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**GOOD RELATIONS
STATEMENT
SCREENING**

FINAL OCTOBER 2002

Northern Ireland Local Government Officers' Superannuation Committee

Screening – Good Relations Statement

1. Introduction

- 1.1 NILGOSC has drafted a Good Relations Policy in response to its commitment set out in its Equality Scheme published in April 2001. The policy is in the form of a statement designed to show the support of the most senior members of staff, the Chairman and the Secretary. The statement is attached as Annex A.
- 1.2 This document sets out the process for screening the Good Relations Statement ie the consideration as to whether the Statement should be subject to an Equality Impact Assessment.

2. Objective of the Policy

- 2.1 The objective of the policy is to demonstrate that NILGOSC is committed to the promotion of good relations as required by the Act between persons of different religious beliefs, political opinions or racial groups.

3. Application of the Policy

- 3.1 The policy applies to two main groups. Firstly NILGOSC will promote good relations amongst its staff. This will be implemented by senior management who will consult with the staff and trade union. Secondly, all NILGOSC staff will recognise and respect the diversity and interdependence between other stakeholders such as members, pensioners and suppliers.
- 3.2 The policy is applied to all staff within NILGOSC.

4. Screening for Adverse Impact

- 4.1 The policy promotes good relations amongst people of all nine groups referred to in the Northern Ireland Act :-
 - between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
 - between men and women generally;

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- between persons with a disability and persons without; and
- between persons with dependants and persons without.

4.2 As all nine groups are included in the statement there is no differential impact on any one of the groups. **There is therefore no requirement to subject the policy to an Equality Impact Assessment.**

5. Monitoring

5.1 NILGOSC will monitor future training, seminars and opportunities for discussion as outlined in the statement to ensure that the content meets the objectives of the statement.

6. Consultation on the Screening Process

6.1 This screening was subject to a formal consultation exercise. Consultees included those individuals and organisations (see Annex B) listed in Appendix I of the Committee's Equality Scheme and amended through experience. Public notices were also placed in the three local daily papers and the document was published on the NILGOSC website.

6.2 The formal consultation exercise ended on 20th September 2002 after allowing 12 weeks for comments to be received.

6.3 Specific comments were received from two consultees. The ICTU recommended that the policy was renamed from a 'Community' Relations Policy to a 'Good' Relations Policy. This recommendation has been implemented.

6.4 The Community Relations Council offered support in implementing the policy.

7. Policy Decision Following Consultation Exercise

7.1 The Committee adopted the Good Relations Statement at its meeting of 22nd October 2002.

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8. Publication of Results

- 8.1 NILGOSC will publish by the most appropriate method to those listed in Annex B and any other organisation representing some or all of the stakeholders, the outcome of this screening exercise.
- 8.2 This material will also be available in printed form by contacting NILGOSC at Templeton House, 411 Holywood Road, Belfast, BT4 2LP, telephone number 028 90768025. Alternative formats will be available on request. NILGOSC may inform the general public about the availability of this material through press releases. It will also inform bodies listed at Annex B when this material is available.
- 8.3 The results of the screening will be posted on the NILGOSC website which is <http://www.nilgosc.org.uk/equality.htm>.

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Annex A

Good Relations Statement

1. NILGOSC is committed to the promotion of good relations within its workforce and between its stakeholders.
2. NILGOSC supports the three principles of Good Relations:-
 - Equity: providing equality of opportunity to its employees and equal access to services for its stakeholders.
 - Diversity: recognising, understanding and tolerating difference
 - Interdependence: recognising commonalties and obligations to others
3. NILGOSC wishes to meet the needs of a diverse society which includes people of different gender, race, disability, responsibility for dependants, sexuality, age, religious or political belief and marital status.
4. NILGOSC has published an Equality Scheme and an Equal Opportunities Policy which together set out the Committee's commitment to Equity. This commitment is extended to ensure that the methods used to promote equality have positive effects on good relations.
5. Diversity and Interdependence within the workforce will be recognised with the aim of making the most of everyone's potential. To assist this process:-
 - Management will provide positive leadership in encouraging greater mutual understanding and respect for the different cultures and traditions in NILGOSC
 - Seminars to explain the purpose of community relations and how it can be encouraged will be provided
 - Opportunities will be made available for staff to discuss culturally diverse issues in a neutral environment
6. Diversity and Interdependence between stakeholders will be recognized, understood, tolerated and respected by all employees of NILGOSC. NILGOSC will provide seminars for employees to assist the understanding of diversity and interdependence.

This statement was adopted by the Committee at its meeting on 22nd October 2002



Chairman



Secretary

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Annex B

List of Bodies to be Consulted

NILGOSC has compiled the following list of consultees for all matters with a special emphasis on those who are affected by the pension scheme policies.

This list was subject to consultation in 2000 and amended as a result.

We will consult directly with Members and Pensioners by way of a Members Panel and a Pensioners Panel. These panels will consist of a representative sample of Members and Pensioners. We expect this form of consultation to be the most effective in ensuring that all members, including those categorised by Schedule 9 of the Act, have equality of opportunity for pension scheme matters.

The list below is not exhaustive and may be amended in the light of experience.

List of Organisations/Groups to Consult

Antrim Borough Council	Belfast Print Workshop
Abode Housing Association Limited	Belfast Royal Academy
Acorn Integrated Primary School	Belfast Visitor & Convention Bureau
Agricultural Research Institute of Northern Ireland	BIH Housing Association Limited
Aquinas Diocesan Grammar School	Bloomfield Collegiate School
Ards Borough Council	Braidside Integrated Primary & Nursery School
Ards Citizens' Advice Bureau	Bridge Integrated Primary School
Ark Housing Association Northern Ireland Ltd	Campbell College
Armagh City & District Council	Carrickfergus Borough Council
Armagh College of Further Education	Castlereagh Borough Council
Armagh Observatory	Castlereagh College of Further and Higher Education
Armagh Planetarium	Causeway Institute of Further and Higher Education
Arts Council of Northern Ireland	Cedar Integrated Primary School
Ballymena Academy	Choice Housing Association Limited
Ballymena Borough Council	Christian Brothers Grammar School
Ballymoney Borough Council	Citybus Limited
Ballynaveigh Housing Association Limited	Clothing and Industrial Training Services
Banbridge District Council	Coleraine Academical Institution
Bangor Grammar School	Coleraine Borough Council
Belfast Charitable Society	Coleraine Harbour Commissioners
Belfast City Council	Connswater Housing Association Ltd
Belfast Community Housing Association Limited	Construction Industry Training Board
Belfast Education & Library Board	Convent Grammar School
Belfast High School	Cookstown District Council
Belfast Institute of Further and Higher Education	Council for Catholic Maintained Schools

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Council for the Curriculum, Examinations	Limavady College of Further and Higher Education
Countryside Recreation: Northern Ireland	Linen Hall Library
Covenanter Residential Association Limited	Lisburn Borough Council
Craigavon Borough Council	Lisburn Institute of Further and Higher Education
Dalriada School	Lisnevin Juvenile Justice Board
Derry City Council	Livestock & Meat Commission for Northern Ireland
Derry Investment Initiative	Local Government Staff Commission
Derry Visitor and Convention Bureau	Loreto College
Dominican College	Loreto Grammar School
Dominican College	Loughview Integrated Primary School
Donacloney Housing Association Ltd	Lumen Christi College
Down District Citizens' Advice Bureau	Magherafelt District Council
Down District Council	Malone College
Drumragh Integrated College	Methodist College
Dungannon & South Tyrone Borough Council	Mill Strand Integrated Primary School
East Antrim Institute of Further and Higher Education	Millennium Forum
East Down Institute of Further and Higher Education	Millennium Integrated Primary School
East Tyrone College of Further Education	Mount Lourdes Grammar School
Engineering Training Council (NI) Limited	Mourne Heritage Trust
Enniskillen Integrated Primary School	Moyle District Council
Enterprise Ulster	New-Bridge Integrated College
Erne Integrated College	Newington Housing Association (1975) Limited
Fermanagh College of Further Education	Newry & Mourne District Council
Fermanagh District Council	Newry/Kilkeel College of Further Education
Filor Housing Association Limited	Newtownabbey Borough Council
Fire Authority for Northern Ireland	North & West Housing Limited
Flax Housing Association Limited	North Coast Integrated College
Fold Housing Association	North Down and Ards Institute of Further and Higher Education
Fold Housing Trust	North Down Borough Council
Foyle and Londonderry College	North East Institute of Further and Higher Education
Friends School	North Eastern Education and Library Board
Glenmona Resource Centre	North West Institute of Further and Higher Education
Gosford Housing Association	Northern Ireland Association of Citizens' Advice Bureaux
Grove Housing Association Limited	Northern Ireland Community Relations Council
Habinteg Housing Association (Ulster) Limited	Northern Ireland Co-Ownership Housing Association Limited
Hazelwood College	Northern Ireland Council for Integrated Education
Hazelwood Integrated Primary School	Northern Ireland Federation of Housing Associations
Hearth Housing Association Limited	Northern Ireland Fishery Harbour Authority
Hunterhouse College	
Integrated College Dungannon	
Jordanstown Schools	
Lagan College	
Laganside Corporation	
Larne Borough Council	
Larne Grammar School	
Law Society for Northern Ireland	
Limavady Borough Council	

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Northern Ireland Hospice
Northern Ireland Hotel and Catering College
Northern Ireland Housing Executive
Northern Ireland Local Government Association
Northern Ireland Local Government Officers' Superannuation
Northern Ireland Railway Company Limited
Northern Ireland Tourist Board
Northern Ireland Transport Holding Company
Oakgrove Integrated College
Oakgrove Integrated Primary School
Oaklee Housing Association
Oakwood Integrated Primary School
Omagh College of Further Education
Omagh District Council
Ormeau Baths Gallery
Our Lady & St Patrick's College
Our Lady's Grammar School
Presbyterian Housing Association (NI) Limited
Probation Board for Northern Ireland
Rainey Endowed School
Rathgael Juvenile Justice Services
Rathmore Grammar School
Royal Belfast Academical Institution
Royal College of Nursing
Royal School, Armagh
Royal School, Dungannon
Rural Development Council for Northern Ireland
Rural Housing Association
Sacred Heart Grammar School
Saints and Scholars Integrated Primary School
Shimna Integrated College
Slemish Integrated College
South Eastern Education and Library Board
South Ulster Housing Association Limited
Southern Education and Library Board
Spires Integrated Primary School
Sports Council for Northern Ireland
St Columb's College
St Dominic's High School
St Joseph's Adolescent Centre
St Joseph's Grammar School
St Louis Grammar School
St MacNissi's College
St Malachy's College
St Mary's Christian Brothers
St Mary's Grammar School
St Mary's University College
St Matthew's Housing Association Limited
St Michael's College
St Patrick's Boys Academy
St Patrick's Girls Academy
St Patricks Grammar School
Staff Commission for Education and Library Boards
Strabane District Council
Strangford College
Stranmillis University College
Strathearn School
Students Housing Association Co-Op Limited
Sullivan Upper School
Thornhill College
Ulidia Housing Association Limited
Ulidia Integrated College
Ulsterbus Limited
United Dairy Farmers
University of Ulster
Upper Bann Institute of Further and Higher Education
Victoria College
Wallace High School
Western Education and Library Board
Windmill Integrated Primary School
Woodvale & Shankill Housing Association Limited
Youth Council for Northern Ireland
Youthnet
Equality Commission
Community Relations Council
Northern Ireland Committee ICTU
NIPSA
Northern Ireland Human Rights Commission
Department of the Environment
NI Council for Ethnic Minorities
Child Care Northern Ireland
Help the Aged
Coalition on Sexual Orientation
Disability Action
NI Anti-Poverty Network
Gingerbread
Committee on the Administration of Justice
West Belfast Economic Forum
NI Association for the Care and Resettlement of Offenders
RNID NI
NILGOSC Staff