

Project reference: C0900

Title: Seahill Platforms Replacement

Date: April 2020

Section 75 Equality Screening Document

Screening flowchart and template *(taken from Section 75 of the Northern Ireland Act 1998 – A Guide for public authorities April 2010 (Appendix 1)).*

Introduction

Part 1. Policy scoping – asks public authorities to provide details about the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations.

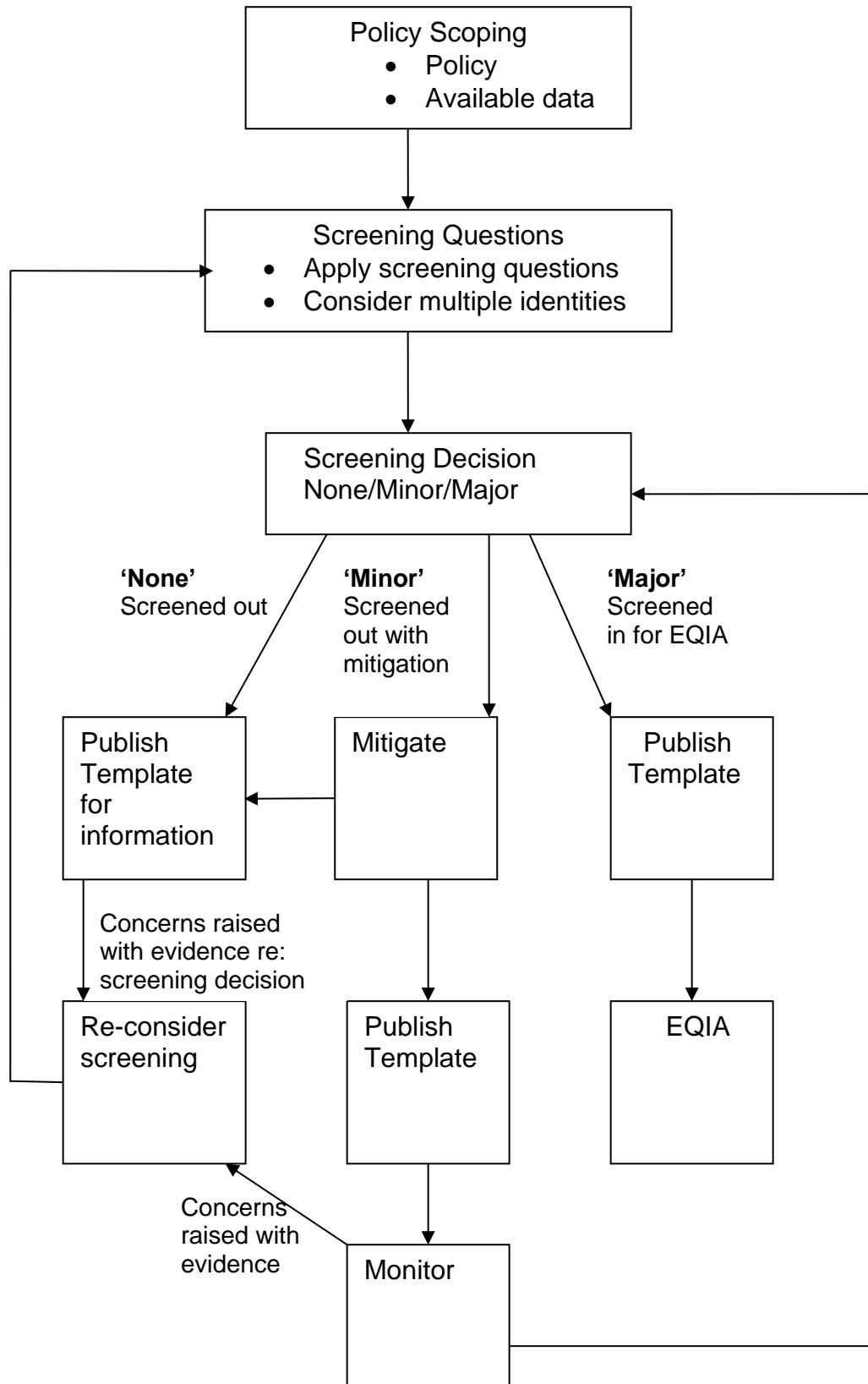
Part 2. Screening questions – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

Part 3. Screening decision – guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

Part 4. Monitoring – provides guidance to public authorities on monitoring for adverse impact and broader monitoring.

Part 5. Approval and authorisation – verifies the public authority's approval of a screening decision by a senior manager responsible for the policy.

A screening flowchart is provided overleaf.



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

Seahill Platforms Replacement

This policy covers the replacement of the access ramps, the retaining walls along the ramps, the Up and Down platforms as well as lighting, signage, handrails and passenger information broadcasts.

Is this an existing, revised or a new policy?

New (a replacement of the existing)

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

Maintaining access to the station and extending the platforms to allow for longer trains. The proposal considers the equality implications of the works at the station.

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

If so, explain how.

The current condition of the platforms, ramps and retaining walls is such that all groups will benefit from a refurbishment. However, there are opportunities to promote equality of opportunity for people in the disability, dependents and age categories.

Who initiated or wrote the policy?

Translink

Who owns and who implements the policy?

Translink

Implementation factors

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

If yes, are they

- | | | |
|-------------------------------------|-----------------------|-------------------------------|
| <input checked="" type="checkbox"/> | Financial | Yes |
| <input checked="" type="checkbox"/> | Legislative | Yes |
| <input checked="" type="checkbox"/> | other, please specify | Social and Community Benefits |

Main stakeholders affected

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

- | | |
|-------------------------------------|-----------------------------------|
| <input type="checkbox"/> | staff |
| <input checked="" type="checkbox"/> | service users |
| <input type="checkbox"/> | other public sector organisations |
| <input type="checkbox"/> | voluntary/community/trade unions |
| <input type="checkbox"/> | other, please specify _____ |

Other policies with a bearing on this policy

- what are they?

Translink Access Policy

Translink Equality Scheme and Action Plan

- who owns them?

Translink

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.

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

Section 75 category	Details of evidence/information
<p>General Information</p> <p>Seahill Settlement</p>	<p>The statistics included in this section are derived from the Population Census of 2011.</p> <p>The estimated population of Seahill Settlement at 27th March 2011 was 1,014 (100% of the usually resident population), of which 506 (49.90%) were male and 508 (50.10%) were female living in 429 households, giving an average household size of 2.36.</p> <p>This was made up of:</p> <ul style="list-style-type: none"> • 145 children aged 0-15 years; • 287 people aged 16-44 years; • 333 people aged 45-64 years; and • 249 people 65 years and older. <p>63.32% were economically active, 36.68% were economically inactive;</p> <p>56.33% were in paid employment; and</p> <p>2.64% were unemployed</p> <p>89.28% of households were owner occupied and 9.56% were rented;</p> <p>51.28% of households were owned outright;</p> <p>13.75% of households were comprised of a single person aged 65+ years;</p> <p>6.29% of households did not have access to a car or van.</p>
<p>Religious belief</p>	<p>16.86% belong to or were brought up in the Catholic religion and 73.57% belong to or were brought up in a 'Protestant and Other Christian (including Christian related)' religion.</p>

Political opinion	66.17% indicated that they had a British national identity, 12.82% had an Irish national identity and 32.74% had a Northern Irish national identity.
Racial group	97.93% were from the white (including Irish Traveller) ethnic group; 3.91% had some knowledge of Irish; 8.32% had some knowledge of Ulster-Scots; and 0.90% did not have English as their first language.
Age	<p>14.30% were aged under 16 years and 24.56% were aged 65 and over; 49 years was the average (median) age of the population.</p> <p>There are two main aspects to age. Older people issues and disability issues are often closely aligned. Mobility can be impaired by age and therefore should be taken into account in any aspect of design.</p> <p>There are young parents in the area but overall the area has an aging population and elderly people would find it difficult to access the station currently.</p> <p>It is important that public bodies do not see Older People as a single entity. The Age range of older people is very wide from 60 to 90's or more and from very active to limited mobility. Assumptions should not be made without engaging older people and discussing the details and alternatives of services with them. Many older disabled people do not regard themselves as disabled yet this does not limit their needs or the legal (and moral) duty owed them. Specific issues relate to access. Clear and easily understood information and signage. Clear and trip free pathways with lighting. Staff on trains trained to help people on platforms. Good design with contrast and clarity. Resting points on the ramps.</p> <p>With children there are higher duties relating to Health and Safety and Protection which again can be impacted by design. People use buggies for small children to access the station and this can be hard work considering the current gradient of the station ramps. A survey carried out by Translink concluded that the station is used by older children during peak times before and after school but not widely by parents with children in buggies or prams.</p>
Marital status	No significant evidence required.
Sexual orientation	No significant evidence required.

Men and women generally	<p>49.90% of the usually resident population were male and 50.10% were female.</p> <p>Gender and Dependents issues are often closely related when considering built environment proposals. For example, women with children or carers and dependents.</p>
Disability	<p>16.86% of people had a long-term health problem or disability that limited their day-to-day activities;</p> <p>85.01% of people stated their general health was either good or very good; and</p> <p>15.09% of people stated that they provided unpaid care to family, friends, neighbours or others.</p>
Dependants	<p>15.09% of people stated that they provided unpaid care to family, friends, neighbours or others.</p> <p>2.56% were lone parent households with dependent children.</p> <p>People with dependants that have mobility issues are an important factor in this screening given the associated problems of full accessibility to the station and both platforms.</p>

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 for each of the Section 75 categories

Section 75 category	Details of needs/experiences/priorities
	In general, the needs are associated with access to the station platforms and whilst using it. This primarily applies to disabled people but also parents or carers with pushchairs, older people and children. It should be noted that improved lighting, design and seating/rest points will improve safety for all vulnerable groups.
Religious belief	There is no evidence or record of religion and/or political opinion-based barriers to accessing Seahill station. There are no significant community cohesion, social networks or community relations issues that would be impacted by the refurbishments.
Political opinion	
Racial group	No significant needs other than those mentioned above in relation to vulnerable groups and the need to ensure effective communication of any signage or information.
Age	Promote the provision of opportunities for, and the elimination of discrimination against, older people. Children will need easy and safe access to the station.
Marital status	To ensure equal treatment for those who are married or in civil partnerships, or not.
Sexual orientation	Strategic Objectives outlined within OFMDFM draft Sexual Orientation Strategy to homophobic prejudice and discrimination

Men and women generally	Women who are evidenced as proportionately more responsible for childcare need safe and supported access to the station. Pregnancy and maternity are important considerations and associated with age and disability.
Disability	<p>Disabled people face different types of barriers depending on the nature of their disability. Access (step free if possible) issues and way-finding issues to and whilst using the ramps and platforms are important considerations. In addition, good lighting, resting points (seating with armrests to allow people to lower themselves into a seat and to stand up) tactile surfaces and navigable edges, good contrast.</p> <p>Signage where provided must be clear, concise and consistent and suitable for people with visual impairments and learning disabilities such as dyslexia.</p>
Dependants	Access issues to and whilst using the station for people assisting children or caring for a dependent. Associated with gender age and disability.

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? minor/major/none		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	<i>No impact – current service provision continues</i>	<i>None</i>
Political opinion	<i>No impact – current service provision continues</i>	<i>None</i>
Racial group	No differential impacts identified other than those associated with vulnerable groups and communication barriers.	<i>None</i>
Marital status	<i>No impact – current service provision continues</i>	<i>None</i>
Sexual orientation	No differential impacts identified other than issues generally associated with vulnerable groups	<i>None</i>
Men and women generally	<i>No impact – current service provision continues</i>	<i>None</i>
Age	<i>No impact – current service provision continues</i>	<i>None</i>

Disability	<i>No impact – current service provision continues</i>	<i>None</i>
Dependants	<i>No impact – current service provision continues</i>	<i>None</i>

2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	If Yes , provide details	If No , provide reasons
Religious belief		<i>No, there is no evidence to suggest category will be impacted this project.</i>
Political opinion		<i>No, there is no evidence to suggest category will be impacted this project.</i>
Racial group		<i>No, there is no evidence to suggest category will be impacted this project.</i>
Age	This project would provide improved experience for people with sensory and mobility disabilities. Inclusion of shallower ramps, improved lighting, hand railing, seating and tactile surfacing where relevant.	

Marital status		<i>No, there is no evidence to suggest category will be impacted this project.</i>
Sexual orientation		<i>No, there is no evidence to suggest category will be impacted this project.</i>
Men and women generally		<i>No, there is no evidence to suggest category will be impacted this project.</i>
Disability	This project would provide improved experience for people with sensory and mobility disabilities. Inclusion of shallower ramps, improved lighting, hand railing, seating and tactile surfacing where relevant.	
Dependants	This project would provide improved experience for people with small children and prams/buggies. Inclusion of shallower ramps, improved lighting, seating and handrails where relevant.	

3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none		
Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief	<i>No, there is no evidence to suggest category will be impacted upon by this project.</i>	<i>None</i>
Political opinion	<i>No, there is no evidence to suggest category will be impacted upon by this project.</i>	<i>None</i>
Racial group	<i>No, there is no evidence to suggest category will be impacted upon by this project.</i>	<i>None</i>

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If Yes , provide details	If No , provide reasons
Religious belief		<i>No, there is no evidence to suggest category will be impacted upon by this project.</i>
Political opinion		No, there is no evidence to suggest category will

		be impacted upon by this project.
Racial group		<i>No, there is no evidence to suggest category will be impacted upon by this project.</i>

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).

Elderly disabled people may benefit from this project.

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

There is no evidence to suggest that any person of multiple identities would be at a disadvantage from the implementation of this development.

Part 3. Screening decision

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

There is no negative impact identified for any for the S75 Groups.

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.

Mitigating policies are already in place.

Translink Accessibility Policy

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

Not applicable.

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.

This project will provide improved experience for people with sensory and mobility disabilities. Inclusion of improved ramps, platforms, PA system, lighting, hand railing, seating and tactile surfacing where relevant.

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	Rating (1-3)
Effect on equality of opportunity and good relations	N/A
Social need	N/A
Effect on people's daily lives	N/A
Relevance to a public authority's functions	N/A

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?

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:	Position/Job Title	Date
R. McMichael	Project Manager	01/04/20
Approved by:		
B. Harkin	Head of PMO	28/07/20

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.