



**Easy
Read**



Department for

Infrastructure

An Roinn

Bonneagair

Department for

Infrastructure

Equality Action Plan



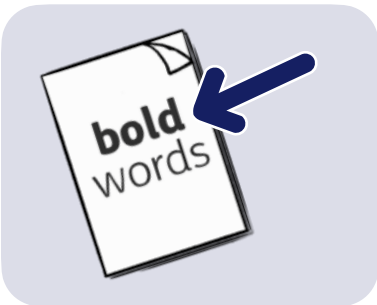
Easy Read



This is an Easy Read version of some hard information. It may not include all of the information but will tell you about the important parts.



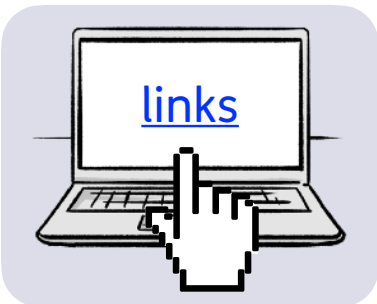
This Easy Read information uses easier words and pictures. You may still want help reading it.



Some words are in **bold** - this means the writing is thicker and darker.



These are words that some people will find hard. When you see a bold word, we will explain it in the next sentence.



Blue and underlined words show links to websites and email addresses. You can click on these links on a computer.

What is in this booklet

About this booklet	4
The Department for Infrastructure	5
Equality	8
How we plan to be fair to everyone	11
To find out more	25

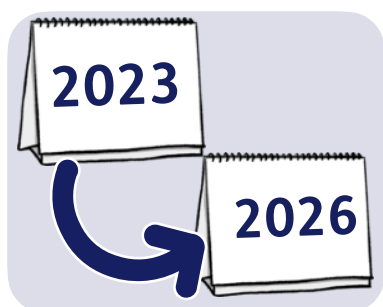
About this booklet



The Department for Infrastructure has written this Equality Action Plan:
www.infrastructure-ni.gov.uk/



It explains how we are working to make things fair for everyone.



The plan is for the work we will do between 2023 and 2026.

The Department for Infrastructure

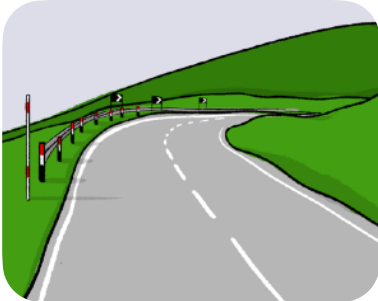


The Department for Infrastructure is part of the Government.

We are in charge of:



- The water that people get for their homes.



- Roads.



- Transport and travel.



- Planning services that help people's lives to be better and that will not harm our planet.

We also look after:



- Bus and train services.



- Walking and cycling routes.



- Keeping people safe on the roads and making sure people park in the right places.



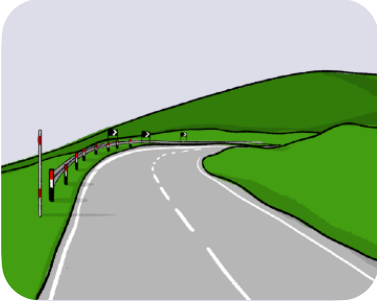
- Protection against flooding.



- Street lights.

Our work

We work to:



- Give people the roads, footpaths and cycling routes that they need.



- Give people the water supply that they need.



- Look at how roads and water supply will be affected by **climate change**.



Climate change is all about big changes in the weather. For example, storms getting worse than they used to be. Or having less rain in some places.

Equality



Equality means being fair to everyone.



Not everyone has the same fair chance to do the things that they want to do.

We want to change this.

We want to:



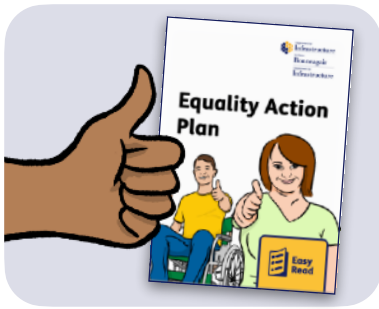
- Make sure we are being fair to everyone in the work that we do.



- Help people from different groups to live and work together well.



We have looked at how we can make our work fair for everyone.



This Equality Action Plan explains what we will do and when we will do them.

Treating people fairly

The law says that you should not be treated differently because of your:



- Age.



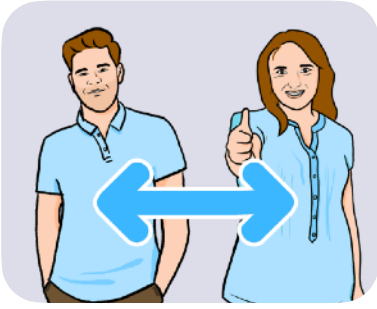
- Race – this is where you are from or the colour of your skin.



- Religion or beliefs.



- Gender – this is whether you are a man, a woman or something else. This includes if you are **trans**.



Trans is short for transgender. You are trans if you have changed your gender from the one you were born with.

You should also not be treated differently because of your:



- Disability.



- Sexual orientation – this is who you are attracted to.

How we plan to be fair to everyone



There are 14 things we are going to work on to make sure we are being fair to everyone.

1. Making sure our workplace is fair to everyone



We will make sure we are fair to everyone in all our work.



We will check that we are being fair to everyone when we choose people for a job.



We will do this in 2023.

2. Groups that don't get the same chance



Some groups of people often do not get the same chance to do things they want.



We will check that these groups are getting a fair chance.



We will work so that these groups always get a fair chance by 2026.

3. Working with people who use our services



We will set up meetings where people who use our services tell us what they think. We will do this in 2023.



We will involve people who are often not treated fairly in these meetings.



We want to learn how to make things fairer for people.

4. Choosing people to run government organisations

The government runs many different organisations including:



- NI Water.



- Translink.



- Some airports and seaports.



We want to make sure that we are fair to everyone when we choose people to run these organisations. We will do this by 2023.

5. Collecting information

We want to set up new ways to:



- Collect information.



- Use the information that we collect.



We want our staff to use this information to make decisions that are fairer for everyone.



We will do this in 2023.

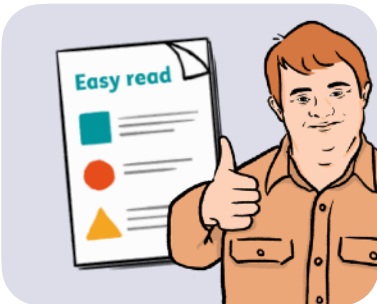
6. How we communicate with people



We want to improve the way we communicate with people.



We will make sure that our information can be understood by people who have difficulty with the English language.

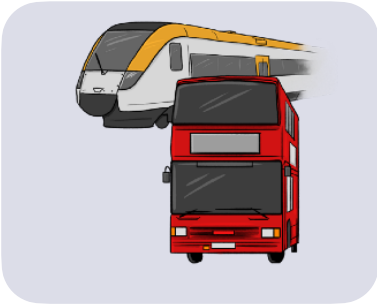


We will give people information in a way that they can understand it.



We will do this in 2023.

7. Buses and trains



Translink runs the buses and trains.
NI Railways, Ulsterbus and Metro are part of Translink.

We are working with Translink to:



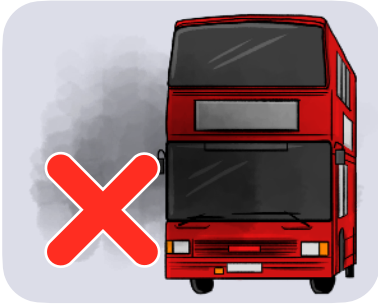
- Make sure older people and disabled people can use the buses and trains.



- Get buses and trains that are good for people who use a wheelchair.



- Give information onboard buses and trains on electronic screens and spoken announcements.



- Make sure buses and trains are not making climate change worse.



- Improve train stations so that everyone can use them.

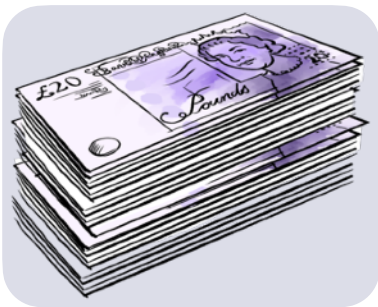


Some of this work we are doing now.
We will do other parts of the work by
2024.

8. Cheaper tickets



We are working to make sure older people and disabled people can get cheaper travel tickets.

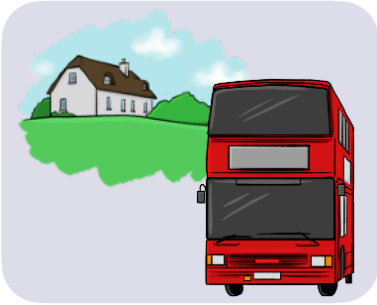


We are doing this by giving money to transport companies.



We are doing this work at the moment.

9. Transport in the countryside



We are working to have better transport in the countryside.

This will help:



- Women.
- Young people.



- Older people.
- Disabled people.



We will do this work by 2024.

10. Safer roads



We are working on ways to make our roads safer.



We are working with disability organisations to stop people from parking their cars in a way that blocks the pavement.



We are working with others to give better advice about parking.

11. Hate crime



Hate crime is being harassed or attacked because people think you are different.



Some people have been writing things on benches and road signs that hurt others.



We are working to remove any hate crime that has been written on benches and road signs.

12. Staff training

We are training our staff so they understand more about:



- Being fair to women.



- Being fair to disabled people.



We will have trained our staff by 2024.

13. Our Staff



We want our staff to come from all different backgrounds in Northern Ireland.

We are supporting staff who are:



- Disabled.



- **LGBTQIA+.**

LGBTQIA+ is used to describe people with different sexual orientations, like gay and bisexual. It also includes people who have changed their gender or feel themselves to be a different gender.

14. Checking that this plan is working



We will look at how this plan is working in 2023.



We will also write a new plan in 2023.

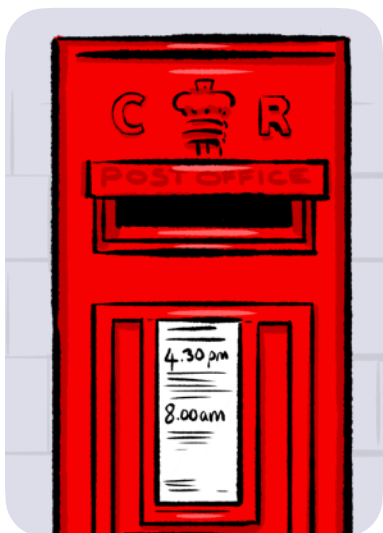
To find out more



You can look at our website here:

[www.infrastructure-ni.gov.uk/
publications/department-
infrastructures-equality-scheme](http://www.infrastructure-ni.gov.uk/publications/department-infrastructures-equality-scheme)

If you need more information please contact us by:



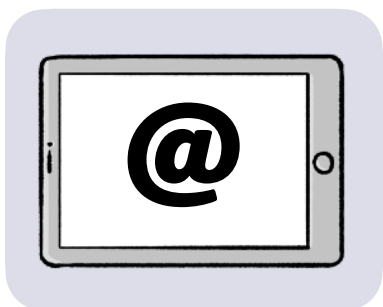
- Post:

Equality Unit
Department for Infrastructure
Clarence Court
12-18 Adelaide Street
Belfast
BT2 8 GB



- Phone: 028 9054 0000

For people who use text relay, you can start by calling 18001.



- Email:

equality@infrastructure-ni.gov.uk

This Easy Read information has been produced by easy-read-online.co.uk