NetworkRail

Safety, Technical and Engineering

Health & Safety
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Diversity Impact Assessment for closure of Cattishall Level Crossing, Great Barton, Suffolk

Introduction

Cattishall level crossing is a public footpath level crossing with wicket gates in the railway boundary fence. Users of the level crossing are instructed by signage placed on either side of the level crossing 2m from the nearest rail to 'Stop, Look, Listen: Beware of Trains' and must decide for themselves whether it is safe to cross.

The crossing is on the double track Coldham Lane Junction to Haughley Junction (Cambridge to Ipswich) Line and the maximum line speed is 75mph in either direction. The level crossing comprises the entire length of Public Footpath 17 in the parish of Great Barton.

From Network Rail's All Level Crossing Risk Model, the individual risk rating for crossing users is 'C' (where 'A' is highest risk and 'M' is lowest) and the collective risk rating for this crossing is '4' (where '1' is highest risk and '13' is lowest). A C4 level crossing is classed as high risk. Key safety issues identified in the assessment relate to frequent trains, sun glare, and large number of users.

Between 2011 and 2017, there were 2 reported near misses at the level crossing. There has been one suicide and one fatal accident.

The closest existing alternative crossing point of the railway line is a disused private vehicular underbridge, Denton's Bridge, reference CCH/1146, which is approximately 420m west of the level crossing:

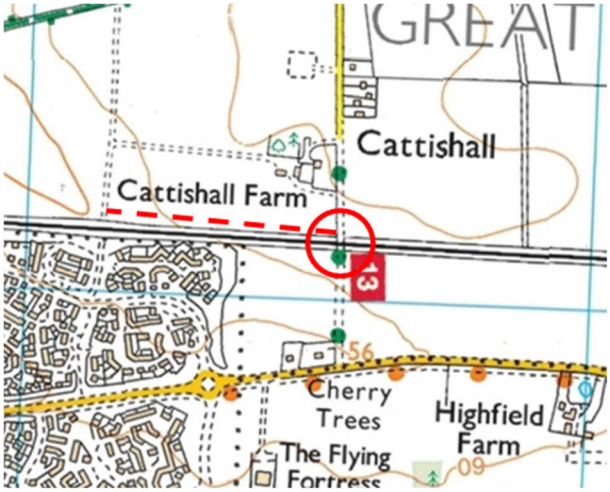
Step 1: Clarifying Aims

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

The aim of this project is to eliminate the risk of injury or death to users of the level crossing through closure of the level crossing and the diversion of the public footpath rights to a grade-separated crossing of the railway.

The proposal is two-fold:

1. As part of Network Rail's Level Crossing Risk Reduction Strategy, proposed to be delivered in 2019–2020 under powers being sought in a Transport and Works Act Order in 2017–2018: diversion of the public footpath to underbridge CCH/1146, with closure of the level crossing to all users. A 3m wide surfaced route would be provided along the red dashed line and through the underpass, to connect with existing tarmac cycle track heading south from the underpass.



2. Construction of a public footbridge at or near the site of the level crossing, to be contingent on funding provided by the developer of land to the north.

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, this work could impact on people.

Proposals to change the way people cross the railway will have an impact on the people currently using the level crossing. Consideration should be given to factors such as whether the proposals cut the links between communities, increase the level of effort required to make a journey, increase journey times, and whether the needs of people with protected characteristics have been catered for in the proposals.

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[1]
- 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.

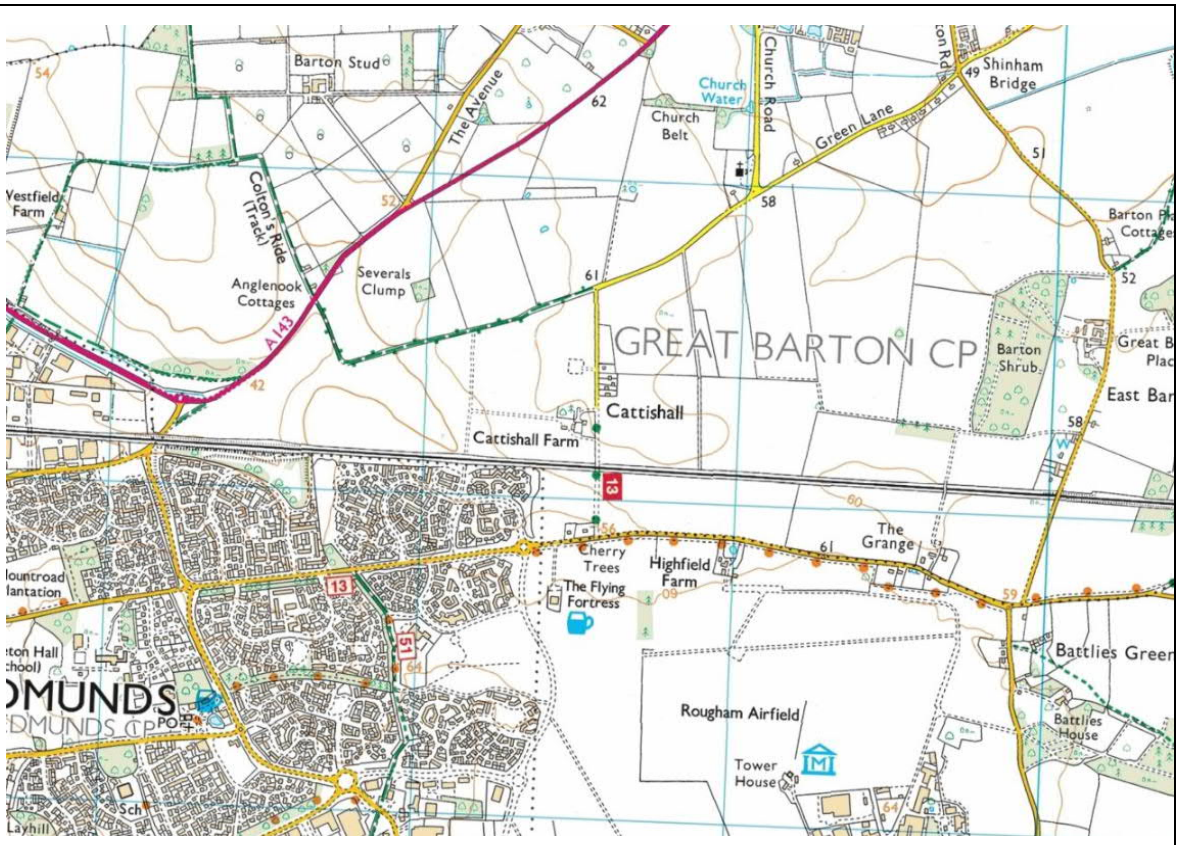
Network Rail's responsibility is to identify any potential negative impacts on those people with protected characteristics and mitigate these wherever possible and practicable by reasonable adjustments.

Level crossing environment

Cattishall level crossing is located in the parish of Great Barton. The footpath level crossing is reached by way of lightly trafficked public roads from the north or south. The nearest residential property is 200m away, to the north of the crossing, and the nearest substantial housing area begins 500m away, to the south west of the crossing. The village of Great Barton is 2km north of the level crossing along existing highways.

The Ordnance Survey map below shows the public rights of way and roads in the area. Cattishall level crossing is at the centre of the map.

[1] 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



National Cycle Route 13 is signposted over the level crossing. However, as a public footpath, cycling is not permitted on the railway. Provision of a facility for cyclists, or impact on their journeys, is outside the scope of this Assessment.

Population profile of the area

In order to gain a better insight into the local community and potential users of the level crossing, existing statistical data were reviewed to establish the composition of the local population – here taken as Great Barton Ward. These are as follow:

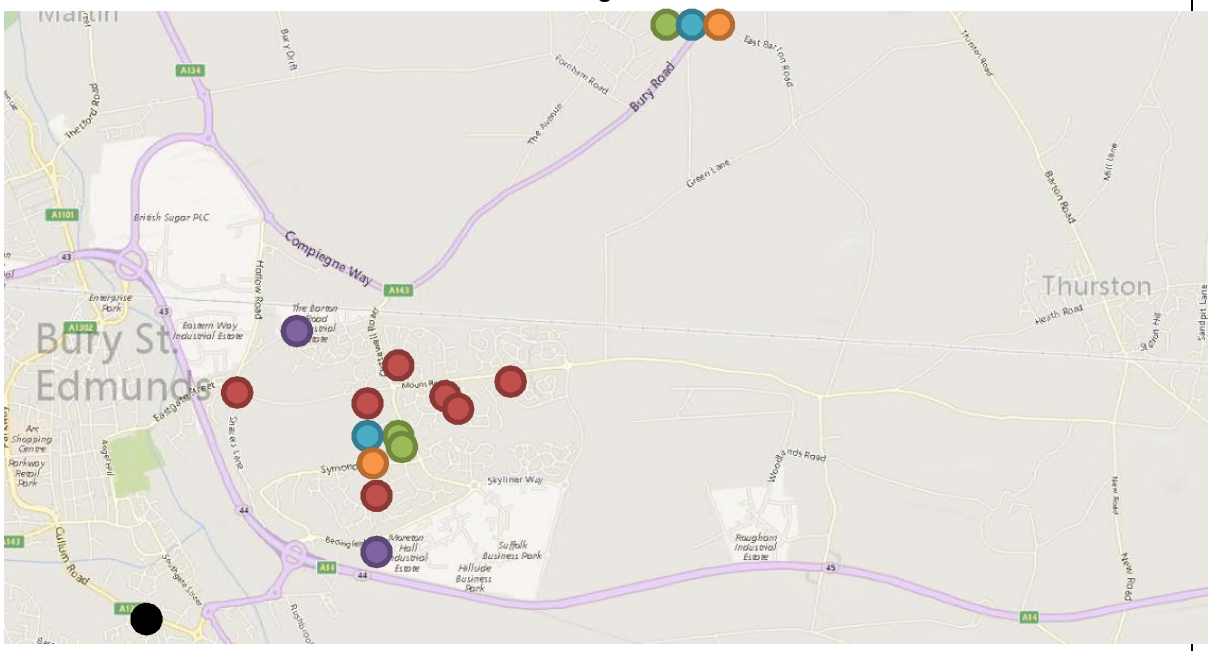
- Children (under 16 years of age) make up 16% of the Great Barton population, which is broadly in line with the national average of 19%.
- The proportion of older people (here described as people of retirement age – 65 and over) in Great Barton is 28%, which higher than the national figure of 16%.
- 17% of the Great Barton population have a long-term illness or disability that limits their daily activities. This is the same as the national average.
- 1% of the population of Great Barton is from Black, Asian or ethnic minority (BAME) groups. This is considerably 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 Great Barton is less than 1%, which is also much lower than the national average of 9%.

The above demographic analysis suggests that the populations of all of the protected characteristics (for which there are demographic data) are broadly in line with national

proportions. There are two exceptions to this. Great Barton has a significantly lower proportion of people from both BAME and minority faith groups.

Local amenities

An analysis of local amenities indicates that there are a number of amenities of importance to equality groups within 1km of the level crossing. These include several nurseries, schools, churches and convenience stores. The surrounding area comprises small villages (Great Barton and Thurston), which have a similar range of amenities. The closest urban centre is Bury St Edmunds, approximately 4km away from the crossing. The map below shows local amenities. Cattishall level crossing is at the centre.



Key:

- Bury St Edmunds Hospital (2 miles)
- Schools
- Places of Worship
- Supermarkets
- Pharmacies
- Post Offices

Level Crossing Usage

A video census of usage was undertaken in June/July 2016. The census hours were 0000–2359. A summary of the usage of the level crossing is presented below:

Pedestrians		Adult	Accom-panied Child	Unaccom-panied Child	Elderly	Impaired	Wheel-chair	Pushchair / Pram	Mobility Scooter	Railway Personnel	Total
Saturday	25/06/2016	36	0	0	0	0	0	0	0	0	36
Sunday	26/06/2016	39	0	0	0	0	0	0	0	0	39
Monday	27/06/2016	19	0	0	0	0	0	0	0	0	19
Tuesday	28/06/2016	18	1	0	0	0	0	0	0	0	19
Wednesday	29/06/2016	11	0	0	0	0	0	0	0	0	11
Thursday	30/06/2016	13	0	0	0	0	0	0	0	0	13
Friday	01/07/2016	3	0	0	0	0	0	0	0	0	3
Saturday	02/07/2016	29	0	0	0	0	0	2	0	0	31
Sunday	03/07/2016	52	5	0	0	0	0	2	0	0	59
		220	6	0	0	0	0	4	0	0	230

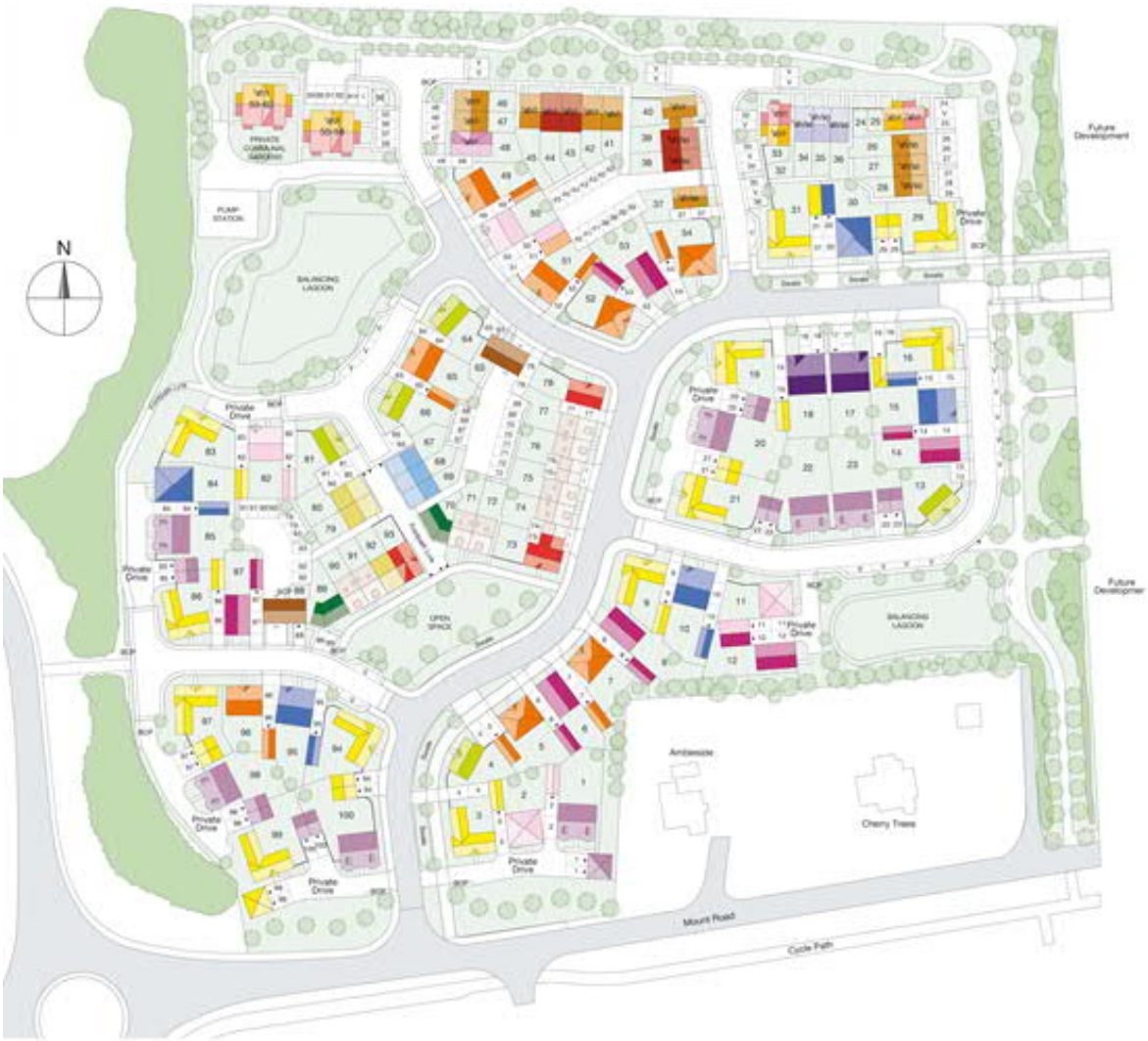
Equestrians and Cyclists		Ridden bicycles	Pushed bicycles	Total
Saturday	25/06/2016			
Sunday	26/06/2016			
Monday	27/06/2016			
Tuesday	28/06/2016	1	13	14
Wednesday	29/06/2016	2	3	5
Thursday	30/06/2016	1	7	8
Friday	01/07/2016	1	16	17
Saturday	02/07/2016	7	3	10
Sunday	03/07/2016	9	50	59
		21	92	113

Note that after the first 3 days of census data were analysed, the methodology was changed for counting pedestrians and cyclists. For clarity, during the first 3 days, counts of ridden bicycles & pushed bicycles were categorised within the regular pedestrian classifications.

The level crossing appears to receive no regular usage by older people, those with visible disabilities, wheelchair users, mobility scooters, or unaccompanied children. There is limited recorded usage by prams/pushchairs.

Future Developments

The Moreton Hall scheme: 500 new houses are being constructed by Taylor Wimpey to the south west of the level crossing. (The works have disturbed the road that gives access to the level crossing, which may have had the effect of discouraging usage. However, at the time of the census, these works had not commenced.) A plan showing the proposed layout of the site is below:[2]



The level crossing is at the top right of the above plan. The road heading south from the level crossing is to be reconfigured as part of these works, with vehicular access being restricted.

[2] Source: https://www.taylorwimpey.co.uk/find-your-home/england/suffolk/bury-st-edmunds/lark-grange 25/07/2017

No new local amenities are proposed within the above site, although there will be some open spaces and balancing lagoons, which may be of interest to the wider community. Some of the funding from the s. 106 Agreement of this development will contribute towards construction of a new secondary school. This is proposed to be located off Lady Miriam Way. This is the road that extends south from the roundabout shown in the bottom left of the above plan.

The land north west of the level crossing is allocated in the Local Plan for residential development. A developer has an option on the site and, at the time of writing (July 2017), is working up a planning application with a view to constructing 1250 houses, and new local amenities. An overview of the proposal is shown below:[3]

[3] Source: http://www.northeastburystedmunds.co.uk/index.cfm?articleID=181

Key:

- Upper Severals Formal Grid
- Middle Severals Informal Organic
- Lower Severals Informal Grid
- Local Centre
- Gateway Buildings
- Buildings/ Frontages of Significance
- Local Centre
- Development Edge - Buildings Set in Landscape
- Primary School
- Trees
- Hedgerows
- Structural Planting
- Landscape Buffer to Cattishall
- Indicative SUDS Location
- Strategic Green Space
- Outdoor Sports
- Landscape Buffer to Great Barton
- Landmark Building
- Allotments

Step 3: Impact

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

Protected Characteristic		Explain the potential negative impact
Disability e.g. the impact of a new online process on dyslexic staff or the impact of changes to how passengers get to a platform on someone who cannot use stairs.	N	Studies have shown that, of people with a disability who are able to walk, around 30% can walk no more than 50m without stopping or experiencing severe discomfort and a further 20% can only manage between 50 and 200m.[4] Safety issues related to level crossings can disproportionately impact disabled people. Walking speeds are likely to be slower for people with disabilities and level crossings often require users to negotiate physical challenges related to gates, gradient and exposure to the track. Pedestrians with sensory, physical or cognitive impairments may be less able to cross safely because of these factors[5]. People with visual impairments may have difficulty crossing safely due to not being able to see warning signage or approaching trains[6]. **Current usage** No users with visible disabilities, or using mobility scooters, have been recorded as using the level crossing. Those with disabilities may at present choose to avoid the level crossing because of its inherent risks, and the spring-loaded wicket gates might act as a physical barrier to usage. In view of the crossing's distance from residences and local amenities, it is unlikely that those who have difficulty mobilising for significant distances will wish to use the routes accessed via the level crossing, in spite of the route being surfaced throughout. Diversion of the public footpath from the level crossing to the underbridge will take the route

[4] Department for Transport (2005): 'Inclusive mobility: A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure'
[5] Rail Safety and Standards Board (2011): 'Research Programme: Operations and Management - Improving safety and accessibility at level crossings for disabled pedestrians'
[6] Rail Safety and Standards Board (2011): 'Research Programme: Operations and Management - Improving safety and accessibility at level crossings for disabled pedestrians'

		closer to the centre of a residential area, and could encourage greater access to the rights of way network by those presently unable to access the level crossing owing to its distance from their homes, or its self-closing gates. The underbridge provides a safe, flat crossing of the railway where users can take their time and are able to stop and rest mid-way if they wish, which is not safe behaviour on a level crossing. There will be no need for gates on the proposed route. Design of the underpass works should consider surfacing suitable for disabled users, and how the possibility of anti-social behaviour which might deter usage by the disabled can be designed out so far as possible. As the area develops, the provision of seating along the route will facilitate usage for those unable to mobilise for long distances. As the current proposal is for the diversionary route to be created as a right of way for cyclists and pedestrians (technically a public bridleway), sufficient width should be provided to ensure that the use of the route by cyclists should not conflict with the use by potentially slower-moving disabled people. **Future usage** When and if the housing currently under construction or proposed is occupied, desire lines may change. The development south of the railway will not provide significant local amenities other than some open areas around site. The development north of the railway proposes to have a building-free zone at its eastern end, which will be a larger area for recreation, but most amenities, such as the new local centre, will be at the western end of the site, to which the underbridge is closer. Those living in new homes north of the railway will not have to cross the railway to enjoy the recreation area, and they will be able to reach other local amenities to the south and west via the underbridge which is, in most cases, no further than if a bridge were provided at the level crossing.

		Construction of a stepped footbridge at or near the current level crossing would enable those living south of the railway, who are able to manage steps and are near the crossing but are unable to mobilise for long distances, to access the recreation area. A ramped footbridge would be unnecessary because diversion via the existing underbridge would be of comparable length to a route via ramps if provided at the recommended gradient of 1:20. Additionally, ascending and descending ramps would require greater effort than following the natural contours of the land in the area. As the population of the area increases, consideration should be given to provision of benches for the use of those unable to mobilise for long distances.
Age e.g. the impact of changes to long-service benefits on younger and older staff or the impact of a long alternative route to close a level crossing on an older person with a long-term health issues	N	The nine-day census revealed that no unaccompanied children crossed the railway. However, reduced interaction with the railway (due to the use of a safe diversion as an alternative or a bridge) is likely to lead to significantly reduced risk for this group. Safety issues related to level crossings disproportionately impact children. This is due to their potentially slower walking speeds and because children and younger people can have difficulty correctly processing the speed of oncoming vehicles. Research conducted on behalf of the House of Commons Transport Select Committee showed that children perceived vehicles moving towards them at more than 20mph as stationary.[7] Older people are more likely to experience conditions such as arthritis or weak muscles, meaning that they typically walk more slowly, tire more easily, and may struggle to climb stairs[8]. Therefore, increased walking distances as a result of the diversion could disproportionately impact older people with mobility issues, as these people are more likely to have difficulties walking long

[7] House of Commons Transport Committee (2014): 'Safety at level crossings: Eleventh Report of Session 2013–14'
[8] NHS (2014): 'Safe, compassionate care for frail older people using an integrated care pathway'

		distances and experience pain or discomfort in doing so[9]. Safety issues related to level crossings disproportionately impact older people, due to their potentially slower walking speeds. Research by University College London has shown that older pedestrians (aged 65 or over) walk more slowly than other pedestrian users. The mean walking speed achieved by older pedestrians in controlled studies was 0.9m/s in men and 0.8m/s in women, compared to the mean speed for the population as a whole of 1.2m/s[10]. This slower walking speed places them at greater risk on level crossings and when crossing carriageways. Older people are also particularly at risk as their field of vision declines over time, making them more vulnerable to moving vehicles. Studies have shown that this can be at a rate of 1° and 3° per decade[11]. **Current usage** Whilst no unaccompanied children were recorded using the level crossing, the closure of this crossing will disproportionally benefit the safety of this vulnerable group, for whom level crossings might prove attractive play areas. Increases in walking distances, as a result of diversion to the underbridge could disproportionately impact on older people, who may be less able to mobilise for long distances. For this reason, it is recommended that resting places are provided along the route. As diversion to the underbridge brings the route nearer to housing and present and proposed local amenities, this will have the effect of shortening walks, making it more suitable and attractive for older people. **Future usage**

[9] Department for Transport (2005): 'Inclusive mobility: A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure'
[10] 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.
[11] House of Commons Transport Committee (2014): 'Safety at level crossings: Eleventh Report of Session 2013–14'

		The construction of new housing with family-sized homes would be expected to bring more children to the area. The underbridge will be located at the heart of the built out residential area and will provide level, safe access across the railway. The provision of a stepped footbridge at or near the existing level crossing would provide additional connectivity for children (and their parents) to cross the railway and access the new open spaces that are to be provided. Those requiring step-free access across the railway would be able to use the underbridge, which would not be a significantly longer or more onerous route than a theoretical ramped bridge with gradients of 1:20.
Pregnancy/maternity e.g. the impact of team relocation on a woman who is on maternity leave or the increase in height of a footbridge over the railway	N	**Current usage** Parents with prams, pushchairs or buggies can have difficulty using level crossings because of the need to operate gates, and when stood behind a pram, the person making the decision to cross the railway will be behind the decision point from which sighting is measured. Children in prams and pushchairs, recorded as occasional users of the level crossing, should have no difficulty in using the diversionary route, which will be free of gates and level crossing risk. Increase in distance should be minimal as the underbridge route is substantially on the desire line between local amenities, and in any case, the route over the level crossing forms part of a longer route between villages. **Future usage** As the area develops and the population grows, the step-free route across the railway via the underbridge will remain suitable and safe. Those requiring step-free access across the railway at or near the current level crossing would be able to use the underbridge, which would not be a significantly longer or more onerous route than a theoretical ramped bridge with gradients of 1:20.
Race e.g. the impact of psychometric testing on the recruitment of people who don't have English as a first language or the gentrification of an area	N	Instructions at level crossings are provided in English. By removing a level crossing, the risk of users making a mistake due to misunderstanding instructions will be eliminated. No other

following station redevelopment that makes retail outlets too expensive for local businesses		disproportionate impacts are anticipated for this protected characteristic because of this project.
Religion or belief e.g. the impact of a new expenses policy on meal times or the closure of a level crossing between a community and its place of worship	N	The places of worship in the vicinity of the level crossing are located some distance away. Reaching them via the underbridge should be no more onerous than a journey via the current level crossing. No disproportionate negative impacts are anticipated for this protected characteristic because of this project.
Gender e.g. the impact of a local decision to adopt arbitrary 'core hours' on women who are more likely managing childcare issues or the impact of changes in parking policies on women who are more likely to start work later due to childcare issues	N	Males are more prone to taking risk on level crossings than females, and comprise a greater proportion of fatalities. Closure of the level crossing and diversion to the underbridge will disproportionally benefit the safety of males over females in terms of safety. Consideration should be given to the provision of features on the diversionary route such that females do not fear for their personal safety. This could include elements such as overlooking, lighting, and potentially CCTV in some areas. However, it is noted that the route via the current level crossing is at present unlit and largely not overlooked. Provision of lighting is therefore likely to be desirable as part of future developments rather than diversion to the underbridge.
Sexual orientation e.g. the impact of a decision to invite partners to an away day on a gay man who hasn't disclosed his sexual orientation or the secondment of a lesbian member of staff to a project in a country where this would be a risk to life / human rights	N	No disproportionate impacts are anticipated for this protected characteristic because of this project. Consideration should be given to the provision of features on the diversionary route such that those undergoing gender reassignment do not fear for their personal safety. This could include elements such as overlooking, lighting, and potentially CCTV in some areas. However, it is noted that the route via the current level crossing is at present unlit and largely not overlooked. Provision of lighting is therefore likely to be desirable as part of future developments rather than diversion to the underbridge.
Marriage/Civil Partnership e.g. the impact of the extension of private health care to spouses	N	No disproportionate impacts are anticipated for this protected characteristic because of this project. Consideration should be given to the provision of features on the diversionary route such that those

		undergoing gender reassignment do not fear for their personal safety. This could include elements such as overlooking, lighting, and potentially CCTV in some areas. However, it is noted that the route via the current level crossing is at present unlit and largely not overlooked. Provision of lighting is therefore likely to be desirable as part of future developments rather than diversion to the underbridge.
Gender reassignment e.g. the impact of a decision to publish Oracle gender data on a new intranet staff finder page or the impact of a decision to not let staff use taxis for late night events in high risk areas	N	No disproportionate impacts are anticipated for this protected characteristic because of this project. Consideration should be given to the provision of features on the diversionary route such that those undergoing gender reassignment do not fear for their personal safety. This could include elements such as overlooking, lighting, and potentially CCTV in some areas. However, it is noted that the route via the current level crossing is at present unlit and largely not overlooked. Provision of lighting is therefore likely to be desirable as part of future developments rather than diversion to the underbridge.

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.

Step 4: Consultation

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

List the groups you have consulted or reference previous relevant consultation?[12]	What issues were raised in relation to one or many of the protected characteristics?
Public consultation Round 1 (June 2016)	General public consultation was undertaken in 2016. In June 2016, the public were asked about their preferred closure option for the level crossing involving users being diverted to the underpass. The 2 options presented were the red route, being a new footpath heading due north from the underpass, or a blue route, being a new footpath through the underpass, heading east parallel to the railway line, and joining Cattishall Road north of the existing level crossing. Of the 13 respondents, 31% favoured the red option, 54% the blue, and 15% 'other'. 54% had a positive attitude to implementation of the proposals, 23% were neutral, and 23% disagreed. No comments were made with respect to discrimination against or difficulties for those with protected characteristics if either proposal were implemented.
Public consultation Round 2 (September 2016)	Further general public consultation was undertaken in September 2016. The red route, being diversion alongside the railway line, was chosen as the single option and received 70% support. Again, no comments were made with respect to discrimination against or difficulties for those with protected characteristics if the proposal were implemented.
Complications	Two issues complicated the public consultation at this site. 1. Awareness by locals of the proposed developments, and the increased demand for crossings of the railway as the development comes on stream. This additional demand is being addressed through provision of the developer-funded footbridge, to be included as a requirement in the planning application for the land north of the railway. 2. Recognition that the diversionary route should be suitable for use as a cycle track, notwithstanding that the level crossing is a public footpath. The proposed route will be constructed to 3m wide and surfaced so

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

	that it is suitable for cycling in all weathers. It will technically be a public bridleway, although equestrian usage in the area is not believed to be significant.
Objections to the draft Network Rail (Suffolk Level Crossing Reduction) Transport and Works Act Order	Six objections were received to the formal application for powers. These objections primarily relate to the importance of maintaining resilient access across the railway, and the desire to see a bridge provided at the level crossing. None mention users with protected characteristics.

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.

Previous discussions between Network Rail Liability Negotiations and Suffolk County Council (SCC) had raised the underbridge as a potential diversionary route for the level crossing.

Network Rail met with SCC's rights of way team in April 2015 to discuss the closure of Cattishall level crossing as part of the Anglia Level Crossing Reduction Strategy, being a proposal to close multiple level crossings by diversion or extinguishment of rights of way through the use of a Transport and Works Act Order. Network Rail asked SCC to review its early proposals and send back any comments.

SCC and St Edmundsbury Council have consistently stated that they are not happy with just the use of the existing underbridge, although it is common ground that the opening of the underbridge to use by the public has benefits, both now and as the development of housing proceeds.

The results of the census and analysis of the existing amenities in the area show that the underpass route is a suitable and convenient diversion for current users of the level crossing. The future desire for the site to have access to an additional crossing of the railway will be accommodated by a new bridge over the railway, rightly to be funded as part of that development.

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	Provided that the detailed design of the diversionary route is conscious of creating a welcoming route suitable for users with protected characteristics, which has sufficient capacity to accommodate use by cyclists, there should be no issues created by the diversion. Diversion to the underbridge will bring an out-of-town route into an urban area where it will be of greater utility to those unable to travel long distances. The distribution of local amenities either to the south or south west of the level crossing means current and future users should not create significant extra distances to travel in most cases. As housing in the area develops, there will be more demand for crossings of the railway. The provision of a stepped footbridge as part of these developments will provide the shortest possible route across the railway for those at the eastern-most extent of the developments. There would be no benefit, given the current area identified in the local plan, in the provision of a ramped bridge, because diversion to the underbridge would be a less onerous diversion for most users. However, if housing extends further east on the north side of the railway (and nothing is currently proposed), consideration should be given to providing additional accessible crossings of the railway. If any stepped footbridge provided is capable of having ramps added in the future, should the need arise, this would provide an efficient option for delivering a new crossing of the railway, although the optimum placement of any facility will of course depend on the distribution of local amenities and employment areas.
2. Continue the work because no potential negative impacts found	
3. Justify and continue the work despite negative impacts (please provide justification)	
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 any other benefits of the scheme, particularly focussing on user safety improvements.	Ongoing.	Network Rail project team
Review the DIA at every design stage to ensure equality of access is maintained for all.	Ongoing	Network Rail project team

Step 7: Sign off

Name	Position	Signed	Date
Steve Day, Liability Negotiations Manager	Superuser[13]	Steve Day	27/07/2017
	Senior Manager[14]		

Step 8: Publication

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

[13] Quality assurance check.
[14] Sign-off should be by someone who can approve policy, programme or budget changes.