

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

**Policies screened in Q2 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>
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	22 July 2015	Screened out with mitigation
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	22 July 2015	Screened out with mitigation
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	19 August 2015	Screened out with mitigation

**Policies scheduled for screening in Q3 of 2015/2016**

<b>Policy title</b>	<b>Aim of policy</b>	<b>New / existing policy</b>
Dignity at Work Policy	The aim of this policy and the accompanying procedure is to prevent harassment by communicating clearly the type of behaviour that is not acceptable in the workplace and the action that will be taken should harassment occur.	Existing
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