

**From:** [Fleetham, Joan](#)  
**To:** [NICS HR FOI](#)  
**Subject:** FW: Internal review of Freedom of Information request - Maternity and paternity policies  
**Date:** 15 March 2022 14:09:00

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Received following our LOB response that went out today.

Can you take forward please and advise what is required from us.

Kind regards  
Joan

JOAN FLEETHAM | EMPLOYEE RELATIONS POLICY TEAM | DoF  
7th Floor | Goodwood House | 44-58 May Street Belfast | BT1 4NN  
Contact: [REDACTED]

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

From: DoF HRPolicy Enquiries <[HRPolicy.Enquiries@finance-ni.gov.uk](mailto:HRPolicy.Enquiries@finance-ni.gov.uk)>  
Sent: 15 March 2022 13:18  
To: Fleetham, Joan [REDACTED]  
Subject: FW: Internal review of Freedom of Information request - Maternity and paternity policies

[REDACTED] | NICS HR EMPLOYEE RELATIONS POLICY SECTION | DoF 7th Floor | Goodwood House  
| 44-58 May Street | Belfast BT1 4NN  
Contact: [REDACTED]

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

From: [REDACTED]  
Sent: 15 March 2022 12:48  
To: DoF HRPolicy Enquiries <[HRPolicy.Enquiries@finance-ni.gov.uk](mailto:HRPolicy.Enquiries@finance-ni.gov.uk)>  
Subject: Internal review of Freedom of Information request - Maternity and paternity policies

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Dear DoF HRPolicy Enquiries,

Thank-you for the clarification that the decision to remove the words 'mother' and 'woman' from the maternity leave policy (but not 'father' from the paternity leave policy) was made following input from a Steering Group appointed to "provide strategic oversight and operational leadership to support the NICS submission to the Stonewall Workplace Equality Index for 2020 and beyond", using guidance provided by Stonewall.

I am now requesting an internal review, with particular reference to how this latest update came about, how any

claimed 'new information' came to light, including disclosure of all communication about this FOI itself.

Thank-you,



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



DOF LOB/2022-006

Thank you for your recent 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, NICS staff including staff from NICSHR and the LGBT Network. The Stonewall organisation or its partners are not members of 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

NICSHR, Employee Relations Branch

[1]cid:image001.png@01D2BE6A.F81E93D0

References

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