



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

11 October 2016

1. Attendance, Opening and Minutes of Previous Meeting

North Area Committee	Caroline Scobbie (VC)
North Area Committee	Neil MacDonald (VC)
North Area Committee	Gordon Forsyth (VC)
East Area Committee	Nigel Bathgate
East Area Committee	Andy Malcolm
East Area Committee	Allan Symington
West Area Committee	Lorna Hogarth
West Area Committee	Gemma Beattie
West Area Committee	Andy Hastie
Deputy General Secretary	David Kennedy (meeting Chair)
Business Administrator	Lesley Stevenson

Apologies were received from the Equality Secretary, SPF Vice Chair and Fiona Morris.

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 46 of 2016 and was noted.

2. Matters Arising

2.1 Action Log

An update was given on the Action Log.

2.2 Specialist Role Fitness Testing

It was noted that the Equality Secretary had requested details of injuries relative to the bleep test from the H&S Secretary and his response was awaited. Nigel Bathgate met with John Gillies on 18th September and agreed to meet again when his replacement was in post.

2.3 Conference 2017

Nigel Bathgate had emailed the equality leads in the three areas regarding themes for the equality input at conference. Work would continue on this matter.

2.4 Hate Crime Initiatives

It was noted that Nigel Bathgate had circulated a paper on National Projects on hate crime to the Committee.

ACTION: Nigel Bathgate – follow up (Unit in Fettes)

2.5 Equality Secretary Role

It was noted that an election for the Equality Secretary had been held at JCC in August and Nigel Bathgate was elected into the position. It was agreed that this could be removed from future agendas.

2.6 EU Referendum – Impact on officers from EU countries

At the last meeting the Committee was informed that the Equality Secretary had been working to identify any officers who did not have UK citizenship in order that they could be properly supported. Any examples were to be sent to the Chair or Secretary as soon as possible. No examples were received. It was agreed that this item would remain on the agenda.

3. Standing Items

3.1 PNB(S) Equality Working Group

An update was given on the last meeting of this group held on 31 August:

Equal Pay Audit

It was noted that data had been received and was currently being reviewed.

Occupational Pay for officers taking Shared Parental Leave

It was noted that the OS advised that the SS claim had not been agreed but the OS would take this issue back to the EWG as part of the Policing 2026 project. The Chair stated that he would like to see proposals on 2026 brought to the EWG or PNB relatively quickly.

Part-time Audit

It was noted that an agreement had been reached and was ratified by PNB on 28 September. A PNB circular was awaited.

The Committee was advised that the next meeting of the PNB(S) EWG would be held on 8 December.

Equality Impact of wider modernisation

It was noted that the OS confirmed they were considering principles around wider modernisation and confirmed that Equalities and Wellbeing would be key factors in this process. There were no further details given.

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

There had been no meetings. The Equality Secretary had raised her concerns about the lack of commitment to progress this issue with DCC Fitzpatrick and said she would raise it again at the next meeting.

3.3 Agility & Flexible Working

There had been no meetings.

3.4 Protected Characteristics

3.4.1 Disability

It was noted that the Equality Secretary and the East Equality Lead (Nigel Bathgate) had met with a member of the HR Team Dalmarnock, and discussed the Review of Disability in Employment SOP. A number of points were raised and Clare Cameron said that she would consider the points in her review before circulating it for consultation. A similar arrangement relative to Attendance Management was expected.

3.4.2 Maternity

It was noted that a review was still awaited. This had been highlighted to DCC Fitzpatrick by the Equality Secretary at their last meeting.

3.4.3 Sexual Orientation

There was no update. It was agreed that this item could be removed from future agendas.

3.4.4 Transgender

There was no update. It was agreed that this item could be removed from future agendas.

3.5 Consultations

There were no ongoing consultations that only related to Equality.

3.6 Training/Legal Updates

There was nothing to report. The DGS said that the SPF Vice Chair was considering training courses for the Committee and said that members should email their requirements for training to her as soon as possible.

4. Correspondence

There were no items.

5. Competent Business

Gordon Forsyth raised the issue of females performing acting ranks prior to going off on maternity leave and at what rate of pay they should receive during their leave. Neil MacDonald had spoken to an officer in the North Area. Andy Malcolm said that there was a distinction between acting and temporary. The Committee discussed this issue and agreed that all information relative to this officer should be emailed to Nigel Bathgate. An update would be given at the next meeting.

6. Closure

The next meeting will take place on 17 January 2017.

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