

Equality and Diversity Strategy Group (EDSG 1/15) **APPROVED**

Notes and Action Points from Wednesday 11th February 2015, Conference Room 1, Crown Office.

Present

Lord Advocate	(Chair)
John Dunn	Head of East Federation
David Harvie	Head of West Federation
Andrew McIntyre	PF Sheriff and Jury North pp Liam Murphy
Ruth McQuaid	Equality Champion
Gertie Wallace	Deputy Head of Policy Division, pp John Logue
Sandy Mackie	Chair of Staff Disability Advisory Group pp Janice Irvine
Sue Sandeman	Staff Information Manager, Crown Office Library
Karen Kennedy	Policy Adviser, Policy Division
Jade Doig	Policy Trainee (Minutes)

Apologies

John Logue	Director of Serious Casework
Catherine Dyer	Crown Agent
Liam Murphy	Head of North Federation
Janice Irvine	Director of Human Resources
Lorraine Davidson	Head of Corporate Communications
Nancy Darroch	Rep for Federation Business Managers
Jennifer Veitch	Head of Internal Communications

1. Welcome and Apologies

The Lord Advocate welcomed all to the meeting. Apologies were noted from those who were unable to attend, as per above.

The minutes from the last meeting were approved, with no amendments.

2. Matters Arising –

- (1) AP 2: Intimate Image Abuse: The group are still content with the proposed new name but GW advised that Women's Aid had raised some concerns about the title as it didn't cover sound recordings. The LA agreed to await the views of Women's Aid before proceeding further.
- (2) AP 3: Cyber-crime awareness: JD – progress made in North Fed. The East and West Federation are to organise similar events.
- (3) AP 4: Westminster Anti-Semitism Inquiry: KK advised that the Inquiry report was very complimentary about the work of COPFS to tackle antisemitism. SCoJeC were also very positive about COPFS in their submission to the Inquiry. The LA asked that COPFS staff be made aware of the Inquiry report and thanked for their ongoing commitment to tackling religious and racist abuse.

- (4) AP 10: Stonewall WEI 2015: RMcQ and DC to progress the low-cost initiatives identified previously to support LGBT staff. RMcQ highlighted she wanted to do more work with friends of COPFS and work out what their role should be. One issue highlighted was that we don't have a facility or means of 'data gathering' in terms of recording sexual orientation, transgender staff etc. It was also highlighted that the data we do hold (through HR) is not as good as it should be. DH highlighted that there was a lack of clarity on how this information would be used and that there was clearly still an issue about confidence in the security of the information.

Additional issues:

- (5) DH advised that Fiona Finlayson is doing a review of our procurement guidance. RMcQ will liaise with her with a view to strengthening our Stonewall submissions in this area.
- (6) Awards on display at CO Reception: The LA acknowledged the health and safety issue raised by SS regarding the glass awards on top of the display cabinet. SS and ND to chat and resolve.

ACTION POINT 1: KK to create a What's New message for staff about the Westminster Antisemitic Inquiry report and convey thanks for continuing commitment to tackling hate crime.

ACTION POINT 2: RMcQ to speak with Fiona Finlayson re Procurement section for Stonewall WEI.

ACTION POINT 3: SS and ND to resolve the health and safety issue regarding the display of awards at CO reception.

3. Update Reports from Federation Heads.

NORTH – AMcI is now the SCS lead for the three network groups in the North Fed. He advised that the main focus is North Federation is currently to get the Public Speaking Competition numbers up. In addition to making the competition more accessible to Schools in more remote areas they plan to engage and include schools for pupils with additional support needs. AMcI also plans to increase the diversity of equality engagement in the North, away from the debating competitions. RMcQ advised that there were several equality Ambassadors located in the North that could help with this. A meeting is planned for 25th February 2015 to consider the future plans for the northern groups.

EAST – JD gave an update for the East Federation. He highlighted there were plans to focus on work with the LGBT communities. There are also plans to further develop the Public Speaking Competition and Mini Trials. JD also highlighted that Graeme Jessop has been strengthening connections with ELREC. JD also wishes to focus on sexual offending.

WEST – DH highlighted the ongoing work in the community with refugees and recognised the considerable amount of work that John Kyle had contributed. There

are also efforts to engage with schools that don't have a history of debating to enter the competition.

NATIONAL – GW advised there were various things going on nationally. There is a LGBT bake sale on 27th February to recognise LGBT history month. Helen McCannell from Health and Safety is going out to the Health and Safety Executive to talk to them about the issues and raise awareness. A date is to be booked for the SFIU conference.

There is also an event being organised on 21st May by the Law Society, the Faculty of Advocates, Police Scotland and COPFS around Section 31 offences.

ACTION POINT 4: The LA would like an update on the current relationship with ELREC – Fiona Cameron to provide.

ACTION POINT 5: GW (National) to book a date for SFIU annual conference, sometime in Autumn 2015.

4. Policy Updates

a) Anti-Semitic cases review

KK provided an update post publication of the Westminster Anti-Semitism Inquiry Report. It was highlighted that John Service is the single point of contact with SCoJeC for the identified antisemitic cases that are currently being prosecuted. DH acknowledged the support of SCoJeC and advised it was about managing expectations and securing evidence. Police are aware that there may be public demonstrations at the trials of SPSC members.

b) Horizon Scanning

- GW advised an Independent Review panel was meeting on 2nd March.
- GW advised that prosecution policy in relation to Section 31 offences is currently being drafted and will be submitted to the Law Officers shortly.

c) Human Trafficking Bill

The LA will be giving evidence on 24th March. Iain Logan is organising an event in Early March with lead prosecutors. JD reported that there is significant case in East Federation with Human Trafficking background. AMcI advised another human trafficking case is soon to be prosecuted in the North.

ACTION POINT 6: AMcI to forward on to the LA details about their HT case once it has been submitted to COPFS

5. Hate Crime Conference - Ruth McQuaid, Equality Champion

RMcQ introduced her options paper regarding possible themes for the next conference and advised that the cost of the conference on the 24th March 2016 will be shared with Police Scotland. Options included a focus on the Trans community, mental health issues and the criminal justice system, cyber-crime, gender based violence and disability hate crime.

After some discussion, the LA concluded that the theme of the 2016 conference would be cyber-based hate crime and the use of social media as a vehicle for hate crime and sexual offences.

ACTION POINT 7: RMcQ and KK to consider possible breakout sessions for next meeting.

6. Equality Act update - RMcQ

Hate Crime DVD - A title is still required for the DVD. Various titles have been proposed but all have had issues so the search continues. The planned launch date is 20th March and plans are well advanced for this.

Equality Outcomes Update report - This must be published by 30th April. SM will be providing detailed information about COPFS staff. KK is compiling the evidence to support our endeavours to meet our stated Outcomes. JV has proposed that an external writer create the report based on COPFS information. GW and RMcQ are working on ways to gather customer feedback. JD suggested adding an extra piece of paper to witness citations seeking feedback. Another option is to use Enquiry Point and VIA staff to gather feedback.

ACTION POINT 8: GW, RMcQ, KK and JV to meet to discuss the completion of the Outcomes report.

7. Updates from Cross Justice groups - RMcQ

RMcQ provided a verbal update about both the Criminal Justice Sub Group and the Justice Disability Group.

8. AOCB - none

9. Date of Next meeting

The next meeting is on 13th May 2015, 2 – 4pm in Conference Room 1, Crown Office.