

# **Appendix 3 – Diversity Impact Assessment (DIA)**

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# Project: Railway Work:

# Farnborough North footpath level crossing closure.

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## Document Approval and Sign-off

	Name and position	Signed	Date
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<b>Senior Manager</b> [Sign-off should be by someone who can approve policy, programme or budget changes.]			



# Overview: what's in this document

Document History .....	42
Document Approval and Sign-off .....	42
<b>Diversity Impact Assessment (DIA) Types .....</b>	<b>45</b>
Select the type of DIA from the following list.....	45
<b>Step 1: Clarifying Aims .....</b>	<b>46</b>
Q1. What are the aims of this project/piece of work? .....	46
Q2. Could this work impact on people? .....	49
Q3. Decide if a DIA is required .....	50
<b>Step 2: The Evidence Base.....</b>	<b>51</b>
Q4. Record the data you have gathered about the diversity of the people potentially impacted by this work.....	51
<b>Step 3: Impact .....</b>	<b>57</b>
Q5. Given the evidence listed at 'Step 2: The Evidence Base', what potentially negative impacts could this work have on people with protected characteristics?.....	57
Q5a. Please select all the protected characteristics your work could potentially have a negative impact on .....	57
Q5b. Explain the potential negative impact.....	58
Q6. What could you do to ensure your work has a positive impact on diversity and inclusion including by supporting delivery of the Diversity and Inclusion strategy?.....	59
<b>Step 4: Consultation.....</b>	<b>61</b>
Q7. How has consultation with those who share a protected characteristic informed your work? .....	61
Q8. Record any consultation you have had with Network Rail teams who are delivering work that might overlap with yours. ....	63
<b>Step 5: Informed Decision-Making .....</b>	<b>64</b>
Q9. After completing Steps 1–4, what is your decision?.....	64
<b>Step 6: Action Planning .....</b>	<b>65</b>
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? .....	65
<b>Step 7: Publication .....</b>	<b>68</b>
<b>Appendix: continuation sheets .....</b>	<b>69</b>

# 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'

Farnborough North level crossing is a hybrid bridleway (subject to a TRO to a footpath) and User Worked crossing located at the end of the platforms of Farnborough North station. It is the footpath crossing that is the subject of this DIA. The footpath crossing serves as a public right of way with the residential area of Farnborough North to the east with access to the residential area of Frimley Green in Surrey to the west. The crossing is also the primary means of access between the platforms of Farnborough North train station. The right of way traverses a fisheries lake between the 2 residential areas. The crossing is on the North Downs Line between Reading and Guildford.



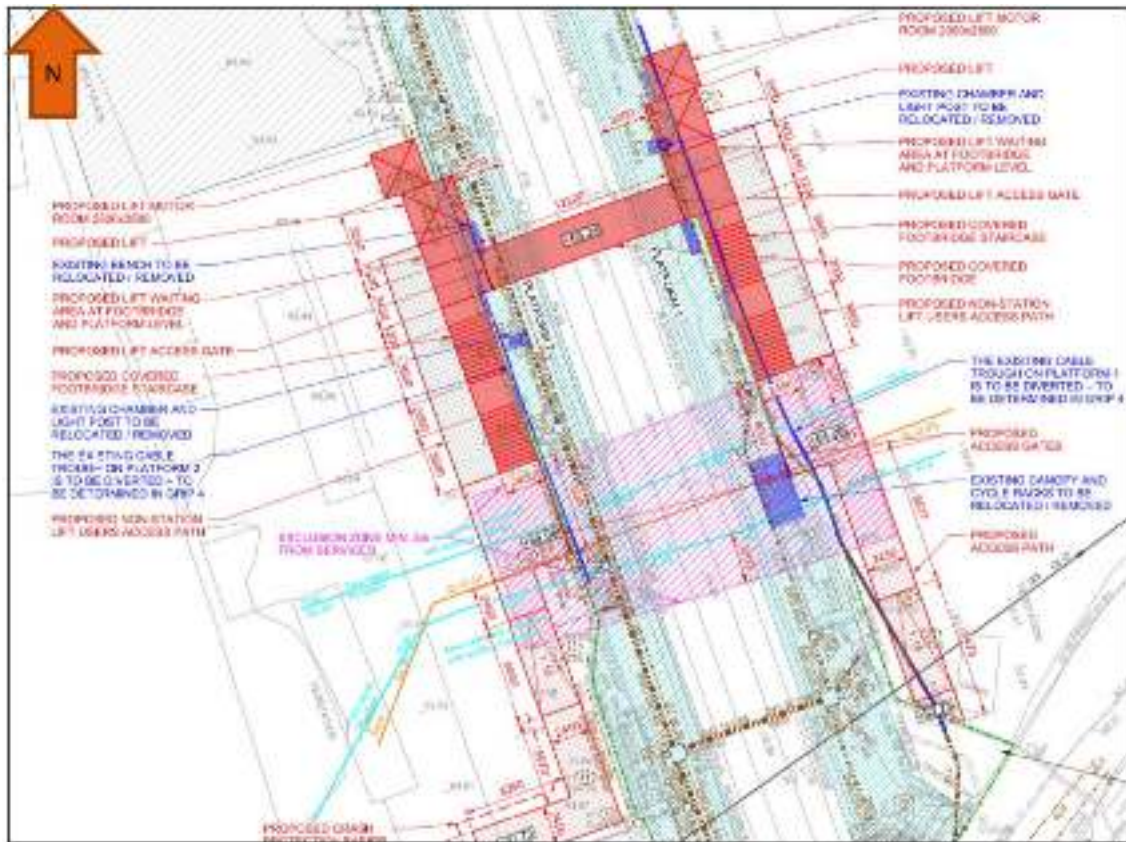
Map showing the location of Farnborough North level crossing.

The crossing is used by train passengers, dog walkers, cyclists and pedestrian visitors to the fisheries lakes. The majority of users are train passengers who are using the crossing as a station facility.

The footpath crossing has a Miniature Stop Light (MSL) installed with warning lights and locked gates when a train is approaching to protect users. A crossing keeping also works at the crossing, predominantly to give permissions for authorised users to cross the user worked crossing. Even with these protection measures for users, there is a long history of frequent misuse and near misses at the site, including a serious incident with a student being struck by a station through train. The aim of this scheme is therefore to permanently downgrade the bridleway to a footpath and divert it over a new



station footbridge with stairs and lifts, thus ensuring that crossing the railway will be made safer for members of the public and station passengers.



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Note that this DIA does not discuss the closure of the User Worked Crossing part of the Farnborough North Crossing as the users are private vehicle users. The closure is subject to private negotiation of rights.

**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)**

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As this project aims to divert the public right of way over a new structure it will impact all the users of the current level crossing. The crossing currently has level access with no steps to navigate. It does however have gates that lock when a train is in section. Users have to open the gates on both sides of the railway to cross.

The current preferred option (as of GRIP 3) proposes the diversion of the right of way over a newly installed covered single span footbridge with 2 No. staircases and 2 No. lift shafts on the platforms on Farnborough North station, which is directly adjacent to the crossing. The footbridge will become part of the station asset, and take all users of the level crossing, whether member of the public or station passengers.

Users will have a slightly longer journey to cross the railway than currently, this will impact those protected groups associated with mobility impairment. The changes to pedestrian routes could cause confusion for people with visual impairments, learning difficulties or dementia. However, these are short term.

No impact is expected to those persons associated with other protected groups (Gender Re-assignment, Marriage / Civil Partnership, Maternity, Race, Religion / Belief, Gender, Sexual orientation).

### 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
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**No, DIA not required (End here)**  
N.B. Retain in Project file

**Yes, DIA required**  
Proceed to Step 2: The Evidence Base

Tuhel Hussain,  
Graduate Project Manager

Victoria Greenwood,  
DIA Superuser.

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## 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**

#### Q4. Data you have gathered about the diversity of the people potentially impacted by this work

Please read the Q4 guidance in 'Guidance: how to complete the Network Rail DIA form'

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##### Data analysis area



*Map showing Grange Ward*

It has been determined that the population to be investigated would be those within a close proximity of Farnborough North station and level crossing to include as well assumed users of the crossing. The local Ward (shown in the map above), is Grange Ward and makes the basis of this data analysis. The project have also commissioned an additional count and census of level crossing users to gain more thorough and recent data. Below is an analysis of the 2011 census for Grange Ward to better understand any potential impact of this project upon the protected characteristics.

The population of Grange Ward is 6,329. This figure can be used to investigate any potential impact upon the local user of the train station and level crossing.

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#### Q4. Data you have gathered about the diversity of the people potentially impacted by this work

Please read the Q4 guidance in 'Guidance: how to complete the Network Rail DIA form'

#### Key Statistics

##### Disability

	Grange	Proportion of Grange	Proportion in England
Day-to-day activities limited a lot	368	5.8%	8.3%
Day-to-day activities limited a little	519	8.2%	9.3%
Day-to-day activities not limited	5442	86.0%	82.4%

The table above demonstrates the health limitations of the residents of Grange, regarding day-to-day activities. Approximately 5.8% of residents are limited in their day-to-day activities due to either a disability or health problem. The diversion of the public right of way, should not impact detrimentally to these individuals, as the project does not remove any level routes of access to either platforms or to use the public right of way. The diversion is not far and the route will be significantly safer. In addition, compared to the national average in England, Grange have fewer residents with mobility issues, indicating the impact on the local community will be less likely.

#### Q4. Data you have gathered about the diversity of the people potentially impacted by this work

Please read the Q4 guidance in 'Guidance: how to complete the Network Rail DIA form'

##### Age

	Grange	Proportion of Grange	Average in England
0-10	802	12.7%	12%
11-20	948	14.9%	12%
21-30	844	13.3%	14%
31-40	892	14.1%	21%
41-50	1052	16.6%	19%
51-60	708	11.2%	11%
61-70	570	9.0%	4%
71-80	326	5.1%	5%
81-90	162	2.6%	2%
90+	25	0.4%	1%

The above table indicates the ages of the population of Grange at the time of the 2011 census. The older population, defined as those over 61, is 1,083 or 17.1% of the population. The number of children 10 or under compared to the national average is roughly level, with approximately 802 or 12.7% falling into this category. It can be assumed that a proportion of these would require push chair or other such devices, indicating a potential mobility constraint.

##### Religion



#### Q4. Data you have gathered about the diversity of the people potentially impacted by this work

Please read the Q4 guidance in 'Guidance: how to complete the Network Rail DIA form'

	Grange	Proportion of Grange	Average in England
Christian	3365	53.2%	59.4%
Buddhist	402	6.3%	8.7%
Hindu	293	4.6%	
Jewish	2	0.03%	
Muslim	70	1.1%	
Sikh	12	0.2%	
Other religion	23	0.4%	
No religion	1640	25.9%	24.7%
Religion not stated	522	8.2%	7.2%

The above table deconstructs the Grange population by way of resident's religious and spiritual beliefs. The majority of the population, 3,365 or 53.2% identify themselves as Christian. Right of Way diversion and Construction will not impact upon any places of worship.

#### Ethnicity

	Grange	Proportion of Grange	Average in England
White	5059	79.9%	86%
Mixed. Multiple ethnic group	123	1.9%	2%

#### Q4. Data you have gathered about the diversity of the people potentially impacted by this work

Please read the Q4 guidance in 'Guidance: how to complete the Network Rail DIA form'

Asian/Asian British	1030	28.4%	8%
Black/African/Caribbean/ Black British	81	1.3%	3%
Other ethnicities	36	0.5%	1%

The above table breaks down the ethnicity of Grange's population. The majority of the population, 79.9% or 5,059, is White. Right of way diversion and construction is not anticipated to impact upon the population as a result of their ethnicity.

#### Evidence

2011 Consensus Data:

<http://www.ukcensusdata.com/grange-e05004617#sthash.cnsY8Bmk.mQ9UICV6.dpbs>

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## 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

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

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Disability	<p>A slightly longer, albeit safer right of way route, away from trains, will impact those people with mobility impairment.</p> <p>The signage and instructions within and around both lifts and footbridge may be difficult to read for those with visual impairments.</p> <p>Noise created from the construction works may disrupt passengers with hearing impairments.</p>
Age	<p>A slightly longer, albeit safer right of way route, away from trains, will impact those people with mobility impairment.</p> <p>The signage and instructions within and around both lifts and footbridge may be difficult to read for those of older age who have visual impairments.</p> <p>Noise created from the construction works may disrupt elderly passengers with hearing aids.</p>

## 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?

To ensure the successful delivery of the project in line with the Everyone Strategy, the project team have committed to the following, in order to impart a positive D&I impact:

Principle	Action
<b>Principle 2:</b> To deliver a more inclusive and accessible service, increasing our ability to serve existing & potential customers.	Successfully deliver a step free option to the local residents in the form of new footbridge and lift shafts that will allow for safer, faster and more efficient access across the station platforms.
<b>Principle 6:</b> To encourage innovation, positive interactions and new collaborations that enhance our safety, performance, decision making and preparedness for the future.	Engagement with SWR, residents, passengers and the local council
<b>Principle 7:</b> To work with our existing & future suppliers and commercial partners to promote our commitment to diversity & inclusion. Consult with local council for design input to meet local users' requirements/preferences.	Consult with local council for design input to meet local users' requirements/preferences.
<b>Principle 8:</b> To build more collaborative relationships with community-based groups and stakeholders so we are better able to meet their current & future needs.	Communicate in a timely manner about the works to the wider public as well as time for feedback and any alterations of plans if required. This is to be facilitated by holding a public engagement event, distributing information to residents in a 1-mile radius which is accessible (e.g. large font, not too much text and clear large diagrams), constant communication with local councillors
<b>Principle 9:</b> To work with UK and EU government departments to influence transport and environment policy & practice.	Consult with local council for design input to meet local users' requirements/preferences. Taking into account the local aesthetics and heritage of the community, aspects of the design were adapted to minimise any differences.
<b>Principle 10:</b> To influence the rail industry and the wider transport sector to be more open, diverse and inclusive.	Successfully deliver an option to the local residents in the form of a covered footbridge and lift shafts that will allow for safer, faster and more efficient access across the station platforms.

To ensure that this level crossing closure has as little impact as possible on the protected characteristics that are likely to be impacted, the project has made the provision detailed below:

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**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?**

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Disability	<p>The preferred option creates a diversion of the right of way onto a structure with lifts and stairs (with cycle gulleys) to provide level access across the railway.</p> <p>The structure will have handrails along the ramps, the surfaces will be anti-slip and be lit to allow safe movement on it.</p>
Age	<p>All signage will be in a large and clear font.</p> <p>Mobility issues (often linked to old age) will be mitigated as described above.</p>



## 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)?

BEAP

Meeting to be arranged.

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Local cycle user groups

Free and ready access across the railway is requested. A structure with lifts, whilst requiring disembarking from a bike, is no different to the current crossing where gates must be opened and a cyclist must disembark. An alternative route, via cycle gulleys on the stairs is acceptable.

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**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)?**

Rights of way officers from the Highway Authority (HCC and SCC)

They are keen to preserve the cycle routes, and see the census data for users once gathered, but in principle are happy that the diversion is reasonable. Further legal consideration is required for the use of a lift within a public right of way.

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**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.**

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Previous level crossing closure projects who have examples of the consideration to be made for the protected characteristics affected.

Communications with and joint review of this DIA by the Route Liabilities Team who have experience of rights of way diversions.

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## 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

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Through this DIA it can be seen that the impact that moving the right of way into a bridge with lifts will have a minimal impact of people with the protected characteristics that could be affected. The provision of a step free access, out of the path of trains will have a positive impact on users of the crossing.

However, the project team will monitor and manage potential negative impacts of the construction phase through the regular review of this DIA.

A presentation will be made to BEAP and consultation will continue with the local highway authorities and right of way teams as well as local residents groups.

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## 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?
Review the latest level crossing census date when received to confirm that the latest data used as that basis of this DIA alongside 2011 population census data is accurate.	June 2021	Sponsor
Attend BEAP	TBC	Sponsor

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Action	By when?	By whom?
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Action	By when?	By whom?
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**Review this DIA**

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## 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

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# Continuation sheet

Question number:

Additional/continued response

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# Continuation sheet

Question number:

Additional/continued response

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