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Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

**Joint Central Committee
Equality Subject Committee**

Ref: CS/DJK/LS

10 October 2018

MINUTES

1. Attendance, Opening and Minutes of Previous Meeting

North Area Committee	Julie Connor
North Area Committee	Shirley Moran
North Area Committee	Fraser Robertson
East Area Committee	Darren Gallagher
East Area Committee	Andy Malcolm
East Area Committee	Colin Nicoll
East Area Committee	Allan Symington
West Area Committee	Stuart Corbett
West Area Committee	Ian Florence
West Area Committee	Lynne Gray
West Area Committee	Lee Hamilton
West Area Committee	Fiona Morris
West Area Committee	David Osterberg
West Area Committee	Jenny Shanks
Deputy General Secretary AGSE	David Kennedy (meeting Chair) Nigel Bathgate
Business Administrator	Lesley Stevenson

Apologies were received from James Thomson, Alistair MacKinnon, Gemma Speir, Scott Callaghan, John Mullen and Cath McNally.

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 38 of 2018 and was approved.

2. Standing Items

2.1 PNB(S) Equality Working Group

The last PNB EWG met the day before the last Equality Subject Committee and the update is included in the Minute.

The next PNB EWG is scheduled for Monday 12 November in Glasgow. The main items to be discussed will be the Equal Pay Audit figures which were received by the SPF the previous week. The figures require to be analysed and then compared with the analysis that the Official Side have undertaken. The figures were currently with a Staff Side analyst.

2.2 Equality, Diversity & Inclusion Employment Group

The last meeting of this group was held on 16 August 2018 and was chaired for the first time by DCC Taylor. The main theme of the meeting was Flexible Working and this was further highlighted in discussions in relation to the Mair v PSoS case. It had been highlighted to the Force that the issues on which the Mair case was won was still reflected in the updated Flexible Working Policy. DCC Taylor acknowledged that this had to be a priority for the service and instructed that work should be undertaken to address the issues involved. A Gold Group was to be set up to consider all implications this case raised.

There was also acknowledgement that officers with disabilities should be able to transfer between Divisions otherwise that would be direct discrimination. Considerations around reasonable adjustments should also be considered under these circumstances.

2.3 Agility & Flexible Working

There had been no meeting of this group since the last meeting.

2.4 Area Updates

2.4.1 North

Shirley Moran reported that good relationships had been initiated with the new command team in Dundee and that James Thomson had begun working with the Support Superintendent Shaun McKillop to identify new ways of putting people first when dealing with those on modified, restricted and long term sick.

Work was being carried out within the CID environment around workloads and the concern that much of the work they do is around people management.

A recent case surrounding a probationer who was identified as having dyslexia at the SPC raised some concerns regarding the lack of information coming from the SPC to Divisional Training and subsequently to Divisions. This resulted in an officer not having their needs met with regards to his oral exam and failing it three times. Training then began to push for a Regulation 9 discharge. A case conference was arranged and on closer investigation, neither the SPC or Division had made the reasonable adjustments and ultimately the officer has now been allowed to start the oral exam process from the beginning but only after the reasonable adjustments have been put in place.

2.4.2 East

Andy Malcolm gave an update and reported that amongst the matters discussed were postings, maternity wear and the 90 day limit on the critical illness cover. The Committee discussed this and the AGSE said he had written to ACC Higgins regarding this matter. He said he would keep the Committee updated of any progress.

2.4.3 West

Fiona Morris gave an update and said that she had received lots of enquiries regarding flexible working. It had been reported to her that Scope was being misused by divisions in relation to officers married to other officers.

Other issues reported were relative to half pay/no pay and grievances.

2.5 Consultations

The AGSE reported that the most recent consultations relating to Equality were the Career Break SOP and the Attendance Management SOP and said he hoped that both generated responses.

2.6 Training/Legal Updates

A training input would follow the meeting.

The AGSE said that at the last meeting it had been agreed that the legal updates would be circulated and he would circulate them later that week.

2.7 Menopause Awareness

It was reported that an event was to be held at the SPC on 15 January 2019 and it was hoped that the event would be well attended.

It was agreed that this item could be removed from future agendas.

2.8 Conference 2019

It was reported that the input at Conference would be a joint event with the Conduct Committee. The AGSE and AGSC would meet to discuss in the near future.

3. Correspondence

There were no items.

4. Competent Business

There were no items.

5. Closure

Date of Next Meeting: TBC

The Chair thanked everyone for their contributions and wished them a safe journey home. In particular he gave thanks to Fiona Morris who was attending her last meeting before retiring from the service. Best wishes were given for her retirement.