



Diversity Impact Assessment (DIA)

Project: Oxford Corridor Phase 2




Document No.	W1002A-NPT-ASS-MPM-000001 A03
Route/Function	Western / Business Development
Issue Date	12/03/2020
Suitability Code (IP Only) [Suitability code for this document in accordance with BS1192 and NR Standards]	
Security Classification	



Document History

Version No.	Date	Reason for Issue
A03	12/03/2020	Completion of DIA

Document Approval and Sign-off

	Name and position	Signed	Date
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Diversity Impact Assessment (DIA) Types

Select the type of DIA from the following list

- ☒ **1 The Built Environment**, or the procurement of works e.g. crossings & bridges, including maintenance, stations, offices/depots and other staffed buildings
- ☐ **2 Events**, including conferences, training courses and public consultations
- ☐ **3 Policies & Standards**, development, revision and withdrawal of standards, policies and associated guidance including for design.
- ☐ **4 Information Technology (IT)**, IT design, development and enhancement projects
- ☐ **5 Change Programmes** – Better Everyday
- ☐ **6 Procurement of goods and/or services**

Step 1: Clarifying Aims

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

Please read the Q1 guidance in 'Guidance: how to complete the Network Rail DIA form'

The aim of the overall Oxford programme of works is to improve capacity and journey times along the "Oxford Corridor" to meet the Strategic Business Plan objectives.

The 2015 Western Route Study identified demand on main line services to London Paddington from Oxford as forecast to grow by 29% by 2023 and 99% by 2043. Oxford Station itself experienced growth in usage to 6.6m passengers per year in 2014-15 (ORR) which represents a 115% increase on 1998. Usage had risen to over 7.9m by 2018, an increase of 20.4% on the previous year.

The Western Route Study concluded that capacity improvements would be required at Oxford Station during CP6 to meet the forecast passenger demand increase.

Initial infrastructure improvements have already been made as part of Oxford Corridor Phase 0 (commissioned in December 2016) and Phase 1 (commissioned in July 2018); these works are subject to a previously approved DIA.

The remaining works, covered by this DIA, are planned to be carried out in CP6 under the Oxford Corridor Phase 2 project (depending on confirmation of funding from the DfT in October 2020).

The Phase 2 enhancements include:

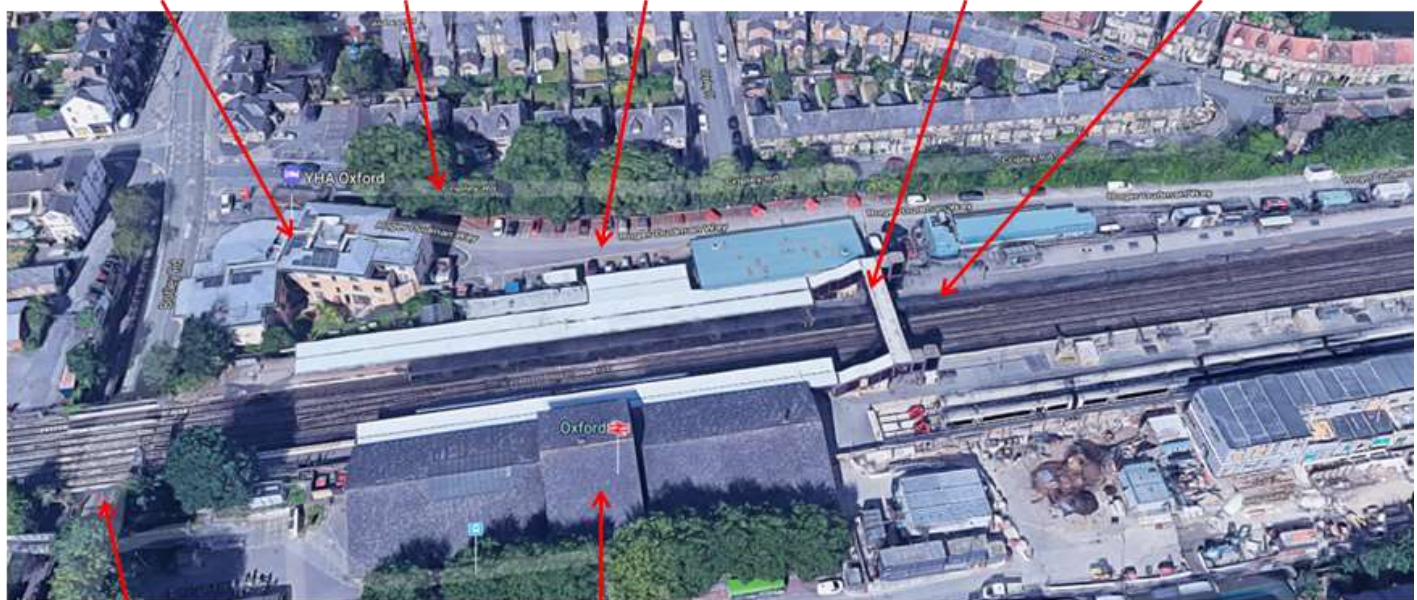
- New western entrance to the station with new gate line, ticket machines, retail units, station staff facilities and new lifts to the platforms.
- New through Platform 5
- New passenger facilities on Platform 4/5 including waiting room, toilets, retail and an extended canopy along the majority of the platform
- Replacement of Botley Road bridge which incorporates a wider carriageway and improved pedestrian and cycle routes
- Realignment of Roger Dudman Way and Cripsey Road

The timeline for these works is;

- GRIP 4 – May 2018 to September 2020
- GRIP 5 – September 2020 to September 2022
- GRIP 6 – March 2021 to December 2024

Existing Oxford Station Aerial View

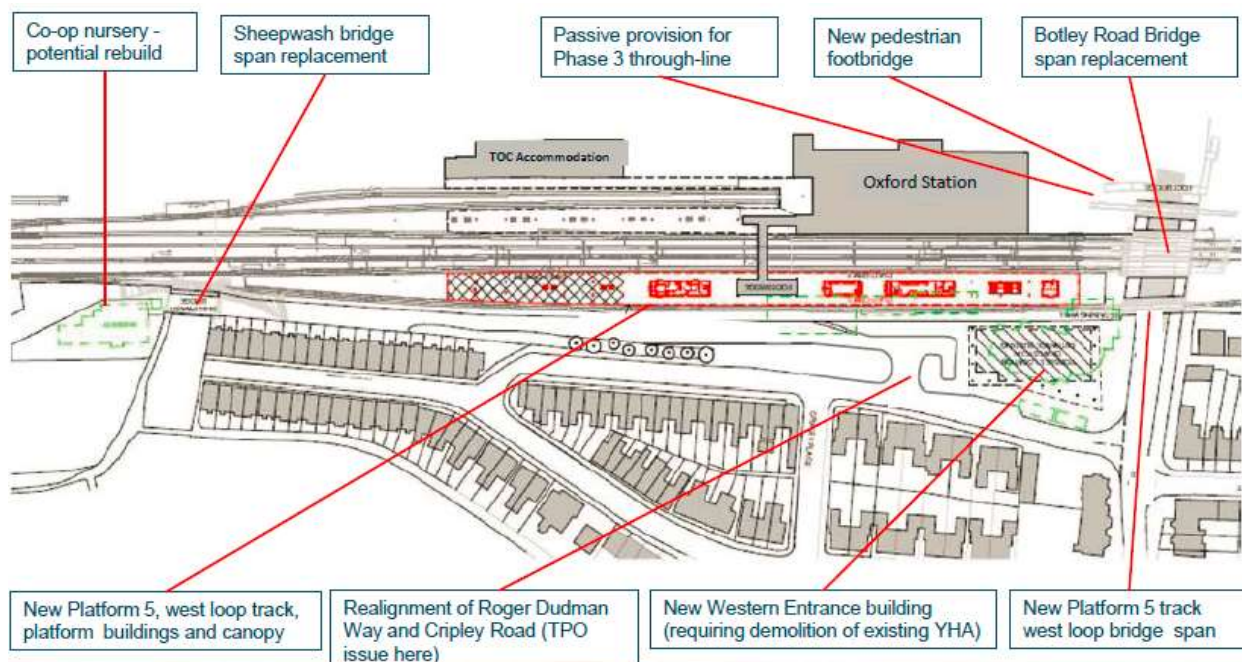
YHA (to be demolished) Cripsey Road Roger Dudman Way Footbridge Platform 4



Botley Road Bridge

Station Entrance Building

Oxford Phase 2 scope



Project: Oxford Corridor Phase 2

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Architect's impression of new western entrance (design being reviewed to include potential commercial opportunities above the station entrance)



3D model view of new western entrance



3D model view of western entrance, new through Platform 5, new canopy and platform building



Q2. Could this work impact on people?

☐ No (Please go to Q3)

☒ Yes

If yes, briefly explain how this work could affect people (considering our duty to promote equality, tackle discrimination and foster good relations between groups)

Q2. Could this work impact on people?

Yes, the works taking place could impact on people during the construction phase but will benefit all passengers when the scheme is complete.

The Platform 5 works could impact passengers due to hoardings/barriers, used to protect the public from the construction works, being installed on the platform temporarily which may reduce platform widths and change the layout of the platform but additional signage and way finding information will be in place to assist passengers. Some platform facilities may also be temporarily removed but these will be replicated elsewhere where possible.

The Botley Road Bridge works will impact people during construction as the road will be reduced in width with 6 months of single line traffic management and closed for short periods of time, but alternative routes will be in place with adequate signage and the required statutory notice periods provided. One foot/cycleway minimum will be available for all periods except for a 4-day (100 hour) road closure for bridge span replacement (when the stepped access via Osney Lane will remain available).

Similarly, the Western Entrance building construction and realignment of Roger Dudman Way and Cripsey Road will temporarily impact the local residents in the area while the works are carried out.

However, once complete, the scheme will provide a more accessible station with step-free access from the new Western entrance to Platform 4/5 and beyond, to all other platforms and intermodal connections. Passenger facilities will also be improved with new waiting areas, café, extended canopies on Platform 4/5, tactile paving and integrated way finding. The completed works will allow further rail passenger growth and therefore modal shift from private car use, which will benefit all.

Summarizing the above, the overall Programme is likely to include the following disruptive elements: -

- Botley Road single line road, 5 months
- Platform 4 north end reduced platform width, 6 months
- Platform 4 temporary café, toilets, waiting room, 7 months
- Platform 4 south end reduced platform width, 6 months
- Platform 5 open but platform 4 closed, 1.5 months

Q3. Decide if a DIA is required

After completing questions Q1 and Q2, decide if you need to complete the rest of this DIA.

If there are no impacts on people (employees, contractors, lineside neighbours or passengers) the remainder of the DIA is not required.

Decision	Author	Superuser	Date
	Name, position and signature e.g. James Smithson, project assistant	Name, position and signature e.g. Sally Richardson, Super user (Projects Sponsor)	

☐ **No, DIA not required (End here)**

N.B. Retain in Project file

☒ **Yes, DIA required**

Proceed to Step 2: The Evidence Base

Tony Conn

Robin Basu

Step 2: The Evidence Base

Q4. Record 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.

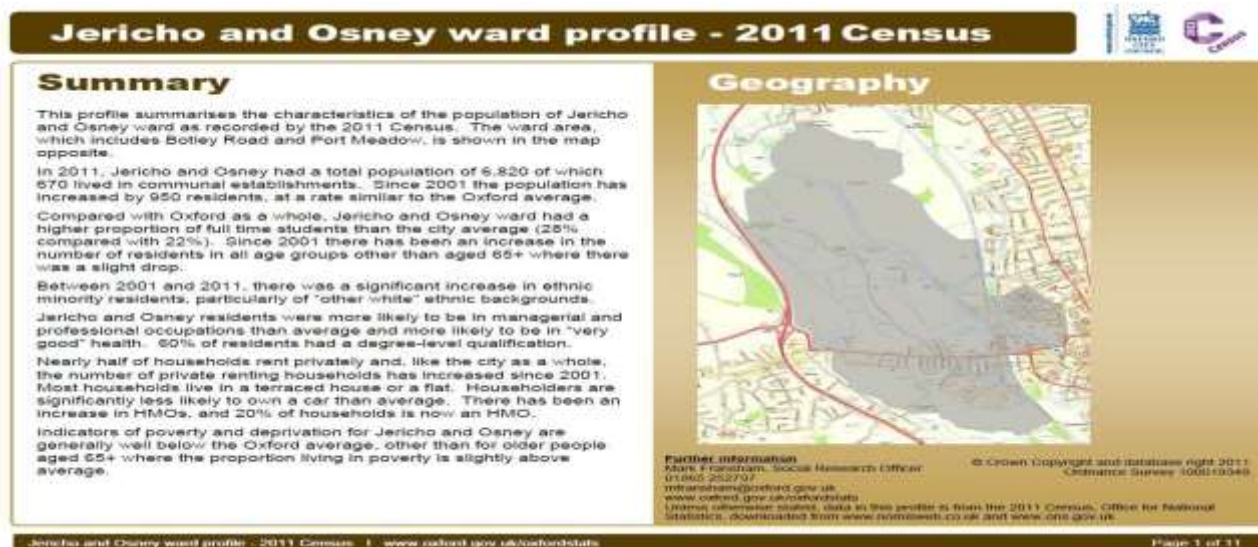
You should also include any research on the issues affecting inclusion in relation to your work.

Consider the following protected characteristics:

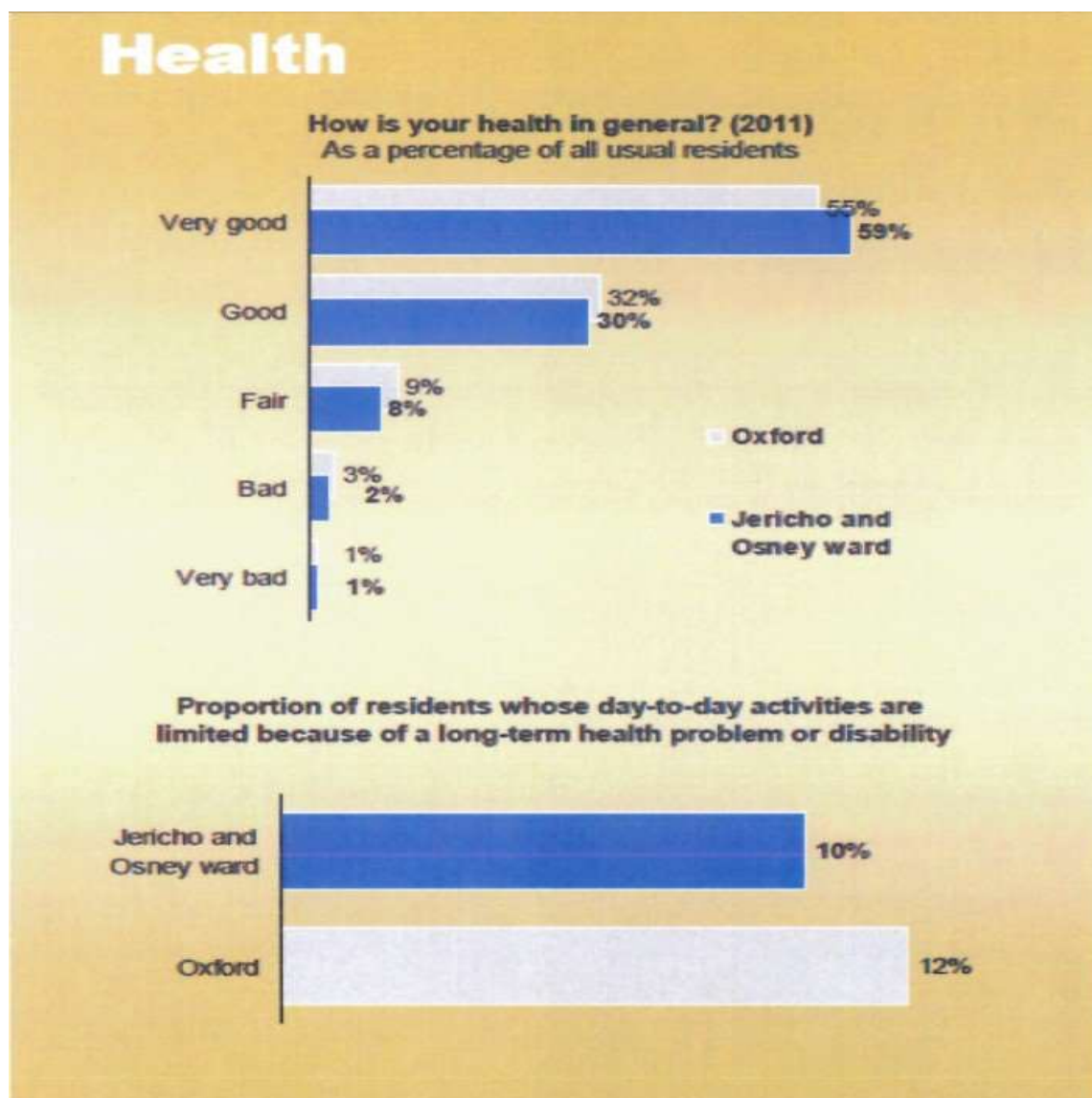
- **Disability** (including those with physical, mental and hidden impairments as well as **carers** who provide unpaid care for a friend or family member who due to illness, disability, or a mental health issue cannot cope without their support)
- **Age**
- **Pregnancy/maternity**
- **Race**
- **Religion or belief**
- **Gender**
- **Sexual orientation**
- **Marriage/Civil Partnership**
- **Gender reassignment**

The 2011 Census has provided the following information relating to the population of Jericho and Osney Ward in Oxford (with the location of the station marked with a red star). The information is extracted from Oxford City Council report 'Ward Profile Jericho and Osney'

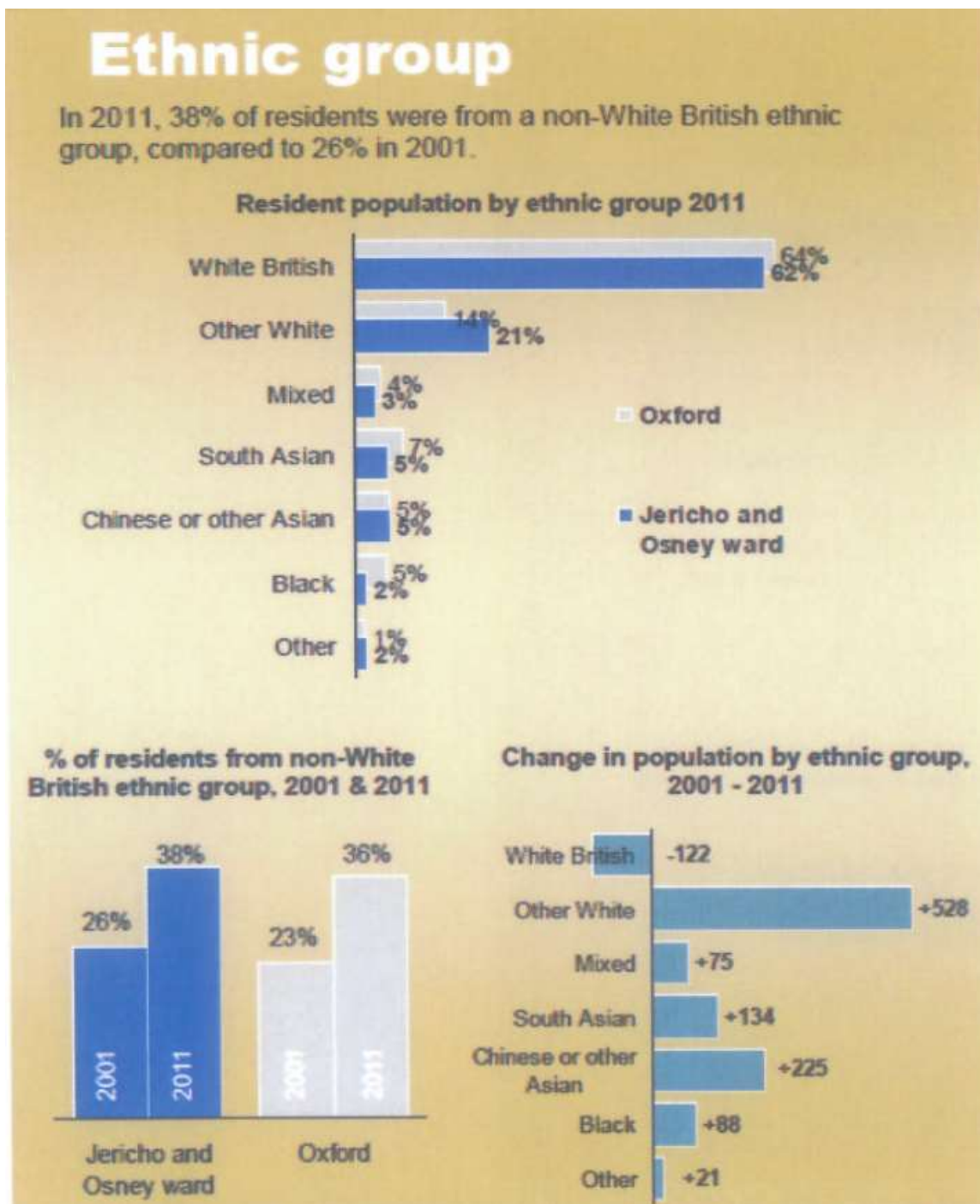
https://www.oxford.gov.uk/downloads/file/1133/ward_profile-jericho_and_osney



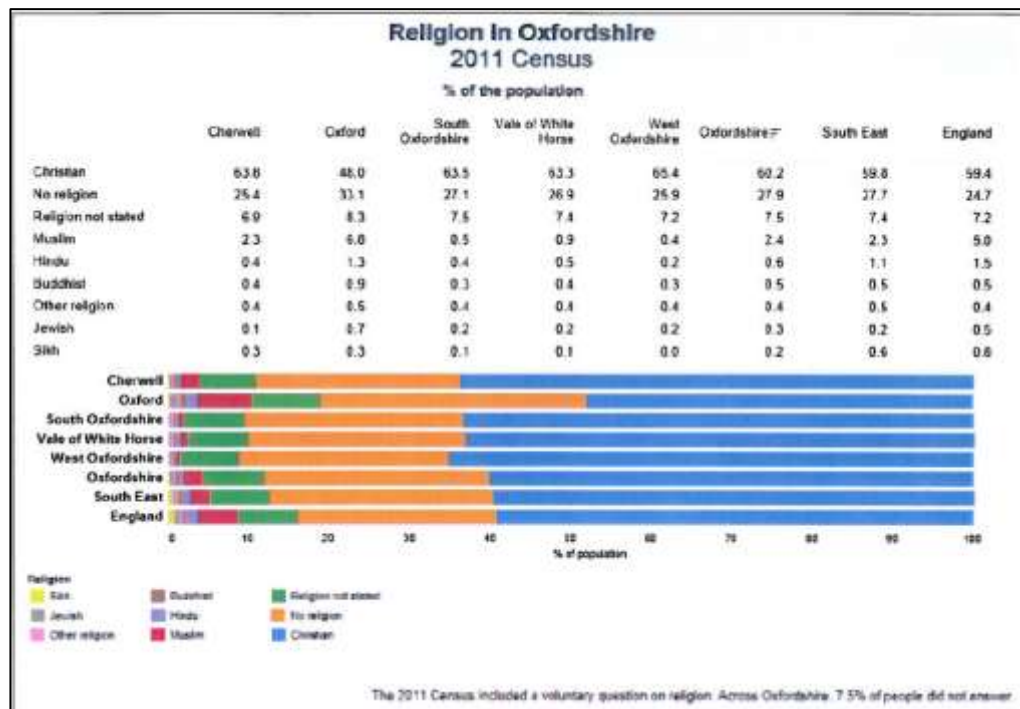
With regards to long term health issues, there is no significant difference between those reported on an Oxford City wide basis compared to those reported within Jericho and Osney ward, with less people who consider their daily activities to be limited because of a long term health problem or disability (10% for Jericho and Osney ward in comparison to 12% in Oxford overall).



In terms of ethnicity, there is no significant difference in ethnicity in Jericho and Osney ward when compared to Oxford City, which in itself is more diverse than the Oxfordshire County Council area (with 78% White compared to 91% White).



The religious make up of Oxford City is shown in the table and chart below, and when compared to the Oxfordshire County Council, there is more diversity in the urban area.



Extracted from:

<http://public.tableau.com/views/ReligioninOxfordshire/ReligioninOxfordshire?:showVizHome=no>

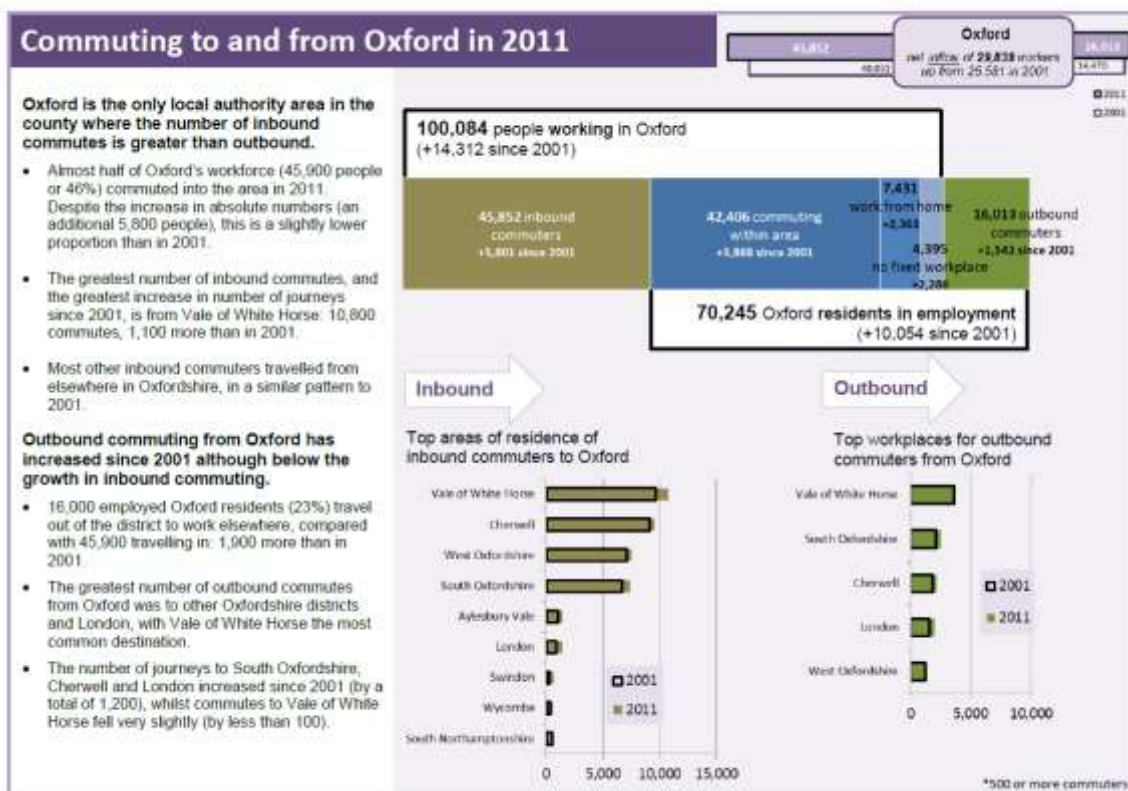
None of the works proposed will affect people's ability to access places of worship in the vicinity of the station, nor to the services offered.

An overview summary of commuting patterns (by all modes of transport) to and from Oxford from the 2011 census is set out below and demonstrated that 2.7% of journeys to work made from Oxford are by rail, with the top two destinations being:

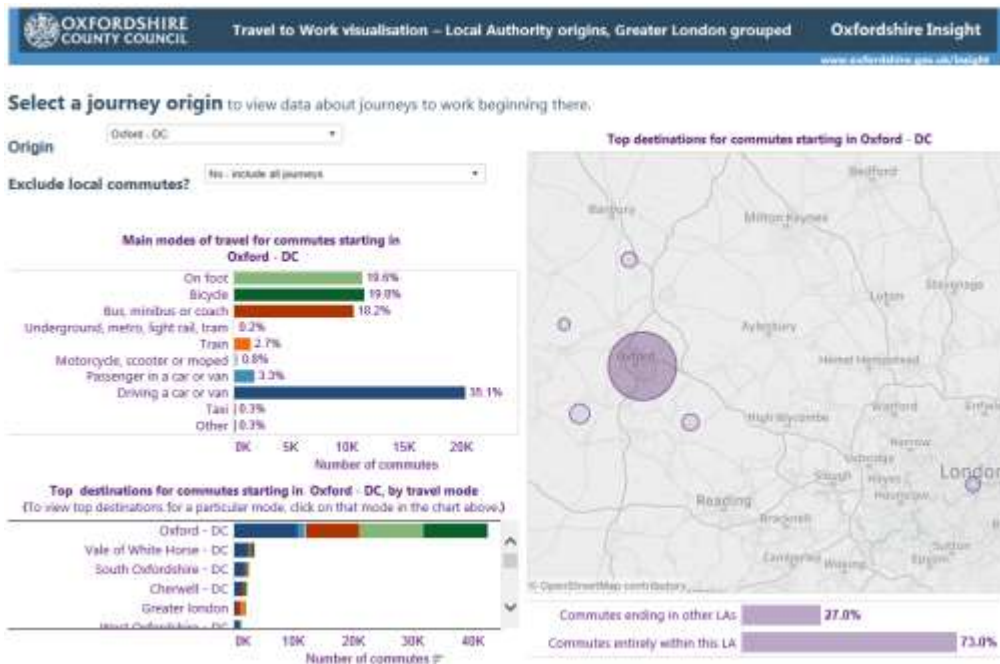
London (734 out of 1549 – 48%)

Reading (142 out of 1549 – 9%)

Additional information below shows around 3x people commuting 'to' Oxford.



http://insight.oxfordshire.gov.uk/cms/system/files/documents/TTW%20briefing_110914_FINAL.pdf



https://public.tableau.com/views/2011CensusTTWOriginDistrict-GL/LAleveljourneyorigins?:embed=y&:display_count=no&:showVizHome=no

Since the 2011 census inward commuting to Oxford by rail will have increased substantially (as page 1). Furthermore since 2017 the opening of the route from London Marylebone via Bicester and Oxford Parkway will have driven a further step change in commuting (inward and outward), evidenced by the 20% growth shown between 2016/2017 and 2017/2018, listed on page 1.

Step 3: Impact

Q5. Given the evidence listed at ‘Step 2: The Evidence Base’, what potentially negative impacts could this work have on people with protected characteristics?

Please read the Q5 guidance in ‘Guidance: how to complete the Network Rail DIA form’

Q5a. Please select all the protected characteristics your work could potentially have a negative impact on

- ☒ **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

- ☒ **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 long-term health issues

- ☒ **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

- ☐ **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 following station redevelopment that makes retail outlets too expensive for local businesses

- ☐ **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

- ☐ **Gender**
e.g. the impact of a local decision to adopt arbitrary ‘core hours’ on women who are more likely, but not always 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

- ☐ **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

- ☐ **Marriage/civil partnership**
e.g. the impact of the extension of private health care to spouses

- ☐ **Gender reassignment**

e.g. the impact of a decision to not let staff use taxis for late night events in high risk areas may adversely affect people who have had, or are undergoing, gender reassignment

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.	Y	The change of introducing a new western station entrance and new platform could be confusing to people, and those who are partially sighted may need temporary assistance to follow a new route.
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	Y	The change of introducing a new western station entrance and new platform could be confusing to people, and the elderly may need temporary assistance to follow a new route.
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	Y	The change of introducing a new western station entrance and new platform could be confusing to people, and pregnant women may need temporary assistance to follow a new route.
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 following station redevelopment that makes retail outlets too expensive for local businesses	N	No differential impact on people with this protected characteristic.
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	No differential impact on people with this protected characteristic.

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 arrangements.	N	No differential impact on people with this protected characteristic.
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 differential impact on people with this protected characteristic.
Marriage/Civil Partnership e.g the impact of the extension of private health care to spouses.	N	No differential impact on people with this protected characteristic.
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 differential impact on people with this protected characteristic.

Q5b. Explain the potential negative impact
Please state the characteristic and give an explanation



Q6. What could you do to ensure your work has a positive impact on diversity and inclusion including supporting delivery of the Diversity and Inclusion strategy?

The Oxford Corridor Phase 2 scheme supports delivery of the Network Rail Everyone Strategy and 10 Diversity and Inclusion Principles by providing increased capacity and improved journey times for passengers. The station enhancements will provide a new entrance on the western side of the railway with step free access to the platforms, extended and new canopies and new passenger facilities on Platform 4/5. All intermodal transfers (bus, taxi, disabled parking, short stay/long stay parking) will remain on the east side, due to planning feedback from Oxford City Council.

Under this scheme, the existing station concourse area and Platforms 1-3 will remain unchanged; however, by providing a new entrance/exit to the station, pressure will be taken off the existing entrance/gateline and will improve passenger flows along Platform 3 as currently everyone has to leave the station via this platform.

An additional drop-off area on the western side will provide greater flexibility and more opportunities to access the station for persons of reduced mobility (PRM). Platform 4/5 will be provided with an extended canopy area (double the existing size), allowing better weather protection for passengers and therefore improved crowd circulation space. Platform 4/5 will also be fitted with tactile pavers, which will complete compliant installation for the whole station, together with compliant gauging/stepping at the platform edges.

Before construction commences drop-in sessions will be held for the local community along with “meet the manager” sessions in the station to keep everyone informed of the works taking place.

The team will also work with GWR prior to the works to ensure there is sufficient signage, way finding and enough support for those with protected characteristics who will use the station during the construction period and when the works are complete.

The improvements will allow additional rail journey opportunities and in particular will act as a precursor to the introduction of East West Rail 2 services. These will allow additional trains to Oxford Parkway/Bicester together with new ‘through’ travel opportunities to Bletchley, Milton Keynes and Bedford (later to Cambridge also).

Highway improvements will allow pedestrians to have increased footway width and safety (in particular the existing northern footway is not wide enough to pass people without stepping into the road). Going forward the improved northern footway will allow knowledgeable rail passengers (such as regular commuters) to use the western entrance and walk under the bridge to access the city centre. This will relieve congestion in the existing station, particularly the footbridge/platform 3/existing gateline. The existing footbridge has 250% assumed capacity at present.

Cyclists will also have a significantly better/safer travel experience, allowing segregation from road traffic under the bridge. The foot/cycleway will also have a much shallower gradient under the bridge (compared to the road) making cycle travel and PRM pedestrian travel less strenuous than it is today. Discussions with Oxfordshire County plus Oxford City Councils will confirm whether the footway and cycleway will be segregated or shared, with the present understanding being a segregated route by painted line/small height difference.

A full wayfinding review will be carried out for both the station internal, station external and wider public realm areas and agreed with City/County. A full signage schedule will be developed at GRIP5.

Before construction the team will hold regular drop-in sessions and formal consultation with Oxfordshire County Council, Oxford City Council, other stakeholders and the local community to keep everyone informed of the works taking place. The team will also work with OCC/OCC prior to the works to ensure there is sufficient signage for those with protected characteristics who will use Botley Road during the construction period.

Step 4: Consultation

Q7. How has consultation with those who share a protected characteristic informed your work?

Please read the Q7 guidance in 'Guidance: how to complete the Network Rail DIA form'

Groups consulted List the groups you have consulted or reference previous relevant consultation (This could include our staff networks, the Built Environment Access Panel, local faith leaders etc)	What issues were raised in relation to one or many of the protected characteristics (Q5)?
Oxford City Council / Oxford County Council	To date, Oxford City and County Councils have been present at Project Review Group (PRG) meetings and are already “engaged” in the scheme. Regular specific meetings have been held with City and County officers re the highway and planning proposals, together with discussions regarding the planned staging of the works. When authority to proceed with GRIP 5-8 is obtained, further meetings will be sought with the councils to continue these discussions. A Transport and Works Act Order process will be followed for this scheme which will highlight requirements relating to noise, pollution etc.
Commuters and residents of the area around Oxford Station	Meet the manager ‘drop in’ sessions with the public will be held to update customers on the proposed changes at the station and provide local residents and interested parties with an overview of the scheme proposals.

Groups consulted

List the groups you have consulted or reference previous relevant consultation (This could include our staff networks, the Built Environment Access Panel, local faith leaders etc)

What issues were raised in relation to one or many of the protected characteristics (Q5)?

Specific resident meetings

Residents meetings and drop-in sessions will be arranged to discuss the scheme and get feedback.

Train Operating Companies, Freight Operating Companies, Network Rail Route Asset Mangers

Meetings with these stakeholders have been held since project inception and continue throughout Phase 2.

TOCs and FOCs will be consulted with regard to accessibility for both their customers and staff.

Rail industry stakeholder meetings will continue on a regular basis to ensure diversity and accessibility issues are addressed.

Groups consulted

List the groups you have consulted or reference previous relevant consultation (This could include our staff networks, the Built Environment Access Panel, local faith leaders etc)

What issues were raised in relation to one or many of the protected characteristics (Q5)?

Other stakeholders including South Central Ambulance Service, British Transport Police, Youth Hostel Association and Co-op nursery.

Other stakeholders have some awareness of the scheme proposals already and their initial views have been considered. Engagement with them will continue throughout Phase 2 to further understand their requirements and make appropriate provision for their relocation and new facilities as required.

Q8. 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.

Q8. Record any consultation you have had with Network Rail teams who are delivering work that might overlap with yours.

Regular project-level interface meetings are held with key Network Rail stakeholders to ensure interfaces with other projects are taken into account. These key stakeholders include:

- East West Rail (EWR) Phase 2
- Inter-city Express Programme (IEP) (now complete)
- Network Rail Maintenance
- Network Rail Operations

The Sponsors' Integration meetings are ongoing, used as a forum for sharing Oxford Corridor phase 2 information with key stakeholders at a Programme level.

Step 5: Informed Decision-Making

Q9. After completing Steps 1–4, what is your decision?

Please select one of the following (for most DIAs this will be option 1) and provide a rationale.

Please read the Q9 guidance in 'Guidance: how to complete the Network Rail DIA form'

- ☐ 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)
- ☐ 4 **Stop the work** because discrimination is unjustifiable and there are no obvious ways to mitigate

Q9b. Rationale for decision

It is not expected that there will be any specific negative impacts on those with protected characteristics due to this scheme. However, the project will continue to engage with station users and local residents and consider any reasonable adjustments that could be made in the area as required.

Step 6: Action Planning

Q10. What specific actions will be taken to deliver positive impacts and address any potentially negative impacts identified at 'Step 3: Impact' or through consultation?

Please read the Q10 guidance in 'Guidance: how to complete the Network Rail DIA form'

Action	By when?	By whom?
Formal internal and external stakeholder meetings to continue with a regular, structured plan for engagement when the authority to proceed demonstrates commitment to deliver this project to an agreed timeline.	Ongoing	Chris Nash and Matthew Thompson
Review this DIA when further updated pedflow issued.	June 2020	Chris Nash / Lynne Halman

Action	By when?	By whom?
Review this DIA following the first tranche of public consultation meetings	Nov 2020	Chris Nash / Lynne Halman
Review this DIA when more information on Masterplan is available.	Nov 2020	Chris Nash / Lynne Halman

Action	By when?	By whom?
Review this DIA when construction plan is further developed in GRIP5 & the impact on people is clearer.	April 2021	Chris Nash / Lynne Halman

Review this DIA

Step 7: Publication

- Please retain copies of this and all completed DIAs in a suitable shared repository.
- Customer-related DIAs may be published on our website.

Appendix: continuation sheets

Question number:

Additional/continued response

Continuation sheet

Question number:

Additional/continued response

Continuation sheet

Question number:

Additional/continued response
