



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

**Joint Central Committee
Equality Subject Committee**

Ref: CS/DJK/LS

29 January 2019

MINUTES

1. Attendance, Opening and Minutes of Previous Meeting

North Area Committee	James Thomson
North Area Committee	Shirley Moran
North Area Committee	Fraser Robertson (by VC)
East Area Committee	Darren Gallagher
East Area Committee	Andy Malcolm
East Area Committee	Allan Symington
West Area Committee	Gordon Cumming
West Area Committee	Alistair MacKinnon
West Area Committee	David Osterberg
West Area Committee	Jenny Shanks
Deputy General Secretary AGSE	David Kennedy (meeting Chair) Nigel Bathgate
Business Administrator	Lesley Stevenson

Apologies were received from Cath McNally, John Mullen, Colin Nicoll, Lynne Gray, Michael McCaughey and James Rice.

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 45 of 2018 and was approved.

2. Standing Items

2.1 PNB(S) Equality Working Group

The last PNB (S) Equality WG was held in Glasgow on 12 November 2018.

The alternative to have TOIL instead of payment relative to maternity leave remained under discussion, with a settlement anticipated in 2019.

The next meeting is scheduled for 5 February 2019 in Glasgow and the main item for discussion will be the Equal Pay Audit data. The Force has provided incomplete figures for

some payrolls but generally this should not affect the final analysis. The Official Side findings are currently unknown.

A PNB(S) Guidance document relative to Flexible Working will be tabled by the Staff Side. The Equal Pay Audit will be the main focus with a statutory obligation to publish findings.

2.2 Equality, Diversity & Inclusion Employment Group

Andy Malcolm attended the last meeting of this group to replace the AGSE who could not attend. He gave an update and said that the meeting was chaired by DCC Taylor and said that the main issue discussed was flexible working and the different divisional processes for granting them. The AGSE said he would recirculate the Guidance Document to the Committee.

2.3 Agility & Flexible Working

There had been no meetings.

2.4 Area Updates

2.4.1 North

James Thomson reported that a divisional plan was in place in the North relative to modified/restricted duties and said he would be meeting with the Support Superintendent Shaun McKillop the following Friday.

He also said that information from HR was not forthcoming relative to officers on long term sick or those working part time and this may need to be raised with the HR Director and JNCC.

2.4.2 East

Andy Malcolm gave an update and said that matters of concern in the East included flexible working. A number of grievances were ongoing with one at Stage 2. It was noted that a number of grievances were exceeding the timescales stated in the SOP. A further two were being considered for an Employment Tribunal.

2.4.3 West

Jenny Shanks gave an update and said that there were numerous issues in the West including flexible working plans, disabilities and mental health. The Committee discussed the matter of mental health being treated as an injury on duty and two appeals were currently sitting with the ACC.

The Committee discussed the half pay/no pay process and expressed the view that appeals were being read by HR staff as opposed to senior officers. This matter had been raised at JNCC and further SPF comment would be made at the next opportunity.

2.5 Consultations

The AGSE said that Police Scotland's Equality and Diversity Mainstreaming Progress Report 2019 had been circulated for consultation at the end of 2018. There was a statutory obligation on the force to produce a progress report prior to the publication of its

Mainstream Report due in 2021. A lengthy response was submitted which can be circulated if required.

The AGSE said that the Force was still unable to identify the number of flexible working patterns in place or the numbers and reasons for rejection. He also said that the examples cited by the Force in the report were very narrow and did not reflect the experiences of our members on a daily basis.

2.6 Training/Legal Updates

A training input from Jayne Monkhouse would follow the meeting. The topic was Flexible Working and would develop themes presented in the Introductory Input following the last meeting.

The AGSE asked if the Committee found the Employment Tribunal summaries that he had circulated useful. The Committee said they were helpful and it was agreed that they would continue to be circulated.

2.7 Conference 2019

The AGSE said that the Equality session for Conference 2019 would be held jointly with the Conduct Committee. The Deputy General Secretary gave an update on the contributors.

3. Correspondence

There were no items.

4. Competent Business

The AGSE said that a volunteer was required to attend the PDT meeting on 19-20 March 2019 in Leeds. Anyone wishing to attend should notify Kirsteen Brown at Woodside Place.

Andy Malcolm said that he had attended a meeting of the C3 People Board the previous day and the main items discussed were modified/assisted duties and postings panels. The Committee discussed this issue at length and the Deputy General Secretary said he would raise this with PSoS.

Concerns were expressed that a significant number of officers with less than six years service were going off sick for six months and then returning on modified duties. It was agreed this was a force issue and potentially a recruiting problem.

The Deputy General Secretary raised the issue of Wellbeing Champions and it was agreed that the AGSE would attend the Wellbeing Group in future.

5. Closure

Date of Next Meeting: 24 April 2019

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