

Equality and Diversity Strategy Group (EDSG 2/15)

Notes and Action Points from Wednesday 13th May 2015, Conference Room 2, Crown Office.

Present

Lord Advocate	(Chair)
Catherine Dyer	Crown Agent
John Dunn	Head of East Federation
Liam Murphy	Head of North Federation
Ruth McQuaid	Equality Champion and pp David Harvie
Gertie Wallace	Deputy Head of Policy, pp John Logue + Cat Dalrymple
Karen Kennedy	Policy Adviser, Policy Division
Lauren Martin	Policy Trainee (Minutes)

Apologies

John Logue	Director of Serious Casework
Janice Irvine	Director of Human Resources
David Harvie	Head of West Federation
Cat Dalrymple	Head of Policy
Jennifer Veitch	Head of Internal Communications
Nancy Darroch	Rep for Federation Business Managers
Lorraine Davidson	Head of Corporate Communications

1. Welcome and Apologies

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

The minutes from the last meeting were approved, with one minor amendment on page 1.

2. Matters Arising –

- (1) AP1: Intimate Image Abuse: KK advised that Women's Aid is coming round to accepting this term for Revenge Porn. The Scottish Government are still consulting on the creation of a specific offence of intimate image abuse, and it would seem wise to await the outcome of that consultation before adopting the term.
- (2) AP2: Cybercrime awareness: JD, LM and RMcQ advised that the events are going well in their respective areas.
- (3) AP6: RMcQ advised about plans to improve our score on the Stonewall Workplace Equality Index in relation to Procurement. She also advised that COPFS lacks identifiable gay women in senior management positions. John Dunn is now the senior champion for Women's Development and is also the chair of the new Equality Board, which replaces the Equality Act implementation Team.

- (4) AP8: Relationship with ELREC: Fiona Cameron has advised that ELREC's funding has been withdrawn. COPFS are continuing to meet with them, but have been advised that their capacity to assist us with future projects may be reduced.
- (5) AP9: Date for SFIU annual conference: GW advised that a provisional date has been arranged for November 2015 to avoid conflict with school holidays. The CA suggested that feedback from the Case Review Panel should inform the content of the conference. The LA asked that plans are progressed for this conference.

3. Update Reports from Federation Heads. |

NORTH – LM highlighted the particular work of Sue Foard, Isma Mukhtar and Andrew McIntyre.

EAST – JD advised that he had recently attended a very informative event organised by The West Edinburgh Group Against Racial Attack and Harassment (WEGARAH) and suggested inviting them to the Hate Crime Conference in 2016. The LA added that COPFS has very good contact with the Catholic Head-teachers Association of Scotland, which all the Federations could utilise.

ACTION POINT 1: KK to obtain the contact details for the WEGARAH group and add them to the distribution list for the Hate Crime Conference.

WEST – RMcQ noted that no work had been done by any of the Federation Networks with young people and suicide. She also highlighted the changes to the structure of the West networks, namely that Lanarkshire and Dumfries and Galloway network has now been split into two separate networks. RMcQ also advised that Jackie Mullen was the new Glasgow lead which means there is now a good mix of legal and non-legal staff in these positions. She highlighted the work undertaken by John Kyle with refugee and asylum seeker support groups in Glasgow.

ACTION POINT 2: Motherwell College are to be asked to produce practical guidance for immigrants on Scots Law.

NATIONAL – GW highlighted the recent article by John McFarlane in the March update on Holocaust Memorial Day, and Helen McCannell's recent talk on Health and Safety with a group of construction workers. The team intend to focus on mental health awareness in the coming months.

ACTION POINT 3: GW (National) to confirm date for the next Deaths related conference.

4. Policy Updates

a) Anti-Semitic cases review

RMcQ advised that Stuart Cassidy is the WEST single point of contact with SCoJeC regarding the cases they have a keen interest in. KK confirmed that SCoJeC are happy with how we are handling these cases and content with our updates.

A review of current cases suggests that single points of contact are not required in the other federations. The LA confirmed that he is speaking at the Glasgow Jewish Representative Council's Annual General meeting on 1 June 2015.

b) Horizon Scanning

- GW advised that the Scottish Government's Hate Crime statistics are due to be published in June. The LA asked to receive early notification of these statistics. He noted that reviews of the effectiveness of the Offensive Behaviour and Threatening Communications at Football (Scotland) Act 2012 are encouraging.

ACTION POINT 4: Policy to carry out research on s31 offences and identify gaps in guidance.

c) Human Trafficking Bill – Stage 2 of the Bill will be read in June. Stage 3 of the Bill will be read in October 2015.

d) Ongoing work:

RMcQ confirmed that the finals of the West public speaking competition are approaching. North Lanarkshire schools were heavily involved and RMcQ intimated that we need to involve South Lanarkshire schools more in the West competition. RMcQ noted the press interest in the event and highlighted that a communications piece had been prepared. The CA asked whether it would be possible to send out a tweet about the final and KK confirmed that she would ask Comms to do this.

The LA asked whether our Stonewall application was under way. RMcQ advised that the deadline is early September and that a significant amount of LGBT work is going on before then. One initiative which has been proposed to gain more marks from Stonewall is a mosaic displaying photographs of people across the service who possess protected characteristics. This would then be displayed at the Hate Crime Conference.

RMcQ also referred to Stonewall's suggestion that we need to improve our lesbian presence within the organisation. Stonewall proposed that one way of doing this is to focus on women's development issues. RMcQ stated that we have a 70% female entry rate to the service and should be leading the way on this issue.

RMcQ advised that JD has volunteered as an Equality Champion, focusing on Women's Development.

ACTION POINT 5: KK to arrange tweet about Public Speaking Competition Final with Communications team.

5. Hate Crime Conference - Ruth McQuaid, Equality Champion

RMcQ advised that the title of the conference has not been decided yet. KK advised that she had spoken with Lorraine Davidson about providing an outside speaker. The LA and CA stated that no fee would be paid but expenses would be reimbursed.

The LA approved break-out sessions on:

- online fraud,
- grooming of children,
- intimate image abuse,
- cyber trolls and
- youth mental health issues caused by online abuse.

The LA asked that members speak to Police Scotland about an initiative on cybercrime such as an annual or biannual newsletter or bulletin. This would highlight current trends in online fraud and alert the public.

ACTION POINT 6: KK to arrange a planning meeting with COPFS and Police Scotland to explore themes and topics for breakout sessions.

7. Equality Project Update – Ruth McQuade, Equality Champion

RMcQ advised that all milestones have been completed, except the procurement objective of aligning contractors' Equalities agendas with our own. RMcQ spoke with Fiona Finlayson but it seems further consideration is required. We need to explore whether we can require contractors to train their staff on equality and diversity, particularly when a number of our contracts are called off from Scottish Government framework agreements. CD suggested we start off with our pathology contract. RMcQ noted the importance of quarterly meetings of Federation Equality leads once the Equality Project team disbands.

ACTION POINT 7: KK to confirm with Finance Division which contracts we are party to, and check with Scottish Government whether there are Equalities considerations in these contracts.

8. AOCB - none

9. Date of Next meeting

The next meeting is on Wed 23rd Sept 2015, 12 – 2pm in Conference Room 1, Crown Office.