



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

### MINUTES

8 August 2018

#### 1. Attendance, Opening and Minutes of Previous Meeting

North Area Committee	Neil MacDonald
North Area Committee	Fraser Robertson
North Area Committee	James Thomson
East Area Committee	Colin Nicoll
East Area Committee	Darren Gallagher (by VC)
West Area Committee	Fiona Morris
West Area Committee	Emma-Louise Smith
West Area Committee	Jenny Shanks
West Area Committee	Catherine McNally
West Area Committee	
Deputy General Secretary AGSE	David Kennedy (meeting Chair) Nigel Bathgate
Business Administrator	Lesley Stevenson

Apologies were received from Stuart Corbett, Lee Hamilton, John Mullen, Gemma Speir, Alistair MacKinnon, Shirley Moran and Julie Connor. No apologies were received from Scott Callaghan, Lynne Gray, Gemma Mazur and Allan Symington.

The Chair opened the meeting by welcoming all present and thanking everyone for attending. He reminded the Committee that all areas should be represented and asked that this is reiterated at the Area Meetings.

The Minute of the previous meeting had been circulated with JCC Circular 20 of 2018. Fiona Morris raised a point about item 3.8 of the Minute. In particular, she said it had been agreed at the last meeting that the SPF Equality Advisor was not doing an input at Conference 2019. The Deputy General Secretary said that no decisions had been made as yet.

## **2. Matters Arising**

The AGSE reported that at the last meeting the Deputy General Secretary asked for examples of equality issues to be sent into Woodside Place. Only one was received.

At the last meeting, Fiona Morris had agreed to monitor the situation regarding restricted officers, in particular those in C3 and keep the Committee updated. She has only received one example.

Neil Macdonald had raised the issue of pregnant officers receiving a plain clothes allowance and an update was to be given at this meeting. He said that officers were now in receipt of the allowance. Members discussed whether this allowance would be backdated and it was noted that further discussion would be held off table.

## **3. Standing Items**

### **3.1 PNB(S) Equality Working Group**

It was reported that a PNB Equality meeting had been held the previous day and a number of claims submitted had been agreed.

The AGSE said that the process for the next Equal Pay Audit was agreed and reflected the previous year's agreement on the use of the data gathered as opposed to simply acknowledging the differences where they arise. The Staff Side await the data from PSoS in order that analysis can be undertaken.

### **3.2 Equality, Diversity & Inclusion Employment Group**

It was reported that this group has not met since the last meeting. The next meeting is scheduled for 16 August 2018.

### **3.3 Agility & Flexible Working**

It was noted that there had been little progress with this group and it was hoped that it could be reinvigorated with a new Chair.

## **3.4 Protected Characteristics**

### **3.4.1 Disability**

There were no issues relating to this protected characteristic. The AGSE said he had met with the Disability Coordinator the previous week and she was looking to review and progress the whole process around reasonable adjustments and disability classification. The SPF will be invited to progress meetings.

### **3.4.2 Maternity**

There were no issues.

### **3.5 Consultations**

The AGSE said that consultations had been circulated and he hoped that those with a specific equality theme had been responded to.

### **3.6 Training/Legal Updates**

The AGSE advised that he receives regular legal case updates relative to settled Employment Tribunal cases when they are published on the Government website. He agreed to circulate the updates to Committee members when received.

It was noted that an SPF Flexible Working guide is in draft form and would be circulated through the Committee prior to a finalised document being agreed.

### **3.7 Menopause Awareness**

The AGSE said he met with Brenda Armstrong, the Force's Equality and Diversity Manager the previous month and said it would appear that as a result of the workshops hosted by SPF, the Force were progressing with their own workshops and bringing awareness into the mainstream. Fiona Morris said that there were plans to hold another event at the SPC and she would keep the Committee updated. Members discussed this and agreed that it would be beneficial to have senior officers attend.

Members discussed a guidance document and it was noted that the Scottish Women's Development Forum had offered to include SPF on a document they were producing. This was welcomed by the Committee.

### **3.8 Conference 2019**

It was noted that the Equality Subject Committee had met earlier in the year and agreed a theme of Unconscious Bias. At that time it was felt that Laughology could deliver on the theme however the AGSE had since spoken to the SPF Equality Advisor who indicated a willingness to deliver this theme at Conference. The AGSE and Deputy General Secretary had met again the previous day and discussed the Conduct and Equality Committee's having a joint input at Conference. This was welcomed by the Committee.

## **4. Correspondence**

There were no items.

## **5. Competent Business**

The AGSE said that an issue had arisen in Forth Valley Division where a number of female officers requested the issue of an alternative hat from the standard female hat. Some requests centred on baseball caps which may or may not offer any protection to the officers. Hertfordshire Police thereafter issued male patrol caps to female officers as a solution, citing them as gender neutral caps. Northamptonshire Police have now also produced a bump cap. The issue of hats was presented at the last Uniform Group and a Short Life Working Group has been created to deal with this issue.

Fiona Morris presented the following motion:

*“That this West Area Committee asks the Joint Central Committee to renegotiate the maternity support leave entitlement within Police Scotland Regulations 2013 to permit it to be taken within 56 days of the due date.”*

The Committee discussed the motion and it was agreed that it would be progressed through this Committee.

Neil Macdonald raised the issue of the Grievance Process and asked whether it was fit for purpose. The Committee discussed this agreed to send examples to the AGSE in order that he can raise the matter with PSoS.

The Deputy General Secretary said that he felt that the Agenda needed review. This was agreed by the Committee.

## **6. Closure**

Date of Next Meeting: 10 October 2018

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