

**Northern Ireland Local Government Officers' Superannuation Committee  
Equality screening report – 1 April to 30 June 2016**

**Policies screened in Q1 of 2016/2017**

<b>Policy title</b>	<b>Aim of policy</b>	<b>New / existing policy</b>	<b>Date of screening</b>	<b>Screening decision</b>
Special Leave Policy	This policy is intended to provide guidance to staff and managers for situations when someone is faced with an unexpected event which cannot be planned for in order to ensure fair, equitable and consistent treatment for staff who wish to take leave under the scope of the policy.	Existing	10/06/2016	Screened out with mitigation.
Funding Strategy Statement	The Funding Strategy Statement documents the processes by which NILGOSC: <ul style="list-style-type: none"> <li>• establishes a clear and transparent fund-specific strategy which will establish how employers' pension liabilities are best met going forward;</li> <li>• supports the regulatory requirement to maintain as nearly constant a common contribution rate as possible; and</li> <li>• takes a prudent longer-term view of funding those liabilities.</li> </ul>	Existing	15/04/2016	Screened out.
Dress Code Policy	NILGOSC has established a dress code policy to allow all staff to work comfortably in the office and also portray a professional business image which is in keeping with the reputation of the organisation.	Existing	22/04/2016	Screened out.
Equal Opportunities Policy	The aim of this policy is to communicate the commitment of the Management Committee and Senior Management Team to the promotion of equality of opportunity in NILGOSC, irrespective of gender, marital or civil partnership status, having or not having dependents, religious belief or political opinion, disability, race or ethnic origin, sexual orientation or age.	Existing	20/06/2016	Screened out.

**Policies scheduled for screening in Q2 of 2016/2017**

<b>Policy title</b>	<b>Aim of policy</b>	<b>New / existing policy</b>
Staff Code of Conduct	The Code of Conduct is intended to provide guidance on the conduct expected of NILGOSC members of staff. It expresses obligations which already exist in legislation or as express or implied terms in staff terms and conditions of Employment.	Existing

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Health and Safety Policy	NILGOSC has established a Healthy and Safety Policy to provide and maintain a safe and healthy working environment for NILGOSC employees and visitors.	Existing
Alcohol, Drug and Substance Abuse Policy	The purpose of this policy is to make clear to all staff, NILGOSC's and employees' responsibilities concerning alcohol, drug and substance abuse while at work and the action to be taken if such circumstances arise. The policy aims to contribute to a safe and healthy work environment.	Existing