

Diversity Impact Assessment

Name of policy, programme or project: East Kent Re-Signalling Phase 2 (New Rochester Station)

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

Department: South East Route **Date: 11th December 2015**

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 & Public Service Equality Duty. 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

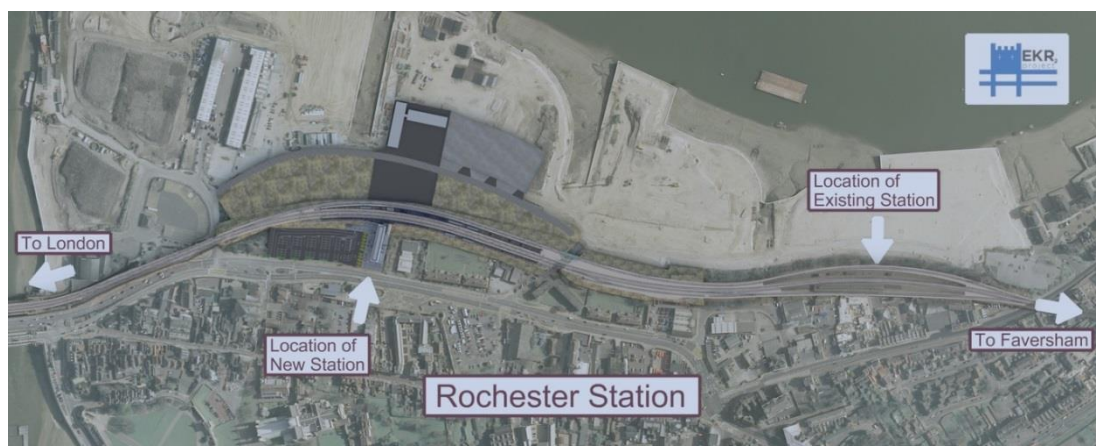
Step 1: Clarifying Aims

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

The aims of the project are to decommission the existing railway station and construct a new and improved accessible station for rail passengers in Corporation Street in Rochester, Kent. The benefits are primarily related to the new station being constructed in a more centralised / strategic location with improved facilities which are proposed to enhance the rail passenger experience.

The new Rochester station forms an integral part of the East Kent Re-Signalling Phase 2 Project (EKR2). The construction of the new station will enable 12 carriage trains to stop (fully) at all 3 platforms, within the station. This will provide an improvement from the old station, where 10 carriage trains can be accommodated in the platforms. The new station provides enhanced transport links to London / the coast, along with many other passenger benefits i.e. a retail unit and improved customer information screens. The modernisation of the signalling infrastructure forms part of the EKR2 Project which is programmed to be commissioned over the Easter (2016) period.

Aerial view of the described site locations:



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By constructing the new Rochester station in a more centralised/strategic location, not only will it allow for the stopping of 12 carriage trains, it shall also provide key support in the re-generation of the Medway area including Rochester Riverside Walk. The station subway forms a link between the station, Rochester high street and the Riverside Walk.

Additional benefits are proposed to be realised through improving and enhancing security, as the station, is to be located directly opposite the high street. It is predicted that more people will use the railway, which in turn is expected to develop the area and enhance community and business. Moreover, the location is expected to encompass better social inclusion and social mobility through a sustainable transport interchange solution.

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

The construction of the new station will include 3 platforms able to accommodate 12 carriage trains on each platform. Users of the new station shall benefit from improved lighting, seating/shelters an Automatic Ticket Machine (ATM) and improved security.

The current car parking facilities are owned and operated by Medway Council. New and improved transport interchange facilities serving the station forecourt area catering for buses and taxis are planned to be provided. A dedicated taxi/passenger drop off area is proposed to be located adjacent to the disabled parking bays and main station entrance. It is also proposed that the local bus services will continue to operate along Corporation Street, serving the new station. Customers will be able to access the route from Corporation Street to the high street via the existing pelican crossing located in front of the entrance to the station. The benefits are expected to include improving traffic flow, in and around the surrounding area.

New signage has been designed and developed in conjunction with the local authority (Medway Council) which has been integral in promoting the use of the new station. Due to the improved accessibility, pedestrian flow will be facilitated by the provision of the way finding signage in and around the new station.

The local community are expected to be positively affected by the construction of the new station. Its centralised location is anticipated to promote tourism and provide benefits to the local businesses. This will provide further support to the Medway re-generation programme with better access for all being provided to the Riverside Walk through the station subway.

The construction programme has included for the engagement of line-side neighbours and other local stakeholders. Through continuous consultation appropriate mitigation measures were implemented in order to minimise the impact of disruption caused.

Station staff were re-deployed from the old to the new station. The old station has one access whereby the new station provides dual access on either side. The new station has taken into account the needs of the visually impaired through compliance with rail industry and national standards.

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Rail Passengers will also benefit from the new multi-storey car park (programmed to be open in Spring 2016), owned, built, maintained and managed by Medway Council. The provision of the new multi-storey car park is expected to provide an additional 325 vehicle spaces. This multi-storey car park is proposed to include the provision of 18 disabled spaces in accordance with BS8300 and other relevant National standards.

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.

	Medway 2011	Kent* (%)	South East (%)	England and Wales (%)
0-18 population	64,724 (24.5%)	23.4%	22.8%	22.6%
19 to 64 population	162,196 (61.5%)	58.7%	60.0%	60.9%
65 and over population	37,005 (14.0%)	17.9%	17.2%	16.4%

*Kent figures do not include Medway

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Population Health is an assessment of a person's general state of health. According to the 2011 Medway Census report this indicates that 82% of residents in the Medway area are rated as being in good or very good health.

All percentages are as a proportion of total population	Medway 2011	South East (%)	England & Wales (%)
Day to day activities limited	43,354 (16.4%)	15.7%	17.9%
Day to day activities not limited	220,571 (83.6%)	84.3%	82.1%
In Good Health	216,341 (82%)	83.6%	81.2%
Not in Good Health	47,538 (18%)	16.4%	18.8%

River Ward had the highest levels of residents reporting good health (86%).

12.5% of the River Ward population experience a long term health issue.

In 2012 the ethnicity of the population in Medway was:-

- White - 89.6%
- Mixed/multiple ethnic group – 2%
- Asian/Asian British - 5.2%
- Black/African/Caribbean/Black British - 2.5%
- Other ethnic group – 0.7%

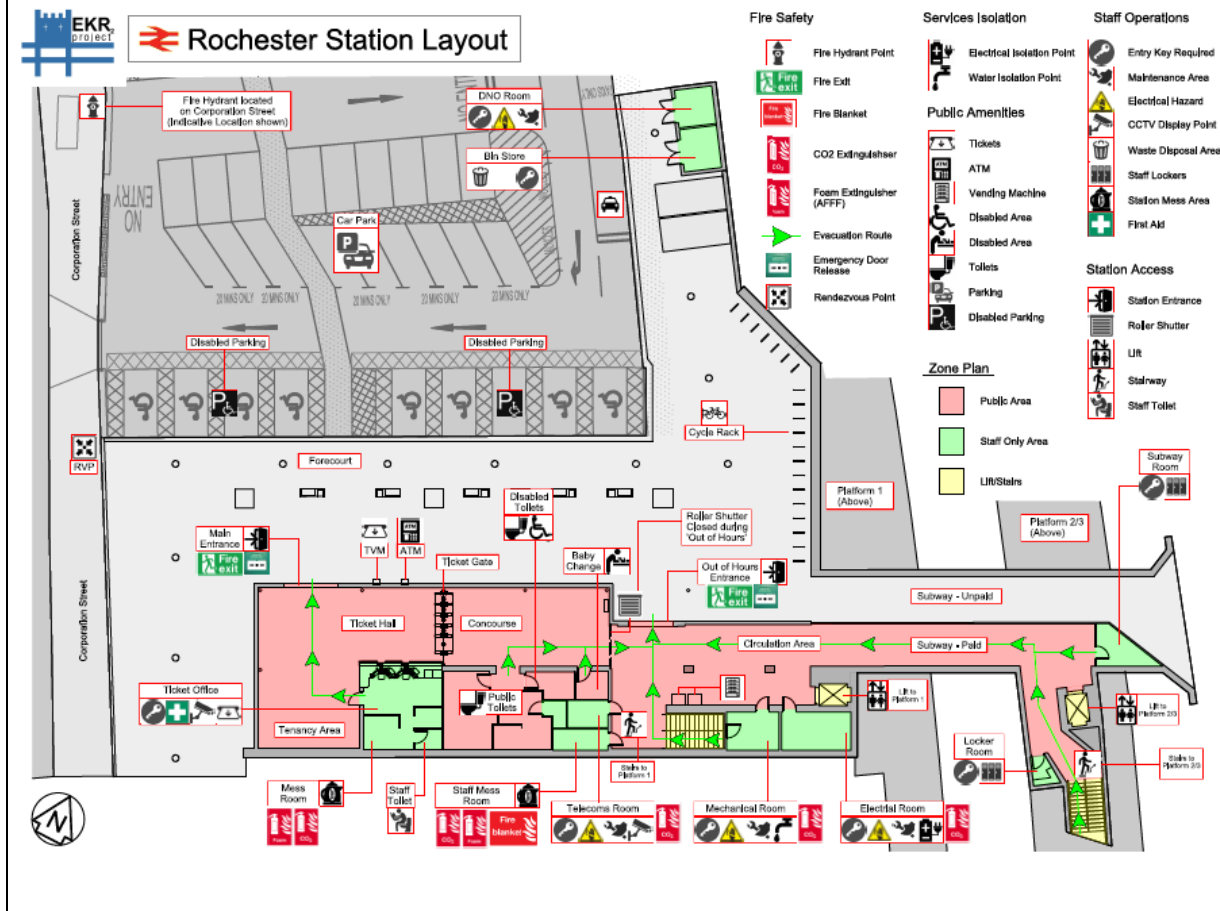
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Faith and Belief

All percentages are as a proportion of total population	Medway 2011	Kent* (%)	England & Wales (%)
Christian	152,637 (57.8%)	62.5%	59.3%
Buddhist	937 (0.4%)	0.5%	0.4%
Hindu	2,756 (1%)	0.7%	1.5%
Jewish	208 (0.1%)	0.1%	0.5%
Muslim (Islam)	5,169 (2%)	1%	4.8%
Sikh	3,846 (1.5%)	0.7%	0.8%
Other Religion (Total)	1392 (0.5%)	0.4%	0.4%

How diverse and inclusive we are in relation to this project / piece of work?

Plan of the new Rochester station layout



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Disability

The project has followed full compliance as far as reasonably practicable, with Government and European legislation inclusive of the technical specifications for interoperability with reference to Persons of Reduced Mobility. Where full compliance has not been practicable, appropriate mitigation has been implemented (approved by the appropriate regulatory body).

Age

The project has fully considered the requirements of all age groups of users of the new station in its design and build.

Faith and Religious belief

The project established from the census that Medway is predominantly of the Christian faith.

Race

The project established from the census that Medway is predominantly white/caucasian race.

Passenger demand

The project has reviewed passenger demand (for the old station) and based on annual rail passenger usage, the volume of passengers has increased from 0.687m (2004/2005) to 1.241m in 2013/2014. The passenger demand is likely to increase further through the construction of the new station.

Pregnancy / maternity

The project has provided a baby change facility located within the footprint of the new station.

Gender

The full design and construction of the user functionality and facilities has taken full cognisance of gender requirements i.e. the provision of toilets for both sexes with appropriate signage.

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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	Yes	<p>If the lift at the new station that provides access to and from the platforms incurs reliability issues, it will present access challenges for persons of reduced mobility e.g. wheelchair users.</p> <p>If the car parking spaces assigned to persons of reduced mobility become occupied by users who do not fall into this category, this could adversely cause reputational damage to the station occupiers and Network Rail. This could result in users choosing to not use this station.</p> <p>If a wheelchair ramp is not available for any reason on a platform, wheelchair users will not be able to access/egress from the train to the platform and vice versa. This could lead to a negative impact on train performance. An area of concern was identified by south Eastern Railway (SER) in this regard, which was based on the stopping of a 12 carriage train (Class 395 Javelin Passenger Train units) on platform 1. It was believed that the 7th carriage (first door) would be restricted on platform 1. A test train was operated on 28th November 2015 (03:14 hours) when it was concluded with SER that there would be no negative impact on persons with reduced mobility.</p>
Age	Yes	<p>If the lift at the new station that provides access to and from the platforms incurs reliability issues, it will present access challenges for older adults or people travelling with small children e.g. push chairs/prams.</p> <p>If an accessibility ramp is not available for any reason on a platform, adults using push chairs / prams, will be restricted in being able to gain access / egress from trains to the platform and vice versa. This could lead to a negative impact on train performance.</p>
Pregnancy /maternity	Yes	<p>If the lift at the new station that provides access to and from the platforms incurs reliability issues, it will present access challenges for pregnant ladies who face challenges using the stairways. If for any reason the baby change facility becomes unavailable, it will present challenges for baby changing.</p> <p>A dedicated baby change and accessible toilet facilities have been provided.</p>

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Race	Yes	There is considered to be no differential impact on people with this protected characteristic.
Religion or belief	Yes	There is considered to be no differential impact on people with this protected characteristic.
Gender	Yes	There is considered to be no differential impact on people with this protected characteristic.
Sexual orientation	No	There is considered to be no differential impact on people with this protected characteristic.
Marriage/Civil Partnership	No	There is considered to be no differential impact on people with this protected characteristic.
Gender reassignment	Yes	There is considered to be no differential impact on people with this protected characteristic.
Q5.What extra will you do to have a positive impact on diversity and inclusion?		
<p>The project has taken due cognisance to comply with Network Rail's Diversity and Inclusion Policy. The new station supports the re-generation programme being deployed by Medway Council within Rochester, which is envisaged to provide substantial benefits to the local community.</p> <p>The project fully encompasses the value / behaviour of being open and transparent to all stakeholders to facilitate diversity and inclusivity.</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?	Changes made as a result of consultation
MHS Homes/ Rochester City Forum	<p>The project has consulted with MHS Homes (Medway Housing Association) in identifying special needs for those with protected characteristics that may inform station design or management.</p> <p>The project has carried out ongoing consultation with the Rochester City Forum (which is held quarterly) for the new station. During these forums, the project has engaged with key stakeholders from the local community, informing them of our objectives, as well as taking full cognisance of their opinions. An example of this would be establishing whether there is sufficient car parking facilities and whether Medway Council will permit a short or long term parking arrangements.</p>
Medway Council	<p>The project has engaged with Medway Council (Leader/Deputy Leader as well as the Councillors for the following Wards: Rainham South, Walderslade, Rochester South and Horsted, Rainham Central, River, Peninsula, Hempstead and Wigmore, Strood North and Rochester East. The station artwork (as a planning condition) was designed and directed by Medway Council in partnership with Network Rail.</p>
Local and regional press	<p>The project utilised the local and regional media to promote the works being carried out. This has enabled the local community / users to fully understand what the project are aiming to achieve and the benefits this project will provide to the user.</p>

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Kelly Tolhurst MP	<p>The project engaged with the local MP who has been made fully aware of both the concept and construction of the new station. This engagement has included outlining the benefits, which will be realised by the people of Rochester and the neighbouring area. The MP has advised that she fully supports the objectives of this project.</p>
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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	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.

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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
Prior to the station opening, the project engaged with persons of reduced mobility in reviewing both customer service and the design of station staff facilities.	13 th December 2015	Network Rail/Southeastern Railway

Step 7: Sign off

Name	Position	Signed	Date