

## Diversity Impact Assessment

**Name of policy, programme or project:** Exeter – Castle Cary via Yeovil Junction CP 6 Capacity Enhancement (GRIP1-2)

**Name:**

**Your job title/position:**

**Department:**

**Date:** 31/08/2016 *(updated following D&I team feedback)*

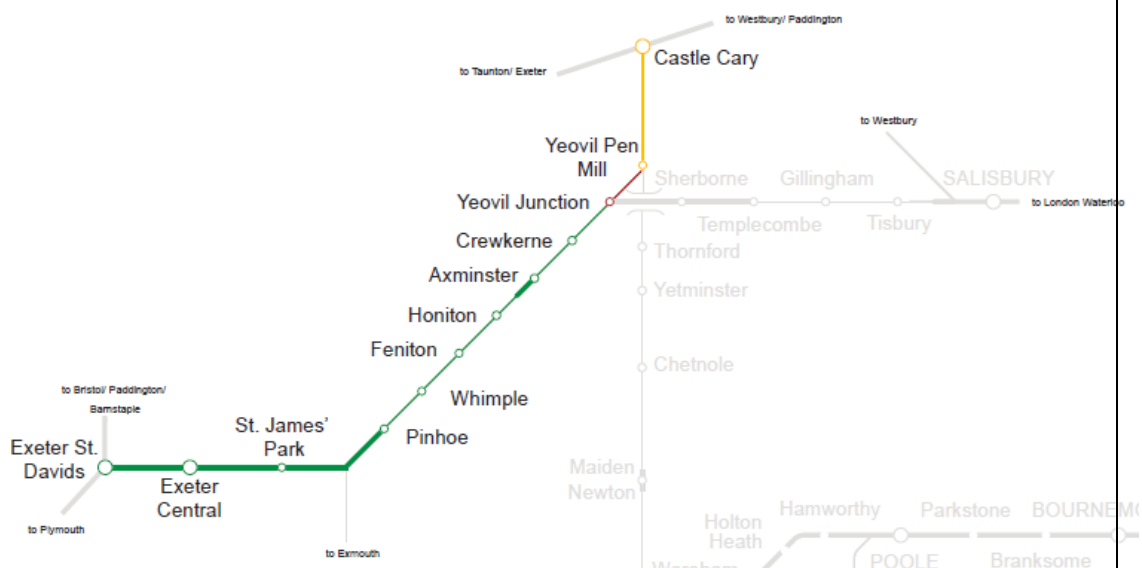
**Diversity Impact Assessments (DIA)** are the method used by Network Rail to clearly demonstrate that we have paid due regard to our duties within the Equality Act 2010. The DIA is a tool that helps NR confirm that our policies and the way we design, build and operate will work for everyone.

Completed Diversity Impact assessments must be copied to the **Access and Inclusion Manager** [DiversityandInclusion@networkrail.co.uk](mailto:DiversityandInclusion@networkrail.co.uk)

### Step 1: Clarifying Aims

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

The objective of the project is to improve capacity and diversionary capability on the Castle Cary – Yeovil Junction - Exeter corridor to support the outputs identified in the Client Requirements Document (CRD). The route is highlighted in the map below and the scope area stretches from Castle Cary junction (inclusive) to Exeter St Davids Station (exclusive).



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This feasibility (GRIP 1-2) work shall examine options put forward in the Western and Wessex Route Studies, plus work completed on behalf of Devon County Council together with other potentially feasible options, that will deliver the capability and capacity improvements to meet the project requirements set out in the CRD.

The developed options shall meet capacity and diversionary capability requirements to 2043 with options on how these works could best be phased to balance the construction costs, railway disruption and the projected changes in passenger demand over time.

There exists primary and secondary objectives for the project. The primary objective for any infrastructure capability enhancement is the requirement to increase the service level between Exeter and Axminster from one to two trains per hour, to cater for predicted passenger demand on this line of route. The secondary objective is the requirement to provide sufficient infrastructure to accommodate an hourly direct London - West of England service on the diversionary route via Yeovil Junction due to perturbation when the normal route via Taunton is closed for any reason, (this could be due to flooding on the line, or Engineering works for example).

At this early stage, our proposals for infrastructure interventions on this route include the following:

- New loops
- Station alterations (platform lengthening and widening, new platforms, revised track layouts)
- Rail connections/crossovers
- Additional tracks (double tracking)
- Signalling improvements
- Associated works including upgrade or closure of level crossings, strengthening of underbridges, other associated civil and structural works

Network Rail has contracted Arcadis to develop feasible options that could relieve constraints on this route. These options will be included in a GRIP 2 Feasibility Report. The DfT will then decide which options will be carried forward to GRIP 3 (if any and if funding is available).

**At this point, this Diversity Impact Assessment is a high-level document for the Exeter to Castle Cary via Yeovil Junction project. Once the DfT decides what options will be developed at GRIP 3, a Diversity Impact Assessment will be done for each intervention.**

This assessment is a high-level consideration of the impact the proposed interventions could have on people with the characteristics protected by the Equality Act (age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation, marriage and civil partnerships).

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Q2. Could this work impact on people? If yes, explain how.

The proposed enhancements could affect both passengers and the communities where they will be implemented.

For instance, disabled passengers, older people and parents with prams may face additional difficulties in an evacuation unless provisions are made at design stage for such a scenario. Communities may be affected by building new platforms or new tracks, if this is going to hamper their access (even temporarily) to schools/hospitals/car parks. New platforms and changes to stations will be designed to allow access for all and possible solutions would be an increase in benches, waiting areas given the increase in passenger numbers and the times between trains. If loops/double tracking leads to the need to close level crossings, an assessment will be carried out on the effects of these closures.

Where proposed interventions require enhancements at stations, the opportunity to include step-free access will be also considered.

All interventions/visions taken forward will require a diversity impact assessment to be carried out.

### Step 2: The Evidence Base

Q3. Summarise what data we have about the diversity of the people potentially impacted by this work and any research on the issues affecting their inclusion.

The passengers on this route are as diverse as the population of Britain. With Exeter expanding as a city, new local stations being built on various routes around the city this is one factor driving the increase in commuter numbers and the life/work balance with the desire to live in a great part of the country. Exeter's ongoing expansion is recognised and the LEP core aims are show below with "inclusion" figuring centrally in their aims.

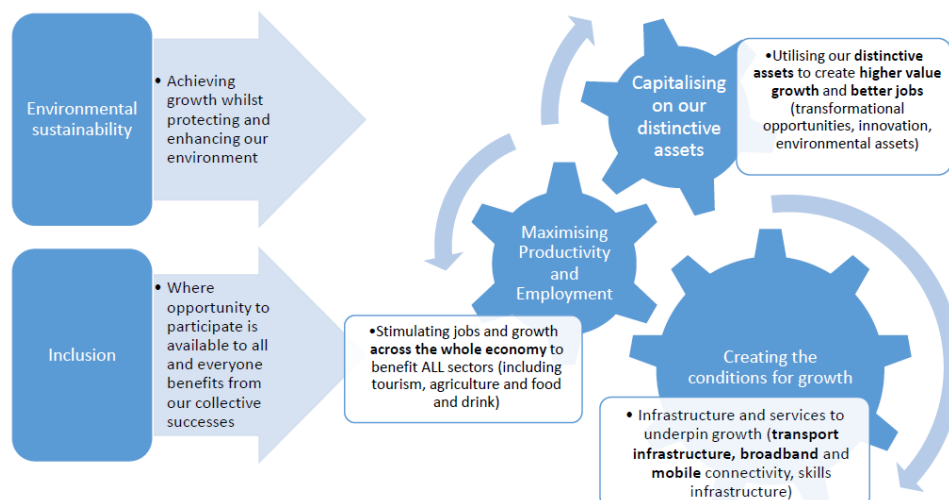


Diagram - HotSW LEP

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The route is used by a large number of people of all ages, abilities, races, religions, genders and sexual orientations. Among them are commuters, business people, students, tourists, retired people and families with children. Exeter Airport is located on the east of Exeter and electric buses link Cranbrook station directly with airport, there is potential for an increased number of people with large bags/cases using the route and this station. The area is also a tourist hotspot with tourists coming to the area/city itself to enjoy Devon an increase in people with bikes on the train means that railway infrastructure needs to adapt and allow for travellers using/bringing their bikes with them.

The new town of Cranbrook is currently being built just east of Exeter and it already has a new station (opened in 2015) with the Local Authority suggesting the need for an additional station as the new town continues to expand and becomes a commuter town for Exeter, with journey times to Exeter Central 9 mins and to Exeter St. Davids 14 mins. The new town will bring new families to the area and an increase in young children & families using the station and services into Exeter.

The National Travel Survey 2014 provides the following figures:

- 2% of trips in England were by rail in 2014, accounting for 8% of all distance travelled;
- 54% of rail journeys were for commuting; 9% were for business; 37% were for other purposes, including leisure activities;
- Males aged 30-39 made 51 rail trips each on average in 2014, the highest number of any group; women in the same age group made just over 30 trips each;
- People aged 60-69 made 11 trips per year, on average; people aged over 70 made only 5;
- The top three priorities identified by rail passengers in 2014 were: the price of tickets offering better value for money; always getting a seat on the train; sufficiently frequent trains at the times passengers want to travel.

Less is known about the characteristics of communities most likely to be affected by proposed interventions because the exact locations and details of particular interventions are yet to be decided. Data will be collected once the DfT indicates what interventions will be funded for further development.

For this stage, high-level considerations will be made and potential negative impacts will be identified. These will be then proven/dismissed/further developed at GRIP 3.

Consider evidence in relation to

- Disability (including evidence relating to access and inclusive design)
- Age

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- Pregnancy/maternity
- Race
- Religion or belief
- Gender
- Sexual orientation
- Marriage/Civil Partnership
- Gender reassignment

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### Step 3: Impact

Q4. Given the evidence listed at step 2, what potentially negative impact could this work have on people who share protected characteristics?		
Protected Characteristic	Y/N	Explain the potential impact
Disability	Y	<p><b>Platforms / station changes.</b> There is a potential to hamper access for disabled people, if new platforms/stations are built without making provisions for lifts, platforms, step-free access. Other issues to be included in the design: signs (clear enough), colour contrast on stairs and edges of platforms, tactile surfaces.</p> <p><b>Double-tracking.</b> If double tracking leads to the need to close level crossings, an assessment will be done to identify the potential impact on users and whether among users there are groups with disabilities/particular needs. Options taken forward will be developed including access for emergency services – and emergency scenarios will need to cover the evacuation of disabled people. If any level crossings remain open with additional tracks then the impact of the increased distance/time taken to cross on disabled people must be taken into account.</p>
Age	Y	<p>Access for older people may be hampered, if platforms are built without making provisions for lifts / step-free access, if lighting is poor, colour-contrast is not provided and the need for information in unfamiliar surroundings is not met.</p> <p>Considerations given above for disability could also apply here.</p> <p>The impact on young people will also need to be considered. Young people are more likely to rush, rebel against rules and use technology in deciding the best routes to take / interlinking.</p> <p>If any level crossings remain open with additional tracks then the impact of the increased distance/time taken to cross on older people must be taken into account.</p>
Pregnancy /maternity	Y	<p>Pregnant women may avoid travelling by train if stations and trains do not have facilities to meet their needs: seats clearly labelled, spacious toilets, good lighting, non-slippery floors.</p> <p>People accompanied by small children need lifts to ensure easy access to platforms when pushing a pram, enough space for prams on the trains (if high capacity trains are considered), and toilets with changing facilities.</p> <p>Children's needs must also be taken into account – such as railings at lower height on stairs, toilets provided with lower sinks and loos, small areas tailored for playing. Considerations will also need to be made, to increase safety for children at stations (for instance, where new platforms are proposed). With a new station at Cranbrook serving the new town of Cranbrook there could be an increase in people with young children due to the new community.</p> <p>If any level crossings remain open with additional tracks then the</p>

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		impact of the increased distance/time taken to cross on people with small children/prams must be taken into account.
Race	N	At this stage, the project team does not believe that the proposed interventions pose any adverse impact on the basis of race. However, this will be reassessed at GRIP 3.
Religion or belief	?	This will be assessed at GRIP 3, to identify whether the interventions that will be developed further may have a negative impact on communities (such as, for instance, by removing the usual access to worship places during the construction).
Gender	?	This will be assessed at GRIP 3, to identify whether the interventions that will be developed further may have a negative impact on a particular gender. For instance, if a level crossing is replaced by a footbridge, or if a footbridge is built for access to a new platform, the lighting must be adequate to reduce the perceived security risk to women. CCTV should also be considered.
Sexual orientation	?	This will be assessed at GRIP 3, to identify whether the interventions that will be developed further may have a negative impact on the sexual orientation of people. For instance, if a level crossing is replaced by a footbridge, or if a footbridge is built for access to a new platform, the lighting must be adequate to reduce the perceived security risk on people who may be subjected to abuse because of their sexual orientation. CCTV should also be considered.
Marriage/Civil Partnership	N	At this stage, the project team does not believe that the proposed interventions pose any adverse impact on the basis of marriage/civil partnership. However, this will be reassessed at GRIP 3.
Gender reassignment	?	This will be assessed at GRIP 3, to identify whether the interventions that will be developed further may have a negative impact on the gender reassignment people. For instance, if a level crossing is replaced by a footbridge, or if a footbridge is built for access to a new platform, the lighting must be adequate to reduce the perceived security risk on people who may be subjected to abuse because of their gender reassignment. CCTV should also be considered.
Q5.What extra will you do to have a positive impact on diversity and inclusion?		
<p>People need to keep informed of transport changes or issues to do with their work may be hampered if Wi-Fi is not available and traffic/transport information is not provided electronically, in real time.</p> <p>The project could consider the appropriateness and the cost-benefit of setting up small breastfeeding areas, child-friendly secure areas, multi faith rooms at the larger stations if these stations are remodelled. Increase secure bike parking facilities, maybe a repair business (mobile or static) will offer commuters a service but also act as security at more rural stations.</p> <p>Get advice from the Diversity &amp; Inclusion team on how to use community engagement to support diversity and inclusion. One idea to be discussed could be supporting stations to become community hubs, with some of the route being so rural this could be a real advantage and benefit to the community and businesses based at the stations. The project may consider how to use the space to raise awareness on diversity and inclusion (wall for exhibition, for instance, drawing ideas and promoting the various communities and the work done by charities in the area), but also what Network Rail are doing to improve access to the transport links in the area/region.</p>		

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### Step 4: Consultation

Q6. How has consultation with those who share a protected characteristic informed your work?	
Who was consulted?	Consultation can be carried out when the individual interventions are better defined and a separate DIA can be created for each intervention.
BEAP	To be done at GRIP 3
TOC (Great Western Railway, SWT)	To be done at GRIP 3
Local Authorities, local planning authorities (County Councils and local councils)	To be done at GRIP 3
LEP	To be done at GRIP 3
Local community groups and rail user groups	To be done at GRIP 3



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### Step 5: Informed Decision-Making

Q7. In light of the assessment above, what is your decision? Please tick and provide a rationale	
Continue the work	<p>The interventions that will be taken to GRIP 3 (Option Selection) will be developed:</p> <ul style="list-style-type: none"> <li>- to improve accessibility for all when a reasonable opportunity arises by designing infrastructure that meets the needs of all people, ensuring equality of opportunity and removing or minimising disadvantages experienced by people because of their protected characteristics, such as age, gender, disability, race etc.</li> </ul> <p>At GRIP 2 this project is a large investment for the government. Further work will be needed to understand the impact of each proposal once the DfT chooses what to take forward.</p>
Justify and continue the work	
Change the work	
Stop the work	

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### Step 6: Action Planning

Q8. What actions will be taken to address any potential negative impacts and deliver positive impacts?		
Action	By when	By who
Create a cascade of DIAs for each known intervention in GRIP 3	GRIP 3	Sponsor

### Step 7: Sign off

Name	Position	Signed	Date
	Access & Inclusion Manager / Diversity and Inclusion Manager		05/09/2016
	Sponsor and Senior Development Manager / Network Strategy and Capacity Planning		

**Step 8:** Revision Date: This document will be reviewed, updated and meetings with groups in the area will be under taken in GRIP3 to ensure we deliver the right infrastructure for everyone while delivering the improvements required.