



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/LD

MINUTES

22 October 2019

1. Attendance and Opening of Meeting

North Area Committee
North Area Committee

David Mackay
James Thomson

East Area Committee
East Area Committee
East Area Committee
East Area Committee
East Area Committee

Anne Begley
John Burgoyne
Darren Gallagher
Andy Malcolm
Allan Symington

West Area Committee
West Area Committee
West Area Committee
West Area Committee
West Area Committee
West Area Committee
West Area Committee
West Area Committee
West Area Committee
West Area Committee

Dougie Chalmers
Stuart Corbett
Davie Taylor
Lynne Gray
Sarah Jackson
Jennie MacFarlane
Alistair MacKinnon
David Osterberg
Adam Peppard
Jenny Shanks

Deputy General Secretary
AGSE
Business Manager
Business Administrator

David Kennedy (meeting Chair)
Nigel Bathgate
Doug Keil
Lesley Stevenson

Equality Advisor

Jayne Monkhouse

The Chair opened the meeting by welcoming all present. He made particular mention of Stuart Corbett who was attending the meeting on his last day of service. He also welcomed Douglas Jaap, one of the Federation solicitors to the meeting.

Apologies were received from Linda Mathers who was replaced by Dougie Chalmers; and Andy Sawers and Gary Johnston from the North Area.

2. Minute of Previous Meeting

The Minute of the previous meeting had been circulated and was approved.

3. PNB(S) Equality Working Group

The AGSE said the last meeting was held on 28 August 2019 when equal pay was discussed. A figure of 10.5% had been originally uncovered but had subsequently been amended down to 2.5% which was well within the Government guidelines. Jayne Monkhouse felt this was widely inconsistent with the 12% figure which had been identified for police staff. She said it would be important to see the data behind the figures. It was reported that flexible working was to be discussed on the following day.

4. Equality, Diversity & Inclusion Employment Group

The EDIE over the years has had a number of different Chairs but the Director of People and Development has chaired the last two meetings including this one. The terms of reference of the group have been rewritten to give a greater strategic focus to the group. The group will also consider case law as it arises and its relevance and implications for the Police service. It was noted by the AGSE and the committee that there also needs to be a focus on delivering learning from this group to the wider Federation membership and their dealings with other Federation members.

As a note of interest the percentage of female officers in North area had reached 36% of police numbers which was significantly than the Force average of 30%. Recruitment numbers is also demonstrating an increase in female officer numbers.

The Agile/Flexible Working Group had been reestablished and its first meeting would be held on 4 December 2019.

5. Area Updates

5.1 West

Jenny Shanks gave a full update on the number of cases being dealt with in the West Area. There were 10 grievances ongoing, five on matters of equality and five on bullying and harassment. 15 officers were being assisted through the ill health retiral process (IHR). Four officers were being assisted with flexible working plan appeals and two officers were being assisted with difficulties relative to part time working and compressed hours.

5.2 East

Andy Malcolm gave a full update and said his area was extremely busy with 20 equality cases, 18 disability cases and nine grievances ongoing. He said there was a general lack of awareness on what was possible relative to reasonable adjustments. He felt that the new SPA Committee was causing delays in the IHR process with particular problems relating to injuries on duty, mental health and firearms related matters.

5.3 North

James Thomson gave an update on the North Area and advised there were no new grievances since the last meeting. He said there were two cases ongoing, one on CRTP and reasonable adjustment and one relating to the IVF process. Four of his members were being assisted through the IHR process and one case relating to injury on duty was being dealt with. He said there were concerns about the IHR process taking 12-18 months to complete. He felt there was a training issue for supervisors in this regard and there was also a difficulty with HR not advising officers when they were to go on half pay. He felt the biggest single issue was that officers with mental health issues were not being contacted by the Force.

In a general discussion, Jenny MacFarlane said she recognized the problems being reported but felt that there had been a positive change in attitude recently with Force Management. She said the problem can often be first and second line managers and she agreed there was a training issue in relation to flexible working and reasonable adjustments. Members agreed that examples should be submitted to the AGSE.

6. Consultations

It was reported that the Postings and Transfers SOP was still awaited.

It was noted that there were no consultations directly related to Equality.

Members also discussed problems relative to the IHR process; forthcoming major events which would create significant resource issues; difficulties with resource managers and officers on modified duties; non-response officers not being utilised for special events and shift patterns.

7. Legal Updates

The Committee received a presentation from Douglas Jaap, Federation Solicitor, on the ACAS pre-claim conciliation and relevant recent employment tribunal cases.

8. Conference 2021

Members discussed suggestions for Conference 2021 and it was agreed that the AGSE and the three Area Leads would meet to progress the matter. There was general agreement that equality issues were often discussed in negative contexts and the Conference input should concentrate on the many positive aspects of equality matters.

9. Training

The Committee received bespoke training on flexible working and ancillary issue from Jayne Monkhouse at the end of the meeting.

10. Competent Business

The Business Manager said that a new handbook was being prepared to cover the major aspects of regulations, determinations, PNB and government circulars and the workforce agreement. He said a number of issues had been raised at the meeting which would make

useful additions to the handbook and he would contact various members of the Committee to assure the material was accurate.

11. Closure

Date of next meeting: 28 January 2020

The Chair thanked everyone for their contributions and closed the meeting. Thanks were given to Stuart Corbett for the work he had done whilst part of this Committee. Best wishes were given to him for the future.