



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

### MINUTES

17 April 2018

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

North Area Committee	Neil MacDonald
North Area Committee	Julie Connor (by VC)
North Area Committee	Shirley Moran
North Area Committee	Fraser Robertson (by VC)
East Area Committee	Andy Malcolm
East Area Committee	Darren Gallagher
West Area Committee	Fiona Morris (by VC)
West Area Committee	Gordon Cumming (by VC)
West Area Committee	Ian Florence (by VC)
West Area Committee	Catherine McNally (by VC)
West Area Committee	Stuart Corbett
Deputy General Secretary	David Kennedy (meeting Chair)
Business Administrator	Lesley Stevenson

Apologies were received from Nigel Bathgate AGSE who was on annual leave and Alistair MacKinnon, John Mullen, Lee Hamilton and Gemma Speir.

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 7 of 2018 and was noted.

#### 2. Matters Arising

Menopause Awareness and Conference 2019 were put onto the Agenda as Standing Items.

### **3. Standing Items**

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

A meeting of the Staff Side PNB(S) EWG was held on 27 February 2018 in Livingston where a set of regulatory changes and proposals were discussed and formulated and submitted through the General Secretary to the Official Side. These proposals will be the basis for on-going negotiations over the coming meetings during the course of 2018. The issues covered include Children and Families Act 2014; Maternity and Adoption Support leave; parental responsibility and IVF. PNB(S) will meet on 16 May to progress the above areas.

It was noted that there was a clear acknowledgement from Staff Side (SS) that finalised PNB(S) agreements were lingering with Scottish Government for a considerable length of time before regulations were changed to reflect the agreements. This area was to be progressed by SS either through JNCC for support and through PNB(S).

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

This Group last met on 12 March 2018. A short presentation was made by representatives from 2026 Project in relation to embedding Equality and Diversity considerations into the various work streams. The AGSE had previously met with Nina Calder, HR Advisor to 2026 where general E&D considerations were discussed. The AGSE will monitor the progress in relation to this matter.

It was reported that the force had approved enrolment with an organisation who benchmark organisations in terms of equality matters and all protected characteristics. Currently PSoS only monitor in relation to disability, carers and sexual orientation via the Stonewall Index. It was noted that PSoS had gone from number 20 in the previous reporting period in 2016 to 90<sup>th</sup> for the current assessment period. The AGSE had previously submitted a response to the benchmarking proposal paper highlighting the relevance against compared organisations and the credibility of other organisations involved with the preferred provider.

It was reported that the Menopause Awareness Training was presented to the Group by Cath McNally and general consensus from PSoS was highly favourable. The AGSE informed the Committee that enquiries had been received throughout the Force in relation to the training and that the Force would be progressing awareness training through the E&D Manager and Wellbeing Manager.

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

This Group had not met since the last meeting. At the preceding meeting, it had been reported that the group had produced very little in terms of progress and it was noted that its terms would be revised and relaunched. The AGSE would monitor this and keep the Committee updated.

The Deputy General Secretary asked the Committee to email examples of equality issues into Woodside Place.

The Committee discussed workforce agreements and it was noted that this matter would be raised the following day at the Operational Duties Standing Committee meeting.

### **3.4 Protected Characteristics**

#### **3.4.1 Disability**

It was reported that the AGSE had met with the newly appointed Disability Coordinator for PSoS, Lynsay Spence and it was hoped that regular meetings will follow.

Andy Malcolm asked if anyone had encountered any problems relative to the transfer policy. It was agreed that examples should be sent to the AGSE in the first instance in order that he raise it with the Disability Coordinator.

Fiona Morris raised the issue of the Restricted Officers Review, in particular those in C3. The Committee discussed this issue and it was agreed that Fiona would monitor this situation and keep the Committee updated.

#### **3.4.2 Maternity**

The Committee discussed officers on maternity leave attending court and the associated problems with this. Examples were asked to be sent to the AGSE.

Neil Macdonald raised the issue of pregnant officers receiving a plain clothes allowance. The Committee discussed this issue and it was noted that an update would be given at the next meeting.

### **3.5 Consultations**

It was noted that the Transgender in Employment SOP was due for response by 9 April and the AGSE had submitted a response to this.

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

The Deputy General Secretary told the Committee that a residential training course was being devised for members of the Equality Committee. Updates would follow when known.

### **3.7 Menopause Awareness**

The Committee noted that Cath McNally gave a presentation to the Force at the EDIE Group and the Force have taken a favourable position in relation to progressing this matter.

The AGSE had indicated a desire to meet with the Scottish Women's Development Forum but a meeting had not yet been arranged.

### **3.8 Conference 2019**

It was reported that the Equality Leads had met following the last Equality Subject Committee to discuss the theme for the Equality input at Conference 2019. The general theme of "Unconscious Bias" was agreed with a possible presenter in Laughology. As the general theme for Conference 2019 will be "The Cost of Policing", a slight tinkering may have to be made with the likely equality input. The AGSE has discussed with the SPF Equality Advisor

and she was putting together a potential input which would combine both themes into a single input. The latter option would be cost neutral to the SPF.

#### **4. Correspondence**

It was noted that an invitation to the National LGBTI Police Conference at Tulliallan in June was expected.

#### **5. Competent Business**

There were no items.

#### **6. Closure**

Date of Next Meeting: TBC

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