



Summary: Equality Screened Policies 1 Feb 2026 – 30 April 2026

To request a copy of screening documents associated with each policy, please contact equality@icrir.independent-inquiry.uk

Policy title	Screening approval date	Policy aim	Screening outcomes
Employee Representative Group Policy	16 Feb 26	The aim of this Employee Representative Group (ERG) Policy is to establish a clear and inclusive framework for employee representation, consultation, and engagement across the organisation. The policy provides employees with a structured mechanism to raise ideas, concerns, and feedback, ensuring that their views are heard and considered in organisational decision-making. It promotes open and constructive two-way communication between employees and leadership, supports employee wellbeing, diversity, equity and inclusion (DEI), and encourages collaboration in addressing workplace issues and opportunities. Through the ERG, the organisation seeks to strengthen employee engagement, foster a positive and inclusive workplace culture, and contribute to continuous improvement across the organisation.	Screened out

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Disability Action Plan	27 Apr 2026	The revised Disability Action Plan aims to ensure that ICRIR meets its statutory duties under Section 49A of the Disability Discrimination Act 1995 by actively promoting positive attitudes towards disabled people and encouraging their full participation in public life. It provides a framework for embedding disability equality across the organisation's policies, services, employment practices, communications, accessibility arrangements and governance processes. The plan seeks to remove barriers, improve accessibility and inclusion, strengthen engagement with disabled people, and ensure that the needs and experiences of people with disabilities are considered in decision-making. Overall, it aims to create a more inclusive organisation, promote equality of opportunity, and deliver positive outcomes for disabled people while supporting wider equality objectives across all Section 75 groups.	Screened out
Recruitment Policy	30 Apr 2026	The policy aims to ensure that recruitment to the Independent Commission for Reconciliation and Information Recovery (ICRIR) is conducted fairly, transparently and consistently, with appointments made on the basis of merit through open and unbiased competition. It seeks to promote equality of opportunity, comply with Section 75 statutory duties, and support public confidence in the integrity of the recruitment	Screened out

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		process. The policy also establishes clear procedures for vetting and pre-employment checks, the management of conflicts of interest, the provision of reasonable adjustments for applicants, and the creation and use of merit lists, ensuring that recruitment decisions are lawful, equitable and based on objective criteria.	