



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/LD

MINUTES

31 July 2019

1. Attendance and Opening of Meeting

North Area Committee	David Mackay
North Area Committee	Gary Johnston (VC)
North Area Committee	James Thomson
East Area Committee	John Burgoyne
East Area Committee	James Friery
East Area Committee	Andy Malcolm
East Area Committee	Anne Begley
West Area Committee	Dougie Chalmers
West Area Committee	Stuart Corbett
West Area Committee	Davie Taylor
West Area Committee	Lynne Gray
West Area Committee	David Osterberg
West Area Committee	Stephen Gray
West Area Committee	Adam Peppard
West Area Committee	Dougie McKinlay
Deputy General Secretary	David Kennedy (meeting Chair)
Vice Chair	David Hamilton
AGSE	Nigel Bathgate
Equality Advisor	Jayne Monkhouse
North Area Committee, Administrator	Louise Deans

Apologies were received from Jenny Shanks, Darren Gallagher, Andy Sawers and Alistair MacKinnon, who were replaced by Dougie McKinlay, James Friery, Gary Johnston (VC) and Stephen Gray respectively.

The Chair opened the meeting by welcoming all present and thanking everyone for attending.

2. Minute of Previous Meeting

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

3. PNB(S) Equality Working Group

The ASGE gave an update of the last PNB(S) Equality Working Group meeting held on 16 May 2019 where single payroll and gender pay gap topics were discussed. Agreement has finally been reached with regard to “keeping in touch” days where members can now elect to take TOIL or payment.

The Equality Advisor gave an overview of the equal pay gap which the Committee then discussed at length. Issues such as problems with promotions throughout the year, maternity leave, flexible working and the massive pay gap within Constable ranks were discussed.

The AGSE indicated that the equal pay figures for PSoS was contained in the equality and diversity mainstream update report and agreed to circulate this to members of the Committee.

4. Equality, Diversity & Inclusion Employment Group

James Thomson gave an update from the meeting held on 13 May 2019. Recruitment and retention of diversity groups, implementing secondments to rural locations and temporary promotions were all discussed.

Andy Malcolm spoke of how flexible working works in PSNI and the ASGE is to meet with PSNI with the possibility of being an observer throughout their process.

The Committee spoke about this Group having been set up in 2013 and five years on there is still very little coming from it. The Chair then asked the Committee to bring examples of what would work to the next meeting.

The Committee further discussed flexible / part-time working where various issues were highlighted including Sunday nightshifts; only hours worked are agreed (not workplace or when hours are to be worked); reasonable adjustments etc.

The Chair advised there are currently 47 different shift patterns.

The ASGE will draft a letter to Divisions outlining the issues.

The ASGE also stressed to the Committee the need to complete SPF Equality Forms when encountering equality issues as this will help with the recording of figures.

The Chair then advised the Committee they will be tasked with equality issues and time will be afforded to deal with such issues and to report back if they are not being afforded such time. He further advised that the Finance Standing Committee has just agreed to issue iPads to the Conduct Committee and hoped these would also be issued to the Equality and H&S Committees in time.

Stephen Gray raised the question around the provision of funding for spectacles by PSoS. The AGSE advised he would seek clarification from PSoS and circulate when available.

5. Area Updates

5.1 West

The ASGE gave an update on behalf of Jenny Shanks for the West Area and advised of two flexible working applications, several grievances which are at various stages and eight ill health retirements some of which outlined mental health issues.

5.2 East

Andy Malcolm gave an update on the East Area advising of nine grievances mainly in P Division where reasonable adjustments are the issue. There are several half / no pay applications, two flexible working applications and one Employment Tribunal case. He also spoke of Brexit featuring in exigencies of duty.

5.3 North

James Thomson gave an update on the North Area and advised of one flexible working application from C3 being continually rejected. He also advised of two grievances and the non notification from PSoS of members on long term absence still being an issue.

The Chair sought assurance from the Committee that all members who were affected by issues relevant to this Committee were receiving support from SPF. All members present confirmed that was the case.

6. Consultations

The ASGE updated the Committee on the Attendance Management Workshop held on 30 April 2019. The Committee discussed modified duties and spoke of all posts being suitable. Lynne Gray queried the process for carrying out Risk Assessments and the Chair advised these can only be carried out by personnel who have completed Risk Assessment training.

The ASGE advised of the Postings and Transfers SOP which will be soon be circulated for consultation.

7. Legal Updates

The ASGE advised of Circulars being circulated for information.

8. Conference 2021

The Chair asked for equality issues for consideration for the next Conference. Adam Peppard suggested a mental health input and James Friery spoke of mental health roadshows being in the pipeline. The Chair again sought assurance from the Committee, in light of the discussion around this agenda item, that members who were involved with the SPF were receiving support from the SPF representatives and all present agreed. The ASGE asked the Committee to bring ideas to the next meeting.

9. Training

The AGSE advised equality training is ongoing.

10. Competent Business

There were no items.

11. Closure

Date of next meeting: 22 October 2019

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