

Diversity Impact Assessment (DIA)

Name of policy, programme or project: Maghull North New Station
Department: Infrastructure Projects
Name of person completing the DIA:
Date: 19th July 2016

Introduction

Diversity impact assessments (DIA) are the method used by Network Rail to clearly demonstrate that we have paid due regard to equality as per the Public Sector Equality Duty within the Equality Act 2010.

The DIA should be completed as early as possible in the process preferably at Grip 0.

The DIA is a tool that helps NR confirm that our policies and the way we design, build and operate will work for everyone.

Carrying out a DIA involves assessing the likely effects of our projects and plans for everyone by considering protected characteristic. This includes Network Rail considering how any adverse impacts can be removed or mitigated where it is possible to do so.

Step 1 [Clarifying Aims](#)

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

Reason for the Project:

Construction of a new station in the northern area of Maghull has been a long held aspiration of Merseytravel. The scheme previously progressed to GRIP 3 in 2010 but had to be aborted due to a cut in the funding available. The scheme seeks to achieve a number of key business drivers.

3 main problems have been identified in the Maghull area namely:

- Car parks at existing stations are full and are not able to cater for off-peak demand. Waiting restrictions are in place on a number of roads in the vicinity of stations
- There is poor accessibility by public transport from the northern areas of Maghull towards Liverpool
- There is road congestion, particularly at peak times through Maghull and on surrounding routes into Liverpool

In addition, the local council (Sefton Borough Council) have earmarked the northern areas of Maghull for future housing and employment development.

Aim of the Project:

Construction of a new station called Maghull North on the Liverpool to Ormskirk line, ready for opening in May 2018. There is no current access into the railway estate at this location. The project will be entirely new, comprising a car park, station ticket office, platforms and access route between.

The car park will have circa 150 spaces, with 9 blue-badge spaces, 8 enlarged spaces and secure cycle and motorcycle facilities. Walking routes will be provided including step free routes, tactile paving and lighting.

The station building will have a single ticket desk, a ticket vending machine, heated waiting area and a single accessible toilet with baby change facilities in accordance with National and European standards. The client has advised that the station building will be staffed from the first to the last train and that the toilet will be controlled by a magnetic lock.

The station building will be at natural ground level however the platforms will be located in the railway cutting. Although the platforms will be in a cutting, there is not enough of a level difference to provide a flat access path from the car park and station building to the lifts. A graded ramp of 1 in 20 will be provided. This ramp will be around 16 metres in length consisting of an initial section (from the station building) 6.5 metres long, a level area 2 metres long and a second ramp 7.5 metres long.

Access to the platforms will be via lifts or stairs. The lifts will be through lifts and the waiting area at both footbridge and platform levels will be covered. The footbridge and stairs will be lit but uncovered.

Due to a Network Rail engineering standard requiring new platforms to be located on straight track, there will be a 30-40 metre walkway between the lifts and stairs and the start of the operational platform.

Shelters, lighting, public announcement speakers and Customer Information Screens will all be provided on both platforms. There will be CCTV coverage of the entire station including car park, station building, platforms and the access route to and from them.

Access for pedestrians and cyclists from School Lane will be step free. A bus stop with lowered kerbs and a pedestrian crossing have already been installed on School Lane.

Details of the location and proposed design are shown below:

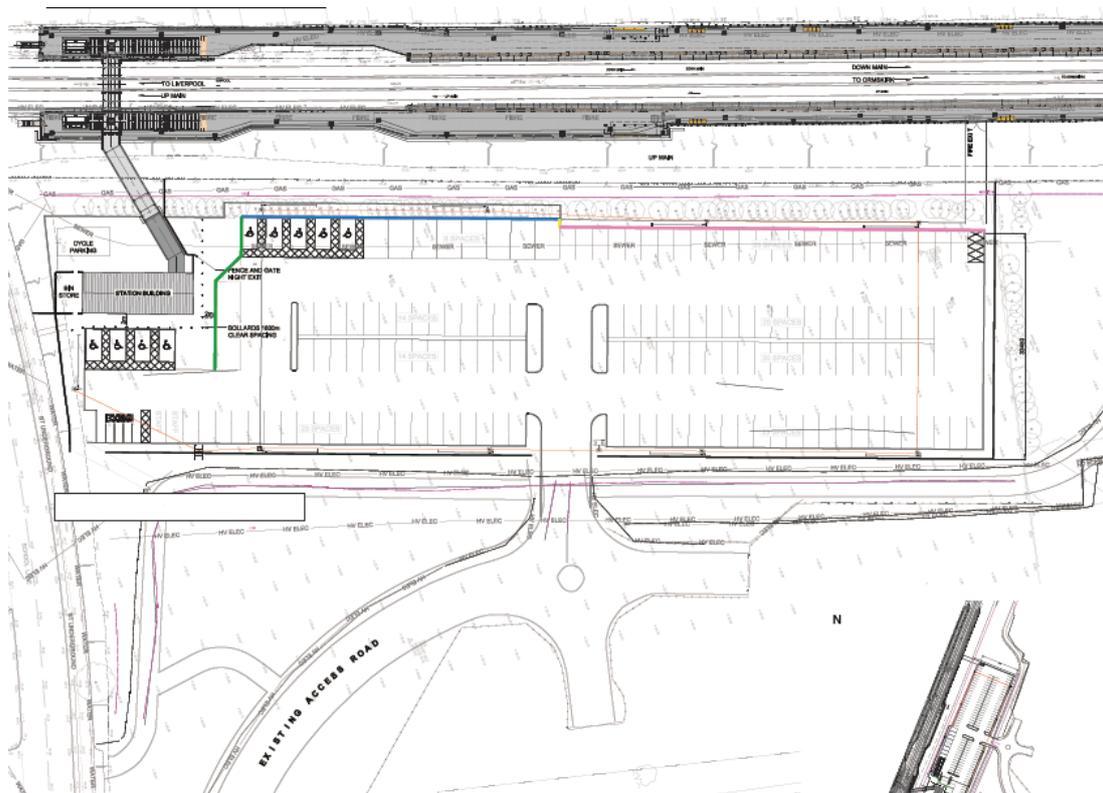
Location Map:



Aerial View of Site:



Current Design Proposal



Will the piece of work / proposals affect staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing structures?

The project is construction of a brand new railway station so there will be implications for the community as a whole, both in Maghull and the surrounding areas as they are potential users of the facility and also station staff.

Step 2 - [The Evidence Base](#)

What does our own and other data say about how diverse and inclusive we are in relation to this project /piece of work?

It's a both a statutory and client requirement that the project includes step free access between (1) the platforms and ticket office and (2) between the ticket office and School Lane.

Below is an analysis of the 2011 census to determine the demographics of Maghull. The review was undertaken as an assessment of reasonableness of the proposals in terms of demand against any significant cost, engineering or environmental implications of providing lifts or ramps and other facilities for those with protected characteristics.

The 2011 census determined the population of Maghull to be 20,444.

Disability

	Number	Maghull	Merseyside	North West	England
Day-to-day activities limited a lot	2,252	11.0%	12.5%	10.3%	8.3%
Day-to-day activities limited a little	2,155	10.5%	10.3%	10.0%	9.3%
Day-to-day activities not limited	16,037	78.4%	77.2%	79.8%	82.4%

The table above depicts the health limitations of the residents of Maghull, with regards to day-to-day activities. Despite over 4,000 people (20%) of the population being limited in their day-to-day activities due to either a disability or health problem the station should not impact detrimentally on them due to provision of step free access from public transport (the nearest bus stop) and the car park to the station building and the platforms.

As the census data does not differentiate between disabilities, the station should also not impact upon those whose day-to-day activities are impacted due to vision or hearing issues due to the provision of suitable signage in and around the station and induction loops within the ticket office.

External way finding is not part of the Network Rail project scope however the project team have discussed this with the client who will engage with the appropriate local stakeholders to facilitate this.

Age

	Number	Maghull	Merseyside	North West	England
0-4	773	3.8%	5.7%	6.1%	6.3%
5-7	531	2.6%	3.1%	3.4%	3.4%
8-9	374	1.8%	2.0%	2.1%	2.2%
10-14	1,099	5.4%	5.7%	5.8%	5.8%
15	264	1.3%	1.2%	1.2%	1.2%

16-17	512	2.5%	2.5%	2.5%	2.5%
18-19	446	2.2%	2.9%	2.7%	2.6%
20-24	1,104	5.4%	7.6%	6.8%	6.8%
25-29	920	4.5%	6.7%	6.6%	6.9%
30-44	3,251	15.9%	18.8%	19.8%	20.6%
45-59	4,642	22.7%	20.3%	19.8%	19.4%
60-64	1,486	7.3%	6.2%	6.2%	6.0%
65-74	2,546	12.5%	9.0%	8.9%	8.6%
75-84	1,945	9.5%	6.1%	5.6%	5.5%
85-89	389	1.9%	1.4%	1.4%	1.5%
90+	162	0.8%	0.7%	0.7%	0.8%

The above table indicates the ages of the population of Maghull at the time of the 2011 census. The older population (defined as those over 60) is 6,528, 31.9% of the population. It is usually this age bracket which contains the majority of users with mobility impairments, therefore those using sticks, walking frames, wheelchairs and mobility scooters. These users, as well as any of the population under 60 with mobility impairments should not be impacted detrimentally by the station construction due to the provision of step-free access, as previously described.

Religion

	Number	Maghull	Merseyside	North West	England
Christian	16,959	83.0%	74.0%	67.3%	59.4%
Other religion	122	0.6%	2.5%	6.7%	8.7%
No religion	2,275	11.1%	17.2%	19.8%	24.7%
Religion not stated	1,088	5.3%	6.2%	6.2%	7.2%

The above table breaks down the Maghull population in terms of their religion / beliefs. The majority of the population, 83% identify themselves as Christian. Construction of the station will not impact upon any places of worship. Due to the size of the station and expected footfall, the project team do not consider that a multi-faith room is suitable.

Ethnicity

	Number	Maghull	Merseyside	North West	England
White British	19,938	97.5%	91.8%	87.1%	79.8%
White Other	227	1.1%	2.7%	3.1%	5.7%
Mixed	122	0.6%	1.6%	1.6%	2.2%
Asian / Asian British	119	0.6%	2.2%	6.3%	7.7%
Black / Black British	27	0.1%	1.0%	1.3%	3.4%
Other	11	0.1%	0.8%	0.6%	1.0%

The above table breaks down the ethnicity of Maghull's population. The majority of the population, 97.5%, is White British. The opening of the station is not anticipated to impact upon the population as a result of their ethnicity.

Consider if the project plans and/or proposals could have a differential impact on people who have a particular protected characteristic?¹		
Disability²	N	The project team believes that following early consultation with disabled people, and adoption of good practice on inclusive design the proposed new station will incorporate all the elements required so that there is no potential to have a detrimental impact on disabled passengers
Age	N	The project team believes that following early consultation with disabled and older people, and adoption of good practice on inclusive design the proposed new station will incorporate all the elements required so that there is no potential to have a detrimental impact on older passengers
Pregnancy / Maternity	N	The project team believes that there will be no detrimental impact to pregnant women using the station or passengers with young children in pushchairs / prams due to the provision of step free access to the platforms and the universal toilet with baby changing facilities
Race / Community	N	The project team does not believe that the proposal presents any potential to have an adverse impact on the basis of race as the use of good practice on way finding will overcome any barriers that having English as a second language might cause.
Religious Belief	Y	There is the potential for adverse impact on the basis of religious belief due to the lack of a multi-faith room at the station.
Gender	N	The project team does not believe that the proposal presents any potential to have an adverse impact on the basis of gender as adequate lighting and security measures will be taken.
Sexuality / Trans-Identity	N	The project team does not believe that the proposal presents any potential to have an adverse impact on the basis of sexuality / trans-identity
Marriage / Civil Partnership	N	The project team does not believe that the proposal presents any potential to have an adverse impact on the basis of marriage / civil partnership
Gender reassignment	N	The project team does not believe that the proposal presents any potential to have any adverse impact on the

¹ Not all issues will be relevant to every project.

² Including accessibility/inclusive design

		basis of gender reassignment
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Step 3 - [Opportunities and Risks](#)

<p>Given the evidence collated in step 2...</p> <p>What risks are there that this piece of work might not be as inclusive as possible for people with the following protected characteristic³.....</p>		
<p>Disability⁴</p>	<p>Y</p>	<p>This station will address wherever possible the accessibility issues that we have learnt can impact on disabled passengers, From the start we will include the following aspects of inclusive design;</p> <p>Blue badge parking and pick up / set down bays with step free kerbs are proposed for the parking area position close to the station building.</p> <p>Bus stops with high kerbs have been provided on School Lane in readiness for the project. These allow step free access to kneeling buses. A pelican crossing has been provided on School Lane to access the far bus stop.</p> <p>Station doors in the passenger areas are to be powered and operated with either push pad or automatic detection.</p> <p>The ticket counter is to be of variable height or fixed multiple height design.</p> <p>Seating of various designs, with and without arms and at standard or perch seating levels are to be provided on the platforms and possibly within the booking hall of the station building.</p> <p>Train running information will be provided in various forms: visual (rail industry standard summary and platform CIS screens), audio (long line public announcement in times of disruption) and personal (station staff and on-platform information help points).</p> <p>An accessible toilet with baby changing facilities will be provided for use by passengers. Access would be available via notification to the station staff and will not require the use of a RADAR key. This is line with the current practice at other Merseyrail operated stations.</p> <p>It is a client requirement for the provision of lifts to / from the platforms. Steps and steep ramps are to be provided</p>

³ People may have more than 1 protected characteristic

⁴ Including accessibility/inclusive design

		<p>with double handrails suitably highlighted in contrasting (corporate palette) colours.</p> <p>The train operator is required to provide “assisted travel” options for passengers who are unable to use the station. Details are provided on their website, literature and other media.</p> <p>Platforms will be designed to minimise the gap between platform edge and train step. Ramps are provided on each platform for deployment between platform and train.</p>
Age	Y	<p>Pick up / set down bays with step free kerbs are proposed for the parking area position close to the station building.</p> <p>Bus stops with high kerbs have been provided on School Lane in readiness for the project. These allow step free access to kneeling buses. A pelican crossing has been provided on School Lane to access the far bus stop.</p> <p>Station doors in the passenger areas are to be powered and operated with either push pad or automatic detection.</p> <p>The ticket counter is to be of variable height or fixed multiple height design.</p> <p>Seating of various designs, with and without arms and at standard or perch seating levels are to be provided on the platforms and possibly within the booking hall of the station building.</p> <p>It is a client requirement for the provision of lifts to / from the platforms. Steps and steep ramps are to be provided with double handrails suitably highlighted in contrasting (corporate palette) colours.</p> <p>The train operator is required to provide “assisted travel” options for some passengers who are unable to use the station. Details are provided on their website, literature and other media.</p> <p>Platforms will be designed to minimise the gap between platform edge and train step. Ramps are provided on each platform for deployment between platform and train.</p>
Pregnancy / Maternity	Y	<p>It is a client requirement for the provision of lifts to / from the platforms.</p> <p>An accessible toilet with baby changing facilities will be provided for use by passengers. Access would be available via notification to the station staff and will not</p>

		require the use of a RADAR key.
Race / Community	N	No associated risks however the way finding throughout the station will be to TSI-PRM standards including international symbols for those who are not competent in English or do not have English as a first language.
Religious Belief	N	No associated risks
Gender	N	The project team does not believe that the proposal presents any potential to have an adverse impact on the basis of gender as adequate lighting and security measure will be addressed
Sexual Orientation	N	The project team does not believe that the proposal presents any potential to have an adverse impact on the basis of sexual orientation
Marriage / Civil Partnership	N	The project team does not believe that the proposal presents any potential to have an adverse impact on the basis of marriage or civil partnership
Gender reassignment	N	The project team does not believe that the proposal presents any potential to have an adverse impact on the basis of gender reassignment
<p>...what extra steps could your piece of work take to support our commitment to delivering an open, diverse and inclusive piece of work / project?</p>		
<p>None, the project should provide the facilities identified above. They are standard requirements of Merseytravel, the client for this project. Technical specifications are to be found within existing standards.</p>		

Step 4 - [Consultation](#)**How has consultation with those who share a protected characteristic helped to shape your piece of work?**

Group, team, network or organisation consulted ⁵	Changes made as a result of consultation
Merseytravel	Merseytravel are the client and one of their requirements is that inclusive facilities are incorporated within the station design.
Merseyrail	Consultation will be held with Merseyrail, the proposed station operator, as part of the Project Delivery Group process to ensure proposed designs meet with established working practices for their staff.
Local Community	<p>A public information exercise undertaken in November 2015 at Maghull Town Hall. In order to attract as many attendees as possible the event was publicised in local newspapers, on radio, on Merseytravel's websites and by letter drop to the 1,500 homes in the local community.</p> <p>The event was staffed by representatives of Merseytravel and Network Rail supported by staff from Sefton Council and Merseyrail. It was attended by members of the public, town councillors and district councillors.</p> <p>Responses received during and after the event have been considered and, where possible, designs have been modified to suit. It should be noted that the comments received related primarily to the impact of the station on the local area regarding privacy, overlooking, lighting and noise and it is these comments that the design has incorporated.</p>
Network Rail BEAP	<p>The project team attended the Network Rail BEAP forum and received a number of comments that will be looked into in more detail. These include:</p> <ul style="list-style-type: none"> - Provided covered stairs - Appropriate lighting / use of mirrors in lifts to reduce

⁵ This can include local users, NR BEAP (re disability), local disability groups, local authority.

	<p>the impacts of claustrophobia</p> <ul style="list-style-type: none"> - Use of anti-slip surfaces in lifts
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Step 5 [Action Planning](#)**What actions will be taken to maximise opportunities to promote diversity and inclusion?**

Action	By when	By who
Further engagement with the local community – as a follow up to the already held public meeting	Prior to submission of planning process (August 16)	Network Rail and Merseytravel project team
Engagement with local disability groups via Merseytravel, Merseyrail and Sefton Council	As part of the planning application process (Sept - Dec 16)	Project communications team
As this project has been classified as Interoperable by NRAP then to achieve Entry into Service a Technical File shall be produced for issue to the ORR to demonstrate compliance against the Persons with Reduced Mobility TSI	A minimum of 8 weeks prior to Entry into Service (Approx May 2018)	National Certification Board

Step 6: Sign off

Name	Position	Signed	Date
DIA Owner	Scheme Project Manager		22-07-16
Superuser ⁶	Programme Manager		21-07-16
Senior Manager ⁷	Project Manager		22-07-16

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

Step 7: Publication

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

⁶ Quality assurance check.

⁷ Sign-off should be by someone who can approve policy, programme or budget changes.