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FINAL EQUALITY IMPACT ASSESSMENT
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1.0 Executive Summary

Policy Proposals

- 1.1 The Department for Regional Development (“the Department”) has been developing proposals for the reform of public transport. For the purposes of this consultation, “public transport” refers to services by rail, bus and coach where passengers pay a fare, either in advance or at the time of travel.
- 1.2 The overall aim of this policy is to continue to improve services for the benefit of customers, the environment and the economy generally, and to provide public transport services in the future in a way which best meets the needs of the travelling public in terms of integration, quality, accessibility, affordability and accountability.
- 1.3 In order to achieve this, there are two main elements to the reforms:
 - the establishment of a public transport agency within the Department which will enable the implementation of the reforms and have responsibility for specifying requirements and securing the provision of public transport services; and
 - improved service to customers and value for money for users and taxpayers will be introduced through revised service delivery arrangements which will see the introduction of performance-based contracts and a number of other related policy changes required to support this system. These are set out later in this Equality Impact Assessment (EQIA), and further detail on the policy proposals can be found in the Detailed Policy Proposals document, which also forms part of the full consultation pack (which is available on our website, or by contacting us).
- 1.4 This EQIA considers the potential section 75 impacts on public transport users as a result of the reform proposals and on any staff who may have to transfer as a result of the establishment of new structural arrangements.

Section 75 Impacts on Public Transport Users

- 1.5 The Department has considered evidence from previous equality impact assessments conducted in the public transport field, as well as information from the bi-annual Northern Ireland Transport Holding Company (NITHC)/ Translink surveys of customers aged 16 and over. As a result of this analysis, the Department has concluded that benefits arising as a result of new structures and procedures will be to the advantage of all section 75 groups and in particular to women, young people, older people, people with disabilities and those with dependants.
- 1.6 The proposed new agency will be part of the Department, and will be fully

committed to the implementation of both the Regional Transportation Strategy and all aspects of the Accessible Transport Strategy and compliance with disability duties. The Department will be keen to consult with, and encourage further involvement of, representative groups during the implementation stage of the reform programme, particularly in relation to proposals for the introduction of local public transport plans. These will be an important tool for the agency in ensuring that public transport needs and impacts are fully considered. It is not considered that any mitigation or adjustments are necessary, as all of the potential impacts identified are positive.

Staff Impacted by the Proposals for Structural Change

- 1.7 To consider the impact of policy proposals on staff affected by the changes, the Department analysed Northern Ireland Civil Service (NICS) equality monitoring information, NITHC/Translink equality monitoring information and equality information from the Labour Force Survey for the North of Ireland on those in employment. The staffing profile of NITHC/Translink was considered in relation to the NICS.
- 1.8 The outcome of the Outline Business Case (OBC), which considered the most suitable structural models for delivering the reform proposals, has highlighted the need for the consideration of the transfer of a small number of staff from NITHC/Translink to the new agency. Although the numbers involved are likely to be low, and the proposed public transport agency would continue to be subject to section 75 of the Northern Ireland Act 1998, the Department felt it important to take account of any equality implications, alternatives or mitigations in determining how best to handle this move.
- 1.9 Having considered the section 75 groupings within the staff profile of NITHC/Translink, the Department concludes that there are no differential impacts other than, given the gender profile of the organisations which is in the main a transport operator and has a high engineering base, those most affected are likely to be males.
- 1.10 Any change of terms and conditions for staff required to move from NITHC/Translink to the new organisation will be protected by the Transfer of Undertakings (Protection of Employment) (TUPE) Regulations and as a result it is not anticipated that staff will suffer any detriment or negative impact. In addition, the new organisation will operate all NICS Human Resource policies and procedures, and will still be subject to the Northern Ireland Act (1998). Staff will continue to be protected by both the section 75 obligations and by the organisation's continued compliance with Employment legislation. Of particular importance in this respect

1.0 Executive Summary

will be the organisation's continued adherence to and promotion of equality legislation in relation to Fair Employment, Sex Discrimination, Disability (including the requirement by employers to consider reasonable adjustments at all times), Age and Race. On this basis, the Department has concluded that there will not be a negative impact on any section 75 groups, and that no further mitigation or alternatives to the policy are necessary.

Good Relations

- 1.11 Under Section 75(2) of the Northern Ireland Act (1998), the Department must also have regard to the desirability of promoting good relations between specified groups. It has been concluded that the proposals for reform of public transport are unlikely to impact on good relations between persons of different religious beliefs, political opinion or racial group.

2.0 Introduction

2.1 This section outlines the background to the proposals for reform of public transport and the purpose of this document.

Equality of Opportunity

2.2 Section 75 of the Northern Ireland Act 1998 requires the Department, in carrying out its functions, to have due regard to the need to promote equality of opportunity:

- between persons of different religious belief, political opinion, race, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependents and persons without.

2.3 In addition, without prejudice to its obligations above, the Department must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

2.4 The Department is fully committed to complying with the statutory requirements of section 75 of the Northern Ireland Act 1998.

2.5 Under section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by the Disability Discrimination (Northern Ireland) Order 2006), the Department is required, when carrying out its functions, to have due regard to the need to:

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life ('the disability duties').

2.6 This consultation document presents the findings of an EQIA on the public transport reform proposals. It was issued in draft form in November 2009 so that the conclusions reached and evidence considered could be verified through public consultation. A list of the issues raised, and the Department's response to these, can be found at Annex A of this report.

2.7 It has been carried out in accordance with the guidance set down by the Equality Commission for Northern Ireland in its Practical Guide to Equality Impact Assessment.

2.8 The EQIA considers both the impact that the public transport reform proposals may have for the section 75 groupings within the general public, and the potential impact there may be if staff transfers are required as part

2.0 Introduction

of the implementation of the new organisational structures, established as part of the reform process.

3.0 Defining The Policy

- 3.1 This consultation document outlines our proposals for the reform of public transport. For the purposes of this consultation, “public transport” refers to services by rail, bus and coach where passengers pay a fare, either in advance or at the time of travel.
- 3.2 There are two main elements to the reforms:
- improved service to customers and value for money for users and taxpayers will be introduced through revised service delivery arrangements, which will introduce performance-based contracts and a number of related policy changes; and
 - new organisational and governance arrangements which will enable the implementation of the reforms and ensure that the improvements continue over the long-term.

Current Public Transport System

- 3.3 The majority of public transport services are provided by the subsidiary companies of the publicly-owned Northern Ireland Transport Holding Company (NITHC) operating under the brand name Translink. The companies are:
- Metro (brand name for Citybus), providing bus services in Belfast;
 - Ulsterbus, providing bus services across all other areas; and
 - Northern Ireland Railways (NIR), providing rail services.
- 3.4 Other public transport services in the North are provided by privately-owned operators or by companies that are publicly-owned in the South. The subsidiary companies of NITHC also provide commercial bus services in the form of tours and private hire.
- 3.5 NIR is the sole provider of railway services, with the exception of the Belfast-Dublin Enterprise service, which is run in co-operation with Iarnród Éireann. Bus services are regulated through a system of licences, administered by the Department of the Environment (DoE). These serve to protect incumbent operators from competition of the kind seen in Britain, where companies can compete with each other on the same route. The great majority of licences are held by Translink. New services can be licensed if an operator identifies a gap in the market, but new opportunities are relatively limited and private sector share of the market continues to be small.

3.0 Defining The Policy

3.6 NITHC is a statutory public corporation, sponsored and part-funded by the Department for Regional Development. The funding for its operating subsidiaries comes mainly from:

- revenue raised through fares;
- running cost subsidy, which is paid only to NIR;
- Rural Transport Fund, which is paid for some Ulsterbus services in rural areas – this is also available to other operators;
- a capital subsidy for new buses, trains and other infrastructure;
- concessionary fares paid for travel by passengers who are exempted from paying full fares, such as school children, disabled people and those over sixty years old; and
- fuel duty rebate.

3.7 Concessionary fares and fuel duty rebates are also available to other operators if they meet the conditions of the schemes.

3.8 As the lead public transport operator, Translink currently is responsible for:

- identifying the service requirements;
- planning and scheduling the network of services; and
- delivering those services.

Need For Reform

3.9 Reform of the current arrangements for the planning and delivery of public transport are long overdue and do require a clear and radical focus on improving service and achieving best value for money. In order to help achieve such improvement, it is proposed to move toward a performance-based contracting regime.

3.10 The introduction of such contracts has been prompted by a number of factors:

- the requirements of the European Union Regulation 1370/2007, which sets out the arrangements under which publicly-owned public transport operators can continue to provide both bus and rail services and came into effect in 2009;
- the planned introduction of contracts for rapid transit services in Belfast; and
- the need for the Department to contract directly with operators in order to plug gaps in provision for elderly and disabled people, and to provide additional transport services across our vast rural communities

in line with the Minister's objective of tackling regional disparities and promoting equality of service.

- 3.11 These new arrangements will require legislative change and give rise to multiple contracts that will all need to be managed effectively in order to achieve the best overall results for users and the taxpayer.
- 3.12 We anticipate that there will be a number of benefits arising out of the reform programme. These will include:
- improved integration of timetables and ticketing between different transport modes and different service providers;
 - a single call centre, with passenger access to information about all transport services;
 - regulation of fares, to ensure that increases are limited and services are provided as efficiently as possible;
 - access to bus stations and shared facilities by private transport operators delivering licensed public transport services;
 - integrated public transport plans at local level;
 - improved operational and investment planning to better co-ordinate the delivery of outputs that are currently dispersed across DoE, different divisions of the Department (including Roads Service) and Translink; and
 - public transport issues and roads issues (such as bus priority, park and ride, congestion, car parks and traffic management) being dealt with in a more co-ordinated way. It is anticipated that improved integration of decisions regarding public transport services and road space allocation will allow improvements made in recent years to be accelerated.

Options Considered for New Organisational Arrangements

- 3.13 A number of organisational options were evaluated in an OBC which concluded that the establishment of a new public transport agency, based within the Department and directly accountable to the Minister and Departmental Board, offered the best combination of value for money and the opportunity to improve services. The other options considered in detail were to retain the existing arrangements, (which does not achieve the objectives of the reform programme, but was used as a baseline against which the other options could be considered and measured), and to enhance the current role of NITHC/Translink.
- 3.14 Within the context of a regulated system (see section 3.18), it is our principal proposal that in the future a public transport agency (which

3.0 Defining The Policy

would be part of the Department) would be responsible for:

- specifying the service requirements;
- securing the delivery of those public transport services through performance-based contracts, awarded either directly to Translink or those limited services open to competition;
- public transport regulation and policy implementation;
- monitoring and evaluation of service delivery performance by operators; and
- providing public funding subsidies.

3.15 It is envisaged that such contracts would include quality-of-service elements such as:

- reliability;
- punctuality;
- vehicle standards; and
- targets to achieve growth in the number of passengers.

3.16 Fares for services on the contracted network would be fully regulated.

3.17 There will be limited opportunity for private operators to identify potential gaps in the market and to apply for an operating permit to deliver services on those routes. There will, however, be formal arrangements put in place that would allow these services to be integrated with wider service provision, providing the best access to and frequency of networked services across all communities, both rural and urban. The Department may also wish to regulate fares on non-contracted services in circumstances where public subsidy is payable.

Continuation of a Regulated Public Transport System

3.18 The public transport system was deregulated in Britain in the mid-1980s. This, however, proved to be a negative experience. It is proposed to retain a regulated public transport system here because the experience elsewhere is that this offers the best opportunity to improve value for money and to tailor services to customers' needs. The Minister does not support privatisation and intends safeguarding public transport services by retaining full public ownership, whilst opening up limited opportunity for contracted services and innovative service permits to provide additional support, within a formally regulated framework.

3.19 Translink will remain the lead provider of public transport services. These services will be provided through contractual and funding arrangements

which comply with EU regulations and ensure that operators are not overcompensated for the services they provide. The new performance-based contracts and permit arrangements will provide incentives to deliver efficient, customer focused and continuously improving public transport services.

Consumer Representation

- 3.20 In specifying service requirements the newly established public transport agency will be required to consult widely with local authorities, and with community and consumer interests. We fully recognise the role of the Consumer Council as the voice of consumers here and its statutory remit in relation to public transport and in representing consumer interests, including dealing with complaints. It is planned that the Consumer Council's role in representing the consumer's interests to the Department on public transport policy issues would continue.
- 3.21 In view of the areas of shared interest between the Consumer Council and the new public transport agency, it is proposed that there should be a statutory requirement for both organisations to establish a formal arrangement to maximise engagement, secure full co-operation and ensure consistency in approach to relevant matters and exchange of information. These arrangements should be formally set out in a Memorandum of Understanding between the two organisations.

Access to Bus / Rail Stations and other Shared Services

- 3.22 Under the new arrangements it is proposed that, although bus and rail stations would continue to be owned by Translink, other licensed public transport operators should also be able to use the facilities for the benefit of all public transport users. Accordingly, it is proposed that the public transport agency would have powers to designate bus / rail stations as shared facilities and to specify the conditions under which other licensed operators would be allowed access to these facilities. These include:
- the level of access to be provided;
 - the services to be made available; and
 - the level of charges to be levied.
- 3.23 The licensed private operators would also have access to other shared services, such as the call centre, customer information and bus stops.

4.0 Consideration of available data and research

- 4.1 This EQIA looks at two distinct groups:
- the general public as transport users; and
 - staff affected by proposals to introduce new organisational structures.
- 4.2 In relation to the first group the consideration of equality impacts took account of evidence from previous equality impact assessments conducted in the public transport field, as well as information from the bi-annual NITHC/Translink surveys of customers aged 16 and over. The previous equality impact assessments conducted in the transport field include:
- Regional Transportation Strategy;
 - Regional Development Strategy;
 - Sub-Regional Transport Plan;
 - Accessible Transport Strategy;
 - Regional Strategic Transport Network Transport Plan; and
 - Belfast Metropolitan Transport Plan.
- 4.3 To consider the impact of policy proposals on staff affected by the changes the report analysed Northern Ireland Civil Service (NICS) equality monitoring information, NITHC/Translink equality monitoring information and equality information from the Labour Force Survey on those in employment in the North.
- 4.4 The NICS equality monitoring data contain information about staff in relation to six categories listed in section 75:
- Religious Belief;
 - Race;
 - Age;
 - Marital Status;
 - Gender; and
 - Disability.
- 4.5 The information is based on monitoring forms completed by NICS staff themselves, either during the recruitment process, or as part of staff surveys conducted by the NICS. The information is used to produce regular Equal Opportunities Monitoring Reports for the NICS. This EQIA contains information from the supplement to the 8th report of the Equal Opportunities Unit produced in January 2008, which provided an overview of the composition of the NICS at 1 January 2007. This supplement covers

religious belief, age, race, gender and disability and includes both industrial and non-industrial staff. The marital status information comes directly from the NICS equality monitoring scheme and also reflects composition at 1 January 2007.

- 4.6 NITHC/Translink are also subject to section 75 of the Northern Ireland Act 1998 and as such monitor equal opportunity information of staff. The information used in this EQIA comes from the NITHC "Equality Impact Assessments and Screening Final Summary Report" produced in September 2008. The figures for community background and gender represent the position at 1 January 2007 (following a request during the public consultation exercise for information on gender figures by grade within NITHC/Translink, this has been included at Table 5 of this final report and is based on current staffing information at March 2010). In respect of age, the figures relate to the position at April 2007. The figures on ethnic group and disability date from December 2004, when Translink undertook a survey of employees to assist the companies to promote best practice under both the Disability Discrimination Act 1995 and the Race Relations (Northern Ireland) Order 1997.
- 4.7 Information about the labour force as a whole in the North of Ireland comes from the Labour Force Survey Quarter 4, 2008 and is based on all those in employment.
- 4.8 Information is currently not available on staff in terms of political opinion, sexual orientation or whether they have dependants, and in the case of the NITHC/Translink staff, on their marital status. Some secondary information in relation to dependants was considered from the 2001 Census and information from organisations representing carers and assumptions were made based on this. Feedback was sought as part of the consultation process in relation to all groups where there are gaps in information.

5.0 Assessments Of Impacts

5.1 The purpose of this section is to assess the impacts of the reform proposals on equality of opportunity and good relations. This is considered both in terms of public transport users and any staff who may be impacted on by the changes in organisational structures for delivery of public transport services.

Public Transport Users

5.2 The reform proposals are specifically in relation to the organisational structures and the procedures for design, procurement and management of public transport services.

5.3 One of the main drivers for the reform programme is to ensure an efficient and effective transport system through an integrated, fully regulated transport network. It is anticipated that once implemented, the proposals will help create greater efficiencies and allow public transport to be integrated with wider service provision in order to provide the best access, frequency and networked service across all communities, both rural and urban.

5.4 Previous EQIAs in the field of public transport (see paragraph 4.2) and data from Translink customer surveys show that improvements in services are particularly of benefit to women and younger people who tend to make more use of public transport. According to the autumn 2008 survey, female passengers accounted for between 54% and 56% of bus and rail users (dependent on the service – Metro, Ulsterbus or NIR). Passengers aged 16-24 accounted for between 35% and 38% of bus and rail users (dependent on the service).

5.5 In addition, information gathered in the development of the Accessible Transport Strategy shows that people with disabilities and older people are less likely to have access to a private car than other sections of the population and benefit from improvements to public transport vehicles and services. Carers of older people, people with disabilities and pre-school children also benefit from the use of accessible public transport vehicles as it eases access onto and off vehicles.

5.6 The Department also recognises that effective and accessible transport can improve the quality of life and enhance social inclusion, particularly for those on low incomes or in remote areas, as well as older and disabled people. Maintaining good public transport services also has a positive impact in promoting social inclusion, by providing access to jobs and services.

5.7 Benefits arising as a result of new structures and procedures will be to the

advantage of all section 75 groups and in particular to women, young people, older people, people with disabilities and those with dependants. The proposed agency, which will remain part of the Department, will be subject to all requirements of section 75 of the Northern Ireland Act 1998. As such, any proposals by the agency to develop or introduce new public transport policies which have a more direct impact on the wider community will be subjected to further screening for equality impacts. If required, it is at this stage that more detailed equality impact assessments on passengers and the wider community will be carried out to assess the impact of any specific proposals. The agency, as part of the Department, will continue to be fully committed to the implementation of both the Regional Transportation Strategy and all aspects of the Accessible Transport Strategy.

Good Relations

- 5.8 The proposals for reform of public transport are unlikely to impact on good relations between persons of different religious beliefs, political opinion or racial group.

Staff Impacted by the Proposals for Structural Change

- 5.9 The OBC recommended that the most appropriate option for taking forward the reform proposals was to establish an executive agency. The agency structure considered as the preferred option would be part of the Department, and as such all staff would be members of the NICS. The proposed staff structure involves transfer of staff currently employed in various parts of the Department's Regional Planning and Transportation Division, Roads Service, and a small number of licensing staff from DoE. Staff working in these functions are already employed by the NICS, and as such a transfer to the agency will have no impact on their terms and conditions.
- 5.10 The OBC proposed the transfer of a small number of functions currently undertaken within NITHC/Translink to the new agency. For any staff involved in this work and required to transfer to the agency, (approximately 40 people), this would involve a move into the NICS and a change of organisation and employer. This assessment considers the profile of staff in NITHC/Translink compared to the NICS, and also in relation to the wider community. The remainder of this chapter considers the potential equality impacts that are likely to arise in the event of a need to transfer staff from NITHC/Translink into the NICS as a result of the policy proposals.

5.0 Assessments Of Impacts

CONSIDERATION OF SECTION 75 IMPACTS BY CATEGORY

Between persons of different religious belief

5.11 The religious belief of NITHC/Translink staff is broadly comparable to that of the NICS and the labour force of the North as a whole, as illustrated in the following table.

Table 1: Religious Belief (Community Background) Profile

Community Background	NITHC/Translink %	NICS %	North of Ireland's Labour Force %
Protestant	57	52	51
Roman Catholic	41	46	42
Non Determined	3	2	7

Note: Numbers may not add to 100% due to rounding.

5.12 It is anticipated that the transfer to the agency will affect only a very small number of NITHC/Translink staff (approximately 40 out of a workforce of over 4,000 staff). The religious profile is similar to that of the NICS and the North's labour force as a whole. As such, the Department has concluded that the potential transfer of some staff from NITHC/Translink to the agency will not have any differential impact in terms of religious belief.

5.13 The Department has concluded that there are no differential impacts in terms of Religious Belief.

Between men and women generally

5.14 NITHC/Translink has a workforce of just over 4,000 staff. Of these, 88% are male and 12% are female. The following table compares the gender profile of NITHC/Translink against the NICS.

Table 2: Gender Profile

Gender Profile	NITHC/Translink %	NICS %	North of Ireland's labour force %
Male	88	50	54
Female	12	50	46

5.15 Following consultation on the Draft EQIA, further information on a

breakdown of gender by grade was requested. This is included in the following tables.

Table 3: Gender Profile by Grade – Non-Industrial NICS Staff by analogous grade level and gender.

Grade	Female		Male		Total No.
	No.	%	No.	%	
Grade 5+	67	25.4	197	74.6	264
Grade 6/7	512	34.8	961	65.2	1473
DP	838	36.5	1459	63.5	2297
SO	1324	40.2	1973	59.8	3297
EOI/EOII	4574	53.8	3923	46.2	8497
AO	5897	66.8	2933	33.2	8830
AA	2044	60.6	1329	39.4	3373
Total	15256	54.4	12775	45.6	28031

Table 4: Gender Profile for Industrial Staff in the 11 NI Departments

Grade	Female		Male		Total No.
	No.	%	No.	%	
Industrial staff	73	2.5	2888	97.5	2961

Table 5: Gender Profile by Grade – NITHC/Translink

Grade	Female		Male		Total No.
	No.	%	No.	%	
Management, Professional & Technical	42	20	165	80	207
Transport Operational grades	212	8	2429	92	2641
Transport Operational ancillary grades	32	15	186	85	218
Clerical	221	65	121	35	342
Engineers & Infrastructure	5	1	616	99	621
Totals	512	12.7	3517	87.3	4029

Note: NITHC/Translink information in table 5 based on current staffing information at March 2010.

5.0 Assessments Of Impacts

5.16 The possible transfer to an agency affects only a small number of NITHC/Translink staff, but the profile of NITHC/Translink is such that it suggests that more males will be affected by the move than females, although it is noted that the overall gender profile for NITHC/Translink is heavily influenced by the profile of its operational staff, who are unlikely to be affected by this transfer. As such the Department has concluded that more males will be affected by any potential transfers from NITHC/Translink to the agency, as this reflects the overall profile of the organisation.

Between persons of different age

5.17 The following table compares the age profile of NITHC/Translink with the NICS and the North's labour force as a whole.

Table 6: Age Profile

Age %	NITHC/Translink %	NICS %	North of Ireland's labour force %
16 – 19	0.6	0.4	5
20 – 29	12	19	23
30 – 39	28	25	25
40 – 49	34	34	26
50 – 59	20	19	16
60+	5	3	6

Note: Numbers may not add to 100% due to rounding.

5.18 The age profile for both NITHC/Translink and the NICS are broadly similar. The Department has concluded that there are no differential impacts in terms of age.

Between persons of different marital status

5.19 Information on the marital status of NITHC/Translink staff is not available. The table below shows the marital status profile of staff in the NICS and the labour force as a whole in the North. As the age profile for NITHC/Translink is very similar to that of the NICS, there is nothing to suggest that the marital profile for NITHC/Translink would be likely to vary in any great degree from the profile for the NICS or the North's labour force as a whole.

Table 7: Marital Status Profile

Marital Status	NICS	North of Ireland's labour force
	%	%
Married	58	56
Single	35	36
Other ¹	7	7

¹ Includes divorced, widowed and separated.

5.20 The Department has concluded that there is no differential impact in terms of marital status.

Between persons with a disability and persons without

5.21 Information on disability has been obtained in both the NICS and NITHC/Translink through surveys of employees. In NITHC/Translink, a total of 33 staff consider themselves to have a disability. This is just under 1% of the workforce and compares with a figure of over 5% for the NICS. While there would appear to be a lower percentage of staff with a disability within NITHC/Translink when compared to the NICS, it is possible that this is due in part to the more operational nature of a large number of the roles within this organisation (e.g. bus drivers, mechanics etc.) compared to the NICS. The Department is also conscious that the comments of Disability Action regarding the reluctance of some people to identify themselves as having a disability must be borne in mind when considering the impacts of the policy in terms of staff with a disability.

5.22 On the basis of the figures available, the Department has concluded that there is no differential impact on people with a disability. The potential transfer from NITHC/Translink affects a smaller group of people who consider themselves to have a disability than in the profile for NICS.

5.23 We have concluded that there is no differential impact in terms of persons with a disability. As part of this consultation exercise, however, we sought comments from staff, section 75 representative groups and others in relation to the impact of this policy on persons with a disability. A list of the comments raised during the consultation process, and the Department's response, can be found at Annex A.

Between persons of different race

5.24 According to staff surveys a very small number of staff, 0.5% in NITHC/Translink and 0.2% in NICS, had a minority ethnic background.

5.0 Assessments Of Impacts

- 5.25 The Department has concluded that the transfer of a small number of staff to the new agency will not have a differential impact in terms of race.
- 5.26 As part of the public consultation exercise, we sought comments from staff, section 75 representative groups and others in relation to the impact of this policy between persons of different racial groups. A list of the comments raised during the consultation process, and the Department's response, can be found at Annex A.

Between persons of different political opinion

- 5.27 No data is collected about the political opinion of civil servants, nor are there any plans to do so. There is no comparable data available from NITHC/Translink or for the North's labour force as a whole.
- 5.28 The staff of both NITHC/Translink and the NICS is drawn from across the population of the North, and both organisations have similar profiles for religious belief (community background).
- 5.29 Given the relationship between community background and political opinion in the North of Ireland, the Department has concluded that this policy has no differential impact in terms of persons of different political opinion. In the absence of reliable information, we sought comments from members of staff, section 75 representative groups and others in relation to the impact of this policy between persons of differing political opinion as part of the public consultation exercise. A list of the comments raised during the consultation process, and the Department's response, can be found at Annex A.

Between persons with dependants and persons without

- 5.30 The Department has no specific information on people with dependants in relation to staff in the NICS or in NITHC/Translink. However, organisations representing carers have stated that 1 in 8 of the working population in the UK are carers, so it is likely that a similar proportion of staff in both NICS and NITHC/Translink have some caring responsibilities. In addition, the Census information shows that over one third of households in the North of Ireland have dependent children.
- 5.31 The Department has concluded that there is no evidence to suggest that the policy on moving a small number of staff from NITHC/Translink to the new agency will create differential impacts for people with dependants. There is nothing to suggest that the overall number of staff with dependants in NITHC/Translink would be any higher than in the NICS or the North's labour force as a whole. In the absence of data, however, the Department sought comments from members of staff,

section 75 representative groups and others in relation to the impact of this policy between persons with and without dependants, as part of the public consultation exercise. A list of the comments raised during the consultation process, and the Department's response, can be found at Annex A.

Between persons of different sexual orientation

- 5.32 There are currently no data on the sexual orientation of civil servants or staff in NITHC/Translink or the North's labour force as a whole.
- 5.33 The small number of staff transferring from NITHC/Translink to the agency would continue to be protected by all employment legislation aimed at protecting various groups, including persons of different sexual orientation. The Department has concluded that there is no evidence to indicate that this policy will have a particular impact on groups of a particular sexual orientation. However, in light of the absence of reliable information we sought comments from members of staff, section 75 representative groups and others in relation to the impact of this policy between persons of different sexual orientation, as part of the public consultation exercise. A list of the comments raised during the consultation process, and the Department's response, can be found at Annex A.

Good Relations

- 5.34 The proposal for the potential transfer of a small number of staff from NITHC/Translink into a new agency is unlikely to impact on good relations between persons of different religious beliefs, political opinion or racial group.

6.0 Consideration of alternatives and mitigation

- 6.1 This report considered equality impacts both in terms of the general public as public transport users and any staff affected by the reform proposals. In terms of the general public, all potential impacts on section 75 groupings were considered to be positive, with the reform objectives designed to deliver improved and integrated transport services, better access to public transport service information and facilities and more involvement in public transport planning through more focused customer representation and involvement in the development of local public transport plans.
- 6.2 In addition, the proposed agency, which will remain part of the Department, will be subject to all requirements of section 75 of the Northern Ireland Act 1998. As such, any proposals by the agency to develop or introduce new public transport policies which have a more direct impact on the wider community will be subjected to further screening for equality impacts. If required, it is at this stage that more detailed equality impact assessments on passengers and the wider community will be carried out to assess the impact of any specific proposals. The agency, as part of the Department, will continue to be fully committed to the implementation of both the Regional Transportation Strategy and all aspects of the Accessible Transport Strategy.
- 6.3 Having considered the equality implications, the Department does not consider that any mitigation or adjustments are necessary as all of the potential impacts identified are positive.
- 6.4 In relation to the impact of establishing new transport structures, the new organisation will continue to be subject to section 75 of the Northern Ireland Act 1998, and as such, will have to consider Equality Screening and Impact Assessments in carrying out its functions.
- 6.5 The outcome of the OBC has highlighted the need for the transfer of a small number of staff from NITHC/Translink to the new agency. Although the numbers involved are likely to be low, the Department felt it important to take account of any equality implications, alternatives or mitigations in determining how best to handle this move.
- 6.6 The Department, having considered the section 75 groupings within the staff profile of NITHC/Translink, concludes that there are no differential impacts other than that those most likely to be affected are males. This reflects the general gender profile of the organisation.
- 6.7 As regards to any change of terms and conditions, any staff required to move from NITHC/Translink to the new organisation will be protected by TUPE, and as a result it is not anticipated that staff will suffer any detriment or negative impact. In addition, the new organisation will operate all

NICS Human Resource policies and procedures and will be subject to the Northern Ireland Act (1998). Staff in all section 75 categories will continue to be protected by both the section 75 obligations and by the organisation's continued compliance with employment legislation. Of particular importance in this respect will be the organisation's continued adherence to and promotion of equality legislation in relation to Fair Employment, Sex Discrimination, Disability (including the requirement by employers to consider reasonable adjustments at all times), Age and Race.

- 6.8 Taking account of the function of NITHC/Translink and the fact that it is, in the main, a transport operator and has a heavy engineering base, it is not unexpected that the profile has a higher proportion of men. It is worth noting that the functions transferring do not include any of the operational functions within Translink and the gender profile for these individual areas is not likely to have as high a male profile as that of the organisation as a whole.

Conclusion of Analysis

- 6.9 For all of the reasons above, the Department has concluded that there will not be a negative impact on any of the section 75 groups and is confident that no further mitigation or alternatives to the policy are necessary.

7.0 Conclusion

- 7.1 The Department has considered the impact of the reform proposals on both the general public and on staff who may be affected by any need for staff transfers to the new organisational structures.
- 7.2 Having considered the equality implications for the general public, the Department does not consider that any mitigation or adjustments are necessary, as all of the potential impacts identified are positive.
- 7.3 The Department has also considered the profile of NITHC/Translink compared to the NICS in relation to the potential transfer of a small number of staff to the new agency. While there is potential for differential impact in terms of gender, given the fact that:
- the move will be protected by TUPE;
 - the new organisation will be part of the Department and continue to be subject to NICS Human Resource and Equal Opportunities strategies;
 - the agency will be subject to section 75 of the Northern Ireland Act 1998; and
 - staff will continue to be protected by all aspects of employment legislation.
- 7.4 It is concluded that there will be no significant impact on any section 75 group.

8.0 Formal Consultation

- 8.1 The Draft Equality Impact Assessment was issued for public consultation for a 13 week period from 9 November 2009 to 5 February 2010.
- 8.2 The Draft EQIA formed part of the overall Consultation Pack on Public Transport Reform. A Summary Document on the reform proposals was issued to all consultees listed in the Department's Equality Scheme. A full list of consultees is detailed at Annex B.
- 8.3 During the public consultation period, the Department held a series of public meetings, met with stakeholders and received written responses from consultees.

Public Meetings

- 8.4 Eleven public meetings were held during the public consultation period. There were a mixture of morning, afternoon and evening events. Attendance at the meetings ranged from 7 to 35 people, with a total of 194 attendees. Further details on the date and location of meetings, attendees, and a summary of responses and views from the meetings can be found in the Final Report on Public Consultation, which is available from the Public Transport Reform section of the Department's website at: www.drdni.gov.uk/index/public_transport/pt-publictransportreform.htm.

Stakeholder Engagement

- 8.5 In addition to the public meetings, the Department met with a number of stakeholders during the consultation period to discuss the reform proposals. A list of these meetings can be found in the Final Report on Public Consultation (see details in 8.4 above).

Publicity

- 8.6 The consultation exercise was publicised through newspaper advertisements and press releases in the Belfast Telegraph, The Irish News and the News Letter, as well as local newspapers in circulation in the areas hosting the consultation events. Three thousand flyers publicising the consultation exercise and listing the meeting venues were also produced – these were distributed to bus / railway stations and libraries. Almost 400 full Consultation Packs were issued during the consultation period, in addition to over 800 Summary Documents.

Written Responses

- 8.7 A total of 103 written responses were received on the public consultation. Of these, 16 contained comments on the Draft EQIA. A list of all those who included comments on the Draft EQIA is provided at Annex C. Further details on the full list of respondents, along with sectoral profile and the

8.0 Formal Consultation

areas of the consultation commented on, can be found in the Final Report on Public Consultation, (see details in 8.4 above).

- 8.8 As part of the consultation process, staff briefing mechanisms were also used within the Department and NITHC/Translink, and information was available to staff through intranet sites.
- 8.9 Having considered the input received during the consultation period, the Department would confirm the decisions reached in this EQIA and will now progress towards the introduction of legislation to implement the reform proposals.
- 8.10 The EQIA has been placed on the Public Transport Reform section of the Department's website, from which it can be viewed or downloaded. Other information about the reform programme can also be accessed on the website (see details in 8.4 above).

9.0 Policy Decision

- 9.1 This EQIA has been finalised following consideration of the comments made during the consultation process.
- 9.2 Draft primary legislation will be required to give effect to the final policy decisions in respect of public transport reform. The legislative proposals will be subject to approval by the Executive and brought forward to the Northern Ireland Assembly.
- 9.3 The Department has taken account of the comments received both as part of this EQIA and the wider consultation on the reform proposals. It will continue to monitor equality implications as the reform programme continues.

10.0 Publication of the results of the EQIA

- 10.1 Copies of the Final Report on Public Consultation and the Final EQIA Report have been issued to all Government Departments, all local political parties, all MPs/MEPs, the NI Assembly, Legal Deposit Libraries and other external agencies. In addition, copies of both reports have been sent to organisations listed within the Department's Equality Scheme who participated in the public consultation, and written respondents who commented on the Draft EQIA.
- 10.2 Copies of the Executive Summary of the Final EQIA have been sent to those organisations listed on the Department's Equality Scheme who did not participate in the public consultation.

11.0 Monitoring for future adverse impact and publication of results

- 11.1 The Department will monitor the impacts of the policy proposals over the implementation period to identify any unforeseen results. When the final impact of staff transfers is known, results will be analysed to determine whether or not the impacts on any of the nine groups have changed.
- 11.2 The outcome of the monitoring will be reviewed and the results published in the Department's annual progress report to the Equality Commission.

ANNEX A

Consultation Responses

Of the 103 written responses received as part of the public consultation exercise, 16 responses contained specific comments on the Draft EQIA. The key points raised are discussed below.

Balance of the Draft EQIA between considering the impact on staff in Translink and the impacts on the wider community and public transport users.

Seven of the responses (responses 8, 25, 38, 67, 69, 72 and 81) said that the balance in the Draft EQIA was too heavily weighted towards an analysis of the impact of the proposed organisational changes on Translink staff, and that more consideration needed to be given to the wider impact on the passengers and the community in general.

The Department's Response

The Department accepts that the Draft EQIA contains more detailed analysis on the potential for impact on staff in NITHC/Translink who may be affected by the proposals for organisational change, but this is a direct reflection of the current stage of policy development in relation to the reform programme. The proposals for new organisational and governance structures do not have a direct impact on the public at this stage. The establishment of an agency with specific responsibility for public transport, however, aims to increase the focus on delivery of an improved and integrated transport system, with increased participation of customer and public representation through involvement and consultation in the development of local public transport plans. The proposed agency, which will remain part of the Department, will continue to be subject to all requirements of section 75 of the Northern Ireland Act 1998. As such, any proposals by the agency to develop or introduce new public transport policies which have a more direct impact on the wider community will be subjected to further screening for equality impacts. If required, it is at this stage that more detailed equality impact assessments on passengers and the wider community will be carried out to assess the impact of any specific proposals - paragraphs 5.7 and 6.2 of the report have been amended to make this clear. In addition, the Department will continue section 75 monitoring of all programmes and impact assessments, and through this review and monitoring, will identify if performance is not as good as anticipated, and any reasons for this.

The analysis of impact on the wider community contained in the Draft EQIA, which considered evidence from previous equality impact assessments in the field of public transport, coupled with the responses received during the consultation period, has highlighted the importance of public transport to many of the section 75 groups. The Department will be keen to consult with, and encourage further involvement of, representative groups during the development of the next stage of the reform programme, particularly in relation to proposals for the introduction of local public transport plans. These will be an important tool for the agency in ensuring that public transport needs and impacts are fully considered, particularly in relation to impacts on women, young people, older people, people with disabilities, those with dependants, and disadvantaged individuals, groups and areas.

In preparation for the next stage of the reform programme, the Department will also be considering the availability of public transport qualitative and quantitative data, particularly in relation to rural / disabled / older and socially excluded parts of society.

Gender profile of Translink Staff

Three responses (responses 49, 56 and 57) highlighted the gender profile for Translink as an organisation, and there was a request for a further breakdown by grades in NITHC/Translink and the NICS.

The Department's Response

While the Draft EQIA clearly demonstrates the gender imbalance within NITHC/Translink, this is heavily influenced by the nature of the organisation. The biggest category of employees is bus drivers, and traditionally this has been a male dominated occupation. Although the Department is not directly responsible for equality issues within NITHC/Translink, through the new agency it will continue to work with Translink in relation to best practice and adherence to equality legislation. NITHC/Translink has over the past number of years been proactive in dealing with the issue of gender imbalance and further details of this can be found in the organisation's report "Recruitment Policy EQIA" produced in July 2008 and available on the Translink website.

Further information on the gender profile by grade has been provided in the final EQIA report at section 5.14.

ANNEX A

Consultation Responses

The Department would also take this opportunity to thank the Training for Women Network for providing a gender-proofing checklist with its consultation response. The Department will share this information with NITHC/Translink.

Consideration of impacts in relation to older people and disabled people

Three of the responses (responses 38, 67 and 80) raised particular issues about the assumption in the Draft EQIA that the reform proposals would have a potential positive effect on disabled and older people.

The Department's Response

The Department recognises the importance of public transport in relation to disabled and older people. The proposed new agency will remain within the Department for Regional Development, and will continue to be fully committed to the implementation of both the Regional Transportation Strategy and all aspects of the Accessible Transport Strategy and compliance with disability duties - the EQIA report was amended at 1.5 and 5.7 to make this clear. The Department is also keen to engage directly with representative organisations for both older and disabled people (and other section 75 representative organisations) during the design and implementation stage of the reform programme, and will be contacting the organisations directly to take this forward. In addition, any proposals by the agency to develop or introduce new public transport policies which have a more direct impact on the wider community will be subjected to further screening for equality impacts and, if required, it is at this stage that more detailed equality impact assessments on passengers and the wider community will be carried out to assess the impact of any specific proposals.

ANNEX B

List Of Consultees

All Government Departments (11 + 2 Junior Ministers)

All Local Government Councils (26)

All MLAs (108)

All NI Members of Parliament

All NI Members of European Parliament

Abacus Professional Recruitment

Age Concern Northern Ireland

Age Sector Platform

Alliance Party of Northern Ireland

Amalgamated Engineering and Electrical Union

AMICUS

An Munia Tober

Antrim Borough Partnership

Ards Partnership

Armagh City and District Partnership

Association of Chief Officers of Voluntary Organisations

Bahai's Office for NI

Ballymoney District Partnership

Barnardos NI

Barnardos Tuar Ceatha Project

Belfast Butterfly Club

Belfast Education and Library Board

Belfast Harbour

Belfast Health and Social Care Trust

Belfast Healthy Cities Project

Belfast Hebrew Congregation

Belfast International Airport

Belfast Local Strategy Partnership

Belfast Out Resource Centre

Belfast Solicitors' Association

Bridge AT Enterprises

British Association for Shooting and Conservation

British Deaf Association (NI)

Bryson House

BT

Cara-friend

CARE in Northern Ireland

Carers Northern Ireland

Carlingford Lough Commission

Castlereagh Partnership for Peace & Reconciliation

ANNEX B

List Of Consultees

Catholic Bishops of Northern Ireland
Cedar Foundation
Child Poverty Action Group
Children in Northern Ireland
Children's Law Centre
Chinese Welfare Association
Chrysalis Women's Centre
Church of Ireland
Citizens Advice Bureau
City of Derry Airport
Civic Forum Secretariat
Clerk of Petty Sessions
Coalition on Sexual Orientation
Coiste-na n-iarchimi
Coleraine Borough Strategic Partnership
Coleraine Harbour
Commissioner for Children and Young People
Committee on the Administration of Justice
Community Development and Health Network
The Community Foundation
Community Places
Community Relations Council
Community Technical Aid
Community Transport Association
Concordia Partnership for Progress
Confederation of British Industry
Conservation Volunteers Northern Ireland
Consumer Council for NI
Cookstown District Partnership
Co-ownership Housing Association
Council for Nature Conservation and the Countryside
Craigavon District Partnership
Cruse Bereavement Care (NI)
Democratic Unionist Party
Departmental Library (2)
Departmental Solicitors' Office
Derry Well Woman
Disability Action
Disability Committee of Northern Ireland
District Partnership for Derry City

Down District Partnership
Down's Syndrome Association
Economic Research Institute of Northern Ireland
Employers' Forum on Disability
Equality Commission for NI
Equality Forum NI
Executive Council of the Inn of Court of NI
Falls Community Council
Falls Women Centre
Federation of Passenger Transport
Federation of Small Businesses
Fermanagh Women's Network
First Division Civil Servants' Association
Foyle Women's Information Network
Foyle Women's Network
FPA NI
Friends of the Earth
Gay and Lesbian Youth (NI)
George Best Belfast City Airport
Gingerbread NI
Green Party (NI)
Guide Dogs for the Blind Association
Health and Safety Executive for Northern Ireland
Health and Social Care Board
Help the Aged (NI)
HM Council of County Court Judges (NI)
HM Revenue and Customs
Imtac
Independent Health Coalition
Indian Community Centre
Inland Waterways Northern Ireland
Institute of Directors
Institute of Professional Legal Studies (QUB)
Institution of Highways and Transportation
Invest Northern Ireland
Irish Congress of Trade Unions (NI Committee)
Irish & Local Studies Department, Central Library
Irish Transport Trust
Labour Party
Larne District Partnership

ANNEX B

List Of Consultees

Larne Harbour
Law Centre (NI)
Law Society of Northern Ireland
Legal Deposit Libraries
Lesbian Line
Limavady District Partnership
Lisburn Peace and Reconciliation Partnership
Local Government Staff Commission for Northern Ireland
Londonderry Harbour Office
Lower North Belfast Community Council
Magherafelt Area Partnership Ltd
Magherafelt Women's Group
MENCAP
Methodist Church in Ireland
Mid-Ulster Women's Network
Ministry of Defence
Mobilise NI
Moyle District Partnership
Multi-Cultural Resource Centre
National Energy Action
Newry & Mourne Peace & Reconciliation Partnership
Newry & Mourne Senior Citizens' Consortium
Newry & Mourne Women Ltd
Newtownabbey Local Strategic Partnership
NI 2000
NI Bird Watchers' Association
NI Cycling Initiative
NIE
NI Environment Link
NI Islamic Centre
NI Women's Aid Federation
North Down District Partnership
North Eastern Education and Library Board
North South Ministerial Council
North West Community Network
North West Forum of People with Disabilities
Northern Health and Social Care Trust
Northern Ireland African Culture Centre
Northern Ireland Anti-Poverty Network
Northern Ireland Assembly

Northern Ireland Association for Mental Health
Northern Ireland Association of Citizens' Advice Bureaux
Northern Ireland Chamber of Commerce and Industry
Northern Ireland Chamber of Trade
Northern Ireland Chest, Heart and Stroke Association
Northern Ireland Conservative Association
Northern Ireland Council for Ethnic Equality
Northern Ireland Council for Ethnic Minorities
Northern Ireland Council for Voluntary Action
Northern Ireland Court Service
Northern Ireland Gay Rights Association
Northern Ireland Human Rights Commission
Northern Ireland Judicial Appointments Commission
Northern Ireland Law Commission
Northern Ireland Local Government Association (NILGA)
Northern Ireland Office
Northern Ireland Ombudsman
Northern Ireland Public Service Alliance
Northern Ireland Resident Magistrates' Association
Northern Ireland Rural Women's Network
Northern Ireland Statistics and Research Agency
Northern Ireland Tourist Board
Northern Ireland Transport Holding Company
Northern Ireland Walking Forum
Northern Ireland Women's European Platform
NSPCC
NTL Cable Tel
NUS-USI
Office of the Archbishop of Armagh
Omagh Women's Area Network
The Omnibus Partnership
Parents' Advice Centre
Parents and Professionals and Autism
Participation and the Practice of Rights Project
The Participation Network
Peace and Reconciliation Partnership, Ballymena
The Pedestrians' Association
Phoenix Gas
POBAL
Police Service of Northern Ireland

ANNEX B

List Of Consultees

Polish Association NI
Presbyterian Church in Ireland
Press for Change
Progressive Unionist Party
Protestant, Unionist, Loyalist Network
Quarry Products Association
Queen's University Belfast
Queer Space
Rainbow Project
Relate NI
RNIB (NI)
Road Safety Council for Northern Ireland
Royal National Institute for the Deaf (NI)
Royal National Institute of Blind People
Rural Community Network
Rural Community Transport Partnerships (16)
Rural Development Council
Rural Support
Save the Children
SDLP
Sense NI
Sign Language Centre Belfast
Sikh Cultural Centre
Sinn Fein
Society of Local Authority Chief Executives and Senior Managers (SOLACE)
Southern Education and Library Board
Southern Health and Social Care Trust
South Eastern Education and Library Board
South Eastern Health and Social Care Trust
South Tyrone Empowerment Programme
Sperrin Lakeland Senior Citizens' Consortium
Staff Commission for Education and Library Boards
St. Angelo Airport
Sustainable Northern Ireland
Sustainable Organic Living Environment
SUSTRANS
Training for Women Network
Translink
Transport 2000
Travellers' Movement NI

Ulster Archaeological Society
Ulster Scots Heritage Council
Ulster Society for the Protection of the Countryside
Ulster Unionist Party
Ulster Wildlife Trust
ULTACH
Union of Construction, Allied Trades and Technology
UNISON
University of Ulster
Viridian
Warrenpoint Harbour
West Belfast Taxi Association
Western Education and Library Board
Western Health and Social Care Trust
Wildfowl and Wetlands Trust
The Women's Centre
Women's Forum
Women's Forum Northern Ireland
Women's Information Group
Women's Resource and Development Agency
Women's Support Network
Workers' Party
World Wide Fund for Nature
Youth Council for NI
Youthnet
Mr A Arlow
Ms O'Kane

ANNEX C

List of Public Transport Reform respondents who included comments on the Draft EQIA

Response Number	Name	Organisation (where applicable)
4	McConnell Auld	
8	G. Max O'Brien	
11	Janet Muller	POBAL
25	Brian Groves	Newry and Mourne Community Transport
38	Michael Lorimer	Inclusive Mobility and Transport Advisory Committee (Imtac)
46	Mícheál Ó'Domhnaill	
48	Laurence Bindley	
49	John Mooney	Training for Women Network
56	Fiona O'Connell	Women's Support Network
57	Tiziana O'Hara	Women's Centres Regional Partnership
67	Karen Moore	Direct Links Transport
69	Ian Wilson	DART Partnership
72	Mark Allen	Rural Community Network
80	Andrew Murdock	Guide Dogs for the Blind Association
81	Kellie Armstrong	Community Transport Association (NI)
94	Stephen Long	West Belfast Taxi Association

ANNEX D

Freedom Of Information Act 2000 – Confidentiality Of Consultations

The Department will publish a summary of responses following completion of the consultation process. If you would prefer your response to be treated as confidential, please let us know, stating your reasons clearly.

Any automatic confidentiality disclaimer generated by your IT system will be taken to apply only to information in your response for which confidentiality has been specifically requested.

If we are asked to disclose responses under Freedom of Information legislation, we will take any requests for confidentiality into account. However, confidentiality cannot be guaranteed. We will handle appropriately any personal data you provide in accordance with the Data Protection Act 1998.

For further information about confidentiality of responses, please contact the Information Commissioner's Office or see the website at: www.ico.gov.uk.

USEFUL WEBSITES

Department for Regional Development
www.drdni.gov.uk

Official Government Website
www.nidirect.gov.uk

Translink
www.translink.co.uk

Door-2-Door Transport
www.door2door-ni.info

Community Transport
www.communitytransport-ni.com

Concessionary Travel
www.drdni.gov.uk/index/public_transport/publictrans-concessionary_fares.htm

Rapid Transit
www.drdni.gov.uk/index/rapid-transit.htm

Park & Ride Services
www.translink.co.uk/ParkAndRidePage1.asp

Travelwise
www.travelwiseni.com

Federation of Passenger Transport
www.fptni.org

The Consumer Council
www.consumercouncil.org.uk

Inclusive Mobility and Transport Advisory Committee
www.imtac.org.uk

Contact Us:
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Public Transport Reform Team
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BELFAST
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