



Department for Infrastructure
Annual Progress Report to the Equality Commission (NI)
#9 May 2016 - 31 March 2017

#The Department was established on 9 May 2016

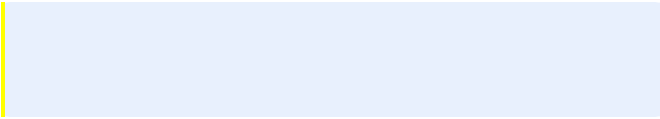
**Public Authority Statutory Equality and Good Relations Duties
Annual Progress Report 2016-17**

Contact:

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<ul style="list-style-type: none">Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above.

Documents published relating to our Equality Scheme can be found at:
<https://www.infrastructure-ni.gov.uk/collections/dfi-equality> .

Signature:


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- 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 from 9 May 2016 - when the Department was established - to 31 March 2017.**

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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 2016-17, 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.

Policy Area – Compliance with Section 75

As required by Section 75 of the NI Act, the Department¹ has a Draft Equality Scheme which is at consultation stage. [<https://www.infrastructure-ni.gov.uk/consultations/draft-dfi-equality-scheme-consultation> The consultation closed on 15 May 2017]. However actions the Department complies with the need to better promote equality of opportunity and good relations by:

- **Mainstreaming Equality across the Department**

The Department has an Equality Unit within Strategy, Equality and Governance Branch (SEG) which provides advice and guidance to staff, promotes equality, and co-ordinates 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 as follows:

NICS led Groups

- Departmental Equality Working Group (DfI internal)
- Sign Language Partnership Group (DfC)
- Good Relations Programme Board (TEO)
- Inter-departmental Senior Officials Group - Mental Health and Learning Disability (DoH)
- Autism Strategy Regional Multi-Agency Implementation Team (DoH)
- Autism Strategy Inter-departmental Senior Officials Group (DoH)
- TBUC Engagement Forum (TEO)
- Interdepartmental Interface Programme Board (DoJ).
- Equality Practitioners Group (TEO)
- Public Sector Group - linked to Joint Forum~ (DfC).

Externally led Groups

- Joint Community and Voluntary Sector Forum~
- Vision Strategy Steering Group
- Belfast Healthy Ageing Strategic Partnership
- Tackling Poverty and Inequality Steering Group
- Belfast Rapid Transit Key Stakeholders Forum
- Regional Inter-departmental Day Opportunities Implementation - Health and Social Care Board

¹ This refers to the Department for Regional Development's Equality Scheme whose functions transferred to the Department for Infrastructure on 8 May 2016.

- Day Opportunities Delivery Groups - Southern and Western Health & Social Care Trust areas.

Additional knowledge gained by attending these meetings is applied as policies are developed.

- **Compliance with Equality Scheme**

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

- **Diversity Champion**

In order to adopt a sustained and consistent approach to promoting diversity across the Civil Service, a Diversity Champion for the NICS and for each department has been appointed. The Department is committed to a policy of promoting equality of opportunity, providing an inclusive workplace and eliminating any unfair treatment or unlawful discrimination and therefore has a Diversity Champion. A policy statement on equality, diversity and inclusion was developed reminding staff of their personal responsibility to implement the policy in day to day dealings with work colleagues, members of the public, customers and stakeholders.

All members of the Senior Civil Service have attended a half day classroom course on 'unconscious bias'.

The Diversity Champion network has developed a mandatory e-learning course 'Unconscious Bias' to update and replace the mandatory 'Diversity Now' e-learning course. This will be rolled out in the 2017-18 year.

- **Children's Issues**

The Department has a Children's Champion who is a single point of contact for children and young peoples' issues.

Outcome

These actions 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 is developing a new Accessible Transport Strategy (ATS) to address accessibility issues across the transport system experienced by older people and people with a disability. The new ATS will be a continuation of the policy to have an accessible transport system that was first published in 2005.

Specific actions taken during 2016 – 17 which link to the new ATS include:

- Following the consultation on the draft ATS, held during 2015, 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 during 2017/18.
- Work has also been progressing on the development of a cross-departmental

Delivery Plan to accompany the new ATS. The new ATS and Delivery Plan will have read across to other Departments, in particular Department for Communities (DfC) who have included a reference to the ATS within the Programme for Government Delivery Plan for Indicator 42 “Improving the Quality of Life for People with Disabilities and their Families”.

- Actions within the draft Programme for Government Delivery Plan for Indicators 23 and 25 will be reflected within the ATS.

Other transport related programmes that are being taken forward which also help to meet the objectives of the ATS include:

- **New Buses**

During 2016/17, the Department provided Translink with funding of £17.5m towards the purchase of a total of 85 new buses and coaches for Metro, Ulsterbus and Goldline services. All of the new buses are wheelchair accessible.

- **Metro Audio Visual (AV) Project**

An App based solution (Belfast Bus Tracker) providing real time information at all bus stops on the Metro network, including in both audio and visual format, was introduced in March 2017. Early feedback on the App has demonstrated benefits for all passengers including users with visual impairments.

- **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 2016-17 was £3.7M. The programmes included in TPPD and their respective usage are shown in the following table:

Programme	Members	usage
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.	14,411	Number of trips delivered 120k
Shop mobility helps all people who consider themselves to have mobility problems (whether through disability, illness or injury) to continue to get around city and town centres independently, with freedom, confidence and dignity.	12,550	Number of loans 42k
Easibus was established by Translink to provide accessible local bus services mainly, but not exclusively, for mobility-impaired people who could not avail of existing conventional services, with customers being drawn from those residing along the specified routes.	Membership not required for this scheme	Passenger numbers 28k

- Disability Action who run the DATS scheme above received capital funding amounting to £120k in March 2017. This funding was used to purchase three new mini buses. Apart from being more cost effective to run, the new buses

will enhance Disability Action's ability to accommodate the carriage of people with different types of mobility aids as detailed below:

- Flexibility of seating to better accommodate people with different types of mobility aids;
- This will also make it easier for the driver as at present seats need to be removed from existing buses to accommodate wheelchairs; and
- Improved access from the rear platform and lifting devices for passenger safety and convenience.

- **Dial A Lift (DAL)/Rural Transport Fund**

DAL was originally set up with the primary objective of reducing social isolation for rural dwellers however the main users of this scheme are those aged 60 and over and those with a disability.

During 2016 – 17 revenue grant funding of £2.6m was paid to eight Rural Community Transport Partnerships to help deliver DAL which is a transport option for individuals living in rural areas who are unable to, or have difficulty accessing local services due to a lack of transport.

The total number of trips delivered under the Scheme and the trips taken by the main Section 75 user groups are detailed below.

Membership	Total number of Trips delivered	Trips taken by those aged 60 and over	Trips taken by those with a disability
11,390	253,125	163,946 (65%)	66,505 (29%)

During 2016 – 2017 three of the Rural Community Transport Partnerships who operate in the Northern Area where successful in receiving funding from the Executive Office via the Social Investment Fund amounting to £822k. This will be paid over a three year period and started on 1 September 2016. It will enable these Rural Community Transport Partnerships to extend the operational hours and distance covered of trips provided under DAL.

Under this scheme, the total numbers of trips taken by the main Section 75 users are detailed below.

Total number of Trips delivered	Trips taken by those aged 60 and over	Trips taken by those with a disability
5,171	2,574 (50%)	1951 (38%)

- **Concessionary Fares**

The Concessionary Fares Scheme was established to promote accessible public transport for members of the community who are most at risk of social exclusion, through discounted fares.

Currently the following concessions are provided:

Free travel for:

- everyone aged 60 and over

- people who are registered blind
- war disablement pensioners
- half fare travel for people for those with a disability who satisfy the relevant criteria.

Those who satisfy the criteria can apply for a concessionary travel card, called a SmartPass which enables the holder to the relevant concessionary fare.

Children up to age 16 also receive a half fare concession.

The transport provider keeps a record of journeys for which a concession can be claimed and the Department reimburses the Transport Provider. .The cost of reimbursing transport providers is rising year on year.

The total costs and number of journeys taken under this scheme are detailed in the table below:

Category	Cost £	Journey numbers
60+, Blind & War Disabled (full fare)	35,079k	12,495k
Half Fare Categories	1,220k	663k
Children	6,961k	9,175k
Administration Costs – overall	453k	N/A
Total	43,713k	22,333k

• **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.

IMTAC continues to be one of DfIs primary sources for obtaining advice about issues that affect people with disabilities and how they use our infrastructure.

During 2016/17 the Department awarded £58k funding to IMTAC for this purpose enabling IMTAC to provide high quality and valuable advice to the Department/Translink, to other departments and to local government on a range of issues. Specific examples include:

- advice on the development of a new ATS;
- advice on the design and development of Belfast Rapid Transit buses and halts, the Belfast and North West transport hubs;
- Development of two training courses for taxi drivers aimed at improving services for disabled people including the production of two videos featuring contributions from disabled people;
- involving organisations of and for older people and disabled people in major projects such as changes to the Blue Badge Scheme;
- working with officials from DSD to ensure that guidelines for the licensing of pavement cafes include appropriate protection for pedestrians;
- advice to Translink on the development of the Translink Access Policy and Access Guide;
- Working with Northern Ireland Government Association (NILGA) and local council representatives to raise awareness of the need for inclusive design around public realm schemes;
- Assisting the Department with the introduction of audio visual systems on

- Metro buses; and
- Working with the Cycling Unit in the Department around the development of cycle routes in Belfast City centre.

Outcome

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 Area - 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 Infrastructure (DfI), the other organisations involved in the project are the Department of Health (DoH), 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 involves Translink and the Education Authority examining the opportunity and benefits of integrating the passenger transport services provided by their large and medium sized bus fleets.

Strand 2

- This work is being led by DfI. 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 conceptual design for the proposed new integrated arrangements has been drafted and a Stakeholder Workshop to discuss the initial proposals has been arranged for 21 June 2017. A data collection exercise is also underway with the Southern Health and Social Care Trust and the Education Authority. This information is required to develop the detailed design for the Southern Area, the first area for the implementation of the new arrangements.

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 to be included in the proposals for integration include some public transport services 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 is 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 Roads and Rivers 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**

34 controlled crossings were installed in the period of the report.

- **Major Road Improvement Projects**

During the reporting period the Department has completed construction of the A31 Magherafelt Bypass scheme and continued construction works on the A99 Millenium Way and the A26 dualling schemes. Preliminary works for the A6 Randalstown to Castledawson scheme were also undertaken during this period. In addition, the Department has continued to develop a number of other strategically important schemes, including the A5 Western Transport Corridor, A6 Londonderry to Dungiven, York Street Interchange and A 24 Ballynahinch Bypass. All 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.

- **Review of Bus Stop Design Guide**

In line with an overall desire to improve accessibility to public transport infrastructure the Department is currently undertaking 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 44,042. A further 119 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 have been developed and went “live” in July 2016. Another recommendation from the consultation, an increase in the fee for a Blue Badge has been implemented from 1 April 2016 and the fee is now £10.00. In addition, the recommendation that the Department should link with the Blue Badge Improvement Service to provide an improved badge designed to reduce blue badge fraud was made on 1 April 2017 and the new style badges are now in circulation in Northern Ireland.

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 – Driving Theory Test

For candidates with a hearing/speech/visual impairment the Driver & Vehicle Agency allow for extra time; provide reader/recorder assistance; and/or provide accessible formats e.g. British Sign Language on-screen video; Lip Speaker; Sign Language Interpreter. The pass rate for people who availed of these accommodations was 21.68% for 2016/2017 (692 tests).

Outcome

The Agency continues to work with Disability Action and Action on Hearing Loss to facilitate candidates in the completion of the driving theory test in order to improve on these statistics.

Policy Area – Safe and Sustainable Travel

Road Safety Grant Scheme

The DfI Road Safety Grants Scheme provided financial assistance of nearly £71,000 to 9 projects through the 2016/17 Road Safety Grant Scheme. Some of the projects which received funding were:

The Guide Dogs for the Blind Association - “Feel the Way” introduced a tactile paving toolkit for use by Habilitation specialists to support children and young people between the ages of 7 -13 to navigate travel routes confidently and independently. The toolkit outlined and explained all seven types of tactile paving

found in the built environment by using individual replica samples for all seven tactile paving types, a captivating adventure story book and an accompanying activity / workbook to reinforce the learning.

Fermanagh Community Transport - "Safer Driving for the Over 60's" provided road safety training to adults over 60 years old which included drug and alcohol awareness training, practical driver training, speed awareness, highway code refresher training a practical driving assessment and tuition.

Cashel Community Association - "Cashel Road Safety Project" developed and produced a drama sketch educating children on the rules of the road and included guidelines on the use of bicycles and walking to help keep them safe on rural roads.

Road Safety Promotion and Outreach Branch community interaction

The Department delivers road safety interventions and educational messages through its road safety social media channels on Facebook and Twitter, 'Share the Road to Zero'. These pages regularly address the main causes of road casualties, those most at risk on the road and more vulnerable road user groups. In June, reminders to drivers and riders were issued to give extra consideration to older road users. Older road users were reminded that there are steps that they too need to take to ensure their safety on the road. The Departments advice on the use of mobility scooters was also promoted at this time, linking to the appropriate leaflet online.

In January, the Department supported the PSNI's Responsible Parking initiative, encouraging motorists to have consideration for wheelchair users and visually impaired road users when parking their vehicles on pavements.

Road Safety Education are working with the Department of Justice youth conferencing section providing road safety advice for young people who have displayed poor road safety behaviours. Officials are using information from the road safety education packs to better inform young people of the consequences of poor road safety decisions. The information provided offers a fully rounded picture, stimulating discussion about the consequences poor decisions have on the safety of other road users and the individual themselves.

Officials are also working with Triangle Sheltered Accommodation dealing with clients with learning difficulties. It is anticipated that road safety information will form a part of a training plan developed for the residents.

Work with the Council for the Curriculum Examination and Assessment is being progressed to adapt the Practical Child Pedestrian Safety Training scheme for greater use in special schools.

Outcome

These initiatives provide road safety information/advice to vulnerable groups.

Wheelchair Accessible Taxi Regulations

Safe and Sustainable Travel Division introduced legislation that came into force in May 2016 that updated and improved the wheelchair accessible taxi (WAT) vehicle specification, thereby helping to remove mobility barriers that can be experienced by people with disabilities.

The regulations require all new WATs to meet heightened accessibility standards,

whilst those vehicles currently licensed have grandfather rights* until May 2022, after which point they too will have to meet the new standard. [**A grandfather clause (or grandfather policy) is a provision in which an old rule continues to apply to some existing situations while a new rule will apply to all future cases. Those exempt from the new rule are said to have grandfather rights*].

Assistance Dogs in Taxi Awareness Raising

In February 2017 the Department undertook an awareness raising exercise to remind taxi drivers of their legal duties to carry assistance dogs when required by passengers with disabilities, and not charge more for doing so.

The exercise was undertaken in association with Guide Dogs NI.

Policy Area – Communications with the Customer.

Accessibility of the Departmental Website

The latest 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 55th to 17th in February 2017. This put the Department's website above GOV.UK, the flagship site for UK Government services.

Outcome:

The above information confirmed that Department's website has been developed in line with best practice and is accessible to all.

Policy Area – Public Appointments

The Northern Ireland Executive agreed targets for equal representation of men and women on public body boards. Ministers agreed the following timescales for achieving gender equality in aggregated public appointments across the Northern Ireland Civil Service:

- by 2017/18 for appointments made in-year;
- by end-year 2020/21 for all appointees in post, with equality reflected both in board membership and at chair level.

The Department for infrastructure is working towards these targets by participating and contributing to the NICS Public Appointments Diversity Strategic Action Plan and also by running all public appointment competitions in accordance with the Commissioner for Public Appointments NI code of practice.

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 – DfI role in implementing “Together: Building a United Community Strategy” (TBUC)

TBUC is being led by the Executive Office 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 Belfast rapid Transit (BRT). The proposals will allow for better access to and between East Belfast, West Belfast, Titanic Quarter and the city centre for everyone. The terminus for BRT in West Belfast includes a Transport Hub interchange at Colin Town Centre, one of the designated Urban Village areas. The Department has worked with the lead Departments to integrate this BRT 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 attend meetings of the Board which have been held on 10 August 2016, 11 May 2016, 23 November 2016, and 15 February 2017.

- **Together: Building a United Community Engagement Forum.**

This forum focuses on the T:BUC priority of 'Our Shared Community', which aims *"to create a community where division does not restrict the life opportunities of individuals and where all areas are open and accessible to everyone"*. It concentrates on the issue of 'Reconciliation', which is an important component of the draft Programme for Government. During this reporting period officials from the Department's planning policy group attended meetings of the Forum on 2nd June 2016, 20th September 2016.

- **Inter-Departmental Interface Programme Board.**

The Department is represented on this board which is focused on the delivery of TBUC target of removing, by 2023, all interface barriers. This work is ongoing.

- **Urban Villages Project**

The Department is involved in two projects 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 Belfast Rapid Transit have the potential to reduce barriers between communities, promote

PART A

greater integration and build a more cohesive city.

- By highlighting the important role planning has to play in assisting Government address the barriers that prevent or interfere with the creation and maintenance of shared space, through its influence on the type, location, siting and design of development (contained in its Strategic Planning Policy Statement – SPPS) and by promoting the key principles behind good place (contained in the Department’s ‘**Living Places**’ Urban Stewardship and Design Guide).

2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2016-17 (*or append the plan with progress/examples identified*).

An Audit of Inequalities Action Plan for the new Department is currently under development.

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2016-17 reporting period? *(tick one box only)*

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

Please provide any details and examples:

3a With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

3b What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

As a result of the organisation's screening of a policy *(please give details):*

As a result of what was identified through the EQIA and consultation exercise *(please give details):*

As a result of analysis from monitoring the impact *(please give details):*

As a result of changes to access to information and services *(please specify and give details):*

Other *(please specify and give details):*

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 2016-17 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 the Equality Unit, Head of Strategy Equality and Governance Branch, and members of the Equality Working Group who are representatives of Business Areas 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 2016-17 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 the Equality Unit, Head of Strategy Equality and Governance Branch, and members of the Equality Working Group who are representatives of Business Areas throughout the Department.

Performance agreements were reviewed throughout the year, in conjunction with personal development plans.

6. In the 2016-17 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
- 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 with this 2016-17 report
- Not applicable

Please provide any details and examples:

Equality / Section 75 has been considered as part of the development of the Department's Business Plan 2017-18. A sentence will be included under 'Our purpose', 'Overview of the Department', paragraph 2.32 "We will also implement our Equality Scheme, its associated Action Plan and the Disability Action Plan." The Business Planning Framework guidance highlights the requirement to reference the commitments within our draft Equality Scheme.

Equality unit officials have specific Equality / Section 75 duties detailed in their job description. Officials in Strategy Equality and Governance, and equality representatives from Business Areas throughout the Department, have Equality / Section 75 duties included in their job description.

Equality action plans/measures

7 Within the 2016-17 reporting period, please indicate the **number** of:

Actions completed:	<input type="text"/>	Actions ongoing:	<input type="text"/>	Actions to commence:	<input type="text"/>
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Please provide any details and examples (*in addition to question 2*):

The Dfl Action Plan is currently under development and will require consultation.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2016-17 reporting period (*points not identified in an appended plan*):

The DfI Action Plan is currently under development and will require consultation.

9 In reviewing progress on the equality action plan/action measures during the 2016-17 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 Sometimes Never

11 Please provide any **details and examples of good practice** in consultation during the 2016-17 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:

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:

Metro Audio Visual Project - Belfast Bus Tracker App:

The Department consulted widely with a range of stakeholders in the planning and implementation stages for the launch of the Belfast Bus Tracker App. This included direct engagement with end users, particularly people with visual impairments, and with user disability organisations including Guide Dogs and IMTAC.

Programme for Government Delivery Plan Indicators 23 and 25:

The Department published the draft Programme for Government (PfG) Delivery Plan for Indicator 23 – average journey time on key economic corridors, and Indicator 25 % of journeys made by walking and cycling, in October 2016. The Delivery Plan sets out the actions which the Department, working with key stakeholders, plans to take forward to support progress against the indicators and delivery of wider PfG Outcomes.

The Plan recognises the need to ensure that the transport system is accessible to all. A series of consultation events were held in accessible venues across

Northern Ireland to facilitate attendance and engagement with stakeholders on the content and focus of the draft Plan. In addition, workshops were held with the voluntary and community sector, local government and the private sector to ensure that key stakeholders had opportunities to contribute meaningfully to the development of the Plan.

The consultation document was published online as well as being available in an alternative format. Various actions are identified within the Plan which will help to ensure an accessible transport infrastructure and public transport system. Work on the Plan is continuing.

Accessible Transport Strategy 2025:

While the ATS Consultation took place during 2015 with the closing date for responses was the 20 November 2015. During 2016/17 the Department published the summary of consultation responses.

Engagement with Imtac, RNIB and Age Friendly Belfast has continued following the public consultation reflecting the work underway to develop the new Strategy which is expected during 2017/18.

Draft Belfast Bicycle Network 2017

The Bicycle Strategy (2015) indicated that the first bicycle network would focus on Belfast followed by detailed bicycle network plans for other urban areas. A consultation was held 20 January to 13 April 2017 to allow people to contribute to the development of the proposed network. The proposals in the consultation document outlined the potential for around 130 kilometres of convenient, comfortable, continuous and coherent bicycle routes for Belfast.

Work Schemes Taken Forward by Roads and Rivers

Roads and Rivers 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, Roads and Rivers 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.

- 12 In the 2016-17 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- Face to face meetings
- Focus groups

PART A

- Written documents with the opportunity to comment in writing
- 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 2016-17 reporting period? (*tick one box only*)

Yes No Not applicable

Please provide any details and examples:

The Department's draft Equality Scheme was consulted on during 20 February to 15 May 2017. A link to the document on our Internet site was sent to the Department's Section 75 Consultees on 21 February 2017 seeking comments. It will be sent to ECNI approval in 2017-18.

- 14** Was the consultation list reviewed during the 2016-17 reporting period? (*tick one box only*)

x 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. This was achieved in 2016-17.

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

Screening forms can be accessed at this webpage:

<https://www.infrastructure-ni.gov.uk/section-75-consultation-information>

Our Disability Action Plan can be accessed at this webpage:

<https://www.infrastructure-ni.gov.uk/dfi-disability-action-plans>

How to obtain accessible formats can be accessed at this webpage:

<https://www.infrastructure-ni.gov.uk/accessible-and-alternative-formats>

How to make a Section 75 equality of opportunity and good relations complaint can be accessed at this webpage:

<https://www.infrastructure-ni.gov.uk/dfi-equality-complaints-procedure>

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

24*

- 16 Please provide the **number of assessments** that were consulted upon during 2016-17:

4 [#]	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted with an equality impact assessment (EQIA) presented.
0	Consultations for an EQIA alone.

*Refer to 18.

[#]For the purpose of this report “screening assessment” is equivalent to screening analysis.

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

PfG Delivery Plan

A consultation was carried out on the Delivery Plan for the key indicators on which the Department leads under the Programme for Government. The screening forms are attached to the Plans which can be accessed at:

<https://www.northernireland.gov.uk/publications/programme-government-delivery-plans>

A series of consultation events were held in accessible venues across Northern Ireland to facilitate attendance and engagement with stakeholders on the content and focus of the draft Plan. In addition, workshops were held with the voluntary and community sector, local government and the private sector to ensure that key stakeholders had opportunities to contribute meaningfully to the development of the Plan. The consultation document was published online as well as being available in an alternative format. Various actions are identified within the Plan which will help to ensure an accessible transport infrastructure and public transport system. Work on the Plan is continuing.

Planning Policy

Planning Policy Division carried out three Consultation exercise during this reporting period. Two of these consultation exercises focussed on Permitted

Development.

The first of these consultation exercises was the **‘Review of Permitted Development Rights’** carried out between 5 May 2016 – 30 June 2016. This exercise contained revised Permitted Development rights on the following:

- Development by Electronic Communications Code Operators
- Non-Domestic Roof Mounted Solar Photovoltaic (PV) Panels
- Shops, Financial and Professional Services Establishments
- Electric Vehicle Charging Points.

The accompanying equality screening analysis can be accessed at: [Consultation on ‘Review of Permitted Development Rights’](#) (Page 49)

The second consultation exercise was the **‘Review of Permitted Development Rights for Mineral Exploration’** carried out between 8 December 2016 – 3 February 2017. The accompanying equality screening analysis can be accessed at:

<https://www.infrastructure-ni.gov.uk/publications/review-permitted-development-rights-mineral-exploration-screening-form>

In addition, Planning Policy Division carried out another consultation exercise based on the transposition of the ‘Amended Environmental Impact Assessment Directive 2014/52/EU’ into NI legislation. This took place 15 December 2016 – 9 February 2017. An equality screening exercise was completed as part of the introduction of the EIA regulations. The screening form can be accessed at:

<https://www.infrastructure-ni.gov.uk/publications/amended-environmental-impact-assessment-screening-form>

All of the Equality Scheme Groups listed on the Division’s Policy & Legislation distribution list were notified of the aforementioned consultations.

Belfast Bicycle Network

A consultation on the draft Belfast Bicycle Network was carried out between 23 January – 13 April 2017 <https://www.infrastructure-ni.gov.uk/consultations/draft-belfast-bicycle-network-2017-consultation>. The screening form is at <https://www.infrastructure-ni.gov.uk/publications/draft-belfast-bicycle-network-s75-screening-form>.

Environmental Impact Assessment

A screening exercise undertaken on ‘The Roads (Environmental Impact Assessment) Regulations (Northern Ireland) 2017’. The screening exercise was also published as part of the consultation process on the draft regulations.

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:

The screening form for the Accessible Transport Strategy 2025 was republished to reflect comments received during its 2015 consultation. A summary of responses received to the consultation can be accessed at <https://www.infrastructure-ni.gov.uk/publications/accessible-transport-strategy-2025-public-consultation->

[summary-responses](#)

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 2016-17 reporting period? *(tick one box only)*

- Yes No Not applicable

Please provide any details and examples:

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 2016-17 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:

The Sitemorse survey (which tests websites for e.g. code quality, functional errors, accessibility) for Q1 2017 placed the Department's internet site 17th out of 206 UK Central Government websites.

The Department's Communications Office reviews all aspects of the Departments websites so that errors are eradicated and improvements made and the DfI Intranet/ Internet Operational Working Group ensure content is formatted correctly, reviewed and updated.

The Equality Unit will ensure this Annual Report is available on our website and in accessible/alternative formats on request in line with the commitments within the Departments draft Equality Scheme.

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:

22 Please provide any details or examples of where the monitoring of policies, during the 2016-17 reporting period, has shown changes to differential/adverse impacts previously assessed:

Not applicable at this time.

- 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:

Not applicable at this time.

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 2016-17, and the extent to which they met the training objectives in the Equality Scheme.

In respect of 6.13 of the draft DfI Equality Scheme officials attended:

ECNI seminars/training on:

- Equality & Goods Relations event 8/6/17.
- 'Every Customer Counts' - Promoting Accessible Services 14/6/16.
- Review of Action Plans developed by public authorities 15/5/17.
- Public Sector Conference 24 May 2017.
- Equality Screening Meeting 30/5/17.

The relevant CAL courses attended where:

- Diversity now class course.
- Diversity now e-learning course.

- 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:

In respect of 6.9 of the draft DfI Equality Scheme a seminar on use of the "Citizen Space for Online Consultation" facility was provided to interested staff on 6 February 2017. This facility will be used to improve the way the Department consults.

A link to the online course 'SMART-ASD: Matching Autistic People with Technology Resources' was circulated to the Equality Working Group representatives for dissemination to other colleagues in their business area and Arms Length Bodies.

Following discussion with the NI Human Rights Commission in respect of their investigation into provision for Travellers' Accommodation, staff within the Department's Planning Policy Division are now required to undertake the 'Introduction to Human Rights e-learning Course' and to include this training in staff Personal Development Plans. This course has benefitted staff by raising awareness and understanding of human rights in the delivery of their duties and the work of the Department generally.

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

- 26** Please list **any examples** of where monitoring during 2016-17, across all functions, has resulted in action and improvement in relation **to access to information and services**:

The Departments Communications Office reviews all aspects of the Departments websites so that errors are eradicated and improvements made. The Sitemorse survey (which tests websites for e.g. code quality, functional errors, accessibility) for Q1 2017 placed DfI's internet site 17th out of 206 UK Central Government websites.

The Department's Intranet/ Internet Operational Working Group ensure content is formatted correctly, reviewed and updated.

The annual review of the Department's Guide to Making Information Accessible was carried out to ensure it reflects best practice.

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2016-17?

Insert number here:

0

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:

The draft DfI Equality Scheme has undergone a consultation and requires ECNI approval. The Scheme would then be due for a five year review in late 2022.

- 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*)

No.

- 30** In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2016-17) reporting period? (*please tick any that apply*)

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions

PART A

Nothing specific, more of the same

Other (please state):

We are likely to seek advice/guidance on various adhoc issues.

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:

7

Fully achieved

8

Partially achieved

0

Not achieved

2. Please outline below details 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 ²	Outcomes / Impact ³
National ⁴	To encourage more disabled people to apply for public appointments.	Best practice on Diversity was reflected in departmental Public Appointment Procedures and training.	More people with a disability are aware that competitions are taking place, and are encouraged to apply for public appointments.
		Disability representative groups were notified when the Department was advertising public appointments.	

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		<p>Disability duties in the context of Public Appointments were discussed at all Competition Initiation meetings.</p> <p>To monitor number of people with a disability applying for and appointed to Public Life appointments details captured during internal review, were completed at the end of all competitions.</p> <p>Input provided for the Diversity Strategic Action Plan being drafted by TEO to take forward and report on progress on the Executive's commitments to Equality in Public Appointments.</p>	
Regional ⁵	The department will support IMTAC as a source of independent advice on the transport needs of disabled and older people to secure engagement with disabled people in the design and development of polices.	2016-17 Work programme agreed. Advice and guidance provided to the Department on issues facing people with a disability and older people.	Better informed decisions made by the Department on issues affecting those with a disability and older people including, for example, in the development of the Accessible Transport Strategy, on the design of the Belfast Rapid Transit scheme, Belfast Transport Hub and North West Multi-Modal Transport Hub.
Local ⁶			

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

	Training Action Measures	Outputs	Outcome / Impact
1.	Promoting positive attitudes towards people with a disability within the Department.	Staff have completed the mandatory online 'Diversity Now' training. Note: The NICS Diversity Champion network has developed a mandatory e-learning course 'Unconscious Bias' to update and replace the 'Diversity Now' course. This will be rolled out in 2017-18.	Increased awareness and understanding of the disability legislation and disability duties.
2.	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 practical advice and guidance.	Increased awareness and understanding of the disability legislation and disability duties. Support for staff.
3.	Promoting positive attitudes towards people with a disability within the Department.	The Equality Unit continues to investigate training options and sources of guidance on best practice.	Information provided by Section 75 organisations on training disseminated and staff encouraged to enrol on relevant CAL courses.
4.	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?

	Communications Action Measures	Outputs	Outcome / Impact
1	To provide road safety advice	To provide road safety advice and	Pupils attending special schools have a

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	and guidance to all special schools in the north of Ireland on a yearly basis.	guidance to all special schools using show and tell demonstrations and fun activities in keeping with the pupils' ability to learn.	better understanding of how to be safe on and around roads.
2	The Department will review ways of ensuring that information on services is both inclusive and accessible.	The Department's Guide to Making Information Accessible was reviewed to reflect best practice and circulated to staff and Disability Organisations.	Provided staff with a tool for ensuring internal and external communications are accessible.
3.	The Department will review ways of ensuring that information on services is both inclusive and accessible.	Accessibility of the Department's Internet: DfI Comms Office has been proactive in ensuring all aspects of the Departments websites are reviewed, errors eradicated and improvements made. The Sitemorse survey (which tests websites for e.g. code quality, functional errors, accessibility) for Q1 2017 placed DfI's internet site 17th out of 206 UK Central Government websites. The Intranet/ Internet Operational Working Group ensure content is formatted correctly, reviewed and updated.	Provided the public with accessible information on the functions of the Department.
4.	The Department will review ways of ensuring that information on services is both inclusive and accessible.	No complaints were received from customers by the Equality Unit in relation to access to information on the Department's services.	Information on the functions/services of the Department is inclusive and accessible to the public.

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1.	Promoting positive attitudes towards people with a disability within the Department.	Links to newsletters from Section 75 organisations e.g. ‘E-Male Matters’ were placed on intranet. Also disability related articles/items: “Disability - a step by step guide”; “Autism Awareness Month”; and the Autism Awareness Factsheet. The monthly in-house newssheet “InFocus” includes regular items relating to disability issues, events and groups.	Staff are kept informed on disability issues, their roles and responsibilities. Increased awareness and understanding of the disability legislation and disability duties
2.	Promote and encourage the planning of well designed places which are accessible and inclusive places for all.	Identify measures and activities by working together with Strategic Design Group members to promote inclusive, successful, sustainable, well designed places which will have a positive impact on people’s lives.	There is ongoing engagement on the role of design and promoting positive attitudes towards people with a disability and responding to their particular needs through successful placemaking.
3.	To nominate staff to represent the Department on relevant disability representative groups.	Staff members nominate themselves and attend Groups linked to Disability. For instance: Northern Ireland Vision Strategy Implementation Group, Sign Language Partnership Group, Southern Health Trust Day Opportunity Multi-agency Forum. DfI representatives provide feedback on best practice to Equality Unit and business areas.	Increased awareness and understanding of the disability legislation and disability duties. Ensures the Department is aware of any Disability related issues.
4.	Demonstrate evidence of monitoring of this Plan [Disability Action Plan] and the Department’s ongoing	The Plan was reviewed, the status of the Action Measures updated, and included with the biannual reports to the May and October 2016 Departmental Board meetings (and to the Minister).	Departmental Board and Minister are kept informed of progress of DAP Action Measures in line with

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	commitment to the Disability Duties.	Annual progress Report was sent to Equality Commission in September 2016.	requirements of the Equality Scheme. The Group kept informed of any Disability related issues.
		The Equality Working Group met on 23 May 2016.	
		No formal complaints on disability issues were received.	

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

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1.	Development of the detailed design and implementation for Belfast Rapid Transit to ensure the system is accessible to all.	Engagement with disability organisations and groups in relation to detailed design and implementation of Belfast Rapid Transit, in particular accessibility issues around the design of the halts and vehicles used. Meetings of the Stakeholder Forum take place quarterly basis.	IMTAC is a member of the Belfast Rapid Transit Key Stakeholder Forum. There is ongoing engagement with IMTAC re detailed specification of the Belfast Rapid Transit vehicles and halts at appropriate points in the design.
2.	Driver & Vehicle Agency will help improve the mobility of 16 year old applicants who are in receipt of Personal Independence Payments by allowing them to apply for a driving licence up to two months prior to their 16 th birthday. Availability of this scheme is advertised on NIDirect and on the DL1 application form.	Annual uptake figures are published for information.	3 licences issued 9/5/2016-31/3/2017

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones / Outputs	Outcomes/Impacts	Reasons not fully achieved
1.	Development of a new Accessible Transport Strategy (ATS) Action Plan.	Following the 2015 consultation on the draft ATS, a report detailing the responses to the consultation was published 11 May 2016. Work has been progressing on the development of a cross-departmental Delivery Plan to accompany the new Strategy. Actions within the draft Programme for Government Delivery Plan for Indicators 23 and 25 will be reflected within the ATS.	The new ATS and Action Plan will address accessibility issues experienced by older people and people with a disability across the transport system.	The ATS is scheduled to be in place during 2017-18 which falls outside the period of this report.
2.	To consider how to meet the transport needs of disabled people in the future.	<u>Performance Indicator 1:</u> In 2016/17 Disability Action successfully resolved 5 complaints on its interim service. <u>Performance Indicator 2:</u> The Integrated Passenger Transport Project Initial work has	<u>Performance indicator 1:</u> has been achieved for 2016-17. <u>Performance Indicator 2:</u> Integrated Passenger Transport Project – aims to	N/A. The date for implementation of Strand 2 of the Integrated Passenger Transport Project is

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		<p>started on co-design of Strand 2 services.</p> <p>There has been extensive involvement of key stakeholders, including users, carers and staff</p>	<p>improve travel options for public transport service passengers and identify opportunities for efficiencies.</p>	<p>scheduled for 2017-18 which falls outside the period of this report.</p>
3.	<p>Implementation of changes identified during the 2013 Review of Blue Badge scheme.</p>	<p>All but one recommendation has been implemented i.e. the second staged fee increase to achieve full cost recovery. The legislation for this only remains to be made. Legislation has been made for all other changes identified.</p>	<p>The changes to the Blue Badge Disabled Parking Scheme in Northern Ireland are aimed at enhancing the service and ensuring the Scheme's uptake is targeted at those whose everyday lives can be greatly enhanced by the concessions they are entitled to.</p>	<p>The date for completion of the final action, to make legislation for the second staged fee increase, is 2017.</p>
4.	<p>A review of the Blue Badge Scheme re-application process for citizens with life-long disabilities affecting their mobility.</p>	<p>A report has been prepared for the Minister on the findings of the 2017 review.</p>	<p>The Blue Badge Disabled Parking Scheme in Northern Ireland enables Badge Holders to access services and facilities, through a range of parking concessions.</p>	<p>The date for completion of this action measure is 2017.</p>
5.	<p>Promote and encourage the planning of well designed places which are accessible and inclusive places for all.</p>	<p>New Item.</p>	<p>Identify measures and activities by working together with Strategic Design Group</p>	<p>This is a new DAP item identified for the biannual report to the Departmental Board in April 2017. It links</p>

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			members to promote inclusive, successful, sustainable, well designed places which will have a positive impact on people's lives.	into Together Building a United Community.
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4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1.	None.	
2.		
3.		

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

No new monitoring tools have been implemented during 2016/17.

(b) Quantitative

No new monitoring tools have been implemented during 2016/17.

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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?

N/A

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			

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? N/A

- ¹ **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.
- ¹ **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.
- ¹ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments
- ¹ **Regional**: Situations where people can influence policy decision making at a middle impact level
- ¹ **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.
- ¹ **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

**Timetable for Measures Proposed to check compliance with the Dfl draft Equality Scheme (using draft Dfl Audit of Inequalities)
As at 31 March 2017**

Para #	Measure	Lead responsibility	Timetable	Action status
2.7	Reflect S75 objectives and targets in Dfl Corporate and Business Plan, also Dfl Business Area plans	Equality Officer, All Directors.	Annually	Line provided for the Dfl 2017-18 Plans.
2.9	S75 Annual Progress Report	Equality Officer/ Permanent Secretary	31 August (annually)	2015-2016 reports provided: DRD 20/9/16; and DOE 12/8/16.
2.13	Biannual progress reports to the Departmental Board, Minister and Committee for Regional Development (Cfl)	Equality Officer	Biannually	Reports provided for May 2016 and 25 October 2016 Departmental Boards.
2.14	Biannual Equality Working Group meetings	Equality Officer	Biannually	Ongoing. held 23 May 2016.
2.15	Equality Forum meeting	Equality Officer	Annually	This was deferred due to NICS restructuring.
3.4	Review consultation list of S75 contacts annually	Equality Unit	Annually	Achieved 2016.
4.20	Quarterly publication of Screening Reports	Equality Officer	Quarterly	Achieved 2016-17.
4.34	Review of existing information systems to address, where possible, any gaps identified in monitoring.	Equality Officer ASRB	Within one year of Equality Commission approval of scheme.	Ongoing (draft Equality Scheme consulted on in 2017).
4.37	Notify consultees of publication of Annual Report	Equality Officer	Annually by 30 September	Achieved 2016.
5.4	Check availability/ suitability of focussed training for key staff	Equality Officer	Annually	Achieved 2016-7.
5.5/6	Review/ organise update training	Equality Officer	Annually	
5.10	Evaluation of Training	Equality Officer in conjunction with Human Resources.	Annually	

6.7	Review and update DfI Guide to Making Information Accessible	Equality Officer	Annually, November	Achieved 2016.
6.14	Assessing access to public information and services	Equality Working Group and Equality Forum	Annually	Ongoing.
10.1	Review of Equality Scheme	Equality Officer	Within 5 years of Scheme approval	N/A until 2022.

Note paragraph numbering may not be the same in final version.

Abbreviations

ATS	Accessible Transport Strategy
BRT	Belfast Rapid Transit
CAL	Centre for Applied Learning
DATS	Disability Action Transport Scheme
DfC	Department for Communities
DfI	Department for Infrastructure
DoH	Department of Health
DE	Department of Education
DoJ	Department of Justice
ECNI	Equality Commission Northern Ireland
EQIA	Equality Impact Assessment
EWG	Equality Working Group
GRPB	Good Relations Programme Board
Intac	Inclusive Mobility Transport Advisory Committee
NI	Northern Ireland
NICS	Northern Ireland Civil Service
PSNI	Police Service for NI
RNIB	Royal National Institute for the Blind
SEG	Strategy Equality and Governance
SIB	Strategic Investment Board
SPPS	Strategic Planning Policy Statement
S75	Section 75
TBUC	Together: Building a United Community Strategy
TEO	The Executive Office
TPPD	Transport Programme for People with Disabilities
WAT	Wheelchair Accessible Taxi
