

Audit of Inequalities

2022-2026

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Note: There are many references and links used throughout this Audit and they are currently active. However, these are the responsibility of external organisations who may update their websites and therefore it is possible that some links may become unavailable over time. Dfl is not responsible for external information and links.

INTRODUCTION

Background

Section 75 of the Northern Ireland Act 1998 requires public bodies, when carrying out their work, to have due regard to the need to promote equality of opportunity between nine categories of persons:

- Between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- Between men and women generally;
- Between persons with a disability and persons without; and
- Between persons with dependants and persons without.

Public authorities must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

While considerable progress has been made, there still remain persistent inequalities within our society. In April 2010, the Equality Commission for Northern Ireland (ECNI) published new statutory guidance '[Section 75 of the Northern Ireland Act 1998: A Guide for Public Authorities](#)' (2010).

The Commission recommends in this Guide that public authorities should undertake an 'Audit of Inequalities' by examining their functions and how these relate to the promotion of equality and good relations. Specific actions to address the inequalities identified should then be set out in an action plan, and these actions linked to the authority's corporate planning cycle.

This is the first Department for Infrastructure (DfI) Audit of Inequalities following the establishment of DfI in 2016 as part of the restructuring of Northern Ireland departments. DfI brought together the functions of five former Departments – all functions from the Department for Regional Development as well as some functions from the Department of Agriculture and Rural Development; the Department of the Environment; the Department of Culture, Arts and Leisure; and the Office of the First Minister and deputy First Minister.

Purpose of the Audit of Inequalities

The Audit of Inequalities is complementary to the Department's Equality Scheme which was published on 22 February 2021. The audit's purpose is to produce a more strategic picture of inequalities that DfI may be in a position to influence.

It is a review and evaluation of the Department's performance with regards to Section 75 (S75). The review included analysing existing reliable and verifiable data, both qualitative and quantitative, for each of the S75 equality and good relations categories and considering priority actions to influence positive change for S75 identities over time. ECNI's advice on approaching an Audit of Inequalities ([Section 75 of the Northern Ireland Act – Advice to Public Authorities: Approaching an 'Audit of Inequalities'](#)) was particularly valuable during this audit.

Commitment to the implementation of the Audit of Inequalities Action Plan

The Department is committed to the effective implementation of all aspects of the Action Plan which will be overseen and strategically directed by the DfI Permanent Secretary and the DfI Senior Leadership Team. This demonstrates leadership and ownership of the equality duties at the most senior levels, which, in turn, will ensure equality is better promoted and championed within DfI. The Equality Commission has created guidance on '**Section 75 – Demonstrating Effective Leadership**'¹ to assist those in senior roles in the NICS and the wider public sector.

ECNI advises that, 'The completion of a public authority's annual progress report to the Commission is also a timely opportunity to undertake an annual review of audit information and actions' (Stage 8: Review the Audit of Inequalities - [Section 75 of the Northern Ireland Act – Advice to Public Authorities: Approaching an 'Audit of Inequalities'](#)). The Department's Equality Unit monitors and reports annually to ECNI on our statutory equality duties contained in our Equality Scheme, Disability Action Plan and, once agreed, the Audit of Inequalities Action Plan.

The Audit of Inequalities Action Plan is a living document and, as such, will be subject to change as actions are completed and new actions added over time. It will be monitored on an annual basis and updated as appropriate.

¹ ['Section 75 – Demonstrating Effective Leadership'](#)

Methodology

In line with our statutory equality duties under S75, and ECNI's guidance referenced above, the Department ensures objectives and targets in relation to the implementation and monitoring of the equality duties are included in corporate and business plans where relevant. In undertaking this audit, we have closely considered the range of current and developing policies and programmes that highlight those priority areas where we are most likely to contribute to promoting better equality of opportunity and good relations.

Consideration of available Equality data

Extensive research was undertaken which included: reviewing equality screening exercises completed since the publication of the equality schemes of the five former departments that make up DfI; annual reviews and reports to the Equality Commission on Section 75 and Disability duties; and feedback received from our consultees. Customer complaints were analysed, and while these may not always relate to specific equality issues, they have flagged up important issues for business areas to address in relation to how the public can access our services; how we communicate and provide information for our customers; and the barriers to participation and services that continue to exist.

Engagement with Customers and Consultees

For many years the Department has sponsored the Inclusive Mobility Transport Advisory Committee (IMTAC). Working closely with IMTAC and engaging with other stakeholders, customers, individuals, and representative organisations on policy and service developments has helped to increase the Department's understanding of many of the barriers that different groups of people can experience when accessing public services and has provided a framework for this action plan.

Current S75 Plans

The Department published its [Equality Scheme for 2021 - 2026](#) on 22 February 2021 and the Departmental Disability Action Plan is due for review in 2022. The Equality Scheme was developed through consultation with ECNI and the Department's Section 75 consultees. Both the Equality Scheme and the Disability Action Plan set out the priority areas for the Department, and where work is planned over the next number of years, with many of the key actions reflected in the Audit of Inequalities and accompanying Action Plan. DfI has also established a Diversity Focus Group to provide an internal emphasis on diversity principles and to champion the promotion of diversity among staff. This includes highlighting many S75 issues as well as promoting internal employee relations policies on discrimination and harassment.

DfI Budget

The NI Executive's 2021-2022 Budget was announced by the Minister of Finance on 1 April 2021 setting out the Executive's spending plans for the year. The financial position continues to be challenging for the Department as it continues to respond and recover from the COVID-19 pandemic and transition following EU Exit.

This Audit of Inequalities and the accompanying Action Plan have been developed in line with current Ministerial priorities and the current budget position. However, subject to future years' budget outcomes and Ministerial priorities, the Action Plan may require amendment in due course. Budget proposals will be screened for Section 75 implications.

The Action Plan will be monitored on an annual basis and amended as appropriate. Progress towards this Action Plan will be incorporated into equality updates to the Departmental Board where relevant, and reported on annually to the Equality Commission.

Inequalities

The emerging themes arising from this audit centre on access to and affordability of public transport, road safety issues, access to information (online versus physical), participation in public life and the lack of qualitative and quantitative equality data.

Disability

Many of the Department's programmes have been developed to tackle inequalities faced by people with disabilities in accessing public transport and associated public and social services. All of our policies, legislation and practices are compatible with the United Nations Convention on the Rights of Persons with Disability (UNCRPD)².

The Department is also participating in the development of the Disability Strategy which is one of the four Social Inclusion Strategies committed to in 'New Deal, New Approach'. The Disability Strategy brings focus to identifying and addressing the barriers and disadvantages that undermine equality of opportunity for people with disabilities.

The Disability Expert Advisory Panel (EAP), established to assist in advising government, published its recommendations³ on the key actions the Strategy should address. The Department is currently considering those recommendations that fall within its remit.

Disability in DfI

DfI's [Disability Action Plan 2017 - 2022](#) is designed to promote positive attitudes. It sets out a number of specific actions to address disability inequalities, to increase participation levels in public life and to promote positive attitudes towards people with disabilities. The Department reports to ECNI on its progress in addressing actions contained in the Action Plan as part of the annual report on its statutory duties.

There are around 3,000 staff in DfI, of which 114 (3.8%) have recorded a disability⁴. However, it is likely that this figure is higher as some staff may not have declared their disability. The Department is represented on the NICS Disability Staff Network which was created to support staff with disabilities and promote disability issues. DfI has appointed a Diversity Champion who promotes the work of the network and facilitates wider awareness activity – for example, through staff circulars, news stories and disability related training.

Disability Statistics

The 2011 Census showed that around 12% of Northern Ireland's population found their day-to-day activities to be 'limited a lot' due to a disability and around 9% found their activities 'limited a little'⁵ which means that one person in every five potentially

² <https://www.ohchr.org/EN/HRBodies/CRPD/Pages/ConventionRightsPersonsWithDisabilities.aspx>

³ [Report from the Disability Strategy Expert Advisory Panel | Department for Communities \(communities-ni.gov.uk\)](#)

⁴ Source – NICS HR

⁵ Table KS301 <https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/2011-census-results-key-statistics-northern-ireland-report-11-december-2012.pdf>

has a disability that meets the definition of the Disability Discrimination Act 1995⁶. Consideration of the breakdown of rural statistical data in the 2011 Census shows that 40% of rural households contain at least one person with a long-term health problem or disability. People with a disability reported significantly lower levels of life satisfaction (score of 6.99) than those without a disability (score of 8.20)⁷.

Safe Accessibility for People with a Disability

Pavement parking continues to cause accessibility issues not just for people with a disability, but for all Section 75 identities. Parking on pavements and across dropped kerbs is an important and not a very well understood road safety issue. Inappropriate and inconsiderate parking on the pavement can endanger all pavement users, including people with disabilities, older people, children and people pushing prams, forcing them into oncoming traffic.

Officials have engaged with disability organisations to discuss this issue and explore options to deal with this issue. The Department is currently running a campaign to raise awareness on this particular issue.

An increasingly common issue for people with disabilities centres on the experiences of wheelchair users not being able to park or access their rear loading wheelchair accessible vehicles when parked on street. The Department plans to develop a policy to provide longer on-street parking bays for wheelchair users' vehicles.

Access to Public Transport

The Committee on the Rights of People with Disabilities (CRPD) has highlighted that the physical inaccessibility of public transportation, and other facilities, is a major factor in the marginalisation and exclusion of people with disabilities and can markedly compromise their access to services, including health and education.

The Department's Travel Survey for 2017–19 highlighted that people with a mobility difficulty make significantly fewer journeys on public transport than those without mobility difficulties.⁸ Overall, 19% of respondents to the survey said they had some difficulty with travel due to a physical disability or long-standing health problem.

The EAP to the Disability Strategy⁹ highlighted research by IMTAC and ECNI which found that d/Deaf and disabled people experience a range of barriers to accessing transport. This includes inaccessibility of facilities as well as poor service.

Other barriers cited included unaccommodating hours of the door-to door transport service, the lack of physical access to public transport, prohibitive costs of private transport (particularly taxis and mini buses) and the lack of understanding and awareness of disability by some transport companies. The report highlighted that these challenges have been compounded by cuts in funding and/or services through austerity.

⁶ [Disability Discrimination Act 1995 \(legislation.gov.uk\)](https://legislation.gov.uk)

⁷ [Personal Wellbeing in Northern Ireland: 2019/20 | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk)

⁸ [Department for Infrastructure \(2021\): Travel Survey – Indepth report 2017-2019](#)

⁹ [Expert Advisory Panel \(2021\) Disability Strategy Expert Advisory Panel – Report and Recommendations](#)

In addition, the Disability EAP highlighted that people with learning, hidden or mental health disabilities (including autism, d/Deaf, visually impaired) and deaf-blind people, can face barriers when attempting to access information about transport and communication on transport facilities. This is due to a lack of easy-to-read formats, augmentative and alternative modes of communication. They can also face barriers when attempting to access services due to prejudices and a lack of adequate training of the staff providing those services.

The Department is working closely with Translink to address the equality issues in respect of access to public transport, including the design and procurement of buses suitable for people with disabilities. Both the Department and Translink have engaged with IMTAC and other disability organisations to explore measures to improve public transport for disabled people.

The Western Health and Social Care Trust report on Audit of Sensory Support Services (2010) showed that access to transport is particularly important for people with disabilities who live in rural areas, as they are less likely to have access to a car than other households.

The Assisted Rural Travel Scheme (ARTS) is delivered in partnership with the Department of Agriculture, Environment and Rural Affairs (DAERA) and Rural Community Transport Partnerships (RCTPs). The Scheme delivers passenger trips for rural dwellers entitled to a SmartPass and most in need of rural transport (mainly the elderly and disabled)¹⁰ and goes some way to addressing access to transport for people with disabilities living in rural areas.

Accessible Information Services

In recent years, considerable work has been taken forward to improve accessibility of information in line with the Government accessibility requirements for public sector bodies¹¹.

Accessibility is a key consideration when developing the Department's communication activity. The DfI Accessibility Audit Report 2020 has prompted a change in how the Department formats its published documents to take into consideration the requirements set out in the [DfI Guide to Making Information Accessible](#). The implementation of the new DfI Equality Screening template is one example. It was developed in conjunction with the ECNI and other NICS departments so that the Department's completed screening templates are more accessible. While there has been progress, more work is needed to ensure that people with disabilities are able to access and use the Department's services.

The increasing use of technology in booking systems can create particular barriers for people with disabilities. The Department and the DVA continues to review these online services, such as the online application process for the provision of accessible parking bays, to improve compatibility with user needs.

¹⁰ [Initiatives to Tackle Rural Poverty and Social Isolation \(TRPSI\) | Department of Agriculture, Environment and Rural Affairs \(daera-ni.gov.uk\)](#)

¹¹ [Understanding accessibility requirements for public sector bodies - GOV.UK \(www.gov.uk\)](#)

In light of the ongoing COVID-19 pandemic, counter services remain suspended with a particular impact on people with a disability. Mitigating measures are under consideration. A concern for DVA during its monitoring of the Theory Test is the low pass rate for people with a disability. DVA has reviewed its processes to ensure support can be provided to people who require assistance.

DfI has also produced a number of Easyread publications. These short documents accompany much longer/complicated documents and are designed to assist those customers who may have a reading, learning or comprehension difficulty.

Under-representation in public life

People with disabilities are still under-represented in government public appointments¹². Disabled people in rural areas generally consider that they lack any power or influence to help bring about change within their local communities.

Disability Action highlights that, “Disabled people and their organisations (Disabled Peoples Organisations - DPOs) were very much locked out of COVID-19 emergency responses, leading to disabled people bearing the brunt of the worst impacts of the pandemic¹³.” It further highlights that State parties have duties under the UN Committee on the Rights of Disabled People to include disabled people and their representative organisations in the development of policies and strategies, as well as in emergency response planning.

DfI continues to encourage people with disabilities to apply for the public appointments to Boards for which it is responsible. Public appointment competitions include a Guaranteed Interview Scheme for people with a disability. Seven public competitions were completed between April 2020 and September 2021. Seventeen applicants applied under the Guaranteed Interview Scheme with 11 proceeding to interview stage. Two people with disabilities were appointed.

An action to be further explored in the DAP is to encourage the DfI Arm’s Length Bodies and other partner bodies to better promote positive attitudes and encourage participation in public life.

Disability Data

DfI has commissioned and retains some disability related data. However, further work is required to collate more qualitative data on people with disabilities, in particular distinguishing the type of disability of an individual and the impacts positive and negative of our services in respect of a person’s disability. This type of qualitative evidence will enrich and refine policy and service development for people with disabilities and provide a sound base of data for policy makers and equality practitioners.

¹² [CPANI Annual Report 2019-20 \(publicappointmentsni.org\)](https://publicappointmentsni.org) Page 12.

¹³ [DPOs should be involved in the development of policies and strategies | Disability Action Northern Ireland – August 2021.](#)

Gender – Women

The European Institute for Gender Equality (EIGE)¹⁴ highlights that gender equality is generally seen as a woman's issue given that women have been to the forefront of gender equality concerns and strategies. ECNI has produced a number of articles/documents on gender equality issues including Gender Equalities: Priorities and Recommendations¹⁵. The key points listed in their Key Point Briefing¹⁶ are: Attitudes; Education; Employment; Caring; Public Life; Violence; Health Care; Sport; Social Protection; Law Reform; and Institutional Mechanisms.

The Department is participating in the development of the Gender Strategy, one of the four Social Inclusion Strategies committed to in 'New Deal, New Approach'. The Gender Strategy brings focus to identifying and addressing the barriers and disadvantages that undermine equality of opportunity for all genders.

The Gender EAP established to assist in advising government, published its recommendations¹⁷ on the key actions the Strategy should address in March 2021. The Department is currently considering those recommendations that fall within its remit.

The Department is also cognisant of the recommendations of the Committee on the Elimination of Discrimination against Women¹⁸(CEDAW), the body of independent experts that monitors implementation of the Convention on the Elimination of All Forms of Discrimination against Women¹⁹.

Gender in Dfl

The number of females in Senior Civil Service posts (Grade 5 and above) in the NI Civil Service continues to increase, from 11.3% in 2000 to 41.5% in 2020 (was 38.2% in 2019)²⁰. In Dfl, females account for 45% of staff at Grade 5 and above.

However, the overall percentage of females across all grades within the Department is considerably lower. At November 2021, the Department had 3,012 staff in post, of which 24.7% (724) were female. It is worth noting that a large proportion of Dfl's posts are Professional and Technical grades²¹ in the traditionally male dominated fields of civil engineering and town planning (only 11.2% are female).

In 2017, the Department launched a Civil Engineering Level 3 Apprenticeship scheme. The scheme aims to cater for all who are eager to start a career in Civil Engineering and to provide them with an opportunity to achieve a professional qualification.

Gender Statistics

The 2011 Census reported that 49% of the population in Northern Ireland are male and 51% are female. The estimated employment rate in NI for those aged 16-64 in

¹⁴ [Men and Gender Equality | European Institute for Gender Equality \(europa.eu\)](https://www.europa.eu)

¹⁵ [ECNI - Delivering Gender Equality in Northern Ireland \(equalityni.org\)](https://www.equalityni.org)

¹⁶ [GenderPolicyPriorities-KeyPointBrief.pdf \(equalityni.org\)](#)

¹⁷ [Report from the Gender Equality Strategy Expert Advisory Panel | Department for Communities \(communities-ni.gov.uk\)](#)

¹⁸ [OHCHR | Committee on the Elimination of Discrimination against Women](#)

¹⁹ [OHCHR | Convention on the Elimination of All Forms of Discrimination against Women](#)

²⁰ [Article 55 reviews | Department of Finance \(finance-ni.gov.uk\)](#) – See Article 55 and Gender Review 2019.

²¹ NICSHR data, November 2021.

2020 was 74.8% for males (432,000) and 66.5% for females (392,000). The estimated economic inactivity rate (aged 16-64) was 22.8% for males (132,000) and 31.6% for females (186,000)²².

The number of self-employed aged 16+ in Northern Ireland was estimated at 134,000 in 2019, equivalent to just over 15% of all employed people aged 16+. Self-employment was more likely among employed men than women - 22% of all employed men were self-employed, compared with 8% of all employed women²³.

Public Transport

As part of its Section 75 equality duty, the Department is seeking to remove or minimise the barriers faced by particular groups of people when using, or attempting to use, the public transport network. These barriers and inequalities not only relate to physical access, but also to affordability, the availability of public transport, as well as to things that undermine people's confidence to travel, such as safety issues or a lack of information.

There is little difference in terms of how frequently men and women in Northern Ireland use public transport but, like the rest of the UK, men travel further distances than women. Looking at those aged 16 and over, women made more journeys each year (948 journeys) than men (891 journeys). However, men travelled 20% further than women, averaging 7,148 miles per year, compared to 5,955 miles for women. The difference was greatest among those aged 60+ where the distance travelled by men was 35% more than women on average.²⁴ However, anecdotal evidence suggests that more women than men do not have access to a car, particularly during the day as they either cannot afford one, or the family car is being used by a partner. Fewer women also hold a driving license compared to men²⁵, making them more reliant on public transport. Therefore, poor quality, unreliable and expensive transport can have a greater impact on the lives of women than men.

Women are also more likely to have caring responsibilities that may require them to make multiple short journeys during a day. This creates another challenge, since many public transport services are based on a 'hub and spoke model' aimed at people who wish to travel into the centre of towns or cities for work in the morning and back to residential areas in the evening.

Feelings of personal safety and security are also a recognised barrier for women and transgender people in using public transport – access to public transport can be a particular barrier for those women fleeing from domestic violence. In July 2020, the Ministers for Infrastructure and Justice launched a free travel scheme that allows for free public transport to a refuge or emergency housing shelter for those fleeing domestic abuse.

²² [Labour Force Survey Annual Summary 2020 \(nisra.gov.uk\)](https://www.nisra.gov.uk/labour-force-survey-annual-summary-2020)

²³ [Self-employment in Northern Ireland 2019 \(nisra.gov.uk\)](https://www.nisra.gov.uk/self-employment-in-northern-ireland-2019)

²⁴ [Department for Infrastructure: Travel Survey: In-depth report 2017-2019 \(page 7\)](#)

²⁵ [Travel Survey: In-depth report 2017-2019 \(page 31\)](#)

Rural Transport

Women living in rural areas are at risk of transport disadvantage and associated social exclusion. Research shows that, given the lower density of opportunities for a range of activities, women living in rural areas are vulnerable to limitations in transport. Women in rural communities who do not drive and have limited access to public transport find their range of options restrained. The NI Rural Women's Network note that "Women are much less likely to have access to their own private transport than men". This means that women depend much more on public transport and are at an economic disadvantage to men.

The accessibility of education, training, work and childcare provision, and the cost of public transport, are factors in determining women's participation, especially in rural areas. The economic disadvantages of lack of access to transport are compounded by the impeded ability to access basic services and social isolation²⁶.

The Assisted Rural Travel Scheme is delivered in partnership with the Department of Agriculture, Environment and Rural Affairs and Rural Community Transport Partnerships. The Scheme delivers passenger trips for rural dwellers entitled to a SmartPass and most in need of rural transport (mainly the elderly and disabled)²⁷.

Public Appointments

As at November 2021, the number of females on the Department's public bodies is still below the 50% target set by the Executive. Women hold 16 positions (43.2%) on our public bodies while men hold 21 positions (56.7%). The Department is continuing to move closer towards achieving the overall target. Currently the Northern Ireland Transport Holding Company (NITHC) Board and Belfast Harbour Commissions (BHC) are evenly balanced, the gender breakdown being three females (50%) and three males (50%).

Gender Budgeting

A briefing paper was prepared in April 2020 for the Ad Hoc Committee on a Bill of Rights, to examine legal bases underpinning current uses of gender budgeting in government, in particular a constitutional basis. The opening paragraph of the conclusion states that "Gender disparities persist in many countries, as evidenced by extensive research findings. Northern Ireland is amongst those countries. If Northern Ireland is to constructively address persist gender inequalities in its society; its past and current contexts suggest it would be beneficial for the Executive (including its departments) and the Assembly (including committees), to further expand their understanding of gender budgeting; and then use that knowledge to explore how best they could strategically and methodically use gender budgeting in a sustainable and effective manner?"²⁸.

²⁶ [Rural Transport - Northern Ireland Rural Women's Network NIRWN](#)

²⁷ [Initiatives to Tackle Rural Poverty and Social Isolation \(TRPSI\) | Department of Agriculture, Environment and Rural Affairs \(daera-ni.gov.uk\)](#)

²⁸ [raise-briefing-paper-for-the-ad-hoc-committee-on-a-bor-re-gb.pdf \(niassembly.gov.uk\)](#) Gender Budgeting in government: a comparative perspective on legal bases – Eileen Regan (Page 26)

The Department has met with the Northern Ireland Women's Budget Group (NIWBG) and is keen to participate in research and in tailored awareness, most likely in any S75 training undertaken across the Department.

AGE – Children and Young People

The Department aims to connect people and communities by ensuring the safe movement of people and goods through the regulation of vehicles and drivers (both private and commercial); road safety promotion and outreach; and accessibility. As a result, the Department is continually working towards reducing road fatalities and developing safety campaigns, some of which are targeted at young people.

Dfl Staff

The NICS Equality Report 2018 showed that the staff composition of 16 -24 year olds was 0.4%. Staff aged 16-24 are therefore in a minority at all grade levels with none at all at DP level and above²⁹. NICS HR, which undertakes recruitment on behalf of the NICS, is currently considering positive actions to encourage young people to consider the NICS as a career choice.

The Department has launched a Civil Engineering Level 3 Apprenticeship scheme which aims to cater for all who wish to start a career in Civil Engineering and to provide them with an opportunity to achieve a professional qualification.

Statistics

The 2011 Census showed that 25.25% of the NI population was 55 years or older and 46.99% were under 35 years old³⁰. The Mid-year Population Estimates³¹ show that, by mid-2019, the population has gradually become older with the proportion of children (0-15 year olds) decreasing from 25.4% in mid-1994 to 20.9 per cent in mid-2019. However, Northern Ireland still had the highest proportion of children aged under 16 years of age of any country within the UK in mid-2019³². The proportion of the population who are of working age (i.e. people aged 16 to 64 years) has remained relatively stable over the period.

Statistics from the 2011 Census shows the make-up of the rural community to be 22% aged under 15; 24% aged 16-34; 39% aged 35-64; and 14% aged 65+.

Children and Young People's Strategy 2020-2030

The Department of Education is the lead in overseeing the effective delivery of the Children and Young People's Strategy 2020-2030³³. However, the Strategy will be delivered by all nine government Departments and Dfl contributes to a number of the actions and outcomes in the Strategy.

Road Safety

Northern Ireland's Road Safety Strategy to 2020³⁴ included over 200 action measures for improving road safety. While most action measures are generally applicable to all

²⁹ [NICS Equality Report 2018](#)

³⁰ Table P1 [2011 Census - Population Tables \(nisra.gov.uk\)](#)

³¹ Page 3, [2019 Mid-year Population Estimates - statistical bulletin \(nisra.gov.uk\)](#)

³² [Population estimates for the UK, England and Wales, Scotland and Northern Ireland - Office for National Statistics \(ons.gov.uk\)](#) 2019 report published in June 2020.

³³ [final-executive-children-and-young-people's-strategy-2020-2030 \(education-ni.gov.uk\)](#)

³⁴ [Road Safety Strategy to 2020](#)

road users, a proportion focus on younger drivers/riders. Action measures have been implemented over the 10 year life of the Strategy.

The Road Safety Strategy 2020 set targets to reduce the number of young people (16-24) killed or seriously injured in road collisions by at least 55% by 2020 (based on the 2004-08 average figures). This corresponded to a reduction in the number killed or seriously injured from 366 (2004-2008 average) to 165 (2020 target). There were 128 young people killed or seriously injured in 2020 which is 45 lower than the 2019 figure of 173 and 37 below the 2020 target.

PSNI road traffic collision data for 2020 on the number of young drivers/riders aged 17-24 years, split by gender, who were killed or seriously injured in collisions indicated that young male drivers/riders remain over-represented (60%) in road traffic casualties' statistics as compared to young female drivers/riders (40%). This is the first year reporting on the novice driver indicator.

Statistical analysis has shown progress against the four principal targets within the Strategy. Trends are shown over a number of years, not least because of the potential impact of the COVID-19 restrictions on the figures for 2020.

A new Road Safety Strategy is being developed with the intention of providing a focus and direction for road safety policy and action until 2030. It will recognise that policy, decisions and actions in many other areas can and do impact on the achievement of road safety outcomes, and outcomes in other areas of society.

The new Strategy is following a similar approach, proposing four ambitious targets to 2030. In line with the outcomes based approach, it is intended that, following analyses of consultation responses, Key Performance Indicators will be established which set out the changes we want to achieve through our strategy. Detailed action plans will also be co-produced and co-designed with stakeholders and delivery partners, which will shape our collective efforts, inspire collaboration and frame a shared vision for the future to improve road safety delivery.

The Road Safety Strategy also sets two further actions specifically related to 20mph speed limits. Two pilots were undertaken on 20mph speeding limits, one using 20 mph signs and the other introducing a part time 20mph speed limit at schools. The aim of the trials was to gather data to help determine the effectiveness of both possible approaches to reducing speed limits to 20mph.

The [20mph Speed Limit Trials Review Report](#) recommended that, given the public support for providing 20mph outside schools ³⁵ and the level of demand for such schemes from both schools and public representatives, the introduction of part time 20mph at schools be prioritised.

³⁵ Continuous Household Survey report, 'Road Safety Issues in Northern Ireland 2018/19 indicated that approximately 82%, of respondents thought a 20mph speed limit should be applied outside schools - <https://www.infrastructure-ni.gov.uk/publications/road-safety-issues-northern-ireland-201819>

In terms of providing 20mph speed limits using signs only, the findings are not as clear cut. The review suggested that requests for such limits in other town and city centres be given due consideration.

Public Transport

Children and young people share many of the concerns and criticisms of public transport expressed by adults. Their issues often relate to their transition from dependence to independence, as transport plays an important role in the move from primary to secondary school, and the move from education to employment.

Children and young people make the majority of their trips by bus, to get to school or college, leisure facilities and work. Therefore, affordability can be a barrier for older children and young people.

The NI Youth Forum (NIYF) ³⁶has identified three key priorities for young people in NI – public transport to be more accessible and affordable for young people generally; more affordable rural transport; and an increase in subsidised public transport for young people who are in full time education or under the age of eighteen. The NIYF has been working with Translink, establishing the Translink Youth Forum, focusing on these issues.

Under- representation in public life

The Department is currently considering ways to more effectively engage with young people to inform future decision making and policy prioritisation with the Department to build a better future for young people and others.

³⁶ <http://www.niyf.org/transport/>

AGE – Older People

Statistics

The 2011 Census showed that 25.25% of the population was 55 years or older and 46.99% were under 35 years old³⁷.

The proportion of the population aged 65 and over has experienced the largest increase over the 25 year period (1994 to 2019)³⁸, with a distinct accelerated growth in this population occurring from mid-2007. As a result the proportion of the population aged 65 and over has increased by 28.1% from mid-1994 to mid-2019. The proportion of the population who are of working age (i.e. people aged 16 to 64 years) has remained relatively stable over the period.

The older working age population (i.e. people aged 40 to 64 years) grew by 0.7% in the year ending mid-2019 (from 600,400 to 604,500), representing 31.9% of the population³⁹.

Active Ageing Strategy 2016-22

The Executive's Active Ageing Strategy⁴⁰ has a vision of an age friendly region in which people, as they grow older, are valued and supported to live actively to their fullest potential; with their rights respected and their dignity protected. The purpose of the Strategy is to transform attitudes to, and services for, older people.

Many have difficulty accessing the sorts of opportunities that most people in society can often take for granted. Older people also tend to have lower incomes, are more benefit dependent and spend more on necessities than the rest of the population. They also experience other forms of exclusion, such as isolation from friends, relatives, services and facilities and increased fear of crime. Older people, particularly women and those living in isolated or marginalised areas, can experience particular difficulties in accessing public services.

Public Transport

The Age NI Lived Experience Report⁴¹ outlines the importance of government developing public transport as part of creating an Age Friendly Northern Ireland. Free accessible transport is a lifeline for many older people, enabling them to remain active, be part of, and contribute to, their local community, and access the services they need to stay well and remain as independent as possible. As COVID-19 restrictions ease, the SmartPass, with effective hygiene and social distancing rules in place, will increase the confidence of older people and provide reassurance for anyone fearful and anxious about going out and leaving the protection of their own home. An

³⁷ Table P1 [2011 Census - Population Tables \(nisra.gov.uk\)](https://www.nisra.gov.uk)

³⁸ Section 5.2 How is the age structure of the population changing? (pg. 9) [2019 Mid-year Population Estimates - statistical bulletin \(nisra.gov.uk\)](https://www.nisra.gov.uk)

³⁹ [2019 Mid-year Population Estimates - statistical bulletin \(nisra.gov.uk\)](https://www.nisra.gov.uk) Page 11.

⁴⁰ [Active Ageing | Department for Communities \(communities-ni.gov.uk\)](https://www.communities-ni.gov.uk)

⁴¹ [The Age NI Lived Experience Report](https://www.age-ni.gov.uk)

effective, affordable public transport system is also key to creating and promoting Age Friendly communities and societies for people and families of all ages⁴².

The increasing use of technology in booking systems can also create particular barriers for older people and knowledge of the public transport services available to passengers appears to be lower among some older people⁴³.

Rural Transport

The Commissioner for Older People for NI highlighted that “Safe, affordable and accessible community transport is a vital support for many older people across Northern Ireland, with many depending on it as their only means of getting out of the house. It connects older people to friends, family and their community, allowing them to enjoy a social life and to remain active and engaged in community life. Many older people rely on community transport to attend medical appointments, and without this vital service they may not be able to attend their appointments or they may become reliant on others to help with lifts, which would reduce their independence. Community transport allows older people to maintain dignified and independent lives and should remain a priority⁴⁴.”

The Assisted Rural Travel Scheme is delivered in partnership with DAERA and Rural Community Transport Partnerships. The Scheme delivers passenger trips for rural dwellers entitled to a SmartPass and most in need of rural transport (mainly the elderly and disabled)⁴⁵.

⁴² [The AgeNI Lived Experiences Report 2021](#)

⁴³ [Consumer Council \(2021\)- Older Persons, Transport and COVID-19 Research Summary Report](#)

⁴⁴ [Community transport for older people in Northern Ire... \(copni.org\)](#) May 2015.

⁴⁵ [Initiatives to Tackle Rural Poverty and Social Isolation \(TRPSI\) | Department of Agriculture, Environment and Rural Affairs \(daera-ni.gov.uk\)](#)

Religious Background

Statistics

The 2011 Census found that 45% of the population were either Catholic or brought up as Catholic, while 48% belonged to or were brought up in Protestant, other Christian or Christian-related denominations. A further 0.9% belonged to or had been brought up in other Religions and Philosophies, while 5.6% neither belonged to, nor had been brought up in, a religion⁴⁶.

The Northern Ireland Life and Times Survey 2019⁴⁷ found that 44% of respondents identified as Protestant, 34% as Roman Catholic and 22% as neither.

In 2018-19, 622 sectarian and 702 racially motivated hate crimes were recorded. All other categories of hate crimes when combined are less than half the number of either sectarian or racially motivated hate crimes.

The PSNI report on Trends in Hate Motivated Incidents and Crimes⁴⁸ shows that, between 2005-06 and 2015-16 sectarian incidents accounted for the largest number of incidents recorded in any of the hate motivation strands. In 2016-17 the number of sectarian incidents was exceeded by the number of racist incidents for the first time and this has remained the case since then. Sectarian crimes have accounted for the largest number of crimes recorded in any of the hate motivation strands with the exception of 2017-18 and 2018-19 when higher numbers of racist crimes were recorded.

Safety on Public Transport

Safety, and perceptions of safety, are particularly important for a number of groups when using the pedestrian environment and public transport. This includes people from particular religious or faith communities, for whom concern about hate crime is a particular issue⁴⁹. In 2020 a Safe Transport Team was piloted by Translink working with PSNI to ensure safe travel on public transport for all.

⁴⁶ Table KS212 <https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/2011-census-results-key-statistics-northern-ireland-report-11-december-2012.pdf>

⁴⁷ NILT 2019 <https://www.ark.ac.uk/nilt/>

⁴⁸ Trends in Hate Motivated Incidents and Crimes Recorded by the Police in Northern Ireland 2004/05 to 2019/20.

⁴⁹ <https://www.bbc.co.uk/news/uk-england-tyne-45855266>

Race and Ethnicity

Statistics

The 2011 Census found that over 98% of the Northern Ireland population stated their ethnic origin to be White⁵⁰. The main language spoken⁵¹ was English (96.86%). Polish was the next most popular language spoken with 1.02% of 'all usual residents' aged 3 and over speaking it.

Accessing Dfl Services

It is recognised that many migrants face difficulties when accessing public services, such as housing, employment, benefits, health and consumer rights – especially where English is not their first language. Dfl recognises the language barriers for people whose first language is not English, particularly new migrants or asylum seekers. This is a specific barrier to accessing public transport potentially leading to anxiety due to trying to interpret and understand large amounts of journey or ticket information.

For asylum seekers and some migrant workers, affordability of public transport is important. These groups of people are often reliant on public transport to access employment and education. However, they are also commonly employed in low paid jobs or rely on government benefits.⁵²

The Driving Theory Test pass rate for candidates from ethnic minorities is lower than average. Evidence gathered as part of the Customer Satisfaction Survey, completed at the end of the theory test, shows that for candidates who responded that they were Black or Black British; Asian or Asian British; Chinese; Mixed or Other the pass rate was 46.76% for 2019-20. This is slightly lower than the overall pass rate of 48.77%. There is neither quantitative nor qualitative evidence to suggest that an equality impact remains.

⁵⁰ [Northern Ireland Census 2011](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/2011-census-results-key-statistics-northern-ireland-report-11-december-2012.pdf) : <https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/2011-census-results-key-statistics-northern-ireland-report-11-december-2012.pdf>

⁵¹ [Table KS207NI 2011 Census - Key Statistics for Northern Ireland - Report \(nisra.gov.uk\)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/2011-census-results-key-statistics-northern-ireland-report-11-december-2012.pdf)

⁵² [Law Centre NI response to the Northern Ireland Affairs Committee: experiences of minority ethnic and migrant people living in NI](#)

Marital Status

Statistics

The 2011 Census showed that around 48% (682,074) of the population were married or in a civil partnership and 36% (517,393) were single⁵³.

In 2020 there were 19.4 million families in the UK, with 2.9 million being lone parent families and this accounts for 14.7% of families in the UK. The proportions ranged from 11.1% in the South East of England to 21.3% in Northern Ireland⁵⁴. In 2020 the estimated number of lone parent families in NI was 113,000 – 93,000 being lone mothers and 20,000 being lone fathers⁵⁵.

Anti-Poverty Strategy

The Department for Communities is leading on the development of the Anti-Poverty Strategy, one of the four Social Inclusion Strategies committed to in 'New Deal, New Approach'. The Anti-Poverty Strategy brings focus to identifying and addressing the barriers and disadvantages that undermine equality of opportunity for people living in poverty.

The EAP with the knowledge and expertise to assist in advising government published its recommendations⁵⁶ on the key actions the Strategy should address. The anti-poverty recommendations set actions to target those most disadvantaged and excluded, and in partnership, to ensure the provision of affordable and accessible services such as rural transport. The Department is currently considering those recommendations that fall within its remit.

Marital Status Data

Data on marital status is limited. However, we know that services are crucial for older, single men in rural areas who often lead solitary lives and may have financial, health, disability or work related difficulties.

⁵³ Table KS103 <https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/2011-census-results-key-statistics-northern-ireland-report-11-december-2012.pdf>

⁵⁴

<https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/bulletins/familiesandhouseholds/2020-March-2021>.

⁵⁵

<https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/datasets/familiesbyfamilytyperegionsofenglandandukconstituentcountries-March-2021>.

⁵⁶ [Recommendations for an Anti-Poverty Strategy](#)

Sexual Orientation (LGBTQI+)

LGBTQI+ Statistics

Between 2018 and 2019, the estimated proportion of people who identified as lesbian, gay or bisexual (LGB) increased for England (2.7%, up from 2.3%) and Scotland (2.7%, up from 2.0%). Wales (2.9%) and Northern Ireland (1.3%) remained stable. The overall UK proportion in 2019 was 2.7%, which has increased from 2.2% in 2018⁵⁷.

Younger people (aged 16 to 24 years) were most likely to identify as LGB in 2019 (6.6% of all 16 to 24 year olds, an increase from 4.4% in 2018); older people (aged 65 years and over) also showed an increase in those identifying as LGB, from 0.7% to 1.0% of this age category.

In 2019, a lower proportion of people in NI identified as LGB than in other part of the UK and a higher proportion did so in London than in other English regions. However, the figures for NI are based on relatively small sample sizes, which produce less reliable estimates. The 2019 NI Life and Times Survey⁵⁸ shows that 90% of people in NI are heterosexual and 2% are homosexual. 1% were bi-sexual, 1% gave 'Other' as their response and 7% did not wish to answer the question.

In 2016 The Rainbow Project (supported by DAERA) conducted a study OUTstanding in your field: Experience of LGBT people in rural areas, which showed that LGB&T people living in a rural area are less likely to be 'out' than those living in an urban area are. They are also more likely to report needing the support of an LGB&T community based organisation but not accessing services compared to those living in an urban area. Additionally LGB&T people living in a rural area are twice as likely not to access the services they need because they are not 'out' compared to those living in an urban area. LGB&T people living in a rural area were three times as likely not to access services they are aware of because it is too far to travel compared to those living in an urban area. Seven in every eight LGB&T people living in a rural area feel that it is important to have access to an LGB&T support service in their local area.

LGBTQI+ Strategy

The Department is participating in the development of the LGBTQI+ Strategy⁵⁹ (changed from the Sexual Orientation Strategy), one of the four Social Inclusion Strategies committed to in 'New Deal, New Approach'. The LGBTQI+ Strategy brings focus to identifying and addressing the barriers and disadvantages that undermine equality of opportunity for all genders.

The EAP with the knowledge and expertise to assist in advising government published its recommendations⁶⁰ on the key actions the Strategy should address. The Department is currently considering those recommendations that fall within its remit.

⁵⁷ [Sexual orientation, UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk) 2019.

⁵⁸ NILT 2019 <https://www.ark.ac.uk/nilt/> and NI Life and Times Survey - 2019 : ORIENT2 ([ark.ac.uk](https://www.ark.ac.uk))

⁵⁹ [Sexual orientation | Department for Communities \(communities-ni.gov.uk\)](https://www.communities-ni.gov.uk)

⁶⁰ [Report from the Sexual Orientation Strategy Expert Advisory Panel | Department for Communities \(communities-ni.gov.uk\)](https://www.communities-ni.gov.uk)

LGBTQI+ Transport and Travel Data

Dfl has no qualitative and quantitative information on the travel habits of the LGBTQI+ identity. This makes it difficult to consider the travel needs of this Section 75 identity.

LGBTQI+ Awareness

The NICS holds no specific employment data for the LGBTQI+ category. However, great strides have been made to raise awareness of LGBTI+ issues. The Department is represented on a NICS Staff Network which has been established to raise the LGBTQI+ profile as well as raising awareness of issues and to influence policy development. The Dfl Diversity Champion supports and promotes the work of the staff network and Dfl staff are represented on the NICS LGBT Staff Network Committee.

Persons with Dependants

Dependant Statistics

The 2011 Census of NI found that 33.86% of all households had one or more dependent children⁶¹. It also found that 12% of people were providing unpaid care to family members, friends, neighbours or others because of their long term physical or mental ill health or disability, or problems related to age⁶².

CarersNI⁶³ found that 72% of carers in NI responding to the Carers Week survey, reported poor mental health, while 67% said their physical health had deteriorated. Over two thirds of carers (69%) say they are worried about continuing to care without a break.

Access to Transport

Public transport plays a fundamental role in supporting social inclusion for many parents with young children, and parents with young children have been identified as a group that is particularly vulnerable to social isolation⁶⁴.

Some of the key challenges experienced by expectant mothers or parents with young children can include the lack of availability of public transport, as well as limitation in transport choice when travelling with a young child. Similar to disabled people and older people, the accessibility and design of physical spaces can also affect parents' ability to travel freely with small children, especially if using pushchairs⁶⁵.

The Assisted Rural Travel Scheme is delivered in partnership with DAERA and Rural Community Transport Partnerships. The Scheme delivers passenger trips for rural dwellers entitled to a SmartPass and most in need of rural transport (mainly the elderly and disabled)⁶⁶.

The NI Rural Women's Network (NIRWN) note that "Women are much less likely to have access to their own private transport than men. This means that women depend much more on public transport, and are at an economic disadvantage to men.

The accessibility of education, training, work and childcare provision and the cost of public transport are factors in determining women's participation, especially in rural areas. The economic disadvantages of lack of access to transport are compounded by the impeded ability to access basic services and social isolation⁶⁷".

⁶¹ [Table KS106NI 2011 Census - Key Statistics for Northern Ireland - Report \(nisra.gov.uk\)](#)

⁶² [Table KS301NI: Health and Provision of Unpaid Care 2011 Census - Key Statistics for Northern Ireland - Report \(nisra.gov.uk\)](#)

⁶³ [Worn out unpaid carers in Northern Ireland uncertain the services they rely on will continue post-pandemic - Carers UK – June 2021](#)

⁶⁴ [Joseph Rowntree Foundation \(2018\): Tackling transport-related barriers to employment in low-income neighbourhoods](#)

⁶⁵ [Government Office for Science \(2019\): Inequalities in Mobility and Access in the UK Transport System](#)

⁶⁶ [Initiatives to Tackle Rural Poverty and Social Isolation \(TRPSI\) | Department of Agriculture, Environment and Rural Affairs \(daera-ni.gov.uk\)](#)

⁶⁷ [Rural Transport - Northern Ireland Rural Women's Network NIRWN](#)

Dependants Data

Data for this S75 category is limited. This will be addressed along with all of the other S75 identities data gaps.

Multiple Identities

The Department recognises that there is no qualitative or quantifiable data on multiple identities and that further work will be required to address these data gaps.

Good Relations

The NI Good Relations Indicators Annual Update⁶⁸ (November 2019 Report) shows that 43% of adults and 42% of young people think that relations between Protestants and Catholics are better now than they were five years ago. However, these are significant decreases on the corresponding 2017 figures of 49% and 46%. This is the lowest proportion since the launch of the TBUC (Together: Building a United Community Strategy (2013)) Strategy in 2013.

Of the respondents to a NI Good Relations survey, 91% said they would prefer a mixed religion workplace; 76% a mixed religion neighbourhood; and 68% mixed religion schools. There has been little change in preference for mixed religion neighbourhoods, workplaces and schools since 2017. However, since 2013, preference for all three has increased significantly – preference for mixed religion neighbourhoods increasing 5%, workplaces by 13% and preferences for mixed religion schools increasing by 12%.

The Department is committed to the provision of good relations in all its activities and is currently working with colleagues in the Department of Justice to take forward the outworkings of the [Independent Review of Hate Crime Legislation](#) published in December 2020.

The Department is currently developing a suite of transport plans to provide a NI transport network to deliver closer integration through spatial planning which focuses on connecting communities and people. Aspiring to creating integrated, accessible and affordable transport systems that may help people to meet without barriers and create mixed communities.

⁶⁸ <https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/ni-good-relations-indicators-annual-update-2019-report.pdf>

Conclusion

As a live document, the Audit of Inequalities and the associated Equality Action Plan will be kept under review and updated as appropriate to reflect new and emerging issues or changes in experience for Section 75 identities.

Table of Inequalities and Associated Evidence

Inequalities	S75 Category	Source of Evidence
Transport		
<p>Accessibility of Public Transport This covers a wide range of issues:-</p> <ul style="list-style-type: none"> • Barriers to accessing public transport due to mobility issues • Lack of understanding on mobility needs of older people • Lack of regular services • Lack of safety on public transport. • Language and communication barriers in public transport 	<p>People with disabilities Gender – women Age People with dependants</p>	<p>Department for Infrastructure (2021): Northern Ireland Transport Statistics Department of Regional Development (2014): Attitudes of Disabled and Older People to Public Transport, November 2014 - January 2014 Department for Infrastructure (2021): Travel Survey – In-depth report 2017-2019 UN Committee on the Rights of Person with Disabilities : General Comment on Accessibility under Article 9 Hynes et al (2014): UNCRPD: Shortfalls in public policy and programme delivery in Northern Ireland relative to the Articles of the UNCRPD, Equality Commission for Northern Ireland Jarvis 2020: All aboard? Barriers for disabled passengers on public transport, Equality and Human Rights Commission – accessed 28th January 2021 IMTAC (2016) Bus paper – Draft discussion paper (internal paper) Expert Advisory Panel (2021) Disability Strategy Expert Advisory Panel – Report and Recommendations Department for Infrastructure (undated): The Disability Strategy - Department for Infrastructure Position Paper (internal paper) The Detail TV: Access denied: Shortfalls revealed in disability provision at venues across Northern Ireland NI Concessionary Fare Scheme Survey 2019 NI Gender Strategy UK Women’s Budget Group on public transport (2018) ‘Public Transport gender briefing’ Women’s Budget Group Briefing (2020) Public Transport and Gender Department for Infrastructure (2021) Travel Survey for NI – In-depth Report APPG for UN Women (2021) Prevalence and reporting of sexual harassment in UK public spaces Consumer Council (2021)- Older Persons, Transport and COVID-19 Research Summary Report NAT Cent (2019) Transport and inequality: An evidence review for DfT BBC ‘Muslim women call for end to abuse on public transport’ (2018)</p>

		<p>Equality Commission for Northern Ireland (2014): <i>Racial Equality – Policy Priorities and Recommendations</i></p> <p>Home Office (2019) ‘<i>Integrating refugees: What works? What can work? What does not work?</i>’ A summary of the evidence supplemented by anecdotal evidence from Law Centre NI</p> <p>Law Centre - <i>Law Centre NI response to the Northern Ireland Affairs Committee: experiences of minority ethnic and migrant people living in NI</i></p> <p>Petterson G (2009); Priorities for the use of bus transport by disabled people, older people and parents with young children in buggies</p>
Access to Rural transport services	All S75 categories	<p>NI Rural Development Council</p> <p>AgeNI</p> <p>Rural Transport Fund</p> <p>NI Youth Forum – Transport (Access) November 2021</p> <p>Consortium for the Regional Support for Women in Disadvantaged and Rural Areas – March 2021</p> <p>NI Gender Strategy</p> <p>NI Anti-Poverty Strategy</p>
Under-representation in public life	<p>People with a disability</p> <p>Gender – Women</p> <p>Young People</p>	<p>2019-20 CPANI Annual Report</p> <p>DfI Disability Action Plan 2017 - 2022</p> <p>ECNI – Equality in Public Life Northern Ireland</p>
Lack of accessible information services	<p>All S75 categories</p> <p>People with disabilities</p> <p>Older people</p>	<p>Understanding accessibility requirements for the public sector bodies – GOV.UK</p> <p>DDA 1995</p> <p>Children and Young People’s Strategy 2020-2030</p> <p>NICCY</p>
Road Safety		
Young (17-24 years) male drivers/riders are overrepresented in road collision/casualty statistics.		<p>Road Safety Strategy 2020</p> <p>Draft Children and Young People Strategy 2020 – 2030</p>
Safe Accessibility – parking on pavements.	<p>All</p> <p>People with disabilities</p> <p>Older People</p>	Putting people first – Report on the Imtac Pedestrian (May 2020)

Safe Accessibility – Small parking bays creating difficulties wheelchair users not being able to park their rear loading wheelchair accessible vehicles on street.	People with disabilities People with dependants	DDA 1995 Imtac Providing Accessible Parking Guide – Best Practice
Lower than average Theory Test pass rates among Ethnic Minorities	Ethnic Minorities	Theory Test Customer Service Surveys
Section 75 Governance		
Under-representation in public life	Gender – Women Race and Ethnicity Young People People with disabilities	NICCY Children and Young People’s Strategy 2020-2030 CEDAW NI Gender Strategy 2019/20 CPANI Annual Report DfI Annual Progress Reports to the ECNI Article 55 and Gender Review 2019 ECNI – Gender Equality: Priorities and Recommendations
Access to information and services ensuring accessibility in communications channels This covers a wide range of communication and information issues:- <ul style="list-style-type: none"> • Information and services need to be young person friendly • Digital exclusion — not everyone is online. Older people with reduced mobility, sight and hearing loss face additional barriers to communication and connection • Language and communication barriers in public transport • Ensure that services, including access to and content of information we provide, suits the specific needs of all women. 	People with disabilities Race and Ethnicity Young People	AgeNI Voices of older people on the COVID-19 Pandemic 2020 Equality Commission for Northern Ireland (2014): <i>Racial Equality – Policy Priorities and Recommendations</i> Home Office (2019) ‘ <i>Integrating refugees: What works? What can work? What does not work?</i> ’ A summary of the evidence supplemented by anecdotal evidence from Law Centre NI Law Centre - <i>Law Centre NI response to the Northern Ireland Affairs Committee: experiences of minority ethnic and migrant people living in NI</i> NICCY Children and Young People’s Strategy 2020-2030

Awareness of S75 duties and responsibilities within Dfl	All	ECNI - Paragraph 10 Investigation Report and Recommendations into the experimental Traffic Control Scheme, allowing Class A taxis into bus lanes.
Lack of qualitative and quantitative information on the travel habits of the S75 categories.	All	