

DEPARTMENT FOR INFRASTRUCTURE

SECTION 75 EQUALITY OF OPPORTUNITY SCREENING ANALYSIS FORM

The purpose of this form is to help you to consider whether a new policy (either internal or external) or legislation will require a full equality impact assessment (EQIA). Those policies identified as having significant implications for equality of opportunity must be subject to full EQIA.

The form will provide a record of the factors taken into account if a policy is screened out, or excluded for EQIA. It will provide a basis for quarterly consultation on the outcome of the screening exercise, and will be referenced in the biannual review of progress made to the Minister and in the Annual Report to the Equality Commission.

Further advice on completion of this form and the screening process including relevant contact information can be accessed via the Department for Infrastructure (DfI) Intranet site.

HUMAN RIGHTS ACT

When considering the impact of this policy you should also consider if there would be any Human Rights implications. Guidance is at:

- <https://www.executiveoffice-ni.gov.uk/articles/human-rights-and-public-authorities>

Should this be appropriate you will need to complete a Human Rights Impact Assessment. A template is at:

- <https://www.executiveoffice-ni.gov.uk/publications/human-rights-impact-assessment-proforma>

Don't forget to Rural Proof.

See IN1/21/673565.

Part 1. Policy scoping

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

Information about the policy

Name of the policy

Public Service Agreement (PSA) between DfI and NI Transport Holding Company (NITHC trading as Translink).

Is this an existing, revised or a new policy?

This is an existing policy. The Department entered into a new PSA with Translink for the provision of public transport services, effective from 1st April 2022 for a five year period with the option to extend for up to a further two years. The new PSA replaced the current PSA which had been in place since October 2015.

What is it trying to achieve? (intended aims/outcomes)

The aim of the PSA is to secure the provision of accessible, efficient, safe, sustainable and high quality public transport services that contribute to Programme for Government outcomes and support wider policy objectives.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

If so, explain how.

It is anticipated that all Section 75 categories will benefit as (1) the provision of public transport benefits everyone through the environmental, economic and social impact it delivers and (2) public transport is available to all Section 75 groups.

The PSA secures the delivery of public transport services in Northern Ireland for the next five to seven years. The provision of public transport has a positive impact on all people in Northern Ireland, including those within Section 75 categories, through bringing positive benefits in key areas, including:

- Environment – modal shift away from private car use will reduce the vehicle-related pollution thereby having a positive impact on the environment we live in.
- Congestion – modal shift away from private car use will reduce traffic congestion leading to faster journey times when we travel by road.

- Road safety – a reduced amount of vehicles on the road will lead to less road collisions and safer roads for everyone.
- Economic growth – public transport is essential to a thriving economy, providing access for people to work, as well as to retail and hospitality, and supporting the tourist industry.
- Mobility and connecting communities – accessible public transport services ensure that everyone is able to reach shops and essential services. It also facilitates travel for education, leisure and social purposes, reduces isolation and supports social inclusion.

The PSA includes a new performance framework which aims to bring about ongoing change and improvement throughout the lifetime of the PSA in areas such as punctuality, reliability, accessible design, physical access and customer service in order to deliver a public transport network that is reliable, inclusive and accessible to all. Public transport is available for use by people of all Section 75 categories and those who choose to use it will therefore benefit from an improved, more efficient and reliable public transport service through the introduction of the new PSA.

The performance framework includes a set of Key Performance Indicators (KPIs) some of which are aimed at improving the accessibility of services. While these KPIs will benefit all Section 75 categories, some categories will be impacted disproportionately – principally age, disability and dependants as the KPIs aim to address the barriers to using public transport experienced by these Section 75 categories. This disproportionate equality impact is intentional and is intended to balance the accessibility of public transport services to facilitate easier travel and participation in society for these categories.

There may also be a disproportionate impact on women who may be more dependent on public transport and therefore will benefit from an improved, more reliable public transport system.

Who initiated or wrote the policy?

The PSA was developed by the Public Service Agreement & EU Exit Branch, part of the Public Transport Directorate in DfI.

Who owns and who implements the policy?

The policy is owned by DfI and will be implemented by the Public Transport Directorate and Translink.

Background

In October 2015, DfI entered into a five year PSA with the Northern Ireland Transport Holding Company (NITHC), trading as Translink, for the provision of public passenger transport services, pursuant to the [Transport Act \(NI\) 2011](#) and [Regulation \(EC\) 1370](#). The PSA was subsequently extended until 31 March 2022 to allow for the negotiation of a new PSA between the Department and Translink.

The PSA is a public service contract that formally specifies the contractual relationship between the Department (the commissioning public transport authority) and Translink (the public transport operator). Its aim is to secure the provision of accessible, efficient, safe,

sustainable and high quality public transport services that contribute to PfG outcomes and support wider policy objectives.

Under the agreement Translink is required to deliver approximately 66,000,000kms of bus services and 5,500,000kms of rail services per annum in Northern Ireland and on cross-border services with the Republic of Ireland and GB.

The new PSA includes revised contract management and reporting arrangements to ensure the Department has adequate oversight and assurance over Translink's financial and operational performance.

When delivering services Translink are expected to meet challenging service level requirements set out in the form of KPIs. The KPIs are based upon standard performance metrics employed across UK and ROI and fall under the following six success dimensions:

- Environmental;
- Customer;
- Finance;
- Delivery;
- Safety & Security; and
- Growth & Innovation.

These include KPIs and standards in key areas of importance to passengers including punctuality, reliability, customer service, and accessibility and will be reviewed and updated annually.

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they (please delete as appropriate)

Financial

The provision of public passenger transport services requires subsidy from DfI as many services, particularly those in rural areas, are socially necessary but loss-making. Rising operational costs, coupled with the ongoing impact of COVID-19 on passenger numbers, increases the subsidy required, putting additional pressure on the Departmental budget. If this pressure cannot be met, delivering the intended aims of the PSA will be challenging and could give rise to a risk of service cuts.

Furthermore, a number of the commitments and KPIs in the PSA are dependent on capital funding being made available by the Department e.g. a commitment to introduce Changing Places facilities in new/refurbished stations; a commitment to operate 100% of services by low floor access vehicles; a KPI to increase the percentage of the fleet with audio-visual announcements, etc. If the Department is unable to provide this funding, these commitments and KPIs will not be realised or delivered, or not realised or delivered to the full extent or

within the timeframes initially intended. This means that the accessibility of the network and public transport services will not improve at the rate intended and the current barriers to accessing public transport for those with disabilities and older persons will remain.

To ensure the network of services is maintained for the use of all Section 75 categories, the Department will closely monitor Translink's financial performance throughout the duration of the PSA and follow agreed finance and risk management procedures. In addition, the PSA includes a requirement for Translink to seek the Department's approval if any changes to the network would result in the removal of a route.

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon? (please delete as appropriate)

- staff
- general public; service users
- other public sector organisations – Consumer Council NI; The Inclusive Mobility and Transport Advisory Committee (IMTAC)

Other policies with a bearing on this policy

- what are they?
 - a. The [Regional Development Strategy 2035](#), published 2012, which is a long term plan to deliver the spatial aspects of the Programme for Government. It aims to put in place and integrate planning, transport and housing priorities to support and enable the aspirations of the region to be met.
 - b. DfI policy document [Ensuring a Sustainable Transport Future: A New Approach to Regional Transportation](#), published 2012, supports the RSD 2035 and sets out proposals for regional transportation beyond 2015.
 - c. The Department's [Planning for the Future of Transport – Time for Change](#) policy document, published 2021, outlines how the Department's priorities for the future of transport can be supported by the improved planning, management and development of the transport networks over the next 10 to 15 years.
- who owns them?

All policies are owned by DfI

Available evidence

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data. The Commission has produced this guide to [signpost to S75 data](#).

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

- The policy is effectively a contract for public transport services between DfI and NITHC. As a public company NITHC is required to comply with all the equality legislation and has policies and procedures in place to protect employees against all types of discrimination.
- This S75 screening template has been informed by:
 - DfI: Northern Ireland transport statistics¹
 - IMTAC - Comments on the DRD report on the Attitudes of Disabled and Older People to Public Transport².
 - IMTAC - Statement on Step Free Transport (Dec 2013)³
 - DfI: Travel Survey for Northern Ireland 2018/19⁴
 - NITHC: Audit of Inequalities⁵
 - Consumer Council Report: Older persons, transport and Covid-19⁶

Religious belief evidence / information:

There is currently no evidence to support any differential impacts to the religious belief of passengers using public transport. However, the Travel Survey for Northern Ireland 2018/19 found that Catholics and Protestants made the same proportion of journeys by public transport (4% of all journeys for both groups).

Political Opinion evidence / information:

There is currently no evidence to support any differential impact to the political opinion of passengers using public transport.

Racial Group evidence / information:

There is currently no evidence to support any differential impact to the political opinion of passengers using public transport.

Age evidence / information:

Research shows that children typically make a higher proportion of their journeys via public transport. Children made 10% of all journeys by public transport compared with just 4% of adults (DfI 2016-18 Travel Survey).

¹ <https://www.infrastructure-ni.gov.uk/articles/northern-ireland-transport-statistics>

² [IMTAC - Comments on the DRD report on the Attitudes of Disabled and Older People to Public Transport.](#)

³ [IMTAC - Statement on Step-Free Transport \(Dec 2013\).](#)

⁴ <https://www.infrastructure-ni.gov.uk/articles/travel-survey-northern-ireland>

⁵ [NITHC: Audit of Inequalities \(Sept 2020\)](#)

⁶ [Older persons transport and COVID](#)

Both younger people and older people are less likely to hold a driving licence, with only 43% of 17-20 years olds and 66% of those 70+ holding a driving licence (DfI 2017-2019 Travel Survey).

In 2019-20, the uptake of SmartPasses by eligible older population was 80%, with 57% of the eligible older population having used a SmartPass (DfI NI Transport Statistics 2020-2021).

Older people are more likely to have a mobility difficulty⁷ than younger cohorts with 24% of those aged 60-69 and 40% of those aged 70+ reporting mobility difficulties, compared to 7% of those aged 16-49 and 16% for those aged 50-59 (NI Transport Statistics 2020-2021).

The Consumer Council report explored priorities for older people to encourage more frequent travel on public transport. Those highlighted included more accessible services, including boarding points closer to home (10%), better provisions for the elderly or disabled (5%), and vehicles that are easier to get in and out of (4%). A greater frequency and choice of services were also important, such as having more destinations and routes (10%) and more day (10%), evening (5%) and weekend (6%) services.

The Report also highlighted that 3% of respondents have made a complaint to a public transport provider in the last two years, with satisfaction low in terms of the quality of information they received, the length of time it took to resolve their query, and how their overall complaint was handled.

From this evidence it can be inferred that any transport-related policy has the potential to disproportionately impact this Section 75 category, particularly older persons, therefore, they will particularly benefit from improvements to public transport and customer service.

The NI Concessionary Fares Scheme promotes accessible public transport for members of the community who are most at risk of social exclusion, though discounted and free fares for people aged over 60. The new PSA will not make any adjustments to this scheme and so people in this age bracket will continue to enjoy the benefits the scheme offers.

Marital Status evidence / information:

There is currently no evidence to support any differential impact to the marital status of passengers using public transport.

Sexual Orientation evidence / information:

There is currently no evidence to support any differential impact to the sexual orientation of passengers using public transport.

Men & Women generally evidence / information:

In Northern Ireland, there is little difference in how frequently men and women overall use

⁷ The definition of having a mobility difficulty is based on those adults who responded to say they have difficulties travelling on foot, by bus/coach, by train or any combination of these. Those that said they only have difficulty driving a car are classified in this table as having no mobility difficulty. (NI Travel Survey)

public transport (women make 4% of journeys by bus compared to 3% for men⁸), but like the rest of the UK, men tend to travel further distances than women on all forms of transport⁹.

Older women are less likely to hold a driving licence than older men – 63% of females aged 60+ hold a driving licence compared to 84% of men. Older women are also more likely to travel by bus than older men – women aged 60+ made 5% of their journeys by bus compared to 3% of men aged 60+. In addition, older women are more likely to report a mobility difficulty – 46% of females aged 70+ reported mobility difficulties compared to 33% of males. (DfI 2017-19 Travel Survey)

The Women's Budget Group has also highlighted that women are far more likely than men to live on low incomes, work part-time, live in poverty and to undertake unpaid work in the home and the community. Therefore poor quality, unreliable and expensive public transport may have a far bigger impact on their lives than it does on the lives of men¹⁰ and they could be expected to particularly benefit from improvements to public transport services. Affordable public transport is part of the recommendations outlined by the Expert Advisory Panel for the Social Inclusion / Anti-Poverty Strategy¹¹.

Disability evidence / information:

Nineteen percent of persons aged 16 and over, who responded to the Travel Survey for Northern Ireland (TSNI), reported having difficulty with travel due to physical disability or long-standing health problem (TSNI 2017-2019). Additionally, according to the 2011 Census, public transport provides the main means of travel to work for a higher proportion (7.3%) of those whose day-to-day activities are limited by a long-term health problem or disability, compared to only 6% of those whose activities are not.

In the United Nations Convention on the Rights of Persons with Disabilities Jurisdictional Parallel Report on the Implementation of NI working paper August 2017 it was noted that problems with transport have been identified as a persistent issue limiting disabled people's ability to live independently. Barriers include the unaccommodating hours of door-to-door public transport services, lack of physical access to public transport, prohibitive costs of private transport and the lack of understanding and awareness of disability by many people who work for public transport operators.

The Inclusive Mobility and Transport Advisory Committee (IMTAC) published a policy paper in 2013 highlighting a basic barrier to travel for the majority of older people and disabled people (including both wheelchair users and non-wheelchair users) created by steps and recommending that all future vehicles purchased using public money be low-floor.¹² The report states that disabled people are:

- seven times more likely to have difficulty getting on and off vehicles than non-disabled people;
- three times more likely to have difficulty getting to public transport; and

⁸ NI Transport Statistics 2020-2021

⁹ Department for Infrastructure (2019): Travel Survey for Northern Ireland In-depth Report 2015-2017, Including the Travel Survey for Northern Ireland Urban-Rural Report

¹⁰ Women's Budget Group (2019): Public transport and Gender Briefing from the UK Women's Budget Group on public transport and gender

¹¹ [Recommendations for an Anti-Poverty Strategy \(communities-ni.gov.uk\)](https://www.communities-ni.gov.uk)

¹² [IMTAC Statement on Step Free Transport \(Dec 2013\)](#)

- twice as likely to have difficulty accessing information.

Research commissioned by the Equality Commission for NI in 2017 reported that “Disabled people had experienced barriers to accessing everyday services such as transport. It was noted that barriers are not just about physical access to buildings and vehicles. For many people poor services and the attitudes of the staff providing the services can be a major deterrent to using services”.

This suggests that people impacted by a health condition or disability could be disproportionately impacted by travel or public transport related policies. Therefore, they will particularly benefit from improvements to public transport services.

Dependants evidence / information:

Lone parents are more likely to have lower incomes and to lack access to a private car¹³. Carers may experience additional challenges in using public transport while caring for a dependant or relative, especially young children or those with impairments or disabilities.

People with dependants when using public transport could therefore be expected to benefit from improvements to services, including the accessibility of services.

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision?

Specify details of the needs, experiences and priorities for each of the Section 75 categories below:

Religious belief

No specific needs, experiences or priorities for this S75 Group have been identified at this time.

Political Opinion

No specific needs, experiences or priorities for this S75 Group have been identified at this time.

Racial Group

No specific needs, experiences or priorities for this S75 Group have been identified at this time.

Age

¹³ Foresight (2019): Inequalities in Mobility and Access in the UK Transport System, Government Office for Science

The evidence highlights that, for older people, needs and priorities include the accessibility of services and improved customer service.

Marital status

No specific needs, experiences or priorities for this S75 Group have been identified at this time.

Sexual orientation

No specific needs, experiences or priorities for this S75 Group have been identified at this time.

Men and Women Generally

Older women are more reliant on public transport than older men and are more likely to experience mobility difficulties. Therefore their needs and priorities include the accessibility of services.

Women in general are far more likely than men to live on low incomes, work part-time, live in poverty and to undertake unpaid work in the home and the community and therefore have a need for low cost, highly dependable public transport which can substantially increase access to paid employment, education, shopping, socialising and reaching essential services.

Disability

The evidence highlights that accessibility is a high priority for people with a disability. This includes accessibility in terms of physically accessing services but also accessibility in its wider sense of making services more user-friendly, easier to avail of/navigate and more attractive. Public transport staff awareness of disability issues is also a priority for people with a disability who use public transport.

Dependants

Accessibility to buses, trains and stations can be an issue for carers using buggies. Those with dependants can also be expected to need greater access to changing facilities when travelling.

Part 2. Screening questions

Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4 which are given on pages 66-68 of this Guide.

If the public authority's conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority's conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority's conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

In favour of a 'major' impact

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are

concerns amongst affected individuals and representative groups, for example in respect of multiple identities;

- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

In favour of 'minor' impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

In favour of none

- a) The policy has no relevance to equality of opportunity or good relations.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

Screening questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?

Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief**:

The Department has no information to suggest that this group would be disproportionately adversely or differently affected by this Public Service Agreement. The aim of the PSA is to secure the provision of accessible, efficient, safe, sustainable and high quality public transport services that contribute to Programme for Government (PfG) outcomes and support wider policy objectives.

What is the level of impact? *None*

Details of the likely policy impacts on **Political Opinion**: *As for religious belief.*

What is the level of impact? *None*

Details of the likely policy impacts on **Racial Group**: *As for religious belief.*

What is the level of impact? *None*

Details of the likely policy impacts on **Age**:

As outlined, the PSA is designed to make public transport services more accessible and attractive to use, facilitating easier travel and participation in society and as such potentially a positive impact on all but in particular older people.

Aspects of the PSA which will make public transport more accessible include:

- a commitment to improving the accessibility of public transport services and to increasing the number of services operated by low floor access vehicles;
- new KPIs on accessibility, including audio/visual announcements and accessible information on journey planning;
- an Accessibility Advisory Group, whose membership includes IMTAC, to identify and advise on issues of concern to older passengers and passengers with disabilities to improve their travel experience and access to services;
- a requirement to make information on the accessibility of stations publically available by 1 April 2023 so that passengers can make informed choices prior to travel; and improved customer service including KPIs relating to complaint rates and response times.

What is the level of impact? [Minor \(positive\)](#)

Details of the likely policy impacts on **Marital Status**: [As for religious belief.](#)

What is the level of impact? [None](#)

Details of the likely policy impacts on **Sexual Orientation**: [As for religious belief.](#)

What is the level of impact? [None](#)

Details of the likely policy impacts on **Men and Women**:

The new PSA aims to increase the reliability of public transport through KPIs on punctuality and reliability. Furthermore, on 22 February 2022 the then Minister for Infrastructure, Nichola Mallon announced a freeze on all public transport fares. The PSA ensures that any subsequent increase to fares shall be subject to the prior written approval of the Department and taken after consultation with the Consumer Council helping to ensure public transport remains affordable to those in society that depend upon it most. Improved reliability and low fares will have a potentially positive impact on all groups, but may particularly benefit women.

What is the level of impact? [Minor \(positive\)](#)

Details of the likely policy impacts on **Disability**:

As outlined the PSA is designed to make public transport services more accessible and therefore removing barriers to access to and participation in society and as such a potentially positive impact on people with disabilities.

Aspects of the PSA which aim to improve the accessibility of public transport include:

- a commitment to improving the accessibility of public transport services and to increasing the number of services operated by low floor access vehicles;
- all vehicle purchases funded by DfI are to be low floor access vehicles;
- no advance notice required to travel on services;
- new KPIs on accessibility, including audio/visual announcements and accessible information on journey planning;
- an Accessibility Advisory Group, whose membership includes IMTAC, to identify and advise on issues of concern to older passengers and passengers with disabilities to improve their travel experience and access to services;
- a requirement for an Annual Accessibility Report and Action Plan;
- a commitment to introduce Changing Places facilities into new or redeveloped stations or hubs, where possible, subject to the availability of capital funding;
- an accessibility audit of train stations and consideration of programme of accessibility improvements, subject to the availability of capital funding;
- a requirement to make information on the accessibility of stations publically available by 1 April 2023 so that passengers can make informed choices prior to travel; and
- a commitment to the delivery of disability equality training to staff.

What is the level of impact? [Minor \(positive\)](#).

Details of the likely policy impacts on [Dependants](#):

[As outlined the PSA is designed to make public transport services more accessible and attractive to use, facilitating easier travel and participation in society and as such a positive impact on people with dependants](#)

[The PSA requires Translink to introduce Changing Places facilities into all new stations or transport hubs built, or existing stations redeveloped, where possible, subject to capital grant being provided by the Department. Translink will also be required to conduct an accessibility audit of all Stations as soon as is reasonably practicable after the start of the Agreement, the results of which will inform an improvement programme subject to the availability of capital funding. This will help improve the customer experience for those with dependants, particularly those with young children.](#)

What is the level of impact? [Minor \(positive\)](#)

2. Are there opportunities to better promote equality of opportunity for people within the [Section 75 equalities categories](#)? Yes/No

Detail opportunities of how this policy could promote equality of opportunity for people within each of the [Section 75 Categories](#) below:

Religious Belief - No

[The aim of the PSA is to secure the provision of accessible, efficient, safe, sustainable and high quality public transport services for all in society.](#)

Political Opinion – No.

[The aim of the PSA is to secure the provision of accessible, efficient, safe, sustainable and high quality public transport services for all in society.](#)

Racial Group - No.

[The aim of the PSA is to secure the provision of accessible, efficient, safe, sustainable and high quality public transport services for all in society.](#)

Age – Yes.

[As outlined the PSA is designed to make public transport more accessible and attractive to use, facilitating easier travel and participation in society for older people.](#)

Features of the PSA aimed at improving the accessibility of public transport are as outlined previously.

Marital Status - No.

The aim of the PSA is to secure the provision of accessible, efficient, safe, sustainable and high quality public transport services for all in society.

Sexual Orientation - No.

The aim of the PSA is to secure the provision of accessible, efficient, safe, sustainable and high quality public transport services for all in society.

Men and Women generally - Yes.

The aim of the PSA is to secure the provision of accessible, efficient, safe, sustainable and high quality public transport services for all in society but given that women are far more likely than men to live on low incomes, work part-time, live in poverty and to undertake unpaid work in the home and the community, the provision of public transport services may facilitate easier travel for women.

Disability – Yes.

As outlined the PSA is designed to make public transport services more accessible and therefore removing barriers to access to and participation in society for people with disabilities is a key element.

Features of the PSA aimed at improving the accessibility of public transport are as outlined previously.

Dependants - Yes.

As outlined the PSA is designed to make public transport services more accessible and attractive to use, facilitating easier travel and participation in society who have dependants.

Features of the PSA aimed at improving the accessibility of public transport are as outlined previously.

3. **To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?**

Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief:**

The policy is unlikely to directly impact on good relations. However, it does aim to connect people safely every day, support opportunities and create sustainable living places.

What is the level of impact? None

Details of the likely policy impacts on Political Opinion:

The policy is unlikely to directly impact on good relations. However, it does aim to connect people safely every day, support opportunities and create sustainable living places.

What is the level of impact? None

Details of the likely policy impacts on Racial Group:

The policy is unlikely to directly impact on good relations. However, it does aim to connect people safely every day, support opportunities and create sustainable living places.

What is the level of impact? None

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

Religious Belief

No.

Generally, the provisions represent fairness and equality of treatment and we do not expect any positive or negative impact on good relations. The PSA will connect people safely every day, support opportunities and create sustainable living places. The intent behind the PSA is to drive service improvement thereby promoting increased use of public transport services which may encourage greater mixing between individuals and communities. No opportunities to better promote good relations have been identified at this stage.

Political Opinion

No.

Generally, the provisions represent fairness and equality of treatment and we do not expect any positive or negative impact on good relations. The PSA will connect people safely every day, support opportunities and create sustainable living places. The intent behind the PSA is to drive service improvement thereby promoting increased use of public transport services which may encourage greater mixing between individuals and communities. No opportunities to better promote good relations have been identified at this stage.

Racial Group

No.

Generally, the provisions represent fairness and equality of treatment and we do not expect any positive or negative impact on good relations. The PSA will connect people safely every day, support opportunities and create sustainable living places. The intent behind the PSA is to drive service improvement thereby promoting increased use of public transport services which may encourage greater mixing between individuals and communities. No opportunities to better promote good relations have been identified at this stage.

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

Minor (positive).

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

With regards to this policy, it is likely that some people will fall into multiple Section 75 categories e.g. disabled older people; older women. The potential impacts on people with multiple identities are those identified above for individual Section 75 categories.

Part 3. Screening decision

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

This policy aims to encourage greater use of public transport by everyone and as such applies to citizens from all Section 75 categories.

As detailed above, no major impact on equality of opportunity was evidenced for those impacted by the policy. A minor positive impact was noted for some Section 75 categories, namely age, disability, women and dependants, due to certain features of the PSA making public transport services more accessible and attractive to use, thereby facilitating easier travel and participation in society.

An equality impact assessment is therefore not deemed to be required for the following reasons:

- Although a full EQIA has not been deemed to be necessary, we have, nevertheless, had due regard to the need to promote equality of opportunity;
- The proposed policy is not unlawfully discriminatory and any potential residual adverse impacts on individuals are likely to be negligible;
- The likely equality impacts are obvious and well-known because there is adequate data available already and it is reasonable to suppose that nothing further is likely to be gained by conducting further exercises of this nature;
- Aspects of the policy have been developed primarily with a view to promoting equality of opportunity, and in developing them, DfI has given due regard to its draft Audit of Inequalities; other guidance materials or advice issued by the Equality Commission and consultation with equality groups; and
- Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people.

If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated or an alternative policy be introduced - please provide details.

Mitigations have been considered and implemented. These will continue to be monitored throughout the lifecycle of the policy and adjusted where appropriate.

If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

N/A

All public authorities' equality schemes must state the authority's arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact assessment as the tools to be utilised for such assessments. Further advice on equality impact assessment may be found in a separate Commission publication: Practical Guidance on Equality Impact Assessment.

Mitigation

When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

If so, **give the reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

An alternative policy is not possible as the PSA is required to meet our legal obligations. The Department has considered the impact of the policy on Section 75 categories and introduced features into the PSA to promote equality of opportunity. These include the commitments and KPIs, previously outlined, aimed at improving the accessibility of services.

Translink are to report on progress against KPIs regularly throughout the lifetime of the PSA. To mitigate against under-performance, the PSA includes a provision for increased monitoring and/or the development of an action plan setting out measures to improve performance.

To ensure the network of services is maintained for the use of all Section 75 categories, the Department will closely monitor Translink's financial performance throughout the duration of the PSA and follow agreed finance and risk management procedures. In addition, the PSA includes a requirement for Translink to seek the Department's approval if any changes to the network would result in the removal of a route.

Timetabling and prioritising

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

If the policy has been 'screened in' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion [Author pick 1 2 or 3 if a full EQIA is to take place]

Effect on equality of opportunity and good relations **Rating 1, 2 or 3**

Social need **Rating 1, 2 or 3**

Effect on people's daily lives **Rating 1, 2 or 3**

Relevance to a public authority's functions **Rating 1, 2 or 3**

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority's Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

Is the policy affected by timetables established by other relevant public authorities?

No

If yes, please provide details.

Part 4. Monitoring

Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).

The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

Part 5 - Approval and authorisation

Screened by: Neil Halliday
Position/Job Title: Staff Officer
Date: 10 May 2022.

Approved by: Linda Buick
Position/Job Title: G7
Date: 07/06/2022

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on the public authority's website as soon as possible following completion and made available on request.

For Equality Team Completion:

Date Received:	29.04.22
Amendments Requested:	Yes
Date Returned to Business Area:	09.05.22
Date Final Version Received / Confirmed:	08.06.22
Date Published on DfI's Section 75 webpage:	15.06.22