



Northern Ireland Transport Holding Company and Translink

EQUALITY IMPACT ASSESSMENTS AND SCREENING OUTCOME REPORT

October - December 2019

22 Great Victoria Street
Belfast
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Access to documents

This publication is a summary of Equality Impact Assessments (EQIA) and screening reflective of the period October - December 2019 and summarises all the key findings and conclusions of each EQIA and the final decision of all screening. It can be made available in large-print, on disk, on audiocassette and in Braille and in other languages on request. For information about obtaining a copy in any of these formats – or to request a copy in any other accessible format – please contact:

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This document and other documentation relating to the Equality Scheme can be accessed on the Translink website at www.translink.co.uk.

Various references to earlier reports may be made throughout this document. Each of the earlier reports is available upon request if not still accessible on the Translink website. Hard copies and copies in alternative formats can be made available on request.

Section 75

Under Section 75 of the Northern Ireland Act 1998, the Northern Ireland Transport Holding Company (NITHCo) is required **to have due regard to the need to promote equality of opportunity** –

- between persons of different;
 - o religious belief
 - o political opinion
 - o racial group
 - o age
 - o marital status
 - o sexual orientation
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Without prejudice to the obligations set out above, NITHCo is also required **to have regard to the desirability of promoting good relations between persons of different religious beliefs, political opinion or racial group.**

Schedule 9 of the Act sets out the detailed procedure for the implementation of this duty including the publication of an Equality Scheme and the conduct of Equality Impact Assessments (EQIA) of selected policies. In response to the Act, NITHC has an active Equality Scheme approved by the Equality Commission. The Equality Scheme can be accessed on the Translink website at www.translink.co.uk.

NITHCo and Translink

NITHCo is a public corporation established under the Transport Act (NI) 1967 to oversee the provision of public transport in Northern Ireland. It is responsible for the operation of its subsidiary companies, Citybus (which operates Metro bus services), NI Railways and Ulsterbus, which operate together under the brand name Translink to deliver scheduled bus and rail services in Northern Ireland, including cross-border and cross-channel links. NITHCo is accountable to the Department for Infrastructure (DFI) which develops transport strategies for Northern Ireland and determines public transport policy.

The NITHCo Board is responsible for approving the strategies of its subsidiary companies and the annual Corporate Plan and for their proper governance. It meets on a regular basis to review the implementation of policy objectives and to monitor financial performance. NITHCo also owns a portfolio of property investments that generate funds for capital investment throughout the Group.

The responsibilities of the various bodies which together deliver public transport services in Northern Ireland can best be illustrated as follows:

Screening of policies

The Equality Scheme includes a commitment to applying a systematic screening process. If the conclusion reached at the end of the screening process is that the policy has (or is likely to have) a significant impact on equality of opportunity, then consideration will be given to undertaking an Equality Impact Assessment (EQIA). This is a thorough review of a policy, including consultation with everyone affected by it, which can result in suggestions for change.

Screening Outcome

The screening outcomes are outlined in the table below. Three possible outcomes are recorded:

If Major – an Equality Impact Assessment may be carried out. EQIA - subject to further scrutiny under Section 75 of the NI Act 1998 to determine the impact upon those directly affected, which in turn will require informal and formal consultation with a wide range of stakeholders.

If Minor – consider mitigation or alternative policy and screen out.

If None – screen out and give reasons.

Screening Outcome Options

Major= In

Minor= Out with mitigation

None= Out without mitigation

Equality Screening Outcome report

NITHCo and Translink undertook additional screening within the last two quarters on the following policies:

| Description of Policy / Proposal | Policy Background | Policy Status | Screening Decision |
|----------------------------------|--|-----------------|-----------------------------------|
| Anit-Fraud, Theft and Bribery | This policy revision is to ensure that employees act with probity and in accordance with relevant legislation and to the highest ethical standards | Existing Policy | Screened out – without mitigation |
| Gifts and Hospitality | This policy has been revised to inform management and staff of the circumstances in which gifts and hospitality may or may not be accepted, the controls to be exercised over this area and the related reporting requirements | Existing Policy | Screened out – without mitigation |
| Recruitment of ex-offenders | This new policy will provide information to applicants on why we ask for details of convictions and how this information is used in the recruitment process. We want to ensure all applicants are treated fairly and consistently. | New Policy | Screened out – without mitigation |
| Whistleblowing Policy | This policy has been revised to provide a clear understanding to Translink employees, contractors, agency workers and consultants of the term ‘whistleblowing.’ The policy also seeks to reassure staff that they can raise genuine allegations or concerns about potential wrongdoing in confidence and to remind staff of the procedures for raising and investigating allegations/concerns. | Existing Policy | Screened out – without mitigation |