



Scottish Police Federation

PO Box 27163, GLASGOW, G3 9EZ

Joint Central Committee Equality Subject Committee

Ref: CS/DK/CR

MINUTES

15 July 2021

1. Attendance and Opening of Meeting

David Kennedy (meeting Chair)	Deputy General Secretary
James Thomson	AGSE
Caroline Macnaughton	North Area Committee
Andy Sawers	North Area Committee
David MacKay	North Area Committee
Yvonne Sloan (Reserve)	North Area Committee
Andy Malcolm	East Area Committee
Darren Gallagher	East Area Committee
Norman Towler	East Area Committee
Anne Begley	East Area Committee
Adam Peppard	West Area Committee
Jennie MacFarlane	West Area Committee
Alistair MacKinnon	West Area Committee
Gordon McKeand (Reserve)	West Area Committee
Jayne Monkhouse	Equality Advisor
Cara Riley	Administrator

Due to COVID-19 restrictions, the meeting was held by Video Conferencing. The Chair opened the meeting by welcoming those in attendance and invited all to take an active part.

Apologies were received from Dougie Chalmers and Marketa Davidson.

2. Minute of Previous Meeting

The Minute of the previous meeting held on 25 March 2021, had been circulated with JCC Circular 10 of 2021, and was adopted as a true record.

3. PNB(S) Equality Working Group

The AGSE reported there had been no meetings of this Group since the last Equality Subject Committee meeting.

The Committee were updated that this area of business needed to be progressed in respect of PNB circulars which had not been reflected in Police Regulations and Determinations; PNB 15/01 Children and Families Act 2014, and 16/07 & 08 Working arrangements for Part Time Officers.

Discussion followed regarding PNB 16/07 & 08 Additional Hours Payments for Part-time Officers. Essentially, some part-time officers have still not received additional hours worked via payment. The Chair believed this had been raised at the JNCC previously, and was to adopt this as an Action.

ACTION – Chair to liaise with SPF Executive

4. Equality, Diversity & Inclusion Employment Group

The AGSE reported that the last meeting of this Group took place on 8 June 2021. For the benefit of new Committee members, the AGSE provided an overview of the work-streams of this Group, including Brake the Race Ceiling, Smarter Working and Maximising Attendance.

It was noted that the previously circulated EDI Framework, had now been developed to support the delivery of the People Strategy and provide a clear overview of the Equality, Diversity and Inclusion Approach and Priorities.

Discussion occurred regarding various difficulties encountered with officers requiring reasonable adjustments. Some of the highlighted included a lack of understanding and awareness by line managers, the requirement for training, and significant concerns around SCOPE in terms of accessibility, recording inaccuracy, restrictive functionality and essentially not being fit for purpose, resulting in officers being retained within inappropriate posts. Due to SCOPE being unreliable in this respect, the Committee were asked to be mindful that deployment during COP26 may become an issue.

ACTION – Chair to raise with HR Director

5. Equality, Diversity, Inclusion & Human Rights Strategic Oversight Board

The Strategic Oversight Board (SOB) provides process and governance on EDI work within the Police Service, combining both and providing opportunity to take initiatives forward.

Ill Health Retiral

At the previous meeting, the AGSE had requested that consideration be given to placing the IHR process higher on the Risk Register due to serious concerns with the process. Due to there being little cognisance of this request, it was again raised at the most recent meeting, following which DCC Taylor instructed Police Scotland fully engage with the SPF and provide a report on the current position. This was seen as significant progress due to lengthy delays within this process. The Committee were asked

to ensure members expectations are managed appropriately.

Discussion followed in respect of where the delays actually arose within the process. The Chair requested that this situation be monitored by the Committee in an effort to pin-point the problem area, to enable escalation. The AGSE highlighted there had been proven delays with SMP report production. It was noted that whilst the original backlog had occurred as a result of COVID, there had been little progress made, despite the employment of 2 additional SMPs. The Chair requested that Committee members attend SMP meetings along-with the member for support and feedback.

Diversity Staff Associations

The AGSE reported there is continued engagement with the various Diversity Staff Associations to improve collaboration and ensure our members are supported in the fullest. This engagement includes ASPS SWDF, Muslim Police Association, DACA, SEMPER, Christian Police Association and LGBT Association. The next meeting is set for 24 August 2021.

6. AGSE Update

The AGSE provided an overview of the current position regarding the IHR process and briefed the Committee on work carried out by Jennie McFarlane and Andy Sawyers to highlight the lack of understanding of the pension buy-back for officers who have taken unpaid maternity leave. This had resulted in clearer Guidance and improved communication from the Service to officers on the option and benefits of pension buy-back.

7. Area Updates

North Area

Caroline Macnaughton reported that following two new Selected Medical Practitioners employed by Optima, progress was now being made in respect of Ill Health Cases. A meeting was scheduled to take place regarding 15 Ill Health cases ongoing within SCD, and there are currently 4 active Grievances, all of which involve pregnancy related discrimination.

A number of meetings continue to be attended, including the Wellbeing Board, and Wellbeing Governance Group which was presented with briefing papers on Police Chaplaincy and Therapy Dogs; the Therapy Dog is being considered for a pilot during COP26.

East Area

Andy Malcolm briefed the Committee on the conclusion of a number of Grievance cases, of which all related to disability, and an Employment Tribunal. A number of Performance cases, also relating to disability, were ongoing.

West Area

Adam Peppard reported 43 live equality cases within the West area, made up primarily of Grievances involving bullying; 34 of which relate to officers currently within the IHR process. The most common

issues identified were around timescales and a lack of communication from People and Development. A worrying trend of persistent contact by line managers and requests for unnecessary ASM (Attendance Support Meeting) during absences was also reported.

8. Consultations

The AGSE reported there had been no specific equality related consultations since the last meeting.

9. Tribunal etc. Rulings & Legal Assistance

The Committee were reminded of the 3 months minus one day timescale for an ET submission and therefore the process for SPF Legal Advice and Assistance applications to be made. This was followed with a briefing by the AGSE of two recent Tribunal rulings.

10. Training

Jayne Monkhouse OBE provided training on Gender issues to the Committee which was well received.

The AGSE updated the Committee that Equality Training was scheduled for 30 August, with a further course planned for November.

11. Competent Business

No items of competent business were raised.

12. Closure

Date of next meeting: **29 September 2021.**

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