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: S16 – Gislingham - 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 (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. It can:

- 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.

S16 – Gislingham level crossing

Gislingham level crossing is located in the parish of Finningham, Suffolk. The crossing spans the two track Great Eastern Main Line (running from Norwich to London).

Gislingham is a 'Stop, Look and Listen' bridleway level crossing, where the user determines whether it is safe to cross. Access to the crossing on both sides is via uneven track and crossing gates.

The crossing has an All Level Crossing Risk Model (ALCRM – the system used to measure risk at crossings) score of C9. 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 '9' (where '1' is highest risk and '13' is lowest), making Gislingham a high-risk crossing. Approximately 90 trains use this part of the network daily at a line speed of 100mph. Key issues at the crossing include frequent trains and sun glare. Between 2011 and 2015 there were no incidents of misuse, no near misses and no accidents recorded at this location.

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

Gislingham level crossing is located north east of the village of Finningham. To the east of the crossing is a small collection of buildings associated with Eastlands Farm. Agricultural land surrounds the crossing at all other directions. The nearest railway station on the Great Eastern Main Line in Diss, approximately 11km north of the level crossing.

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

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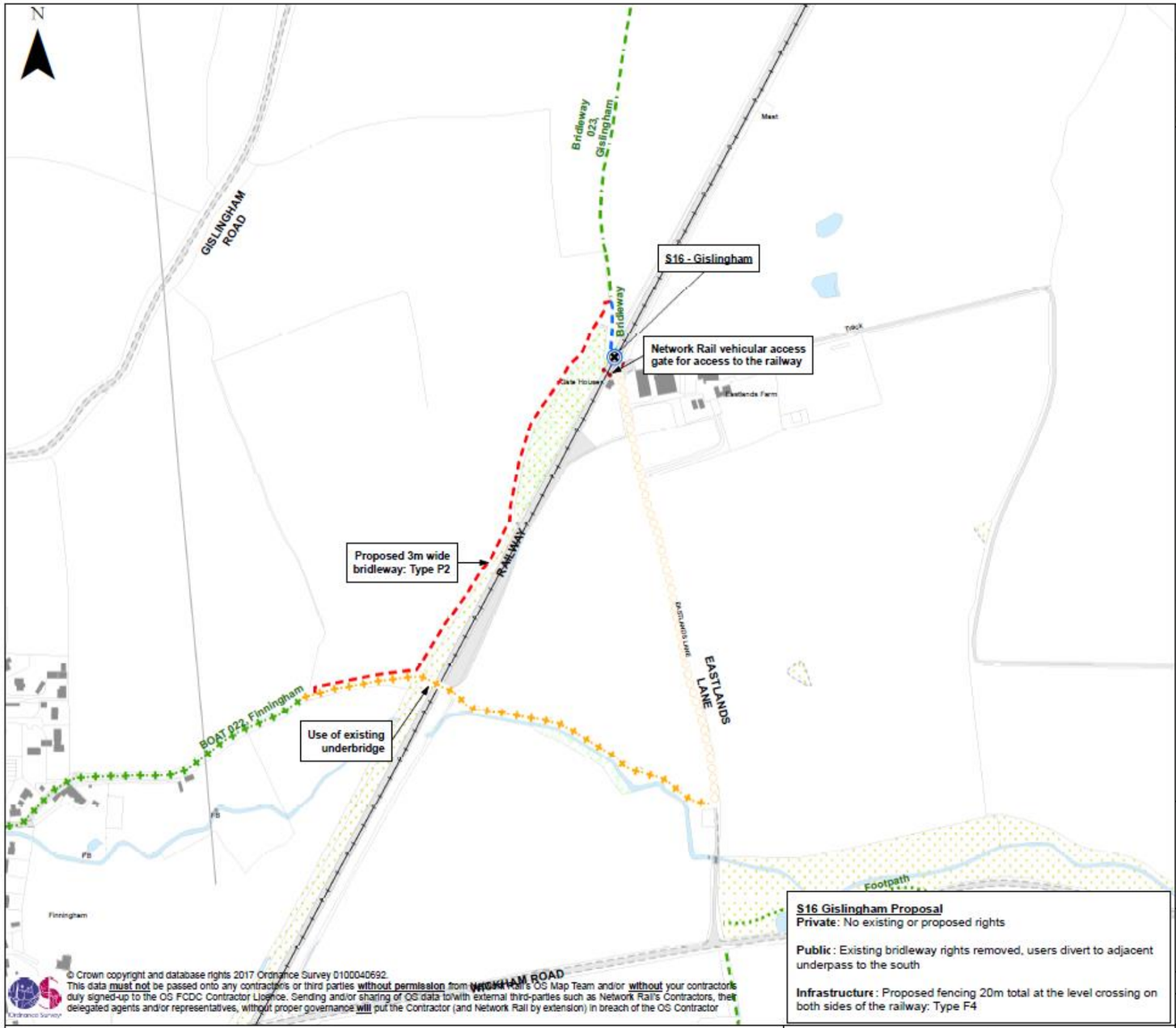
Proposals for the project

Network Rail has conducted two rounds of public consultation regarding Gislingham level crossing - the first was to obtain feedback on initial options for all 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 this 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 the round two of public consultation, the proposal is to close Gislingham level crossing to all users and remove the crossing infrastructure. The preferred proposal is to divert users to an existing underbridge located 380m south of the level crossing (as detailed in the figure below).

On the western side of the railway, the underbridge would be accessed via a new 3m wide bridleway, linking to the existing public byway open to all traffic (BOAT 022) and the underbridge. Similarly, access to the underbridge from the eastern side of the railway would be via Eastlands Lane and BOAT 022. This diversion would add 250m to the route for those wishing to access the Wickham Road/Eastlands Lane junction. Users from Eastlands Farm wishing to access the bridleway west of the level crossing would have an additional length of 1.2km to the route as a result of the level crossing closure.

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.



S16 Gislingham Proposal

Private: No existing or proposed rights

Public: Existing bridleway rights removed, users divert to adjacent underpass to the south

Infrastructure: Proposed fencing 20m total at the level crossing on both sides of the railway: Type F4

SECTION 1: LEVEL CROSSINGS

- Rights to be modified as part of this project
- Rights not modified as part of this project

The above symbols indicate existing level crossing locations.
The ring colours are as per section 4 below.

SECTION 2: TYPE OF RIGHT OF WAY (excluding adopted highway)

- Footpath (public)
- Bridleway (public)
- Restricted byway (public)
- Byway open to all traffic (public)
- Road / Track (private)

The line styles above illustrate the type of right of way extant or proposed.
The colour is per section 4 below.

SECTION 3: PROPOSED USE OF ADOPTED HIGHWAY

- Footway Available
- Verge Available (No Footway)
- Carriageway Available (No Footway or Verge)
- Motorised Only Diversion Route

Where the proposals may divert users onto an adopted highway, the above symbols denote where a footway is available, a verge only, or if neither a footway or verge is available and pedestrians would need to walk in the carriageway.

SECTION 4: PROPOSED STATUS CHANGE

- No change and not part of diversion
- Use of existing right of way as part of diversion
- Change of status to existing right of way
- Closure of existing right of way
- Creation of new right of way

The above colours apply to sections 1, 2 and 3 above.

SECTION 5: ASSOCIATED INFRASTRUCTURE (Indicative features)

- Fencing (tie into existing)
- Gates
- Bridges
- Footway
- Future developments by Third Party projects where planning details are available
- Railway

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 Suffolk Design Guide (Ref: 367516/ RPT023) which contains details of the infrastructure types referred to in this drawing.

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Anglia Level Crossing Reduction Strategy

Design Freeze Proposals

S16 - Gislingham
Suffolk - Finningham CP
Post Code IP144HX

Rev	Date	Description	Dwn	E Chk	Ch'k'd	App'd
P3A	Mar 2017	For Information	WC	SRP	SJT	JAS

Scale at A3: NTS

Drawing No. MMD-367516-S16-GEN-005

0 0.1 0.2 Kilometers

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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.

Potential positive impacts: Without the closure of Gislingham 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 safety for all users. Safety benefits are more likely to be experienced by some protected characteristic groups – such as children, older people, males, and disabled people (see below).

Potential negative impacts: The proposals for Gislingham level crossing and its associated diversion are likely to impact accessibility, walking distances, and journey times for people using the crossing.

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 people with protected characteristics and mitigate these wherever possible and practicable by reasonable adjustments.

User profile

The nine-day census carried out over June and July 2016 indicated that a total of five people (including two railway personnel) used the level crossing over the survey period – an average of less than one person per day. All users were adults. No children, older people, impaired people, wheelchair or scooter users, or people with pushchairs / prams were recorded using the level crossing.

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 potential users of the level crossing, existing statistical data was reviewed to establish the composition of the local population – here taken as Mid Suffolk.[2] These are as follows:

- Children (under 16 years of age) make up 18% of the Mid Suffolk population, which is in line with the national average of 19%.
- Younger people (16-24 years old) make up 9% of the population of Mid Suffolk, which is slightly lower than the national figure (12%).
- The proportion of older people (here described as people of retirement age – 65 and over) in Mid Suffolk is 20%, which is slightly higher than the national figure of 16%.

[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/1946157242/report.aspx?town=mid suffolk

- 17% of the Mid Suffolk population is living with a long-term illness or disability that limits their daily activities. This is in line with the national average (18%).
- 4% of the population of Mid Suffolk is from Black, Asian or minority ethnic (BAME[3]) 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 Mid Suffolk is 1%, which is 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 is demographic data) are broadly in line with national proportions. There are two exceptions: Mid Suffolk has a considerably lower proportion of people from BAME and minority faith groups.

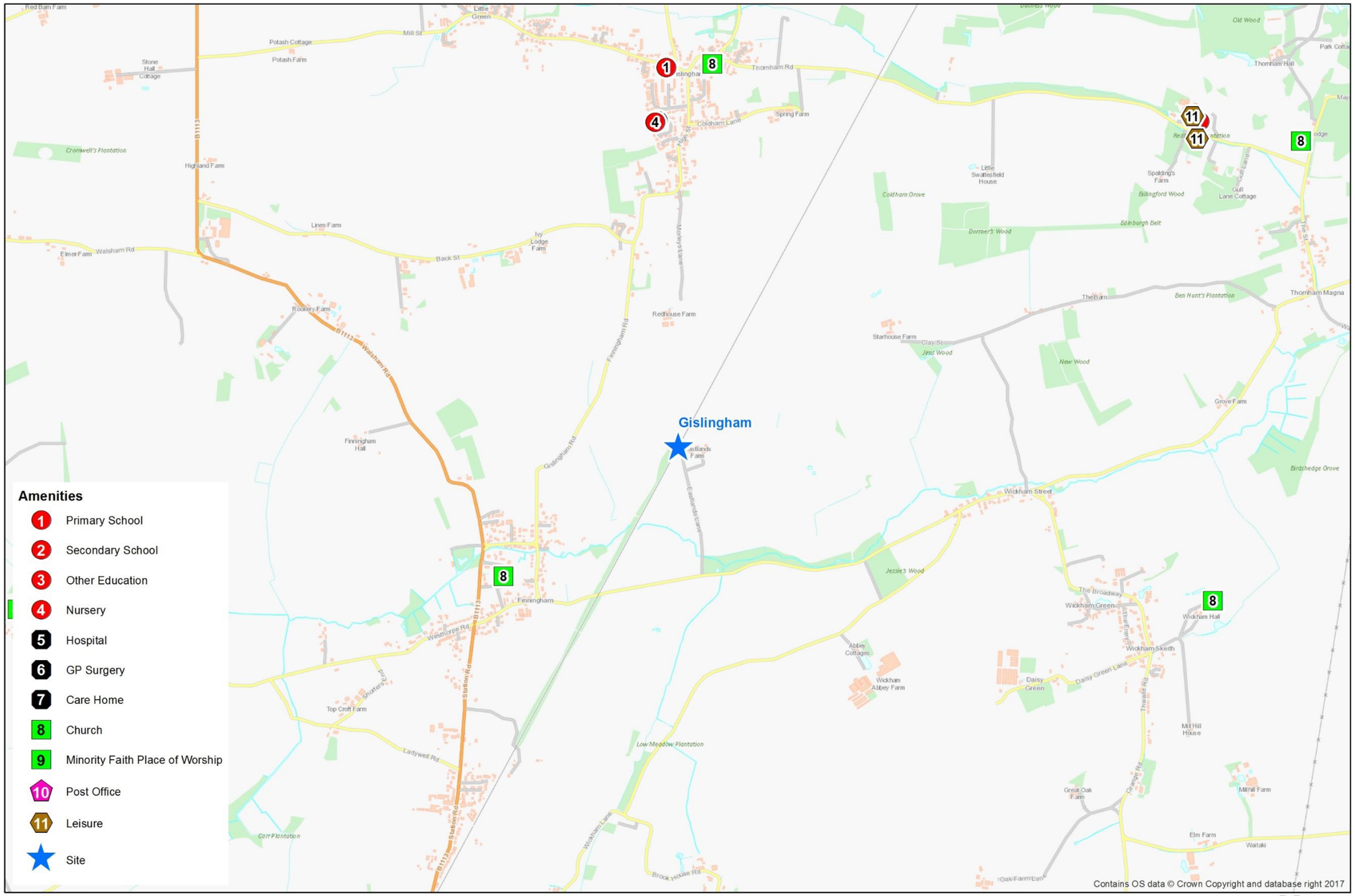
Local amenities

An analysis of local planning applications in May 2017 highlighted that there are currently no plans for development in the area local to the crossing.[4]

An analysis of local amenities indicates that there are very few amenities of importance to equalities groups within 2km of Gislingham level crossing. These include two churches, one in Gislingham and one in Finningham, a nursery school and a primary school.

The map below shows local amenities.

[3] Including white Irish, Gypsy and Irish travellers and other white ethnic population groups.
[4] Mid Suffolk Council: http://planningpages.midsuffolk.gov.uk/online-applications/simpleSearchResults.do?action=firstPage.



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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 Gislingham 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 Gislingham level crossing will remove pedestrian access at this point. Safety issues related to level crossings can disproportionately impact disabled people, older people, children and men. This is because: • 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.[5] • Older people have potentially slower walking speeds and their field of vision tends to decline over time. Studies have shown that this can be at a rate of 1° and 3° per decade.[6] Older pedestrians (aged 65 or over) walk more slowly than other pedestrian users (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[7]), placing older people at greater risk. • Children and younger people have potentially slower walking speeds and can have difficulties correctly processing the speed of oncoming vehicles.[8]
Age	Y	
Pregnancy / maternity	N	
Race	N	

[5] Rail Safety and Standards Board (2011): 'Research Programme: Operations and Management - Improving safety and accessibility at level crossings for disabled pedestrians'
[6] House of Commons Transport Committee (2014): 'Safety at level crossings: Eleventh Report of Session 2013–14'
[7] 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.
[8] House of Commons Transport Committee (2014): 'Safety at level crossings: Eleventh Report of Session 2013–14'

Religion or belief	N	• Male pedestrians dominate accidents at level crossings they are 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.[9] Reduced interaction with the railway at this point may potentially result in a reduced crossing risk for these groups. However, due to the lack of recorded usage by older people, disabled people and children, there will be no considerable change to baseline safety. There will be a permanent increase in walking distance of between 250m and 1.2km for those following the diversion route. Increases in walking distances, as a result of the proposed permanent diversion route, typically affect some protected characteristic groups more than the general population, notably disabled and older people (particularly those with reduced mobility). • Older and disabled people are more likely to have difficulties walking long distances and experience pain or discomfort in doing so.[10] • 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.[11] • 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 are more likely to struggle to climb stairs.[12] However, due to the lack of recorded usage by these two groups, there will be no change to baseline accessibility. It should be noted that there are no amenities in close proximity to the site that would be used disproportionately by disabled and older people. As such, it is highly unlikely that any impacts would be experienced disproportionately.
Gender	Y	
Sexual orientation	N	
Marriage/Civil Partnership	N	
Gender reassignment	N	

[9] Rail Safety and Standards Board (2011): 'Research Programme: Operations and Management - Improving safety and accessibility at level crossings for disabled pedestrians'
[10] Department for Transport (2005): 'Inclusive mobility: A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure'
[11] Department for Transport (2005): 'Inclusive mobility: A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure'
[12] NHS (2014): 'Safe, compassionate care for frail older people using an integrated care pathway'

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?

The below are views received through public consultation events. As such, views expressed 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?[13]	What issues were raised in relation to one or many of the protected characteristics?
Public consultation Round 1 (June 2016)	As part of round 1 of public consultation, one questionnaire response was received for Gislingham level crossing. The sole respondent stated that they would have no objection to the proposal to permanently close the level crossing providing the new red route provided is constructed as a bridleway to the point where it joins Eastlands Lane (see Appendix B.1).
Public consultation Round 2 (September 2016)	As part of public consultation round 2, five questionnaire responses were received. Four respondents either agreed

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

	or strongly agreed with the proposals to permanently close the crossing, and one strongly disagreed. Questionnaire responses received during the second round of public consultation identified the following comments / issues:
Landowner response	• If more traffic is likely to use the existing underbridge the bridleway may need more maintenance, with any additional costs being met by Network Rail. • There is currently very little use of the level crossing by vehicles other than rail work, but it does have pedestrian use.
Stowmarket Ramblers Footpath Secretary response	• No objection to the proposal providing the new red route provided (see Appendix B2) is constructed as a bridleway to the point where it joins Eastlands Lane.
Public responses	• Gislingham level crossing currently acts as a barrier to horse riders as it is too dangerous to be used. The enhancement of the bridleway network avoiding would therefore benefit this group. • If the crossing is closed then the new bridleway must be recorded on the Suffolk County Council definitive map and statement. • Wayfinding signs should be installed on the same day that the crossing is closed – this has been weeks in other closure instances e.g. Symonds level crossing. • Eastlands Farm has recently been purchased and is being set up to accommodate equestrian facilities. The proposed diversion route adds a return journey of 2.4km, and the section of the diversion westwards from the south end of Eastlands Lane is badly affected by wet conditions. • Future plans to develop an equestrian business here will be adversely impacted if Gislingham level crossing is closed. The proposed closure of the level crossing is therefore objected to.

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.
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 other benefits of the scheme, including user safety.	Ongoing	Network Rail project team
Explore improvements to diversion routes including: signage to support way finding; and ensuring level surfaces. This will ensure that pedestrian accessibility is maintained along the route. Ensure that measures to improve the permanent diversion route meet guidelines in the Equality Act 2010 wherever possible to ensure that the	Prior to implementing works	Network Rail liabilities team

route is as accessible as can be for all groups.		
At detailed design, measures should be considered to improve pedestrian safety in the underbridge, so that standards and DfT guidelines can be met wherever possible and practicable. Within the underbridge, consideration should be given for the provision of handrails set at 1000mm above the walking surface on both sides. There should be a clear view from one end to the other and appropriate levels of light. Where security is a concern, CCTV cameras should also be considered in underbridges. Notices to the effect that CCTV is in operation should deter vandals and provide a measure of comfort to pedestrians. [14]	Detailed design	Network Rail project team
Review the DIA at every GRIP stage to ensure equality of access is maintained for all.	**Ongoing**	**Network Rail project team**

Step 7: Sign off

Name	Position	Signed	Date
DIA Owner TBC	Scheme Project Manager		
Superuser[15]	Liability Negotiations Mgr	Steve Day	05/02/2018
Senior Manager[16]			

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

[14] Department for Transport (2005): 'Inclusive Mobility: A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure'.
[15] Quality assurance check.
[16] Sign-off should be by someone who can approve policy, programme or budget changes.

Step 8: Publication

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

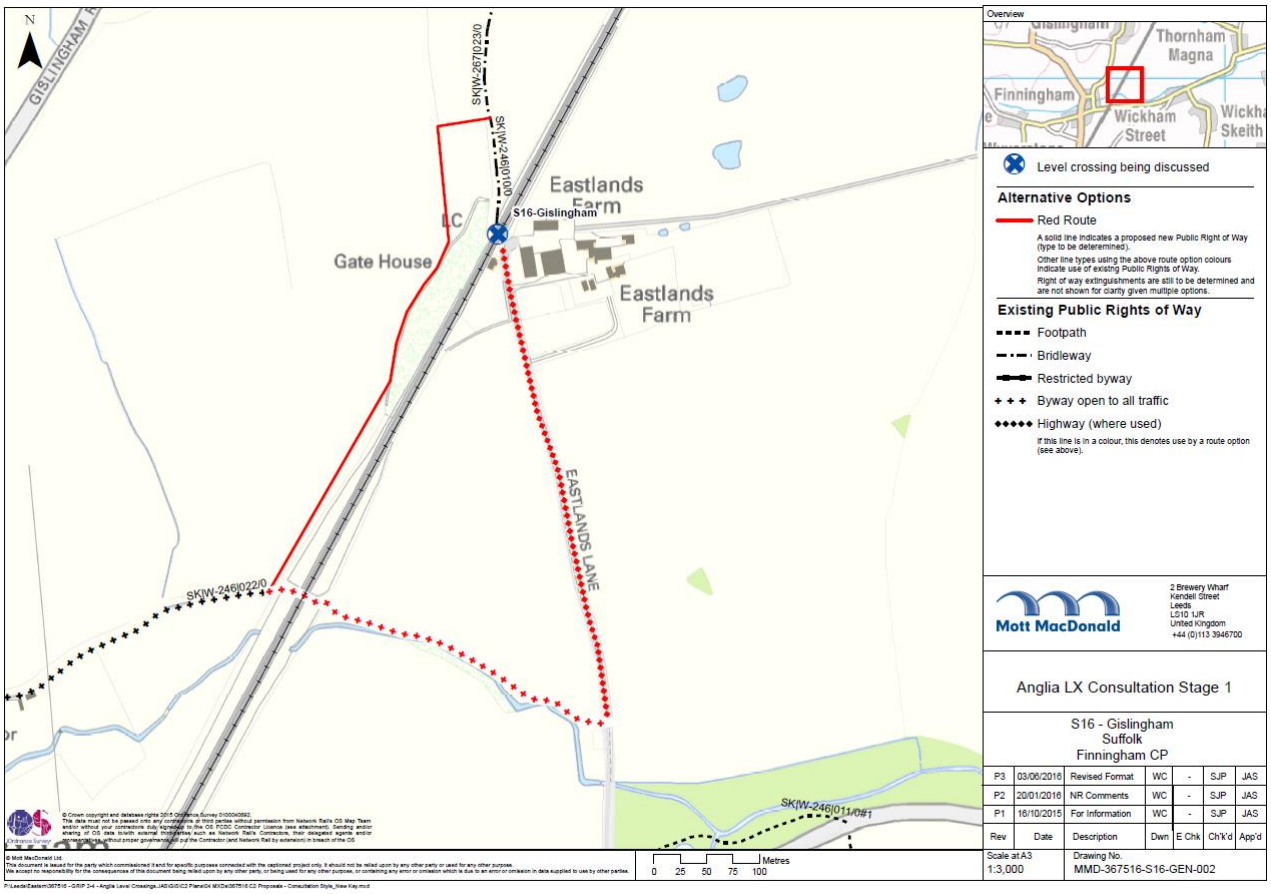
Appendix A: Site photographs

Existing level crossing

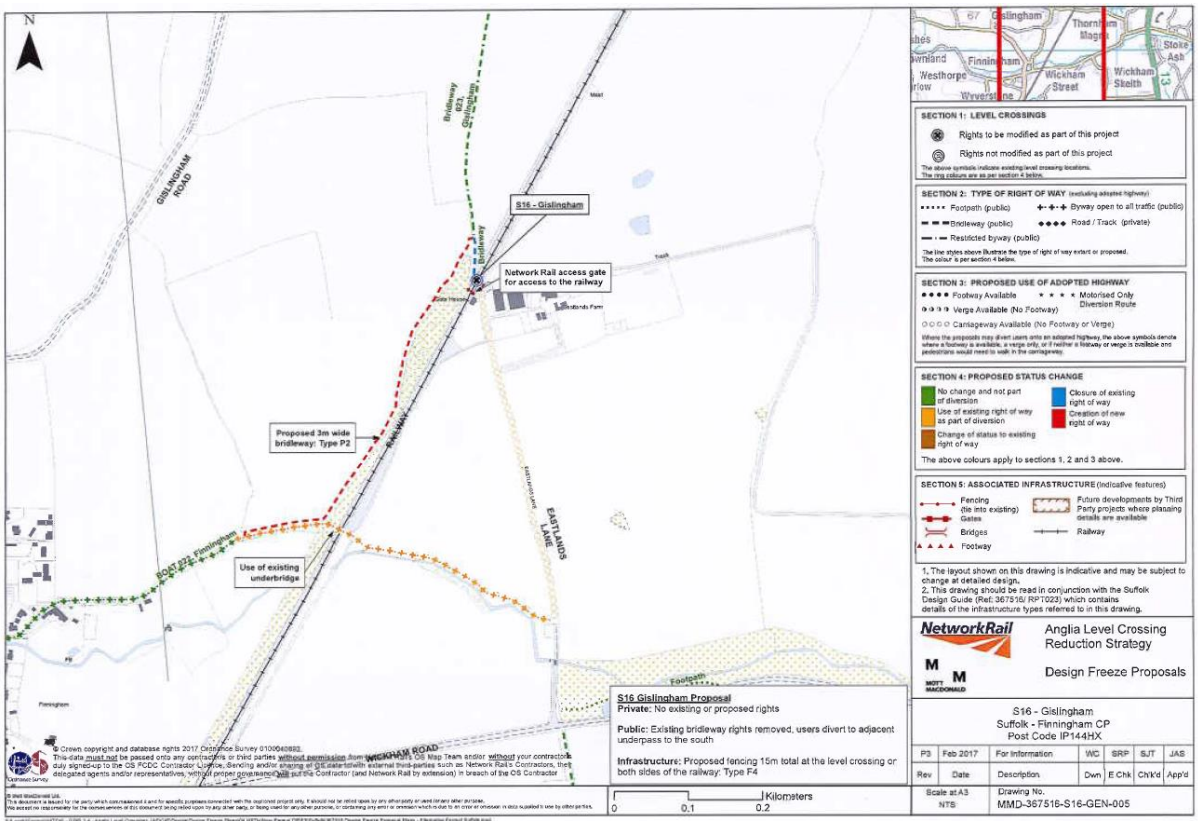
Alternative railway crossing – existing underbridge

Appendix B: Scheme drawings

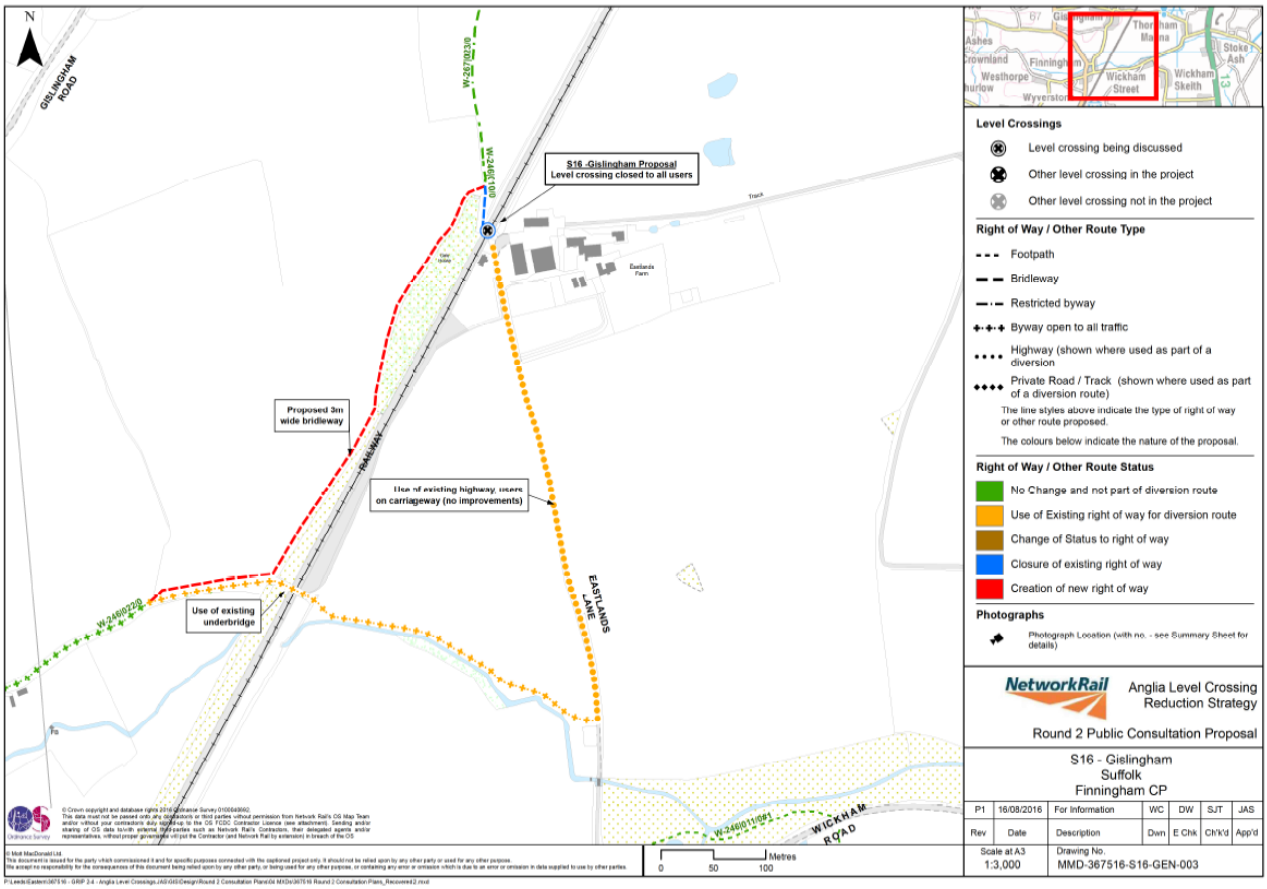
B1. Round 1 consultation – proposed diversion (initial option)



B2. Round 2 consultations – preferred option (September 2016):



B3. Following Round 2 consultations – preferred option (at time, April 2017)



Appendix C: Nine-day pedestrian census report

Summary

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

The data is summarised below:

Pedestrians		Adult	Accompanied	Unaccompanied	Elderly	Impaired	Wheel-	Pushchair /	Mobility	Railway	Total
Saturday	25/06/2016	0	0	0	0	0	0	0	0	0	0
Sunday	26/06/2016	0	0	0	0	0	0	0	0	0	0
Monday	27/06/2016	0	0	0	0	0	0	0	0	0	0
Tuesday	28/06/2016	0	0	0	0	0	0	0	0	0	0
Wednesday	29/06/2016	0	0	0	0	0	0	0	0	2	2
Thursday	30/06/2016	0	0	0	0	0	0	0	0	0	0
Friday	01/07/2016	1	0	0	0	0	0	0	0	0	1
Saturday	02/07/2016	0	0	0	0	0	0	0	0	0	0
Sunday	03/07/2016	2	0	0	0	0	0	0	0	0	2
		3	0	0	0	0	0	0	0	2	5