

From: Cooke, Michael (HR)
To: [Fleetham, Joan](#)
Subject: FW: **FOR CLEARANCE** - Family friendly policies
Date: 11 March 2022 14:51:04
Attachments: [image001.png](#)

Go ahead and issue the final draft. Thanks.

Michael Cooke, Director of Employee Relations

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

Contact: [REDACTED]

NICS-HR-bilingual



From: Cooke, Michael (HR)

Sent: 11 March 2022 14:50

To: Minne, Jill [REDACTED]; NICS HR Director <HRDirector@finance-ni.gov.uk>

Cc: Fleetham, Joan [REDACTED]; [REDACTED]
[REDACTED]

Subject: RE: **FOR CLEARANCE** - Family friendly policies

Input and clearance from [REDACTED] and Aisling, cross referenced to TOR for NICS Stonewall Steering Group and checked with Janine re wording so am content it is accurate.

Michael Cooke, Director of Employee Relations

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

Contact: [REDACTED]

NICS-HR-bilingual



From: Minne, Jill [REDACTED]

Sent: 11 March 2022 14:47

To: Cooke, Michael (HR) [REDACTED]; NICS HR Director <HRDirector@finance-ni.gov.uk>

Cc: Fleetham, Joan [REDACTED]; [REDACTED]

[REDACTED]
Subject: RE: ****FOR CLEARANCE**** - Family friendly policies

Yes, as long as its factually correct.

Thanks

From: Cooke, Michael (HR)
Sent: 11 March 2022 08:53
To: NICSHR HR Director <HRDirector@finance-ni.gov.uk>
Cc: Fleetham, Joan [REDACTED]; [REDACTED]
[REDACTED]
Subject: ****FOR CLEARANCE**** - Family friendly policies

Jill,

You will recall we drafted with Janine's assistance a response to queries on the family friendly policies re mother/father/stonewall input. There is a follow on query:

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?

We have liaised with Janine on a response:

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 central trade union side representatives, staff from NICSHR and the NICS LGBT Network. The Stonewall organisation and its partners are not members of this group.

No comments from Stonewall were considered by NICSHR 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.

Are you content with this wording?

Michael

Michael Cooke, Director of Employee Relations

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

Contact: [REDACTED]

NICS-HR-bilingual

