

From: [Cooke, Michael \(HR\)](#)
To: [Fleetham, Joan](#)
Subject: RE: Addendum to DOF/2022-0001 FOI Response (issued on 27/01/2022) issued 16/02/2022
Date: 10 March 2022 14:46:56
Attachments: [image002.png](#)
[image003.jpg](#)

Have sent to Janine for a view.

Michael Cooke, Director of Employee Relations

Goodwood House | 44-58 May Street | Belfast | BT1 4NN

Contact [REDACTED]

NICS-HR-bilingual



From: Fleetham, Joan [REDACTED]
Sent: 10 March 2022 14:19
To: Cooke, Michael (HR) [REDACTED]
Subject: FW: Addendum to DOF/2022-0001 FOI Response (issued on 27/01/2022) issued 16/02/2022
Importance: High

Michael

Redraft in light of Janine's comments and D&I's further inclusion re the TOR for the steering group. I have left in the final sentence as it goes to explain the distinction on the policy development. You might feel this is not required.

Joan

[REDACTED]

Thank you for your query.

The NICS Stonewall Workplace Equality Index Steering Group (commonly referred to as the "NICS Stonewall Steering Group") was formed in 2019 in preparation for the Civil Service's submission to the 2020 Stonewall Workplace Equality Index. The objective for establishing the group was to provide strategic oversight and operational leadership to support the NICS submission to the Stonewall Workplace Equality Index for 2020 and beyond.

Members of the NICS Stonewall Steering Group include representatives from NICS HR, the NICS LGBT Network in their capacity as NICS staff and central trade union side. There are no members from the Stonewall organisation or its partners on this group.

No comments from Stonewall were considered by the Employee Relations team when reviewing the policies referred to in your request. Only recommendations from NICS staff on the internal steering group were considered, and not all of those recommendations put forward by the group were accepted.

Regards etc

JOAN FLEETHAM | EMPLOYEE RELATIONS POLICY TEAM | DoF

7th Floor | Goodwood House | 44-58 May Street Belfast | BT1 4NN

Contact [REDACTED]

NICS-HR-bilingual (2)



From: Cooke, Michael (HR) [REDACTED]
Sent: 10 March 2022 08:02
To: Fullerton, Janine [REDACTED]
Cc: Fleetham, Joan [REDACTED]; Quinn, Aisling (NICS HR) [REDACTED]
Subject: FW: Addendum to DOF/2022-0001 FOI Response (issued on 27/01/2022) issued 16/02/2022
Importance: High

Janine

There is a follow on query to the responses we provided re family friendly policies. I would be grateful for your further assistance before a draft is

forward to Jill. Please see the requestor information followed by our draft response. What do you think re approach/content – your views would be very much appreciated. Happy to discuss if that works better.

Michael

The requestor:

Dear DoF FOI,

This seems a highly unusual response. For one, you've reattached documents already sent in the original reply. You're also saying that Stonewall couldn't have had input into the documents, whilst the original documents clearly show the Stonewall steering group's comments being implemented. There is also the guidance provided by Stonewall which has been adhered to. Could you please clarify what meaningful distinction can be made between "Stonewall" and a Stonewall Steering Group following Stonewall guidance? How was the Steering Group formed, and does it include only NICS staff, or also representatives from Stonewall, or Stonewall partners The Rainbow Project, or any other external group?

Thank-you,

[REDACTED]

The draft which has been developed by ER and D&I teams is:

[REDACTED]

Thank you for your query.

The NICS Stonewall Workplace Equality Index Steering Group (commonly referred to as the "NICS Stonewall Steering Group") is the name given to an in-house NICS group which includes representatives from NICSHR, central trade union side and the NICS LGBT Network.

The group was formed in 2019 in preparation for the Civil Service's submission to the 2020 Stonewall Workplace Equality Index. The role of the Steering Group is to ensure that activity is co-ordinated across departments, that good practice is shared and to strategically manage the overall submission process.

The Steering Group is one of a number of internal stakeholders NICSHR engages with when developing or reviewing HR policies. The purpose of liaising with this group is to ensure we have policies and practices which are LGBT inclusive, and comply with Section 75 obligations.

There are no members from the Stonewall organisation or its partners on this group. No comments from Stonewall were considered by the Employee Relations team when reviewing the policies referred to in your request. Only recommendations from NICS staff on the internal steering group were considered, and not all of those recommendations put forward by the group were accepted.

Regards etc

Michael Cooke, Director of Employee Relations

Goodwood House | 44-58 May Street | Belfast | BT1 4NN

Contact [REDACTED]

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