

**From:** [Fleetham, Joan](#)  
**To:** [REDACTED]  
**Subject:** RE: FOI-0001-2022  
**Date:** 25 January 2022 09:15:00  
**Attachments:** [image001.jpg](#)  
[image002.jpg](#)

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Thanks [REDACTED]

Joan

**JOAN FLEETHAM | EMPLOYEE RELATIONS POLICY TEAM | DoF**  
7th Floor | Goodwood House | 44-58 May Street Belfast | BT1 4NN

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

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**From:** [REDACTED]  
**Sent:** 24 January 2022 17:52  
**To:** Fleetham, Joan [REDACTED]  
**Subject:** FW: FOI-0001-2022

Hi Joan,

Thanks for keeping me in the loop. No need for us to let the Stonewall Steering Group know but thanks for checking.

Thanks

[REDACTED]

**[REDACTED] | Talent Management Team | NICSHR | DoF**

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

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

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**From:** Fleetham, Joan  
**Sent:** 20 January 2022 12:20  
**To:** [REDACTED]  
**Subject:** FW: FOI-0001-2022

H [REDACTED]

Just to confirm that Michael has signed off release of these documents today. They are going to DOF IMU for final clearance. He was wondering if you had advised the Stonewall Steering Group for their information?

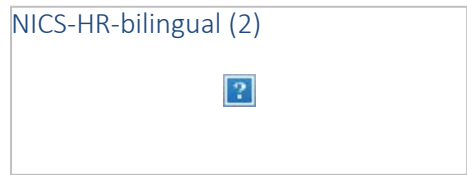
Thanks

Joan

**JOAN FLEETHAM | EMPLOYEE RELATIONS POLICY TEAM | DoF**

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

**Contact:** [REDACTED]



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**From:** Fleetham, Joan

**Sent:** 17 January 2022 10:15

**To:** [REDACTED]

**Cc:** Cooke, Michael (HR) <[REDACTED]>

[REDACTED]

**Subject:** FOI-0001-2022

Hi [REDACTED]

As discussed we have been asked to release correspondence dealing with the review of the Maternity and Paternity policies, including any information around using or omitting the words “mother” or “father” from those policies.

In order to comply with this request, we are required to release interactions between the ER Policy Team and the NICS Stonewall Steering Group.

Please find attached documents for release for your information and in case of any subsequent enquiries.

Thanks

Joan

**JOAN FLEETHAM | EMPLOYEE RELATIONS POLICY TEAM | DoF**

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

**Contact:** [REDACTED]

NICS-HR-bilingual (2)



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