

CONSULTATION SCHEDULE – Council Meeting 7 November 2023

	RECEIVED FROM	TITLE	SUBMISSION BY
1.	Department for Communities Mid & East Antrim Borough Council	St Patrick's Regeneration: Public Consultation 2023	25 October 2023 (expired)
<p>The St Patrick's Regeneration project, led by the Department for Communities has begun to transform this key location spanning 15 hectares close to the centre of Ballymena. Outline planning permission for the redevelopment of the site was granted in 2019, confirming the land could be used to create a shared, mixed use, housing-led regeneration scheme. We are working with a range of key partners to help deliver this vision for the borough of Mid and East Antrim.</p> <p>St Patrick's link road, a key piece of infrastructure and central to unlocking access to the regeneration site is now open. Radius Housing and Northern Regional College are also progressing at pace with their new developments.</p> <p>We are currently developing proposals for three new buildings at St Patrick's - the i4C Innovation and Cleantech Centre; a leisure, health and wellbeing centre and an office building. Proposals have also been drawn up for the development of new public spaces, aimed at a range of uses along with infrastructure to help connect St Patrick's to the wider Ballymena area. Why not come along and get involved – your input is valuable.</p> <p>Event: St Patrick's Regeneration Public Consultation Event Date: Wednesday 25 October Time: 12pm - 7pm Location: Seven Towers Leisure Centre 74 Trostan Avenue, Ballymena, BT43 7BL</p> <ul style="list-style-type: none"> • Report attached 			

	RECEIVED FROM	TITLE	SUBMISSION BY
2.	Department for the Economy	Approach to 10x Technologies and Clusters	24 November 2023
	<p>The consultation sets out elements of the Department for the Economy’s approach to activity across priority sectors of the Northern Ireland (NI) economy, focusing on innovative technologies and Unique Selling Points (USPs) within each. This work is a key enabler of the department's 10x Economic Vision for a decade of innovation, to support development of a more competitive, sustainable and inclusive economy.</p> <p>Closing date 24 November 2023 at 17:00</p> <ul style="list-style-type: none"> • Approach to 10x Technologies and Clusters Department for the Economy (economy-ni.gov.uk) 		
3.	Department for Environment, Food and Rural Affairs	Consultation on the proposed ban of the manufacture supply and sale of wet wipes containing plastic	25 November 2023
	<p>The UK Government and Devolved Administrations are seeking views on a proposed ban on the manufacture, supply and sale of wet wipes containing plastic. The proposed ban, subject to consultation outcomes, would be applied by individual countries in the UK and be implemented via their own legislative mechanisms.</p> <p>We want to find out what your views are on banning the manufacture, supply and sale of wet wipes containing plastic in the UK. We are seeking views on:</p> <p>The likely impact of the proposed ban on the businesses who manufacture, supply or sell wet wipes containing plastic; The likely impact of the proposed ban for consumers, particularly for those with protected characteristics, e.g. disabled people; Any wider impacts of keeping plastic containing wet wipes in circulation; Any wider impacts of wipes marketed as alternative or plastic-free; The composition of alternative wet wipes; If any exemptions are needed for wet wipes containing plastic; and The proposed timeframe for the commencement of the ban.</p>		

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	<p>The consultation will last for 6 weeks and be running from 14th October 2023 to 25th November 2023.</p> <ul style="list-style-type: none"> • Consultation on the proposed ban of the manufacture supply and sale of wet wipes containing plastic - Defra - Citizen Space 		
4.	Department for Communities	Consultation on Private Tenancies Act 2022 Section 8 Smoke, Heat and Carbon Monoxide Alarms	6 December 2023
	<p>The Regulations relating to Section 8 pertain to the installation of sufficient smoke, heat, and carbon monoxide alarms and aim to reduce the risk of fire related incidents in private rented properties.</p> <p>Closing date 06 December 2023 at 17:00</p> <ul style="list-style-type: none"> • Consultation on Private Tenancies Act 2022 Section 8 Smoke, Heat and Carbon Monoxide Alarms Department for Communities (communities-ni.gov.uk) 		
5.	Department for Communities	Consultation on Private Tenancies Act 2022 Section 10 Electrical Safety Standards	6 December 2023
	<p>The Regulations for Section 10 introduce certified 5-yearly checks of a private rented property's hard-wired electrical installation by a qualified electrician.</p> <p>Closing date 06 December 2023 at 17:00</p> <ul style="list-style-type: none"> • Consultation on Private Tenancies Act 2022 Section 10 Electrical Safety Standards Department for Communities (communities-ni.gov.uk) 		

	RECEIVED FROM	TITLE	SUBMISSION BY
6.	Department for Communities	Consultation on the Pensions (Extension of Automatic Enrolment) Bill	11 December 2023
	<p>The Department for Communities is consulting on a draft Equality Impact Assessment in respect of the Pensions (Extension of Automatic Enrolment) Bill. The proposed Bill would amend the Pensions (No.2) Act (NI) 2008 (“the Act”) so as to provide regulation making powers to the Department for Communities to lower the age at which qualifying workers are automatically enrolled into a workplace pension and reduce or abolish the Lower Earnings Limit of the qualifying earnings band contained in the Act.</p> <p>Closing date 11 December 2023 at 17:00</p> <ul style="list-style-type: none"> • Consultation on the Pensions (Extension of Automatic Enrolment) Bill Department for Communities (communities-ni.gov.uk) 		
7.	The Local Government Staff Commission for Northern Ireland	Trans Equality Policy	19 January 2024
	<p>The Local Government Staff Commission have developed a Trans Equality Policy. They are now commencing consultation on this. As one of the key consultee groups they would welcome any feedback you may have during the consultation period.</p> <p>Feedback must be submitted to Paula Hamilton at Paula.Hamilton@lgsc.org.uk by COB Friday 19th January 2024.</p> <ul style="list-style-type: none"> • Report attached 		
8.	Ulster University	Equality screening of Ulster University's new and revised policies	5 February 2024
	<p>In accordance with Section 75 of the Northern Ireland Act 1998 and commitments made within our Equality Scheme, the University is consulting on the equality screening of the following new and revised policies, as defined by the Equality Commission (NI):</p> <ul style="list-style-type: none"> • Building name change – Block BB to “Basil Blackshaw Building” 		

RECEIVED FROM	TITLE	SUBMISSION BY
	<ul style="list-style-type: none"> • Building name change – Block BC to “Mary Ann McCracken Building” • Building name change – Block BD to “May Blood Building” • Building name change – Building MG Block to “Amelia Earhart Building” • Building name change – Building MS Block to “Kay McNulty Building” • Building name change – Teaching Block MU to “John & Pat Hume Building” • Room name change – Teaching room Y205 to “Lindsay Gracey Clinical Teaching Suite” • Research Strategy 2023 – 2028 • Special Lighting Policy • Raising Concerns (Whistleblowing) Policy <p>There is a summary document (attached) that lists and describes the policies and the outcome of screening.</p> <p>The policies are available to download on the Equality, Diversity and Inclusion (EDI) webpage. Please note some of these policies have been implemented and therefore are subjected to ongoing monitoring from a screening perspective. Alternative formats can also be made available on request.</p> <p>A consultation response MS Form is also linked on the web page to assist you in your response. Comments should be emailed to our EDI Unit. We are unable to respond to comments received after the consultation period closes and will not be able to include these in the summary of feedback received.</p> <p>Please contact Cara McShane, Equality, Diversity and Inclusion Advisor (c.mcshane@ulster.ac.uk) if you are interested in further details about the equality screening of any of the policies listed.</p> <p>Following a 5-year Review of Effectiveness, our Equality Scheme was updated in September 2023 to reflect the University’s ‘People, Place and Partnership – Sustainable Futures for All’ strategy. No substantive changes were made that relate to the arrangements for meeting the Section 75 duties. A Summary of the Equality Scheme is also available on the EDI webpage.</p> <p>Closing date for comments is Monday 5 February 2024.</p> <ul style="list-style-type: none"> • Equality Screening of New and Revised Policies Ulster University (ulster.ac.uk) 	

Available to View

RECEIVED FROM	TITLE	PUBLISHED
Department of Agriculture, Environment and Rural Affairs	Bovine Viral Diarrhoea (BVD) herd restrictions Consultation responses and way forward	<ul style="list-style-type: none"> • Consultation on proposed introduction of Bovine Viral Diarrhoea (BVD) herd restrictions Department of Agriculture, Environment and Rural Affairs (daera-ni.gov.uk)
Northern Ireland Civil Service	Guide for Allies	<ul style="list-style-type: none"> • EQIA Screening Document - NICS Guide for Allies 2023 Department of Finance (finance-ni.gov.uk)
Department for Environment, Food & Rural Affairs	Implementation of mandatory digital waste tracking	<ul style="list-style-type: none"> • Government response - GOV.UK (www.gov.uk)
NIE Networks and SONI	NI Over Install Decision Paper	<ul style="list-style-type: none"> • NITHC Reports (translink.co.uk)
Northern Ireland Transport Holding Company and Translink	Equality Impact Assessments and Screening Outcome Report July – September 2023	<ul style="list-style-type: none"> • Report attached

Open Consultations (previously Listed)

- Department of Finance, Consultation on a review of energy efficiency requirements and related areas of Building Regulations - submission by 15 November 2023
- Choice, Consultation on Choice's Draft Equality Scheme and Disability Action Plan – submission by 17 November 2023
- Department of Health, Independent Review of Children's Social Care Services - Initial Consultation on the recommendations – submission by 1 December 2023
- Department for Communities, Consultation on the Pensions (Extension of Automatic Enrolment) Bill – submission by 11 December 2023



We'd like your say

St Patrick's Regeneration: Public Consultation 2023

As momentum continues to build at the St Patrick's Regeneration site, we are preparing a full planning application for our 'Community Connections' public space and infrastructure project. Before we submit this application we would welcome your feedback at a community consultation drop-in event.

The St Patrick's Regeneration project, led by the Department for Communities has begun to transform this key location spanning 15 hectares close to the centre of Ballymena. Outline planning permission for the redevelopment of the site was granted in 2019, confirming the land could be used to create a shared, mixed use, housing-led regeneration scheme. We are working with a range of key partners to help deliver this vision for the borough of Mid and East Antrim.

St Patrick's link road, a key piece of infrastructure and central to unlocking access to the regeneration site is now

open. Radius Housing and Northern Regional College are also progressing at pace with their new developments.

We are currently developing proposals for three new buildings at St Patrick's - the i4C Innovation and Cleantech Centre; a leisure, health and wellbeing centre and an office building. Proposals have also been drawn up for the development of new public spaces, aimed at a range of uses along with infrastructure to help connect St Patrick's to the wider Ballymena area.

Why not come along and get involved – your input is valuable.

Get Involved

Event: St Patrick's Regeneration Public Consultation Event

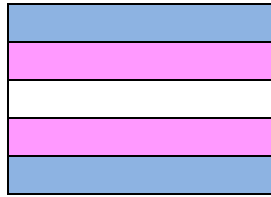
Date: Wednesday 25 October

Time: 12pm - 7pm

Location:

Seven Towers Leisure Centre
74 Trostan Avenue, Ballymena,
BT43 7BL





Local Government Staff Commission

MODEL POLICY

TRANS EQUALITY

Trans Equality Policy

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1. Commitment to Trans Equality

The Council is committed to promoting equality, diversity and good relations in everything it does as a community leader, as a provider, and as an employer.

The Council is committed to equality of opportunity for trans people throughout recruitment and employment, including supporting transgender employees through any transitioning process. Discrimination, victimisation or harassment on the basis of a person's gender identity, gender expression or trans status will not be tolerated.

The Council seeks to provide a supportive environment for trans employees and to create a culture and environment where they feel comfortable and are well supported during any process of transition. The purpose of this policy is to provide managers and employees with practical information on workplace support.

As well as ensuring that transgender employees are fully supported, the Council will seek to demonstrate its commitment to trans equality in related policies, processes and activities.

2. Definitions

2.1 Trans

An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

2.2 Gender Reassignment

A process which is undertaken under medical supervision for the purpose of reassigning a person's sex by changing physiological or other characteristics of sex, and includes any part of such a process.

2.3 Transitioning

The steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this.

Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.

The Council recognises there is no right or wrong way to transition and is committed to supporting each individual in their decisions.

Refer to Appendix A for a glossary of common terms.

3. Employees Who Are Transitioning at Work

If an employee states that they are intending to transition, their manager (in conjunction with other appropriate colleagues) should aim to make this process as smooth as possible. Managers should be aware that it can be an extremely difficult step for someone to approach their manager about transitioning and that the employee is likely to worry about the response.

The transition process will be led by the individual concerned. However, managers should ensure that the employee is supported and respected throughout the process.

3.1 Telling Colleagues

The manager and employee will discuss the individual's choices in relation to informing others, including other managers, colleagues, service users and other relevant contacts. They will agree whether the employee will do this, whether they would prefer the manager or a work colleague to do this, or a mixture of these options. They will also get express written agreement from the employee about when and how this will happen, including details of the message and who it will be shared with. Levels of disclosure may vary in detail for different types of contacts and will be agreed in advance.

3.2 Uniforms and Dress Codes

If a uniform and/or Personal Protective Equipment (PPE) is in place for the role, managers will ensure that the trans employee has access to the uniform that is most appropriate at all times. Some trans employees may need access to both the male and female uniforms. Managers will be flexible in supporting the preferences of the trans person wherever possible. Trans employees have the right to comply with any dress codes in a way that reflects their gender identity and gender expression, and this may change over time.

3.3 Changing Facilities, Toilets and Other Single Gender Facilities

Trans people are entitled to use single gender facilities in accordance with the gender in which they identify. For non-binary people, this might mean using gender-neutral or accessible facilities or using a combination of different facilities. However, trans people will never be required to use accessible toilets unless they wish to do so.

3.4 Updating Records

Electronic and paper records will be updated where possible and in a timely manner, to coincide with the date on which the employee's workplace transition begins. Care will be taken to ensure that records do not link back to the former name. For instance, this may entail creating a new employee file or a new email address rather than simply changing the name on the existing one. The manager and employee will work together to ensure that nothing is missed by using the checklist at Appendix B. A new ID card with the correct name and a new photograph will be issued.

Where it is not possible to update a record e.g. pre-employment checks undertaken when the employee was first employed, it will be stored in a secure place and access will be restricted to authorised individuals.

3.5 Customer Facing Roles

An employee in a customer facing role who is transitioning may wish to request to be redeployed either on a temporary or permanent basis. In these circumstances, managers

should seek advice from HR.

3.6 Absences for Appointments, Treatment and Surgery

Time off to attend transition-related appointments and treatment will be managed in line with the provisions of the Council's appropriate policy. Employees may wish to consider a temporary change to their working arrangements during this process and managers will accommodate such requests where possible.

In addition, trans employees are entitled to the same sickness absence and pay as other staff in accordance with the Councils appropriate policy.

3.7 Support Plan or Checklist

The trans employee and their manager might find it helpful to put in place a support plan or agree a checklist to clarify the actions that will be taken over the course of the employee's transition, dates by which these will be done, and the person who will take responsibility. Please refer to checklist at Appendix B for an example, which can be modified to suit the individual's needs.

4. Discrimination and Abuse

The Council has a zero-tolerance approach towards discrimination and harassment based on gender identity, gender expression or gender history. Inappropriate behaviour or language may constitute discrimination, harassment, bullying or victimisation. Discrimination including harassment and victimisation are covered by the Sex Discrimination (NI) Order 1976, as amended. Managers are responsible for taking timely action where misconduct occurs on the grounds of an employee's gender identity.

4.1 Monitoring Discrimination and Abuse

The Council will monitor all incidents of alleged discrimination, harassment and bullying and will review the effectiveness of this policy at least once every three years. Where such monitoring or review identifies any areas for improvement, an action plan will be developed to address the issue.

5. Legal Protection for Trans People

Individuals are protected from discrimination on the grounds of their gender identity through the following legislation:

5.1 Sex Discrimination (NI) Order 1976, as amended

The Sex Discrimination (NI) Order 1976, as amended makes it unlawful for an employer to treat a person (i.e. a job applicant, an employee) less favourably than others on the grounds that the person has transitioned, are transitioning, or planning to transition.

5.2 Employment Rights (NI) Order 1996

Trans people have the same statutory rights as every other person under the Employment Rights (NI) Order 1996.

5.3 Gender Recognition Act 2004

The UK Gender Recognition Act (GRA) enables people aged over eighteen to gain full legal recognition of their acquired gender and to be issued with a new birth certificate. Applications are considered by the Gender Recognition Panel. Once a person receives a Gender Recognition Certificate (GRC), that person's gender is deemed for all legal purposes to be the acquired gender, subject to some permitted statutory exceptions.

Most employment rights do not depend on whether a person has a GRC, and a person does not normally need to have a GRC to be eligible to complain of gender reassignment discrimination, so long as they are otherwise within the protected gender reassignment group.

The Gender Recognition Act gives anyone applying for or holding a GRC particular privacy rights. It is a criminal offence to pass on information acquired 'in the course of official duties' about someone's gender recognition without the consent of the individual affected. 'Official duties' include employment, trade union representation or supply of business or professional services.

The general non-disclosure rule is subject to some statutory exceptions - [Gender Recognition \(Disclosure of Information\) \(England, Wales and Northern Ireland\) \(No.2\) Order 2005](#)

Employees are protected from unfair treatment in recruitment and during all aspects of employment.

5.4. Genuine Occupational Requirements

In most cases, the gender of an employee is of no relevance to their ability to do a particular job. If this is the case for an employee who is transitioning or has transitioned at work, managers should seek advice from HR.

6. Recruitment

People who are transitioning or have already transitioned have no obligation to disclose their gender history. Applicants should only be asked their gender identity in the following situations during the recruitment process:

- Where a question about gender reassignment or gender identify has been included on the Monitoring questionnaire
- Where criminal record checks are required for certain posts
- When Councils wish to apply sex and gender reassignment based genuine occupational requirements in relation to certain posts

Neither is there any obligation for a trans person to disclose this as a condition of employment. If they choose to disclose, this is not in itself a reason for not offering employment, and non-disclosure or subsequent disclosure is not grounds for dismissal. Recruiting managers who become aware that an applicant is trans will maintain full confidentiality.

6.1 References

Where a reference request is received for an existing or former employee who is transitioning or has transitioned, managers will respect the employee's privacy and only respond using the employee's correct name and gender in the reference.

Disclosure on sickness absence will not include time taken off for medical appointments related to transition. This information is strictly confidential.

Where the Council requests a reference or confirmation of continuous service with other local government employers, the request will be made using the prospective employee's correct name and gender since transitioning. Previous names or gender identity will not be referenced, unless specifically asked to do so (in writing) by the trans person.

6.2 Access NI checks

Where an appointment requires an Access NI check, managers are responsible for initiating and completing these in conjunction with the individual. Access NI have a special application process for transgender people who don't want to reveal their previous gender and names to the organisation requiring the disclosure and advice can be obtained from Access NI by contacting the Operations Manager via email ani@accessni.gov.uk or by calling helpline 0300 200 7888.

6.3 Qualification Certificates and Right to Work Documents

Where an employee is required to provide evidence of an essential qualification certificate or a right to work document as part of the Council's pre-employment checks and it is in their former name, a copy of the certificate or document will be stored securely on the employee's personal file and access restricted to authorised individuals.

6.4 Professional Registration

If the employee's job involves professional registration, the manager will check whether the registration body has a specific, confidential process for gender transition.

7. Roles and Responsibilities

7.1 Employee

- Engaging with managers and HR around the logistics of and approach to transitioning in the workplace.
- Reporting any instances of harassment, victimisation or discrimination in line with the Grievance Policy.

7.2 Manager

- Ensuring that colleagues are informed about the employee's transition in a manner that is agreed with and best suits the employee.
- Maintaining confidentiality at all times.
- Thoroughly investigating any instances of harassment, victimisation or discrimination in line with the Grievance Policy.
- Supporting the employee in any way that is necessary and appropriate.

7.3 HR/Learning and Development

- Providing advice to managers in relation to this policy.
- Maintaining confidentiality, including securing electronic, paper records and issuing updated ID card.
- Providing trans and non-binary equality training as part of the equality training modules.

7.4 IT Department

- Changing names, titles and pronouns on email and other systems.

7.5 Trade Unions

- Supporting the employee as necessary and valuable input into policy content / good practice for employers.

8. Support for Employees with a Family Member who is Transitioning

- If an employee is supporting a family member who is transitioning, they may need to take time off to support them during the process. Where possible, managers should try to support employees to manage such requests using the appropriate policies.

9. Glossary of Terms

Appendix A

Gender Binary: the classification of sex and gender into two distinct and disconnected forms of masculine and feminine.

Gender Expression: How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender may not, however, identify as trans.

Gender Fluid: Having a gender identity which varies over time.

Gender Identity: A person's deeply felt internal and individual experience of gender, which may or may not correspond to the sex assigned to them at birth.

Gender Reassignment:

A process which is undertaken under medical supervision for the purpose of reassigning a person's sex by changing physiological or other characteristics of sex and includes any part of such a process.

Gender Recognition Certificate:

This enables trans people to be legally recognised in their required gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC, and you currently have to be over 18 to apply.

Legal sex: The sex recorded on your birth certificate. Currently binary in the UK. Changed by applying to Gender Recognition Panel who will issue the applicant with a GRC.

Non-binary: An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Trans: An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

Who needs to know?

	Who will tell them and how?	When?	Date completed
Manager	Employee arranges a virtual or in person meeting.		
Senior manager	Line manager arranges a virtual or in person meeting.		
HR/IT Department	Manager should email a HR Manager and IT Manager and specifically title the email 'Trans Equality'.		
Team members	See above.		
Other colleagues	See above.		
Others (specify)	See above.		

Changes to records

	Who will do this and how?	When?	Date completed
HR records/ID Card	See above.		
IT systems including email/website	See above.		
Trade union membership (if applicable)	Employee by contacting their trade union directly.		
Pension scheme	The Payroll Team will be advised of the change by HR.		
Other:			

Details of meetings

Date	Comments	Actions	Date of next meeting

ULSTER UNIVERSITY

NEW/REVISED POLICIES EQUALITY SCREENED BETWEEN APRIL – OCTOBER 2023

PUBLIC CONSULTATION OPENED 30 OCTOBER 2023 – CLOSING 5 FEBRUARY 2024

Policy Number	Title of Policy / Brief Description of Policy	Outcome of Screening	Reason for Screening Decision Taken
1	Building name change – Block BB The proposal is to rename Building Block BB on the Belfast campus to the “Basil Blackshaw Building” in line with the Policy on the Naming of Ulster University Buildings and Spaces	No EQIA Required	The likely impact is ‘ none ’ in respect of all of the equality of opportunity and/or goodrelations categories.
2	Building name change – Block BC The proposal is to rename Building Block BC on the Belfast campus to the “Mary Ann McCracken Building” in line with the Policy on the Naming of Ulster University Buildings and Spaces	No EQIA Required	The likely impact is ‘ none ’ in respect of all of the equality of opportunity and/or goodrelations categories.
3	Building name change – Block BD The proposal is to rename Building Block BC on the Belfast campus to the “May Blood Building” in line with the Policy on the Naming of Ulster University Buildings and Spaces	No EQIA Required	The likely impact is ‘ none ’ in respect of all of the equality of opportunity and/or goodrelations categories.

4	<p>Building name change – Building MG Block</p> <p>The proposal is to rename Building MG Block on the Derry~Londonderry campus to the “Amelia Earhart Building” in line with the Policy on the Naming of Ulster University Buildings and Spaces</p>	No EQIA Required	The likely impact is ‘ none ’ in respect of all of the equality of opportunity and/or goodrelations categories.
5	<p>Building name change – Building MS Block</p> <p>The proposal is to rename Building MS Block on the Derry~Londonderry campus to the “Kay McNulty Building” in line with the Policy on the Naming of Ulster University Buildings and Spaces</p>	No EQIA Required	The likely impact is ‘ none ’ in respect of all of the equality of opportunity and/or goodrelations categories.
6	<p>Building name change – Building MU Teaching Block</p> <p>The proposal is to rename Building MU Teaching Block on the Derry~Londonderry campus to the “John & Pat Hume Building” in line with the Policy on the Naming of Ulster University Buildings and Spaces</p>	No EQIA Required	The likely impact is ‘ none ’ in respect of all of the equality of opportunity and/or good relations categories.
7	<p>Room name change – Y205 Teaching room</p> <p>The proposal is to rename Teaching room Y205 in the Coleraine campus to the “Lindsay Gracey Clinical Teaching Suite” in line with the Policy on the Naming of Ulster University Buildings and</p>	No EQIA Required	The likely impact is ‘ none ’ in respect of all of the equality of opportunity and/or good relations categories.

	Spaces		
8	<p>Research Strategy</p> <p>The Strategy is focused on the development of Ulster University's Research community and culture, providing a supportive environment for all our Researchers and investing in the infrastructure upon which Research can thrive. The Strategy promotes excellence in all aspects of Research and sets out the areas of strategic Research themes for the University.</p>	No EQIA Required	The likely impact is ' minor ' in respect of one or more of the equality of opportunity or good relations categories, however, this impact is likely to be positive.
9	<p>Special Lighting Policy</p> <p>The Special Lighting Policy sets out the criteria that must be met for special lighting on the campus buildings to be allowed and the process through which applications can be made, considered and, if approved, put into effect.</p>	No EQIA Required	The likely impact is ' minor ' in respect of one or more of the equality of opportunity or good relations categories, however, this impact is likely to be positive.
10	<p>Raising Concerns (Whistleblowing) Policy</p> <p>The Policy aims to allow individuals to raise concerns at a high level and/or disclose information which the individual believes show malpractice and/or impropriety.</p>	No EQIA Required	The likely impact is ' none ' in respect of all the equality of opportunity and/or good relations categories.



Northern Ireland Transport Holding Company and Translink

EQUALITY IMPACT ASSESSMENTS AND SCREENING OUTCOME REPORT

July – September 2023

22 Great Victoria Street
Belfast
BT2 7NJ

Access to documents

This publication is a summary of Equality Impact Assessments (EQIA) and screening reflective of the period July to September 2023 and summarises all the key findings and conclusions of each EQIA and the final decision of all screening. It can be made available in large-print, on disk, on audiocassette and in Braille and in other languages on request. For information about obtaining a copy in any of these formats – or to request a copy in any other accessible format – please contact:

Cara Woods
Equality, Diversity & Inclusion Advisor
22 Great Victoria Street
Belfast
BT2 7NJ
E mail cara.woods@Translink.co.uk
Textphone 028 90 66 66 30 (This connects to the Translink Call Centre)

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

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

Section 75

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

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

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

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

NITHCo and Translink

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

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

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

Screening of policies

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

Screening Outcome

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

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

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

If None – screen out and give reasons.

Screening Outcome Options

Major= In

Minor= Out with mitigation

None= Out without mitigation

Equality Screening Outcome report

NITHCo and Translink undertook screening within the last quarter on the following policies:

Description of Policy / Proposal	Policy Information	Policy Status	Screening Decision
Psychometric Testing for Train Drivers	Explains the process regarding psychometric testing of applicants for Train Driver positions. This is to ensure a strict and consistent process is carried out given the safety critical nature of the role of Train Driver.	Existing	Screened out without mitigation
Hybrid Working Policy	To advise staff, who had an option of working from home during the Covid-19 pandemic, how hybrid working will operate for the term of the policy	New	Screened out without mitigation
Conflicts of Interest in Recruitment Policy	Outlines rules regarding 'conflicts of interest' for employees involved in recruitment and selection to ensure there is both transparency and fairness in the process.	Existing	Screened out without mitigation
Recruitment of Ex-offenders Policy	Outlines the recruitment process for those with criminal convictions. This includes the information provided to applicants on why we ask for details of convictions and how this information is used in the recruitment process.	Existing	Screened out without mitigation