



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## Joint Central Committee Equality Subject Committee

Ref: CS/LS

### MINUTES

28 January 2020

#### 1. Attendance and Opening of Meeting

North Area Committee  
North Area Committee  
North Area Committee  
North Area Committee

David Mackay  
Gary Johnston  
Richard North  
Andy Sawers

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

Anne Begley  
Jim Friery  
Darren Gallagher  
Andy Malcolm  
Chris Richardson  
Allan Symington  
Norman Towler

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

Dougie Chalmers  
Lynne Gray  
Sarah Jackson  
Jennie MacFarlane  
Alistair MacKinnon  
Adam Peppard  
Jenny Shanks (VC)

Deputy General Secretary  
AGSE  
Business Manager  
Business Administrator  
Dundee Administrator

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

Equality Advisor

Jayne Monkhouse

The Chair opened the meeting by welcoming all present.

Apologies were received from John Burgoyne, James Thomson, Linda Mathers and David Osterberg who were replaced by Anne Begley, Gary Johnston, Dougie Chalmers and Richard North respectively.

## **2. Minute of Previous Meeting**

The Minute of the previous meeting had been circulated with JCC Circular 51 of 2019 and was approved.

## **3. PNB(S) Equality Working Group**

The AGSE said the last meeting was held on 27<sup>th</sup> November 2019 where it was noted that there had been little progress regarding the Gender Pay Audit. The figure produced by the Official Side was not credible in the opinion of the Staff Side. The OS will bring further potential clarity in relation to the data analysis at the next meeting on 29<sup>th</sup> January 2020 at Woodside Place, Glasgow. Discussion also continued in relation to the Flexible Working Guidance with a view to producing a PNB Circular for guidance for the service. Version 4 to be discussed at the next PNB Equality Working Group meeting the following day.

Doug Keil said he would like his thanks to Jayne Monkhouse recorded for the comments she submitted to the draft flexible working guidance section of the Police Officer Handbook. He said a final draft would be circulated for further comments.

## **4. Equality, Diversity & Inclusion Employment Group**

There had been no meeting. The next meeting is scheduled for 14<sup>th</sup> February 2020. No papers for that meeting have yet been received.

The Agile and Flexible Working Group which was reestablished by the above group met on 4<sup>th</sup> December 2019. This was an initial meeting where the Terms of reference were confirmed and the history behind the 'G' Division Action Plan agreed with the EHRC in April 2019. The AGSE has supplied this group, in advance of the next meeting the 'top 20 reasons' for flexible working plans being refused and are recent examples. These would be discussed at the next meeting.

## **5. Area Updates**

### **5.1 West**

Jenny Shanks reported that she was dealing with six grievances, five of which were equality related. She was supporting 13 members through the IHR process and she had noted that there was an increase in mental health issues. She was dealing with two members with flexible working plan appeals and she felt there was still a lack of understanding regarding the application process. She also said that some supervisors were giving unhelpful and occasionally incorrect advice.

### **5.2 East**

Andy Malcolm reported that most issues were of a routine nature but lack of knowledge amongst first and second line supervisors were a real concern. He said it appeared that HR often used GDPR as a barrier to an appropriate flow of information.

### **5.3 North**

Gary Johnstone reported on behalf of James Thomson and said there were three flexible working cases being dealt with meantime. The main issues were flexible working, employment tribunals, risk assessments, direct and indirect discrimination and half pay/no

pay issues. ACC Hawkins had chaired a meeting of the new North Area People's Board and Terms of Reference were agreed. He said that a lack of knowledge of equality issues, long term absence due to illness or injury and the high number of temporary roles within the force were the main concerns in the Area.

He said there appeared to be a lack of reasonable adjustments and understanding of the requirements relative to IVF treatment. Jayne Monkhouse said it was important to note that officers should be deemed pregnant as soon as eggs were planted.

## **6. Consultations**

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

## **7. Legal Updates**

It was reported that one ET Briefing Note relating to White v PSoS was to be circulated.

## **8. Conference 2021**

The Committee discussed themes for Conference 2021 and said that Flexible Working and general wellbeing support would be the theme. This was confirmed by all present. The AGSE had identified potential speakers and would progress with an update at the next subject Committee meeting.

Any ideas further should be sent to the AGSE.

## **9. Training**

There was to be a training session held after the meeting on disability conducted by Jayne Monkhouse.

## **10. Competent Business**

Jenny McFarlane raised the issue of deployment of non-binary gender fluid officers in relation to search etc. Members discussed this and were advised by Jayne Monkhouse that non-binary people were not covered by the Equality Act and that they required to nominate a gender. This would alleviate any difficulty when allocating tasks. The AGSE will write to the service on behalf of the Committee and seek their position on this issue.

Jenny McFarlane raised the motion about SPF subscriptions whilst on maternity leave which had been defeated at the last JCC meeting. She said she was aware that Standing Orders prevented the motion from being returned within two years but wondered whether the Committee would like to further discuss the question in general. The Deputy General Secretary confirmed the Standing Order provisions and the Committee discussed tax implications and administrative issues. Jenny McFarlane said she would consider this matter further.

It was noted that this was Allan Symington's last meeting as he was retiring. Thanks and best wishes were given to him for the future.

## **11. Closure**

Date of next meeting: 8<sup>th</sup> April 2020

The Chair thanked everyone for their contributions and closed the meeting.