



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

### MINUTES

23 January 2018

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

North Area Committee	Neil MacDonald (by VC)
North Area Committee	Julie Connor (by VC)
East Area Committee	Andy Malcolm
East Area Committee	Allan Symington
East Area Committee	Darren Gallagher
West Area Committee	Fiona Morris
West Area Committee	Gemma Speir
West Area Committee	Ian Florence
Deputy General Secretary	David Kennedy (meeting Chair)
Assist. to the General Secretary (Equality) AGSE	Nigel Bathgate
Business Administrator	Lesley Stevenson

Apologies were received from Shirley Moran from the North.

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 43 of 2017 and was noted.

#### 2. Matters Arising

##### 2.1 Specialist Role Fitness Testing

The AGSE reported that this matter had been an on-going issue for several years with correspondence dating back to 2013. At each stage of the challenges presented to PSoS in relation to sex and age discrimination, they have responded with their own legal advice which indicates that in terms of their fitness testing regime for firearms officers, the test they undertake is a proportionate means of achieving a legitimate aim. He said that he had received a lengthy response from ACC Higgins confirming this and reiterating earlier responses. ACC Higgins had also highlighted that the SPF was present at four Firearms Monitoring Group meetings during 2016 and also attended a practical demonstration of the

fitness test and made no adverse comments. The Committee agreed that this item could be removed from future agendas with a view to monitoring cases as and when they arise.

## **2.2 Menopause Awareness**

The AGSE reported that two sessions had been carried out on 13 December 2017 at the Scottish Police College and were well attended. The training was undertaken by Laughology who provide similar and work related training throughout the UK and to other UK police forces. Feedback has been 100% positive with very favourable comments received from delegates including representatives from PSoS. He said that interest has arisen throughout the service and he had received enquiries from the West, North and Fife areas. He had hoped to meet with Brenda Armstrong, PSoS Equality and Diversity Manager the previous week but the meeting had been cancelled due to the adverse weather. He asked that the Minute reflects thanks to Fiona Morris, Cath McNally and Nicola Montgomery for their efforts in organising the event. Letters of thanks had been sent to the Scottish Police College and the SPF in particular for their support with the event. A report is to follow and will form guidance which will be placed on the SPF Website.

## **2.3 Conference 2019**

The AGSE advised that the subject area for Conference had been raised at each of the Area Subject Committee meetings and suggestions would be brought to this group for discussion. Any suggestions should be sent to the AGSE as soon as possible. Suggestions included grievance and bullying, flexible working. Neil MacDonald said that the facilitators at Laughology cover a variety of issues and suggested using them. It was agreed that the Equality Leads would meet to put together some proposals.

## **3. Standing Items**

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

There had been no meetings of this group. A meeting of the SS EWG is scheduled for 27 February in Livingston where possible future claims would be on the agenda.

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

There has been no meetings of this Group since the last meeting. It was noted that this group was now named Equality, Diversity and Inclusion Employment Group. The next meeting is scheduled for 29 January 2018. Items for discussion include menopause awareness and the AGSE and Cath McNally will attend.

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

The last meeting of this group was held on 13 November 2017. Draft guidance was currently being worked on by PSoS and the AGSE had requested early sight of the document. Standardisation of the reasons for refusal for both police officers and staff had been discussed and the guidance was awaited for consultation.

### **3.4 Protected Characteristics**

#### **3.4.1 Disability**

It was reported that Lynsey Spence had been appointed the new Disability Co-ordinator for PSoS.

#### **3.4.2 Maternity**

The AGSE said he would prepare a brief Maternity Pay guidance document which would be put on the SPF website in due course.

### **3.5 Consultations**

There were no specific consultations relating to Equality.

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

The AGSE reported on two recent legal cases and said copies could be provided if required.

## **4. Correspondence**

The AGSE said he had received a letter from the SPF Chair in relation to an Equality Representative attending a PDT supported event on 13 March in London and asked for volunteers. Anyone wishing to attend should inform the AGSE as soon as possible.

## **5. Competent Business**

The Deputy General Secretary said he was looking to change the structure of the Subject Committee meetings and said that the matter would be discussed at the next JCC meeting.

The Deputy General Secretary said that Laura Salmond had been asked to develop a training package relative to representatives filling out ET1 forms in respect of Employment Tribunal submissions.

## **6. Closure**

Date of Next Meeting: 17 April 2018

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