

# **Minutes of the East Area Equality Meeting**

**26<sup>th</sup> June 2013 within the Meeting Room Dunblane Police Office**

## **Attendance**

Stewart Ross  
Nigel Bathgate  
Iain McGregor  
Graham Capes  
Ben Merrick  
Raymond Dutton

Apologies were received from Neil Elder and Stuart Oliver

## **Opening of the meeting**

Stewart Ross as secretary welcomed everyone to the inaugural meeting of the Committee and urged everyone to take a full part in the proceedings.

## **Minutes of previous meeting**

As this was the first meeting of this Committee there were no previous minutes.

## **Election of Chairman**

Stewart Ross explained that as it was an inaugural meeting of the East Area Equality Committee a Chair would have to be selected to serve in that position. In accordance with Federation rules Stewart Ross, as Equality lead for the East, would serve as Secretary for the Committee.

Following discussion, Nigel Bathgate was proposed and seconded for the position of Chair and as there were no other nominations he was duly elected by the Committee.

## **Equality Secretary Update**

The meeting was addressed by Jackie Muller the National Equality Secretary who updated the Committee on a number of matters from a national perspective and explained the new structure of the organisation in relation to equality matters.

## **Maternity/paternity**

The National Secretary updated the Committee on the current position and future developments in this area and discussion ensued in relation to the existing Force SOP's. There were differences amongst legacy forces in relation to Keeping in Touch days and this was discussed. The National Secretary advised the group regarding her ongoing work at PNB in relation to maternity issues and it was hoped that draft guidance could be circulated to the Committee as soon as possible.

## **Part Time/Flexible working**

The Committee discussed at length the apparent different approaches that the various divisions had in relation to Flexible working applications. The approach in the divisions was discussed and the National Secretary provided an oversight on the subject and indicated that this was ongoing work

that she had in hand within Police Scotland. Graham Capes raised particular issues within Forth Valley which a member had brought to him and these were fully discussed.

### **Disability**

The potential impact of a new attendance management SOP was discussed, with again variances within divisions in the East which would hopefully be resolved with the introduction of a National Policy.

### **Gender Pay Gap**

The National Secretary gave an input to the committee on this subject as a matter that she was looking to address with the Scottish Government. This would be raised and addressed through the National Equality Committee.

### **Monitoring**

The issue of National Monitoring Forms in relation to Federation Reps was raised and discussed, it was agreed that they would be circulated at the next East Area Committee meeting for completion.

### **Consultations**

There were no consultations at this meeting but in the future all matters for consultations would be circulated and after views had been sought, progressed via the national meeting.

### **Competent Business**

No items of competent business were raised.

### **Closure**

The Chair thanked members for their attendance and wished them a safe journey home.

**Time and date of the next meeting to be advised**