

From: [Fullerton, Janine](#)
To: [Cooke, Michael \(HR\)](#)
Cc: [Fleetham, Joan](#); [Quinn, Aisling \(NICS HR\)](#)
Subject: RE: Addendum to DOF/2022-0001 FOI Response (issued on 27/01/2022) issued 16/02/2022
Date: 10 March 2022 09:02:04
Attachments: [image001.jpg](#)
[image002.png](#)

Michael,

No problem – happy to help if I can. Easier to discuss as I'm not clear what preceded this FOI and what documentation was already provided etc. Are you free to catch up immediately after SMT this morning? Am flat out between now and then.

Janine

Janine Fullerton | Director | Strategic Planning and Governance | NICSHR | DoF

2nd Floor | 2-4 Bruce Street | Belfast | BT2 7JD

Contact: [REDACTED] [REDACTED] [REDACTED] [REDACTED]
[REDACTED]

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From: Cooke, Michael (HR)

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 NICS HR, 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 NICS HR 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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