

Screening of policies in accordance with Section 75 of the Northern Ireland Act 1998

Outcome of policies screened during the period: **January 2026 to March 2026**

The following policies have been screened under the Authorities equality procedures:

Policy Title	Policy Aim	Description	Screening Outcome
Anti-Fraud Policy	LPHC has committed to ensuring compliance with the Nolan “Seven Principles of Public Life” and to the highest level of ethical standards. All members of staff are expected to share this commitment. We have a zero tolerance for fraud, bribery or any form of corruption. LPHC requires all staff, at all times, to act honestly and with integrity and to safeguard the assets and resources for which LPHC is responsible.	This policy sets out the definition of Fraud and the different types of Fraud.	Screened out – without mitigation
Recruitment and Selection Policy	The policy sets out the commitment to recruiting fairly and based on merit, regardless of religious belief, political opinion, race, age, gender, disability, marital status, sexual orientation, or people with dependents or without. The changes to this policy take account of updated guidance and a recent publication	The purpose of this updated policy is to include practical steps during the recruitment process to support job applicants who are neurodivergent.	Screened out – without mitigation

	from ECNI on “How to be an Inclusive Employer” which is designed to support autistic people in employment.		
Pregnancy Loss & Fertility Treatment Policy	The purpose of the Policy is to provide employees and their partners with a range of support measures that they can access if they feel they need it in the event of pregnancy loss. It has been extended to include IVF and fertility treatment as grief and loss can be an unwelcome consequence.	This policy has been revised to incorporate miscarriage leave and pay entitlements under legislation due to take effect in Northern Ireland on 6 April 2026.	Screened out – without mitigation

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