

EQUALITY COMMISSION FOR NORTHERN IRELAND

Public Authority 2007 - 2008

Annual Progress Report on Section 75 of the NI Act 1998 and Section 49A of the Disability Discrimination Order (DDO) 2006

This report template includes a number of self assessment questions regarding implementation of the Section 75 statutory duties from **1 April 2007 to 31 March 2008**. This template also includes a number of questions regarding implementation of Section 49A of the DDO from the **1 July 2007 to 31 March 2008**. Please enter information at the relevant part of each section and ensure that it is submitted electronically (by completing this template) and in hardcopy, with a signed cover letter from the Chief Executive or, in his/her absence, the Deputy Chief Executive to the Commission by **30 September 2008**.

In completing this template it is essential to focus on the application of Section 75 and Section 49. This involves progressing the commitments in your equality scheme or disability action plan which should lead to outcomes and impacts in terms of measurable improvement for individuals from the equality categories. Such outcomes and impacts may include changes in public policy, in service provision and/or in any of the areas within your functional remit.

Name of public authority (Enter details below)

Department for Regional Development

Equality Officer (Enter name and contact details below)

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DDO (if different from above):

S75 Executive Summary

- **What were the key policy/service developments made by the authority during this reporting period to better promote equality of opportunity and good relations and what outcomes were achieved?**

(Enter text below)

- During 2007/08 the Department through quarterly progress reports kept the Departmental Board, the Minister and the Regional Development Committee fully briefed on progress.
- The Department hosted its biannual Equality Forum in May and November 2007 with representatives from Section 75 groups. This consultative Forum provided a useful opportunity to engage with policy makers, discuss the major policy issues and EQIAs/ Screening Exercises planned by the Department. This network was also used by the Department to consult on its draft three year Disability Action Plan. The Forum contributed significantly to the development of the draft Action Plan which was submitted to the Equality Commission on 29 June 2007.

- In December 2007 the Department ran an Equality consultation from 11 December 2007, to 16 January 2008 on the DRD elements of the draft Programme for Government 2008-2011, Budget 2008-2011 and Investment Strategy 2008-2018. The consultation was considered to have been a very useful exercise by both the consultees and policy makers. The main themes to emerge were summarised in a Consultation report published in February 2008. The most important issue to emerge from the consultation was the significance of rural transport services and the Concessionary Fares Scheme to equality of opportunity, in particular to women, older people, young people and people with disabilities.

- The Department launched the Sub Regional Transport Plan in June 2007. The SRTP deals with the transport needs of the whole of Northern Ireland with the exception of the Belfast Metropolitan Area and the rail and trunk road networks which are covered in the Belfast Metropolitan Area and Regional Strategic Transport Network Plans. The EQIA identified positive differential impacts due to the investment in public transport, particularly for women, older and younger people, those with disabilities and those with dependants.

- The draft Accessible Transport Strategy (ATS) Action Plan 2007-2009 was published for consultation from October 2007 to January 2008. A series of public consultation meetings provided the opportunity to “reality check” the progress of the ATS and other DRD programmes that affect the mobility of older people and

disabled people. The findings informed the preparation of the final Action Plan.

- As part of the Transport Programme for People with Disabilities, the Department continued the roll-out of the Door-2-Door Transport service to all 27 urban areas in Northern Ireland. This is aimed at people with disabilities, or those who find it difficult in using mainstream public transport, in order to improve access to services and public life. This Door-2-Door Scheme also operates an accessible application and booking system. The cost of extending this scheme in 2007/2008 was £4.6m.
- **What are the main initiatives planned in the coming year to ensure the authority improves outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75?**

(Enter text below)

- During 2008/2009 the Department will, on request from the Equality Commission, revise and update its Disability Action Plan.
- The Department will continue to invite members of the Voluntary and Community Sector to its biannual Section 75 Consultative Forum. It is planned to continue to theme events around particular Section 75 categories to determine what more the Department can do to effectively fulfill its Section 75 obligations. The May 2008 meeting will focus on Age and Dependents.

- o During 2008/09 the Department will continue to implement the Northern Ireland Civil Service (NICS) wide Diversity Awareness Training package with the aim of putting a further 1500 staff through the training programme during the year.
- o During 2008/2009 the Department will continue to sponsor the Inclusive Mobility Transport Advisory Committee, whose main function is to advise government on matters relating to people with disabilities and transport. This is a committee made up of disabled people and older people as well as others including key transport professionals.
- o Work will be taken forward to embed the Guidance on Integrating Equality of Opportunity and Sustainable Development into Procurement, issued jointly by the Equality Commission and the Department for Finance and Personnel, across the Department and its associated bodies. Procurement practitioners will receive in-depth training. All Centres of Procurement Expertise - Roads Service, NI Water and Translink - will be developing Sustainable Procurement Action Plans. Targets from these plans will be incorporated into the DRD Business Plan for 2009/2010.
- o The publication and implementation of the Accessible Transport Strategy Action Plan 2007-2009 will help to achieve the vision of the Accessible Transport Strategy, “to have an accessible transport system that enables older people and people with disabilities to participate more fully in society, enjoy greater independence and experience a better quality of life.”

- **Please give examples of changes to policies or practices which have resulted in outcomes. If the change was a result of an EQIA please tick the appropriate box in column 3:**

- o Most amendments to outline policies and practices in response to Section 75 concerns were made during policy development. However, in considering final policy proposals, the DRD Minister decided to reduce by half the level of charge for Residents' Parking Permits for those on low or fixed incomes who are living in Neighbourhood Renewal Areas.

	Outline change in policy or practice which have resulted in outcomes Reduction in the cost of Residents' Parking Permits	Tick if result of EQIA
Persons of different religious belief	✓	
Persons of different political opinion	✓	
Persons of different racial groups	✓	
Persons of different age	✓	
Persons with different marital status	✓	
Persons of different sexual orientation	✓	
Men and women generally	✓	
Persons with and without a disability	✓	
Persons with and without dependants	✓	

Section 1: Strategic Implementation of the Section 75 Duties

- Please outline evidence of progress made in developing and meeting equality and good relations objectives, performance indicators and targets in corporate and annual operating plans during 2007-08.

(Enter text below)

- Objectives and targets relating to the statutory duties were built into the Department's Corporate Plan and the Business Plan 2007/2008. Quarterly progress reports on PSA targets, including equality targets, were submitted to the Minister. Objectives and targets relating to the statutory duties were also included in Agency Corporate and Business Plans and Divisional and Branch Business objectives. Targets and objectives were met,
- o An Internal Audit on Corporate Services was carried out from October to December 2007. The Internal Audit Report, issued in May 2008, concluded that there was a robust system of risk management, control and governance over the Equality work carried out by the Department, which should ensure that all objectives are fully achieved. There were no recommendations made in this area.
- o Under the NICS Performance Management Framework equality objectives and associated performance indicators were built into the personal performance agreements of relevant staff and reviewed

throughout the year, in conjunction with personal development plans.

- The Weekly Business Review, which comprises the Permanent Secretary, Deputy Secretaries and the Chief Executive of Roads Service met weekly to review and monitor the corporate management of the Department. During this reporting period it steered, monitored and periodically reviewed the implementation of the Section 75 obligations.
- The Departmental Board received quarterly monitoring reports on the Department's progress on fulfilling its Section 75 duties and other issues handled by the Equality Unit. These were approved for onwards submission to the Minister and, following devolution, to the Regional Development Committee (RDC). The RDC sought follow-up information on a number of occasions.
- The Department held biannual meetings with representatives of Section 75 groups. This consultative Forum provided a useful opportunity to engage with policy makers, discuss the major policy issues and EQIAs/Screening Exercises planned by the Department. The May 2007 Forum meeting contributed significantly to the development of the Department's draft three-year Disability Action Plan which was submitted to the Equality Commission on 29 June 2007.

Section 2: Screening

- Please provide an update of new/proposed/revised policies screened during the year.

Title of policy subject to screening	Was the <u>F</u> ull Screening Report or the <u>R</u> esult of initial screening issued for consultation? <i>Please enter <u>F</u> or <u>R</u></i>	Was initial screening decision changed following consultation? <u>Yes/No</u>	Is policy being subject to EQIA? <u>Yes/No</u> ? If yes indicate year for assessment.
The Harbour Works (Environmental Impact Assessment) (Amendment) Regulations	F	No	No
Roads Service Policy & Procedures Guide – SO27 Public Inquiries Land Acquisition and Traffic Management Procedures	F	No	No
The Roads (Environmental Impact Assessment) Regulations (Northern Ireland) 2007	F	No	No
Roads Service Policy and Procedure Guide – SO21 The Roads (NI) Order 1993	F	No	No
Airports (Designation) (Power to Detain and Sell Aircraft) Order (Northern Ireland) 2007	F	No	No
DRD Teleworking Scheme	F	No	No
Abandonment Order (Steelstown Rd, Derry)	F	No	No
Abandonment/Stopping-Up Orders - Article 68 of Roads (NI) Act 1993 - RSPPG SO19	F	No	No
The Donaghadee (Harbour Area) Order	F	No	No

Creation of Bus Lane (Ormeau Rd, Belfast)	F	No	No
One Way Traffic Order (Cashelton Rd, Portglenone)	F	No	No
Abandonment Order (Chapel Hill Rd, Mayobridge)	F	No	No
Shared Footway & Cycle Track (Ormeau Rd, Belfast)	F	No	No
Restriction of Waiting Order (Union Place, Cookstown)	F	No	No
Restriction of Waiting Order (Wesleyan Mews, Magherafelt)	F	No	No
Abandonment Order (Roshure Rd, Magherafelt)	F	No	No
The Motorway Traffic Regulations (NI) 2008	F	No	No
Restriction of Waiting Order (Strand Road, Derry)	F	No	No
Abandonment Order (Eastermeade Gdns, Ballymoney)	F	No	No
Shared Footway & Cycle Track (Atlantic Rd, Coleraine)	F	No	No
Abandonment Order (Belvedere Manor, Belfast)	F	No	No
Article 68 of the Roads (NI) Order 1993 (RSPPG-SO19) Abandonments & Stopping-Up Orders	F	No	No
Traffic Weight Restrictions (Coleraine) Amendment Order 2008	F	No	No
Parking Places On Roads (Moira) Order	F	No	No
RSPPG - Enforcement of Prosecution	F	No	No

Residents' Parking Policy	F	No	No
Parking Places on Roads (Warrenpoint) Order	F	No	No
Loading Bay (Queens Square, Belfast)	F	No	No
Restriction of Waiting Order (Glenshane Road, Maghera)	F	No	No
The Road Races (NI) Order	F	No	No
Trunk Road T15 - Carland Bridge Realignment Order (NI) 2007	F	No	No

Section 3: Equality Impact Assessment (EQIA)

- Please provide an update of policies subject to EQIA during 2007/08, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2008/09.

EQIA Timetable – April 2007 - March 2008

Title of Policy EQIA	EQIA Stage at end March 2008 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals, and the relevant Section 75 categories due to be affected.
Planning Policy Statement on Retailing and Town Centres (PPS 5)	<u>Stage 5</u>	As a result of the Judicial Review ruling on PPS 14, Ministers of DRD and DOE agreed that all PPS policies including PPS 5 transferred from DRD to DOE in January 2008.
Planning Policy Statement on Sustainable Development in the Countryside (PPS 14)	<u>Stage 5</u>	As a result of the Judicial Review ruling on PPS 14, Ministers of DRD and DOE agreed that all PPS policies including PPS 14 transferred from DRD to DOE in January 2008.
Planning Policy Statement on Sustainable Development in the Coastal Zone (PPS 20)	<u>Stage 1</u>	As a result of the Judicial Review ruling on PPS 14, Ministers of DRD and DOE agreed that all PPS policies including PPS 20 transferred from DRD to DOE in January 2008.
Northern Ireland Concessionary Fares Scheme: Free fares for persons aged 60-64 inclusive.	<u>Stage 4</u>	The EQIA concluded that the Scheme will positively impact on all Section 75 categories within the targeted age group.

- Where the EQIA timetable for 2007/08 (as detailed in the previous annual S75 progress report to the Commission) has not been met,

please provide details of the factors responsible for delay and details of the timetable for re-scheduling the EQIA/s in question.

(Enter text below)

- The mid-term review of the Regional Transportation Strategy is now scheduled for 2008/2009. The proposal was subject to further consideration following devolution.
- Responsibility for all Planning Policy Statements passed to DOE in January 2008.

Ongoing EQIA Monitoring Activities April 2007- March 2008

Title of EQIA subject to Stage 7 monitoring	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased
Proposed Discontinuance of Service on Antrim/Knockmore Railway Line	No	N/A
Review of Blue Badge Scheme	No differential impact has been identified in respect of those parts of the review implemented to date.	No adverse impact has been identified in respect of those parts of the review implemented to date.
Review of Concessionary Fares	No	N/A
Provision of Pedestrian Facilities	Only positive impact identified is that conditions will improve as provision increases.	No adverse impacts identified.
Operation and Management of Off-Street Car Parks	No differential impacts have been identified.	No adverse impacts have been identified.

Transport Programme for People with Disabilities	No	N/A
Rural Transport Fund	No	N/A
Regional Transportation Strategy	It was previously indicated that as the RTS was being delivered through transport plans it was reasonable to monitor any impacts through those plans.	N/A
Belfast Metropolitan Transport Plan	No reduction or increase observed.	No reduction or increase observed.
Planning Policy Statement on Transportation and Land Use (PPS 13)	Monitoring systems are being put in place to measure impact.	DRD is no longer responsible for this policy.
Regional Strategic Transport Network Transport Plan	Monitoring Systems are being put in place to measure impact.	Not known at this stage.
Accessible Transport Strategy	N/A	N/A
Planning Policy Statement on Housing in Settlements (PPS 12)	Monitoring systems are being put in place to measure impact.	DRD is no longer responsible for this policy.
Water Reform	Charges due to commence April 2007, deferred until completion of Independent Review.	No monitoring appropriate for 07/08.
Water Service Transformation Programme	Monitoring has been deferred until the outcome of an Executive decision on charging methodology.	Not known at this stage.
Regional Development Strategy Housing Growth Indicators	The independent Panel which conducted a Public Examination into the housing growth indicators recommended that it was inappropriate for an EQIA	Not known as DRD is not responsible for monitoring this policy.

	to be carried out by DRD. This should be done by Planning Service at the Development Plan stage. This recommendation was accepted by the Department.	
All Ireland Free Travel Scheme	Monitoring systems are being put in place to measure impact.	Not known at this stage.
Sub Regional Transport Plan	Monitoring systems are being put in place to measure impact.	Not known at this stage.

2008/2009 EQIA Time-table

Title of EQIAs due to be commenced during April 2008 – March 2009	Existing or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6
Mid-Term review of the Regional Transportation Strategy	Existing	February 2010
Water and Sewerage Services Strand 2 Report	Existing	March 2009
Major 10 Year Review of the RDS	Existing	May 2010
Northern Ireland Concessionary Fares Scheme: Free Fares for persons ages 60-64 inclusive.	New	Completed July 2008

Section 4: Training

- **Please outline training provision during the year associated with the Section 75 Duties/Equality Scheme requirements including types of training provision and conclusions from any training evaluations.**

(Enter text below)

- During February 2008 a number of key Departmental staff attended a training course run by Participation Network on consulting with children and young people.
- In 2007/2008 212 Staff attended Equality and Diversity training aimed at raising awareness and understanding. All staff will receive this training over the next eighteen months. This training includes the relevant employment legislation, the Disability Discrimination Act, Discrimination, Dignity at Work, Harassment and Bullying and how to deal with such issues in the workplace. The aim is to promote positive attitudes within and outside the workplace.
- During the course of the year a number of Roads Service personnel received training on Section 75 screening.
- A number of Water Policy personnel also received section 75 equality and human rights training.

Section 5: Communication

- **Please outline how the authority communicated progress on delivery of the Section 75 Duties during the year and evidence of the impact/success of such activities.**

(Enter text below)

- The Department's Section 75 Forum meets biannually. Meetings in May and November 2007 provided policy makers and Section 75 representatives with an opportunity to discuss policy issues and areas of ongoing concern. In particular the May 2007 meeting focused on the Department's draft three-year Disability Action Plan. The Forum provided significant input to this and the draft plan was amended to reflect the views expressed.
- The Department's Roads Service provides regular representation at disabled interest committees/groups such as Disability Action's Regional Access Committee and IMTAC's Personal Mobility Working Group.
- All consultation documents issued in 2007/2008 included a note of the Department's obligations under Section 75.
- The Department also makes full use of the departmental briefing mechanism and regularly provides staff with information on Equality issues and major EQIAs. In the year 2007/2008 this included information on the new Statutory Disability Duties; Community Relations Week 2008; the Consultation on the Equality Aspects of

the DRD Elements of the Draft Programme for Government 2008-2011, Budget 2008-2011 and Investment Strategy 2008-2018; pilot training on Equality Screening and conducting EQIAs; the All-Ireland Senior Travelpass Scheme; the Disability Action Plan; and the 2006/2007 Annual Report to the Equality Commission.

- Through quarterly Equality Scheme progress reports the Minister and Departmental Board are apprised of the fulfilment of training objectives contained within the Department's Scheme.
- The Department's Equality objectives and associated performance indicators are built into the personal performance agreements of relevant staff.
- Section 75 representatives were notified in October 2007 and April 2008 of policies screened out and forthcoming consultations. They were given the opportunity to indicate the policies in which they had a particular interest. This helped pre-consultation and draft EQIA consultation.
- Roads Service in-house magazine 'Roundabout' is used to highlight the Agency's commitment to Section 75 issues and to update staff on all equality related issues. Staff are also made aware of equality issues in the staff brief which is issued monthly.
- Issue 17 of Equality Times, an in-house magazine used to promote equality of opportunity in DRD, DOE and DCAL, was released in

200720/08. The magazine included an article on The Equality Act (Sexual Orientation) Regulations. (Northern Ireland) 2006. This edition also included articles on the Indian community living in Northern Ireland and the work of the South Tyrone Empowerment Programme in providing support and empowerment to the most marginalised members of the community.

- In September 2007 the Department established a Disability Section on the Equality section of the Department's website.
- A representative from the Department's Mobility and Inclusion Unit continues as an observer at IMTAC meetings and working groups.
- During the review of the Accessible Transport Strategy Action Plan, the Department worked closely with IMTAC, holding a series of regional meetings and focus groups, to ensure that the views of older people and people with disabilities were fully considered. The draft revised Action Plan was provided in Braille, audio and easy-read formats.
- The Department's Ports and Public Transport Division provides regular representation at various disability meetings including Disability Action's Regional Access Committee and IMTAC's Personal Mobility Working Group.
- The Department has established a project group to establish a multilingual DRD website, with a view to going live in Autumn 2008.

- In January 2008 the Department established a section dedicated to the Departmental Board on its internet site. This contains copies of Departmental Board minutes and key messages on a range of departmental issues including Section 75 statutory duty issues.

- Since Devolution in May 2007, copies of the quarterly progress reports on Section 75 issues to the Departmental Board and Minister have been sent to the Regional Development Committee. Officials have provided follow-up information and have briefed the Committee orally on the contents of the reports and issues such as the Consultation on Equality Impacts of the draft Programme for Government, Budget and Investment Strategy.

Section 6: Data Collection & Analysis

- **Please outline any systems that were established during the year to supplement available statistical and qualitative research or any research undertaken/commissioned to obtain information on the needs and experiences of individuals from the nine categories covered by Section 75.**

(Enter text below)

- o Bilateral meetings have been held with each Agency, Division, the Equality Unit and the Department's statisticians, to ensure that the data requirements of the EQIA programme are being fulfilled. Where gaps are identified, efforts are made to source the information required, quantitatively or qualitatively as appropriate.
- o The Department's Principal Statistician is a member of the Equality and Social Needs Research and Information Group (ENSRIG), which includes as members officials of Northern Ireland Departments and the Northern Ireland Office, along with representatives of the Equality Commission and the Northern Ireland Council for Voluntary Action. The cross-departmental Information & Research Needs Strategy, sponsored by ENSRIG, sets the direction in assessing and filling gaps on information relating to Section 75 groups. OFMDFM has published three research papers which were funded by the Equality and Social Need Steering Group. These were the 2005 Labour Force Survey Religion report (published June 2007), the 2006 Labour Force Survey Religion report (published March 2008) and Social Capital in

Northern Ireland – an analysis of the 05/06 Continuous Household Survey (published in October 2007).

- o Work will commence in Summer 2008 on updating the Northern Ireland Multiple Deprivation Measure 2005. DRD statisticians will be involved in this project.
- o The Department's Ports and Public Transport Division have introduced a system to collect S75 information as part of the application process for Door-to-Door transport services.
- o The Department contributed regularly to the NICS policy bulletin, which gives information about new policy, relevant conferences/seminars, other events, publications, planned policy reviews, research, etc.
- o The Department commissioned monitoring work on assessing the equality impacts of the water and sewerage charging regime proposed by the Direct rule administration. This used the 2001 Census. Additional work has now been commissioned. The Family Resources Survey contains detailed information on household income and benefits. By adding the capital value of the property and the water and sewerage connection information into the dataset it is possible to model the equality impacts of the proposed water and sewerage charges. This will inform any future Equality Impact Assessments and monitoring.

- **Please outline any use of the Commission’s Section 75 Monitoring Guide.**

(Enter text below)

- In view of the recent Monitoring Guide received from the Commission the Department is assessing what data it currently collects and will, in due course, consider how to fill the gaps.
- In tandem, the Department is also reviewing the arrangements for reporting on the monitoring of completed Equality Impact Assessments to ensure that they remain meaningful.
- A formal monitoring report is provided this year only on the Regional Transport Strategy, the Accessible Transport Strategy, the Belfast Metropolitan Transport Plan, the Regional Strategic Transport Network Transport Plan and the Sub Regional Transport Plan, where impacts may change as the plans are delivered. There have been no changes to impacts on other policies on which EQIAs have been carried out.
- In considering how to fill the gaps in the data held, the Department intends to develop a new system and a revised report to cover the Department’s Section 75 monitoring activities for 2008/2009.

Section 7: Information Provision, Access to Information and Services

- **Please provide details of any initiatives/steps taken during the year, including take up, to improve access to services including provision of information in accessible formats.**

(Enter text below)

- During 2007/2008 the Department reviewed its internal guidance on making information accessible. This guidance, which was developed in conjunction with the Section 75 Equality Forum, included specific arrangements to monitor access to information provided by the Department and review implementation of the guidance. The Equality Unit used the Section 75 Forum to ask members for their opinions on the guidance and any recommendations for improvement. Consultation also took place with members of the internal Equality working Group. A revised guide issued in July 2007. During the year, the Department considered guidelines issued by IMTAC on consultation and accessible information and will reflect appropriate best practice in the 2008/2009 review of the guidance.
- The Department holds biannual meetings between policymakers and representatives of Section 75 groups. These meetings provide an opportunity for policymakers to update on policy progress and issues of concern. The Forum has also been used to facilitate presentations on policy. Section 75 representatives are given the opportunity to comment on reported progress and highlight their

own areas of concern. The Forum has reviewed accessibility of information and provided feedback on difficulties and problems. The lessons learned and good practice is then promulgated across the Department through the Equality Working Group.

- The Department participates in the Promoting Social Inclusion Disability Working Group Forum and related sub group on Housing, Transport, Information and Access.
- Information on Section 75 including draft and Final EQIAs is published on the Departmental Internet site. The Department also posted details of all consultations on the OFMDFM consultation website.
- During 2007/08 the Department continued to sponsor the Inclusive Mobility Transport Advisory Committee, whose main function is to advise government on matters relating to people with disabilities and transport. The Committee seeks to help achieve the development of an inclusive and integrated transport system in the North accessible to everyone. The Committee aims to ensure that people with disabilities in the North have the same opportunities as everyone else to travel when and where they want.
- During the review of the Accessible Transport Strategy Action Plan, the Department worked closely with IMTAC, holding a series of regional meetings and focus groups, to ensure that the views of older people and people with disabilities were fully considered. The

draft revised Action Plan was provided in Braille, audio and easy-read formats.

- During 2007/2008, the Department spent £1101.36 on translations and the provision of information in alternative formats.
- As part of the Transport Programme for People with Disabilities, the Department continued the roll-out of the Door-2-Door Transport service to all 27 urban areas in Northern Ireland. This is aimed at people with disabilities, or those who find it difficult in using mainstream public transport, in order to improve access to services and public life. This Door-2-Door Scheme also operates an accessible application and booking system. The cost of providing this scheme in 2007/2008 was £4.6m.
- The Department supported and funded a pilot 'Buddy Scheme' during 2007/2008, developed in partnership with the Voluntary Service Belfast (VSB). This was designed to assist disabled people and older people to engage with public and community transport and increase their confidence in independent travel. Funding for 2007/2008 amounted to around £20,000.
- During 2007/2008 the Department began two major marketing campaigns to promote the introduction of concessionary fares for people aged 60 and the introduction of Door-to-Door Transport in Belfast and Londonderry. Both these campaigns involved the production of marketing materials, literature, web sites and

application forms that were all produced in line with the Department's accessible information standards.

- The Department also supports the Northern Ireland Mobility Centre which helps promote the independence of people with disabilities by offering advice and assessment on all aspects of personal mobility. This includes offering driving lessons, providing information on specialist equipment that may be required, including local adaptation specialists, and on road assessments of driving ability. In 2007/2008, financial support for the service amounted to around £50,000.

Section 8: Complaints

- **Please identify the number of Section 75 related complaints:**
 - **received and resolved by the authority (including how this was achieved);**
 - **which were not resolved to the satisfaction of the complainant;**
 - **which were referred to the Equality Commission.**

(Enter text below)

- The Department has a formal complaints procedure. Complaints received are monitored regularly.
- During 2007/2008 the Department received two complaints.
- In August 2007 the Department received a complaint from a member of the public regarding Disabled Access to Coleraine Town centre and application of the revised policy for Restricted Zone Access Permits. The complainant feels that the revised policy and enforcement is having a detrimental affect on disabled people and particularly wheelchair users. An extension to the time limit in which the complainant may have vehicular access to the pedestrian area has been granted by the local Roads Service Division. In addition the Department undertook to consider the outcome of a number of regional focus groups being organised by Disability Action across Northern Ireland to establish what the issues are with regards to the policy. The Equality Commission wrote to the Department in December 2007 advising that the individual had requested an investigation into the issue. This is currently underway.

- In November 2007 the Equality Commission wrote to the Department regarding a complaint from a member of the public relating to an alleged breach of Section 8.5 of the Department's Equality Scheme. The Complaint relates to the policy to restrict Smartpass holders to purchasing single tickets for Translink services. The Commission wrote to advise that at its Committee's meeting of the 1 February the complaint was considered and, as reasonable adjustments had been made at local level by Translink and a satisfactory explanation given by the Department as to why it was necessary to have a system in place to combat potential fraud, it did not consider that the complainant had an arguable case that the Department had failed to make its services accessible in accordance with section 8.5 of its Equality Scheme. Consequently, an investigation by the Commission was not warranted.

Section 9: Consultation and Engagement

- **Please provide details of the measures taken to enhance the level of engagement with individuals and representative groups during the year.**

(Enter text below)

- The Department is committed to carrying out consultations in accordance with the Equality Commission's guidelines. The main methods used are face-to-face meetings, conferences, advisory groups, focus groups, key stakeholder groups, issue of full and summary consultation documents to appropriate consultees, and advertisement of all consultations on the internet, including the central consultation website.
- The bi-annual meetings of the Department's Section 75 Forum, made up of Section 75 representatives and departmental policymakers have proved to be a useful method for consulting on general Section 75 issues.
- The May 2007 Forum meeting contributed significantly to the development of the Department's draft three-year Disability Action Plan which was submitted to the Equality Commission on 29 June 2007.
- Pre-consultation is carried out on all relevant policies as part of our policy/legislation process. A more tailored approach has been

adopted to pre-consultation in order to focus on those Section 75 groups most likely to be affected by a particular policy.

- The Department conducted pre-consultation with several interested groups, such as Help the Aged, IMTAC, and the Consumer Council prior to the development of the EQIA on free travel for those people aged 60+.
- During the review of the Accessible Transport Strategy Action Plan, the Department worked closely with IMTAC holding a series of regional meetings and focus groups, to ensure that the views of older people and people with disabilities were fully considered. The draft revised Action Plan was provided in Braille, audio and easy-read formats.
- In December 2007, the Department issued a Consultation on Equality Impacts of the DRD Elements of the draft Programme for Government 2008-2011, Budget 2008-2011 and Investment Strategy 2008-2018. This involved sending out over 400 information packs to key stakeholders on the Department's consultation list, including Section 75 representative groups, individuals and MLAs, MPs and MEPs. Documents concerning the consultation were published on the Department's website, and public workshop events were held in Omagh, Derry, Armagh and Belfast to allow views to be discussed. An additional workshop event was held for key stakeholders in Belfast. The Consultation helped to inform the Department's input into final budget decisions and the future

delivery of programmes. A Consultation report was published in February 2008 on the Department's website.

Section 10: The Good Relations Duty

- **Please provide details of additional steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.**

(Enter text below)

- All EQIAs carried out during the year considered the implications of proposals for Good Relations.
 - Through the departmental briefing mechanism staff were kept informed about the Community Relations Council's Annual Community Relations Week.
 - Roads Service is currently participating in a review of the Multi Agency Flags Protocol.
- **Please outline any use of the Commission's Good Relations Guide.**

(Enter text below)

- The Department is currently considering the Commission's Good Relations Guide and has discussed the issues involved at its quarterly Equality Working Group meetings.
- Senior officials have been briefed by Department of Finance and Personnel officials on the 'Guidance on Integrating Equality of Opportunity and Sustainable Development into Procurement'. This

is particularly important in the Department, which has high levels of public sector procurement.

Section 11: Additional Comments

- **Please provide any additional information/comments**

(Enter text below)

- The Department is currently considering the Draft Guide to the Section 75 Statutory Duties produced by the Equality Commission. It is noted that concerns raised during pre-consultation on revised screening proposals do not appear to have been taken into account.

Annual Report July 2007/ March 2008
'Disability Duties' Questions

1. How many action measures for this reporting period have been?



*This includes a public appointments training target which is on track for achievement in April 2008

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

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

Level	Public Life Action Measures	Outputs ¹	Outcomes / Impact ²
National ³	<p>Review Department's public appointment procedures to identify ways of facilitating applications from people with disabilities to implement actions by March 2008.</p> <p>Inform Section 75 groups of the publications and mailing list on public appointments produced by the Central Appointment Unit.</p>	<p>Fliers issued to additional groups in order to attract more diversity in the applications.</p> <p>Fliers also issued to Central Appointment Unit distribution lists which include all S75 groups.</p>	<p>Monitoring indicated an increase in diversity in applications.</p> <p>Section 75 groups more aware of public appointment opportunities.</p>

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.

² **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.

	Arrange training for those holding public appointments on disability equality legislation and disability awareness by April 2008.	Sponsor bodies asked to include as part of standard training for new board members.	Increased awareness of disability and diversity.
Regional⁴			
Local⁵			

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

	Training Measures	Action	Outputs	Outcome / Impact
1	Develop and deliver programme of disability awareness and diversity training to all staff from October 2007 to March 2010.		Train 200 staff by March 2008.	Achieved. 212 staff trained and more aware of disability and diversity issues.
2				
3				

³ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

⁴ **Regional**: Situations where people can influence policy decision making at a middle impact level

⁵ **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local forums.

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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	During 2007/2008 Raise awareness of disability duties through internal and external mechanism such as Departmental Brief; Equality Working Group and Section 75 Forum meetings.	Article published in Departmental brief August 2007. Disability Action Plan now an Agenda item of all Equality Working Group and Section 75 Forum meetings.	Achieved, staff in all business areas made aware of the new statutory duties. In addition the disability duties are a standard item at all Equality meetings thus raising the level of importance of these duties to policy makers.
2	Introduce a disability section to the DRD Equality website by September 2007.	Meet central government standards covering both accessibility and presentation.	Achieved. Information on disability, including the DDA, is more accessible.

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1			
2			
3			
4			

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	The Department will continue to support IMTAC as a source of independent advice on the transport needs of disabled people.	Agree a work programme annually with IMTAC.	Achieved June 2007.
2	The Department will continue to support accessible transport	Improved access to services for people with disabilities.	Achieved Door-2-Door Transport services are now

	<p>solutions for people with disabilities. This will include extending Door-2- Door Transport services to 27 urban areas and continued investment in new accessible vehicles for Translink and the Rural Community Transport Partnerships.</p>	<p>Expenditure of £4.6m on Door-to-Door services in 2007/2008.</p>	<p>operating in all 27 urban areas.</p>
3			

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

	Action Measures partly achieved	Milestones⁶ / Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Review ways of making information on services more accessible by May 2008.	Departmental Guide to making information accessible currently under review.	Some slippage in this but revised guide will issue for consultation with S75 Forum members during August 2008.	Slippage due to other priorities. Revised Guide will issue in October 2008.
2	Review existing and future action measures at the Departments Equality Working Group (EWG) and Equality Forum meetings and reflect in amended Action Plan.	Quarterly.	Meeting held with the Equality Commission in December 2007. Disability Action Plan on the Agenda of all quarterly EWG and bi-annual Equality Forum meetings.	Awaiting formal request from EC to revise DAP.
3	The Accessible Transport subgroup of the British Irish Council have agreed to look at	Provision of Information from the eight	Subgroup met once in 2007/2008 to discuss issues.	Work is scheduled to continue in 2008/2009.

⁶ **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

	a number of areas across the eight administrations to consider what a disabled person requires to travel from one administration to another.	administrations, for inclusion on a common page on respective websites.	Facilitate independent travel from one administration to another by disabled people.	
4				

4. Please outline what **action measures have not been achieved** and the reasons why?

	Action Measures not met	Reasons
1	The Department will compile a new ATS Action plan for the period 2007-2009 and agree Action plan with key stakeholders and have in place by December 2007.	Slippage due to need to consult through Assembly process. Action Plan published in July 2008.
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

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

(b) Quantitative

Individual programmes such as the Accessible Transport Strategy and transport for people with disabilities have their own monitoring tools and arrangements.

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.

Please delete: Yes

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	Work on the Disability Action Plan objectives has rolled forward as necessary across the Department's business areas.	Revisions and additions will be reflected in a revised plan which will be finalised once formal comments have been received from the Equality Commission.	2007 - 2009
2			
3			
4			
5			

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

The Department is currently awaiting a formal request from Equality Commission to amend the plan. The plan will be updated in this context.

Annex A

5th ANNUAL EQIA MONITORING REPORT ON THE REGIONAL TRANSPORTATION STRATEGY, INCLUDING THE ACCESSIBLE TRANSPORT STRATEGY, BELFAST METROPOLITAN TRANSPORT PLAN, REGIONAL STRATEGIC TRANSPORT NETWORK TRANSPORT PLAN AND SUB REGIONAL TRANSPORT PLAN

1.0 BACKGROUND

1.1 The Department published the EQIA relating to the Regional Transportation Strategy in July 2002.

1.2 The purpose of the Regional Transportation Strategy (RTS) is to support the Regional Development Strategy in achieving its longer term vision for transportation i.e:

‘to have a modern, sustainable, safe transportation system which benefits society, the economy and the environment and which actively contributes to social inclusion and everyone’s quality of life’

The RTS is being delivered through three transport plans; the Belfast Metropolitan Transport Plan (BMTP), Regional Strategic Transport Network Transport Plan (RSTNTP) and the Sub Regional Transport Plan (SRTP) and the Accessible Transport Strategy (ATS).

1.3 Under Section 75 of the Northern Ireland Act 1998 (the Act) the Department is required to monitor the impacts identified in the EQIA to

ensure that all objectives are being achieved. It was previously indicated that as the RTS was being delivered through transport plans it was reasonable to monitor any impacts through those plans and analyse the results to determine whether or not the impacts on any of the Section 75 groups had changed significantly.

1.4 The BMTP is the transport plan for the Belfast Metropolitan area to 2015 and was subject to a full EQIA. The EQIA concluded that the implementation of the proposals contained within the Plan would provide benefits across all equality groups identified under Section 75 with no negative impacts.

1.5 The RSTNTP is the transport plan for the skeletal framework of the regional connecting all the main centres of economic and social activity and the major hubs to 2015 and was subject to a full EQIA. The EQIA concluded that the implementation of the proposals contained within the Plan would provide benefits across all equality groups.

1.6 The SRTP is the transport plan for the whole of the North to 2015, with the exception of the Belfast Metropolitan area and the rail and trunk road networks which are covered within the other two plans, and was subject to a full EQIA. The EQIA concluded that the implementation of the proposals would provide benefits across all of the equality categories and would have no detrimental impacts on any one group.

1.7 The ATS was published in April 2005 and sought to explain how the Department intended to address a significant range of barriers that impede use of the transport system by older people and people with disabilities. The ATS was subject to a full EQIA and concluded that the implementation

of the strategic objectives through the stated policies and actions would provide benefits across all equality groups with no negative impacts on any group.

2.0 ANALYSIS

2.0 Delivery of the RTS is continuing and work is progressing to implement the Belfast Metropolitan Transport Plan, the Regional Strategic Transport Network Transport Plan, the Sub Regional Transport Plan and the Accessible Transport Strategy

2.1 The proposals in each of the Transport Plans are being implemented on a measure by measure basis and are subject to detailed economic appraisal, the completion of statutory processes involving e.g. environmental assessment, planning and land acquisition and a public inquiry into land use and the availability of funding through the normal budgetary processes.

2.2 The ATS established a Mobility Inclusion Unit to oversee the implementation of the associated action plan. The Mobility Inclusion Unit has reviewed the ATS Action Plan and critically examined the success or otherwise of the associated actions by establishing the extent that they had been completed and consulted with the relevant stakeholders on the impact of the ATS to date.

2.3 In the period of the first Action Plan some of the notable achievements included:

- the decriminalisation of parking enforcement and improved access to parking for disabled people;
- the installation of audio & visual announcement system on all new Translink trains and ongoing development to extend this to bus services;
- the publication of 'Travel Safe – A Guide to Community Safety for People with learning disabilities'; and the introduction of a Door-to-Door service for urban areas.
- The Inclusive Mobility Transport Advisory Committee (Imtac) has been established as an independent body to advise Government, transport providers and others on issues that affect the mobility of older people and people with disabilities; and
- the Bay Watch campaign to highlight the abuse of disability parking bays.

2.4 As part of the Review we worked with Imtac to gauge the impact of the ATS on older people and people with disabilities. The findings that emerged indicated a positive response to:

- improvements to the pedestrian environment introduced by Road Service, such as high quality walking surfaces, dropped kerbs and tactile surfaces making it easier to get to bus stops to access public transport;
- the introduction of accessible buses on the Metro service and fully accessible trains on most routes by Translink which has resulted in

that public transport is now an option for older people and people with disabilities;

- the expansion of the Door-2- Door transport service supported by DRD to urban areas with a population of 10,000 as this has increased travel choices for many and encouraged an uptake in social activities;
- the Decriminalisation of Parking Enforcement which, according to comments received, means that there are more spaces available in town centre's; and
- more inclusion in the consultation process (cited the recent DOE Taxi Review as a clear example of good practice).

3.0 CONCLUSION

3.0 The long lead in time for the transportation proposals contained in the three transport plans means that there has not been sufficient time for the impacts to have been extensively experienced by the Section 75 categories. The Department will continue to monitor the transport plans and analyse the results to determine whether or not the impact on any of the Section 75 groups has changed significantly.

With 58% of the actions achieved within the first two years and positive feedback from Imtac, the ATS has had a positive impact. Many of the remaining actions extend beyond the two year Action Plan period and remain on target for completion.

3.1 The Department is committed to undertaking a fundamental review of the RTS, including its equality impacts. The findings and outcomes of the Review will be subject to further equality considerations. It is anticipated that an Issues Paper on the Review will be published for consultation in the Autumn of 2008 and a draft review document, including a draft EQIA, will be published for consultation in 2009.