

Pregnancy and Maternity Discrimination Working Group

Wednesday 14 June, 11:00 – 12:15

Minutes of the third meeting of the Pregnancy and Maternity Discrimination Working Group, held at Lloyds Banking Group, The Mound, Edinburgh.

Members Present:

Jamie Hepburn (JH) Minister for Employability and Training (Chair) (JH)
Frank Blair, ACAS (FB)
Clare Craig, Police Scotland (CC)
Louise Lissaman, COSLA (LL)
Chris Oswald, EHRC (CO)
Paula Smith Carpetright (PS)
Nikki Slowey, Family Friendly Working Scotland (NS)

Guests:

Kelly Rosbender, Lloyds Banking Group (KR)

Scottish Government (SG) Officials:

Victoria Beattie (VB)
Andrew Boney (AB)

Apologies:

Ann Henderson, STUC (AH)
Susan Love, FSB (SL)
Mark Lundie, Police Scotland (ML)
Helen Miller, EHRC (HM)
Kenneth Small, NHS (KS)
Kate Wallace, CCPS (KW)

1. Welcome and Introductions

JH welcomed everyone to the meeting and thanked Kelly Rosbender for hosting it. He introduced and welcomed Louise Lissaman who was now representing COSLA on the group. JH then provided an overview of the agenda for the meeting. A group photograph was taken and subsequently tweeted on the employinScot twitter page.

2. Minutes of the Last Meeting and Action Points

The minutes were approved. JH noted that CC was unable to update the group on the outcomes of an EHRC project, which Police Scotland had participated in, on the relationship between pregnant employees and their line managers. This was because the release of the research findings had been delayed and were still to be reviewed by the Police Scotland Executive before further communication. CC agreed to give an update on the project findings at the next meeting. AB went through the other action points:

Action Points:

- SEPA's Model of Compliance to be circulated to the group – completed.
- CCPS survey to be designed exploring barriers to good practice with support from EHRC on the survey questions – in progress. KW to give an update at the next meeting.
- Looking further at EHRC's SME findings and cross-referencing organisation size and sector – completed - paper prepared by HM had been circulated to the group.

- CCPS and STUC to work together on health and safety issues – it was agreed that health and safety would be the theme of the next meeting.
- Outcomes from Maternity Action's *Just In Time* campaign to be shared – completed - paper prepared by Ros Bragg had been circulated to the group.

JH suggested that Ros Bragg could be invited again to a future meeting to give an update about Maternity Action's work.

3. Pregnancy and maternity leave policy in Lloyds Banking Group – Kelly Rosbender

Kelly Rosbender gave a presentation on pregnancy and maternity leave policy in Lloyds Banking Group (LBG). Key points included:

- There were four stages of parental leave coaching operated by LBG: Pre-Leave; During Leave and Re-Integration; Return to Work; and Survive to Thrive (which operates for up to five years following return from a period of maternity leave)
- Line Manager support was important in providing confidence, knowledge and tools to deliver quality support for individuals and teams at the pre-parental transition period and before the individuals returned from maternity leave
- 'Promoting Positive Culture' allowed the LBG to embed a positive workspace for their staff during pregnancy and maternity leave. The policy included some key actions and objectives:
 - Mentoring – a buddying system was available for returning staff
 - LBG has a target of 40% women staff being in leadership positions by 2020
 - Normalise Flexible Working – to make it become the accepted way that LBG staff thought

A discussion took place which included the following comments and questions:

- PS asked if electronic copies of the presentation could be circulated to the group.
- CO asked about the drivers of Survive to Thrive; KR said that the main drivers were having the flexibility and tools in place to ensure that returning staff were retained by LBG.
- VB asked what the key parts of Line Manager support were; KR replied that regular contact of line managers with staff on maternity leave was vital.
- JH asked whether LBG were talking to business customers about their pregnancy and maternity leave policies. KR confirmed that LBG were planning to have a business networking event in collaboration with Family Friendly Working Scotland where the policies would be highlighted.
- JH commented that the SG would be happy to be involved in the promotion of this event.

4. Group Discussion on Work Plan

JH opened a discussion which included the following comments:

- CO confirmed that a suite of EHRC tools for employers on pregnancy and maternity was available and EHRC were keen to look at ways in which these tools could be promoted to businesses. VB confirmed that she would be happy to work with the EHRC and SG business policy colleagues to explore the development of a communications strategy.
- JH confirmed that a single website was being developed under Phase 2 of the Enterprise and Skills Review. SG was looking at a single entry point that is trusted by all business and continues the service offered by Business Gateway. A report providing more information would be published over the next few weeks.
- JH confirmed that the Growing Up survey report would be published shortly and that officials had asked researchers if they could attend the next group meeting to present

the findings. VB added that she was liaising with business policy officials on pregnancy and maternity leave issues included in the Growing Up survey.

- Scottish Public Sector Equality Duty (PSED) commitment – CO confirmed that EHRC's first tranche of data would be available soon. CC commented on some of the IT difficulties organisations faced in trying to extract data. CO noted that the EHRC are especially interested in working with NHS Scotland on the PSED and to explore particular challenges that could arise. CO agreed to share the first tranche of [pregnancy and maternity](#) data with the group before the next meeting.
- JH concluded the discussion by stressing that, although not every suggestion from the group had been included in the Work Plan, they had all been noted and could be explored between meetings.

5. AOB

VB updated the group on the paper covering the SG's Workplace Equality Fund (WEF) which was announced by the First Minister in April. The purpose of the WEF was to address long-standing barriers in the labour market to allow people the opportunity to fulfil their potential. The SG were particularly interested to have applications from private sector businesses; consortium bids for example from a range of small businesses; and employers who could support their supply chains as this would allow wider awareness of the WEF and potentially encourage more applications. A discussion followed which included the following comments and questions:

- The WEF provided an opportunity to build an evidence base so that people in work could be signposted in the right direction. It would create a legacy for many businesses and organisations.
- CO asked whether there would be an explicit reference to pregnancy and maternity discrimination in the WEF; VB agreed to consider that further.
- The criteria for the WEF were positive in terms of the opportunities it provided.
- FB highlighted that workplace flexibility presented challenges for the work of ACAS and there was a question about how flexible roles would fit into business. CC commented that it was difficult to operate flexibility in Police Scotland.
- There was a need for flexibility within teams particularly in shift working. KR agreed to check further into how LBG operated flexibility in teams who were working shift patterns and to share this information with members.
- Bigger organisations had more resources and an experience pool which would more easily allow flexibility.
- LL asked whether there would be any publicity for the WEF; VB said that plans for publicity were being discussed.
- FB asked if a copy of the WEF application form could be circulated to the group.

Action Points:

- AB to circulate e-version of KR's presentation to the group.
- KW to give update at next meeting on the findings of the CCPS survey exploring barriers to good practice (carried over from the second meeting).
- VB to work with the EHRC and SG business policy colleagues to explore the development of a communications strategy.
- CO to share EHRC's first tranche of [pregnancy and maternity](#) data for the PSED commitment with the group.
- VB to consider including a reference to pregnancy and maternity discrimination in the Workplace Equality Fund criteria.
- KR to share any guidance LBG have on operating flexibility within teams who work shift patterns.
- VB to circulate a copy of the Workplace Equality Fund application form to the group.

6. Date of Next Meeting

JH announced that the next meeting will take place on 12 September 2017 in Glasgow. As agreed earlier in the meeting, the theme would be health and safety. The premises of Family Friendly Working Scotland had been suggested as a venue, but, as there were health and safety issues affecting Police Scotland, CC offered to host the meeting in their premises in Dalmarnock, Glasgow. *Post-meeting note: Date changed to 31 October 2017.*

JH again thanked KR for hosting the meeting and her presentation and members for their participation. He then closed the meeting.