

**Northern Ireland Local Government Officers' Superannuation Committee  
Equality screening report – 1 April to 30 June 2015**

**Policies screened in Q1 of 2015/2016**

<b>Policy title</b>	<b>Aim of policy</b>	<b>New / existing policy</b>	<b>Date of screening</b>	<b>Screening decision</b>
NILGOSC Vision, Mission, Values, Strategic Aims and Objectives	The Policy is a statement of NILGOSC's Vision, Mission, Values, Strategic Aims and Objectives. It forms the strategic element of NILGOSC's business planning process.	Existing	1 May 2015	Screened out with mitigation
Governance Policy Statement	This policy sets out details, required by the Local Government Pension Scheme Regulations (Northern Ireland) 2014, of whether NILGOSC delegates its function or part of its function regarding the maintenance of the pension fund to a sub-committee or an officer of NILGOSC.	Existing	18 June 2015	Screened out

**Policies scheduled for screening in Q2 of 2015/2016**

<b>Policy title</b>	<b>Aim of policy</b>	<b>New / existing policy</b>
Policy Statement on Employer Discretions	In accordance with various pension regulations, NILGOSC is required to formulate, publish and keep under review a written policy statement on certain discretions it can exercise. This Policy Statement defines those discretions.	Existing
NILGOSC Policy Statement on Discretions relating to Former Employing Authorities who ceased to participate in the Scheme after 31 March 2015	In accordance with the 2014 Local Government Pension Scheme Regulations, NILGOSC is required to formulate, publish and keep under review a written policy statement on the discretions that relate to former employing authorities who ceased to participate in the Scheme after 31 March 2015.	New
Maternity Policy	The aim of this policy is to help all female employees to combine their career with family responsibilities and to help NILGOSC retain key skills. This policy complies with both the letter and spirit of the law on maternity rights; it also reflects the enhanced benefits as laid down by the National Joint Council.	Existing
Paternity Policy	The aim of this policy is to help employees to combine their career with family responsibilities; the policy complies with both the letter and spirit of the law on paternity rights and also reflects the enhanced benefits as laid down by the National Joint Council.	Existing

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<b>Policy title</b>	<b>Aim of policy</b>	<b>New / existing policy</b>
Redundancy Procedure	The purpose of this procedure is to provide a fair, equitable and consistent arrangement for the handling of situations where an employee is dismissed by reason of redundancy.	Existing