

FOI DOF/2021-0459

Request

(a) Which charities and groups have been involved in training NICS staff on equality, diversity, and inclusion, or involved in the development of LGBT+ or inclusion/diversity guidance and toolkits for use by NICS departments and/or arms length bodies and

(b) whether efforts have been made to ensure this includes groups with gender critical views

Clarification on Request

Clarification was sought on your request and you provided the following clarification:

- a) Provide this (information) for the calendar years 2019, 2020, and 2021 (to date)
- b) “ ‘Group’ is my chosen word as this may include charities, private companies, unconstituted groups, or indeed any organisation, network, or collective operating in this field and claiming to have expertise. Please also indicate if any individual consultants have provided this expertise, even if you cannot name them via this process”.

DoF Response

I can confirm the department holds some of the information requested.

a) No charities, groups or consultants have been involved in training provided by DoF NICSHR to NICS staff on equality, diversity, and inclusion in the calendar years 2019, 2020, 2021 (to date).

DoF NICSHR does not hold any records of training which has been provided directly by business areas or departments in the NICS.

In developing the NICS Trans Equality Policy and Transitioning at Work Guide for NICS staff, DoF NICSHR consulted a range of individuals and groups which included:

- Trade Union Side
- NICS Diversity Champions
- The NICS LGBT Staff Network
- Individual Colleagues

- Stonewall
- Focus: The Identity Trust
- GenderJam
- SAIL NI
- TransgenderNI

DoF NICSHR does not hold any records of engagement undertaken by arms-length bodies in the development of LGBT+ or inclusion/diversity guidance and toolkits.

(b) This information is not held.