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: S22 Weatherby – Anglia Level Crossing Reduction Strategy

Your Name: TBC **Your Job Title:** Scheme Project Manager

Your Email: TBC **Department:** Level crossings

Document Ref: TBC **Version No:** 1

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. This is referred to as the Anglia Level Crossing Reduction Strategy ('the Strategy'). 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; and
- Improve journey time reliability for railway, highway and other rights of way users.

S22 – Weatherby level crossing

The crossing has an All Level Crossing Risk Model (ALCRM – the system used to measure risk at crossings) score of D2. The individual risk rating for crossing users is 'D' (where 'A' is highest risk and 'M' is the lowest) and the collective risk rating for this crossing is '2' (where '1' is highest risk and '13' is lowest), making Weatherby a high risk crossing. Key issues at the crossing include the large numbers of users, sun glare, and deliberate user error. Between 2011 and 2015, eight near misses, one accident and no incidents of misuse were recorded at this crossing.

The crossing is on the single track Cambridge to Ipswich line and is located 400m north east of Newmarket station. Approximately 34 trains use this part of the network daily at a line speed of 40mph.

Weatherby level crossing is a 'Stop, Look and Listen' crossing, where the user determines whether it is safe to cross. The level crossing is not a public right of way; it is a private facility which is used by the public. The level crossing has a non-slip wooden deck with tarmac approaches and kissing gates on either side of the railway. Appendix A contains site photographs.

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

Weatherby level crossing is located in the town of Newmarket, Suffolk. The level crossing is in a highly urbanised area with residential properties and local amenities located in close proximity to the railway line, on either side of the line.

The map below shows the location of the level crossing.

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Proposals for the project

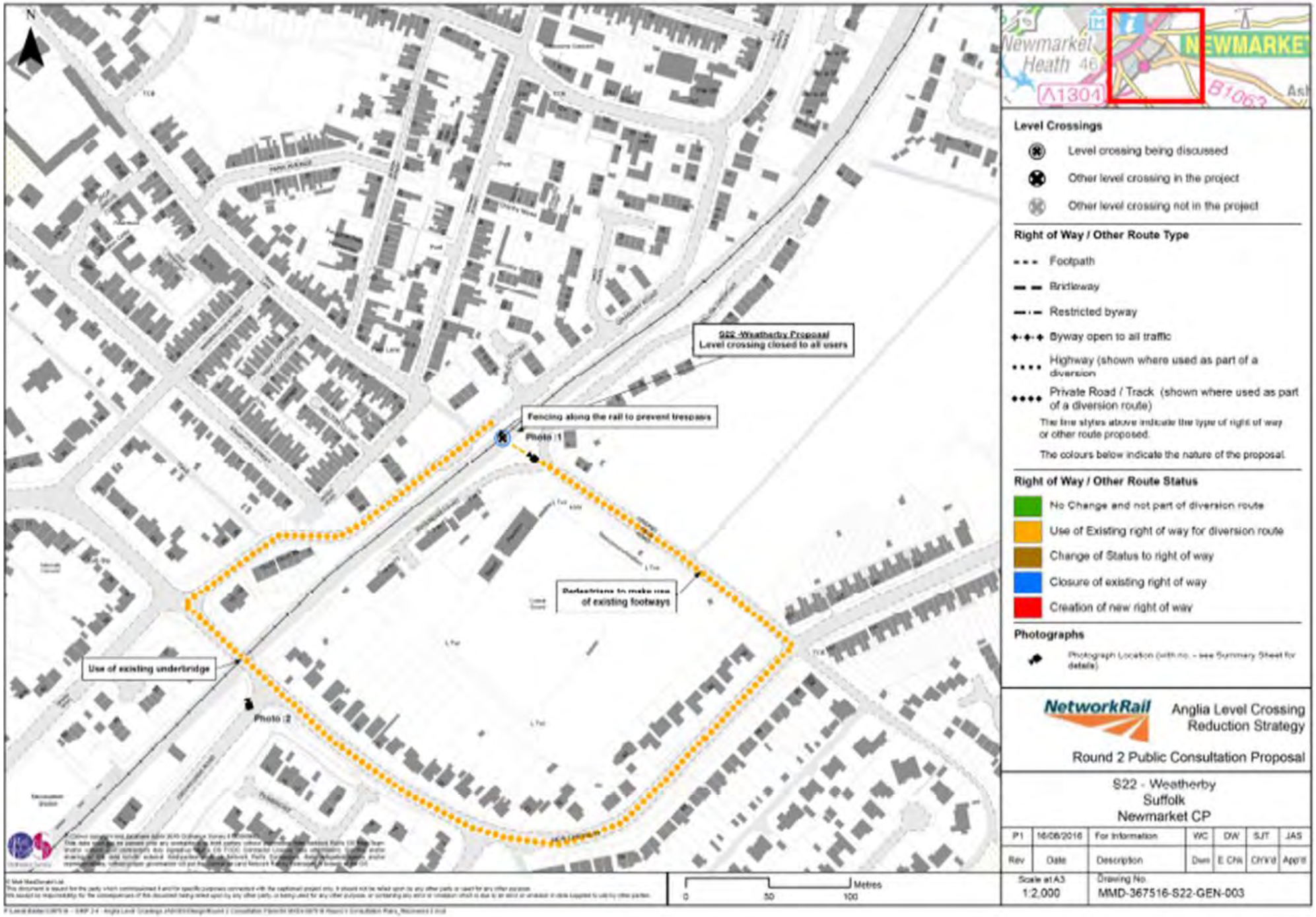
Network Rail has conducted two rounds of public consultation; the first was to obtain feedback on its initial options for level crossings in the programme (in June 2016), and the second to obtain feedback on its preferred options (in September 2016). Following the receipt of feedback, consideration was given as to how any proposed closure of the level crossing and implementation of an alternative route might best be progressed and managed.

The Round 2 public consultation for this level crossing received 33 questionnaire responses, with 29 people disagreeing with the proposals and 4 people supporting the planned diversion.

The current preferred option for the site (following feedback received as part of Round 1 public consultation), is to close the level crossing to all users and divert pedestrians to an existing underpass on The Avenue/New Cheveley Road, 200m south west of the current crossing. Level crossing infrastructure would be removed and fencing installed to prevent trespass onto the railway.

This route would add a maximum additional 870m in walking distance for those living on one side of the level crossing and wishing to access amenities on the other side. Practically, however, the diversion would not require users to walk the full 870m in most cases. Stakeholders additionally raised concerns about the suitability of the proposed route, on account of the increased walking distances, steepness and poor lighting along the diversion route.

The drawing below shows the proposed diversion route (as shown during the Round 2 consultation). Plans shown at the first and second rounds of public consultation are available in Appendix B.


N
S22 -Weatherby Proposal
Level crossing closed to all users
Fencing along the rail to prevent trespass
Photo 1
Pedestrians to make use
of existing footways
Use of existing underbridge
Photo 2
Newmarket
Heath
A1304
B1063
Level Crossings
Level crossing being discussed
Other level crossing in the project
Other level crossing not in the project
Right of Way / Other Route Type
Footpath
Bridleway
Restricted byway
Byway open to all traffic
Highway (shown where used as part of a diversion
Private Road / Track (shown where used as part of a diversion route)
The line styles above indicate the type of right of way or other route proposed.
The colours below indicate the nature of the proposal.
Right of Way / Other Route Status
No Change and not part of diversion route
Use of Existing right of way for diversion route
Change of Status to right of way
Closure of existing right of way
Creation of new right of way
Photographs
Photograph Location (with no. - see Summary Sheet for details)
NetworkRail
Anglia Level Crossing Reduction Strategy
Round 2 Public Consultation Proposal
S22 - Weatherby
Suffolk
Newmarket CP
P1 16/08/2016 For Information WC DW SJT JAS
Rev Date Description Dwn E Chk Ch'k'd App'd
Scale at A3 1:2,000
Drawing No. MMD-367516-S22-GEN-003
0 50 100 Metres

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 Weatherby level crossing, there is 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.

The proposal for Weatherby level crossing will impact on walking distances for all users. The diversion route will add a maximum of 870m to the route for residents living on one side of the crossing and accessing amenities located immediately on the other side of the crossing.

The implementation of a permanent diversion via the underpass at The Avenue/ New Cheveley Road may disproportionately affect certain sections of the population who find walking long distances difficult and may struggle with the gradients along the diversion route.

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.

User profile

A nine-day census, carried out in June/July 2016, indicates that the level crossing was used by 3,730 people during the survey period – an average of 414 people per day. The survey results show that adult pedestrians constituted 85% ($^{3178}/_{3730}$) of level crossings users, six of whom were classified as older people. Of the 410 child users, 291 were accompanied by an adult and 119 were unaccompanied. 119 pushchairs/prams were also recorded using the crossing. In addition to this, 23 impaired users were recorded using the crossing, including one wheelchair and five scooter users.

Though cyclists are not a protected group under the Equality Act (and impacts on this group have therefore not been considered in this assessment), it is worth noting that 307 cyclists used this crossing during the survey period – highlighting the popularity of this route for various groups.

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

Population profile

In order to gain a better insight into the local community and therefore other potential users of the level crossing, existing statistical data was reviewed to establish the composition of the local population – here taken as the district of Forest Heath.[2] These are as follows:

[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

[2] Source: ONS Population estimates taken from nomis. Available at: https://www.nomisweb.co.uk/reports/lmp/la/1946157240/report.aspx?pc=cb8_8bt

- Children (under 16 years of age) make up 19% of the Forest Heath population. This is equivalent to the national average.
- Younger people (16-24 years old) make up 12% of the population of Forest Heath, which is also comparable to the national figure of 12%.
- The proportion of older people (here described as people of retirement age – 65 and over) in Forest Heath is again the same as the national average (16%).
- 15% of the Forest Heath population have a long-term illness or disability that limits their daily activities. This is slightly lower than the national average of 17%.
- 23% of the population of Forest Heath is from Black, Asian or ethnic minority (BAME[3]) groups. This is slightly higher than the national figure of 20%.
- Forest Heath has a low proportion of its populations belonging to minority faith groups (including Buddhist, Hindu, Jewish, Muslim, Sikh and 'other' in national Census data) - 2% compared with 9% for England.

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 with the exception of the lower proportion of people from minority faith groups.

[The level crossing is also very close to the boundary with the Parish of Woodditton in East Cambs. District.]

Local amenities

According to a review of local planning applications in November 2016, there are no development plans in the local area in the near future.[4]

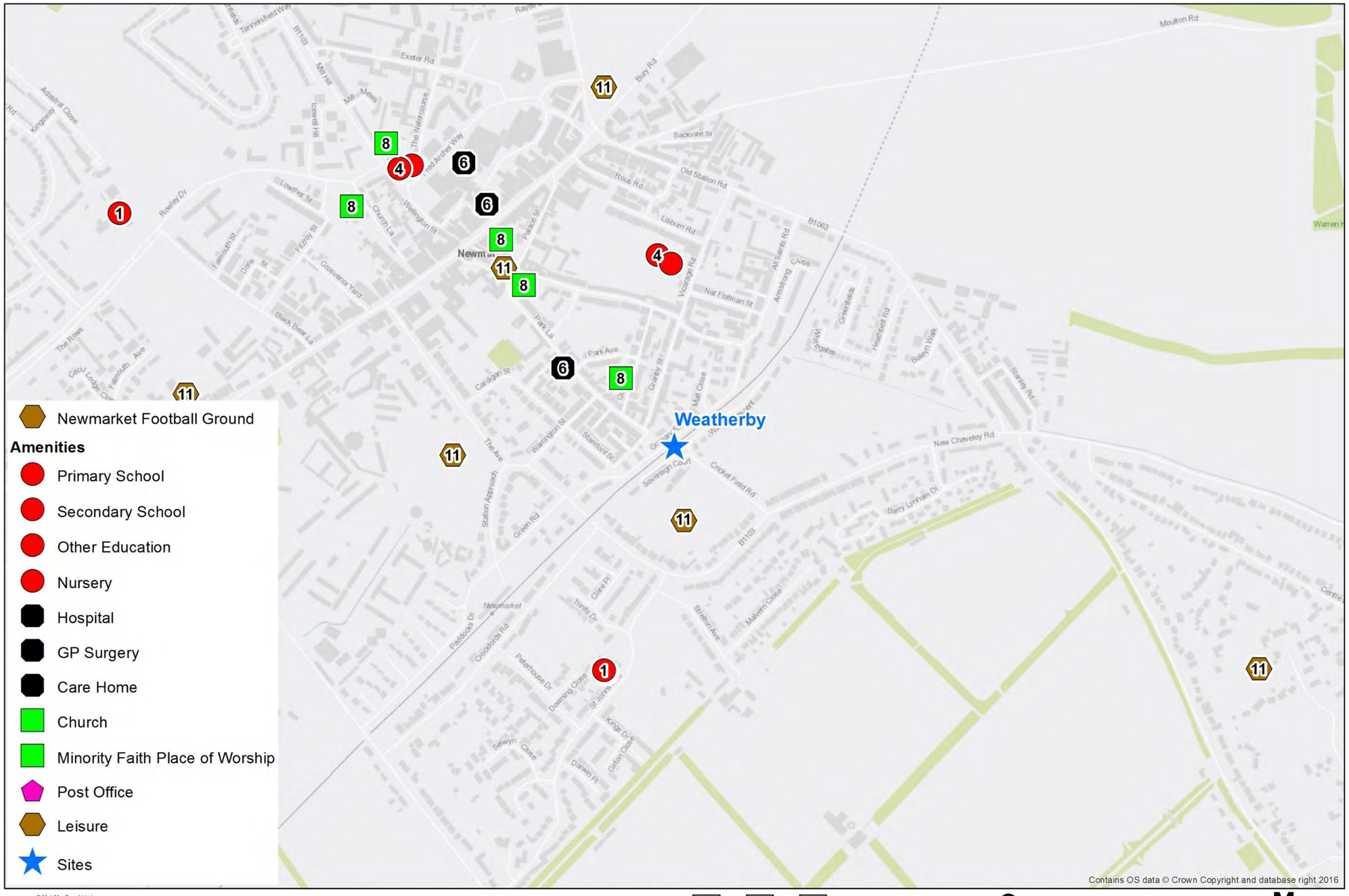
The area around Weatherby level crossing is highly urbanised with a wide range of local facilities and residential properties on both sides of the line, creating desire lines for local people to use the crossing. It is understood that the level crossing forms part of a popular route used by the local community to access local facilities and resources.

An analysis of local amenities indicates that there are many amenities located in close proximity to the level crossing. These include two primary and nursery schools, five churches, and GP surgeries. A number of leisure facilities are also located nearby. It is likely that those people living on the opposite side of the line to local amenities may wish to use the crossing, particularly to access the church and GP surgery (both to the north of the crossing) or the leisure area to the south, as Weatherby level crossing provides a direct route. Alternative routes, which are available in the local area, are likely to significantly increase travel distance and provide a less direct route to some local amenities.

These presumed desire lines are based on the identified location of residential areas and community facilities within the immediate vicinity of the crossing. The development of a more substantive picture of local desire lines for the crossing and associated routes could be achieved through cordon survey interviews with users at fixed locations and times.

The map below shows local amenities.

[3] Including white Irish, Gypsy and Irish travellers and other white ethnic populations.
[4] Newmarket Town Council: http://www.newmarket.gov.uk/meetings/committees/development-and-planning/.



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Note that Newmarket Football Club is south of the level crossing. Newmarket Town Council allotments are opposite the Football Club and are not shown on the above plan.

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 impact of the proposed work at Weatherby 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		Explain the potential negative impact
Disability	Y	The permanent closure of Weatherby level crossing will remove pedestrian access at this point, potentially resulting in disproportionate impacts on disabled people (including people with mobility, sensory and respiratory conditions) compared to non-disabled people. In total, 23 users with mobility and sensory impairments were recorded using the level crossing during the nine-day census period, including one wheelchair and five mobility scooter users. As such, the permanent closure of the level crossing may reduce pedestrian accessibility if the diversion route proposed is unsuitable – potentially resulting in community severance. **Potential impacts on pedestrian accessibility due to suitability of diversion routes** Even when routes are free from obstacles such as steps, as is the case with the proposed underpass diversion, diversions involving underpasses can act as a barrier for disabled people. Underpasses can be difficult for people with mobility impairments to manage unless they are designed with accessibility in mind.[5] The Department for Transport (DfT) states that underpasses should be as wide as possible to give sufficient room for disabled users, and ensure a sense of security. The current underpass is approximately 12m wide in total, with the footways being 1.56m and 2.30m on the north and south sides respectively (subject to confirmation at detailed design). The existing headroom for vehicles is 4.4m (as indicated by signage on-site). The DfT recommends that to achieve inclusive mobility for new or enhanced underpass infrastructure, designers should aspire to a total width of at least 4.8m and a headroom of 3m, or as close to these parameters as reasonably practicable/deliverable. The underpass is also light and has a clear view from one side to the other. Therefore, it is felt that the underpass currently adequately complies with the DfT guidelines. During consultation stakeholders also raised concerns about the steepness of the diversion route. Steep gradients can be challenging to manage for those in wheelchairs or mobility scooters (six of whom were recorded using Weatherby level crossing during the survey

[5] Highways England: 'Design Manual for Roads and Bridges – Assessment and Preparation of Road Schemes'

period). Gradients can also act as a barrier for those with sight and mobility impairments.[6]

To comply with the Equality Act 2010, a gradient of no more than 5% (1 in 20) is preferred, with the maximum allowance being 8% (1 in 12).[7] Gradients exceeding this are to be designed as ramps, requiring the provision of more frequent landings the steeper the incline. This are set out in the table below[8]:

Gradient	Maximum Length	Maximum Rise
1 in 20 (5%)	10m	500mm
1 in 15 (7%)	5m	333mm
1 in 12 (8%)	2m	166mm
More than 1 in 12 (>8%)	Not permitted	Not permitted

Even when infrastructure is designed to accessible standards, there is likely to be an imperfect relationship between the length of a ramp and its gradient – the longer the ramp the less severe the gradient that is acceptable. Although the preferred gradient is 5% (1 in 20), a steeper gradient of 10% (1 in 10) is acceptable over short distances of less than 1m. As a general rule, 8% (1 in 12) should be used as the absolute maximum, as this ensures pedestrian accessibility is maintained for all users.

Assessment of LIDAR data has shown that the existing gradient on the approach to and departure from the underpass itself is approximately 1.0-1.5%. On the diversion route, the steepest section is to the north of the underpass on Green Road, which is approximately 5% – well within the DfT's maximum gradient of 8%. It is also noted that the pathways along all of the diversion route met recommended width standards (1.5m) – the pathways range in width from 1.5m to 2.3m.

Stakeholders did raise safety concerns regarding the need for pedestrians to walk near busy roads when using the proposed diversion route. It was felt that concerns over pedestrian safety would discourage people from using the diversion route and encourage travel by motorised transport. Consideration should be given to route improvement measures along the diversion route wherever practical and appropriate to improve the safety of pedestrians. Overall, however, the diversion route is safe, secure and accessible.

Permanent increased walking distance due to length of diversions

Increases in walking distances, as a result of the permanent diversion of crossing routes over the line, are likely to disproportionately impact upon some disabled people. Disabled people (especially those with mobility impairments) are more likely to have difficulties walking longer

[6] Department for Transport (2005): 'Inclusive mobility: A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure'.
[7] Transport Scotland (2013): 'Roads for All: Good Practice Guide for Roads'.
[8] Transport Scotland (2013): 'Roads for All: Good Practice Guide for Roads'.

		distances and many experience pain and discomfort in doing so. Additionally, during consultation stakeholders raised concerns about the additional length of the permanent diversion route and its manageability for disabled people. Studies have shown that of people with a disability who are able to walk, around 30% can walk no more than 50 metres without stopping or experiencing severe discomfort and a further 20% can only manage between 50 and 200 metres.[9] The proposed diversion route via The Avenue / New Cheveley Road underpass adds a maximum 870m to the route. This may disproportionately impact disabled people who would struggle with the increased walking distance. Diversions should therefore be well signposted and accompanied by measures, such as widening of pavements and ensuring level surfaces, to support users who may struggle to walk the additional distance. It is also noted that not every user of the crossing would need to travel the full 870m due to the availability of existing routes in the surrounding area. **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. Pedestrians with sensory, physical or cognitive impairments may also be less able to cross safely because of these factors. 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.[10] As Weatherby level crossing is used by some disabled users to access local facilities, reduced interaction with the railway at this point may potentially result in a reduced crossing risk for this group.
Age	Y	The permanent closure of Weatherby level crossing will remove pedestrian access at this point, potentially having a disproportionate impact on particular age groups – namely children and older people – compared to the general population. **<u>Children</u>** **Permanent improved user safety due to reduced interaction with the railway** Weatherby level crossing is considered high risk primarily because of the very large number of users it accommodates every day. The nine-day census indicated that a large number of users – 410 of the total 3,730 level crossing users (11%) – were children, of which 119 (29%)

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

		were not accompanied by an adult. This highlights the importance of the route for children. Safety issues related to level crossings are also disproportionately likely to impact children. This is due to their potentially slower walking speeds and because children and younger people can have difficulties correctly processing the speed of oncoming vehicles. Research conducted on behalf of the House of Commons Transport Select Committee, showed that children tended to perceive vehicles moving towards them at more than 20 mph as stationary.[11] As such, reduced interaction with the railway (due to the use of a safe diversion as an alternative) is likely to lead to significantly reduced crossing risk for this group. Ensuring the diversion route is safe and appropriate will be essential to realising this positive impact. **<u>Older people</u>** **Permanent increased walking distance due to length of diversion** Increases in walking distances, as a result of the closure of Weatherby level crossing and the permanent use of a diversion route, are likely to disproportionately impact older people compared to other sections of the population. The proposed diversion route via The Avenue / New Cheveley Road underpass adds up to 870m to the route (though, in practice, it is likely to be less than this for trips starting or ending along the diversionary route). 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.[12] As such, increased walking distances could disproportionately impact older people with mobility issues, as these people are more likely to have difficulties walking long distances and experience pain or discomfort in doing so.[13] Diversions should also be well signposted and accompanied by measures, such as widening of pavements and ensuring level surfaces, to support users who may struggle to walk the additional distance. **Permanent reduced pedestrian accessibility due to nature of diversion routes** Older people are more likely than other sections of the population to have mobility impairments and therefore require an accessible pedestrian environment and step-free infrastructure.[14]

[11] House of Commons Transport Committee (2014): 'Safety at level crossings: Eleventh Report of Session 2013–14'
[12] NHS (2014): 'Safe, compassionate care for frail older people using an integrated care pathway'
[13] Department for Transport (2005): 'Inclusive mobility: A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure'
[14] Highways Agency : 'Design Manual for Roads and Bridges – Assessment and Preparation of Road Schemes'

		As with disabled people, slopes and gradients in particular 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 proposed diversion route makes use of the nearby underpass, it could potentially reduce pedestrian accessibility on account of the gradients along the routes. In order to comply with the Equality Act 2010, a gradient of no more than 5% (1 in 20) is required along the route. Stakeholders raised concerns about the steepness of the proposed diversion route. There could be an impact if the gradient exceeds the DfT's preferred maximum gradient of 5%. However, assessment of LIDAR data has shown that the existing gradient on the approach to and departure from the underpass itself is approximately 1.0-1.5%. On the diversion route, the steepest section is to the north of the underpass on Green Road, which is approximately 5% – well within the DfT's absolute maximum gradient of 8%. It is also noted that the pathways along all of the diversion route meet recommended width standards (1.5m) – the pathways range in width from 1.5 – 2.3m. Consideration should be given to route improvement measures along the diversion route wherever practicable and appropriate to improve the safety of pedestrians. The diversion route however is, overall, safe, secure and accessible. **Permanent improved user safety due to reduced interaction with the railway** 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, placing them at greater risk. The mean walking speed achieved by over-65s in controlled studies was 0.9 metres per second (m/s) in men and 0.8m/s in women, compared to the mean for the population as a whole of 1.2m/s.[15] 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.[16] Whilst use of Weatherby level crossing by older people is currently limited (with only six documented using the crossing over the nine-day survey period), reduced interaction with the railway means reduced crossing risk for this group.
Pregnancy / maternity	Y	**Permanent reduced pedestrian accessibility due to nature of diversion route** Inaccessible infrastructure can disproportionately impact upon people travelling with children in pushchairs. Underpasses and steep

[15] 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.
[16] House of Commons Transport Committee (2014): 'Safety at level crossings: Eleventh Report of Session 2013–14'

		gradients can be difficult to access unless they are designed with people with pushchairs, prams or buggies in mind. Stakeholders raised concerns about the steepness of the diversion route. As discussed previously, standards are in place to ensure that gradients do not exceed inappropriate levels. Analysis of the current underpass in relation to these standards highlighted that the underpass adequately meets DfT guidelines. Consideration should be given to route improvement measures along the diversion route wherever practical and appropriate to improve the safety of pedestrians. The diversion route however is, overall, safe, secure and accessible.
Race	N	No disproportionate impacts are anticipated for this protected characteristic because of the project.
Religion or belief	N	Although there are a number of churches in the local area, due to the availability of alternative routes, it is not anticipated that any disproportionate impacts will be felt by this protected characteristic group.
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, associated with 70% of all train strikes. Given that males represent approximately 50% of the population as a whole, this would suggest male pedestrians are more at risk at level crossings than female pedestrians.[17] Reduced interaction with the railway (due to the diversion onto the bridge) would lead to reduced crossing risk for men.
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.

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

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?[18]	What issues were raised in relation to one or many of the protected characteristics?
Public consultation – Round 1 (August 2016)	Questionnaire responses received during the first round of public consultation included the following issues concerning Weatherby Road level crossing: • Concerns were raised about the length of the diversion (stated as three times longer than the current route). • Concerns were also raised over the steepness of the diversion route. • Safety concerns over walking on and near busy roads were also seen as a potential problem. This will encourage more people to drive to the shops rather than walk, thus increasing the number of cars making short journeys around town and putting extra pressure on parking. • This will impact on local businesses, as people will be more inclined to drive out of town to go shopping. • Several requests were made for a footbridge. • A request for better lighting, newer gates, a tidy up and potentially a flashing sign to inform when a train was approaching. • A request for maglocks was made. • Several suggestion of an underpass to be created at the current level crossing site. • A request for self-locking gates and flashing lights instead of closure. • Concerns raised over legal aspects of the proposed closure. • Some dispute over how the scheme will achieve its objectives.

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

Public consultation Round 2 (September 2016)	Questionnaire responses received during the Round 2 public consultation identified the following issues (outlined below) regarding Weatherby level crossing:
Local Councillor	• There is not enough evidence to close the crossings.
Mid Anglia Rail Passengers Association (MARPA) Committee	• A request was made for a footbridge to be implemented as this would solve problems for the whole community, including commuters and school children.
Secretary of Newmarket Town Football Club	• The crossing is well used by staff and supporters of the club to access the stadium. • The proposed diversion route is too long, especially for older people and young children. • New Cheveley Road is a very busy road and is not suitable for pedestrians/cyclists.
Members of the public	• The proposed solution is cutting off the people living south of the railway from the town centre. • The diversion is too long particularly for children and the elderly. • The route is regularly used by people shopping, going to/from schools and accessing the other amenities of the town centre.

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)	✓ Because there are a number of alternative routes available locally that would sufficiently service those wishing to cross the line, the closure of Weatherby level crossing will result in overall improvements in user safety.

	Diversions should be signed and accompanied by measures to support users who may struggle to walk the additional distances.
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 whom
Consideration should be given to developing a route improvement strategy along the diversion routes to help mitigate any negative impacts of increased walking distances and steeper gradients, signage to support wayfinding and ensuring level surfaces. This will enhance the user experience for all groups and increase a sense of safety.	Prior to implementing works	Network Rail project team
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 at the site for children.	Ongoing	Network Rail project team
Review the DIA at every future GRIP stage to ensure equality of access is maintained for all.	**Ongoing**	**Network Rail project team**

See **Appendix D** for Design Team responses to the proposed actions above.

Step 7: Sign off

Name	Position	Signed	Date
DIA Owner TBC	Scheme Project Manager		
Superuser[19]	Liability Negotiations Mgr	Steve Day	29/01/2018
Senior Manager[20]			

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.

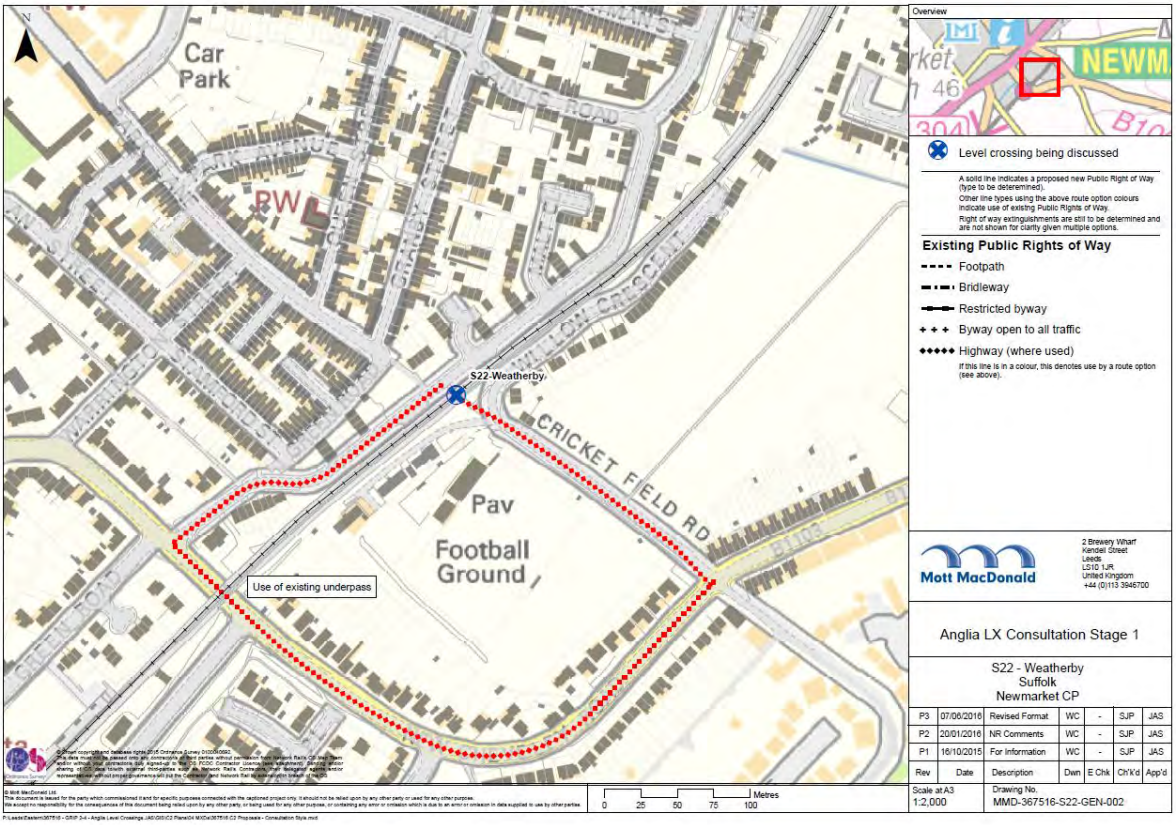
Appendix A: Site photographs

Existing level crossing:

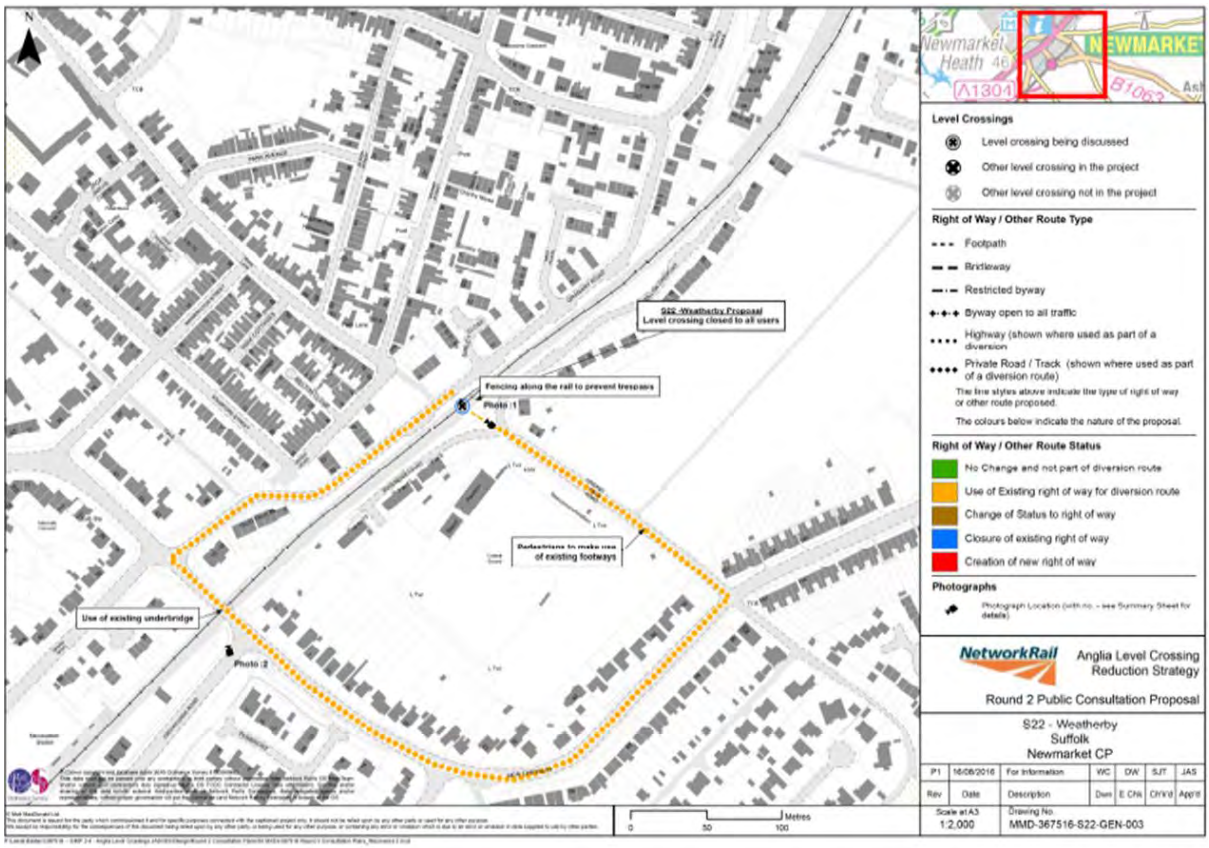
Proposed alternative railway crossing (underpass on the B1103 New Cheveley Road)

Appendix B: Site drawings

Round 1 consultation (June 2016) – Initial option for proposed diversion route



Round 2 consultation – Preferred option for diversion route, at September 2016)



Appendix C: Nine-day pedestrian census data

Summary

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

The data is summarised below:

Pedestrian								
	Adult	Accompanied child	Unaccompanied child	Older person	Impaired user	Wheelchair user	Pushchair / pram	Total
25th June	406	31	0	0	0	0	6	443
26th June	331	27	0	0	0	0	8	366
27th June	447	39	1	2	3	0	13	505
28th June	314	32	28	0	0	0	18	392
29th June	268	27	23	1	4	1	14	338
30th June	319	26	28	2	2	0	15	392
1st July	331	47	26	0	3	0	22	429
2nd July	429	36	8	0	1	0	10	484
3rd July	327	26	5	1	4	0	13	376
	3172	291	119	6	17	1	119	3725

Appendix D: DIA Design Team Responses to Action Planning

Action	By when	By who	Design Team comment	NR Response	Design Team Response
As the diversion route incorporates an underpass, measures should be considered to ensure the safety and usability of the route. The DfT states that where underpasses are provided, they should be as wide as possible to give a sense of security. Within the underpass, handrails set at 1000mm above the walking surface should be provided on both sides. There should be a clear view from one end to the other and a good level of lighting.	Detailed design	Network Rail project team	The underbridge is an existing road bridge with footways to both sides which meet recommended width requirements. Lighting should be provided by the local highway authorities (SCC and CCC) to the appropriate standard. Guardrailing is already provided beneath the underbridge on the east side of the road which is associated with the diversion route (due to a level difference between footway and carriageway). However further handrails could be installed with the agreement of the highway authorities. The route through the underbridge is short and straight with good forward visibility. It is noted that SCC have not requested any improvements at this location. No further mitigation or improvement works are considered necessary	No handrails are needed as the diversionary route under the bridge already has them.	Agreed

Consider measures along the diversion route to help mitigate any negative impacts of increased walking distance and steeper gradients, including: the widening of pavements; signage to support way finding; and ensuring level surfaces including dropped kerbs and tactile paving. This will enhance the user experience for all groups and increase a sense of safety.			Footways are present for the full length of the diversion route and are of reasonable width for their current and proposed usage. Permanent and temporary signing after the LC closure will be discussed in further detail with the highway authorities at the detailed design stage. This can be incorporated within the adopted highway with the agreement of the highway authorities. Dropped kerbs and tactile paving already exist at the junction of Green Road and New Cheveley Road. The provision of new dropped kerbs and tactile paving could be provided at the junction of Cricketfield Road and New Cheveley Road and should be discussed further with the highway authority. This can be incorporated within the adopted highway with the agreement of the highway authority.	No new dropped kerbs needed at junction of Green Road and New Cheveley Road, as at present there isn't an accessible dropped kerb route to use the current crossing. We aren't making it any worse	Agreed but it may be something that the local authority may still want to discuss

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 at the site for children.	Ongoing	Network Rail project team	NR to undertake at detailed design / implementation stage.	Agreed	NR to take appropriate actions
Review the DIA at every future GRIP stage to ensure equality of access is maintained for all.	Ongoing	Network Rail project team	NR to undertake at detailed design / implementation stage.	Yes, but this is not to 'ensure equality of access is maintained for all' it is to ensure that any changes to the design do not worsen the access and they improve where appropriate.	NR to take appropriate actions