

EQUALITY ADVISORY GROUP

Meeting on 3rd March 2016

Conference Room 1, Crown Office, 25 Chambers St. Edinburgh

Present

Dawn Lewington (Facilitator)
Matthew Kerr, Crown Office Trainee (Minutes)

Members

Anne O'Reilly
Diego Quiroz
Jacq Kelly
Zosia Frazer
Michelle Macleod, HM Inspectorate

Delegates

Ruth McQuaid
Karen Kennedy
Sandy Mackie (by VC)

Apologies:

Bill Gray
Emma Ritch
Heather McVey
Michele Burman
Maureen Sier
Monica Lee-MacPherson
Sue Anderson

Attending:

1. Welcome and Introductions

- 1.1 DL welcomed everyone to the meeting and all attendees provided a brief introduction of themselves.
- 1.2 There were seven apologies for today's meeting.

2. Minutes of Previous meeting

- 2.1 The minutes of the meeting held on 26th November 2015 in Edinburgh Sheriff Court, were approved with no amendments.
- 2.2 Outstanding Action Points

A.P. 1: KK has met with staff at People and Learning about revising the material for their diversity training programme.

A.P. 3: For a variety of reasons, MM and MB were unable to meet but MM hopes to tap into MB's expertise in future Inspectorate work.

A.P. 10: KK will be in touch with new members to arrange a half day induction session

NEW BUSINESS

3. **Shaping the Future Project** – update provided by Anne McNee

- 3.1 DL introduced the update paper from the StF project team. RMcQ felt that there was scope for the EAG to get involved in parts of the project – namely diverse workforce and Fair Futures.
- 3.2 AO'R mentioned the Standard Life practice change to refrain from targeting graduates for recruiting, which has greatly broadened their pool of staff.

4. COPFS Forward Work Planner – Karen Kennedy

DL elaborated on some of the heading within the planner.

ACTION POINT 1: KK to ask Paul Beaton, Policy Division, to send ZF information on COPFS special measures.

ACTION POINT 2: KK to send Susan Cameron (working on Solicitor General's Review) contact details of members who will be asked to complete a questionnaire.

ACTION POINT 3: KK & DL will contact ZF to discuss the WGIT group and she will be sent the Code of Practice for information.

ACTION POINT 4: KK to invite all the EAG members to the Hate Crime conference.

ACTION POINT 5: DQ to send DL the EHRC submission to the Sexual Offences bill.

ACTION POINT 6: KK to pass on DQ and ZF contact details to Paul Beaton for Age of criminal responsibility work and investigatory powers work.

5. Discussion – Wearing of face veils and giving evidence – Dawn Lewington

Several members provided very constructive suggestions on this subject which KK will be taking forward over the next few months. DQ mentioned the work of the Islamic Council in prisons.

ACTION POINT 7: MM to speak to SPS staff to find out more about Islamic Council

6. AOCB

- 6.1 Outstanding gaps in skills and knowledge – the group would like to recruit a new member from the BME community.
- 6.2 Proposed new member – Jenny Paterson from the National Autistic Society will be invited to join the group.

7. Date and venue of next meeting

The next proposed date is June 2016. The exact date is to be confirmed.