



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 43 of 2017

Ref: CS/DJK/LS

24 October 2017

Attachments: FSC, Conduct & Equality Minutes

Dear Colleague

FSC, Conduct & Equality Committee Minutes October 2017 – Information

I refer to the above and attach herewith, the Minutes of the Finance, Conduct and Equality Committee meetings which were held on 10 and 11 October 2017. The H&S Subject Committee minutes will be circulated when available.

Although this circular is primarily for your information, any comments/observations you may have on its content should be sent to me no later than 10 days after its date of publication.

Yours sincerely

Calum Steele
General Secretary



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

10 October 2017

1. Attendance, Opening and Minutes of Previous Meeting

North Area Committee	Steve Thomson (by VC)
East Area Committee	Andy Malcolm (by VC)
East Area Committee	Allan Symington
West Area Committee	Fiona Morris
West Area Committee	Gemma Speir
West Area Committee	Catherine McNally
Deputy General Secretary	David Kennedy (meeting Chair)
Assist. to the General Secretary (Equality) AGSE	Nigel Bathgate
Business Administrator	Lesley Stevenson

Apologies were received from Neil MacDonald, Shirley Moran and Julie Connor from the North.

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 37 of 2017 and was noted.

2. Matters Arising

2.1 Specialist Role Fitness Testing

The AGSE reported that after contacting a number of sources within PSoS firearms, it had been confirmed that the Force adopt fitness testing which is age and sex graded. This is based on a 1.5 mile run at various locations. This goes against the guidance and principles contained within the College of Policing Manual in relation to fitness testing for firearms officers. He asked the Committee for approval to write to the Force to highlight the potential for discrimination. The Committee agreed that the letter should be sent as a matter of urgency.

It was noted that a further firearms issue had been reported in relation to failure rates in different areas of the Force. This was in relation to how they operate the run.

2.2 Menopause Awareness

It was reported that a proposal to conduct training for menopause awareness had been verbally approved at the last JCC meeting and a written proposal had been drafted and sent to the SPF Chair for consideration at the next Finance Standing Committee meeting. Fiona Morris said that she had received agreement from Gillian McDonald that the SPC could be used on 13 December to host the event. Members discussed attendees and the Deputy General Secretary said he would raise the matter at the Finance Standing Committee the following day. Fiona Morris, Cath McNally and the AGSE would meet to formulate plans to progress the event.

3. Standing Items

3.1 PNB(S) Equality Working Group

There had been no formal meeting of the PNB EWG since the last meeting. The AGSE reported that a joint proposal to complete the outstanding matters in relation to the Equal Pay Audit was completed by correspondence and should now be signed off by PNB as the way forward for future pay audits.

An informal meeting took place on 9 August at Dalmarnock where the Official Side's proposals to rewrite the terms and conditions in relation to maternity and pregnancy were discussed. It was clear that the Official Side wished to bring police officer terms and conditions in line with support staff. Generally none of the proposals from the Official Side would have benefitted serving officers and a subsequent letter from Staff Side had been submitted with reasons for a rejection of the proposals at this stage.

It was further reported that since the last meeting, the Official Side have circulated their proposals for consideration of Special Leave and a response had been sent back. These proposals and discussions remain at a very early stage and updates will follow as and when discussions take place.

3.2 PS/SPA P&D E&D Governance Group

There has been no meetings of this Group since the last meeting. The next meeting is scheduled for 19 October 2017.

3.3 Agility & Flexible Working

There was no update. The next meeting has been scheduled for November.

3.4 Protected Characteristics

3.4.1 Disability

It was reported that the Disability in Employment SOP had recently been circulated for comments.

3.4.2 Maternity

The Committee discussed recent issue in G Division where women were being put off-shift as soon as they announced they were pregnant. The Committee discussed this matter and agreed that risk assessments were required to be carried out on individual cases.

3.4.3 Religious Hate Crime

The AGSE said that a memo had been circulated relative to officers subjected to hate crime and a reply was awaited from Police Scotland.

3.4.4 Transgender Officers

There was no update.

3.5 Consultations

There were no specific consultations relating to Equality.

The Attendance Management SOP was currently being reviewed and the HR Business Lead conducting the review had met with the Vice Chair and AGSE and a first draft is awaited.

3.6 Training/Legal Updates

The AGSE reported that refresher training had taken place in the East and West areas. The programme of topic related training would commence in the New Year.

It was reported at the last Equality Subject Committee meeting that fees for Employment tribunals had been abolished. It was now reported that compensation rates had been increased. The AGSE would prepare a paper on this matter to be uploaded onto the SPF website.

4. New Items

4.1 Conference 2019

The AGSE asked that this matter is discussed at all future Area Equality meetings and any proposals for the topic for the next Equality Conference being brought to the Committee in order than plans be progressed.

4.2 Glasgow Pride 2017

It was reported that the AGSE and Andy Malcolm attended the event which largely passed without incident except for a small protest at the beginning of the march against police involvement. This resulted in arrests. There was also considerable comment in social media about the role and participation of the police at the event. This resulted in a 'Critical incident' being declared as a result of a loss of confidence in the police from sections of the LGBT community. Gold meetings were then held between PSoS and the LGBTI Reference Group which is a voluntary advisory group to the Police on LGBTI matters. A press statement was thereafter issued from PSoS.

5. Correspondence

There were no items.

6. Competent Business

Fiona Morris raised an issue relative to Competency Related Pay and the inconsistency in application. The Committee discussed the principles around Competency Related Pay and the PNB Guidelines which should be available to all SPF representatives.

Fiona Morris also raised a matter in relation to a comment on social media some weeks ago. The AGSE confirmed that the matter had been dealt with.

The Deputy General Secretary said he was looking to change the structure of the Subject Committee meetings and said that the matter would be discussed at the next JCC meeting.

7. Closure

Date of Next Meeting: TBC

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



Scottish Police Federation
5 Woodside Place Glasgow G3 7QF

**Joint Central Committee
Conduct Subject Committee**

Ref: CS/DJK/LS

MINUTES

10 October 2017

1. Attendance

North Area Committee	John Crawford (by VC)
North Area Committee	Sandy Smart (by VC)
North Area Committee	David Threadgold (by VC)
East Area Committee	Heather MacDonald
East Area Committee	Steven Herd
East Area Committee	Graham Ross
West Area Committee	Fiona Morris
West Area Committee	Lorna Hogarth
West Area Committee	Phil Maguire
Deputy General Secretary	David Kennedy (meeting Chairman)
Assistant to the General Secretary (Conduct)	Amanda Givan
Business Administrator	Lesley Stevenson

Apologies were received from Gary Mitchell, Stuart Finnie and Scott Meechan who were replaced by Fiona Morris, Phil Maguire and Graham Ross respectively.

The Chairman opened the meeting by welcoming everyone to the Conduct Subject Committee meeting and invited everyone to take an active part.

2. Minutes of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 37 of 2017 and was noted.

3. Legal Assistance

It was noted that since the last meeting, there had been 15 off duty criminal applications for legal advice and assistance and eight on duty criminal applications for legal advice and assistance. There was also a further two applications for legal advice in respect of misconduct matters.

It was noted that the number of criminal cases currently being monitored by the Area Conduct lead was 27 on duty and 25 off duty in the West, 19 on duty and 17 off duty in the North, and 12 on duty and 16 off duty in the East.

It was further noted that there were currently 14 officers suspended from duty throughout the force; two in the East area, five in the West Area and seven in the North Area.

The Committee discussed suspended officers and it was noted that the process for reviewing the suspensions was currently being addressed by Police Scotland.

4. Complaints against the Police

The AGS(C) said that figures obtained from the Front Line Resolution Hub indicated that from April 2017, 51% of complaints received were being resolved at this stage. This was welcomed by the Committee. She asked the Committee if they required any further information in respect of complaints and they agreed it would be beneficial to have the figures provided split into areas. The AGS(C) said she would seek to obtain these and circulate them when received.

5. Conduct

It was noted that there were currently 30 on duty and 13 off duty conduct matters being monitored by the Conduct lead in the West, eight on duty and 11 off duty conduct matters being monitored in the North, and 10 on duty and two off duty matters being monitored in the East.

The Committee discussed disposals in particular at Gross misconduct hearings and it was noted that DCC Rose Fitzpatrick would be responsible for conduct matters for the foreseeable future.

Issues were raised relative to representatives being able to view evidence or lack thereof prior to subject officers making statements or declarations and it was agreed that this matter would be progressed by the AGS(C).

6. Performance

It was noted that since the last meeting, performance regulations had been used for an officer in the North Area.

7. Police Appeals Tribunal

There were no current live tribunals.

8. Police Investigations and Review Commissioner (PIRC)

It was reported that the AGS(C) had recently written to PIRC seeking to arrange a meeting to discuss ongoing matters. A reply was awaited.

Lorna Hogarth suggested that PIRC attend the next SPF Conference to provide an input into their roles and responsibilities. This was welcomed by the Committee.

9. Vetting

There had been no meetings. It was agreed that this matter could be removed from future agendas.

10. Anti-Corruption Unit Re-Integration Reference Group

There had been no meetings. It was agreed that this matter could be removed from future agendas.

11. Competent Business

The AGS(C) reported that DCC Rose Fitzpatrick would be the lead on all matters relating to misconduct from this week forward. This was noted by the Committee.

The AGS(C) raised the matter of attendance at meetings and said that if members of the Committee were unable to attend, it was their responsibility to submit their apologies and arrange a suitable replacement.

She also stated that when SPF representatives were acting on behalf of a member at misconduct meetings and hearings, all paperwork relative to this must be reviewed by her prior to being submitted. She asked that all matters relating to Gross misconduct were reported to her via the update forms and email addresses previously supplied.

It was noted that a redacted central register would be available in reference to pleas in mitigation. This was welcomed by the Committee.

The Deputy General Secretary raised the issue surrounding the statement read out to officers prior to being interviewed under Regulation 12 of the 2014 Misconduct Regulations. It was clear that the statement used was not the version agreed by the SPF. Further work is ongoing in conjunction with PSD regarding this matter.

11. Closure

Date of next meeting: TBC

The Chairman thanked everyone for their contribution and wished everyone a safe journey home.



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

**Joint Central Committee
Finance Standing Committee**

Ref: CS /DJK/LS

11 October 2017

MINUTES

1. Attendance, Opening and Minutes of Previous Meeting

Gordon Forsyth	North Area Committee
Andy Malcolm	East Area Committee
Martin Bertram	West Area Committee
Calum Steele	General Secretary / Treasurer
David Kennedy	Deputy General Secretary
Andrea MacDonald	Chair
Doug Keil	Business Manager
Lesley Stevenson	Business Administrator
Laura Kennedy	Finance Administrator

The Chair welcomed everyone to the meeting and thanked all for attending. Apologies were received from David Hamilton, SPF Vice Chair.

The Minute of the last meeting was distributed with JCC Circular 37 of 2017. Martin Bertram asked that the Minute reflect the following decision taken at the previous FSC meeting.

The Finance Standing Committee having received a full account of the events surrounding the Hunter Foundation considered attendance was entirely appropriate and proper, in line with the rules, and consistent with the furtherance of the good name and reputation of the SPF. The FSC also considered the privacy of the guests for the event should be respected.

Following this, the Minute was thereafter approved by the Committee.

The General Secretary welcomed back Laura Kennedy, who had recently returned from maternity leave and said he wished to place on record his thanks to Deborah Blackburn for the work she carried out during her secondment to SPF from Hardie Caldwell, whilst Laura was on maternity leave.

2. Scottish Government Grant Account

The General Secretary reported that there had been no developments with the Grant Account since the last meeting.

3. SPF Voluntary Fund Account

Accounts were circulated to all present. Members discussed the content of the accounts and presented a number of questions.

4. Trust Accounts

Accounts were circulated to all present. The Committee discussed the current position in the Trust accounts and suggestions submitted by the three Area Committee's as to how the trust could best be utilized to deliver member benefits.

Recommendation: The FSC agreed that the SPF Trustees undertake further investigation in respect of investment in student accommodation.

5. Investments

The General Secretary reported that he intended to invite Stephen Quaille, Investment portfolio manager to the next meeting of the Finance Standing Committee.

6. SPF Accommodation

The Business Manager reported on a commercially sensitive potential development regarding SPF Accommodation.

Recommendation: The FSC agreed that the SPF Trustees undertake further investigation in respect of diversifying the SPF property portfolio and report back accordingly to the JCC on 31 October/1 November.

The Deputy General Secretary said there were no issues of concerns relative to the properties in Aberdeen, Livingston and Paisley and said the building works should begin at the end of October in Woodside Place. Plans were underway for the refurbishment of the building in Dundee and it was hoped work would begin there at the beginning of December and be completed in time for the JCC meeting in February. Gordon Forsyth said that the Inverness office was in need of decoration and carpeting and it was agreed this should be done.

7. Member Services (MS)

The General Secretary reported that the Voluntary Fund Amnesty was running and would continue until 31 December 2017.

8. Financial Risk Register

There were no immediate financial risks discussed.

9. Estate Maintenance Programme

There were no issues to discuss.

10. Competent Business

Hunter Foundation

Martin Bertram raised a question in respect of a clarification on the expenditure for the event. This was provided.

Menopause Awareness Training

The Deputy General Secretary said that an event was to be held relative to menopause awareness training on 13 December at the SPC at a cost of £1000. The Committee agreed that this was a worthwhile event.

The Thin Blue Line – Charity Ball

The Chair said that she had received correspondence from The Thin Blue Line UK, a charity set up after the deaths of two police officers seeking a donation. The Trustees had considered the request, however, had agreed not to provide a donation and the FSC agreed with the Trustee's decision.

11. Closure

Date of next meeting: 24 January 2018

The Chair thanked everyone for their contribution to the meeting and wished them a safe journey home.