

# **Pregnancy and Maternity Discrimination Working Group**

Wednesday 21 February, 11:15 – 12:45

Minutes of the fifth meeting of the Pregnancy and Maternity Discrimination Working Group, held at Family Friendly Working Scotland (FFWS), Glasgow.

## **Members Present:**

Jamie Hepburn, Minister for Employability and Training (Chair) (JH)

Frank Blair, ACAS (FB)

Lisa Gallagher, FFWS (LG)\*

Clare Hussain, Police Scotland (CH)

Susan Love, FSB (SL)

Helen Miller, EHRC (HM)

Nikki Slowey, FFWS (NS)

Katherine Wainwright, CCPS (KW)

\*LG attended for the first hour of the meeting

## **Scottish Government (SG) Officials:**

Victoria Beattie (VB)

Lindsay Edgar (LE)

Andrew Boney (AB)

## **Apologies:**

Louise Lissaman, COSLA (LL)

Helen Martin, STUC (HMa)

Kenneth Small, NHS Scotland (KS)

Paula Smith, Carpetright (PS)

## **1. Welcome and Introductions**

JH welcomed everyone to the meeting and thanked NS and LG for hosting it. He noted the apologies and that SL would be arriving later due to her attending a previous meeting. JH then provided an overview of the agenda for the meeting. A group photograph was taken and subsequently tweeted on the Minister's twitter page.

## **2. Minutes of the Last Meeting and Action Points**

### **Action Points:**

KW to share with the group the findings of the CCPS survey exploring barriers to good practice – *Completed*

CH to share with the group Police Scotland's own findings on barriers to good practice – *Completed*

Clare Craig to share with the group the presentation on health and safety in Police Scotland – *Completed*

VB to share with the group the relevant parts of the Scottish Business Pledge report – *Completed: the survey report has been published and the weblink was circulated to the group; link is included under item 4*

VB to update the group on the outcomes of Phase 2 of the Enterprise and Skills Review – *LE said that officials were meeting on 1 March to discuss findings from the website; and Ben Warrington from the SG's Enterprise and Business Support team could give an update on the single website at a future meeting.*

VB and LE to prepare a paper covering actions within the work plan, work achieved to date and areas for taking forward over the course of 2018 – *Completed – summary paper to be discussed at item (3)*

JH then asked HM for an update on the EHRC research report on pregnancy and maternity discrimination which was published on 19 February. HM said that the report was a poll of 1,106 business leaders conducted across the UK. One of the notable Scottish findings was that 54% polled agreed that a woman should have to disclose whether she is pregnant during recruitment. The poll was not big enough to break down into individual sectors. FB asked whether the size of the employer could be found from the survey. HM said that could be done on a national level though not for Scotland.

JH highlighted two Scottish results showing that 41% of employers disagreeing that it's easy to protect expectant or new mothers from discrimination and 50% of employers agreeing that there can be resentment amongst employees towards women who are pregnant or on maternity leave.

### **3. Summary Paper**

VB said that the paper was a detailed summary of what the group had achieved over the first four meetings. A discussion took place which included the following comments:

- CH said that the Police Scotland lines on creating a national flexible working group and improving the culture beneath pregnancy and maternity discrimination statistics needed amending and she agreed to provide amended wording to VB.
- FB commented that ACAS get as many enquiries on their website as they do from the helpline and agreed to provide an amended line on that.
- LG said that it was useful that the summary paper had been prepared. FFWS were planning to signpost clients needing advice to their website as well as using their Helpline.
- JH said that the finalised paper would be published on the Employability in Scotland (EiS) website (*Update – the paper has been published and the weblink is included below*).

<http://www.employabilityinscotland.com/key-clients/women-and-work/pregnancy-and-maternity-discrimination-working-group/>

### **4. Work Plan and Group Discussion**

JH led a discussion which included the following comments:

#### **SG Commitment 1**

- Single website – SL commented that there were too many websites and there may be disappointment over timescales on development. A single website would need to be fully integrated.
- CH said that there may be a need to look at media activity around the website.
- FB commented that, because website links are often copied there would be a need for the single website link to come nearer the top of the Google search list so that it wasn't overlooked.
- JH commented that, as mentioned earlier by LE, Ben Warrington could provide an update on the development of a single website at a future meeting.
- Police Scotland sharing updated processes and research outcomes – VB commented that Healthy Working Lives (HWL) were looking into revamping their advice to employers. A representative from HWL could be invited to address a future group meeting.

- SL said that FSB had suggested some initiatives on healthy workplaces. It was important to ensure that small businesses were directed to intermediaries and that online sites include links to ensure that businesses were signposted to intermediaries.
- FB commented that ACAS had run a collaborative programme of events for trade associations and trade unions but it had been difficult to get enough delegates attending. VB offered to check if the SG could help with the ACAS events and agreed to speak to business officials on that.
- SL asked whether small business were able to use the services of the CIPD (Chartered Institute of Personnel and Development). VB replied that she and LE were planning to meet with CIPD soon on pregnancy and maternity discrimination so could check that point for SL.

#### SG Commitment 2

- VB said that the Scottish Business Pledge team were undertaking an evaluation of the Pledge and a formal report would be published soon. Group members would be notified if they were to be asked to support the evaluation (*Update – the report has been published and the link is included below*).

<https://scottishbusinesspledge.scot/information/scottish-business-pledge-survey-2017/>

#### SG Commitment 3

- JH commented that he was content to use the methods described at the last meeting on strengthening employer advice.
- VB said that she and LE had recently discussed the B1 MAT forms with UK Government officials and they had agreed to continue to liaise on that work and other areas of pregnancy and maternity discrimination.
- NS said that the 'Working Families' website could be used to highlight employer advice on safer work environments.
- FB asked what the risk assessment was as applied to industries? VB replied that the issue was being taken up in discussions with the STUC and this would happen at the First Minister's bilateral meeting with STUC General Council on 5<sup>th</sup> March.

#### SG Commitment 4

- VB said that the recent *Measuring Up 7* report had shown that little progress was being made on the reporting of pregnancy and maternity discrimination in the public sector.
- HM commented that work needed to be done on improving public access and 'step by step' support was needed for public sector employees in bringing about improvements.
- CH said that it was difficult for Police Scotland to get pregnancy and maternity statistics and more advice was needed as gathering relevant data was challenging. Public Sector organisations needed to have a clear steer of what they had to do to improve monitoring of statistics.
- FB commented that a business issue was the hierarchy of need which would impact on the reporting of statistics – an issue of how important was that for a business?
- KW said that public monitoring and reporting linked with related issues such as equal pay.
- VB said that the SG's Local Authorities Improvement Team would be hosting a conference on the gender pay gap, possibly in the summer, and suggested that some group members could speak at it.
- JH commented that some thinking was needed from the group of how to reach the stage of suggested new actions for this commitment.

#### SG Commitment 5

- JH said that the STEM Strategy Working Group and Women in Agriculture taskforce were meeting regularly and would help support the communications strategy in these sectors.

- VB and LE said that she and LE would continue to work with both groups on communicating pregnancy and maternity discrimination.

#### SG Commitment 6

- CH commented that Police Scotland were changing their culture of how to be more supportive to pregnant officers.
- FB said that ACAS had particular difficulties in getting relevant Scottish complaints statistics and in publishing the statistical trends. FB would try to get figures that could be useful. More work was needed on job evaluation.
- NS said that there was a need for better practice from employers.
- JH asked the group to think about the milestones needed in measuring progress.

#### **5. Date of Next Meeting**

JH announced that the next meeting would be held on Tuesday 22 May 2018 in Glasgow; the theme would be confirmed. KW confirmed that the venue would be the premises of Turning Point at the Glasgow Drugs Crisis Centre.

#### **6. Close of meeting**

JH thanked NS and LG for hosting the meeting and members for their participation. He then closed the meeting.

#### **Meeting Action Points:**

1	CH, FB and KW to provide amended lines for the Summary Paper
2	LE to invite Ben Warrington to future meeting for update on the single website
3	VB to check with business engagement staff on SG support for ACAS collaborative events for trade associations
4	LE to check if some group members could address a summer conference on the gender pay gap hosted by the LA Improvement Team
5	All group members to provide ideas on milestones for commitment 6 in the Work Plan
6	FB to obtain ACAS complaints statistics on pregnancy and maternity discrimination