



Department for Infrastructure
Annual Progress Report to the Equality Commission (NI)
1 April 2017 - 31 March 2018

**Public Authority Statutory Equality and Good Relations Duties
Annual Progress Report 2017-18**

Contact:

<ul style="list-style-type: none">Section 75 of the NI Act 1998 and Equality Scheme	Name: Bernard McClure Telephone: 02890 5 40655 Email: Bernard.McClure@infrastructure-ni.gov.uk
<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 draft 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 1 April 2017 to 31 March 2018.**

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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 2017-18, 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 Department has a Draft Equality Scheme which was subject to a 12 week consultation in 2017..

[\[https://www.infrastructure-ni.gov.uk/consultations/draft-dfi-equality-scheme-consultation\]](https://www.infrastructure-ni.gov.uk/consultations/draft-dfi-equality-scheme-consultation). The consultation closed on 15 May 2017 and the responses have been considered.

In accordance with Equality Scheme procedures the Scheme must have the “signature” of both the Department’s Permanent Secretary and Minister - in the absence of a DfI Minister this step cannot proceed.

Once a Minister is appointed and has “signed” the Scheme it will then be issued to the DfI Committee for information and sent to the Equality Commission for formal approval. On receipt of approval the Scheme will be published, and notification sent to staff, Arms’ Length Bodies, and Section 75 organisations.

The following are actions the Department has taken to comply with the need to better promote equality of opportunity and good relations during 2017-18:

- **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) (stood down in September 2017)
- TBUC Engagement Forum (TEO)
- Interdepartmental Interface Programme Board (DoJ).
- Equality Practitioners Group (TEO).
- Public Sector Group - linked to Joint Forum (DfC).

- Belfast Rapid Transit Key Stakeholders Forum (DfI)

Externally led Groups

- Joint Forum with the Voluntary and Community Sector
- NI Vision Strategy Steering Group
- Belfast Healthy Ageing Strategic Partnership
- Tackling Poverty and Inequality Steering Group
- Regional Inter-departmental Day Opportunities Implementation - Health and Social Care Board
- 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 draft Equality Scheme**

The Equality Unit has ensured that effective internal arrangements 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 has a diversity champion, 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.

The Diversity Champion network has developed a mandatory e-learning course 'Unconscious Bias' which was rolled out to all staff in 2017-18.

- **Children's Issues**

The Department has a Children's Champion who acts as the senior point of contact for all issues relating to children and young people in the Department including the Children and Young People's Strategy, and related Programme for Government outcomes.

- **Mental Health Charter**

The NICS is signed up to the Mental Health Charter which includes the commitment to adopt the "every customer counts promoting accessible services" recommendations. How the Department does this is set out throughout this report.

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 to remove barriers to travel that people with a disability; older people and dependants

may face (this includes dependants who may have a disability, and/or are younger or older).

The Department is taking forward transport initiatives aimed at creating an inclusive transport system. These include new transport hubs in Belfast and Londonderry/Derry with Changing Places Facilities and the introduction of a new Belfast Rapid Transit system. Older people and people with a disability are involved in the design and delivery of these major transport infrastructure initiatives.

Other transport related programmes that are being taken forward which also help to improve access to transport include:

- **New Buses**

During 2017/18, the Department provided Translink with funding of £7.4m towards the purchase of a total of 40 new buses and coaches for Metro, Ulsterbus and Goldline services. All of the new buses are wheelchair accessible.

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

This is 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. Feedback on the App has demonstrated benefits for all passengers including users with visual impairments. In addition, the Audio Visual “on bus” system has also recently been rolled out on Translink Airport services.

- **Glider/Belfast Rapid Transit**

This service, which will be introduced in September 2018 will offer bus passengers a modern, efficient public transport service with shorter, more reliable journey times and high frequency services. It links East Belfast, West Belfast and Titanic Quarter via the city centre.

The new service will represent a change in the way customers purchase tickets by using Ticket Vending Machines (TVMs) and SmartPass validators at bus stops. There will be no interaction with the driver as passengers will either buy their ticket or validate their SmartPass at halts prior to boarding.

In preparation for the introduction of this service both DfI and Translink identified potential significant difficulties for people with a disability, particularly those who are partially sighted or those with a learning disability, to interact with the TVMs.

As a reasonable adjustment, DfI will allow Half Fare SmartPass holders to travel for free on Glider services. This arrangement measure is intended as a short term solution for Half Fare SmartPass holders until we explore whether the e-purse ticketing facility presents a viable long term solution.

The TVMs have also been adapted to allow SmartPass holders to validate their SmartPass by tapping it against the card reader so no further interaction will be required. A Section 75 screening Analysis is underway.

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

The aim of this Programme is to improve accessibility to transport for those with a disability who find it difficult to or cannot access mainstream services.

The total amount of funding provided for TPPD for 2017-18 was £2.7 M. The programmes included in TPPD and their respective usage are shown in the following table:

Programme	Members	Data/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.	14,471	Number of trips delivered: 109k
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 by the provision of mobility equipment, e.g. motorised scooters, wheelchairs etc.	13,584	Number of equipment loans to individuals: 44k
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: 29k

- **Disability Action**

Disability Action who run the DATS scheme referred to above received capital funding from DfI 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 mini buses will enhance Disability Action's ability to accommodate the carriage of people with different types of mobility aids as they have more flexible seating and improved 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. It provides 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.

During 2017 – 18 revenue grant funding of £2.4m was paid to eight Rural Community Transport Partnerships (RCTPs) by DfI to help deliver DAL.

The total number of trips delivered under the Scheme and the trips taken by the two main user groups (Section 75 'Age' and 'Disability') in 2017-18 are as follows:

Total Membership	Total number of Trips delivered	Trips taken by those aged 60 and over	Trips taken by those with a disability
11,831	237,253	*137,292	*106,486
*Note some people fall into both of these S75 groups			

During 2017 – 2018 three of the RCTPs who operate in the Social Investment Fund (SIF) Northern Area continued to receive funding from the Executive

Office. This is part of a three year funding agreement which is due to end August 2019. It has enabled the RCTPS to extend the operational hours and distance covered of trips provided under DAL.

Under this scheme the total number of trips taken, and the numbers taken by two main user groups (Section 75 'Age' and 'Disability') in 2017-18, are as follow:

Total number of Trips delivered	Trips taken by those aged 60 and over	Trips taken by those with a disability
13,837	5,601 (40%)	4,646 (34%)
Note some people fall into both of these S75 groups		

• **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 in 2017-18 are detailed in the table below:

Category	Cost £	Journey numbers
60+, Blind & War Disabled (full fare)	36,002k	12,454k
Half Fare Categories	1,172k	664k
Children	8,569k	8,865k
Administration Costs – overall	742K	N/A
Total	48,485k	21,983k

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 2017-18 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 Accessible Transport Strategy;
- Advice on the design and development of Belfast Rapid Transit vehicles and halts, the Belfast and North West transport hubs;
- Advice on how other key projects including the Taxis Forum, and the Integrated Ticketing Project, can deliver benefits to disabled people and older people;
- Involving organisations of and for older people and disabled people in major projects such as changes to the Blue Badge Scheme;
- Prepared a Report on the accessibility and provision of off-street car parking in Belfast City Centre;
- Provided a Report with their assessment of information about transport and travel contained on the NI Direct website;
- Working with officials from DfC to ensure that guidelines for the licensing of pavement cafes include appropriate protection for pedestrians;
- Advised Translink on the development of the Translink Access Policy and Access Guide;
- Worked with Translink to establish a working group of disabled people and older people to develop proposals for improvements in key areas;
- Provided advice to Cycling Unit on implementation of the Bicycle Strategy and the proposed Belfast Bicycle Network;
- Developed a template that will be used to measure the accessibility of current bus and train stations and halts in Northern Ireland; and
- Working with the Walking and Cycling Unit in the Department around the development of walking and cycling infrastructure.

Outcome

The actions above make a significant contribution to the development of policy and services making travel more inclusive and accessible especially for older people and people with a disability.

This also aligns to the commitment in the Mental Health Charter to promote accessible services.

Policy Area - Integrated Public Passenger Transport Project

A review of the Integrated Passenger Transport Project in July 2017 concluded that Translink and the Education Authority should lead the work to integrate the school transport services with public transport services in order to maximise efficiency opportunities. The initial focus of this work has involved a service review in the Armagh area with further work underway to consider a more efficient approach to the deployment of depot facilities across the two organisations.

In relation to specialist and demand-responsive services, the Department of Health (DoH) is to take forward a review of the transport implications of its policies in relation to community-based care. The implications of this will be considered once the DoH work has been undertaken. The approach will be subject to approval by incoming Ministers.

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 children with a disability.

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**

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

- **Major Road Improvement Projects**

During the reporting period the Department completed construction of the A99 Millennium Way and the A26 Glarryford to Drones Road Junction dualling scheme and continued the construction of the A6 Randalstown to Castledawson dualling scheme. Works commenced on the A5 Strathroy Link Road, and the contract for the A6 Londonderry to Dungiven has been awarded.

In addition, the Department has continued to develop a number of other strategically important schemes, including the A5 Western Transport Corridor, York Street Interchange, A24 Ballynahinch Bypass, A1 Junctions Phase 2, A4 Enniskillen Southern Bypass, A2 Widening Buncrana Road, Newry Southern Relief Road and M1 & M2 Busways schemes.

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, RNIB and GDNI 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. Currently awaiting a response from RNIB and GDNI around a proposal for a bus stop by-pass for cyclists which is to be included in the 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 42,660 blue badges were issued. A further 125 multiple badges were issued to support organisations.

The Blue Badge consultation of 2012 made five recommendations which have in the main been implemented. One more legislative change is required to increase the fee to ensure full cost recovery.

Outcome

Use of the concessions associated with a blue badge 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 also helps 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.

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.

Policy Area – Safe and Sustainable Travel

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.

On the 'Share the Road to Zero' social media messaging, drivers are continuously reminded to give extra consideration to more vulnerable road users, particularly children and older road users.

During this year, the Department delivered various road safety campaigns on social media and television that specifically referenced older road users and children; namely in the pedestrian safety, distraction and anti-speeding campaigns.

In June, specific reminders to drivers and riders were issued to give extra consideration to older road users. Older road users were reminded via social media that there are steps that they too need to take to ensure their safety on the road. Drivers were also reminded to give extra consideration to more vulnerable road users, including older road users. The Department's advice on the use of mobility scooters was also promoted via social media at this time. Both reminders included a link to the appropriate leaflet online which were developed (circa 2012/2013) in partnership with IMTAC, Age NI and Shopmobility. The leaflets were strongly shared via social media by the partner organisations. They are available at:

<https://www.nidirect.gov.uk/sites/default/files/publications/Road%20safety%20education%20leaflet%20-%20Older%20drivers%202016.pdf>

<https://www.nidirect.gov.uk/sites/default/files/publications/Road%20safety%20education%20leaflet%20-%20Mobility%20scooters%202016.pdf>

The leaflets were distributed at the time through the organisations above and have been available at various events since publication.

In March 2018, the road safety campaigns were re-formatted for social media to now include subtitles and have since been incorporated into the regular portfolio of messages on the 'Share the Road to Zero' Facebook and Twitter.

Training workshops took place on 21 and 23 March 2018 with the Council for the Curriculum Examination and Assessment (CCEA) representatives and a number of teachers from special schools to progress the adaption of the Practical Child Pedestrian Safety Training scheme for greater use in special schools. A further meeting will take place in late June 2018.

Officials visit all special schools annually.

Outcome

These initiatives provide road safety information/advice to vulnerable groups to help them make better more informed decisions when using the roads to reduce the number of people killed and seriously injured due to road traffic collisions. Helping people live long, healthy lives by contributing to a reduction in preventable deaths.

Older & Disabled Person's Taxi Experience Survey

Safe & Sustainable Travel Division has developed this survey in conjunction with the Inclusive Mobility and Transport Advisory Committee (IMTAC) and Northern Ireland Statistics and Research Agency.

The aim of the survey is to seek the views of older people and disabled people on their experiences of getting and using taxi services in Northern Ireland. The results will inform a wider review of taxi services in Northern Ireland.

The survey, is intended to launch in June 2018 and will run for at least 6 weeks. It will be circulated to the Section 75 organisations who represent 'Age' (older) and 'Disabled' categories. As well as an online survey it will be available to download, post or complete by telephone (via IMTAC).

Remote control parking

Safe & Sustainable Travel Division is proposing to make changes to NI legislation, to facilitate the use of remote control parking (RCP) which is a form of advanced driver assistance system (ADAS) technology. The NI Highway Code will also have to be amended to include this regulatory change. This has been equality screened.

Automated vehicle technology (AVT) will profoundly change the way people travel, making road transport safer, smoother, and smarter. The development and advancement of driverless cars has commenced, where fully automated vehicles will transport people and goods to their destination without any need for a driver.

There will be a transitional period in the arrival of new vehicle technology where there will be a shifting mixture of conventional cars, cars with increasingly sophisticated ADAS such as adaptive cruise control, and ultimately, fully automated vehicles.

RCP is a type of ADAS that allows the driver to carry out a parking manoeuvre from either inside or outside the vehicle, by issuing a command from an external device. The device may either be one supplied with the vehicle, or through a manufacturer-endorsed application installed on a device such as a smartphone.

Outcome:

A vehicle with the facility to remotely park offers the driver a convenient alternative way of being able to park in confined spaces, potentially reducing the time needed to find a suitable spot. From a safety perspective, remote control parking has the potential to reduce the likelihood of accidental contact of other vehicles, both when carrying out the manoeuvre itself, and when opening the door upon exit in tight spaces. This convenience is further recognised for drivers with young families and for drivers with mobility impairments or drivers of Motability-equipped vehicles where these include this technology.

Regulations have been drafted to implement this legislation but this will require the views of an incoming Minister and Executive approval.

Policy Area – Communications with the Customer.

Accessibility of the Departmental Website

The Department's website team strives to adhere to WCAG 2.0 to improve accessibility to the websites for all ("Every Customer Counts"). Annual audits are undertaken by the Department of Finance (DoF) Digital Development Web Team at the request of the Department to ensure DfI websites are compliant. The Department fixes issues identified as a result of these audits, so they comply with the current standards.

The latest results from the 'Sitemorse' surveys, which are used to review websites (including their accessibility) and then rate each Department within the UK, saw the Department's position improve to 7th overall in December 2017.

The Sitemorse survey is commissioned by the DoF Digital Development Web Team for all Departmental websites. Any issues highlighted as a result of the survey are

forwarded to the relevant business area to review and provide any necessary updates/amendments to the DfI Web Team.

Outcome:

The above monitoring activities ensure that the Department's website is accessible to all.

Policy Area – Public Appointments

In March 2016 the Northern Ireland Executive agreed timescales for achieving gender equality in public appointments made across all Northern Ireland Civil Service public body Boards:

- 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 (2016). DfI have not carried out any public appointment competitions throughout the 2017/18 period due to the absence of a Departmental Minister.

Outcome

It is hoped that through the implementation of the NICS Public Appointments Strategic Action Plan, DfI 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)

While DfI is not in the lead for any of the seven TBUC headline actions it does link in with the Urban Villages Programme and Transport hubs; and also Shared Spaces and the Strategic Planning Policy Statement.

• **Urban Villages**

The Department is involved in two projects being taken forward in collaboration with the Strategic Investment Board and their Urban Villages Initiative. These are:

- A Report on the Urban Villages Transport Research Project. The key message is around attitudes to 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.

Other work being undertaken by the Department which will also link to this project is:

• **Belfast Rapid Transit (BRT)**

Work has continued on Belfast rapid Transit (BRT) and the system remains on target for the commencement of operations in September 2018. The proposals will allow for better access to and between East Belfast, West Belfast, Titanic Quarter and the city centre for everyone. The main interchange for BRT in West Belfast will be at a new Transport Hub in the Colin area, one of the designated

Urban Village areas. The Department has worked with the lead Departments to integrate this BRT Hub into the Colin proposals. The main interchange in East Belfast will be at Dundonald Park & Ride. BRT will be operated by Translink under the brand name Glider.

- **Belfast Transport Hub**

The Hub is a transport-led regeneration project that will provide a state of the art, multi-modal transport interchange at the Great Victoria Street site. It will be the main public transport gateway for Belfast, with rail and bus connections to all parts of Northern Ireland, as well as being the main rail and coach link to Dublin and all major airports

Translink and the project team are fully committed to meaningful and positive engagement with all the projects key stakeholders. To ensure that local communities achieve maximum benefit from the social impact of the project, a dedicated fulltime Community Engagement Manager has been appointed since April 2017 to engage directly with all stakeholders. He has been visible within the local communities of both the Urban Village of South Belfast and the West of the city. The events have been well attended with over 150 face-to-face meetings have taken place to date to discuss key initiatives such as:

- Supporting jobs and training
- Public Arts strategy
- Communications
- Community projects (Social, Economic and Environmental)
- Dealing with objections

Outcome(s)

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

The creation of the transport hub 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 and therefore may have a positive impact on Good Relations.

- **Active Travel Routes**

Walking & Cycling Unit and the Belfast Rapid Transit Delivery Team secured TBUC funding for a feasibility study for active travel routes in the Colin area to tie in with the new proposed Transport Hub in the West of the city. This is due to be completed shortly. The opportunity for the implementation of any recommended routes can then be considered.

- **Good Relations Programme Board (GRPB)**

The GRPB oversees the implementation of T:BUC. The Department is represented at meetings of the Board which were held on 17 May 2017, 23 August 2017, 22 November 2017, 21 February 2018.

- **TBUC 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 15 June 2017, and 19 September 2017.

- **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.

- **Ministerial Panel 'Housing Thematic' Subgroup**

T:BUC Thematic Sub-Groups were established to support the delivery of the TBUC Headline Actions/Commitments. DfI Planning Policy Division sits on 'The Housing Thematic Sub-Group' which draws representation from experts in the fields of Housing, Academia, Peace-building and Conflict Resolution/Transformation.

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 with the introduction of Belfast Rapid Transit have the potential to reduce barriers between communities, promote 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 2017-18 (*or append the plan with progress/examples identified*).

Work on the DfI Audit of Inequalities, and associated Action Plan, is ongoing and the draft document will undergo a 12 week consultation later in the year. (The document will identify inequalities in the Department's functions which have greatest relevance to Section 75 groups). We will also undertake pre-consultation with representatives of the Section 75 categories found to be most likely to be impacted by our policies eg people with a disability including visual impairments and learning difficulties, and older people. An update on this work will be included in our next annual report.

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2017-18 reporting period? *(tick one box only)*

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

Please provide any details and examples:

While the Department's Equality Scheme remains in draft form officials adhere to its principles and endeavour to ensure any impacts from policies are positive for all Section 75 categories through pre-consultation and screening of these.

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:

The Department adheres to the principles of the Equality Scheme and endeavours to ensure any impacts from its policies are positive for all Section 75 categories by paying attention to the needs of those most likely to be impacted, and mitigating impacts where possible.

For instance the "Holyland" Resident's Parking Scheme in Belfast which launched in April 2018 provides all residents in the scheme area to have easy access to their homes and allows for carers to park near those in need of them. Guidance for the provision of resident's parking schemes was screened out in October 2017.

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 2017-18 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 2017-18 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 2017-18 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 2017-18 report
- Not applicable

Please provide any details and examples:

Equality / Section 75 has been considered as part of the development of the Department’s Corporate and Business Plan 2018-19. A sentence is included under ‘Overview of the Department’, paragraph 3.4 “We will also implement our Equality Scheme, its associated Action Plan and the Disability Action Plan.” In addition the Business Planning Framework guidance highlights the requirement for all Business Plans to make reference to a commitment to adhere to the Department’s Equality Scheme and how the obligations within it will be met.

Equality unit officials have specific Equality / Section 75 duties detailed in their job description. 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 2017-18 reporting period, please indicate the **number** of:

Actions completed:		Actions ongoing:		Actions to commence:	
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Please provide any details and examples *(in addition to question 2)*:

The Dfl Audit of Inequalities 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 2017-18 reporting period *(points not identified in an appended plan)*:

The Dfl Audit of Inequalities Action Plan is currently under development and will

require consultation.

9 In reviewing progress on the equality action plan/action measures during the 2017-18 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 2017-18 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:

Draft DfI Equality Scheme

Following the Departments Act (NI) 2016, which led to the renaming and restructuring of Departments, it was necessary to develop an Equality Scheme for the Department. The draft Equality Scheme was subject to a full public consultation between 20 February 2017 to 15 May 2017. The responses are being considered and this will be progressed when a Minister is appointed.

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 Inclusive Mobility Transport Advisory Committee (IMTAC).

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.

Whilst the Department continues to actively engage with stakeholders, in the absence of Ministers, the Department is unable to publish a new Strategy.

Draft Belfast Bicycle Network 2018

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.

A consultation report was published in early 2018.

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 2017-18 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
- 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 2017-18 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. 3 requests for alternative formats (Word and hard copies) and comments from ECNI, Autism NI, NICCY, and Community Places were received.

- 14** Was the consultation list reviewed during the 2017-18 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 when notified by the organisations or if a suggestion for inclusion is agreed.

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

Screening forms are published on this webpage <https://www.infrastructure-ni.gov.uk/section-75-consultation-information> and links circulated on a quarterly basis to those on our Section 75 Consultee list.

Our Disability Action Plan is published on this webpage <https://www.infrastructure-ni.gov.uk/dfi-disability-action-plans>

Information on how to obtain accessible formats is available on this webpage. <https://www.infrastructure-ni.gov.uk/accessible-and-alternative-formats>

Information on how to make a Section 75 equality of opportunity and good relations complaint is provided on 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*):

29

16 Please provide the **number of assessments** that were consulted upon during 2017-18:

1	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted with an equality impact assessment (EQIA) presented.
0	Consultations for an EQIA alone.

#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:

Consultation on Graduated Driver Licensing and changes to the Practical Driving Test

A consultation was carried out on the Graduated Driver Licensing and changes to the Practical Driving Test and can be accessed here:
<https://consultations.nidirect.gov.uk/dfi-dva-pmo-ict-hr-1/graduated-driver-licensing>

A series of stakeholder events were held in accessible venues across Northern Ireland to facilitate attendance and engagement with stakeholders on the content and focus of the changes being introduced to implement Graduated Driver Licensing and a new Driver Test. Workshops were held with the Young Farmers, Schools, Driving and Motorcyclist Instructors and Parent representatives from the Belfast Trust to ensure that stakeholders had opportunities to contribute to the development of a new Programme of Training for Learner drivers and motorcyclists.

The consultation document was published online as well as being available in an alternative format during 8 November 2017 – 17 January 2018.

The Synopsis for the Graduated Driver Licensing and changes to the Practical Driving Test was published and can be accessed at:
<https://www.infrastructure-ni.gov.uk/publications/synopsis-responses-consultation-graduated-driver-licensing-and-changes-practical-driving-test>.

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:

Following concerns raised about the screening analysis carried out on the Guidance for Minibus licence requirements a new screening form is being progressed. This will provide clarity for minibus drivers and operators, on the legal requirements around minibus driving and the D1 licence category.

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 2017-18 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 2017-18 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:

Annual audits of the websites are undertaken by the Department of Finance (DoF) Digital Development Web Team at the request of the Department's Communications Office.

The Sitemorse survey (which tests websites for e.g. accessibility, code quality, and functional errors) for Q4 2017 placed the Department's internet site 7th overall out of 204 UK Central Government websites.

The DfI Communications Office has continued to review all aspects of the Departments websites so that any errors found have been eradicated and improvements made.

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

EQIA monitoring information is published on our website as part of this Section 75 annual progress report.

The 2016-17 Annual Progress report was published on our website and a link sent to our Section 75 Consultees by email. The option for alternative formats to be provided on request was included in the email -- none were requested.

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 2017-18 reporting period, has shown changes to differential/adverse impacts previously assessed:

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 Department has carried out various surveys linked to our services:

- Travel Survey for Northern Ireland 2014-2016 was published 30 November 2017 and provides analysis on journeys taken in 2014-2016 including breakdowns by age and gender <https://www.infrastructure-ni.gov.uk/publications/travel-survey-northern-ireland-depth-report-2014-2016>
- NI Transport statistics report was published 28 September 2017 and includes information on public transport, air transport, general transport, and transport and disability <https://www.infrastructure-ni.gov.uk/publications/northern-ireland-transport-statistics-2016-2017>
- Method of Travel to/from School by Pupils in Northern Ireland 2016/17 was published 14 December 2017. The report presents data from the 2016/17 Continuous Household Survey in relation to the modes of travel used by children to go to school <https://www.infrastructure-ni.gov.uk/publications/method-travel-tofrom-school-by-pupils-northern-ireland-201617>.
- Public Transport Journey Planning 2016-17 was published 28 June 2018. This report presents findings from the 2016/17 Continuous Household Survey in relation to public attitudes to, and awareness of, resources for planning journeys on public transport. Information is collated into groupings including age, gender and disability <https://www.infrastructure-ni.gov.uk/publications/public-transport-journey-planning-northern-ireland-201617>.

All these assist and inform officials in their decision making and when carrying out screening analysis. (These can be provided in alternative formats on request).

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 2017-18, and the extent to which they met the training objectives in the Equality Scheme.

Departmental officials attended:

ECNI:

- Equality & Goods Relations event 8 June 2017.
- Review of Action Plans developed by public authorities 15 May 2017.
- Public Sector Conference 24 May 2017.
- Equality Screening Meeting 30 May 2017.
- Improving Equality Assessments Forum 13 September 2017 – 20 March 2018.

Other seminars/training:

- CAL - Unconscious Bias.
- CAJ - Equality Duty Enforcement.

Staff have access to various e-learning courses on mental health (personal and of others)/ disability/ ASD awareness, and vulnerable users.

- 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:

‘Introduction to Human Rights e-learning’ 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.

Unconscious Bias e-learning course has promoted positive attitudes towards people with a disability.

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

- 26** Please list **any examples** of where monitoring during 2017-18, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Alternative/accessible formats can be provided in liaison with the DVA to those taking the Driving Theory Test including audio facilities.

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. accessibility, code quality, functional errors) for Q4 2017 placed DfI’s internet site 7th overall out of 204 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.

The Department has not received any complaints in regards to accessibility of its information this year.

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2017-18?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

The Department has been liaising with ECNI, RNIB and GDNI on issues surrounding the High Street Belfast Scheme, and pavement cafés.

Section 3: Looking Forward

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

The draft DfI Equality Scheme underwent a consultation ending in May 2017 and will require ECNI approval once finalised. Once approved the Scheme would then be due for review in five years.

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)*

Not at this time.

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2017-18) 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):

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:

11

Fully achieved

4

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 ¹	Outcomes / Impact ²
National ³	To encourage more disabled people to apply for public appointments.	No competitions took place in 2017-18.	More people with a disability are aware that competitions are taking place, and are encouraged to apply for public appointments.
Regional ⁴	The department will support	2017-18 Work programme which	Better informed decisions made

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	<p>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 policies.</p>	<p>reflects Government Priorities and property funding was agreed. Advice and guidance was provided to the Department on issues facing people with a disability and older people.</p> <p>Preparation has begun on a Work programme for 2018-19 (subject to the completion of normal grant funding application process).</p>	<p>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.</p>
Local ⁵			

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

	Training Action Measures	Outputs	Outcome / Impact
1.	<p>Promoting positive attitudes towards people with a disability within the Department.</p>	<p>The NICS Diversity Champion network has developed a mandatory e-learning course 'Unconscious Bias'. This was rolled out across the NICS in 2017-18 replacing the Diversity Now e-</p>	<p>Increased awareness and understanding of the disability legislation and disability duties.</p>

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		learning course.	
2.	Promoting positive attitudes towards people with a disability within the Department.	Pages available on Intranet provide staff with a disability and their line managers some practical advice and guidance. April's Autism Awareness events, videos events advised by the Employers for Disability NI are put on the intranet and / or circulated.	Staff have increased awareness and understanding of the disability legislation and disability duties. They have awareness of issues faced by those with various disabilities and their parents/guardians both in and outside of the workplace.
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 and guidance to all special schools in the north of Ireland on a yearly basis.	To provide road safety advice and guidance has been provided to all special schools using show and tell demonstrations and fun activities in keeping with the pupils' ability to learn.	Pupils attending the schools have a better understanding of how to be safe on and around roads. The meeting and training workshops with the CCEA and teachers has allowed commencement on work to adapt the Practical Child Pedestrian Safety Training

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		<p>All special schools were visited by the end of April 2018.</p> <p>Meeting and training workshops with the Council for the Curriculum Examination and Assessment (CCEA) along with a number of teachers from special schools took place on 21 and 23 March 2018.</p>	<p>scheme for greater use in special schools.</p>
2	<p>The Department will review ways of ensuring that information on services is both inclusive and accessible.</p>	<p>The Department's Guide to Making Information Accessible was reviewed to reflect best practice and circulated to staff and Section 75 Organisations.</p>	<p>Provided staff with a tool for ensuring internal and external communications are accessible.</p>
3.	<p>The Department will review ways of ensuring that information on services is both inclusive and accessible.</p>	<p>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. accessibility, code quality, functional errors) for Q4 2017 placed DfI's internet site 7th overall out of 204 UK Central Government websites.</p> <p>The Intranet/ Internet Operational Working Group continues to ensure content is formatted correctly, reviewed and updated.</p>	<p>Provided the public with accessible information on the functions of the Department.</p>
4.	<p>The Department will review ways of ensuring that</p>	<p>No complaints were received in relation to access to information on</p>	<p>Information on the functions/services of the</p>

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information on services is both inclusive and accessible.	the Department's services.	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' Employers for Disability were placed on intranet. Also articles/items: "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 have been kept informed on disability issues. 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 (SDG) members to promote inclusive, successful, sustainable, well designed places which will have a positive impact on people's lives. The SDG agreed that one way of promoting good placemaking would be to 'lead by example' and through the broad membership of the group to demonstrate the benefits of working collaboratively. After considering a number of options, the SDG agreed on a possible pilot scheme to make Bedford Street in Belfast's city Centre more accessible and inviting to pedestrians. The pilot would involve reducing the proportion of Bedford Street which is currently given over to cars by temporarily removing parking and loading bays for a limited period. This would increase the width of footways and make the street more user friendly	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. The SDG enables the sharing of knowledge, best practice and making connections etc.

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		and attractive to pedestrians (and cyclists). It is intended that this pilot will identify learning from what went well and what did not go so well so that lessons can be replicated partially or fully in the longer term or used elsewhere.	
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, Regional Inter-Departmental Day Opportunity Implementation Group, Belfast Healthy Aging Strategy Partnership. 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 commitment to the Disability Duties.	The Plan was reviewed, the status of the Action Measures updated, and included with the biannual Equality Progress reports to the Departmental Board. . Annual Progress Report 2016-17 was sent to Equality Commission in September 2017. The Equality Working Group met on 26 July 2017. No formal complaints on disability issues were received.	Departmental Board and Minister are kept informed of progress of DAP Action Measures in line with requirements of the Equality Scheme. The Group kept informed of any Disability related issues.

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	Engagement with disability organisations and groups in relation to detailed design and	IMTAC is a member of the Belfast Rapid Transit Key Stakeholder Forum.

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	all.	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.	There is ongoing engagement with IMTAC re detailed specification of the Belfast Rapid Transit vehicles and halts at appropriate points in the design. In addition, BRT Glider information sessions have been arranged through IMTAC.
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 provided in this report which is published on our website and the link sent to Section 75 consultees for information.	19 licences issued 1/4/17 - 31/3/18

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

	Action Measures partly achieved	Milestones ⁱ / 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. Actions within the draft Programme for Government Delivery Plan for Indicators 23 and 25 will be reflected	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 was scheduled to be in place during 2017-18. It would not be possible to publish a strategy in the absence of a Minister. However, a number of key improvements are being taken forward to deliver the draft Programme for Government.

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		within the ATS.		
2.	To consider how to meet the transport needs of disabled people in the future.	<p><u>Performance Indicator 1:</u> In 2017-18 Disability Action successfully resolved 4 complaints on its interim service.</p> <p><u>Performance Indicator 2:</u> The Integrated Passenger Transport Project Initial work has 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><u>Performance indicator 1:</u> Has been achieved for 2017-18.</p> <p><u>Performance Indicator 2:</u> Integrated Passenger Transport Project – aims to improve travel options for public transport service passengers and identify opportunities for efficiencies.</p>	<p>N/A.</p> <p>Following a Project Assessment Review in July 2017 it has been proposed that the Department of Health (DoH) will take forward a review of the transport implications of its policies in relation to community-based care. The implications of this will be considered once the DoH work has been undertaken. The approach will be subject to approval by incoming Ministers.</p>
3.	Implementation of changes identified during the 2013 Review of Blue Badge scheme.	All but one of the recommendations has been implemented. The legislation for the second staged fee increase to achieve full cost recovery remains to be made. Legislation has been made for all other changes identified.	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	The date for completion of the final action, to make legislation for the second staged fee increase, is 2017. Completion is delayed pending Ministerial appointment.

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			entitled to.	
4.	A review of the Blue Badge Scheme re-application process for citizens with life-long disabilities affecting their mobility.	A report has been prepared for the Minister on the findings of the 2017 review.	The Blue Badge Disabled Parking Scheme in Northern Ireland enables Badge Holders to access services and facilities, through a range of parking concessions.	The date for completion of this action measure is 2017. Completion is delayed pending Ministerial appointment.

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 2017-18.

(b) Quantitative

No new monitoring tools have been implemented during 2017-18.

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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

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.

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.

National : Situations where people can influence policy at a high impact level e.g. Public Appointments

Regional: Situations where people can influence policy decision making at a middle impact level

Local : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

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 2018**

Para #	Measure	Lead responsibility	Timetable	Action status
2.7	Objectives and targets relating to the statutory duties will be integrated into the Department's corporate and operational business 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)	Achieved for: 2016-17.
2.13	Biannual progress reports to the Departmental Board, Minister and Committee for Regional Development (Cfl)	Equality Officer	Biannually	Ongoing. Biannual Reports provided to the Board - once a Minister and Cfl are appointed these will be sent to them for information.
2.14	Biannual Equality Working Group meetings	Equality Officer	Biannually	Ongoing.
2.15	Equality Forum meeting	Equality Officer	Annually	Ongoing.
3.4	Review consultation list of S75 contacts annually	Equality Unit	Annually	Achieved to date.
4.20	Quarterly publication of Screening Reports	Equality Officer	Quarterly	Achieved to date.
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 (Equality Scheme is in draft).
4.37	Notify consultees of publication of Annual Report	Equality Officer	Annually by 30 September	Achieved to date.
5.4	Check availability/ suitability of focussed training for key staff	Equality Officer	Annually	EQIA & Section 75 courses under review (CAL/ECNI). Staff to be directed to ECNI and other organisations who can provide training in this area.
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 Dfl Guide to Making	Equality Officer	Annually, November	Achieved to date.

	Information Accessible			
6.14	Assessing access to public information and services	Equality Working Group and Equality Forum	Annually	Ongoing - updates requested for biannual reports to the Board.
10.1	Review of Equality Scheme	Equality Officer	Within 5 years of Scheme approval.	Scheme still in draft.

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
RCTP	Rural Community Transport Partnership
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