

**Quarterly Report on the Screening of Policies in Accordance with Section 75 of the Northern Ireland Act 1998**

**Apr - Jun 2023**

<b>Policy</b>	<b>New / Revised Policy</b>	<b>Policy Aim</b>	<b>Brief Description</b>	<b>Screening Outcome</b>
<b>Anti-Bribery Policy</b>	Revised	Seeks to ensure that Libraries NI has a zero tolerance approach towards bribery.	Details arrangements to prevent attempts to bribe officers within Libraries NI as well as any attempt by Libraries NI officers to bribe external stakeholders.	This policy was screened out for EQIA without mitigation
<b>Parental Leave Policy</b>	Revised	The Policy aims to provide a clear framework and application process within which staff working for Libraries NI are expected to adhere to when applying for parental leave.	The provisions of this parental leave policy apply to all staff who work for Libraries NI, including those working full time and part time on a permanent, temporary or fixed term basis as applicable to their terms and conditions of employment.	Screened out for EQIA without mitigation
<b>Paternity Policy</b>	Revised	The policy aims to provide a clear framework and application process within which staff working for libraries NI are expected to adhere to when applying for paternity leave and pay.	It ensures that staff have access to Paternity Provisions and know that the eligibility requirements for paternity leave and pay.	Screened out without mitigation
<b>Shared Parental Leave Policy</b>	Revised	The policy aims to provide a clear framework and application process within which staff working for Libraries NI are expected to	It ensures staff have access to the provisions and know the eligibility requirements from them.	Screened out for EQIA with mitigation

<b>Policy</b>	<b>New / Revised Policy</b>	<b>Policy Aim</b>	<b>Brief Description</b>	<b>Screening Outcome</b>
		adhere to when applying for shared parental leave and pay.		
<b>Risk Management Policy</b>	Revised	To ensure that risk is managed appropriately within Libraries NI.	The strategy specifies how Libraries NI will manage risk effectively to meet stakeholder priorities, business need and regulatory requirement.	Screened out without mitigation. No EQIA necessary.
<b>Whistleblowing Policy</b>	Revised	To establish a transparent, supportive and ethical culture, where individuals are confident to raise genuine concerns in the knowledge they will be taken seriously and investigated appropriately.	Sets out how staff and others with a concern about actual, potential or suspected malpractice or wrongdoing should raise that concern and provides reassurance that it is safe and acceptable to do so.	This policy was screened out for EQIA without mitigation
<b>Maternity Leave Policy</b>	Revised	The policy aims to provide a clear framework and application process within which staff working for Libraries Ni are expected to adhere to when applying for maternity leave and pay.	The policy ensures staff have access to maternity provision and know the eligibility requirements for maternity leave and pay.	Screened out for EQIA without mitigation
<b>Student Work Placement Policy</b>	Revised	To ensure the provision of placement opportunities to adults who at the time of application are engaged in, or proposed to be engaged in a course of relevant third level education.	The policy defines the principles and conditions for student work placement opportunities.	Screened out for EQIA without mitigation

The screening documentation can be viewed in the **Equality** section of our website: [Quarterly Screening Reports Apr-Jun 2023](#)

The policies can be viewed in the **Policies and Procedures** section of our website: [Policies and Procedures](#)

If you require further information please contact:

**Heather Gardiner**

Data Protection Officer

**Libraries NI**

Ballymena Regional Administration Office

25-31 Demesne Avenue

Ballymena, BT43 7BG

t: 028 2566 4135 | v: 6102 4135

| e: [Heather.Gardiner@librariesni.org.uk](mailto:Heather.Gardiner@librariesni.org.uk) | w: [www.librariesni.org.uk](http://www.librariesni.org.uk)