesday 9th April 2014 at 1000hrs. The venue is to be confirmed.

Closure

NC closed the meeting at 1115hrs and thanked the members for their attendance.

Graham Sloan
Equality Sub Committee Secretary