

<b>Title of Report:</b>	<b>Corporate Policies</b> <ul style="list-style-type: none"> <li>• <b>Agile Working Policy</b></li> <li>• <b>Breastfeeding Policy</b></li> <li>• <b>Eye Test Policy and Procedure</b></li> </ul>
<b>Committee Report Submitted To:</b>	<b>Corporate Policy and Resources Committee</b>
<b>Date of Meeting:</b>	<b>26<sup>th</sup> October 2021</b>
<b>For Decision or For Information</b>	<b>For Decision</b>

<b>Linkage to Council Strategy (2021-25)</b>	
Strategic Theme	Cohesive Leadership/Improvement and Innovation
Outcome	Council operate as one effective and efficient corporate unit with a common purpose and culture/ Council maintains its performance as the most efficient on NI's local authorities
Lead Officer	Director of Corporate Services

<b>Budgetary Considerations</b>	
Cost of Proposal	N/A
Included in Current Year Estimates	<b>N/A</b>
Capital/Revenue	N/A
Code	N/A
Staffing Costs	N/A

<b>Screening Requirements</b>	Required for new or revised Policies, Plans, Strategies or Service Delivery Proposals.		
Section 75 Screening	Screening Completed:	Yes	Date: October 2021
	EQIA Required and Completed:	N/A	Date:
Rural Needs Assessment (RNA)	Screening Completed	No	Date:
	RNA Required and Completed:	Yes/No	Date:
Data Protection Impact	Screening Completed:	N/A	Date:

Assessment (DPIA)	DPIA Required and Completed:	Yes/No	Date:
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## 1.0 **Purpose of Report**

1.1 The purpose of this report is to present Council with the following three policies:

**Agile Working Policy  
Breastfeeding Policy  
Eye Test Policy and Procedure**

## 2.0 **Background**

### **Agile Working Policy (Appendix 1)**

2.1 In recognition of the need to develop modern working practices that enable employees to maximise their performance whilst maintaining a good work life balance. The Agile Working Policy will enable the Council in seeking to strike a balance between employees work commitments, and the faster pace of personal and working lives.

2.2 The draft Policy has been considered at the Senior Leadership Team and also the Trade Unions through the Action Group and Joint Consultative and Negotiating Committee (JCNC).

2.3 In accordance with Council's duty under Section 75 Equality Legislation, the policies have been screened and the result is that they were screened "out".

### **Breastfeeding Policy (Appendix 2)**

2.4 The Breastfeeding Policy will assist in ensuring all Council staff understand their role and responsibilities in support of expectant and new mothers, whether they are colleagues, visitor or customers.

The Policy will support the Department of Health's recommendation for mothers to exclusively breastfeed for six months and to continue breastfeeding for at least a year.

2.5 The draft Policy has been considered at the Senior Leadership Team and also the Trade Unions through the Action Group and Joint Consultative and Negotiating Committee (JCNC).

2.6 In accordance with Council's duty under Section 75 Equality Legislation, the policies have been screened and the result is that they were screened "out".

### **Eye Test Policy and Procedure (Appendix 3)**

- 2.7 The Policy will support Council's commitment to the provision of safe and healthy workplaces. It is the policy of the Council that all staff have a safe and healthy place of work. This also includes work activities involving the use of a desktop computer (PC), laptop, or a tablet, otherwise known as Display Screen Equipment (DSE), as a substantial part of their work.
- 2.8 The draft Policy has been considered at the Senior Leadership Team and also the Trade Unions through the Action Group and Joint Consultative and Negotiating Committee (JCNC).
- 2.9 In accordance with Council's duty under Section 75 Equality Legislation, the policies have been screened and the result is that they were screened "out".

### **3.0 Recommendation(s)**

It is recommended that the Agile Working Policy, Breastfeeding Policy and Eye Test Policy and Procedure are recommended to Council for approval.