

From: [REDACTED]
To: [Fleetham, Joan](#)
Cc: [Quinn, Michelle](#)
Subject: Addendum to DOF/2022-0001 FOI Response (issued on 27/01/2022) issued 16/02/2022
Date: 09 March 2022 17:42:52
Attachments: [image001.jpg](#)
[image002.jpg](#)
Importance: High

Hi Joan,

Please see below updated response which Aisling has cleared.

Any queries give me a call.

Thanks

[REDACTED]

[REDACTED] | Talent Management Team | NICSHR | DoF

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

Contact: [REDACTED] [REDACTED] [REDACTED]

onenics-sig



From: Fleetham, Joan

Sent: 09 March 2022 13:50

To: [REDACTED]

Cc: [REDACTED] Cooke, Michael (HR) [REDACTED]

Subject: FW: Addendum to DOF/2022-0001 FOI Response (issued on 27/01/2022) issued 16/02/2022

Importance: High

Hi [REDACTED]

[REDACTED] response for this further query from [REDACTED]. I have lifted the content below from the approved responses to [REDACTED] and earlier drafts which you provided re the role of the steering group. I need some content please to answer "Steering Group formed".

Grateful if you could provide the detail on this. We are responding under LOB so need to have this cleared asap.

Many thanks

Joan

[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.

They are one of a number of internal stakeholders that we engage with when developing or reviewing HR policies. The purpose of liaising with this group is to ensure we make our policies and practices 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

JOAN FLEETHAM | EMPLOYEE RELATIONS POLICY TEAM | DoF

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

Contact: [REDACTED] [REDACTED] [REDACTED]

NICS-HR-bilingual (2)



From: NICS HR FOI <NICSHRfoi@finance-ni.gov.uk>

Sent: 09 March 2022 11:01

To: Fleetham, Joan [REDACTED]

Subject: FW: Addendum to DOF/2022-0001 FOI Response (issued on 27/01/2022) issued 16/02/2022

Dear Joan [REDACTED],

Please see email below from requester in reply to the addendum to FOI DoF/2022-0001 response. Grateful if you could advise if a response can be provided to this as line of business.

Many thanks,

■

From: DoF FOI <foi@finance-ni.gov.uk>

Sent: 09 March 2022 10:31

To: NICS HR FOI <NICSHRfoi@finance-ni.gov.uk>

Subject: FW: Addendum to DOF/2022-0001 FOI Response (issued on 27/01/2022) issued 16/02/2022

Morning,

Please see reply received from requester regarding the addendum to DOF/2022-0001. Can you advise how you wish to proceed? Should a new FOI be logged or are you content to respond as a follow on to the original response?

Thanks,

■

-----Original Message-----

From

■

Sent: 08 March 2022 20:57

To: DoF FOI <foi@finance-ni.gov.uk>

Subject: Re: Addendum to DOF/2022-0001 FOI Response (issued on 27/01/2022) issued 16/02/2022

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Please ensure you can verify the sender's name and email address.

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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,

■

-----Original Message-----

Good afternoon,

Please see attached addendum to the response to your recent request for information.

Regards

FOI/EIR Team

Please use this email address for all replies to this request:

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