

## Quarterly Screening Report April 2013- June 2013

### 1.0 Introduction

1.1 AS a designated public authority for the purposes of section 75 of the Northern Ireland Act 1998, the Northern Ireland Audit Office (NIAO), in carrying out its functions, powers and duties, must:

- (1) Have due regard to the need to promote equality of opportunity between:
  - persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
  - men and women generally;
  - persons with a disability and persons without; and
  - persons with dependants and persons without; and
- (2) Without prejudice to the above obligation, have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

1.2 In relation to the requirement to assess the impact of its policies on the promotion of equality of opportunity, the NIAO reviews its policies to determine whether there are any equality of opportunity implications and whether any policy should be subject to an Equality Impact Assessment (EQIA)

### 2.0 Why are we reporting our screening outcomes?

2.1 The purpose of publishing the screening outcomes report is to make our policies and screening outcomes accessible and provide an opportunity for feedback. It also demonstrates our commitment to ensuring that the work we do and the decisions that we take are more open and transparent.

### 3.0 Policies screened April 2013-June 2013

Policy Area	New or Revised	Screening Decision
Grievance Policy To regulate the process and procedures for dealing with matters of employee grievance in NIAO. To provide a framework of guidance which	Revised	Screened Out <ul style="list-style-type: none"><li>• Does not present a significant risk to our obligation to have due regard to the need to promote better equality of opportunity; and</li><li>• Does not require changing to better promote equality of</li></ul>

will allow NIAO to deal with grievance matters and consider the rights and obligations of those involved and to ensure that grievance matters within the NIAO will be dealt with in a fair and consistent manner in accordance with the policy		opportunity.
Flexible Working Guidelines Promoting a positive working environment and supporting employees to achieve an appropriate work life balance	Revised	Screened Out <ul style="list-style-type: none"> <li>• Does not present a significant risk to our obligation to have due regard to the need to promote better equality of opportunity; and</li> <li>• Does not require changing to better promote equality of opportunity.</li> </ul>

#### 4.0 Contact Details

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