



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

1 August 2017

1. Attendance, Opening and Minutes of Previous Meeting

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| North Area Committee | Neil MacDonald (VC) |
| East Area Committee | Andy Malcolm |
| East Area Committee | Allan Symington |
| West Area Committee | Fiona Morris |
| West Area Committee | Gemma Speir |
| West Area Committee | Catherine McNally |
| Deputy General Secretary | David Kennedy (meeting Chair) |
| Assist. to the General Secretary (Equality) AGSE | Nigel Bathgate |
| Business Administrator | Lesley Stevenson |

Apologies were received from Shirley Moran and Julie Connor from the North who were on annual leave.

The Chair opened the meeting by welcoming all present and thanking everyone for attending.

The Minute of the previous meeting had been circulated with JCC Circular 19 of 2017 and was noted.

2. Matters Arising

2.1 Action Log

It was noted that only one Action, 0013/16 remained open relating to the Bleep Test. The AGSE said that there had been no reported injuries during the bleep test for firearms officers and that this item could now be removed from the action log.

2.2 Specialist Role Fitness Testing

The AGSE said that this matter originally centred specifically on probationer fitness testing where cases of failure could potentially have been successful through a legal challenge. At a recent equality meeting in the West area, a specific question was raised in relation to firearms

fitness testing and the AGSE said that he was aware that it is an age and gender categorised test with different standards set. The Committee agreed that he should engage with the force and explore any potential failings with this and report back to the Committee of his findings.

2.3 Conference 2017

This item was removed from the Agenda.

2.4 Brexit

The AGSE said he was unaware of any specific issues in relation to this matter. It also sits on the Force P&D E&D Governance Group.

2.5 Menopause Awareness

Catherine McNally gave an update on this matter and said she had sent a proposal to the Force Wellbeing Group relative to a bespoke training package that West Midlands Police Force used. She would send the information to the AGSE in order that he raise it at the JCC meeting in August.

3. Standing Items

3.1 PNB(S) Equality Working Group

The last meeting of this Group was on 5 June 2017. The AGSE said that a paper had been presented by the Official Side relative to the Equal Pay Audit which would be further discussed at a meeting on 10 August between both Sides prior to the next PNB Equality Working Group. Items on the Agenda now also include; IVF, kinship, maternity matters, special leave and shared parental leave. The Committee discussed special leave and the problems relating to it across the Force. It was noted that legacy arrangements were still being used and it was noted that the AGSE would continue to raise this matter at the PNB Equality Working Group.

3.2 PS/SPA P&D E&D Governance Group

The last meeting of this Group was held on 10 July 2017 and was chaired by DCC Fitzpatrick. Items on the Agenda include; flexible/agile working; the recruitment freeze in a number of West area divisions; promotion pools, Highlighted Wellbeing Champions and the Exit survey. It was anticipated that future issues would include BTP, disability and promotion, non-European nationals and Brexit.

3.3 Agility & Flexible Working

The Group last met on 20 July. It was noted that there had been an acknowledgment that the principles of the Group had lost momentum largely due to a lack of a senior sponsor. DCC Fitzpatrick at the P&D E&D meeting was keen that the Group continued to meet and progress matters in relation to flexible, part-time and agile working. Essentially the whole concept of flexible working would be relaunched in the Force. It was noted that at inspector rank and above, there are only six officers who work a version of flexible part-time working which is

less than four days a week. It was further noted that the Group still hoped to establish a SCOPE mechanism for applications which may curtail the prospect of the applications being sent backwards and forwards between the applicant and their first line supervisor. The SCOPE solution would identify trends particularly of reasons for refusal. It was noted that they were looking to market this particularly to rejoining recruits.

3.4 Protected Characteristics

3.4.1 Disability

It was noted that the AGSE had recently met with the newly appointed PSoS Disability Coordinator and discussed wider issues around disability. This would be a regular forum for SPF to raise ongoing disability issues. He asked the Committee to forward any examples to him as and when received.

3.4.2 Maternity

The AGSE reported that a recent issue around Keeping in Touch (KIT) days and payment of said days had arisen in the West area. A paper on this matter would be presented to the next meeting of the P&D E&D. It was noted that the SPF position would be that during the protected period, officers should have the choice whether to take payment or TOIL because of potential financial impacts of taking payment and their inability to take TOIL prior to their return at the end of their maternity leave.

It was noted that two new items should be placed at this item on the next Agenda namely; Religious hate crime and Transgender officers.

3.5 Consultations

It was noted that the Attendance Management SOP was currently under review and a meeting will take place between PSoS and SPF to discuss the content of this SOP.

3.6 Training/Legal Updates

The AGSE said that it had been well documented in the news recently of the High Court decision to remove the employment tribunal fees and said that there had been a number of relevant EAT cases over the last few months which would be highlighted during Equality inputs to each of the Equality Committees. A recap of previously delivered training was ongoing and would be complete by September.

4. Correspondence

The AGSE said he had received an invitation to attend the Scottish Police Muslim's Association annual EID Dinner in Glasgow on 11 August and representatives to attend had been identified.

5. Competent Business

Two new items of business should be placed on the next Agenda; Conference 2019 and Glasgow Pride 2017.

6. Closure

The next meeting is scheduled to take place on 10 October 2017.

The Chair thanked everyone for their contributions and wished them a safe journey home.