

## Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2015-16

### Contact:

<ul style="list-style-type: none"><li>Section 75 of the NI Act 1998 and Equality Scheme</li></ul>	Name: Bernard McClure Telephone: 02890 540 655 Email: <a href="mailto:Bernard.McClure@infrastructure-ni.gov.uk">Bernard.McClure@infrastructure-ni.gov.uk</a>
<ul style="list-style-type: none"><li>Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan</li></ul>	As above Name: Telephone: Email:

Documents published relating to our Equality Scheme can be found at:  
<https://www.infrastructure-ni.gov.uk/> [Note the DRD website is no longer available].

### Signature:

- 1. This report has been prepared using a template circulated by the Equality Commission.**
- 2. It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.**
- 3. This report reflects progress made between 1 April 2015 and 8 May 2016 when the Department for Regional Development ceased to exist and its functions transferred to the Department for Infrastructure.**

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## **PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme**

### **Section 1: Equality and good relations outcomes, impacts and good practice**

- 1** In 2015-16, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

*Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.*

DRD ceased to exist on 8 May 2016 and its functions transferred to the Department for Infrastructure (DfI) from 9 May 2016. Therefore the period of this annual progress report has been extended to cover the period 1 April 2015 – 8 May 2016. A list of abbreviations used throughout is at [Annex 4](#)

The vision for the Department for Regional Development is for Northern Ireland to be:

*“A region with modern, safe and sustainable transport, roads and water services which improve the quality of life for all”.*

This is achieved by developing infrastructure and services that are vital for everyone in Northern Ireland.

Specific examples of key policy and service delivery developments, outcomes and improvements which promote equality of opportunity in relation to developing the infrastructure and services are detailed below:

#### **Policy Area – Compliance with Section 75**

As required by Section 75 of the NI Act, the Department<sup>i</sup> has an Equality Scheme. Actions taken to comply with the scheme are detailed below:

- **Mainstreaming Equality across the Department**

The Department has an Equality Team. The key functions of the Team are to provide advice and guidance to staff, promote equality, and co-ordinate equality related exercises.

In order to develop staff understanding of Section 75 related issues and the needs of each group, officials throughout the Department attend meetings both externally and internally. A list of groups/meetings attended by officials is at [Annex 2](#). Additional knowledge gained by attending these meetings is applied as policies are developed.

- **Compliance with Equality Scheme**

The Equality Team has ensured that effective internal arrangements (detailed in the Audit of Inequalities - Appendix 4 of the Equality Scheme)

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<sup>i</sup> This refers to the Department for Regional Development’s Equality Scheme whose functions transferred to the Department for Infrastructure on 8 May 2016.

are in place in order that Section 75 is mainstreamed across the Department. [Annex 1](#) is a record of actions taken during the period of this report.

- **Five Year Review of Equality Scheme**

As the existing Equality Scheme has been in place since 2011, a Five Year review was undertaken which was approved by the Departmental Board. The review showed that there had been a solid and sustainable basis for mainstreaming equality of opportunity and good relations into policy development. It also identified a few areas that could be improved. These will be addressed when a new Audit of Inequalities is completed for the Department for Infrastructure (DfI).

### **Outcome**

The actions above ensure that equality considerations are mainstreamed across the Department and Section 75 statutory duties are complied with.

### **Policy Area – Access to Transport**

Many of the transport programmes funded by the Department are designed specifically to deal with the difficulties faced in accessing transport by people with a disability; older people and dependants (this includes dependants who may have a disability, and/or are younger or older).

In order to address the difficulties faced by these groups, the Department has an Accessible Transport Strategy (ATS) which is currently under review. Specific actions taken during 2015 – 16 which link to the ATS include:

- **ATS Monitoring Report**

An Annual Monitoring Report was produced for the period 2014 – 2015 and published on 30 June 2015.

- **New Accessible Transport Strategy (ATS)**

Work continued on a new Accessible Transport Strategy. Extensive pre-consultation was undertaken during 2014 – 2015 and this informed the public consultation which ran from 28 August 2015 to 20 November 2015 and the responses are being analysed. (A report detailing the responses to the consultation was published 11 May 2016.) This will inform the new strategy which is due to be in place by the end of 2016.

- **Metro Audio Visual Project**

The installation of an Audio Visual (AV) system on all Metro vehicles is now complete.

The AV system provides passengers with audio and visual next stop information during their journey.

Early feedback from a diverse range of passengers on the system, including those with visual impairments, has been very positive.

A range of key stakeholders have been involved in implementing the AV project and developing the proposals for the App including Guide Dogs (NI), Royal National Institute of Blind people (RNIB) and Inclusive Mobility and

Transport Advisory Committee (IMTAC).

As part of the project a trial of an App-based solution for AV real time information at all Metro bus stops is also taking place.

The Department has provided funding of £550K to Translink to deliver the AV project.

- **Transport Programme for People with Disabilities (TPPD)**

TPPD's aim is to improve accessibility to transport for those with a disability who cannot avail of existing conventional services.

The total amount of funding provided for TPPD for 2015-16 was £2.95M.

Some of the programmes included in TPPD and their respective usage are shown in the following table:

<b>Programme</b>	<b>Members</b>	<b>Number of trips taken</b>
Disability Action Transport Scheme (DATS) which is a specialised transport service for people living in particular towns or cities who find it difficult to use public transport.	13,732	123,236
Shop mobility	12,549	47,861

- **Inclusive Mobility Transport Advisory Committee (Imtac)**

The role of Imtac is to advise the Government and other relevant parties in Northern Ireland on issues that affect the mobility of older people and people with a disability. £58k funding was awarded to Imtac.

### **Outcome**

Data collected showed that nearly 12.7 million journeys were undertaken on public transport by older people or people with a disability during 2015/16.

The actions detailed above help to address some of the barriers experienced by older people, people with a disability and dependants by creating a more accessible transport system, therefore it may have a positive differential impact on these groups.

### **Policy Areas - Integrated Public Passenger Transport Project**

A cross-organisational Steering Group has been set up to oversee the development and implementation of the new integrated passenger transport arrangements.

- In addition to the Department for Regional Development (DRD), the other organisations involved in the project are the Department of Health, Social Services and Public Safety (DHSSPS), the Department of Education (DE), the Health and Social Care Board and Trusts, the Education Authority and Translink.
- The work on integration of services is being taken forward in two separate projects as follows:

## **Strand 1**

- This work is being led by Translink and the Education Authority. It is examining the opportunity and benefits of integrating the passenger transport services provided by their large and medium sized bus fleets.

## **Strand 2**

- This work will be led by the Department. It involves the development of proposals for the integration of the specialist and demand-responsive passenger transport services required by:
  - Health and Social Care Trusts clients;
  - Education Authority, including children with special educational needs and those living in rural areas being transported by minibuses;
  - People living in rural areas at risk of social isolation; and
  - People living in urban areas who are unable to use scheduled mainstream public transport services due to their age or disability and meet the criteria for using the service.
- A detailed Project Plan for Strand 2 is under development by the Department, in consultation with the Health and Social Care Trusts and the Education Authority.

## **Outcome**

The key aims of this work are to provide users with more flexible travel options and provide the best possible value for money for the combination of the resources available to the participating organisations.

Services that are targeted include public transport and health and education transport therefore it is likely the implementation of this project will have a differential positive impact on those with a disability and children.

## **Policy Area – The management of all publicly adopted roads and footways.**

The Department is also responsible for the management of all publicly adopted roads and footways. Its main responsibilities include ensuring streets are maintained and are safe to use. It also plays an important role in seeing that any new works are completed to the appropriate standards and as far as possible the needs of those with a disability are considered within the design, and development of a project.

Road safety is also an important consideration which would also be important for the most vulnerable roads/street users i.e. those with a disability, children and older people.

To ensure the needs of all Section 75 groups are considered Section 75 screening analysis forms are completed on all Transport NI Policy and Planning Procedures which are followed when projects are taken forward.

Additional Section 75 screening analysis forms are also completed on individual major work schemes.

Specific actions taken may have positive impact on Section 75 groups are:

- **Local Transport Safety Measures**  
44 controlled crossings were installed in the period of the report.
- **Major Road Improvement Projects**

Progressing the construction of the A31 Magherafelt Bypass and A26 Dualling schemes. Completion of the A8 Belfast to Larne and A2 Shore Road schemes. All four of these schemes will have a major positive impact on road safety, accessibility and connectivity.

- **Review of Taxi Ranks Accessibility**

Due to the change in types of vehicles being used as taxis, officials from the Department met with Imtac to discuss accessibility issues for customers when accessing vehicles at taxi ranks. It was decided that Imtac in consultation with Disability Action would carry out a review on this issue. The review has been completed and a few minor remedial actions identified. These will be carried out when finance becomes available.

- **Access to Greater Belfast Area**

In order to ensure the needs of those with a disability are met, officials from the Department continue to meet and liaise with Imtac, Disability Action, and RNIB to discuss areas of mutual concern in relation to accessibility of the Greater Belfast area.

- **Kerb Heights in Public Realm Schemes**

In response to concerns raised by Guide Dogs (NI) and RNIB, the Department issued guidance on what kerb heights should be used in public realm schemes. Guide dog and cane users both need a minimum height of kerb for orientation purposes. A minimum kerb height also helps reduce any feeling of vulnerability being close to traffic.

- **Review of Bus Stop Design Guide**

In line with an overall desire to improve accessibility to public transport infrastructure the Department has initiated a redrafting of its Bus Stop Design Guide.

### **Outcome**

More accessible and safer roads/streets help to address some of the barriers experienced by those in accessing facilities within the community. Therefore these actions may have a positive differential impact on those with a disability, older people and dependants.

These actions will also help achieve the objectives of the ATS as more accessible and safer roads/streets will make it easier to access transport.

### **Policy Area – Blue Badge**

The Blue Badge scheme provides a range of parking concessions for people with severe mobility problems. A blue badge must be displayed to avail of the concessions.

Within this reporting period the number of blue badges issued amounted to 42,860. A further 59 multiple badges were issued to support organisations.

The Blue Badge consultation of 2012 recommended an improved application form and provision of a full online application facility. These are under development and it is anticipated that the new application form and the online facility will be available for use in June 2016. Another recommendation from the consultation, an increase in the fee for a Blue Badge, has been implemented from 1 April 2016

– the fee is now £10.00.

### **Outcome**

Use of the concessions associated with a blue badge will make it easier for those with a severe mobility problem to park closer to their destination therefore making it easier to access facilities within the community.

It will also help to achieve the objectives of the Accessible Transport Strategy as use of the badge improves accessibility.

### **Policy Area – Communications with the Customer**

#### **Accessibility of the Departmental Website**

A new website was launched during 2015. Results from the ‘Sitemorse’ surveys, which are used to review accessibility and to rate each Department within the UK, saw the Department’s position improve from 74th prior to the new website to 2<sup>nd</sup> position in March 2016. This put the Department’s website above GOV.UK, the flagship site for UK Government services.

### **Outcome:**

Information confirmed that Department’s website has been developed in line with best practice and is accessible to all.

### **Policy Area – Public Appointments**

Actions were taken during 2014 -2015 to review the application process for public appointments which included streamlining and simplifying the application process.

This action has helped to increase representation of women on boards.

<b>Year</b>	<b>Total positions</b>	<b>Positions held by women</b>	<b>%</b>
2011-2012	53	8	15.1
2012-2013	52	8	15.4
2013-2014	51	9	17.6
2014-2015	48	8	16.6
2015-2016	52	15	28.8

### **Outcome**

It is hoped these actions will continue to encourage a more diverse range of applicants to apply for public appointments.

### **GOOD RELATIONS**

#### **Policy area – DRD role in implementing “Together: Building a United Community Strategy” (T:BUC)**

T:BUC is being led by the Department for Social Development (DSD), OFMDFM and Strategic Investment Board (SIB). The Urban Villages Project is detailed within the Strategy which has the potential to stabilise change within communities.

Work being undertaken by the Department which will link to this project is detailed below:



- **Belfast Rapid Transit (BRT)**  
Work has continued on BRT. The proposals will allow for better access to and between East Belfast, West Belfast, Titanic Quarter and the city centre for everyone. The outline proposals for BRT also recommend that the terminus for the system in West Belfast includes a Transport Hub interchange at Colin Town Centre, one of the designated Urban Village areas. The Department continues work with the lead Departments to integrate this Transport Hub into the 'Colin Town Centre' proposals.
- **Belfast Transport Hub**  
Work has continued on the Belfast Transport Hub Project which is being developed by Translink and is likely to impact on Sandy Row another of the Urban Village Areas.
- **Good Relations Programme Board (GRP)**  
The GRPB oversees the implementation of T:BUC. Officials from the Department attended meetings of the Board on 11 November 2015, and 10 February 2016.
- **Urban Villages Project**  
An update to the GRPB Communications Plan was provided in March 2016 advising of two projects the Department was involved in related to TBUC Urban Villages. These are:
  - A Report on the Urban Villages Transport Research Project. The key message is around attitudes of sustainable transport in two urban village locations located North and South Belfast. This will be shared with relevant stakeholders for information; and
  - Urban Villages Promotional Video. The key message is on sustainable transport, connectivity and inclusively. This will be made available via social media.

Both these projects are being progressed.

### **Outcome**

The completion of these actions has the potential to have a positive impact on good relations as follows:

- The creation of transport hubs as part of the Urban Village Project is a significant opportunity to regenerate the local area including land in the ownership of Translink and to contribute to wider City Centre regeneration by bringing economic and social benefits to that part of the City. Therefore it has the potential to help to promote a stronger, more cohesive community.
- The improved transport links that will be created as a result of BRT have the potential to reduce barriers between communities, promote greater integration and build a more cohesive city.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2015-16 (*or append the plan with progress/examples identified*).

Audit of Inequalities Action Plan detailing progress at 8 May 2016 is attached at [Annex 3](#).

**3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2015-16 reporting period? (*tick one box only*)

Yes                      X                      No (go to Q.4)                       Not applicable (go to Q.4)

## Section 2: Progress on Equality Scheme commitments and action plans/measures

### Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2015-16 reporting period? *(tick one box only)*

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

Under the NICS Performance Management Framework, equality objectives and associated performance indicators were built in to the personnel performance agreements and job descriptions of staff and managers of the Equality Unit and staff who are members of the Equality Working Group throughout the Department. Performance agreements were reviewed throughout the year, in conjunction with personal development plans.

5 Were the Section 75 statutory duties integrated within performance plans during the 2015-16 reporting period? *(tick one box only)*

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples: see question 4

Under the NICS Performance Management Framework, equality objectives and associated performance indicators were built in to the personnel performance agreements and job descriptions of staff and managers of the Equality Unit and staff who are members of the Equality Working Group throughout the Department. Performance agreements were reviewed throughout the year, in conjunction with personal development plans.

6 In the 2015-16 reporting period were **objectives/ targets/ performance measures** relating to

the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

Yes, through the work to prepare or develop the new corporate plan

Yes, through organisation wide annual business planning

X Yes, in some departments/jobs

No, these are already mainstreamed through the organisation's ongoing corporate plan

No, the organisation's planning cycle does not coincide.

Not applicable

Please provide any details and examples:

Equality and Good Relations issues (including our objectives and targets relating to the statutory duties) were considered as part of the Department's business planning process. Objectives and targets were built into plans at an appropriate level and monitored throughout the year. Examples are:

- The Corporate Business Plan 2015-16 (page 6) includes a commitment to comply with Section 75 obligations. The Plan can be accessed by this link: <https://www.infrastructure-ni.gov.uk/sites/default/files/publications/drd/departmental-business-plan-2015-16.pdf>
- The Divisional and Branch Business Plans for Strategy, Communication and Change Division encompasses the Equality Team. The Plans include a Balanced Scorecard with equality related targets and actions to be addressed to ensure Equality Scheme commitments are adhered to and equality is mainstreamed across the Department.
- The Strategy, Communication and Change Division Divisional and Branch Risk Registers have a specific risk looking at actions required to be carried out to ensure the Department's Equality scheme is not breached.

### Equality action plans/measures

7 Within the 2015-16 reporting period, please indicate the **number** of:

Actions completed:

Actions ongoing:

Actions to commence:

Please provide any details and examples *(in addition to question 2)*:

Full action plan is attached, see [Annex 3](#).

- 8 Please give details of changes or amendments made to the equality action plan/measures during the 2015-16 reporting period (*points not identified in an appended plan*):

Full action plan is attached, see [Annex 3](#). Action measure 2.1 is new.

- 9 In reviewing progress on the equality action plan/action measures during the 2015-16 reporting period, the following have been identified: (*tick all that apply*)

- Continuing action(s), to progress the next stage addressing the known inequality
- Action(s) to address the known inequality in a different way
- Action(s) to address newly identified inequalities/recently prioritised inequalities
- Measures to address a prioritised inequality have been completed

### Arrangements for consulting (Model Equality Scheme Chapter 3)

- 10 Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: (*tick one box only*)

All the time                      X                      Sometimes                       Never

- 11 Please provide any **details and examples of good practice** in consultation during the 2015-16 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

Work commenced on one EQIA for the Integrated Transport Project.

The Department has continued to engage with the public to ensure they are kept advised of work being taken forward by the Department and giving them an opportunity to comment.

Examples of consultations taken forward by the Department during this report period are:

- **Accessible Transport Strategy 2025**

The key objective of the Strategy is to have a transport system that is inclusive and accessible to all and the Department recognises the role that those directly affected have in developing the policy (in this case older people, people with a disability and dependants) and the benefit of early engagement for them and their representatives.

In developing the new ATS early engagement took place with 12 organisations from across the voluntary sector in order to validate our approach to the consultation document and listen to their transport-related accessibility issues.

Organisations such as RNIB, Guide Dogs (NI), Action Mental Health/ New Horizons,

Barnardos, the Cedar Foundation, and Age Friendly Belfast facilitated at least 15 focus sessions using venues that suited the needs of each focus group. This enabled the Department to discuss, in a structured forum, the barriers faced when accessing the transportation network.

These sessions took place across Northern Ireland and gave the Department the opportunity to hear the views not just of those from urban areas, but also from those who live in more rural areas and the particular issues they may face in accessing the transportation network. At least 170 people attended these events.

The Department also asked Imtac to carry out an attitudinal survey on what people saw as existing physical and physiological barriers. Over 650 responses were received.

Engagement with Imtac, RNIB and Age Friendly Belfast has continued post the public consultation. A new Strategy is expected later in 2016.

- **Work Schemes Taken Forward by TransportNI**

TransportNI consults and engages with key stakeholders during the development of all road improvement schemes. The scale of this consultation is commensurate with the size of the scheme and potential impacts.

When developing major schemes, TransportNI consults with the local community and affected landowners during the assessment of preliminary options and the selection of the preferred option. Once the preferred option is selected, a formal public exhibition event is held. Human Rights and Section 75 screening analysis forms are also completed. Details of the scheme are published in local newspapers which may commence a statutory consultation period. After considering any opinions expressed during the consultation period the Department may decide to hold a Public Inquiry.

Consultative methods utilised include leaflet drops and public meetings. Consultation documents are published online as well as being offered in an alternative format.

The approach outlined above ensures that the public is regularly informed of project progress and given an opportunity to comment or object.

During the reporting period, TransportNI has continued to progress a number of works schemes and undertaken statutory consultations for the York Street Interchange, A24 Ballynahinch Bypass, A5 Western Transport Corridor, Strathroy Link Road, and A32 Cornamuck projects.

**12** In the 2015-16 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*.

- X Face to face meetings
- X Focus groups
- X Written documents with the opportunity to comment in writing
- X Questionnaires

- Information/notification by email with an opportunity to opt in/out of the consultation
- Internet discussions
- Telephone consultations
- Other (*please specify*): leaflet drops, advertisement in national and/or local newspapers and online publications.

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

See question 11 for examples.

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2015-16 reporting period? (*tick one box only*)

Yes                       No                      Not applicable

Please provide any details and examples:

The Equality Forum was deferred during 2015 -2016. It was felt it would be more useful to hold the forum once the Department for Infrastructure was established and the forum could be used as a pre consultation for the development of a new audit of inequalities and action plan.

- 14** Was the consultation list reviewed during the 2015-16 reporting period? (*tick one box only*)

Yes                       No                       Not applicable – no commitment to review

The Department's Section 75 Consultee list is reviewed on an annual basis and amended as required throughout the year.

- 15** Please provide the **number** of policies screened during the year (*as recorded in screening reports*):

**25**

- 16** Please provide the **number of assessments** that were consulted upon during 2015-16:

**6<sup>#</sup>** Policy consultations conducted with **screening** assessment presented.

none
none

Policy consultations conducted **with an equality impact assessment** (EQIA) presented.

Consultations for an **EQIA** alone.

**17** Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

No Equality Impact Assessments (EQIAs) were carried out during the period of this report.

The following consultations however also had screening analysis<sup>#</sup> forms connected to the ventures:

- The Trunk Road T10 (Cornamuck Realignment) Order (Northern Ireland) 2015
- Trunk Roads T1, T3 and T7 (York Street Interchange) Order (Northern Ireland) 2015
- The Road (Strathroy Link Road) Order (Northern Ireland) 2015 – Vesting Order.
- The Trunk Road T2 (A24 Ballynahinch Bypass) Order ( Northern Ireland) 2015
- Lagan Pedestrian and Cycle Bridge
- Accessible Transport Strategy
- Land Acquisition and Compensation (Amendment Bill)
- A5 Western Transport Corridor.

<sup>#</sup>For the purpose of this report “screening assessment” is equivalent to screening analysis.

Note: Stakeholders are advised that consultation documents are available in a range of formats upon request.

**18** Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? (*tick one box only*)

Yes
  No concerns were raised
  No
  Not applicable

Please provide any details and examples:

N/A

**Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)**

**19** Following decisions on a policy, were the results of any EQIAs published during the 2015-16 reporting period? (*tick one box only*)

Yes
  No
  Not applicable

Please provide any details and examples:



No EQIAs were carried out during the period of this report.

**Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)**

- 20** From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2015-16 reporting period? (*tick one box only*)

Yes No, already taken place  
 No, scheduled to take place at a later date Not applicable

Please provide any details:

Gap analysis of Section 75 data collected was reviewed and updated.

- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? (*tick one box only*)

Yes  No  Not applicable

Please provide any details and examples:

N/A

- 22** Please provide any details or examples of where the monitoring of policies, during the 2015-16 reporting period, has shown changes to differential/adverse impacts previously assessed:

No differential or adverse impacts identified.

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

The report of the survey on the Attitudes of Disabled and Older People to Public Transport in Northern Ireland was published in April 2015. The results of the survey will be used to inform the new Accessible Transport Strategy. The survey was developed by the Department in conjunction with IMTAC.

A range of data and information was compiled and provided by the Statistics Branch within the Department to inform the new Active Travel Strategy.

**Staff Training (Model Equality Scheme Chapter 5)**

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2015-16, and the extent to which they met the training objectives in the Equality Scheme.

The main training objective in the Equality Scheme is to ensure that staff involved in work that relates to Section 75 are trained and have the necessary skills to carry out their role. This objective has been met and actions taken to meet this objective are detailed below:

### **Equality Team**

The team provide advice and guidance to staff, and promote Equality. This role is supported by having a network of equality representatives across the Department who form the Equality Working Group (EWG).

### **Equality Working Group (EWG) Agenda**

Training is a standard item on the Agenda for the Equality Working Group. The Equality representatives are reminded of the importance of ensuring staff within their business areas are aware, and avail of Section 75 related training courses. Best practice is also discussed at the EWG meetings and those that have attended training courses share knowledge gained.

Training is provided by:

- Centre for Applied Learning (CAL) who deliver training for the NICS. CAL evaluate all their training courses to ensure content is relevant and that course objectives are met;
- Equality Commission NI (ECNI); and
- Committee for the Administration of Justice.

Courses attended by staff this year and the course provider are as follows:

- CAL
  - Equality Impact Assessments (3 officials attended).
  - Introduction to Section 75 (1 official - online).
  - 'Diversity Now' (2 officials - online).
- ECNI
  - Public Authorities - Statutory equality and good relations duties (1 official attended).
  - United Nations Convention on the Rights of Persons with Disabilities. Co hosted by NI Human Rights Commission (2 officials attended).
- RNIB
  - Visual Awareness Training 16/10/15 (15 officials attended).

### **Staff Awareness**

In addition to training the Department's intranet site includes a section on Equality/Section 75, and a Disability section. A link to the intranet page 'Disability - Step by Step Guide for Managers and Staff' was included in the staff e-bulletin 29 September 2015.

The Equality team placed a visual awareness article in the Autumn edition of the staff magazine, and a further article in the Spring edition.

- 25** Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

Training provided appears to be working well.

Only one equality related complaint was received this year which indicates that in general training and understanding of equality is ingrained into the ethos of the Department. The case is ongoing. This compares with only one complaint in the previous year.

### **Public Access to Information and Services (Model Equality Scheme Chapter 6)**

**26** Please list **any examples** of where monitoring during 2015-16, across all functions, has resulted in action and improvement in relation **to access to information and services**:

The following examples show action taken by the Department to improve access to information and services:

- **Update to Guide to Making Information Accessible**

The Guide to Making Information Accessible is a guide for officials with best practice advice on how to provide customers with accessible information quickly, efficiently and effectively.

This guide is updated annually and was updated during the period of this report.

When updating the guide it is benchmarked against guides used by other NICS Departments; and shared with members of the Equality Forum for comment.

No major changes were made to the guide this year.

- **Accessibility of website**

A new website was launched during 2015. Results from the Sitemorse surveys, which are used to review accessibility and to rate each Department within the UK, saw the Department's position improve from 74th prior to the new website to 2<sup>nd</sup> position in March 2016. This put the Department's website above GOV.UK, the flagship site for UK Government services.

Advice on website accessibility was provided by the RNIB and shared with the NICS website administrators.

### **Complaints (Model Equality Scheme Chapter 8)**

**27** How many complaints **in relation to the Equality Scheme** have been received during 2015-16?

Insert number here:

0
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Please provide any details of each complaint raised and outcome:

N/A.

### **Section 3: Looking Forward**

**28** Please indicate when the Equality Scheme is due for review:

A Five Year review was undertaken of the DRD Equality Scheme. This confirmed there was a solid and sustainable basis for mainstreaming equality of opportunity and good

relations into policy development.

The findings of the review will help to inform the new Equality Scheme for the new Department for Infrastructure.

- 29** Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

The existing DRD Equality Scheme and associated plans will all be reviewed as part of the process to develop new documents for the Department for Infrastructure within the next reporting period. The Five Year review (see Q28) will inform these.

The review identified a few areas which could be improved.

Any issues identified in the completion of the Five Year Review will inform the Audit of Inequalities and Action Plan for DfI.

- 30** In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2015-16) reporting period? *(please tick any that apply)*

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same
- Other (please state):

Revised guidance for undertaking a Five Year Review of Equality Schemes.

Additional guidance on undertaking Audit of Inequalities. It would be useful if guidance could include some lessons learned when the audits were completed five years ago.

**PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans**

**1. Number of action measures for this reporting period that have been:**

**1**

Fully achieved  
(1)

**8**

Achieved/actions repeated  
annually  
(5,8,9,10,11,12,13)

**3**

Partially achieved  
(2,3,6,7)

**1**

Not achieved  
(4)

**2. Please outline the following detail on all actions that have been fully achieved in the reporting period.**

**2 (a) Please highlight what public life measures have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:**

Level	Public Life Action Measures	Outputs <sup>ii</sup>	Outcomes / Impact <sup>iii</sup>
National <sup>iv</sup>	12 To encourage more disabled	Implement outreach	More people with a disability

<sup>ii</sup> **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

<sup>iii</sup> **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

<sup>iv</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

PART B

	people to apply for public appointments.	measures to advise disability organisations of competitions being held who in turn can notify their users. A Guaranteed Interview Scheme has been included in competitions.	are aware that competitions are taking place. More people with a disability are encouraged to apply.
Regional <sup>v</sup>	5 Support IMTAC as a source of independent advice on the transport needs of disabled and older people to secure engagement with people with a disability in the design and development of polices.	Work programmes agreed and completed. Provision of advice and guidance to the Department on issues facing those with a disability and older people.	Better informed decisions made by the Department on issues affecting those with a disability and older people.

**2(b) What training action measures were achieved in this reporting period?**

	<b>Training Action Measures</b>	<b>Outputs</b>	<b>Outcome / Impact</b>
8	Promoting positive attitudes towards people with a disability within the Department	Staff have completed the mandatory online 'Diversity Now' training where this has not been delivered. All staff must complete this training every 3 years.	Increased awareness and understanding of the disability legislation and disability duties. More than 91% of staff have completed this training.

<sup>v</sup> **Regional:** Situations where people can influence policy decision making at a middle impact level

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8	Promoting positive attitudes towards people with a disability within the Department	Pages added to Intranet which provide staff with a disability and their line managers with advice and guidance.	Increased awareness and understanding of the disability legislation and disability duties. Support for staff.
9	Inclusive and accessible information.	Officials (14) took part in RNIB visual awareness training.	Increased awareness and understanding of the particular needs of those with a visual impairment.
13	Increase awareness of the Disability Duties and disability legislation of those who hold a public life position.	Training package shared with all panel members on Boards of Arms Length Bodies and specific training arranged as required.	Increased awareness and understanding of the disability legislation and disability duties for Board members of Arms Length Bodies.

**2(c) What Positive attitudes action measures in the area of Communications were achieved in this reporting period?**

	<b>Communications Action Measures</b>	<b>Outputs</b>	<b>Outcome / Impact</b>
5	Supporting IMTAC as a source of independent advice on the transport needs of people with a disability and older people, to secure engagement with people with a disability in the design and development of polices.	Work programmes agreed and completed. Provision of advice and guidance to the Department on issues facing those with a disability and older people.	Better informed decisions made by the Department on issues affecting those with a disability and older people.

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8	Promoting positive attitudes towards people with a disability within the Department	Articles have been placed in the in-house staff magazine "Insight" (Autumn 2015 and Spring 2016 editions) and regular e-bulletins include items relating to disability issues.	Increased awareness and understanding of the disability legislation and disability duties.
9	Review ways of ensuring that information on services is both inclusive and accessible.	Advice sought from the Equality Forum members on best practice in relation to making information accessible. Guide on Making Information Accessible updated and circulated to staff for reference.	Helps to ensure documents produced by the Department are in line with best practice and in a format that is accessible for people with a disability.
9	Review ways of ensuring that information on services is both inclusive and accessible	A Sitemorse survey was completed to review the accessibility of the Department's internet site.	The survey rated the Department's website 2 <sup>nd</sup> within UK Government at March 2016, improving from 74 <sup>th</sup> prior to the new website being launched in June 2015.
10	To nominate staff to represent the Department on relevant disability representative groups.	Staff have attended various groups/meetings as detailed in <a href="#">Annex 2</a> .	Staff are kept informed of ongoing issues which in turn will help to improve the decision making process to ensure policies address the needs of those with a disability.



**2 (d) What action measures were achieved to ‘encourage others’ to promote the two duties:**

	<b>Encourage others Action Measures</b>	<b>Outputs</b>	<b>Outcome / Impact</b>
8	Promoting positive attitudes towards people with a disability within the Department.	Pages added to Intranet which provide staff with a disability and their line managers with advice and guidance.	Increased awareness and understanding of the disability legislation and disability duties. Officials are more aware of what help and support is available for themselves and/or members of staff. Only one equality related complaint has been received this year – the case is ongoing.
8	Promoting positive attitudes towards people with a disability within the Department.	Articles have been placed in the in-house staff magazine “Insight” (Autumn 2015 and Spring 2016 editions) and e-bulletins include regular items relating to disability issues and groups.	Increased awareness and understanding of the disability legislation and disability duties.
8	Promoting positive attitudes towards people with a disability within the Department.	Staff have completed the mandatory online ‘Diversity Now’ training where this has not been delivered. All staff must complete this training every 3 years.	More than 91% of staff have completed this training leading to increased awareness and understanding of the disability legislation and disability duties and

PART B

9	Review ways of ensuring that information on services is both inclusive and accessible.	Advice sought from the Equality Forum members on best practice in relation to making information accessible. Guide on Making Information Accessible updated and circulated to staff for reference.	Helps to ensure documents produced by the Department are in line with best practice and in a format that is accessible for people with a disability.
13	Increase awareness of the Disability Duties and disability legislation of those who hold a public life position.	Training package shared with all Panel Members for Boards of the Department's Arms Length Bodies and specific training arranged as required.	Increased awareness and understanding of the disability legislation and disability duties.

**2 (e) Please outline any additional action measures that were fully achieved other than those listed in the tables above:**

	<b>Action Measures fully implemented (other than Training and specific public life measures)</b>	<b>Outputs</b>	<b>Outcomes / Impact</b>
1	In association with partners implement the measures in the Accessible Transport Strategy (ATS) Action Plan 2012 –2015	Work commenced on evaluation of action plan.	This information will be used to inform the direction of the new ATS which will be consulted on in 2015.
11	Monitor implementation of action measures contained in the Department's DAP.	A biannual report on progress was submitted in October 2015. Due to the dissolution of DRD (8 May) the second report	Progress reviewed and reported to the Departmental Board and Minister in line with requirements of the Equality

		was submitted in May 2016.	Scheme.
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3. Please outline what action measures have been **partly achieved** as follows:

	<b>Action Measures partly achieved</b>	<b>Milestones<sup>vi</sup> / Outputs</b>	<b>Outcomes/Impacts</b>	<b>Reasons not fully achieved</b>
2	Development of a new Accessible Transport Strategy (ATS) Action Plan.	There was extensive pre engagement, on the ATS 2025, with groups representing older people and people with a disability including focus sessions and a specially commissioned survey.	Engagement with disability organisations and groups has taken place in connection with the ATS to take on board .	This work is ongoing as part of the development of the new ATS. Once then ATS is published action plans can be developed to deliver the Strategy. The Department will continue to consult with older people and people with a disability when drawing up the delivery action plans.
3	To consider how to meet the	Following	An improved	Consultation carried

<sup>vi</sup> **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

## PART B

	transport needs of disabled people in the future.	consultation to complete a report from the Project Team established to consider how best to meet the transport needs of people with a disability.	transport system for people with a disability.	out. This will now be taken forward as part of the development of the new ATS.
6	Review of Blue Badge scheme. Changes to the Blue Badge eligibility criteria will be required as a result of the proposed replacement of Disability Living Allowance with Personal Independence Payment for people aged 16 to 64.	Consultation completed.	Eligibility criteria to be amended to allow for additional criteria to be included.	Consultation carried out however Personal Independence Payment has not been introduced yet.
7	Review concessions for Blue Badge holders using TransportNI's off-street car parks.	Consultation completed	Potential for additional concessions to be available for blue badge holders when using off-street car parks.	Concessions offered were considered as part of the consultation process.  However management of car parks is due to move to local councils from 1 April 2015 therefore councils will

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				be given the power to set their own tariffs.
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4. Please outline what action measures have **not been achieved** and the reasons why?

	<b>Action Measures not met</b>	<b>Reasons</b>
4	Development of the detailed design and implementation for Belfast Rapid Transit to ensure the system is accessible to all.	Completion date for measure is outside the period covered by this report.
12	To monitor and review progress on, and outcomes from, the DAP.	A review will be completed next year as part of the work which is being taken forward for the establishment of the Department for Infrastructure which will encompass DFI functions.

**5. What monitoring tools have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?**

**(a) Qualitative**

The DAP has been monitored on a bi-annual basis as part of the Department's Equality Progress report to the Minister/ Departmental Board. All Equality and Diversity training programmes are evaluated, and improvements can be made to the programme based on the evaluation feedback received. This ensures that information is relevant to the target audience.

The Department met regularly with representatives from Section 75 groups as part of the Equality Forum. These meetings provide a useful opportunity for feedback from Section 75 groups on policy initiatives.

**(b) Quantitative**

The Equality Unit continues to meet with business areas to seek updates on monitoring information and to take relevant action to address the "gap" analysis, which has been carried out to assess quality of information being monitored. This will help to improve monitoring of transport programmes relevant to all Section 75 groups especially those with a disability.

A survey was carried out between November 2014 and January 2015 to determine the attitudes of older people and people with a disability to Public Transport in Northern Ireland. The subsequent report was published in April 2015 and the results of the survey will be used to inform the new DfI Accessible Transport Strategy.

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Individual programmes such as the Accessible Transport Strategy and Transport Programme for People with Disabilities have their own monitoring tools and arrangements.

- Analysis relating to Section 75 groups was carried out on the Travel Survey to inform a number of screening exercises.
- In 2014/2015, a new section on 'Transport and Disability' was added to the 2013/14 Transport Statistics Annual. This section comprises information on the number of concessionary fares and number of accessible and low floor buses and new analysis on mobility difficulties and transport from the Travel Survey for Northern Ireland.

**6. As a result of monitoring progress against actions has your organisation either:**

- **made any revisions to your plan during the reporting period or**
- **taken any additional steps to meet the disability duties which were not outlined in your original disability action plan / any other changes?**

Yes.

**If yes please outline below:**

	<b>Revised/Additional Action Measures</b>	<b>Performance Indicator</b>	<b>Timescale</b>
2	Development of new ATS Action Plan	Engagement with disability organisations and groups as appropriate in relation to the development and implementation of the action plan.	2015

**7. Do you intend to make any further revisions to your plan in light of your organisation's annual review of the plan? If so, please outline proposed changes?**

Yes, there will be changes made to reflect work that will undertaken in preparation for the establishment of the new Department for Infrastructure which will encompass DFI functions.



## Appendix 1 from Equality Scheme

**Timetable for Measures Proposed to Ensure  
the Equality Scheme is Complied With – updates as at 8 May 2016**

<b>Para</b>	<b>Measure</b>	<b>Lead responsibility</b>	<b>Timetable</b>	<b>Action completed</b>
2.5	Reflect S75 objectives and targets in Corporate and Business Plan and Business Areas' plans	Equality Officer, All Directors	Annually - April	Achieved. Equality objectives included in Corporate Business Plan; and Business Area Business Plan for 2015-2016.
2.7	S75 Annual Progress Report	Equality Officer/ Permanent Secretary	31 August (annually)	Achieved. 2014-15 Report sent to ECNI on 28/8/15
2.10	Biannual progress reports to the Departmental Board, Minister and Committee for Regional Development (CRD)	Equality Officer	Biannually	Achieved. Reports for 6 months ending September 2015 & 8 Mayc 2016 report sent to: Board; Minister; & Committee for Regional Development.
2.10	Biannual Equality Working Group meetings	Equality Officer	Biannually	Achieved. Meetings held <ul style="list-style-type: none"> <li>• 3 November 2015. March meeting deferred due to NICS restructuring.</li> </ul>
2.10	Equality Forum meeting	Equality Officer	Annually	This was deferred due to NICS restructuring.

**ANNEX 1**

3.4	Review consultation list of S75 contacts annually	Equality Officer	Annually commencing December 2011	Achieved. Carried out in December 2015
4.15	Quarterly publication of Screening Reports	Equality Officer	Quarterly commencing July 2011	Achieved. Issued: 7 April 2016 6 January 2016 30 September 2015 2 July 2015
4.2.9	Review of August 2010 gap analysis of existing information systems	Equality Officer CSRB	Within one year of Equality Commission approval of scheme. Repeated Annually thereafter.	Achieved.
4.3.3	Publication of Monitoring	Equality Officer	Annual	Achieved. Reviewed and reflected in Annual Report for –2014-15
4.3.4	Notify consultees of publication of Annual Report	Equality Officer	Annually by 30 September	Achieved. 14 September 2015
5.4	Check availability/ suitability of focussed training for key staff	Equality Officer	Annually	Achieved. See questions 24 & 25 in Annual Report.
5.4	Review/ organise update training	Equality Officer	Annually	
5.6	Evaluation of Training	Equality Officer in conjunction with Human Resources and Organisation Change.	Annually	

**ANNEX 1**

6.3	Review and update DRD Guide to Making Information Accessible	Equality Officer	Annually, November	Achieved with some delay.
6.3	Review and update DRD Multilingual website	Equality Officer	Annually, November	Achieved as part of the NICS internet website update project June 2015.
6.9	Assessing access to information and services	Equality Working Group and Equality Forum	Annually	Achieved
10.1	Review of Equality Scheme	Equality Officer	Within 5 years	Review completed.

**SECTION 75 GROUPS/MEETINGS DRD OFFICIALS ATTEND**

**Internal (NICS) Groups:**

- Departmental Equality Working Group
- Sign Language Partnership Group
- Ministerial Sub Committee for Children and Young People
- Good Relations Programme Board
- Day Opportunities Programme Implementation Group
- Inter-departmental Group on Mental Health and Learning Disability
- Northern Ireland Civil Service Equality Practitioner's Group
- Joint Community and Voluntary Sector Forum.
- Autism Strategy Regional Multi-Agency Implementation Team.
- Autism Strategy Inter-departmental Senior Officials Group.

**External Groups:**

- Vision Strategy Steering Group.
- Belfast Healthy Ageing Strategic Partnership.
- Tackling Poverty and Inequality Steering Group

## DRD AUDIT OF INEQUALITIES - ACTION PLAN 2011-2016

## POLICY AREA – PUBLIC TRANSPORT

## Objective – to increase Usage of Transport System

Inequality	Action Measures	Performance Indicator	Timescale	Progress at 8 May 2016
Access of older people and people with a disability to transport system.	To fund Translink for the purchase of new accessible buses as required by PSA/PFG/RTS targets	<p>Increase the proportion of public transport<sup>1</sup> journeys accounted for by people with a limiting long term illness<sup>2</sup> (LLTI) from 14% (baseline established during 2008 – 2010).</p> <p>NB <sup>1</sup>Public transport includes Translink Bus and Rail Services, Private Bus Services and Black Taxis</p> <p><sup>2</sup>LLTI includes respondents aged 16+ who have difficulties travelling by one or more of the following modes of travel: on foot, buses/coaches, trains or driving a car.</p> <p><sup>3</sup>Questions asked of all persons aged 16+ who answered the “difficulty with</p>	2014	<p>Ongoing.</p> <p>In 2010-2012, 12% of all public transport<sup>1</sup> journeys were taken by those with a LLTI.</p> <p>It is also important to note that those with a LLTI<sup>2,3</sup> in 2010-2012 made around a third less journeys per year than those without an LLTI<sup>2,3</sup>.</p> <p>Questions were repeated for the Travel Survey for 2012 – 2014 published in December 2015. Analysis of this data will be available during 2016.</p>

Inequality	Action Measures	Performance Indicator	Timescale	Progress at 8 May 2016
		travel” questions		
	To continue to fund the Concessionary Fares Scheme (CFS) and the Transport Programme for People with Disabilities (TPPD).	To monitor the number of passes issued and trips taken.	2016	Ongoing.
	Review the impact of the Accessible Transport Strategy (ATS) on the accessibility of the transport network for older people and people with a disability.	Reduction in barriers identified in the ATS to access by older people and people with a disability.	2015	Ongoing. A review of the 2012-2015 Accessible Transport Strategy Action Plan was published in August 2015. A public consultation on a new Accessible Transport Strategy closed in November 2015. Work is ongoing to finalise the Strategy and develop a delivery plan.
	Implementation of Audio Visual (AV) Information Systems on all Metro buses on the Metro network.	Installation of AV systems on the Metro network completed.	31 December 2015	AV system installation on all Metro buses completed on 13 January 2016.

Inequality	Action Measures	Performance Indicator	Timescale	Progress at 8 May 2016
	(new measure) To ensure the views of those with a disability and older people are sought in the development of an App to provide information on the next bus approaching at bus stops on the Metro network.	The introduction of an App to improve the quality of information for all users including those with a disability and older people, which will make public transport more accessible.	31 March 2016	<p>Work commenced June 2015 and meetings have been held with stakeholders including RNIB, IMTAC and Guidedogs NI.</p> <p>A pilot commenced in November 2015 with users given access to the App. This will ensure that those with a disability and older people will be able to comment on the effectiveness of the App before a decision is taken on whether it will be made more widely available to all users.</p>
Access of older people, people with disabilities and people living in rural areas to public transport.	Implement Integrated Passenger Transport Pilot Project in Dungannon District Council area.	Increase travel options for users through the trialling of a number of integrated transport initiatives in pilot area.	31 January 2015	<p>An evaluation report for the pilot project has been completed and an economic appraisal for a wider roll out of integrated transport proposals has been shared with stakeholders.</p> <p>Approval was given by the Steering Group on 15 March 2016 to formally establish the Integrated Passenger Transport Project. The Project forms part of the NICS Cross-cutting Reform Programme.</p> <p>Work has commenced on a consultation and EQIA.</p>

Inequality	Action Measures	Performance Indicator	Timescale	Progress at 8 May 2016																				
Accessibility and safety of public transport services for women and young people.	To continue to fund rural community transport partnerships to provide transport services in rural areas.	Monitor the number of Rural Transport Fund (RTF) trips provided overall and for women and young people.	Annually	<p>Monitoring information gathered is detailed below:</p> <table border="1" data-bbox="1451 379 2092 611"> <thead> <tr> <th>Year</th> <th>Number of trips</th> <th>% Female</th> <th>% Young people</th> </tr> </thead> <tbody> <tr> <td>12/13</td> <td>612,466</td> <td>67%</td> <td>32%</td> </tr> <tr> <td>13/14</td> <td>634,695</td> <td>66%</td> <td>31%</td> </tr> <tr> <td>14/15</td> <td>604,523</td> <td>67%</td> <td>30%</td> </tr> <tr> <td colspan="4">Figures not available until May 2016</td> </tr> </tbody> </table>	Year	Number of trips	% Female	% Young people	12/13	612,466	67%	32%	13/14	634,695	66%	31%	14/15	604,523	67%	30%	Figures not available until May 2016			
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13/14	634,695	66%	31%																					
14/15	604,523	67%	30%																					
Figures not available until May 2016																								
Access to information about public transport services by people with a disability.	Review Department's Guide to making Information Accessible.	Revised Guide issued.	March 2015	<p>Complete.</p> <p>A revised version was published in May 2015 and staff were notified through an e-bulletin issued on 23 June 2015.</p>																				
Improve data held about impacts of programmes on Section 75	Carry out survey of Blue Badge.	Section 75 issues identified.	2013	Due to the introduction of Personal Independence Payments (PIPs), and other changes to the Blue Badge Scheme, work on a further survey has been deferred until all changes are bedded in.																				



Inequality	Action Measures	Performance Indicator	Timescale	Progress at 8 May 2016
groups.	Obtain data on transport needs of people with dependants.	Obtain information from travel survey by improving format of database.	2016	It is envisaged that the database work that is required to allow analysis of those with dependants will take place during 2016.
	Obtain data on transport needs of sexual orientation group.	Obtain quantitative and qualitative information from travel survey or other sources.	2016	Data has been examined from the NI Travel Surveys carried out for 2008 -2010, 2010-2012, and 2012-2014.  The sample size used in the surveys of those from differing sexual orientations and for those from ethnic minority backgrounds were too small for meaningful analysis.
	Obtain data on transport needs and safety issues for people from ethnic minorities.	Obtain quantitative and qualitative information from travel survey or other sources.	2016	No problems have been identified in transport issues for both these groups.  Questions on Sexual Orientation and ethnic background are repeated annually.
	Survey commissioned to obtain ascertain the attitudes of older people and people with disabilities towards public transport	Survey results published	December 2015	Achieved.  Survey was published in April 2015.  <a href="#">Webpage link to Survey report</a> . This report will feed into the development of the new Accessible Transport Strategy.

**POLICY AREA: STAFF**

**Objective – To promote equality of opportunity, and good relations, in the workplace.**

Inequality	Action Measure	Performance indicator	Timescale	Progress at 8 May 2016	
				Period (from April to 8 May)	No of complaints
Barriers to a working environment which is free of any form of inappropriate behaviour or discrimination.	Regular monitoring of complaints received to identify potential issues.	Remedial action taken as agreed with individual/ business area.	As complaints received.	2011 - 2012	1
				2012 - 2013	1
				2013 – 2014	1
				2014 –2015	0
				2015 - 2016	1

## POLICY AREA: PUBLIC APPOINTMENTS

Objective – Increased diversity in public appointments.

Inequality	Action Measures	Performance Indicator	Timescale	Progress at 8 May 2016
Increase the numbers of women, people with a disability and people from ethnic minority backgrounds applying for the Department's public appointments.	Ensure prospective competitions are advertised widely across these groups.	Increase in applications from women, people with a disability and people from ethnic minority backgrounds.	2016	<p>Ongoing.</p> <p>Advance notification of the posts to be advertised issued to an extensive list of S75 organisations during 2015/16.</p> <p>All competitions during 2015/16 included a Guaranteed Interview Scheme (GIS).</p> <p>An increase has been achieved:</p> <ul style="list-style-type: none"> <li>• In 2011/12 of a total of 53 positions, eight (15%) were held by women; and</li> <li>• 2015/16 of a total of 52 positions 15 (28%) were held by women.</li> </ul>
	Engage with representative groups to help demystify the application process and to encourage women,	Meetings held.	2016	Work has taken place on this issue however meetings continue to be held on a regular basis with representative groups to

Inequality	Action Measures	Performance Indicator	Timescale	Progress at 8 May 2016
	people with a disability and people from ethnic minority backgrounds to apply for public appointments.			encourage more applications from underrepresented groups.
	To supply OFMDFM with details of forthcoming public appointment opportunities for inclusion in 'All Aboard', the public appointments vacancy newsletter.	Public Appointments opportunities for DRD included in "All Aboard".	2016	Ongoing. All 2015/16 competitions notified to OFMDFM in advance.
	To supply OFMDFM with copies of public appointment advertisements for publication on their public appointments webpage.	Public Appointments opportunities for DRD included on OFMDFM's public appointments webpage.	2016	Ongoing. Advance copies of advertisements forwarded to OFMDFM. Appointments are also advertised on NI Direct

## POLICY AREA: ALL

**Objective: To promote equality of opportunity and good relations.**

Inequality	Action Measures	Performance Indicator	Timescale	Progress at 31 March 2016
Barriers to shared and welcoming public spaces, thoroughfares and town centres	Participate in OFMDFM review of flags protocol.  Under the 'Fresh Start' Agreement, it is now planned to have a Commission on Flags, Identity Culture and Tradition established by March 2016 as the basis for further addressing these issues, to report within 18 months of its being established	New arrangements agreed by the Commission on Flags, Identity, Culture and Tradition in place.	2017	OFMDFM in the lead.
	Participate in the strategy Together: Building a United Community (T:BUC)	Greater cohesion	2016	Departmental officials have attended meetings of the Good Relations Programme Board on: <ul style="list-style-type: none"> <li>• 13 May 2015;</li> <li>• 9 September 2015; 11 November 2105; and</li> </ul>

				<ul style="list-style-type: none"><li>• 10 February 2016. An update on the action specific to DRD within the action plan was last provided in February 2016.</li></ul>
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**Abbreviations**

ATS	Accessible Transport Strategy
BRT	Belfast Rapid Transit
BSL	British Sign Language
CAL	Centre for Applied Learning
DATS	Disability Action Transport Scheme
DCAL	Department of Culture, Arts and Leisure
DOE	Department of the Environment
DRD	Department for Regional Development
DSD	Department for Social Development
ECNI	Equality Commission Northern Ireland
EQIA	Equality Impact Assessment
EWG	Equality Working Group
HLIA	High Level Equality Impact Assessment
Intac	Inclusive Mobility Transport Advisory Committee
ISL	Irish Sign Language
NI	Northern Ireland
NICS	Northern Ireland Civil Service
OFMDFM	Office of the First Minister and Deputy First Minister
RNIB	Royal National Institute for the Blind
SIB	Strategic Investment Board
S75	Section 75
T:BUC	Together: Building a United Community Strategy
TNI	TransportNI
TPPD	Transport Programme for People with Disabilities