



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

### MINUTES

24 April 2019

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

North Area Committee	David Mackay
North Area Committee	Andy Sawers
North Area Committee	James Thomson
East Area Committee	John Burgoyne
East Area Committee	James McLaren
East Area Committee	Andy Malcolm
East Area Committee	John McEwan
West Area Committee	Dougie Chalmers
West Area Committee	Stuart Corbett
West Area Committee	Alan Devine
West Area Committee	Sarah Jackson
West Area Committee	Jennie Macfarlane
West Area Committee	Alistair MacKinnon
West Area Committee	Adam Peppard
West Area Committee	Jenny Shanks
Deputy General Secretary AGSE	David Kennedy (meeting Chair) Nigel Bathgate
Equality Advisor	Jayne Monkhouse
Business Manager Business Administrator	Doug Keil Lesley Stevenson

Apologies were received from David Osterberg, Darren Gallagher, Austin Barrett and Linda Mathers.

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 2019 and was approved.

## **2. Standing Items**

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

The last PNB (S) Equality WG was held in Glasgow on 5 February 2019.

The agenda was dominated by discussions around the Equal Pay Audit and the data analysed by the Staff Side. Unfortunately no figures had been tabled by the Official Side so meaningful discussions would be held at the next meeting on 16 May 2019.

The Staff Side tabled a proposal to draft a comprehensive guidance document aimed at the service relative to Flexible Working. The draft document had been circulated to both Staff Side and Official Side and would be progressed at the meeting on 16 May 2019.

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

The last meeting had been held on 8 February 2019 at the SPC. The meeting focussed on the lack of progress in relation to temporary promotion/acting duties and flexible working.

Flexible working has been an agenda item and had its own working group with no progress made in terms of policy direction. The AGSE said he would write to the Force about concerns over flexible working and he would circulate information in reference to the Section 23 agreement for the information of Committee members. The Committee agreed that members were often put off a flexible working plan at an early stage based on very localised issues. They also agreed the problem often lay with line managers as opposed to the Command Team and that applications should be considered alongside a wider examination of the environment.

The next meeting of this group will be held on 13 May and flexible working will be the main item discussed. The Force has compiled an Action Plan as a result of ECHR intervention following the Mair case. It takes a very narrow focus on flexible working and only addresses two main points from that case, starting and finishing with the officers team and working core hours. It was agreed that the AGSE would write to the Force informing them of our concerns about flexible working generally and that this narrow approach becomes the standard for all applications.

The Action Plan will run for a year with a six month review. The AGSE asked all members to closely monitor applications and retain a record of them both successful and unsuccessful. It was noted that it would only be applicable in G Division.

It was agreed that the Equality Form would be circulated to all members. The Equality Pads would be made available also. The Committee discussed flexible working and it was agreed posters should be made, a JCC Circular should be issued and a guidance document for line managers should be created.

Examples were to be sent to the AGSE in order that he can forward them to the Equality Commission.

## **2.3 Area Updates**

### **2.3.1 North**

James Thomson gave an update on the North Area and said that the main issue was in relation to the lack of communication with HR when officers are on long term sick leave. He also said that in relation to disability, there was a lack of understanding relative to reasonable adjustments and said Divisions were failing to implement them. He said that he had good relationships with Divisional Commanders.

### **2.3.2 East**

Andy Malcolm gave an update and said that there were issues in the East relative to postings when there are disabilities requiring reasonable adjustments. He also said that grievances continue, however he has had some successful legal outcomes.

### **2.3.3 West**

Jenny Shanks gave an update and said that there were similar issues in the West Area relative to reasonable adjustments. She raised the issue of Annual Leave entitlement when on half pay and said that an officer in the West Area had been paid on half pay rate. The Committee discussed this issue and it was noted that the officer should be paid at full time rate. She also raised the matter of being off sick with a pregnancy condition during maternity leave. The Committee discussed this matter and it was noted that Guidance was available on the SPF website.

## **2.4 Consultations**

The AGSE reported that the last consultation he had responded to relevant to this Committee was a draft PSoS Disability Training Course document for first line managers which he had not circulated. He would be meeting with the Force to discuss our amendments in the near future.

## **2.5 Training/Legal Updates**

The AGSE reported that he continued to circulate the legal case studies on a regular basis.

## **2.6 Conference 2019**

It was agreed that this item would be renamed Conference 2021.

The Committee discussed Conference 2019 and were asked to submit any ideas/suggestions for the Conference in 2021 to the AGSE.

## **3. New Business**

### **3.1 Motion – NAC**

The following motion was remitted by the NAC and was proposed by James Thomson and Seconded by Adam Peppard.

*"That this Subject Committee asks the Joint Central Committee to discuss the current TOIL buyback process and consider a negotiated agreement to allow officers to maintain a TOIL balance of 20 hours maximum."*

The Committee discussed the motion in full and the motion was carried and would be remitted to the JCC.

#### **4. Correspondence**

There were no items.

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

There were no items.

#### **6. Closure**

Date of Next Meeting: 31 July 2019

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