



EAP Meeting

Held virtually on the 30 January 2024

Present:

Anita Howard
Becca Mayo
Bo Mansell
Hannah Grist (Chair)
Heather Earnshaw
Joanna Rodgers
Kate Christie (CNPA)
Kate Dowding
Katherine Willing (CNPA)
Keith Turner
Kevin Hutchens
Lina Payne
Linda Bamford
Micah Daigeaun
Shreoshi Das
Stuart Hall
Vanessa Altweck

Apologies:

Mariana Yarnold
Marisa Ginger
Liliana Corrieri
Fiona Mclean

1. Item one: Welcome

- Hannah welcomed the group to the meeting.
- It was announced that Hannah will be the chair of the panel going forward with Fiona still attending as board representation.

2. Item two: Review of Minutes of November 2023

- The minutes were accepted with no changes requested.

3. Item three: CNPA Draft Guidance for Staff Experiencing Pregnancy Loss -
Kate Christie, Head of Organisational Development



- Kate gave an overview of the guidance, explaining that it was updated following consultation with the internal Equality, Diversity and Inclusion Advocacy Group.
 - The panel suggested the following changes and additions:
 - It was suggested that the guidance should include support for siblings and chosen family.
 - It was suggested that the list of definitions on page one, are amended to cover different types of circumstances such as non-consensual pregnancies or surrogacy. When referring to surrogacy it was suggested both the surrogate, and the intended parent should be included.
 - Several panel members suggested that the content of the document although welcomed could be sensitive or triggering. There were multiple suggestions on how to improve this such as, removing the definitions from the first page, including a contents page or including a content warning.
 - The reflected that there was not much mention of the mental health support that would be available. Kate agreed that there needed to be more mention of CNPA Mental Health First Aiders, Occupational Health Provider, free counselling and employee assistance program within the document.
 - The panel suggested that under the employee responsibility section on the final paragraph it would be appropriate to change the wording to “all employees are expected to contribute to an empathetic and supportive environment”. This change removes the expectation that employees will provide sympathy as others may have experienced pregnancy loss themselves and do not feel comfortable to talk on the subject.
 - The panel recognised that the individual returning to work may not want to discuss or disclose their loss on return to work. The panel suggested that the document reflects that it is the individual’s choice as to how they would like to manage their return to work.
 - The panel welcomed the policy and felt it went further than other organisations where it was an addition to the bereavement policy.
 - The panel suggested that paternity leave is expanded on so that it is inclusive of same-sex couples.
 - The panel suggested that the policy should be amended to make clear that the individual who experienced the still birth does not need to be working for the park for the partner to receive the support outlined in the document.
 - The panel also suggested that it may be helpful to set out what CNPA provides that is additional to the legislation and what the state provides.
4. Item four: Feedback from Scottish Council for Voluntary Organisations (SCVO) Gathering



- Kevin gave feedback to the panel on the SCVO gathering including the sessions he attended. Kevin agreed to send his summary document to the equalities inbox so that the opportunities could be followed up on.
- 5. Item five: Face to Face Event Planning
 - Kate gave an overview of timetable of the event and discussed accommodation and travel.
- 6. AOBs
 - No AOBs were raised.

End of meeting

Next meeting 27 February 2024