

SCOTTISH POLICE
AUTHORITY

Meeting	Public SPA Board Meeting
Date	15 December 2016
Location	Assembly Room, Tulliallan, Alloa
Title of Paper	Committee Chairs' Report
Item Number	16.4
Presented By	Nicola Marchant, Human Resources and Remuneration Committee Chair
Recommendation to Members	For Noting
Appendix Attached:	YES

PURPOSE

To provide Board Members with a summary of business considered at the Human Resources and Remuneration Committee at its meeting held on 01 December 2016.

1. BACKGROUND

1.1

2. FURTHER DETAIL ON THE REPORT TOPIC

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications in this report.

4. PERSONNEL IMPLICATIONS

4.1 There are no personnel implications associated with this paper.

5. LEGAL IMPLICATIONS

5.1 There are no legal implications associated with this paper.

6. REPUTATIONAL IMPLICATIONS

6.1 There are no reputational implications associated with this paper.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications associated with this paper.

8. COMMUNITY IMPACT

8.1 There are no community implications associated with this paper.

9. EQUALITIES IMPLICATIONS

9.1 There are no equality implications associated with this paper.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no equality implications associated with this paper.

RECOMMENDATIONS

Members are invited to note the contents of update provided.

Human Resources and Remuneration Committee Meeting – Summary Report

Meeting	Human Resources and Remuneration Committee Meeting	Date/Venue	1 st December 2016, Pacific Quay Boardroom, Glasgow
Chaired by	Nicola Marchant		

Diversity in Recruitment

There is considerable activity being undertaken by the Positive Action Recruitment Team in Police Scotland in an effort to improve the diversity of the workforce and in particular police officers. The work includes engagement with community groups and organisations to help understand cultural differences and promote policing as a potential career. This has included visiting local communities and engaging people and using social media to provide a forum for ethnic minority candidates to engage with the recruitment team directly.

Whilst this work will develop and the learning will inform further recruitment actions, a Diversity in Recruitment Strategy will be developed this financial year. The purpose of the strategy is to ensure that a longer term approach is developed which ensures there are no unnecessary barriers to recruitment for any minority groups. The strategy will be developed through strong engagement with internal and external stakeholders and a key outcome will be the improvement of the reputation of policing within communities. It is hoped that this will ultimately deliver a workforce which is more reflective of our communities.

The HRRC is supportive of the work as it is developing and are keen for the development of the strategy to ensure a longer term approach to achieving a genuinely diverse workforce.

Staff Pay Claim

The staff side (Unison and UNITE) submitted their pay claims in August 2016. The SPA has considered the claim and responded on the 23 November 2016 with a counter proposal. The main reason for the counter proposal is affordability. The unions consulted with their respective Branch officials and will formally respond to the SPA's offer at the formal JNCC on the 8 December 2016.

PS Equalities Mainstreaming Report/SPA Equalities Mainstreaming Report

There is a statutory duty for the Police Scotland and SPA Mainstreaming Progress Reports to be published no later than the end of April 2017. The initial drafts of both reports were presented to the HRRC on the 1 December 2016, to provide and update on progress, layout and content. Members provided initial feedback and offered their ongoing support as the reports progress.

This year's approach represents a change as to how the SPA Mainstreaming Report has been reported in the past with the new approach separating the SPA from Police Scotland. The SPA Equalities Review had identified the specific roles which SPA holds as the employer, a service provider and the governing body of Police Scotland. The new proposed mainstreaming report structure has been designed to better reflect those roles.

Due to the publication date, the final drafts will be submitted to the HRRC in February 2017, with a view to recommending to the SPA Board in March for approval to publish.

Health and Safety

Members were updated on the recent health and safety and fire safety work undertaken across the Estate as part of the Chief Constable's health and safety review, and of the Health and Safety Executive's inspection in March 2016. The HSE have revisited in August 2016 and have noted the progress made, and the plans for completion. Due to the unforeseen absence of the Police Scotland Health and Safety Manager, James Bertram, SPA's Health, Safety and Resilience Specialist will be seconded to Police Scotland for a 6 month period to progress this work.