

**Screening report on refurbishment of the
existing footbridge over the rail tracks at
Lambeg Village station**

October 2018

Document Control

Document Title	Screening report on refurbishment of the existing footbridge over the rail tracks at Lambeg Village station
Reference	Project: 171021
Prepared by	Dorothy McKee Consulting Signed: Dorothy McKee Owner/Manager Date: 8th October 2018

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.

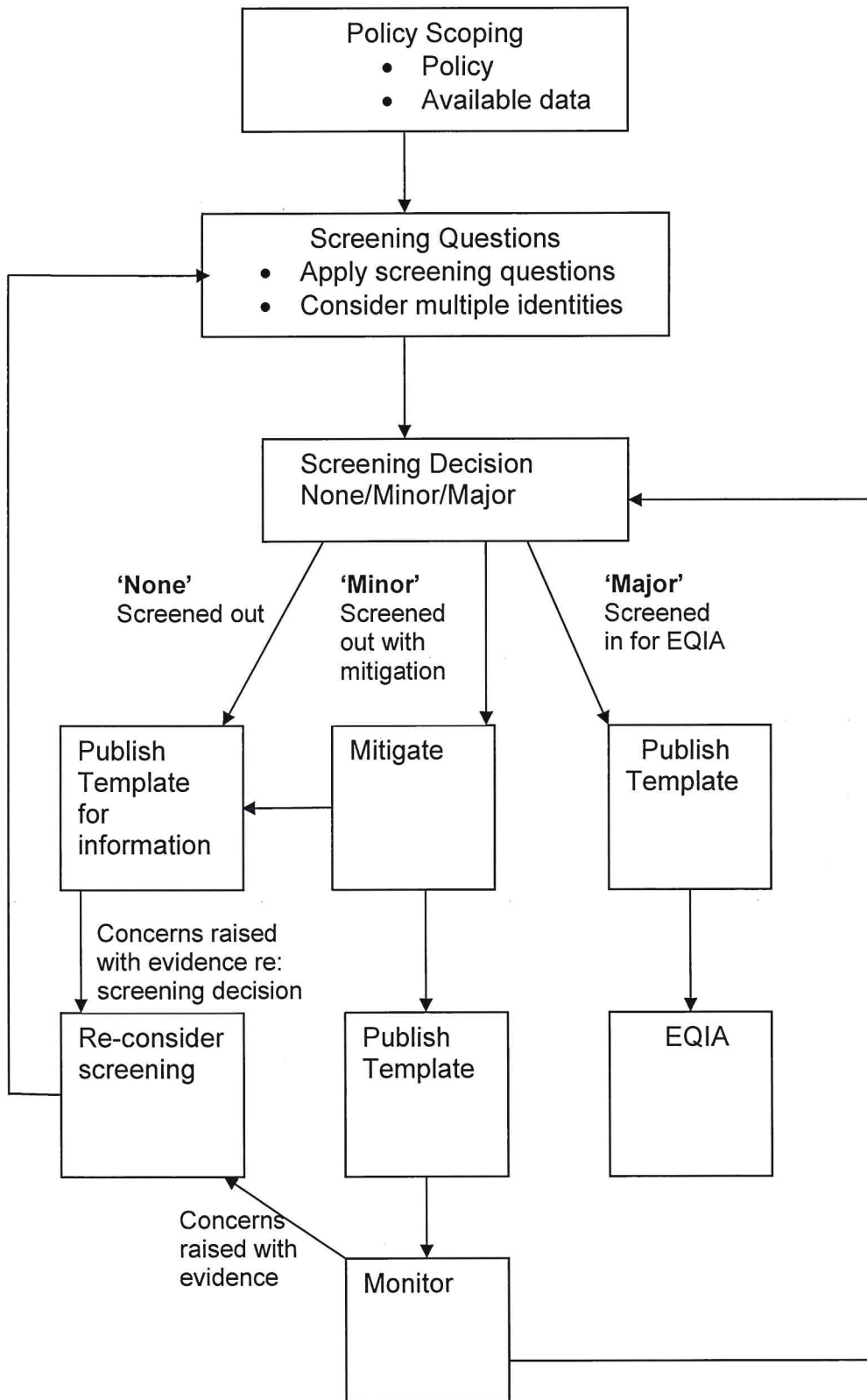
Part 2. Screening questions – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

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

Footbridge refurbishment at Lambeg Train Station

Is this an existing, revised or a new

New

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

The proposal considers the equality implications of the refurbishment of the existing footbridge over the rail tracks at Lambeg 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 bridge is such that all groups will benefit from a refurbished bridge. However, there are opportunities to promote equality of opportunity for people in the disability, age, gender and dependents 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 | YES |
| <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>Generic Information</p> <p>Lambeg Ward</p> <p>2737 population</p> <p>Harmony Hill Ward</p> <p>3054 population</p>	<p>Both Lambeg and Harmony Hill Wards abut the Lambeg train station.</p> <p>LAMBEG WARD:</p> <p>On Census Day 2011 there were 2,737 people (100.00% of the usually resident population) living in 1,236 households, giving an average household size of 2.21.</p> <p>71.60% were economically active, 28.40% were economically inactive;</p> <p>63.36% were in paid employment; and</p> <p>5.63% were unemployed</p> <p>62.94% of households were owner occupied and 34.47% were rented;</p> <p>27.18% of households were owned outright;</p> <p>12.38% of households were comprised of a single person aged 65+ years;</p> <p>25.81% of households did not have access to a car or van.</p> <p>HARMONY HILL WARD</p> <p>On Census Day 2011 there were 3,054 people (100.00% of the usually resident population) living in 1,251 households, giving an average household size of 2.44.</p> <p>66.92% were economically active, 33.08% were economically</p>

	<p>inactive;</p> <p>60.04% were in paid employment; and</p> <p>3.60% were unemployed.</p> <p>80.74% of households were owner occupied and 17.11% were rented;</p> <p>44.36% of households were owned outright;</p> <p>15.27% of households were comprised of a single person aged 65+ years;</p> <p>14.87% of households did not have access to a car or van.</p>
Religious belief	<p>LAMBEG WARD</p> <p>9.86% belong to or were brought up in the Catholic religion and 78.85% belong to or were brought up in a 'Protestant and Other Christian (including Christian related)' religion.</p>
Political opinion	<p>73.69% indicated that they had a British national identity, 6.69% had an Irish national identity and 28.17% had a Northern Irish national identity</p> <p>HARMONY HILL WARD</p> <p>28.52% belong to or were brought up in the Catholic religion and 63.62% belong to or were brought up in a 'Protestant and Other Christian (including Christian related)' religion;</p> <p>64.47% indicated that they had a British national identity, 17.55% had an Irish national identity and 30.88% had a Northern Irish national identity.</p>
Racial group	<p>LAMBEG WARD</p> <p>98.58% were from the white (including Irish Traveller) ethnic group</p> <p>2.45% did not have English as their first language.</p> <p>HARMONY HILL</p> <p>97.48% were from the white (including Irish Traveller) ethnic group;</p> <p>1.25% did not have English as their first language</p>

Age	<p>LAMBEG WARD</p> <p>18.85% were aged under 16 years and 15.02% were aged 65 and over;</p> <p>38 years was the average (median) age of the population.</p> <p>HARMONY HILL</p> <p>17.65% were aged under 16 years and 20.92% were aged 65 and over;</p> <p>44 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. Harmony Hill Community Group added that it is a well-used bridge in the evenings with many people returning from work. There are many young parents in the area but overall the area has an aging population and elderly people would find it difficult to access the bridge currently. There are also dwellings for elderly people located close to the site of the bridge</p> <p>Pascal McKeown Age NI reported that 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 bridge.</p> <p>With children there are higher duties relating to Health and Safety and Protection which again can be impacted by design. Little Rays Nursery reported that many people experience difficulty with buggies getting over steps on the bridge and a lot of people use buggies for small children to cross the bridge. There are quite a few steps at the bridge which can be awkward for small children. Harmony Hill Community group advised that many parents locally use the bridge simply to access the park with their children, but this is also awkward with small children/buggies.</p> <p>St Colmans primary school adjacent to the station (west side)</p>
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	reported that only a small number of children use the station.
Marital status	No significant evidence required.
Sexual orientation	No significant evidence required.
Men and women generally	<p>LAMBEG WARD</p> <p>48.48% of the usually resident population were male and 51.52% were female;</p> <p>HARMONY HILL</p> <p>47.71% of the usually resident population were male and 52.29% 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 dependants.</p>
Disability	<p>LAMBEG WARD</p> <p>20.24% of people had a long-term health problem or disability that limited their day-to-day activities;</p> <p>HARMONY HILL</p> <p>18.17% of people had a long-term health problem or disability that limited their day-to-day activities</p> <p>Disability issues are central to this screening given the basic premise that disabled people should have a station that is accessible to them including the ability to transfer between platforms. Harmony Hill Community group advised that this was a busy station but clearly there were problems with people accessing both platforms if they had a mobility problem.</p> <p>Patrick Malone from Disability Action advised that he knows the station and would be of the view that a ramp would not be practical given the heights that needed to be reached and that a lift would be difficult to maintain on an unmanned station. He stated that Translink, in accordance with their Section 75 and DDA duties would need to develop the refurbished footbridge on</p>

the basis of inclusive design principles incorporating good information and advice. Design should include tactile paving, start and end of steps indicators, good lighting free from blockages or items that could obscure it like planting etc. Provisions would need to be made to ensure disabled passengers could get access to the other platform which may include free transport to an accessible station to make the platform change or the provision of transport at the station to convey the passengers to the correct platform. It is of note that Stephen Malcolm Equality Officer Lisburn Castlereagh Council referred to some complaints from people at Derriaghy station that they had to travel to Lisburn to get across to the other platform and that this was not reasonable.

Stephen Malcolm also made it clear that principles of accessibility, alternative forms of transport and inclusive design were important features of this scheme.

Some very important points were made by David McDonald from the Omnibus Partnership, a disability transport lobby group.

He stated that the only practical way access can be achieved is to provide lifts, as the length of ramps required at footbridges make them impractical and inaccessible. That being said, lift access at unstaffed stations creates its own challenges: leaving aside costs, the potential for vandalism is significant, meaning that the station is rendered inaccessible with lifts that are not working most of the time. In terms of a solution, ideally, disabled people need a station that everyone can access. This means improving current approaches to the station, including the ramps, and providing a footbridge with lift access, to facilitate transfer between platforms. Part of this solution must include a strong plan to manage the facility to ensure that lifts are working. The alternative options involve tidying up what is there. If Translink take this approach, other access issues must be rectified as part of this process, with better seating and ramp access and improvements to the footbridge, including handrails, tactile surfaces, etc.

The key issue is emphasising to and ensuring that Translink understands that, legally (see The Disability Discrimination (Transport Vehicles) Regulations (Northern Ireland) 2009 (attached), the onus is on it, as a Company, to come up with a real alternative when disabled people cannot access its facilities. To this end, Translink needs to introduce an Access Guarantee Scheme. This means that, at points on the network, where access issues cannot be resolved, Translink will provide and pay for an alternative means for disabled people to make a journey. This is most likely to involve a taxi to and from the nearest

	<p>accessible station. David McDonald, a disabled user, provided good examples of where this type of approach has worked effectively including Virgin Rail, Go North East, and the principles and standards set down by the Office of Rail and Road in Great Britain.</p>
<p>Dependants</p>	<p>LAMBEG WARD</p> <p>10.96% of people stated that they provided unpaid care to family, friends, neighbours or others.</p> <p>9.87% were lone parent households with dependent children;</p> <p>HARMONY HILL</p> <p>13.72% of people stated that they provided unpaid care to family, friends, neighbours or others</p> <p>5.76% 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
	<p>In general, the needs are associated with access to the footbridge 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.</p> <p>Some broader comments were made relating to "needs". Councillor Bloomfield (Lisburn Castlereagh) stated it is not a very attractive structure. There are pools of water on the bridge after rain. The steps are quite steep, and it is certainly not 'disabled friendly'. Other observations would relate to litter and the need for painting. A replacement would naturally be preferable to 'something cosmetic'!</p>
Religious belief	<p>There is no evidence or record of religion and/or political opinion-based barriers to accessing Lambeg station and/or the footbridge. There are no significant community cohesion, social networks or community relations issues that would be impacted by the refurbishment of the footbridge.</p>
Political opinion	
Racial group	<p>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.</p>
Age	<p>Given the evidence that mobility issues increase with age then older people will need safe and supported access from one platform to another. Access to the station/footbridge from the east access point will need consideration</p> <p>Improved lighting and appropriately sited seating can improve accessibility.</p>

	Children will need easy and safe access to and whilst using the footbridge.
Marital status	No needs identified.
Sexual orientation	No Needs identified.
Men and women generally	Women who are evidenced as proportionately more responsible for childcare need safe and supported access from one platform to the other. 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 footbridge 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> <p>Councillor Craig stated that he was 'very happy' with the new walkway design proposals as it replaces an old one and will now accommodate disabled people.</p>
Dependants	Access issues to and whilst using the footbridge 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	There are no policy impacts identified from the evidence or consultation that relate to a persons perceived religion or belief. In addition, no issues associated with Community cohesion or relations or social networks (where they directly relate to religion or political opinion) were identified.	None
Political opinion		None
Racial group	No differential impacts identified other than those associated with vulnerable groups and communication barriers.	None
Marital status	No differential impacts identified	None
Sexual orientation	No differential impacts identified other than issues generally associated with vulnerable groups	None
Disability, Age, Gender and Dependents		
There are a number of issues raised in the evidence in relation to the wide range of disabilities that potential users might have. These generally fall into the categories of physical disability, sensory disability and learning disability and the impacts have been discussed earlier in this report.		

<p>In relation to the proposed refurbishment there are a number of challenges in actively promoting equality for disabled people. The refurbishment of the bridge will not address mobility issues for people who use wheelchairs or who find stairs a barrier to mobility.</p> <p>Similar principles apply to the characteristics associated with gender, dependents and age. In each case there are individual issues but effectively this equality screening looks pragmatically at how best to get people across a foot bridge safely, taking into account the equality duties and with respect and dignity. The more accessible (in its widest definition) the design solution, the more it effectively promotes equality of opportunity. Inclusive design solutions can build in additional aspects that build on the physical accessibility. Pregnant women for example or mothers (fathers, carers) with young children and/or with pushchairs may need places to rest or sit. There are a number of school children who use the station and inclusive design principles can enhance safety and security. Older people or people with sensory disabilities may need better lighting or cleared pathways so the maintenance of hedges etc is important.</p> <p>Proposal to Refurbish the Bridge:</p> <p>This is basic refurbishment of the current bridge which will provide opportunities for minor enhancements that can address some equality issues but the basic structure will remain as existing. Physical accessibility issues are not addressed within the design and there are some opportunities to address issues associated with sensory disability or learning disability or the wider needs identified in relation to age gender or dependents.</p> <p>The proposed refurbishment does provide some potential to use inclusive design principles to respond to and accommodate people's needs where practically possible within the constraints of the brief. There may be opportunities in this design to address some physical access issues including lighting, visual contrasting handrails</p>	<p>Minor</p>
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and tactile paving/surfaces edging etc.

In planning and delivering a refurbished bridge Translink have a duty under Section 75 and particularly the DDA to provide alternative ways of breaching the barriers experienced by the disabled person such as, for example, an Access Guarantee scheme where through passenger assistance the disabled passenger can be assisted to the nearest accessible place on the network. This is explored further in Question 2.

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
<p>It should be noted that the Section 75 duty will apply in the planning and actual delivery or construction of the refurbished bridge as well as its day to day use. This screening only looks at the principles of a refurbished bridge compared to the existing structure.</p> <p>In general, the opportunities considered are specifically associated with access to the footbridge 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 (if they can be incorporated in the new design) will improve the experience of using the bridge and personal safety for all vulnerable groups. The assessment of opportunities to promote equality of opportunity is based on how Translink have described how their accessible transport policy will work in practice. We set out the scenarios where appropriate below.</p>		
Religious belief		There are no religion or political issues identified in the analysis of information or in consultation that require further consideration.
Political opinion		
Racial group	Consideration of language barriers where this is needed	
Marital status		There are no issues identified in the analysis of information or in consultation that require further consideration.

Sexual orientation		There are no issues identified in the analysis of information or in consultation that require further consideration
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Disability, Gender, Age and Dependents

The crucial issue here is for access to the footbridge and access across the footbridge to accommodate all people and paying due regard to their equality characteristics. This proposed refurbishment has been assessed under question 1 and the differential impacts identified.

The ideal solution is for step free inclusively designed solutions that are easily used by the wide range of customers, but the refurbished bridge does not provide this.

The refurbishment solution does not include additional accessibility features such as a ramp and/or lift. Therefore, this will need additional and alternative services to demonstrate due regard to the promotion of equality of opportunity. These are summarised in the Translink Accessibility Policy and Access guide. These commit the organisation to Staff training on equality and disability issues, provision of information in formats designed to promote equality of opportunity and breach barriers, engagement with disabled and other passengers and their representatives to remain responsive to their needs, and the constant review of vehicles and infrastructure to ensure all opportunities are taken to promote equality of opportunity.

The Access guide acknowledges that stations like Lambeg have limited

accessibility and offer a bespoke service to passengers with disabilities on the basis that the passenger gives Translink advance notice.

So in relation to the following scenarios Translink agreed:

1. *Physically disabled person (wheelchair user or a person using mobility aids) or Visually disabled*

Alighting at Station (if intending to alight on Down Platform (Queensway):

Free passage onwards to next station to allow crossing of tracks and free passage back to Lambeg.

Alighting at Station (if intending to alight on UP Platform (Station Rd):

Translink will provide a taxi from the nearest accessible station to location local to Station Rd.

Boarding at station (if approaching from Queensway):

Free passage onwards to next station to allow crossing of tracks and free passage back to Lambeg.

Boarding at station (if approaching from Station Rd):

Translink will provide a taxi to the nearest accessible station or halt.

2. *Physically disabled person with carer*

As Scenario 1

3. *Physically disabled person travelling with a carer and other members of his/her party*

As Scenario 1 (no of people limited by taxi as applicable)

4. *Visually impaired person (scenarios as above)*

New tactile paving / surface added to bottom of steps and landings. Colour contrast hand railing to be added.

5. *Older person no definitive disability but limited in climbing stairs*

In addition: As scenario 1, however prior contact with alighting station staff is required.

6. *Parent with young child in a buggy/pram*

No Access Policy with regard to this party, therefore no specific provision for this. However the refurbished bridge may include features to aid the crossing including stopping points, resting points etc.

7. *Parent with more than one child, one in a buggy*

No Access Policy with regard to this party, therefore no provision for this. However the refurbished bridge may include features to aid the crossing including stopping points, resting points etc.

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	There are no good relations issues associated with the Lambeg station footbridge scheme	none
Political opinion		
Racial group		

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		There are no good relations issues associated with Lambeg station footbridge scheme.
Political opinion		
Racial group		

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).

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

Multiple identity issues are not directly relevant in this scheme. The key issues are those associated with accessibility and therefore any customers with characteristics associated with disability, age, gender and dependents are directly impacted by this scheme. These issues are debated in the earlier part of this report.

Part 3. Screening decision

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

The proposal to refurbish the bridge coupled with the application of Translink Access policies adequately takes account of the duties to promote equality of opportunity and good relations under Section 75 (Northern Ireland Act 1998).

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 options are described in questions 1 and 2 of this report.

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

n/a

All public authorities' equality schemes must state the authority's arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact

assessment as the tools to be utilised for such assessments. Further advice on equality impact assessment may be found in a separate Commission publication: Practical Guidance on Equality Impact Assessment.

Mitigation

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

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

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

Mitigating actions and reference to Translink Access policy are set out in Questions 1 and 2 in the report.

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	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

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

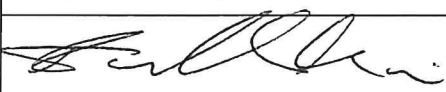
Part 4. Monitoring

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
Dorothy McKee Consultants on behalf of Helen Halliday (Translink)	Programme Manager	10/10/18
Approved by:		
 Brendan Harkin	Head of PMO	6/12/18

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.

