



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

17 January 2017

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	Stephen Clark
East Area Committee	Allan Symington
West Area Committee	Fiona Morris
West Area Committee	Gemma Speir
Deputy General Secretary	David Kennedy (meeting Chair)
Assist. to the General Secretary (Equality) AGSE	Jackie Muller
Business Administrator	Lesley Stevenson

Apologies were received from Andy Hastie and Andy Malcolm who was replaced by Stephen Clark.

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 56 of 2016 and was noted.

2. Matters Arising

2.1 Action Log

The Action Log was circulated and discussed. One action 0017/16 was closed. Action 0013/16 remains open until a response is received to an email sent from the AGSE to the AGSH relative to the Bleep Test.

2.2 Specialist Role Fitness Testing

John Gillies had recently retired and Nigel Bathgate, AGSE Elect is to meet with his replacement in the near future, in order to progress this issue.

2.3 Conference 2017

A meeting was scheduled later in the day in order to progress arrangements for Conference 2017. Fiona Morris, Nigel Bathgate and Stephen Clark were to attend the meeting.

2.4 Hate Crime Initiatives

Work was progressing on this issue and as there were no further issues raised, it was agreed that this item could be removed from future agendas. The issue would continue to be monitored by local areas.

2.5 EU Referendum – Impact on officers from EU countries

It was agreed that this item should remain on the agenda. The Committee discussed Brexit and the recent announcements by the Prime Minister, Theresa May.

2.6 Maternity Leave and Acting Ranks

The AGSE said she had advised that legislation states if an officer is in an Acting rank, then they are paid for maternity leave at their substantive rank. If they are in a temporary rank, they are paid and receive entitlements of the higher rank.

3. Standing Items

3.1 PNB(S) Equality Working Group

The AGSE said she had attended a meeting of this group held on 8 December 2016 and that the part time audit work had now been agreed and a PNB Circular had been issued. The PNB Circular, 7/2016, included details of the CRTP Payment and Annual Leave decisions from 1 April 2015 and payment should be backdated to that date. Members discussed how to claim for the back payments and it was agreed that the Area Leads would speak to their local pay departments about this issue.

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

There was no update. No invitations had been received for any future meetings of this Group. The AGSE was to contact Steve Simpson informing him of her impending retirement and asking that information is sent to Nigel Bathgate in the future.

3.3 Agility & Flexible Working

The Deputy General Secretary attended a meeting of this Group and said it had been very worthwhile. The agenda was discussed with the Committee and it was agreed that the Deputy General Secretary would send the meeting papers to the AGSE for her information.

3.4 Protected Characteristics

3.4.1 Disability

It was noted that a review of the SOP was imminent and that the draft document for consultation was awaited.

3.4.2 Maternity

A draft of the reviewed SOP was still awaited.

3.5 Consultations

There were no ongoing consultations that only related to Equality.

3.6 Training/Legal Updates

It was noted that a Basic Training Course was scheduled to be held in the near future and equality training would be delivered there. It was further noted that full time officials in the East area had received training at a full day training course and that suitable dates from the North and West areas were awaited. It was agreed that the North and West areas would send details of their availability to the AGSE as soon as possible.

4. Correspondence

There were no items.

5. Competent Business

The Deputy General Secretary said that he had spoken to Peter Blair regarding PSoS looking to bring in the bleep test for new recruits at 5.4. The Committee discussed this and the AGSE said that no changes were allowed to be made without a full EqHRIA being carried out and due regard being given.

6. Closure

This was the AGSE's last meeting prior to her retiral from the police service in March. The meeting Chairman gave thanks to her for all her hard work and effort whilst in the job and wished her health and happiness for the future.

The next meeting will take place on 18 April 2017.

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