

**Northern Ireland Local Government Officers' Superannuation Committee
Equality screening report – 1 October to 31 December 2015**

Policies screened in Q3 of 2015/2016

Policy title	Aim of policy	New / existing policy	Date of screening	Screening decision
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	17 October 2015	Screened out
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	17 October 2015	Screened out

Policies scheduled for screening in Q4 of 2015/2016

Policy title	Aim of policy	New / existing policy
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