Diversity Impact Assessment

Name of policy, programme or project: 148115 Ham Street Permanent Accessible Solution

Name: **Your job title/position:**

Department: Network Operations South East Route **Date:** 8th July 2016

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

Step 1: Clarifying Aims

Q1. What are the aims of this project/piece of work?
Background: On Wednesday 18 June 2014 at 19.08 hours, a train arrived into platform 1 (Up / towards Ashford International) whereby a passenger, (a local teenage schoolgirl), disembarked from the train and walked down the platform ramp behind the train – against the instructions outlined on the signage. As this passenger reached the space between the running lines, a train passed over the Station Barrow Crossing as it was pulling into platform 2 (Down / towards Hastings). The driver reported this incident as a near miss. As a result of this near miss incident, the Network Rail Route Managing Director remitted the construction of a temporary scaffold footbridge as the form of risk mitigation. This was regarded as emergency works and was therefore discharged as a high priority. The scaffold footbridge is to be removed and replaced with a footbridge with lifts, providing the permanent accessible solution. **Overview of site:** Ham Street Railway station services the village of Ham Street in the Ashford area of West Kent. The station provides services between Ashford International and Brighton (via Hastings/Eastbourne) operated by Southern Railway at the time of the incident and now by Govia Thameslink Railway (GTR) who are the station service provider. As the station service provider, GTR provide passenger assistance. The station has two staggered platforms. The main station approach, car park and original station building incorporating the booking hall are to the north west of the running lines on the platform 1 side. Historically, the two staggered platforms were connected by the Station Barrow Crossing however, following the seriousness of the near miss incident this was removed by Network Rail as set out in the background statement above.

The station building is grade II listed and due to its proximity of the proposed footbridge it will be subject to an application for listed building consent.

An existing Public Right of Way (PROW) across the tracks previously utilised the Station Barrow Crossing and also provides uncontrolled access to platform 2 (Down / towards Hastings) at the northeast end of the platform. Whilst the PROW provides access to platform 2, it has never been recognised as a railway adopted facility and is not included on the Network Rail station plan.

There is also access to the south west (Hastings end) of platform 2, via a steep ramp (Gradient between 1:10 and 1:13) (approximately 60 metres in length) leading to Ashford Road. Refer to figures 4 & 5.

Project objective:

The objective of this project is to dismantle the temporary scaffold footbridge and provide a permanent footbridge structure with lift access to both platforms. To facilitate this, it will also be necessary to extend the walkway at the north east end of platform 2, by approximately 5 metres to provide unobstructed and level access to the lift **(Refer to Appendix 'A')**. The PROW revised legal route will be via the lift, stairs and footbridge only. The lifts will be available for the passengers and public to use, but does not form part of the legally defined route. The official accessible route for station users will be via the station car park with step free access to platform 1 and via the lift and footbridge to platform 2.

The proposed footbridge and lift will be designed to the requirements of the Department for Transport (DfT) Design Standards for Accessible Railway Stations (Version 04 – 20th March 2015). **Refer to Appendix A – Footbridge diagram.**

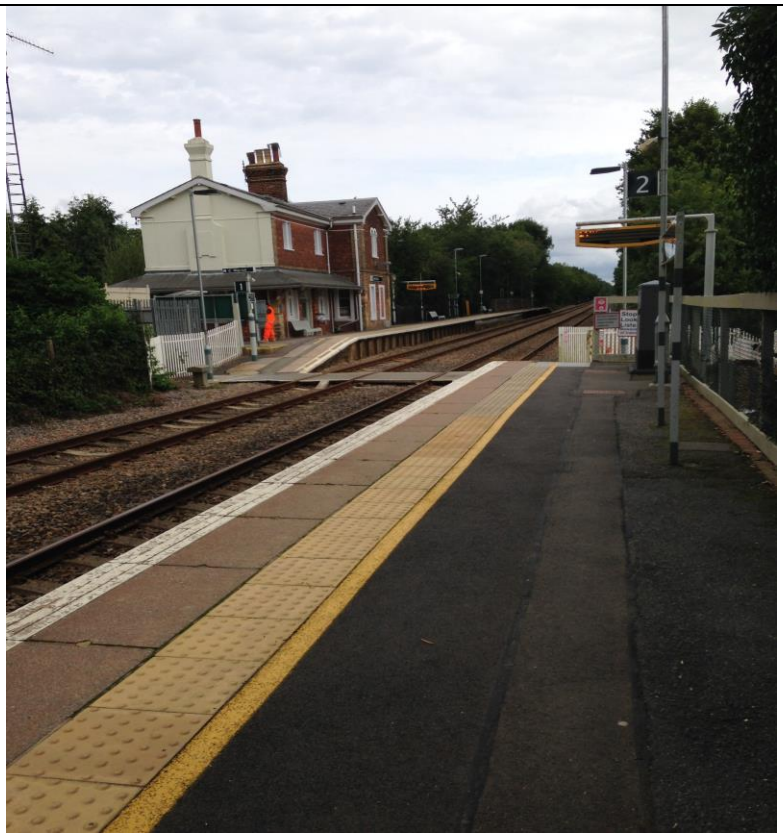

Figure 1 - Photograph taken from the south west (Hastings end) of platform 2 showing the two platforms with the original station barrow crossing in situ at Ham Street Railway station

Figure 2 – Overview of Site.

Figure 3 - Access to platform 1 (Up / Ashford International) and entrance to main station building

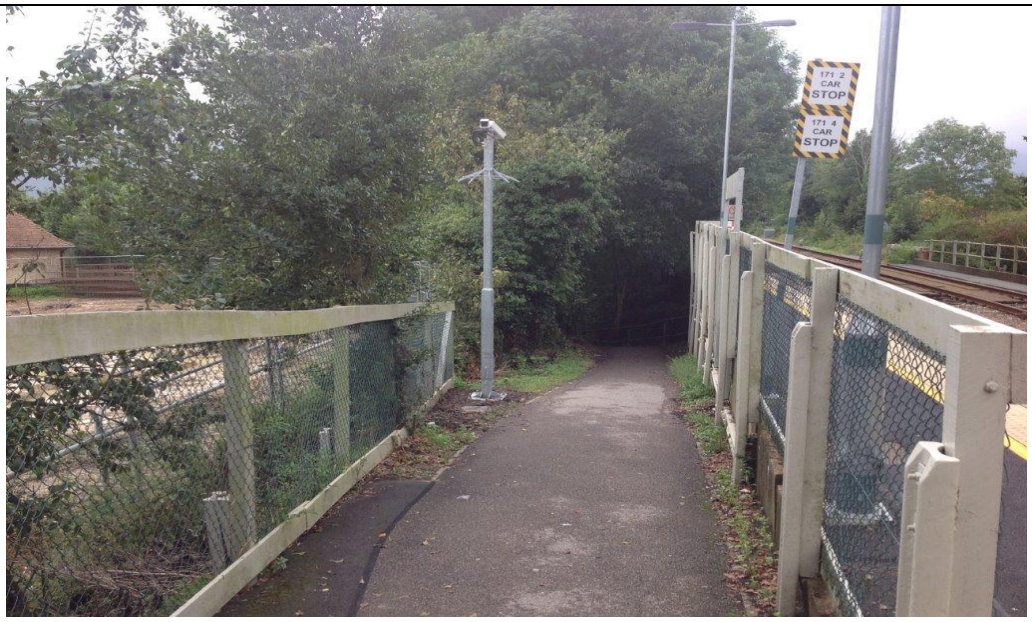

Figure 4 - Access from platform 2 (Down / Hastings) south west (Hastings end) to Ashford Road

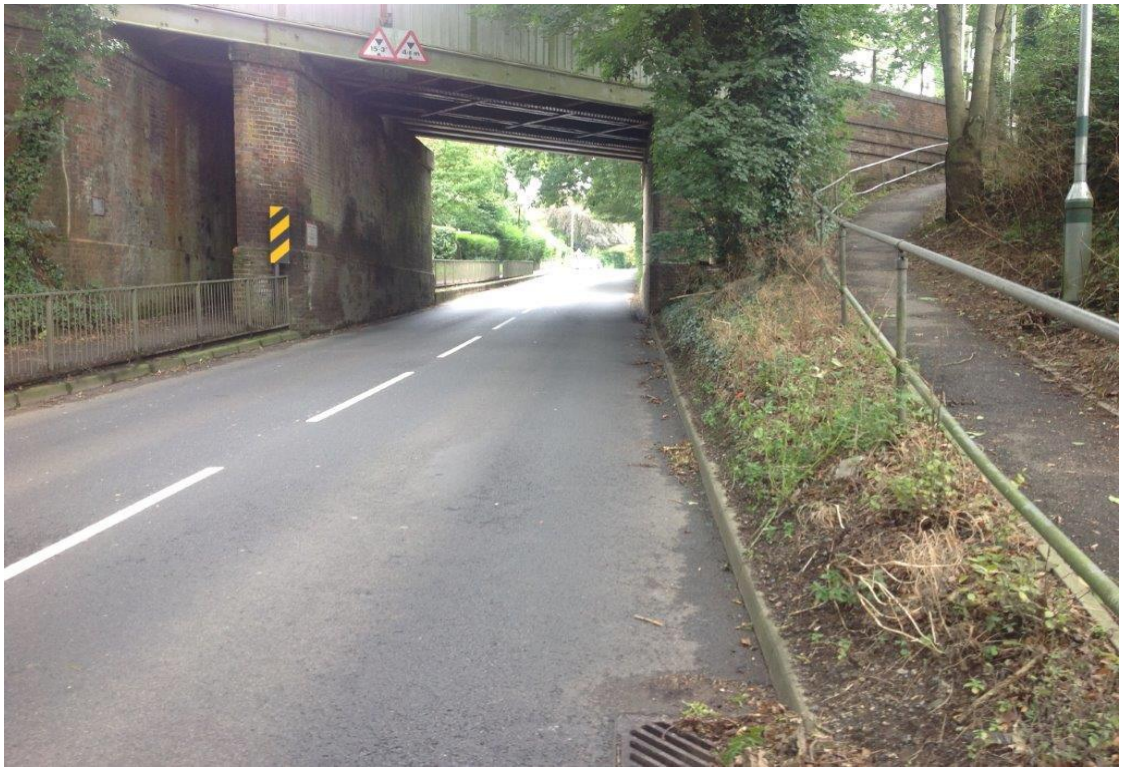

Figure 5 - Access to platform 2 (Hastings end) from Ashford Road

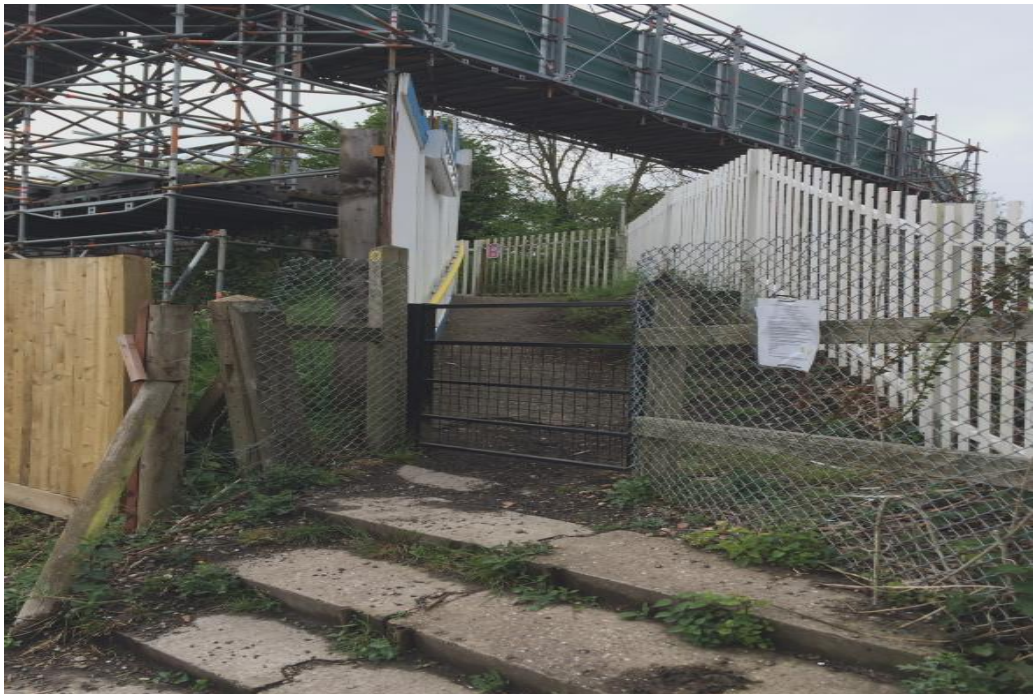

Figure 6 – PROW leading up the north east (Ashford end) of platform 2

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

The construction of the new footbridge and lifts will provide a safer and secure route to the station platforms leading to much improved station facilities to all station users.

It is to be noted that the aim of the project is to provide improved accessibility between the main station entrance and both platforms, but that the existing PROW will not be made fully accessible due, in part, to a set of steps on the south eastern side of the station, beyond the station curtilage. Network Rail is looking to improve the current non-compliant access within the station boundary leading to the PROW. The station barrow crossing previously provided an accessible route between the two platforms however, the end platform ramps leading to the crossing point were excessively steep and did not comply currently accessible design standards.

Within the station curtilage, access to platform 2 (down Hastings end) will need to be modified in order to provide access to the proposed footbridge staircase on platform 2. The route of this path previously between the Network Rail boundary and the station barrow crossing comprised a very steep unsurfaced pathway at a gradient of approximately 1:5. Since the bottom of the new staircase on platform 2 (Down / towards Hastings) will be at platform level, it is necessary to provide a modified access route (by the provision of steps) up to platform level.

A ramp has been considered between platform level and the Network Rail curtilage at the point where the PROW meets the Network Rail boundary, however this has been dismissed due to the excessive length required, including landings and because there is a short flight of stairs directly beyond the Network Rail boundary gate. It is therefore proposed to provide a new pathway incorporating several flights of stairs in order to link to the platform level and access gate.

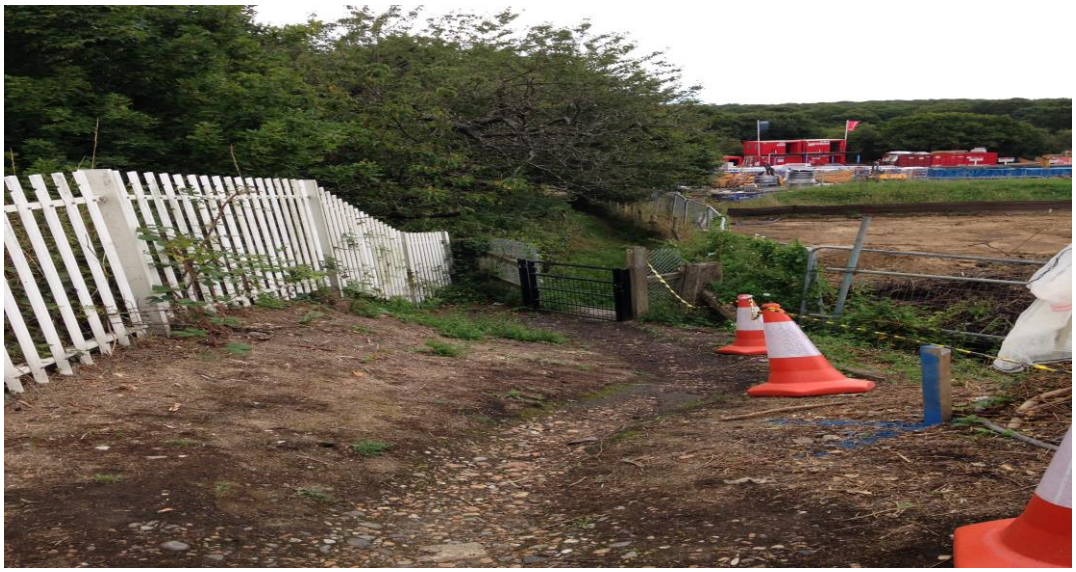

Figure 7 – PROW leading from Network Rail boundary to platform 2 (Ashford end) prior to the construction of temporary scaffold footbridge

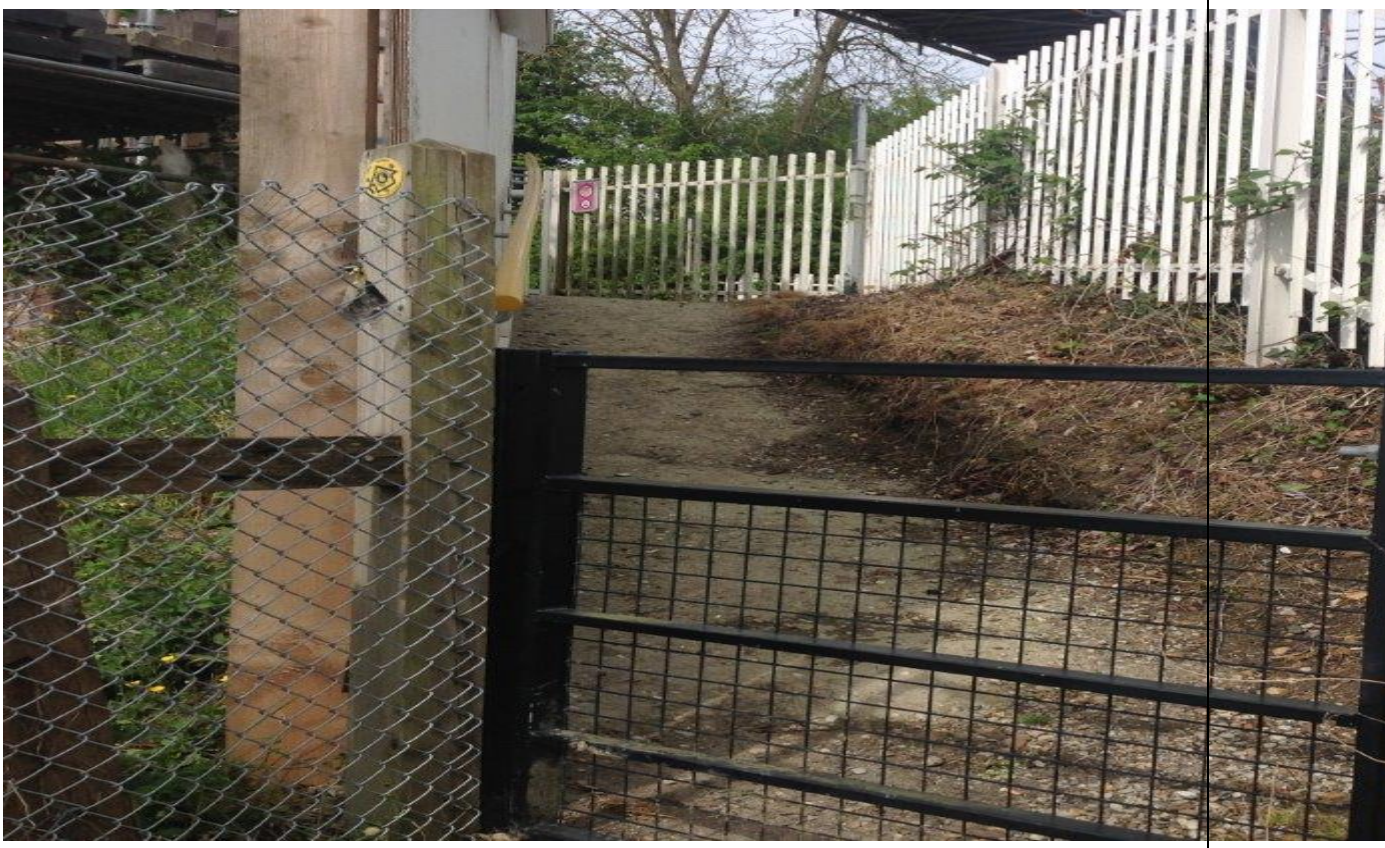

Figure 8 – PROW leading from Network Rail boundary to platform 2 (Ashford end) after the construction of temporary scaffold footbridge

The access at the south west end of platform 2 (down Hastings end) will remain as existing. During the construction works, access to platform 2 will only be available via this approach and Ashford Road, as the new footbridge will be sited on a similar alignment to the existing temporary scaffold footbridge. The local community will benefit from the provision of the new footbridge and lifts at the station. The benefits will include shorter journey distance for persons with restricted mobility, enhanced ambience and a safer route to platform 2.

Note: GTR customers with mobility impairments who are unable to use the temporary footbridge structure have the option of using a taxi, charged to the train operating company, to transport them to either Ashford International or Appledore stations as an alternative to their use of Ham Street station. This option will continue until completion of the new footbridge and lifts expected to be completed by July 2017.

During the construction work, this may cause some highway congestion and in this regard Network Rail have consulted the local authority (Highways department) and have submitted a traffic management plan for their acceptance as part of minimising the impact. Noise related issues that may have a negative impact on nearby local residents, will be managed through the implementation of mitigation measures e.g. noise blankets.

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 effecting their inclusion.

Diversity search (e.g. local demographics – disability, age etc.)

In order to gain a better insight into the diversity impact and other implication of the proposed work at Ham Street station, it is important to examine both the statistical and geographic data available to establish the composition of the population living around and using the station, including any restrictions for the project team that might have relevance to this DIA.

Demographics:

Table 1 – Weald South age distribution statistics

Age	Weald South (%)	England (%)
0-9	10.4	11.9
10 -17	9.6	9.5
18-24	5.7	9.4
25-29	2.9	6.9
30-44	17.0	20.6
45-59	21.4	19.4
60-64	8.7	6.0
65-74	13.5	8.6
75-84	8.1	5.5
85 and over	2.7	2.2

Table 1 - Statistics obtained from the Office of National Statistics *(ONS)* (2011) shows that the population of Weald South is middle to advanced age with figures above the national average.

The area is predominately of an older generation with the largest category of residents being between the ages of 45 to 59.

As the data presented obtained by the ONS were verified back in 2011, it has been assumed that the age demographic remains similar.

Anecdotally, it is understood that train services are regularly used by a significant number of local school children.

Health and Disability:

The percentage of residents in the Weald South area which Ham Street station serves can be considered in good health (36.5%), which is considered as being higher than the national average (34.2%). The combined percentages in the area with bad to very bad health are lower than the national average. This information is referenced from the ONS.

Table 2 - Comparison of health in Weald South and England, 2011

Health	Weald South %	England %
Very Good Health	44.0%	47.2%
Good Health	36.5%	34.2%
Fair Health	14.8%	13.1%
Bad Health	3.6%	4.2%
Very Bad Health	1.1%	1.2%

Additional information published by the Royal National Institute of Blind People (RNIB) indicates that Kent is the fourth least deprived area within the South East. The RNIB indicates that in 2014, the total number of registered blind persons living within the county of Kent was 4,345.

Table 3 - Number of people registered blind, Kent

Total number of people registered blind*	0-4	5-17	18-49	50-64	67-74	75+
4,345	5	85	535	490	375	2,885

*NOTE: Data obtained from the RNIB Sight Loss Data Tool Version 3, 2014.

Further information may be obtained from research@rnib.org.uk

Religion:

Weald South area is predominately made up of Christians (68%) with other religions Buddhist, Jewish, Muslims (0.2%), with the remaining made up of other religions or not stated.

Table 4 – Religion denomination in Weald South and England 2011

Religion	Weald South %	England %
Christian	68.0	59.4
Buddhist	0.2	0.5
Hindu	0.0	1.5
Jewish	0.2	0.5
Muslim	0.2	5.0
Sikh	0.0	0.8
Other	0.6	0.4
Not stated	8.3	7.2

Race:

95% of people living in Ashford speak English as their main language. The other languages spoken in the area are Nepalese (1.41%), Polish (0.86%), and French (0.29%), Chinese & Malayalam (0.14%), Tamil (0.12%), Lithuanian and Turkish (5%). These figures are based on the Census data obtained in 2011.

Passenger Demand:

The average number of passengers that use Ham Street station on a daily basis is 266.

Table 3 - Ham Street station footfall figures, Southern (2014 -2015)

Year	Footfall
2009 – 2010	74,956
2010 – 2011	81,812
2011 – 2012	86,856
2012 – 2013	93,470
2013 – 2014	100,312
2014 – 2015	97,164

Average in 5 years = 89,095 passengers per year

Site Constraints:

The site has a number of constraints in respect of space enabling the contractor's ability to construct the new footbridge following the removal of the existing temporary scaffold footbridge.

The proposed footbridge location has housing development on both sides of the station: St. Mary's Close to the west of platform 1, and Lancaster Close to the east of platform 2 have a new housing development which is nearly completed.

All heavy construction work affecting platform 1 will be carried out from the station approach road. Platform 2 may have some challenges in terms of access, due to the recent housing development on the previous orchard site to the east of the platform. It is therefore proposed that all work access would be via the station car park and platform 1 with only pedestrian access via platform 2, utilising the pedestrian ramped access from Ashford Road. The contractor's method statement demonstrates that this is unavoidable and necessary.

Listings:

The current station house located on platform 1 is a grade II listed building (listing number 1391381). All other parts of the station are not listed. As a result of this listing, it will be necessary for additional consideration to be given to the aesthetic and finish to the footbridge structure and lifts, to ensure that it does not have a negative impact on the setting of the station building. As the design of the scheme is developed stakeholder consultation will take place with the local authority, conservation officer and parish council.

Feasibility Study:

This DIA is part of the process to develop options to provide an unobstructed and accessible route to the station platforms for all users.

This feasibility study will provide an option selection report for the stakeholders to determine a preferred single option.

The preferred option following from the GRIP stage 2 Options Selection Report (OSR) was to provide a new footbridge with lifts in the vicinity of the temporary scaffold footbridge.

Consider evidence in relation to;

- Disability (including evidence relating to access and inclusive design)
- Age
- Pregnancy/maternity
- Race
- Religion or belief
- Gender
- Sexual orientation
- Marriage/Civil Partnership
- Gender reassignment

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		**Explain the potential impact**
Disability	No	There is no considered negative or differential impact on people with this protected characteristic. The scheme will improve the route for persons with restricted mobility through the provision of lift access to both platforms. During period of lift maintenance / repair a ramped route via Ashford Road is available although this is longer and will require additional time to get to the platform and may require assistance due to the length and steepness of the ramped access.
Age	No	There is no considered negative or differential impact on people with this protected characteristic. It is presumed that the station is used by patients using / visiting the William Harvey Hospital in Ashford, the proposed station lifts will assist disabled passengers or health issues.
Pregnancy /maternity	No	There is no considered negative or differential impact on people with this protected characteristic. From the demographic data available the station serves a lower portion of young children and women of a child bearing age than the national average.
Race	No	There is no considered negative or differential impact on people with this protected characteristic.
Religion or belief	No	There is no considered negative or differential impact on people with this protected characteristic.
Gender	No	There is no considered negative or differential impact on people with this protected characteristic.
Sexual orientation	No	There is no considered negative or differential impact on people with this protected characteristic.

Marriage/Civil Partnership	No	There is no considered negative or differential impact on people with this protected characteristic.
Gender reassignment	No	There is no considered negative or differential impact on people with this protected characteristic.

Q5.What extra will you do to have a positive impact on diversity and inclusion?

There are a number of additional features which will have a positive impact on diversity and inclusion at the station, which include:

- Installation of lighting in and around the proposed footbridge and lift to supplement the existing lighting on the station.
- Installation of tactile paving at the top and bottom of the bridge stairs required in and around the proposed works.
- CCTV to proposed bridge, stairs and lifts.
- Station signage to be updated to include new footbridge with lift access.
- Mount travel notice boards / time tables at a height suitable for wheel chair users.

Step 4: Consultation

Q6. How has consultation with those who share a protected characteristic informed your work?

Who was consulted?	Changes made as a result of consultation
MarshLink Action Group Kent County Council Public Right of Way Office Parish Council	N/A.

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	The project considers itself to be in a strong position with regards to its measures to adhere to Diversity and Inclusivity therefore the project will continue.
Justify and continue the work	N/A.
Change the work	N/A.
Stop the work	N/A.

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
Stakeholder management with users/persons with local interest.	October 2016	

Step 7: Sign off

Name	Position[i]	Signed	Date

Step 8: Add an action to your plan setting out how you will monitor this DIA.

[i] A DIA should be signed by someone can approve policy, programme or budget changes when required.

Appendix ‘A’ Footbridge diagram