Diversity Impact Assessment (DIA)

Guidance for completing each section is provided in the
Everyone Guide to Diversity Impact Assessments

Name of policy, programme or project: C07 - No.37 - Anglia Level Crossing Reduction Strategy

Step 1: Clarifying aims

Q1. What are the aims of this project/piece of work?

Anglia Level Crossing Reduction Strategy

Network Rail has committed to achieving a 25% reduction in level crossing system risk nationally as part of a programme of works undertaken within Control Period 5 (CP5), which runs from 2014-19.

Network Rail has been working hard to better manage its level crossings and the risks they pose. It has developed proposals for the possible closure or change to public rights of way at around 130 level crossings within the counties of Suffolk,

Cambridgeshire, Essex, Hertfordshire, and the unitary authorities of Thurrock, Havering, and Southend-on-Sea. Closing or modifying level crossings can help to bring about a number of benefits:

- Improve the safety of level crossing users
- Deliver a more efficient and reliable railway, which is vital in supporting the regional and UK economy
- Reduce the ongoing operating and maintenance cost of the railway
- Reduce delays to trains, pedestrians and other highway users
- Improve journey time reliability for railway, highway and other rights of way users

C07 – No.37 level crossing

The aim of the project is to close No. 37 level crossing. The level crossing is on the two track line located in Harston Parish. It is a 'Stop, Look and Listen' public footpath level crossing, where the user determines whether it is safe to cross. Kissing gates are present on either side of the track, restricting access to those who are able to manoeuvre through the gates.
No.37 has an All Level Crossing Risk Model (ALCRM – the system used to measure risk at crossings) score of C6. The individual risk rating for this crossing is 'C' (where 'A' is highest risk and 'M' is lowest) and the collective risk rating is '6' (where '1' is highest risk and '13' is lowest), making No.37 a high risk crossing. Key safety issues include the frequency of trains and sun glare. Between 2011 and 2015 there were no incidents of misuse or near misses at the crossing. However, one accident was reported. An estimated 147 trains use this part of the network daily at line speeds of 90mph.

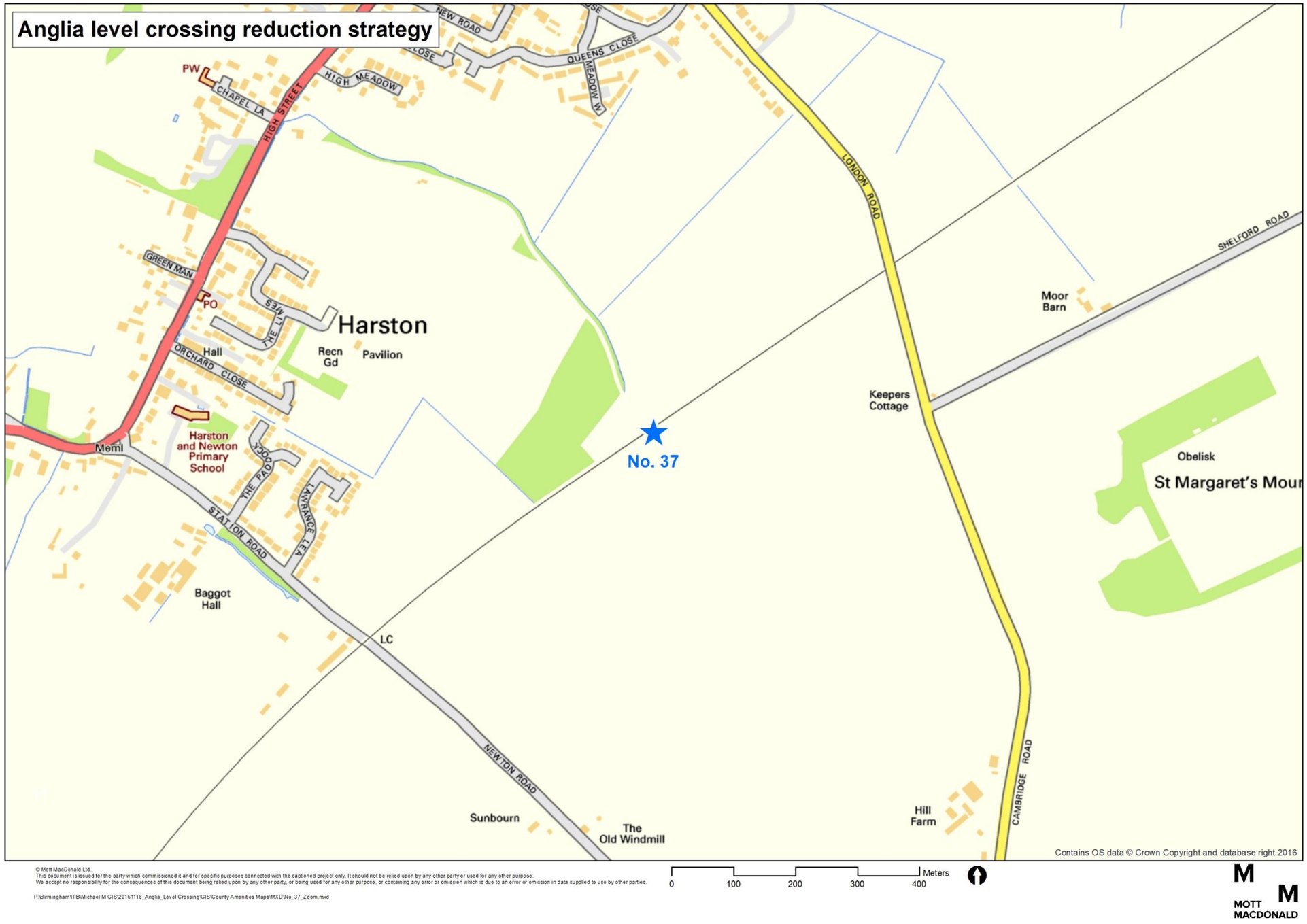
Network Rail aims to ensure the most viable option for continued access across the line based on the need to ensure public safety, meet local needs, and ensure compliance with its duties under the Equality Act 2010.

Project location

No.37 level crossing is located in Harston Parish, Cambridgeshire, approximately 3km north east of Foxton Station. The approach to the level crossing from both the north and south is via a field and the current crossing requires users to manually operate a gate on either side to gain access. Accessing this level crossing is therefore challenging to those with mobility impairments.

Agricultural land surrounds the crossing, with the closest residental property being 480m to the west. Residential properties and amenities are located to the west of the crossing in the village of Harston.

Appendix A contains site photographs and the below map shows the location of the level crossing.


Anglia level crossing reduction strategy
NEW ROAD
QUEENS CLOSE
HIGH MEADOW
MEADOW W
PW
CHAPEL LA
HIGH STREET
GREEN MAN
PO
THE LIMES
Harston
Recn Gd
Pavilion
Hall
ORCHARD CLOSE
Harston and Newton Primary School
Meml
THE PADDOCK
LAWRANCE LA
STATION ROAD
Baggot Hall
LC
No. 37
LONDON ROAD
SHELFORD ROAD
Moor Barn
Keepers Cottage
Obelisk
St Margaret's Mour
NEWTON ROAD
Sunbourn
The Old Windmill
Hill Farm
CAMBRIDGE ROAD
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P:\Birmingham\TB\Michael M GIS\20161118_Anglia_Level Crossing\GIS\County Amenities Maps\MXD\No_37_Zoom.mxd
0
100
200
300
400
Meters
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Proposals for the project

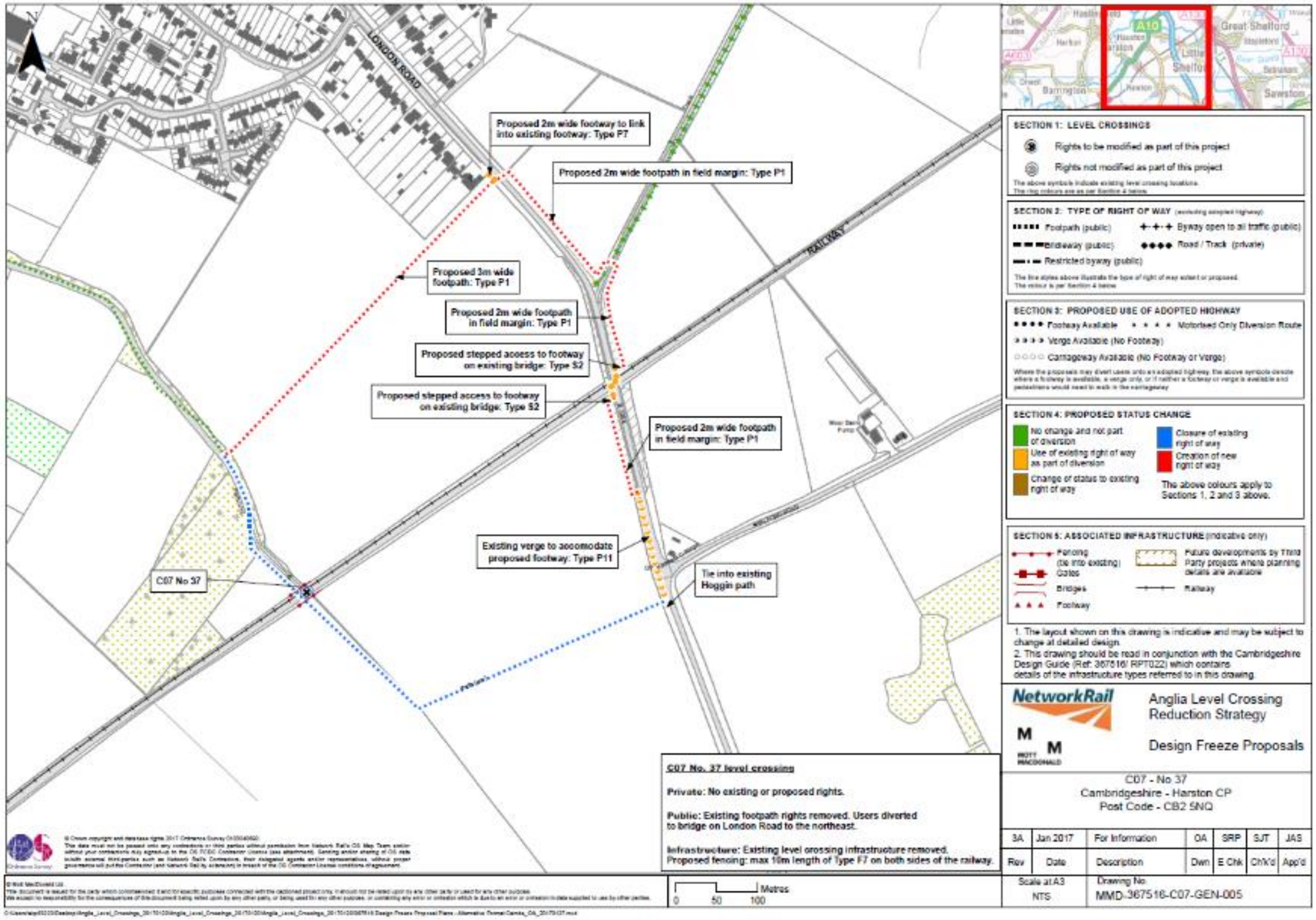
Network Rail has conducted two rounds of public consultation regarding No.37 level crossing - the first was to obtain feedback on initial options for level crossings in the programme (in June 2016), and the second was to obtain feedback on the preferred options (in September 2016). Following the receipt of feedback, consideration was given as to how any proposed closure of the level crossing and implementation of an alternative route might best be progressed and managed.

Following feedback on two rounds of public consultation, the proposal is to close the level crossing to all users, remove the existing rights of way accessing the crossing and remove the crossing infrastructure. The preferred proposal is to divert all users to an existing road bridge on London Road, 450m to the north east of No.37 level crossing (as detailed in the figure below).

On the northern side of the railway, London Road would be accessed from the level crossing via a new 3m wide footpath within the adjacent field. On the southern side users would approach the railway line along London Road, tying into the existing Hoggin path. A 2m wide footpath would be created within field margins along London Road, linking the Hoggin path and the 3m wide footpath to the bridge – removing the need for pedestrians to walk within close proximity to the carriageway. To access the current footway on the bridge from within the adjacent fields, stepped access is proposed to be installed. The diversion would add up to 300m to the route.[1]

The figure below shows the preferred diversion route following feedback at Round 2 of public consultation. This is also available in **Appendix B**, along with initial options for diversions, taken to Round 1 and 2 public consultations.

[1] This distance has been determined by measuring the proposed diversion route (the red line on the below map) and subtracting the original route (blue line). 300m represents the additional distance that users would be required to walk to use the proposed diversion route.


LONDON ROAD
RAILWAY
Proposed 2m wide footway to link into existing footway: Type P7
Proposed 2m wide footpath in field margin: Type P1
Proposed 3m wide footpath: Type P1
Proposed 2m wide footpath in field margin: Type P1
Proposed stepped access to footway on existing bridge: Type S2
Proposed stepped access to footway on existing bridge: Type S2
Proposed 2m wide footpath in field margin: Type P1
Existing verge to accomodate proposed footway: Type P11
Tie into existing Hoggin path
C07 No 37
C07 No. 37 level crossing
Private: No existing or proposed rights.
Public: Existing footpath rights removed. Users diverted to bridge on London Road to the northeast.
Infrastructure: Existing level crossing infrastructure removed.
Proposed fencing: max 10m length of Type F7 on both sides of the railway.
Metres
0 50 100
SECTION 1: LEVEL CROSSINGS
Rights to be modified as part of this project
Rights not modified as part of this project
SECTION 2: TYPE OF RIGHT OF WAY (excluding adopted highway)
Footpath (public)
Byway open to all traffic (public)
Bridleway (public)
Road / Track (private)
Restricted byway (public)
SECTION 3: PROPOSED USE OF ADOPTED HIGHWAY
Footway Available
Motorised Only Diversion Route
Verge Available (No Footway)
Carriageway Available (No Footway or Verge)
SECTION 4: PROPOSED STATUS CHANGE
No change and not part of diversion
Closure of existing right of way
Use of existing right of way as part of diversion
Creation of new right of way
Change of status to existing right of way
The above colours apply to Sections 1, 2 and 3 above.
SECTION 5: ASSOCIATED INFRASTRUCTURE (indicative only)
Fencing (tie into existing)
Future developments by Third Party projects where planning details are available
Gates
Bridges
Railway
Footway
1. The layout shown on this drawing is indicative and may be subject to change at detailed design.
2. This drawing should be read in conjunction with the Cambridgeshire Design Guide (Ref: 367516/ RPT022) which contains details of the infrastructure types referred to in this drawing.
NetworkRail
Anglia Level Crossing Reduction Strategy
Design Freeze Proposals
C07 - No 37
Cambridgeshire - Harston CP
Post Code - CB2 5NQ
3A Jan 2017 For Information OA SRP SJT JAS
Rev Date Description Dwn E Chk Ch'k'd App'd
Scale at A3 NTS
Drawing No MMD-367516-C07-GEN-005

Q2. Could this work impact on people? If yes, briefly explain how (considering our duty to promote equality, tackle discrimination and foster good relations between groups).

Yes, the work could impact on people.

Without the closure of No.37 level crossing, there is a risk of a future incident at this location. The closure of the crossing will separate people from the railway line, thereby improving the safety of local residents and other users; these safety impacts are likely to be disproportionately experienced by certain equality groups.

In terms of potential adverse impacts, the proposals for No.37 level crossing will primarily impact accessibility and walking distances for people using the crossing. The implementation of a permanent diversion which includes stepped access may disproportionately affect certain sections of the population who find walking long distances and / or navigating steps difficult.

Step 2: The evidence base

Q3. Record here the data you have gathered about the diversity of the people potentially impacted by this work e.g. from the 2011 national census or from HR Shared Service. You should also include any research on the issues affecting inclusion in relation to your work.

Consider evidence in relation to all the protected characteristics:

- Disability including carers[2]
- Pregnancy/maternity
- Religion or belief
- Sexual orientation
- Gender reassignment
- Age
- Race
- Gender
- Marriage/Civil Partnership

This Diversity Impact Assessment is primarily concerned with ensuring fulfilment of Network Rail's duties under the Equality Act 2010.

Network Rail's responsibility is to identify any potential negative impacts on people with protected characteristics and mitigate these wherever possible and practicable by reasonable adjustments.

User profile

A nine-day census carried out in June 2016 identified a total of 29 people using the crossing over the survey period – an average of approximately three people per day. The majority of those recorded using the crossing were adults (27/29). The remaining two users were children, both accompanied by an adult. No older or disabled people, wheelchairs or scooters, or people with pushchairs / prams were recorded using the level crossing.

The presence of kissing gates at either side of the track reduces the ability of wheelchair and mobility scooter users and people with pushchairs from using the existing crossing.

A breakdown of the survey data can be found in **Appendix C.**

Population profile

To gain a better insight into the local community and potential users of the level crossing, existing statistical data was reviewed to establish the composition of the local population – here taken as South Cambridgeshire.[3] These are as follows:

- Children (under 16 years of age) make up 20% of the district of South Cambridgeshire. This is broadly in line with the national average of 19%.
- Younger people (16-24 years old) make up 9% of the population of South Cambridgeshire, which is slightly lower than the national figure (12%).

[2] Including those with physical, mental and hidden impairments as well as **carers** who provide unpaid care for a friend or family member who due to illness, disability, or a mental health issue cannot cope without their support

[3] Census 2011: https://www.nomisweb.co.uk/reports/lmp/la/1946157209/report.aspx?town=south Cambridgeshire

- The proportion of older people (here described as people of retirement age – 65 and over) in South Cambridgeshire is 17%, which is in line with the national figure of 16%.
- 14% of the South Cambridgeshire population is living with a long-term illness or disability that limits their daily activities. This is slightly lower than the national average of 18%.
- 13% of the population of the South Cambridgeshire is from Black, Asian or ethnic minority (BAME[4]) groups. This is lower than the national figure of 20%.
- The figure for people belonging to minority faith groups (including Buddhist, Hindu, Jewish, Muslim, Sikh and 'other' in national Census data) in South Cambridgeshire is 3%, which is lower than the national average of 9%.

The above demographic analysis suggests that the populations of all of the protected characteristics (for which there is demographic data) are broadly in line with national proportions. There are two exceptions: South Cambridgeshire has a lower proportion of people from BAME and minority faith groups than the national average.

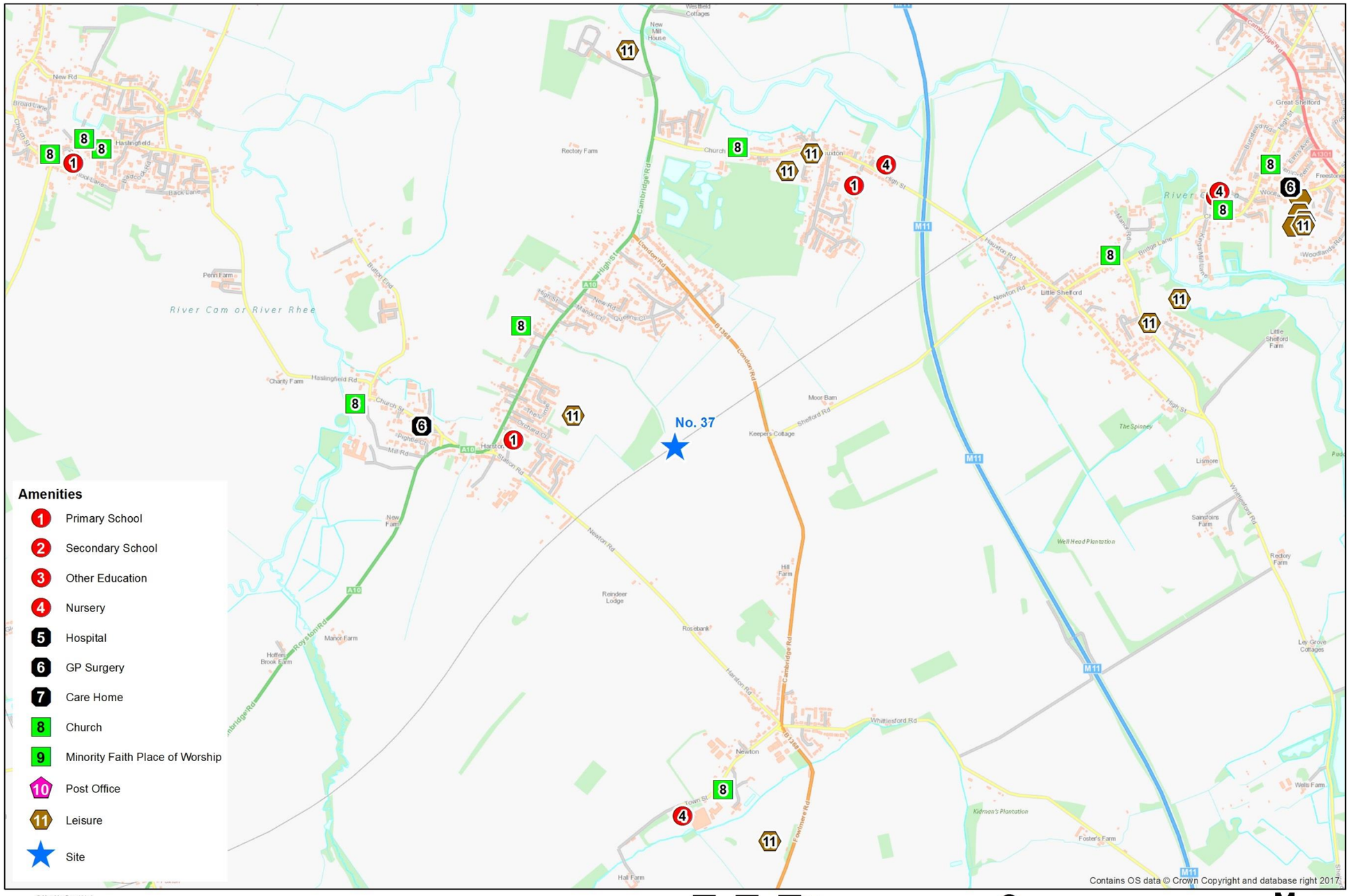
Local amenities

According to a review of local authority planning applications in April 2017, there are no plans for future development in the local area.[5]

An analysis of the local area indicates that, within 2km of the level crossing, there are many places of importance to people – mainly in the villages of Harston and Hauxton. These include a nursery school, two primary schools, four churches, four leisure facilities and one GP surgery. Additional amenities are located further afield in the villages of Great Shelford and Haslingfield. These are detailed in the figure below.

The map below shows local amenities.

[4] Including white Irish, Gypsy and Irish travellers and other white ethnic population groups.
[5] Cambridgeshire County Council: http://planning.cambridgeshire.gov.uk/swift/apas/run/wphappcriteria.display



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Step 3: Impact

Q4. Given the evidence listed at step 2, what potentially negative impacts could this work have on people with protected characteristics?

The below table assesses the potential impacts of the proposed work at No. 37 level crossing on the protected characteristic groups as outlined in the Equality Act 2010 (disability, age, pregnancy / maternity, race, religion / belief, gender, sexual orientation, marriage / civil partnership and gender reassignment).

Protected Characteristic	Impact	Explain the potential negative impact
Disability	Y	The permanent closure of the No.37 level crossing will remove pedestrian access at this point, potentially having a disproportionate impact on disabled people (including people with mobility, sensory and respiratory conditions) compared to non-disabled people. Below, potential positive and negative impacts for this group are summarised. However, as the kissing gates presently make the crossing inaccessible to most mobility impaired people and there were no visibly disabled people documented using the crossing during the nine-day survey period, the realisation of both positive and negative impacts for this group is likely to be limited; the baseline situation will not change significantly for disabled people. **Permanent improved user safety due to reduced interaction with the railway** Safety issues related to level crossings can disproportionately impact disabled people. Crossing speeds are likely to be slower for people with disabilities and level crossings often require users to negotiate physical challenges related to structure, gradient and exposure to the track. People with visual or hearing impairments can also have difficulties crossing safely due to not being able to pick up on the variety of visual and audible warning messages at level crossings.[6] Reduced interaction with the railway at this point may potentially result in a reduced crossing risk for this group. **Permanent increased walking distances due to length of diversion** Increases in walking distances, as a result of the proposed permanent diversion route, could disproportionately impact people with mobility impairments who are more likely to have difficulties walking long distances and many experience pain and discomfort in doing so. Of people with a disability who are able to walk, around 30% can walk no more than 50 metres

[6] Rail Safety and Standards Board (2011): 'Research Programme: Operations and Management - Improving safety and accessibility at level crossings for disabled pedestrians'

		without stopping or experiencing severe discomfort and a further 20% can only manage between 50 and 200 metres.[7] The proposed diversion route would add approximately 300m to the route, potentially impacting disabled people who use the level crossing. However, the level crossing is currently around a 500m walk away from the nearest residence. **Permanent reduced pedestrian accessibility due to suitability of the diversion route** The proposed diversion route includes stepped access to the footpath on London Road bridge. This is likely to restrict access for some people with mobility impairments, and is inaccessible for people in wheelchairs or mobility scooters. Gradients, in general, can be challenging to manage and act as a barrier for those with sight and mobility impairments, making routes difficult to manage for those in wheelchairs or mobility scooters.[8] In order to enable maximum accessibility a gradient of no more than 5% (1 in 20) is desirable.[9] Although the preferred gradient is 5% (1 in 20), a slightly steeper gradient of 10% (1 in 10) is acceptable over short distances of less than one metre. As a general rule, 8% (1 in 12) should be used as the absolute maximum, to help ensure pedestrian accessibility is maintained for all users. Assessment of LIDAR data has shown that the current gradient on the approach to and departure from London Road bridge itself is approximately 13% (subject to confirmation at detailed design), which is not consistent with the preferred gradient of 5%. Consequently, some users may struggle walking this route.
Age	Y	The permanent closure of the No.37 level crossing will remove pedestrian access at this point, potentially resulting in a disproportionate impact on particular age groups compared to other sections of the general population. **<u>Children</u>** It should be noted that only two children (both accompanied) were recorded using the crossing during the nine-day survey period, so the impacts outlined below for this group are likely to be minimal. **Permanent improved user safety due to reduced interaction with the railway** Safety issues related to crossing level crossings can disproportionately affect children. This is in part due to their potentially slower walking speeds and because children and younger people can have difficulties correctly processing the

[7] Department for Transport (2005): 'Inclusive mobility: A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure'

[8] Department for Transport (2005): 'Inclusive mobility: A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure'.

[9] Highways England (2012): 'The Design Manual for Roads and Bridges'.

		speed of oncoming vehicles. For example, children can perceive vehicles moving towards them at more than 20mph as stationary.[10] As such, reduced interaction with the railway is likely to lead to significantly reduced crossing risk for this group. In addition, the provision of footpaths along part of London Road for the diversion routes will enable pedestrian movement away from the carriageway which could deliver safety benefits for this group. **<u>Older people</u>** It should be noted that as no older people were documented as using the crossing during the nine-day survey period, the realisation of both positive and negative impacts for this group is likely to be limited; the baseline situation for older people is unlikely to see much change. **Permanent improved user safety due to reduced interaction with the railway** Safety issues related to level crossings disproportionately impact older people, largely due to their potentially slower walking speeds and the way that older peoples' field of vision tends to decline over time. Studies have shown that this can be at a rate of 1° and 3° per decade.[11] Older pedestrians (aged 65 or over) also walk more slowly than other pedestrian users[12] placing them at greater risk. The safety benefits of level crossing closures could, therefore, be experienced disproportionately by older users as their interaction with the railway is reduced. **Permanent increased walking distances due to length of proposed diversion routes** The proposed diversion route would increase walking distances by approximately 300m. Resulting increases in walking distances could disproportionately impact older people. Older people are more likely to have difficulties walking long distances and experience pain or discomfort in doing so.[13] They are more likely to experience conditions such as arthritis or weak muscles, meaning that they typically walk more

[10] House of Commons Transport Committee (2014): 'Safety at level crossings: Eleventh Report of Session 2013–14'
[11] House of Commons Transport Committee (2014): 'Safety at level crossings: Eleventh Report of Session 2013–14'
[12] 1.2 m/s is the speed assumed in the programming of pedestrian level crossings on the road network, and is generally taken to be the mean walking speed. The mean walking speed achieved by over-65s in controlled studies was 0.9 metres per second (m/s) in men and 0.8 m/s in women, compared to the mean for the population as a whole of 1.2m/s.
[13] Department for Transport (2005): 'Inclusive mobility: A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure'

		slowly, tire more easily, and are more likely to struggle to climb stairs.[14] **Permanent reduced pedestrian accessibility due to suitability of the diversion route** Older people are more likely to require accessible infrastructure than other sections of the general population. NHS data indicates that 62% of fatal falls in those aged 65 and over are on or from stairs or steps.[15] Slopes and gradients can act as a barrier for older people, and can make routes more challenging to manage for those who are frail (even when designed to accessible standard specifications). As the current proposed diversion route includes stepped access and sections with steep gradients, the scheme could result in access difficulties for older people.
Pregnancy / maternity	N	**Permanent reduced pedestrian accessibility due to the nature of the diversion routes** Inaccessible infrastructure, such as stepped access routes (as proposed as part of one the diversion routes for No.37), can disproportionately impact upon people with pushchairs. Assessment of LIDAR data has also shown that the existing gradient on the approach to and departure from the road bridge which forms part of the diversion routes is approximately 13% (subject to confirmation at detailed design), which is inconsistent with the preferred accessible gradient of 5%. However, as the kissing gates presently make the crossing inaccessible those with pushchairs and no people with pushchairs or prams were documented as using the crossing during the nine-day survey period, the realisation of negative impacts for this group is likely to be limited; the baseline situation in terms of access will not change significantly.
Race	N	No disproportionate impacts are anticipated for this protected characteristic because of the project.
Religion or belief	N	Although there are two places of worship within proximity to the level crossing, due to the availability of alternative routes, no disproportionate impacts are anticipated for this protected characteristic because of the project.
Gender	Y	**Improved user safety due to reduced interaction with the railway** Safety issues related to level crossings can disproportionately impact men. Male pedestrians dominate accidents at level crossings; they are associated with 70% of all train strikes. Given that males represent approximately 50% of the

[14] NHS (2014): 'Safe, compassionate care for frail older people using an integrated care pathway'
[15] Health Promotion England: 'Older people and accidents'

		population as a whole, this would suggest male pedestrians are more at risk at level crossings than female pedestrians.[16] Reduced interaction with the railway (due to the diversion onto the bridge) would, therefore, deliver disproportionate benefits for this group.
Sexual orientation	N	No disproportionate impacts are anticipated for this protected characteristic because of the project.
Marriage/Civil Partnership	N	No disproportionate impacts are anticipated for this protected characteristic because of the project.
Gender reassignment	N	No disproportionate impacts are anticipated for this protected characteristic because of the project.

Q5. What could you do to ensure your work has a positive impact on diversity and inclusion including by supporting delivery of the Everyone Strategy.

The project will support the delivery of Network Rail's Everyone Strategy, and in particular the following commitments:

- Commitment 1: Get everyone home safe every day.
  Improving the safety of level crossings reduces the risk of crossing the railway for all users. The project will help to improve safety for rail users by reducing interaction with the railway through safe diversionary route.
- Commitment 2: Deliver reliable infrastructure.
  The project will help to deliver more reliable infrastructure by reducing the assets along the network requiring maintenance and management.
- Commitment 6: Being a customer focused organisation.
  The project will help to improve the safety of journeys for infrastructure users through, among other things, use of customer engagement and stakeholder involvements in the planning process.
- Commitment 9: A railway fit for the future.
  The project helps to deliver an inclusive and accessible railway that links people to communities, education and jobs – ultimately delivering economic growth. The project helps to deliver required improvements and rationalisation to ensure network infrastructure is fit for future use.

[16] Rail Safety and Standards Board (2011): 'Research Programme: Operations and Management - Improving safety and accessibility at level crossings for disabled pedestrians'

Step 4: Consultation

Q6. How has consultation with those who share a protected characteristic informed your work?

The below are views received through public consultation events. As such, views are not necessarily received from or relevant to those who share a protected characteristic.

List the groups you have consulted or reference previous relevant consultation?[17]	What issues were raised in relation to one or many of the protected characteristics?
Public consultation Round 1 (June 2016)	Questionnaire responses received during the first round of public consultation identified the following comments / issues: • Stakeholders felt that diverting pedestrians along a road with high speed vehicles was more dangerous that using the existing level crossing. • Safety concerns were raised about blind bends and the blind summit of the bridge proposed in the diversion route. • Suggestions were made for additional pavements to be implemented along the road diversion route. Currently these are deemed as inadequate and unsafe, consequently a footpath would need to be constructed.
Public consultation Round 2 (September 2016)	As part of public consultation round 2, ten questionnaire responses were received. Six respondents either disagreed or strongly disagreed with the preferred option (disagreed: 2; strongly disagreed: 4). Questionnaire responses received during the second round of public consultation identified the following comments / issues:
Ramblers South East Cambridgeshire	• The proposals would increase danger to walkers by requiring them to walk on a grass verge of a road as opposed to using the level crossing. The verge is not useable. • It would be more acceptable to provide a surfaced footway between Shelford Road and the proposed new path. • The bridge on London road rises up so that pedestrians cannot see oncoming vehicles. Equally, vehicles cannot visibly see oncoming pedestrians. • The provision of a new path between byway 3 (see Appendix B.2) and London Road is welcomed as it

[17] This could include our staff networks, the Built Environment Access Panel, local faith leaders etc.

	will provide a pedestrian route from Hauxton to the facilities in Harston.
Cambridge Rambling Club	• The diverted route is inconvenient, involving an additional 300m. However, the main objection is the greatly increased danger arising from the proposed diversion route alongside London Road. • The bridge over the railway is particularly hazardous as there is no off road footpath, a blind summit and no space to provide a footpath without narrowing the road itself. • The grass verge is too narrow.
Clerk to Hauxton Parish Council	• Whilst the new 3m footpath makes a pedestrian connection to Donkey Lane bridleway for residents, it would make more sense to follow the proposal of the Cambridgeshire County Council by-ways officer and make the whole route a bridleway. This would be from the stables near to the High Street through to Donkey Lane in Hauxton.
Harston Parish Council	• The proposed creation of a new right of way, with a 3m public footpath and timber footbridge to Donkey Lane is acceptable and does not raise any issues. • The orange route (see Appendix B.2) raises a number of safety concerns. • The existing grass verge is narrow and uneven with drainage into the road. This area is also very overgrown with overhanging brambles, again forcing pedestrians into the road. • The road leading to the humpback bridge is up an incline on both sides with poor visibility. Also traffic along this road frequently travels at speed.
Public response	• The alternative route provided on London Road must include a surfaced path instead of what is currently a grass verge. The advantage of this route is that it will connect with Byway 3 (see Appendix B.2) and the path alongside Harston/Newton Road to Newton Village. • The creation of a new Right of Way to the north east of London Road is useful as it avoids potential conflict between vehicles and pedestrians on a sharp corner at the southern end of Byway 3. • There are concerns about walking along the grass verge by the side of the road as there are drainage channels and it is adjacent to thick brambles and hawthorn, potentially forcing pedestrians into the road. • There are concerns over the blind bend due to the hump in the bridge. • Suggestion for a new footpath to be installed from between the byway end on London Road and the start of the existing footpath towards Newton.

	• The proposals would increase danger to walkers by requiring them walking on a grass verge of a road as opposed to using the relatively safe level crossing.

Q7. Where relevant, record any consultation you have had with Network Rail teams who are delivering work that might overlap with yours. This will ensure that our solutions are joined up.

N/A

Step 5: Informed decision-making

Q8. In light of the assessment above, what is your decision?
Please tick one box and provide a rationale (for most DIAs this will be box 1).

1. Change the work to mitigate against potential negative impacts found	
2. Continue the work because no potential negative impacts found	
3. Justify and continue the work despite negative impacts (please provide justification)	✓ Due to the current user profile and availability of alternative routes, closure and redirection along the proposed diversion route is considered an appropriate solution. Route improvements should be considered for the proposed diversion to ensure accessibility and user safety.
4. Stop the work because discrimination is unjustifiable and no obvious ways to mitigate	

Step 6: Action planning

Q9. What specific actions will be taken to deliver positive impacts and address any potentially negative impacts identified at step 3 or through consultation?

Action	By when	By who
Develop a communication strategy to ensure that local residents are kept abreast of developments, including scheduling of works, details of enhancements and improvements, and	Ongoing	Network Rail project team

any other benefits of the scheme, particularly focussing on user safety.		
Explore improvements to diversion routes including: signage to support wayfinding; and ensuring level surfaces where possible, with the incorporation of dropped kerbs and tactile paving. This will ensure that pedestrian accessibility is maintained along the current route. Ensure that measures to improve the permanent diversion route meet guidelines in the Equality Act 2010 where possible in order to ensure that the route is as accessible as can be for all groups.	Prior to implementing works	Network Rail liabilities team
Ensure that the new footpaths are created to accessible standards. Where appropriate, the new paths should have an even surface, tactile paving, dropped kerbs and wayfinding signs. The proposal states that the new paths will be 2m to 3m wide. This would help ensure equality of access is maintained for all users.	Detailed design	Network Rail project team
If it is not possible to provide a step-free diversion, stepped routes should be designed to ensure they are as accessible as possible. Stepped routes should adhere to the following guidelines[18]: The use of single steps should be avoided as these can be easily overlooked. Steps should be uniform within a series with consistent risers (maximum 150mm in height) and treads (minimum 280mm in length). To enhance access for people with mobility impairments (including walking frames uses), risers and treads should have a height / length of maximum 100mm and minimum 550mm respectively. The maximum total rise per flight of steps without a landing is 1.2m. Resting landings (approximately 1.8m in length) should be provided for every 1.2m flight of steps. Additionally, steps should have a slight cross-fall to shed water.	Detailed design	Network Rail project team

[18] Sensory Trust (2013): “Steps”. See: http://www.sensorytrust.org.uk/resources/InfoSheet_Steps.pdf

Visual markings and tactile paving should be used on the approaches to the top and bottom of the steps and at the edge of each step. These should extend the full width of the step. The use of non-slip and non-reflective surfaces should also be incorporated in the design. Handrailing should be provided on either side of the flight of stairs.		
Review this DIA at all future GRIP stages	**Ongoing**	**Network Rail project team**

Step 7: Sign off

Name	Position	Signed	Date
Superuser[19]	Liability Negotiation Manager		20/07/2017
Senior Manager[20]	Head of Route Safety, Health & Environment.		8/9/17

If you don't have a local superuser please send your DIA for quality assurance to DiversityImpactAssessment@networkrail.co.uk

To help us respond more quickly please make sure you have;

1. Sent your DIA as a Word document not a PDF
2. Used this naming convention '**Name of project-Draft DIA**'
3. Used the correct DIA form with no additional pages e.g. 'not for circulation cover-sheets'
4. included any relevant maps / diagrams needed to understand your project
5. Completed all sections of the DIA in line with guidance and training

Step 8: Publication

Send your final DIAs to DiversityImpactAssessment@networkrail.co.uk. Customer related DIAs will be published on our website.

[19] Quality assurance check.

[20] Sign-off should be by someone who can approve policy, programme or budget changes.

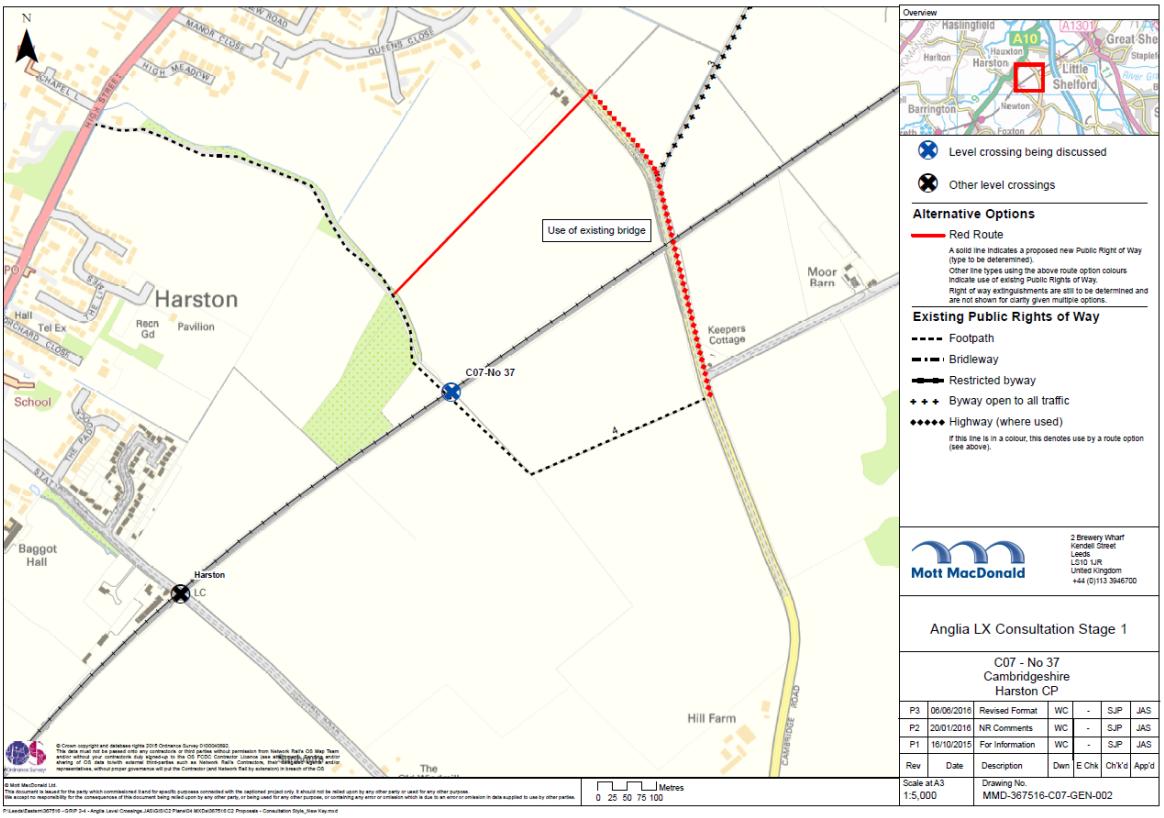
Appendix A: Site photographs

Photo 1: Existing level crossing

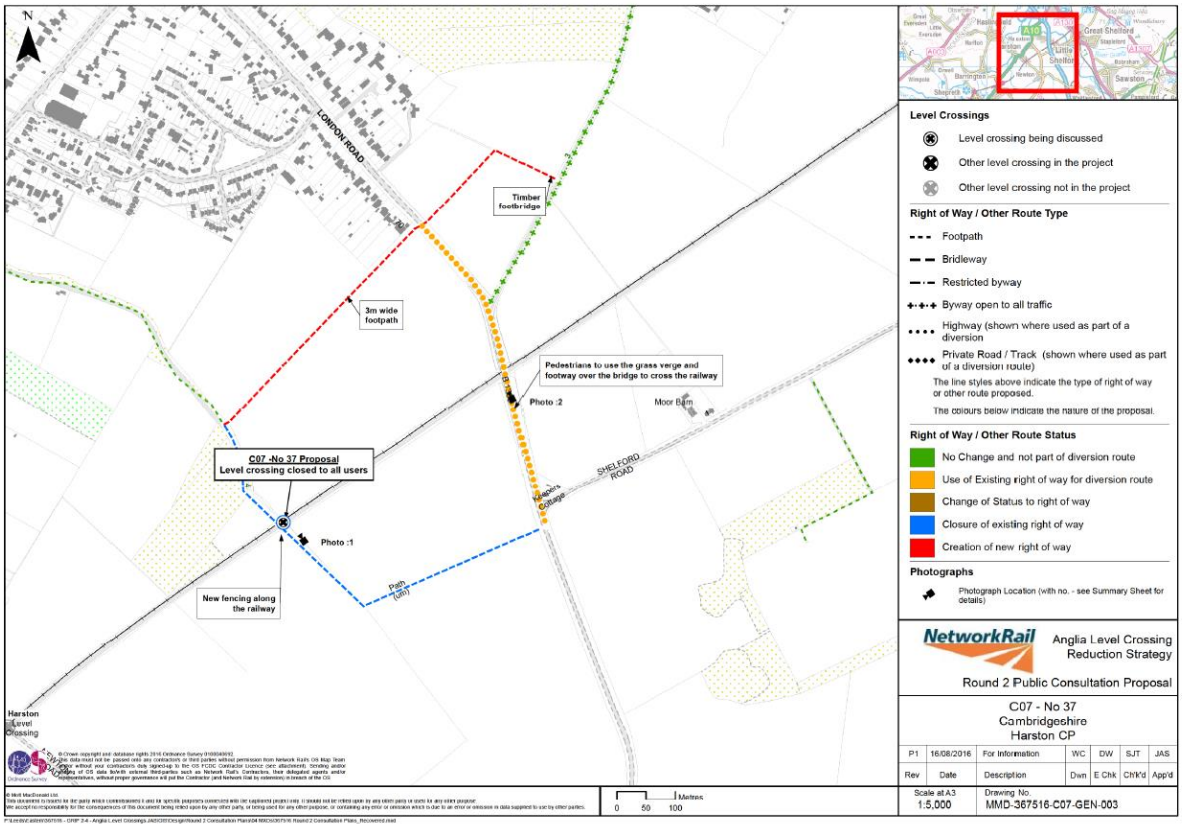
Photo 2: Alternative railway crossing

Appendix B: Scheme drawings

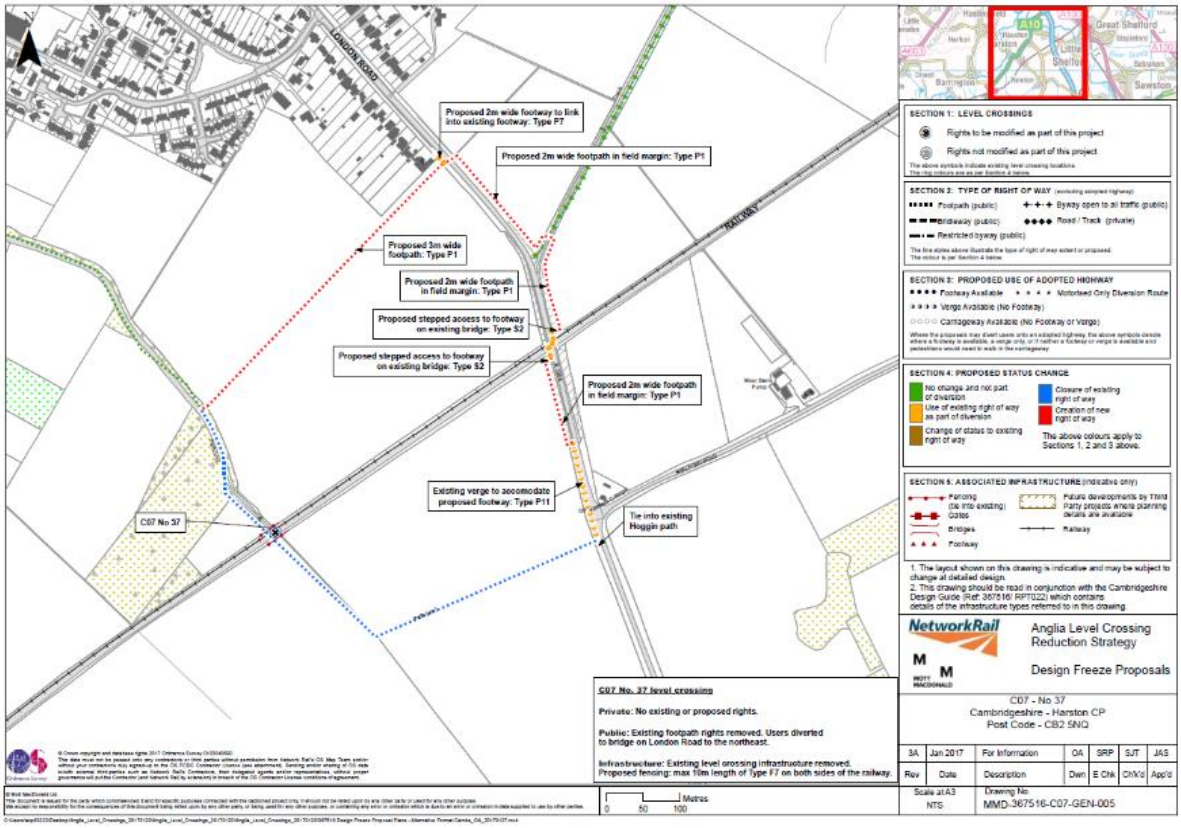
B.1 Round 1 consultation – proposed diversion (initial option)



B.2 Round 2 consultations – preferred option (September 2016):



B.3 Following Round 2 consultations – preferred option (at time, January 2017)



Appendix C: Census summary

Summary

The survey was successfully completed in accordance with the Network Rail specification.

The data is summarised below:

Pedestrians		Adult	Accom-panied Child	Unaccom-panied Child	Elderly	Impaired	Wheel-chair	Pushchair / Pram	Mobility Scooter	Railway Personnel	Total
Saturday	18/06/2016	4	0	0	0	0	0	0	0	0	4
Sunday	19/06/2016	7	0	0	0	0	0	0	0	0	7
Monday	20/06/2016	4	2	0	0	0	0	0	0	0	6
Tuesday	21/06/2016	0	0	0	0	0	0	0	0	0	0
Wednesday	22/06/2016	2	0	0	0	0	0	0	0	0	2
Thursday	23/06/2016	2	0	0	0	0	0	0	0	0	2
Friday	24/06/2016	1	0	0	0	0	0	0	0	0	1
Saturday	25/06/2016	5	0	0	0	0	0	0	0	0	5
Sunday	26/06/2016	2	0	0	0	0	0	0	0	0	2
		27	2	0	0	0	0	0	0	0	29