

JUSTICE EQUALITY AND DIVERSITY SUB-GROUP

NOTE OF MEETING HELD ON MONDAY, 13 JANUARY 2014 AT 2.00PM IN LEVEL 7 CONFERENCE ROOM, PF OFFICE, 29 CHAMBERS STREET, EDINBURGH EH1 1LD

Present: Nancy Darroch, COPFS (PM for Disability Project) (Chair)
Catherine Dyer, Crown Agent, COPFS
Andy Bruce, SG
Tom McMahon, SG
Gavin Phillip, Police Scotland
Pam McFarlane, SCS
Dan Gunn, SPS
Marie-Louise Fox, SLAB
Louise Baggott, SLAB
Neil Stevenson, Law Society
Karen Kennedy, COPFS
Marlene McCaw, COPFS (Minutes)

Apologies: Ruth McQuaid, COPFS
Grant Manders, Police Scotland
Jan Marshall, Scottish Government
Sheriff Duff, Judicial Institute
Michael Garden, JABS
Dorothy Smith, JABS
Eric Murch, SPS

1. Welcome and Apologies

1.1 Nancy welcomed all attendees to the meeting and noted the above apologies.

2. Minutes of Meeting held on 3 December 2013 and Action Points

2.1 The minutes of the meeting held on 3 December 2013 were approved and the Action Log was discussed and updated.

Criminal Justice Staff Survey

2.2 After a discussion it was agreed that setting up Staff Focus Groups was a preferable option rather than issuing a Criminal Justice Equality Staff Survey. However, Gavin was unable to share the Police Scotland paper at this time as it was still restricted, but he anticipated that it would be available in 2-3 weeks.

Actions:

- (i) Nancy to discuss taking Staff Focus Groups forward with Ruth.**
- (ii) Gavin/Grant to forward Police Scotland Focus Groups paper to Marlene to issue to Sub-Group when it is no longer restricted.**

- 2.2 Tom would book a slot on the agenda of a future Sub-Group meeting to give an overview of the relevant results of the SG's analysis of Scotland's Census 2011 when they become available.

Action: Tom to book a slot and give an overview of relevant results of the SG analysis of Scotland's Census 2011 when available.

3. Workstreams

Criminal Justice Cross Justice Mentoring Programme

- 3.1 Tom advised that the SG already had a mentoring programme, which has links with some of our organisations. It is self-nominating and does not currently have a matching programme but this could be facilitated. Training materials and support are already available and could be developed to suit our needs. Tom advised that he was due to meet with HR later this month and would provide a presentation at the Sub-Group meeting on 3 March. Sub-Group members were asked to consider how best to communicate this cross justice mentoring programme within their organisations and this would be discussed at the next meeting.

Unconscious Bias Training

- 3.2 Neil and Louise would contact all organisations to find out who is the best contact to collate information on unconscious bias training and they would thereafter compile a draft remit for the next meeting.

External Consultation

- 3.3 Dan circulated a draft remit for the SPS workstream and explained that the SPS has links which they can build on and that the Census analysis and review of current Civil Service Survey may also be useful. SPS would give a progress update in the autumn.

Networks for Protected Characteristics

- 3.4 Pam circulated a draft remit for the SCS workstream and advised that she would be in contact with all organisations to identify what networks were currently available.

Joint Community Engagement

- 3.5 Nancy advised that Ruth had a meeting with North Lanarkshire Council on 23 January and would provide an update the next meeting.

4. Gender Equality

- 4.1 Ruth does not now require to report to the Justice Board on Gender Equality until March 14 so this item would be discussed at the next meeting when Ruth would be present.

5. Update from Disability Project Team

- 5.1 Nancy advised that the Project Team had now prioritised all of the actions from the Action Plan based on difficulty and value and have agreed to tackle the high value, low difficulty actions first. She would be discussing

how to take forward the consultation exercise with Andy Bruce. Catherine advised that she had attended the Team meeting and that the prioritisation exercise had been very useful.

6. Any Other Business

- 6.1 Louise reminded the group that we had committed to considering whether the WGIT should report into the JED sub group and that Grant Manders was due to prepare a paper to the group on the remit of the WGIT so that the group could make an informed decision.

Action: Grant to prepare a paper on the remit of the WGIT group for Sub Group to decide if it should report to them.

- 6.2 Nancy wished to record the gratitude of the Sub-Group members to Dan Gunn, OBE, as this was the last meeting that he would attend before he retired in February 2014. The meeting commended him for his longstanding commitment to progress the equality agenda within the justice sector and wished him well in his retirement.

7. Next Meeting

- 7.1 The next meeting is on 3 March 2014 at 11am in Conference Room 1, Crown Office, Edinburgh.

Circulation: All Attendees and Apologies

Status: Minutes approved on 3 March 2014