



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

### MINUTES

18 April 2017

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

North Area Committee	Caroline Scobbie (by telephone)
North Area Committee	Neil MacDonald (VC)
North Area Committee	Gordon Forsyth (VC)
West Area Committee	Fiona Morris
West Area Committee	Gemma Speir
Deputy General Secretary	David Kennedy (meeting Chair)
Assist. to the General Secretary (Equality) AGSE	Nigel Bathgate
Business Administrator	Lesley Stevenson

Apologies were received from Allan Symington, Stephen Clark and Andy Hastie.

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 5 of 2017 and was noted.

#### 2. Matters Arising

##### 2.1 Action Log

The Action Log was circulated and discussed. It was noted that only one Action, 0013/16 remained open relating to the Bleep Test. The AGSE said this issue would be discussed at item 2.2 in the Agenda.

##### 2.2 Specialist Role Fitness Testing

The AGSE reported that this matter had lost momentum recently and advised that he would carry out some work on this and the bleep test issue and report back at the next meeting. He said that he was unaware of any reported concerns from members.

Fiona Morris said she had received an inquiry relative to fitness testing for firearms officers and said she would forward it to the AGSE.

## **2.3 Conference 2017**

The Committee discussed Conference 2017 and agreed that whilst it had been successful, it would be an enhancement to bring in an outside speaker for 2019. It was agreed that a general theme would need to be agreed before progressing to invitations etc.

## **2.4 EU Referendum – Impact on officers from EU countries**

It was agreed that this item should remain on the agenda but should be renamed Brexit. The AGSE said he was unaware of any specific incidents in relation to this matter against members and had attended a recent meeting with SEMPER where no issues had been identified by them either.

## **3. Standing Items**

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

There had been no meeting.

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

There had been no meeting due to the last one being cancelled. The date of the next meeting was 8 May 2017 and was to be chaired by DCC Rose Fitzpatrick. The AGSE is to attend.

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

There had been no meeting.

Fiona Morris said she had received information about an officer being sent an invitation to attend for an interview and being asked on the letter to inform them if they required flexible working. She said that it was in red ink and in capital letters. This was discussed by the Committee and they agreed that this was unacceptable. It was suggested that the AGSE could speak to Mr Peter Blair about this matter.

## **3.4 Protected Characteristics**

### **3.4.1 Disability**

The AGSE told the Committee that the Force had issued a consultation document in relation to Carers and a response had been submitted. A meeting with the author of the document had been held where SPF and PSoS views were heard. It was noted that there were logistical difficulties in relation to SCOPE which required a technical solution but SPF will be consulted in future consultations.

### **3.4.2 Maternity**

Fiona Morris said that she had recently received a letter from an officer who had been on a career break and had subsequently become pregnant. The Committee discussed whether the officer could now cancel the career break and go onto Maternity Leave. A response from the Force was awaited.

### **3.5 Consultations**

There had been two specific consultations relating to Equality; Carers and SPA Equality Outcomes. Responses had been sent to both which engendered further discussion between the SPF and SPA and PSoS.

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

It was reported that training would begin again at the Subject Committee meetings in July due to large numbers of new representatives on the Committee.

Fiona Morris said she asked members at the West Area Committee meeting for suggestions for training and responses included Performance Regulations in relation to attendance.

The Deputy General Secretary said the Conduct & Equality Committees' were also considering Performance Regulation training and said that a joint course could be considered.

## **4. New Items**

### **4.1 Menopause Awareness**

Fiona Morris said that this issue was being considered by the H&S Committee also and that the Scottish Women's Development Forum (SWDF) would be looking at it at their AGM the following day. The AGSE H&S had costed workshops and it was noted that for around £1000, 50 people could attend them. The Deputy General Secretary said that the H&S and Equality Committees could join together and decide on attendees.

Caroline Scobbie said she was attending the SWDF AGM the following day and would report back.

## **5. Correspondence**

There were no items.

## **5. Competent Business**

There were no items.

## **6. Closure**

The next meeting will take place on 1 August 2017.

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