

Diversity Impact Assessment

Name of policy, programme or project: **Hinksey Lake Footbridge**

Department: **Infrastructure Projects**

Date: **May 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*

Hinksey Lake footbridge is located 1.6 miles (2575m) from Oxford Railway Station and 4.5 miles (7,242m) from Radley Railway Station. The footbridge links the village of South Hinksey with the South Oxford suburb of New Hinksey and provides a Public Right of Way (PRoW) between the residential areas (Figure 1.1). The footbridge is frequently used by the public and there is no other means of crossing the railway line by foot near to the structure

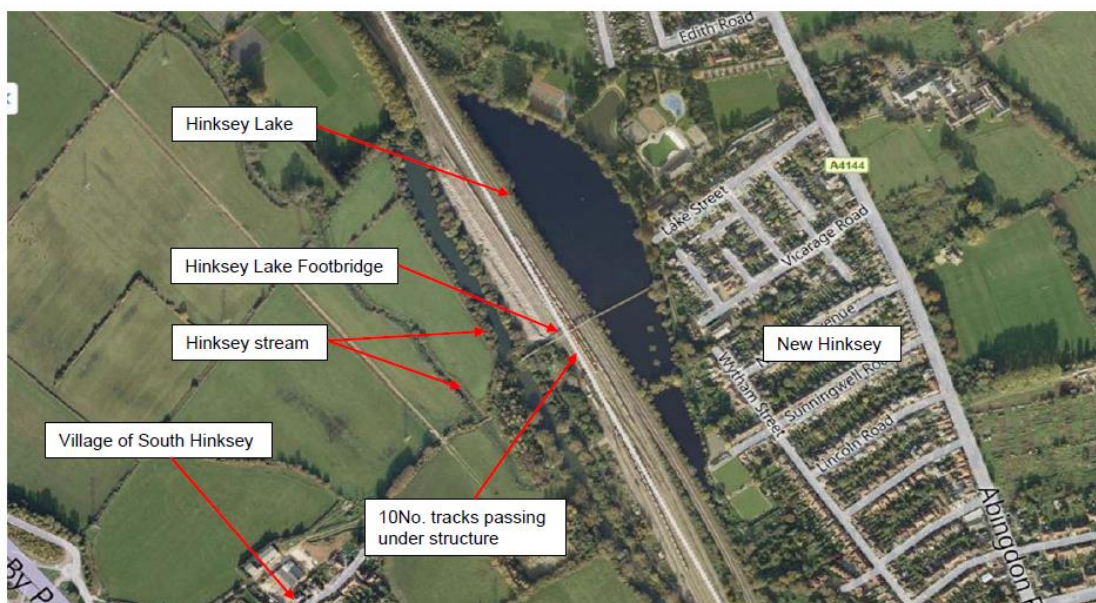


Figure 1.1 – Aerial photograph showing the location of Hinksey Lake Footbridge

The structure is a 14-span footbridge carrying a 2.03m wide pedestrian walkway over a 10-track railway (2 main lines, 2 reception lines and 6 sidings), and also extends over the full width of Hinksey Lake. The bridge comprises two distinct sections; the first section over the railway has stepped access at both ends; the first set of steps at the western end of the structure comprises 2 flights of reinforced concrete steps supported on reinforced concrete columns at the landing positions. The second set of steps links to the bridge deck over the lake, the most easterly end of which has access at ground level (Figure 1.2 below).

Diversity Impact Assessment

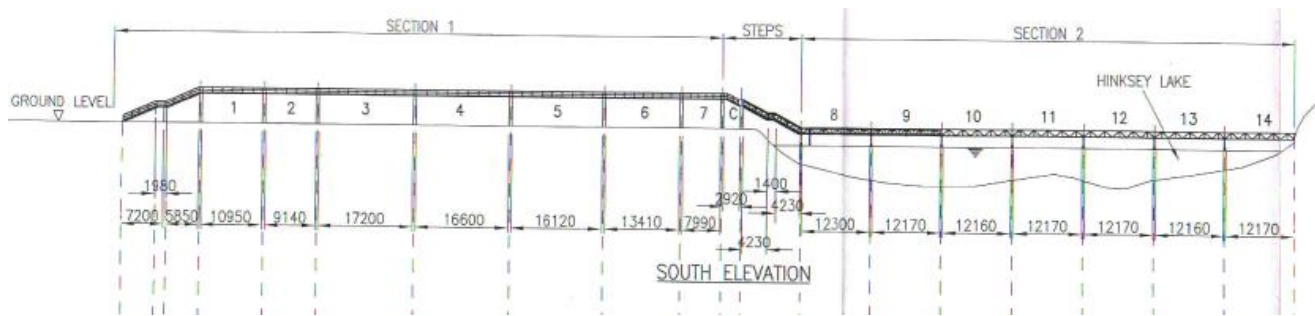


Figure 1.2 – Diagram to show general arrangement of Hinksey Lake Footbridge

Step 1: Clarifying Aims

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

1. The aim of this project is to raise the footbridge deck to provide sufficient clearance for the planned electrification works. In addition, the current parapet height of 1.43m will be increased to 1.8m to be compliant with the safety standards for electrification works.
2. The footbridge supports a Public Right of Way (PRoW) providing access between the residential areas of New Hinksey and the Village of South Hinksey. The project will aim to maintain a safe way to cross the railway.

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

The replacement footbridge will be higher than the existing structure, and the difference could have a negative impact on those with a protected characteristic.

Diversity Impact Assessment

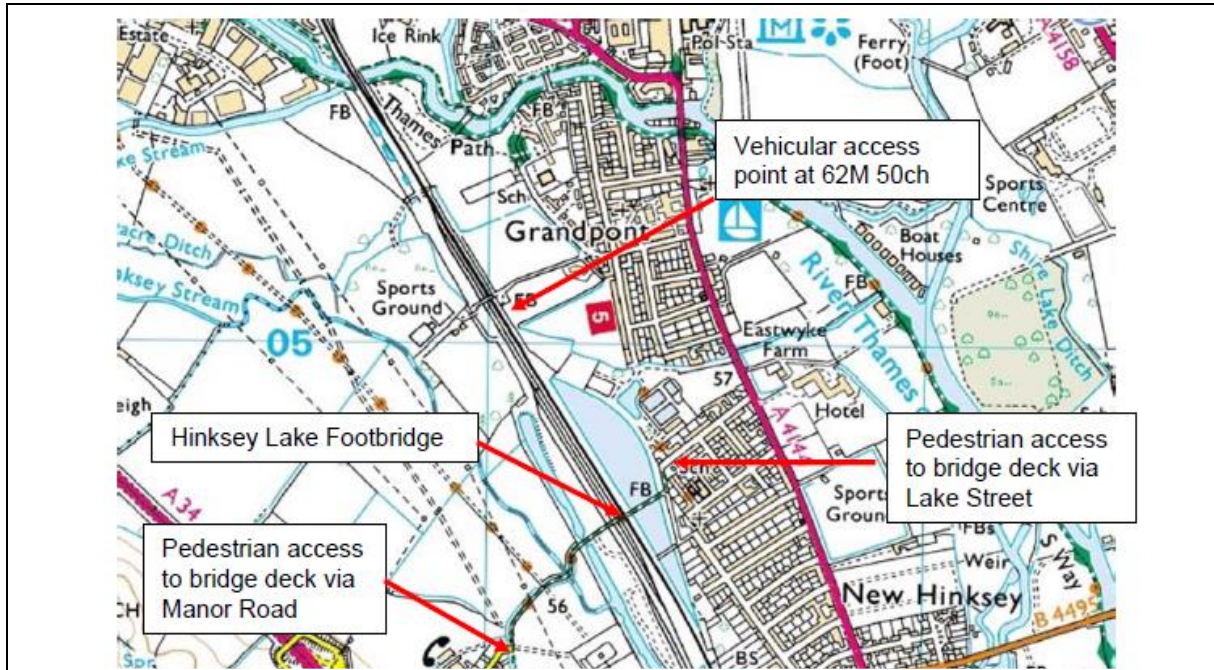


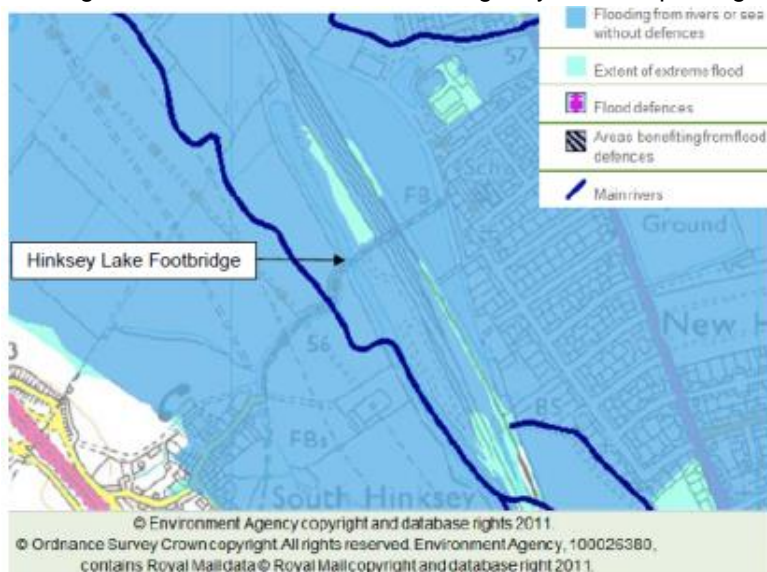
Figure 1.3 - Ordnance Survey Map of Hinksey Lake Footbridge, identifying structure and access points

Site Environment/Ecology

Hinksey Lake Footbridge is located within Hinksey Pools County Wildlife and is adjacent to Hinksey Lake and Hinksey Stream, consisting of open, grassy plains, numerous watercourses and patches of woodland. It is therefore likely that this area is an established habitat for numerous species. The Western Territory SSSI Database (Sites of Specific Scientific Interest) states that the wildlife site is not an SSSI however the Network Rail Hazard Directory states that Hinksey Pools is. The management for the site as recommended in the Western Territory SSSI Database is to maintain a visual/sound barrier of scrub between the railway sidings and the pools.

Flood Risk

The spans that cross Hinksey Lake, and the surrounding area is subject to the risk of extreme flooding as shown on the Environment Agency flood map in Figure 2.2 below.



Diversity Impact Assessment

Details of Constraints

Table 3.1 lists the constraints and how they affect construction options and the reasons why these options were originally rejected.

Constraint	Description	Impact
Flood risk	The area in which the footbridge is located is identified by the Environment Agency as having a "significant" risk of flooding.	Track lowering may become unfeasible depending on the drainage requirements for the area. In addition to maintenance concerns of lowering, the track bed will be closer to the water table, significantly increasing the risk of track bed damage during a flooding event.
Surrounding Water Courses and County Wildlife Site.	Hinksey Pools is a designated County Wildlife Site containing numerous protected species.	Due care to be taken during construction works to minimise impact to adjacent County Wildlife Site and watercourses.
Structure in constant use	Structure links the small village of South Hinksey with New Hinksey	No diversion route deemed to be feasible by foot
Buried Services	HV cable and other licensed operator (OLO) cables in western approach path	Services to be located prior to the commencement of any works. Cable position may affect positioning of proposed western staircase
Track Layout	10 No. tracks at bridge location.	Extremely high cost associated with track lower of 10 No. tracks. Restrictions for new pier between No. 1 siding and No. 2 reception (3.541m from running edge to running edge)
Road Access to structure	No road access to structure on either approach	No access for HGV's or road based cranes from bridge deck level.
Switches and crossings (S&C)	There are a number of S&C units in the vicinity of Hinksey Lake Footbridge.	Where S&C units are affected by track lowering, this will increase the cost of the option. There is also a risk of damage to the S&C during works.
Signalling and Telecoms (S&T) equipment	There is S&T equipment in the vicinity of the structure location	S&T equipment will require repositioning and adjustment should a track lower be adopted.
Residential properties and school	Residential properties and school in New Hinksey, adjacent to Hinksey Lake	Noise, dust and access during construction to be considered

Table 3.1 – Details of site constraints

Diversity Impact Assessment

Land ownership Constraints:

If the proposed new structure is to be constructed within Network Rail owned land (Figure 4.1), there is limited space between the tracks to the east and the lake to the west to accommodate ramps.

The existing footbridge structure across the lake is also in Network Rail's ownership, but there is no requirement either for electrification purposes or for general maintenance/condition reasons to replace this structure. The lake itself is owned by Oxford City Council, and no information is currently available regarding the ground conditions within the lake. The interface between the new structure, whether stepped or with a ramped solution would require additional areas of surfacing and a connecting structure onto the lake section.

Implications of Ramps

An indicative layout of a replacement structure with compliant ramps has been prepared (Figure 5.1.2 below).

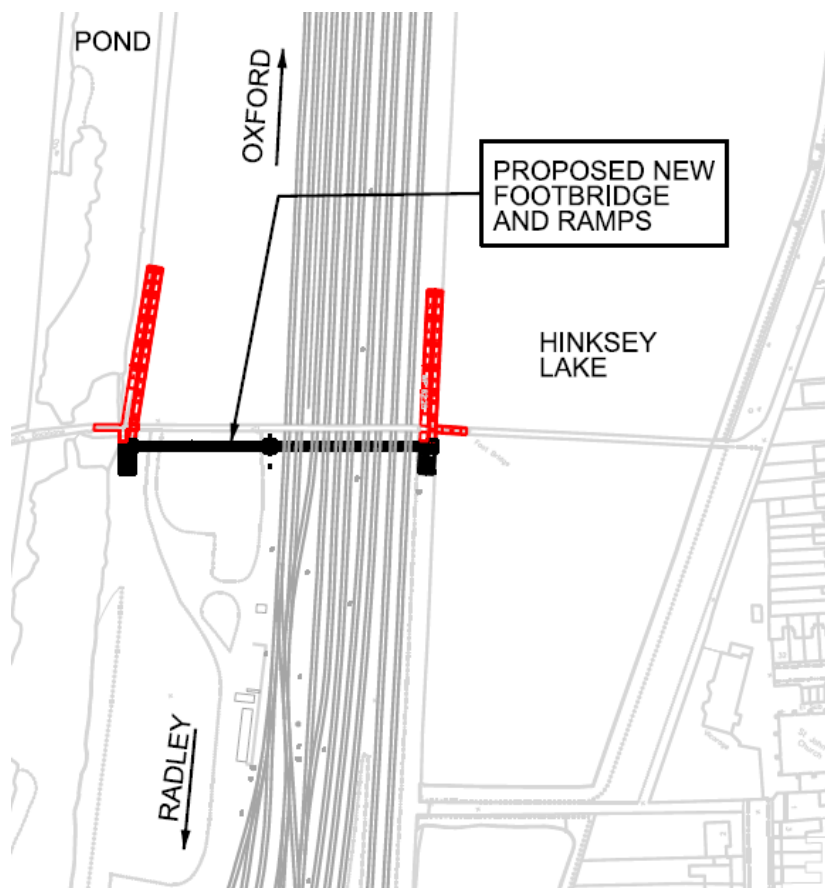


Figure 5.1.2 – Diagram of Proposed Footbridge Ramps

Diversity Impact Assessment

Due to the vertical clearance required over the electrified railway, the overall size of potential ramps is likely to create a visual impact in the area, which is a Local Wildlife Site. It may also require



Figure 5.1.1 – Photo of Structure Crossing Hinksey Lake

considerable vegetation clearance, impacting on biodiversity habitats. The implications will be considered as part of the design review.

Stepped footbridge

Based on previous designs, when compared to the existing bridge, a proposed new structure will increase from 2 flights and 37 risers on the West side to 3 flights and 36 risers. The East side will remain the same with 3 flights and 37 risers.

Implications of Lifts

The option of adding lifts has been considered, but there is a significant concern as the area is a flood risk zone. There would be additional requirements for protection works due to the proximity to the lake, which might also include bank stabilisation works within the locally protected wildlife site. The height and footprint of a lift housing/structure will also have visual implications in the area. If a lift was to be constructed it would be unstaffed and rely on being operated remotely.

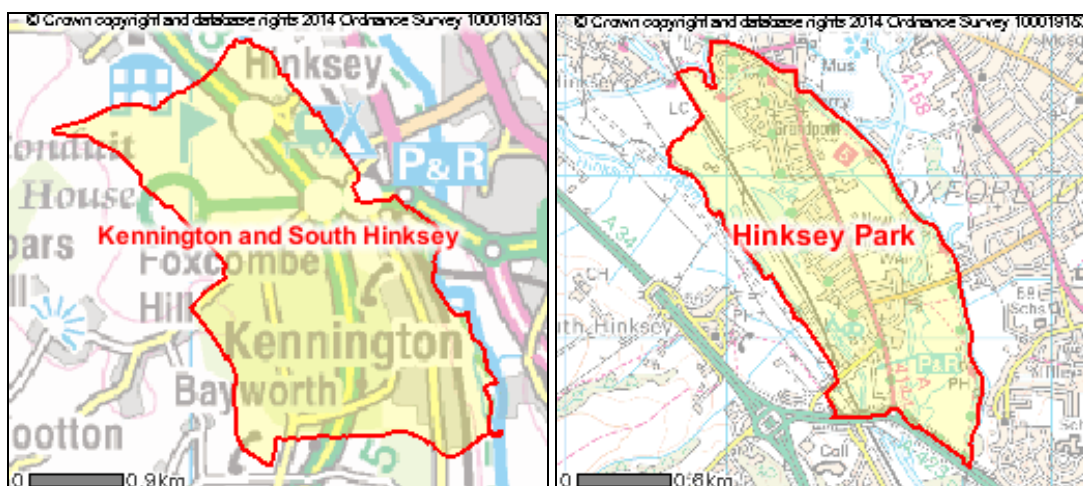
Diversity Impact Assessment

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.

Research on the community demographics has been undertaken in order to gain a high level understanding of the area. Neighborhood Statistics records all the people who were usually resident in the area at the time of the 2011 Census. Statistics for people with a long term health problem or disability that had lasted, or was expected to last, at least 12 months and whose daily activities are limited a little or a lot were compared. General health, age structure as well as school children living within the area was compared.

Hinksey Lake footbridge is located between Hinksey Park and Kennington & South Hinksey Ward/Electoral division in Oxford.



People with Long-Term Health Problem or Disability, 2011	Kennington & South Hinksey (Ward)	Hinksey Park (Ward)	Vale of White Horse (Non-Metropolitan District)	South East
Total number of All Usual Residents (Persons)	4,469	5,944	122,988	8,634,750
Total number of people whose day to day activities are limited a lot	291	322	7,041	593,643
Total number of people whose day to day activities are limited a little	450	431	10,143	762,561
Total number of people whose day to day activities are Not limited	3,728	5,190	103,804	7,278,546

Diversity Impact Assessment

Age structure of all Usual Residents (Persons)	Kennington & South Hinksey (Ward)	Hinksey Park	Vale of White Horse (Non-Metropolitan District)	South East
Total number of All Usual Residents (Persons)	4,469	5,944	120,988	8,634,750
Total number aged 0-4	207	364	7,411	534,235
Total number aged 65 and over	1,087	663	21,761	217,207

Religion, 2011	Kennington & South Hinksey (Ward)	Hinksey Park	Vale of White Horse (Non-Metropolitan District)	South East
Total number of All Usual Residents (Persons)	4,469	5,944	120,988	8,634,750
Christian (Persons)	2,835	2,575	76,589	5,160,128
Buddhist (Persons)	17	71	462	43,946
Hindu (Persons)	26	68	566	806,199
Jewish (Persons)	17	45	196	17,761
Muslim (Persons)	125	308	1,073	201,651
Sikh (Persons)	12	22	177	54,941
Other Religion (Persons)	18	34	433	39,672
No Religion (Persons)	1,050	2,280	32,505	2,388,286
Religion Not Stated (Persons)	369	541	8,897	635,866

Ethnic Group, 2011	Kennington & South Hinksey (Ward)	Hinksey	Vale of White Horse (Non-Metropolitan District)	South East
Total number of All Usual Residents (Persons)	4,469	5,944	120,988	8,634,750
White	4,137	4,812	114,824	7,827,820
Mixed Ethnicity	86	228	1,574	167,764
Indian	53	233	842	152,132
Pakistani	47	91	350	99,246
Bangladeshi	28	112	185	27,951
Chinese	20	94	649	53,061
Other Asian	29	129	936	119,652
Black African	23	109	828	87,345
Black Caribbean	11	40	246	34,225
Black British	4	23	156	14,443
Other	31	73	398	51,111

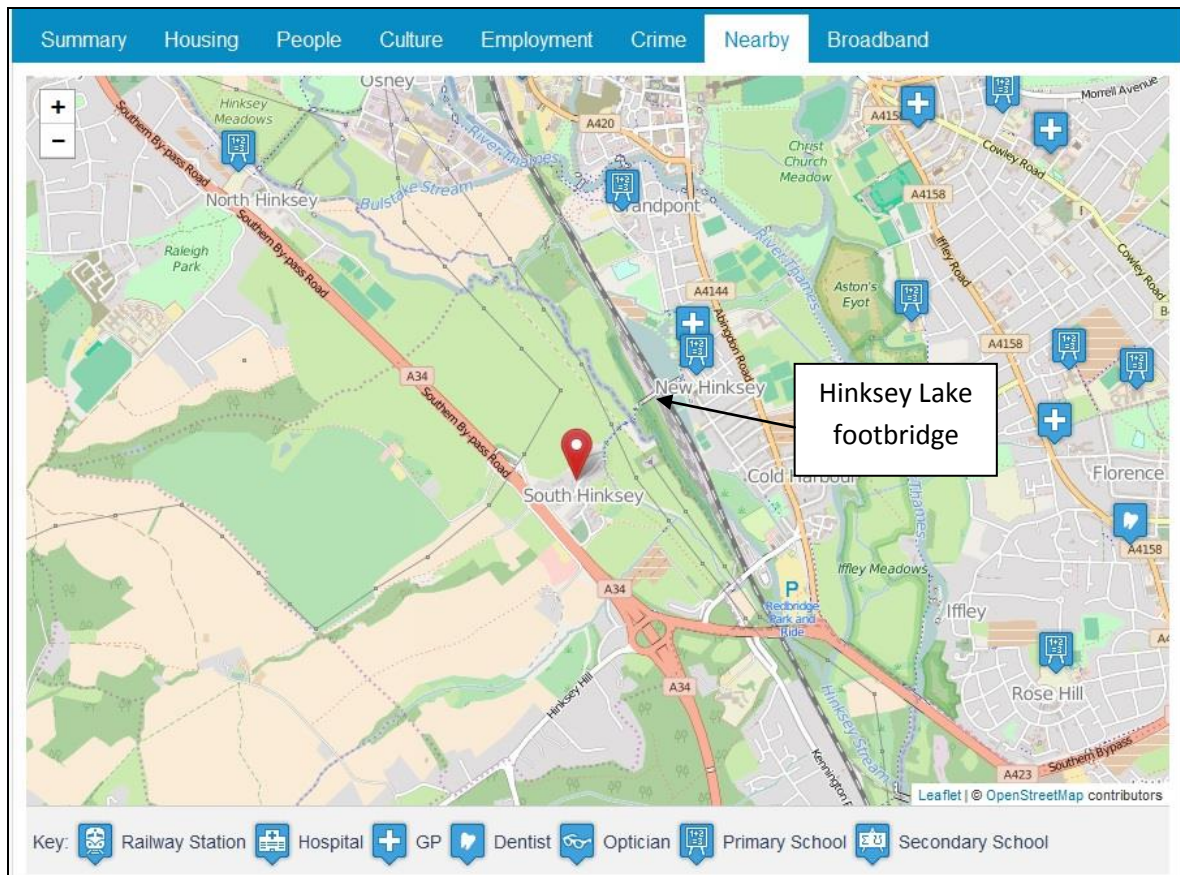
Oxford University Hospitals NHS Trust

- In 2013-14 there were 8,257 births. This is a decrease of 4.4% when compared to the previous year where there were 8,640 births.

Area of usual residence	All conceptions 2013	All conceptions 2012	All conceptions 2011
Oxfordshire	9,357	9,508	9,789
South East	126,089		

Diversity Impact Assessment

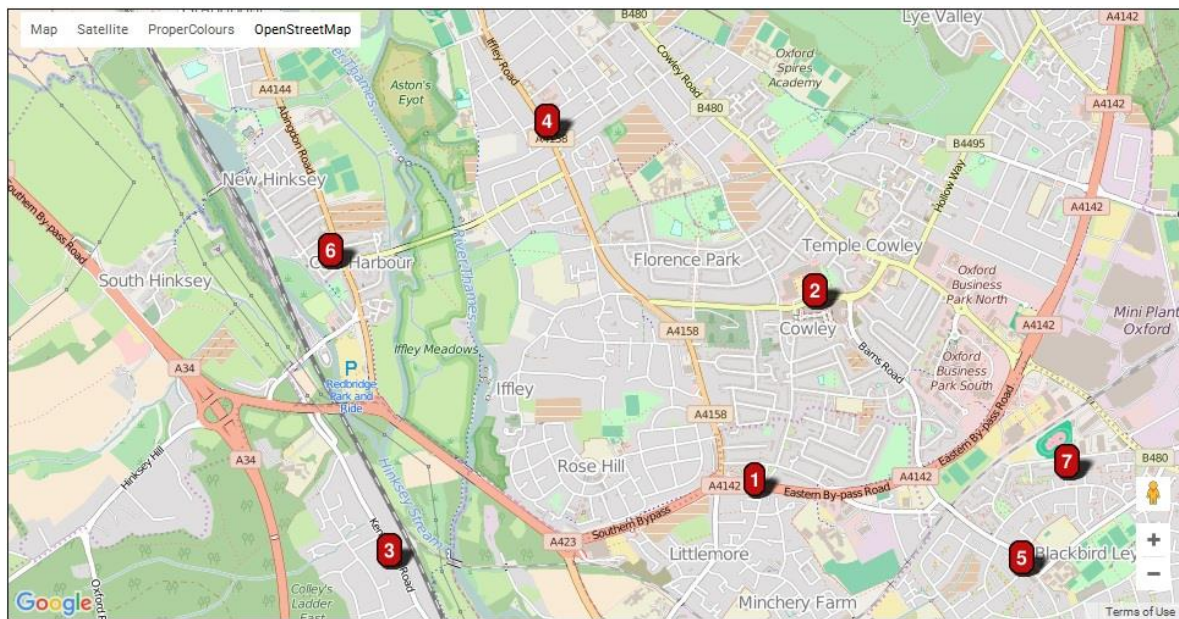
What's nearby



- **Nearest Railway Stations to White House Road, Oxford, OX1**
 - Oxford – 1.2 miles or 1,931 metres
 - Radley – 3.6 miles or 5,793 metres
- **Nearest Primary Schools to White House Road, Oxford, OX1**
 - New Hinksey Church of England Primary School – 50 yards
 - St Ebbe's Church of England Aided Primary School – 0.5 miles or 805 metres
 - St Mary and John Church of England Primary School – 0.6 miles or 9,66 metres
- **Nearest Secondary Schools to White House Road, Oxford, OX1**
 - St Gregory the Great Catholic School – 1.2 miles or 1,931 metres
- **Nearest Doctor's Surgeries/GP Practices to White House Road, Oxford, OX1**
 - Dr Wooding and Partners – 180 yards
 - St Clements Surgery – 1 mile or 1,609 metres
 - Luther Street Medical Centre – 1 mile or 1,609 metres
 - King Edward Street Medical Practice – 1 mile or 1,609 metres
- **Nearest Dentists to White House Road, Oxford, OX1**
 - Temple Street Dental Practice – 1 mile or 1,609 metres
 - Luther Street Dental Clinic – 1 mile or 1,609 metres
 - Fabian & Murgai – 1 mile or 1,609 metres

Diversity Impact Assessment

- **Nearest Hospitals to White House Road, Oxford, OX1**
 - Warneford Hospital – 1.7 miles or 2,735 metres
 - Littlemore Mental Health Centre – 1.8 miles or 2,896 metres
 - Churchill Hospital – 1.9 miles or 3,057 metres
- **Nearest Opticians to White House Road, Oxford, OX1**
 - Vision Express – 0.9 miles or 1126 miles
 - Specsavers - 0.9 miles or 1126 miles
 - Eye Site - 0.9 miles or 1126 miles
 - Scrivens – 1mile or 1,609 metres



6 - Abingdon Road Post Office is the nearest post office to Hinksey Lake footbridge.

Diversity Impact Assessment

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>Disabled people who in particular have difficulty in using stepped accesses will have to navigate additional steps and/or an overall increase in the vertical distance to be travelled with the current replacement proposal. Disabled people who cannot currently use the bridge at all because of the stepped access will continue to be affected.</p> <p>A stepped only footbridge would have a negative impact as any person using a wheelchair would be unable to use the bridge as there is no alternative to steps in the currently proposed replacement. There is also, however, an additional risk that a wheelchair user or a person with an ambulant disability may also be unable to use a ramped solution due to the necessary length of the overall ramp at this location. Persons with other forms of restricted mobility as a result of disability are also likely to be impacted.</p>
Age	Y	<p>The option to choose a stepped only would have a negative impact for a person whose mobility is reduced because of their age and has difficulty in using stepped accesses.</p> <p>A stepped only footbridge will result in having to navigate additional steps and/or an overall increase in the vertical distance to be travelled with the current replacement proposal.</p> <p>Persons whose mobility is reduced because of their age who cannot currently use the bridge at all because of the stepped access will continue to be affected. This would include young children in pushchairs.</p>
Pregnancy /maternity	Y	<p>The option to choose a stepped only would have a negative impact for a person whose mobility is reduced as a result of pregnancy, or those with young children in pushchairs / prams. They will have to navigate additional steps and/or an overall increase in the vertical distance to be travelled with the current replacement proposal.</p>
Race	N	<p>There is no differential impact on people with this protected characteristic</p>
Religion or belief	N	<p>There is no differential impact on people with this protected characteristic</p>
Gender	N	<p>There is no differential impact on people with this protected characteristic</p>
Sexual orientation	N	<p>There is no differential impact on people with this protected characteristic</p>
Marriage/Civil Partnership	N	<p>There is no differential impact on people with this protected characteristic</p>
Gender reassignment	N	<p>There is no differential impact on people with this protected characteristic</p>

Diversity Impact Assessment

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

Impacts of the Bridge Reconstruction

Current problems with the existing footbridge that have been identified include the lack of ramps, no access for bicycles and the fact that the structure is old and in relatively poor condition. It has been noted by the local community that the lack of ramps/lifts may be having an effect on accessibility in the area.

Local Petition

A petition was created asking that Network Rail urgently consider the provision of ramps for the bridge. The petition was formed of 450 signatures, of these 25 were from overseas, therefore leaving 425 relevant signatures and 160 comments.

Of these 160 comments the majority express the view that the addition of ramps will provide the local community with improved access facilities but do not express how they use the bridge, suggesting they walk.

35 comments express the view that the ramps are needed to provide access for bikes.

16 comments were made by parents with small children whom feel the ramps will improve their child's safety as well as adding to the accessibility of South Hinksey/Oxford

4 comments were made by those with a disability or related to those with a disability:

- 'I am wheelchair bound and haven't been able to go over this bridge in years...have to take a dangerous walk to the garden centre along the motorway'.
- 'It would be lovely to be able to go over the bridge with our friend in a wheelchair'.
- 'I am partially disabled and although at the moment I can drag myself up and down the steps...it is not long before I cannot access South Hinksey at all'.
- 'As a wheelchair user, a ramp here would finally make this part of my local area accessible to me'

The petition only contained 4 comments from disabled members of the community and expressed further concern for bicycle access with 35 comments relating to this issue. The petition that was forwarded to Network Rail flagged that the majority of people who commented relating to a specific issue were concerned about the lack of bicycle access. The bicycle access could be improved by considering including the provision of wheeling ramps on the stairs.

The addition of ramps to the footbridge would improve accessibility by allowing full wheelchair access. Ramps would also make it easier for those with difficulty walking, either older/younger or disabled people due to no longer needing to climb stairs. This would have a positive impact for people in South Hinksey where the footbridge is used as a direct link to Oxford.

There are a number of facilities available to offer transport for disabled people, including bus services and community transport. It should also be noted that to enable full wheelchair access the footpaths leading to the footbridge will need to be suitable for the use of wheelchairs. This is an action that will require surveys to be completed to assess the condition of the footpath that incorporates the bridge. This will provide information as to whether the path allows wheelchair access or if modifications need to be made.

Diversity Impact Assessment

Alternatives to Footbridge

During the reconstruction of Hinksey Lake Footbridge there will be a temporary period where the existing bridge cannot be used, and it is possible that significant land constraints will not enable a temporary bridge to be installed for this period. It may be possible to construct the new bridge offline, ie adjacent to the current bridge, to reduce the time of which the bridge cannot be used. Both issues will be considered as part of the review of the available options.

Possible alternatives to the footbridge include using local bus services, alternative cycle routes and local community transport are detailed below, and would be included within any communications regarding the construction phase.

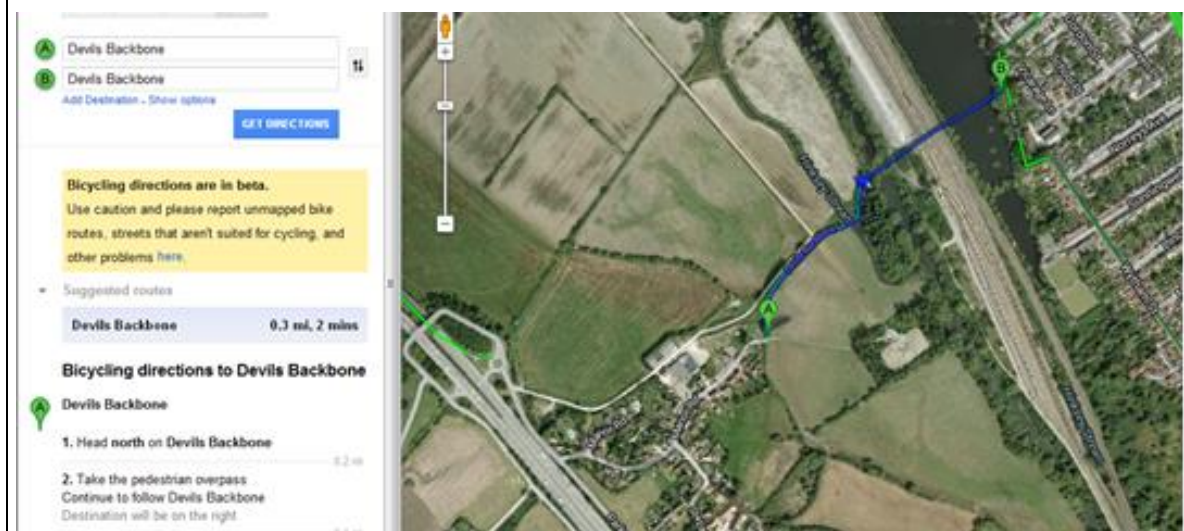
Bus Services

There are a number of bus services available to the population of South Hinksey that can provide an alternative to the footbridge during reconstruction works.

- To Oxford (via North Hinksey): Heyfordian Travel Bus No. 44 (stops on northbound side of A34 (Figure 7.1)
- To Abingdon and Boars Hill: Heyfordian Travel Bus No. 44 (stops on the south side of the A34 (Figure 7.1)
A full timetable is available [here](#) for bus 44
- To Oxford: Stagecoach Bus No. 31: (bus stop at the top and half way down Hinksey Hill
- To Abingdon & Wantage: Stagecoach Bus No. 31 (stops at the bottom of Hinksey Hill and round the corner to the left at the top of the Hill)
A full timetable is available [here](#) for bus 31
- From Abingdon Road: there are many more services available from the Abingdon Road. There are buses into Oxford City Centre, as well as routes to The John Radcliffe Hospital, Abingdon, Didcot, Wallingford and Reading
- Shopping Bus: The Tesco bus picks up at South Hinksey mini-roundabout Tuesday and Thursday 11.19am and leaves Oxford Retail Park at 13.27pm. Shops there include Boots, Next, Tesco and Mothercare

Cycle route

The cycle route to the New Hinksey side of the footbridge taken during the closure of the footbridge will be a total distance of 1.6miles, taking approximately 8 minutes, this is compared to 0.3 miles when using the existing footbridge (Figure 7.2) below.



Diversity Impact Assessment

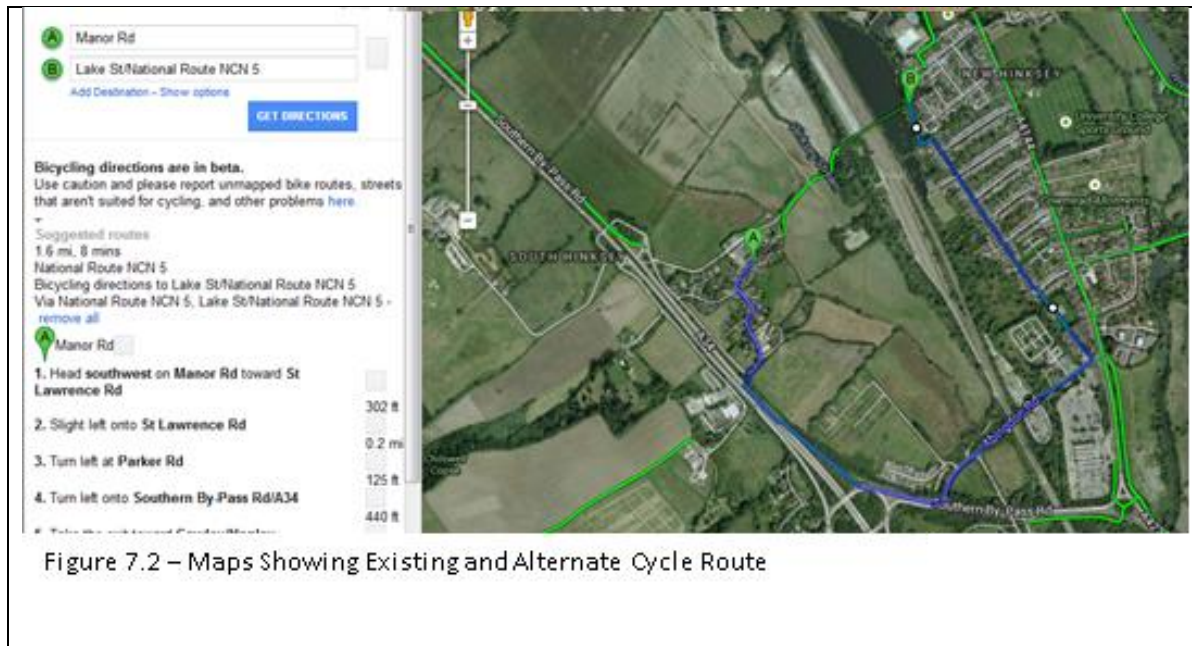


Figure 7.2 – Maps Showing Existing and Alternate Cycle Route

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
Oxford City Council	The Council have previously rejected Networks Rail's application for Prior Approval for the replacement structure with stepped access only, based on the loss of local amenity. Network Rail successfully appealed to the Secretary of State, but the Council continue to be strongly in favour of a ramped solution.
Public Petition Received via local MP	A 450 signature petition has been received. The majority of people who commented relating to a specific issue were concerned about the lack of bicycle access. Bicycle access can be improved by including the provision of wheeling ramps on the stairs, which could also be retrofitted to enable push chairs to be used (although for pushchairs this would require 2 ramps, which would take up more width on the stairs). The petition contains 4 comments from people who identified themselves as wheelchair users.
Network Rail's Built Environment Accessibility Panel	The panel suggested some additional consultation with local disability groups, via the local authority.

Diversity Impact Assessment

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	
Justify and continue the work	
Change the work	Original proposals for a stepped-only structure received significant opposition from the local authority and the local community. A redesign has now commissioned to include ramped access to the bridge deck. The contract was issued in early May and is due for completion by September 2016.
Stop the work	

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
Pedestrian count to establish existing levels of usage	Update: action cancelled following decision to revisit option for ramped structure.	Consents / Project teams
Community survey on the possible ramped solution, to try to understand whether the ramped solution would be of significant benefit to users.	Update: action cancelled following receipt of petition, and above.	Communications team (seek assistance from Oxford City Council)
Engagement / consultation with local disability groups via the local authority	Revised: following development of revised design (Sept 2016)	Communications team
Survey of the condition of the existing	Revised: during	Project team

Diversity Impact Assessment

approach footpaths needs to be undertaken (either by or in conjunction with the local authority) to determine whether they are, or can be improved to, a suitable standard for wheelchair users.	development of revised design (Sept 2016)	
Undertake initial property checks regarding land ownership for additional land that would be required for ramped solution, to enable more accurate cost analysis to establish whether solution is reasonable.	Revised: during development of revised design (Sept 2016)	Consents team
Revised Option Selection report on design solution to implement, having taken DIA findings and actions into consideration.	Programmed completion date: September 2016.	Decision to be approved by Programme Sponsor

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

Revision Date:

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