

Diversity Impact Assessment (DIA)

Project: Oxford Phase 2 – Botley Road

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Document History

Version No.	Date	Reason for Issue
A01	24/03/2023	To cover the Botley Road Closure
A02	16/08/2024	Update to reflect recent changes
A03	21/02/2025	Update to reflect recent changes including station PRM arrangements

Document Approval and Sign-off

	Name and position	Signed	Date
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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 workplaces or buildings
- It is a requirement that Diversity Impact Assessments are completed for **temporary works, temporary conditions and permanent works**. This includes any work carried out by Network Rail, including managed stations or at franchised stations (e.g. lift replacements).
-
- 2 Events & communications**, including conferences, virtual 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** – Programmes such as Putting Passengers First, reorganisations and transformation programmes
-
- 6 Procurement of goods and/or services**
-

Step 1: Clarifying Aims

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

The Botley Road (A420) is the main road from the west into Oxford and a key route for road traffic, pedestrians, and cyclists. Prior to the works, the section of highway under the railway bridge was a two lane road, with a narrow pavement (less than 1m wide on the north side), and a raised footway on the south side through a 1.8m wide tunnel:



Figure 1: Original Botley Road bridge, looking west

As part of the overall Oxford Phase 2 works, the programme requires the replacement of the current bridge at Botley Road, so that an additional railway line can be added to accommodate rail access to the new platform 5. The works include new bridge spans, and the structure will be significantly widened to provide improved and larger shared paths (4m wide on each side), giving more space for pedestrians and cyclists to access to and from the city centre. The shared paths are raised above road level to reduce gradients and further improve accessibility. The road will be lowered to increase height clearance to the bridge to enable standard height double decker buses to pass under the bridge. The footpath works extend from Becket Street to the existing car park and include the pavement on the approach to the existing station forecourt area which is planned to be widened. There is also an updated pedestrian crossing proposed in this area to improve station access.

Drainage management will be improved to address high ground water conditions and includes a new pumping system with attenuation tanks to address the flow rate of ground and surface water discharge.

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

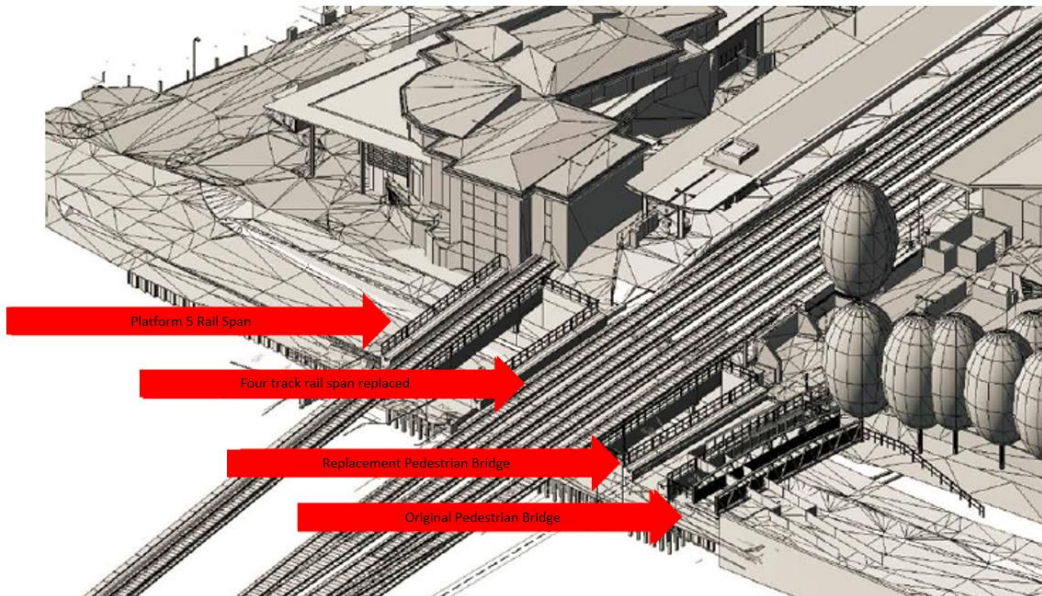


Figure 2: Bridge spans to be replaced

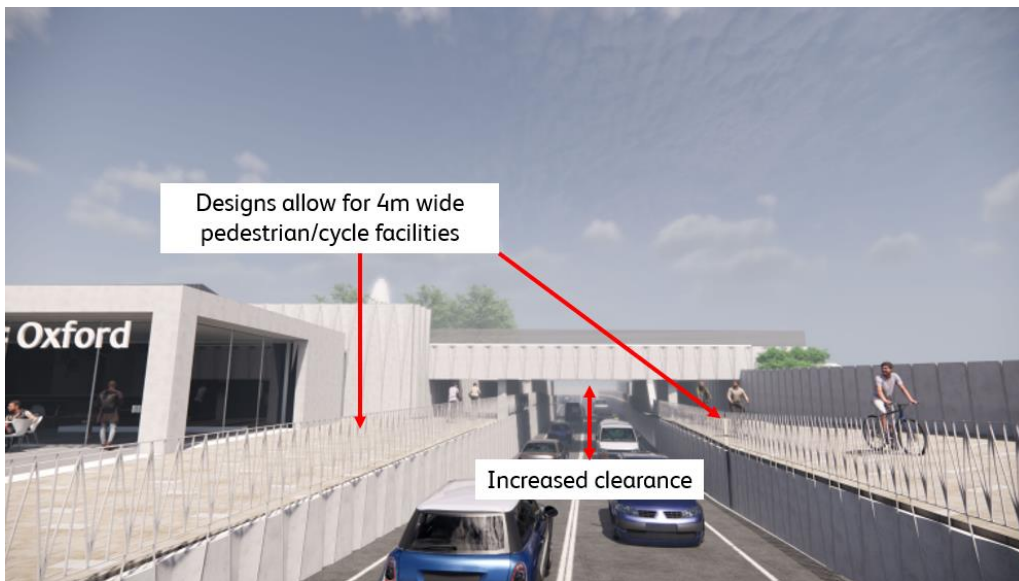


Figure 3: Visualisation of Botley Road on Completion of the works

Before the bridge decks are replaced in 2026 and the road widened, 11 different utility services need to divert their infrastructure under the bridge and other additional enabling work is required.

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

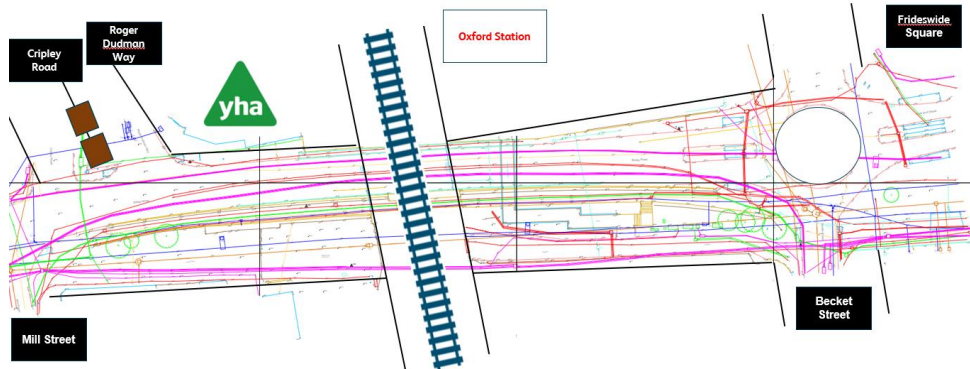


Figure 4: Utility diversions required prior to bridge replacement

To allow this to take place, Botley Road has been closed to road traffic from the 11th April 2023 and will remain closed until August 2026 when the road is planned to re-open. Pedestrians and dismantled cyclists can pass through the bridge via the 1.8m wide arch shown in figure 1.

Following discovery of a Victorian era inverted brick arch under the road in the bridge area, the overall programme was extended due to additional work required. It was announced in September 2023 that the road would remain closed until October 2024. The Thames Water mains water relocation design clashed with the location of the main sewer which prevented the implementation of the initial design and further delayed the overall Thames Water programme. This subsequently delayed the overall Oxford Phase 2 Botley Road works, pushing the programme out to 2026. Significant option assessment was undertaken by Thames Water to prove the feasibility of both the water main diversion and the required sewer diversion. This has necessitated a series of temporary traffic management systems to be put in place for the investigation works and for the main works.

Access Routes / Traffic Management Plans

The diagram below shows the main route available for non-motorised users (NMUs) whilst the work is taking place. Short term localised changes within this route are expected as staging of works occur. It should also be noted that the Network Rail site area also incorporates Thames Water works on Osney Bridge, which is separate to this project, but concurrent. The collective Traffic Management Plans were agreed with Oxfordshire County Council for the start of the closure of Botley Road in April 2023 (see diagram below).

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

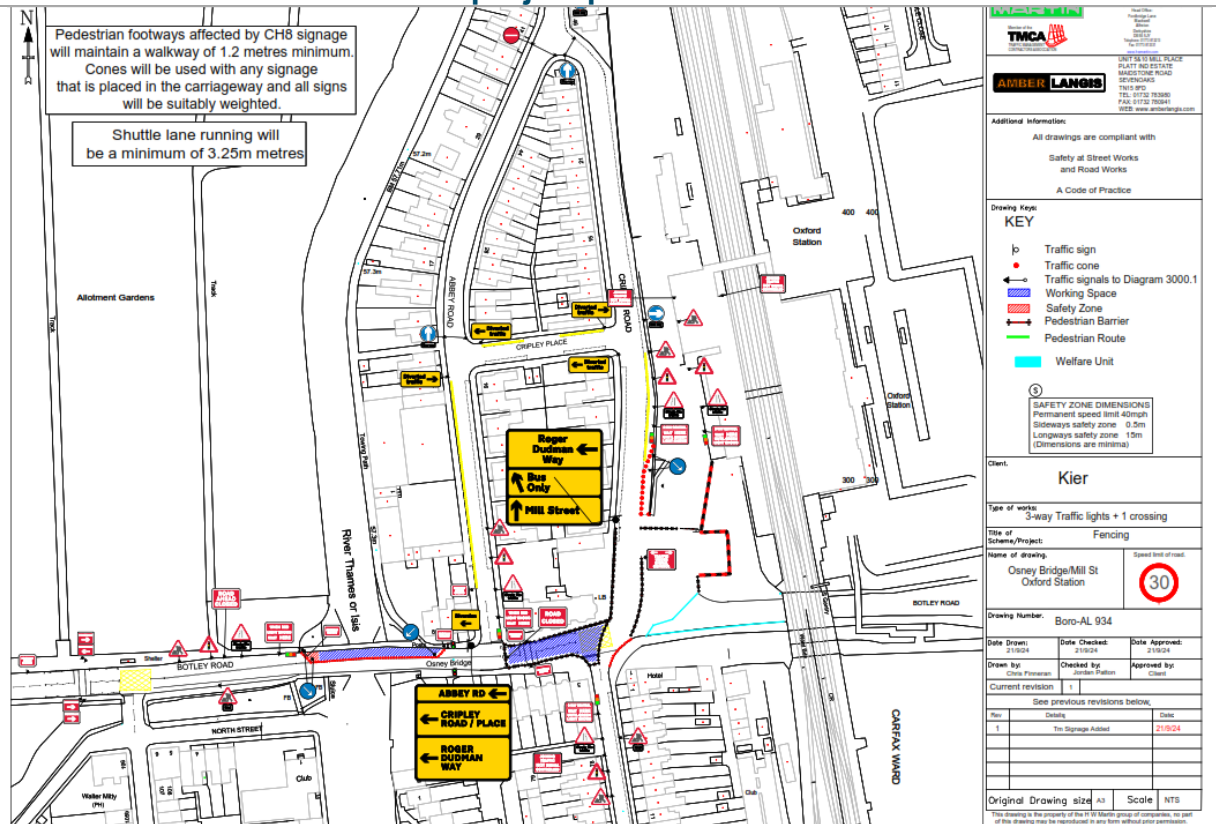


Figure 5: Traffic Management Plan

Over the period of the road closure, there have been several changes to the Traffic Management Plan and future changes are also planned:

- In March 2024 Thames Water started work on Osney bridge to repair historic damage to the water main (noting this is independent to the Oxford Phase 2 project). This required the closure of the pavement on the northern side of Osney bridge, leaving only one route for pedestrians along this stretch of Botley Road, including bus passengers that are dropped off at bus stops on Osney island.
- In November 2024, Thames Water started work on the western section of the new water main, requiring changes to the road layout between Abbey Road and Mill Street. During this time buses and traffic for Mill Street are diverted via Abbey Road/Cripsey Place/Cripsey Road.

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



Figure 6: Thames Water Connection Works Traffic Management

In December 2024, the footbridge over Botley Road outside the station was removed as part of the project to allow the northern abutment piling work to commence as part of the overall bridge replacement programme. This removed a direct route between station and Becket Street car park but provided a diversion via Frideswide Square that is a suitable gradient. This was agreed via the required Station Change process, given this is a station asset and not a designated public right of way. A pedestrian bridge deck will be re-provided as part of the project giving a wider platform and will be equality act compliant and is planned to be installed in the blockade requested in February 2026.

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

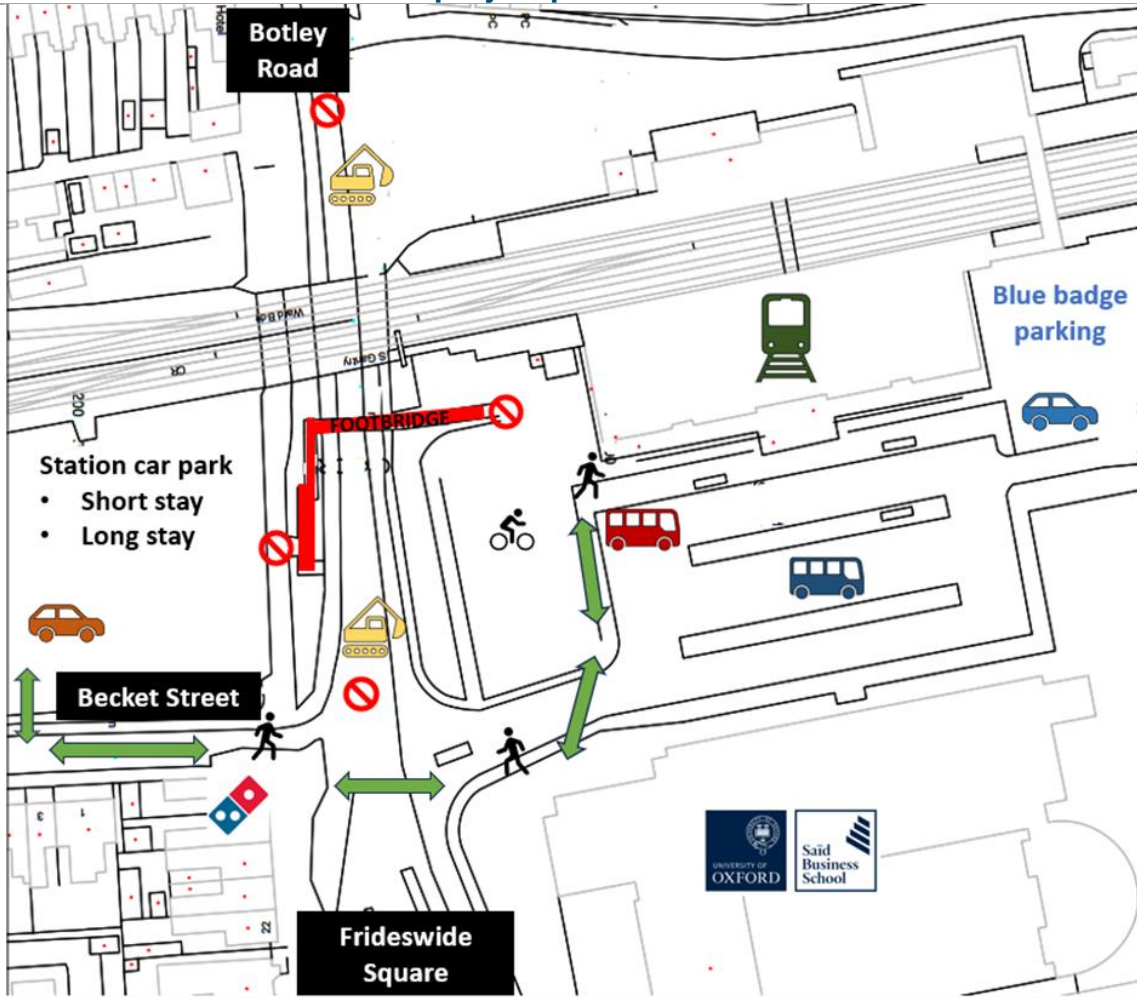


Figure 7: Diagram of Oxford Station, Footbridge and Car Parks

Q2. Could this work impact on people?

- Does the final aim or outcome of the work have potential impacts on people?
- Will staging or temporary works during delivery have potential impacts 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)

After construction is complete, there will be a significant benefit to those using the highway in the Botley Road area at the railway bridge. The highways layout will be designed and built to modern standards to improve access for road vehicles and all other users. Scope includes improved lighting and drainage. The raised 4-metre-wide pavements on both sides of Botley Road are a significant enhancement.

However, the Botley Road Bridge works will impact people during construction as there will be a full road closure for all motorised vehicles (including emergency services) that is now expected to last until August 2026.

One foot/cycleway minimum will be available for the majority of the time during the works, except when construction activities require a full closure due to safety when the bridge decks will be replaced. During this time (forecast to be 8 days), alternative mitigations will be put in place.

The project will be opening the new pavement/cycleway on the station side of the road ahead of the overall bridge replacement. Noting user challenges associated with the existing tunnel, we have changed the programme so that this new walkway/cycleway can be opened ahead of the wider works. This will be 4 metres wide, replacing the current tunnel – which is only 1.8 metres wide. This will be opening in August 2025. Please note, this will not be fully finished but will be in a suitable condition to be used by the public.

As Botley Road is closed at the railway bridge, relevant traffic management has been implemented. Traffic Marshalls and event stewards are in place to assist members of the public during the road closure.

There will be continued access for residents of Abbey Road, Cripsey Road, Roger Dudman Way and Mill Street.

The existing footway under the railway bridge will be available for pedestrians and dismounted cyclists during this phase of the works. Alternate routes include those listed below. Some of which may also be affected by project works from time to time:

- Osney Mead through Grandpont Nature Park and Oxpens Meadow
- The Thames Path from Abbey Road
- Roger Dudman Way and Walton Well Road into Jericho
- Osney Lane footbridge with cycle 'wheeling' ramp channels (due to be installed). During the road closure of Botley Road at the railway bridge, bus services are only able to serve the closest stop to the west of Osney Bridge at the bus stop as pictured and as shown on the map below:

Q2. Could this work impact on people?

- Does the final aim or outcome of the work have potential impacts on people?
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Bus Stops

As Botley Road is closed to all vehicles, buses will not be able to operate through the bridge and will terminate on each side, with passengers required to disembark and make their way through the bridge. There are approximately 18 buses an hour that are timetabled to pass under Botley Road bridge. Existing bus stops remain on the east side of Botley Road Bridge. Following discussion and detailed reviews with Oxfordshire County Council’s highways network management team it was agreed that the Osney Island Bus stops are the closest safest location for a set-down and pickup on the west side, taking account of the whole traffic management impact of both Network Rail’s works and Thames Water’s Osney Bridge works.

The public can then access towards the City Centre via Botley Road Bridge pavement for their onward travel. The distance from the bus stop to the Station Entrance and East Side Bus Stops is approximately 450 meters. As of May 2023, there are now two stops for buses travelling outbound to the west, one on either side of Bridge Street on Osney Island to reduce congestion on the pavement:



Figure 8: Bus stop locations on west side of Botley Road Closure

In March 2024 Thames Water started urgent works on Osney bridge to repair damage to the water main. This required closure of the footway on the northern side of Osney bridge (shown in image above), along with the bus stop which has been relocated temporarily to the west to allow safe crossing of Botley Road onto the southern pavement. Only the southern lane of the road is open to vehicles, with temporary traffic lights in place on either side.

Members of the public travelling from the city access the bus stops via the existing southern pavement (tunnel) under Botley Road bridge.

There have been discussions about how these bus stops can be improved, but lack of available space limits safe and practical options. The Highway Authority would be hesitant to alter the existing bus stop and stand arrangements, as they represent the most viable option among extremely limited alternatives. The Highway Authority would require comprehensive answers to

Q2. Could this work impact on people?

- Does the final aim or outcome of the work have potential impacts on people?
- Will staging or temporary works during delivery have potential impacts on people?

numerous questions concerning legal processes, safeguarding, risk assessments, logistics, and other critical factors. A bus stop is also not feasible on Cripsey Road, Cripsey Place, and Abbey Road due to the fact they are within the Construction Design Management (CDM) Site Boundary, which includes Traffic Management (TM) and the working space. The working zone is the entire footprint of the project, including TM, while the working space is inside the TM and the safety zones. The working area is the excavation site, accessible only by trained and competent operatives. Therefore, this point is significant from a construction (CDM) perspective and from a Highway Authority standpoint.

Car Parking and Ramp Access

Before the footbridge between Becket Street car park and the station was removed in December 2024, the Oxford Phase 2 project submitted a Station Change consultation on the 3rd October 2024 for temporary parking and access provision to mitigate the impact of the bridge removal. This was implemented to allow for the Pedestrian footbridge removal which took place in December 2024. This was to enable the piling of the northern abutments on Botley Road to be undertaken.

The following changes were covered under this Station Change consultation:

- Relocated Blue Badge bays from Becket Street car park to the short stay car park. Eight bays are temporarily being re-provided in the short stay area for the remainder of the project. Below is the short stay car park drawing and map location with accessible spaces.



Figure 9: Revised blue badge bay arrangements

Q2. Could this work impact on people?

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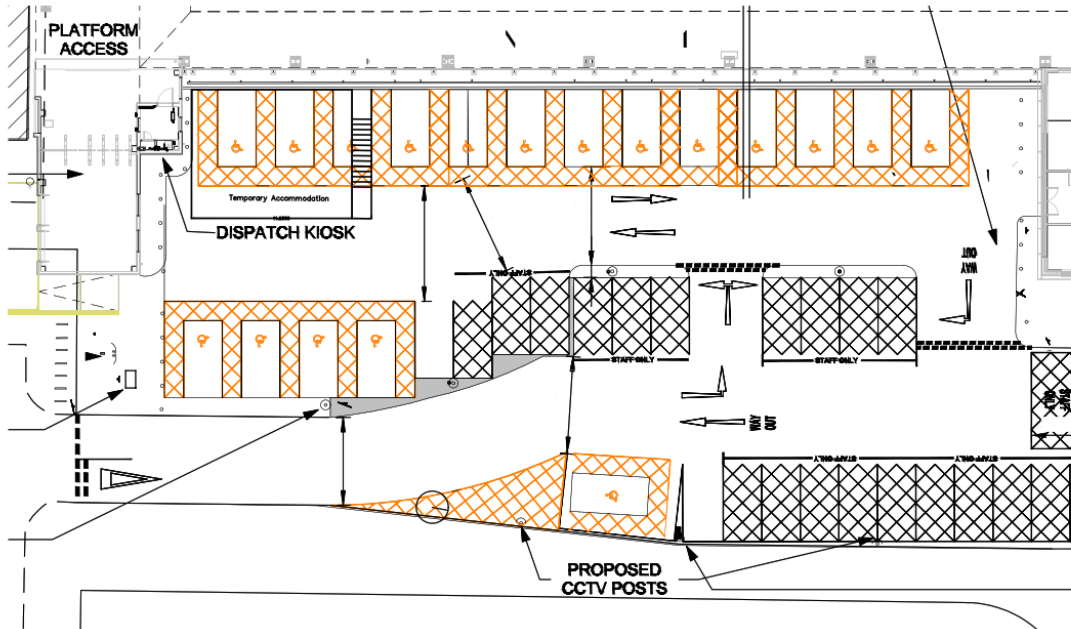


Figure 10: Revised car park layout to accommodate

- The short stay spaces were relocated to Becket Street Car Park. Please find below a diagram and map location with short stay parking spaces. The accessible spaces being provided temporarily within the short stay car park enables closer and level access to the station.
- Temporary Access/ Ramp (at Northeast of Becket Street Car Park). The below annotated map shows the access ramp to be provided temporarily at the northeast corner of Becket Street Car Park to improve access whilst the works are taking place.

Q2. Could this work impact on people?

- Does the final aim or outcome of the work have potential impacts on people?
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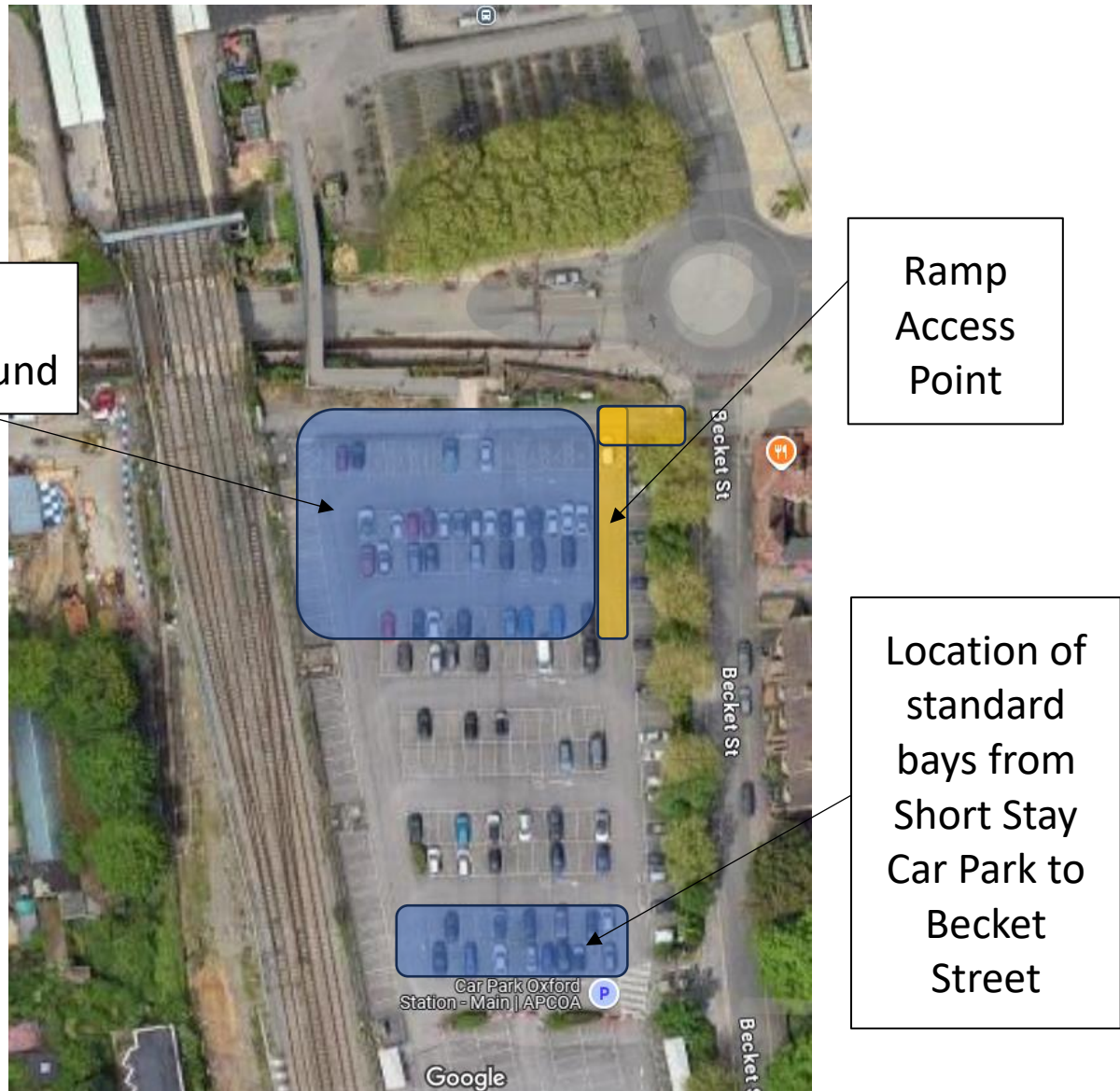


Figure 11: Revised Becket Street car park arrangements

- Please see the diagram and map location below showing the secondary ramp access which will be the temporary main access point to the car park when works are undertaken affecting the north east access such as during the Thames Water sewer works.

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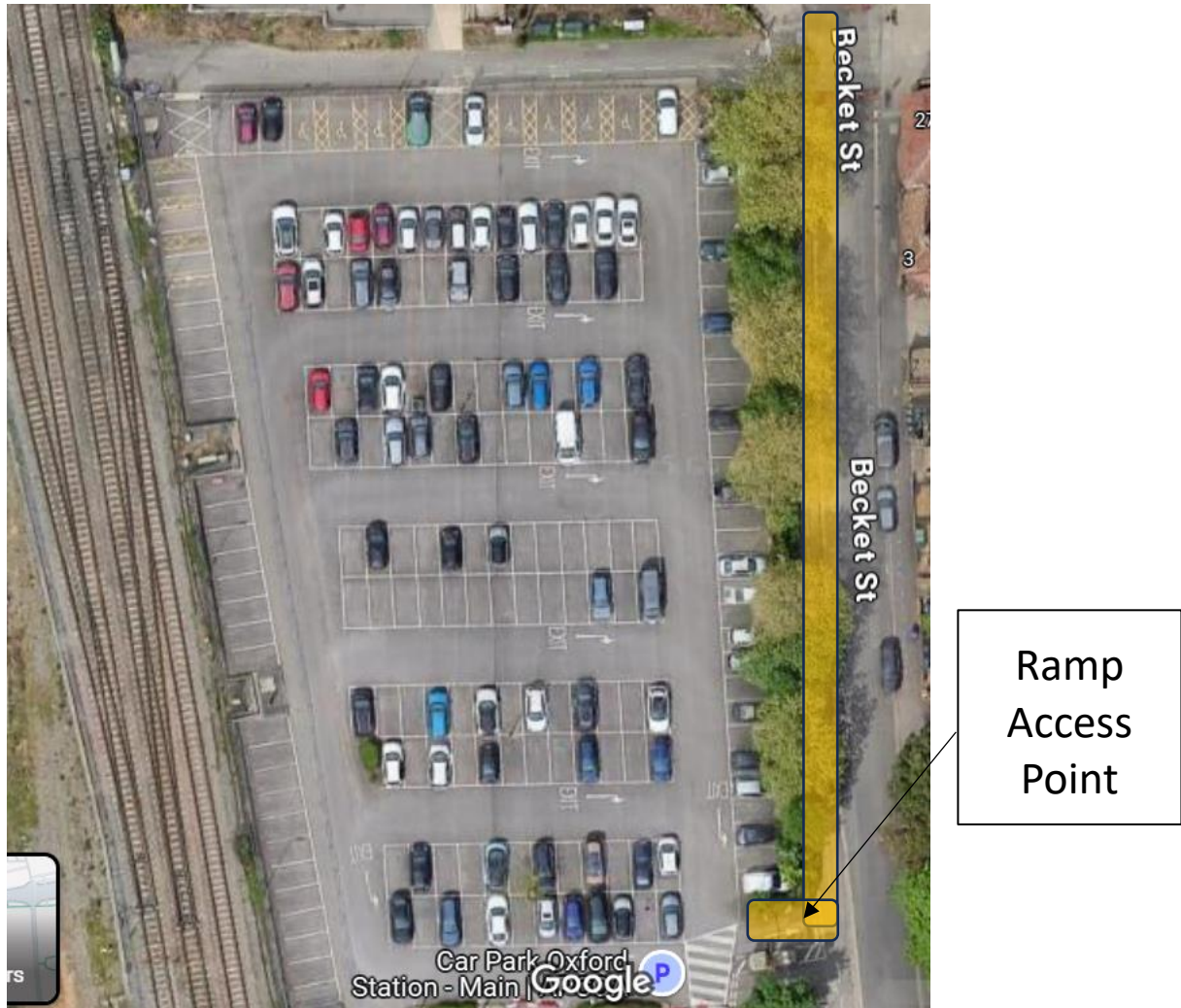


Figure 12: Revised Becket Street car park secondary ramp access

Q2. Could this work impact on people?

- Does the final aim or outcome of the work have potential impacts on people?
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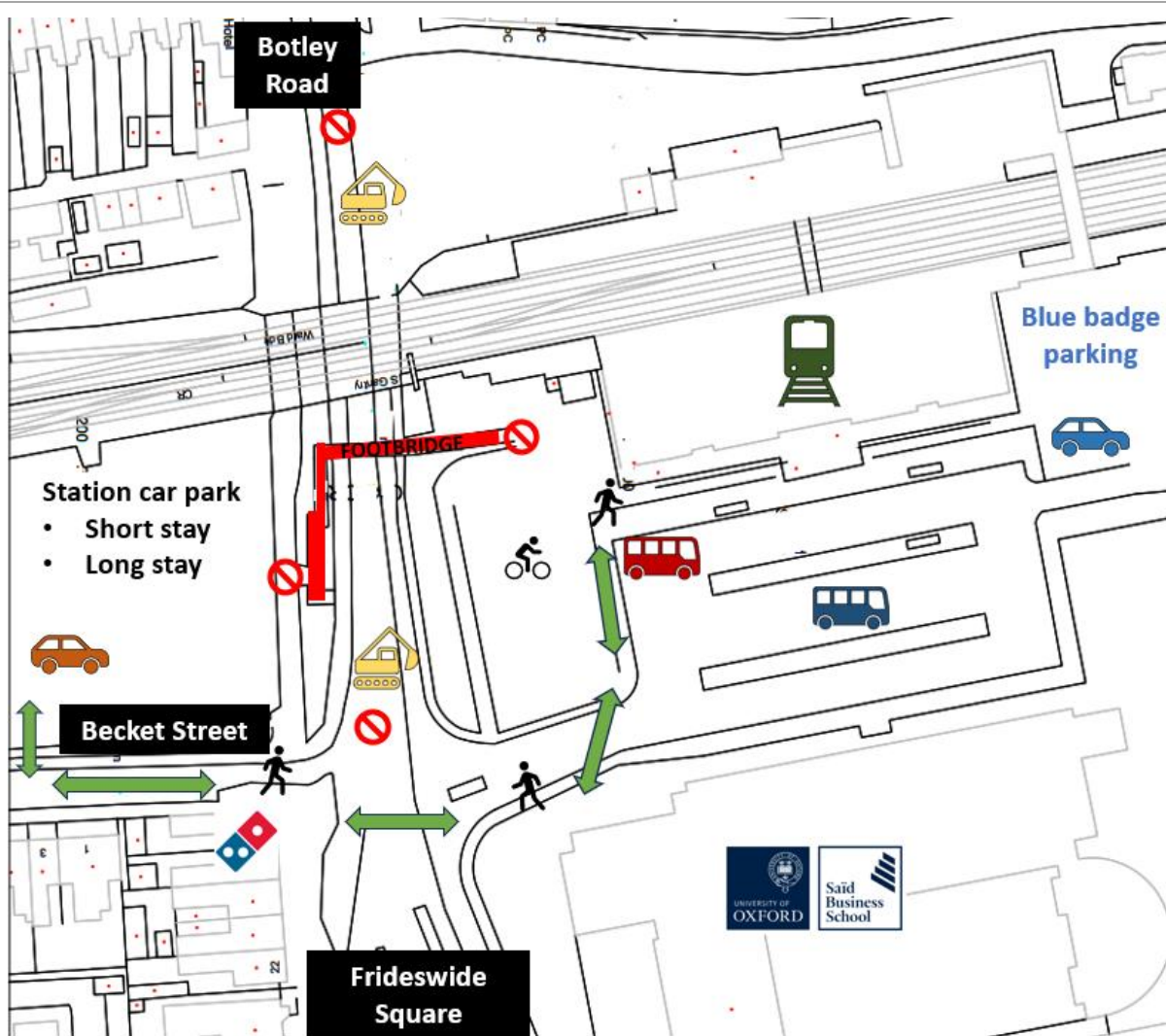


Figure 13: Revised access to Becket Street Car Park from Station

A replacement pedestrian footbridge will provide level access between Becket Street car park and the station. The replacement bridge span will be installed in February 2026 blockade and brought into use ahead of the re-opening of Botley Road in August 2026.

The information informed by the Station Change was registered by the ORR on the 31st December 2024 and included on the ORR’s public register using the reference: R/216/24/07.

In relation to Station Change Car Parking, the project also attended and consulted with the Great Western Railway (GWR) Built Environment Accessibility Panel (BEAP) on the 9th October 2024.

Q2. Could this work impact on people?

- Does the final aim or outcome of the work have potential impacts on people?
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Station Access to the West

Due to ongoing construction works around Botley Road rail bridge, rail passengers with reduced mobility (if accessing from the west side of the railway) have a longer journey. An improvement to the access for persons with reduced mobility (PRM) has been implemented by providing access for rail customers who require passenger assistance on the western side, giving passenger the option of a shorter route to the station. The following has been implemented:

- Two clearly marked PRM pick up/drop off bays created adjacent to the western entrance to platform 4
- Road safety mitigations in place
- Signage across the western access
- Two dedicated agency staff on duty to support PRM customers through the western entrance and to/from their train
- Agency staff briefed on arrangement and what is required of them, including helping customers from one side of the station to the other in the event of the station lifts being out of use
- Doorbell installed and connected to a dedicated room with agency staff member
- All downstream channels updated with accurate customer information – GWR advice to use front of the station remains.
- A monitoring system to track the usage of the arrangement and identify improvements

Hours of operation of the western PRM access point are: Monday – Friday 07:30 to 21:00, Saturday 08:00 – 21:00 and Sunday 10:30 until 20:00.

At the time of this submission, GWR have received no customer complaints from station PRM customers, and no passenger assistance bookings have been missed, since the construction works affecting Botley Road access began.

The photo below shows the two PRM drop off and collection bays for those who require assistance by turning three existing staff parking bays into two accessible parking bays for drop off and collection.

Q2. Could this work impact on people?

- Does the final aim or outcome of the work have potential impacts on people?
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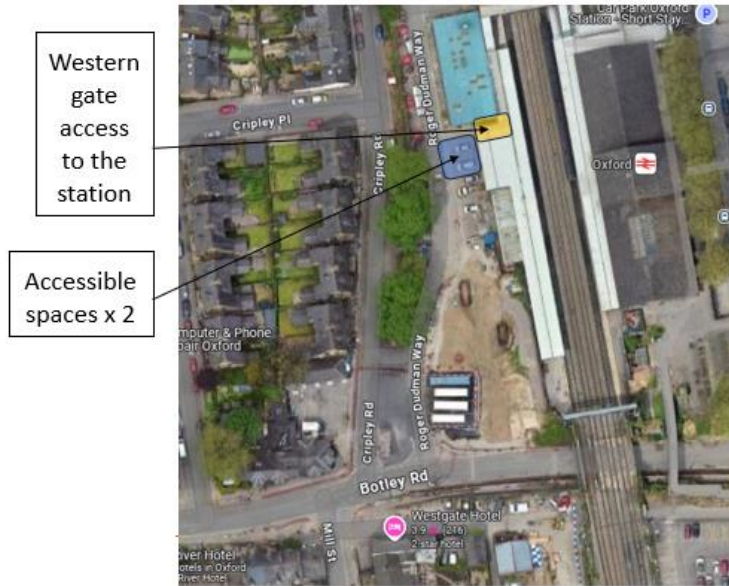


Figure 14: West side passenger assist access and parking

Q2. Could this work impact on people?

- Does the final aim or outcome of the work have potential impacts on people?
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Figure 15: West side passenger assist access and parking

The project also attended and consulted these improved PRM arrangements with the Great Western Railway (GWR) Built Environment Accessibility Panel (BEAP) on the 9th October and again on 6th November 2024.

The project recently opened a GWR branded Assisted Travel cabin to compliment the current access and passenger assist arrangements on the west side. The following has been implemented:

- A GWR branded Assisted Travel meeting point in the form of a cabin on the west side of the station to provide PRM customers with support earlier in their journey.
- An additional agency staff member on each shift to provide PRM customer support from the cabin

Please note, the location of this cabin is likely to be relocated in the future to work around the construction activities in the area.

Q2. Could this work impact on people?

- Does the final aim or outcome of the work have potential impacts on people?
- Will staging or temporary works during delivery have potential impacts on people?



Figure 16: West side passenger assist cabin, currently located on Cripsey Road

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.

This DIA is for Botley Road bridge works only to supplement the previous DIA for the overall project when Botley Road full closure became apparent.

Decision	Author	Superuser	Date
<input type="checkbox"/> No, DIA not required (End here) N.B. Retain in Project file			
<input checked="" type="checkbox"/> Yes, DIA required Proceed to Step 2: The Evidence Base			21/10/2022

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 national census, Office for National Statistics or from HR Shared Services.

You should also include any research on the issues affecting inclusion in relation to your work.

Consider the following protected characteristics:

- **Age**
- **Disability** (people with physical, mental and non-visible impairments, include **carers** who provide unpaid care for a friend or family member who is disabled)
- **Gender reassignment**
- **Marriage/Civil Partnership**
- **Pregnancy/maternity**
- **Race**
- **Religion or belief**
- **Sex**
- **Sexual orientation**

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

The most recent census was undertaken in 2021. Data from this census has recently been fully published and this data has been used to gather information within this DIA.

On comparing the previous census from 2011 with the new census data from 2021, the population of Oxford increased by 6.7%, from just over 151,900 in 2011 to around 162,000 in 2021.

Age

According to the 2021 and 2011 census results, during the last ten years, the average age of Oxford inhabitants increased by two years, from 29 to 31 years of age. Oxford had the lowest average age in the South East and a lower average age than England overall (40 years).

During the same time frame, the number of residents within the age bracket of 50 to 64 years increased by 22.8%, around 4,300. The number of residents aged under 4 years reduced by 22.9%, around 2,100.

The 2021 Census showed a relatively young population. 30% of Oxford's population was aged 18-29 years (far higher than the 16% for Oxfordshire and 14% for England and Wales), and the city has the second youngest median age (31) of any place in England and Wales

The recent data shows that 4% of Oxford's population is aged 0-4 years old and 10% of the population is aged 0-10 years old, a decrease from 6% and 12% respectively in 2011.

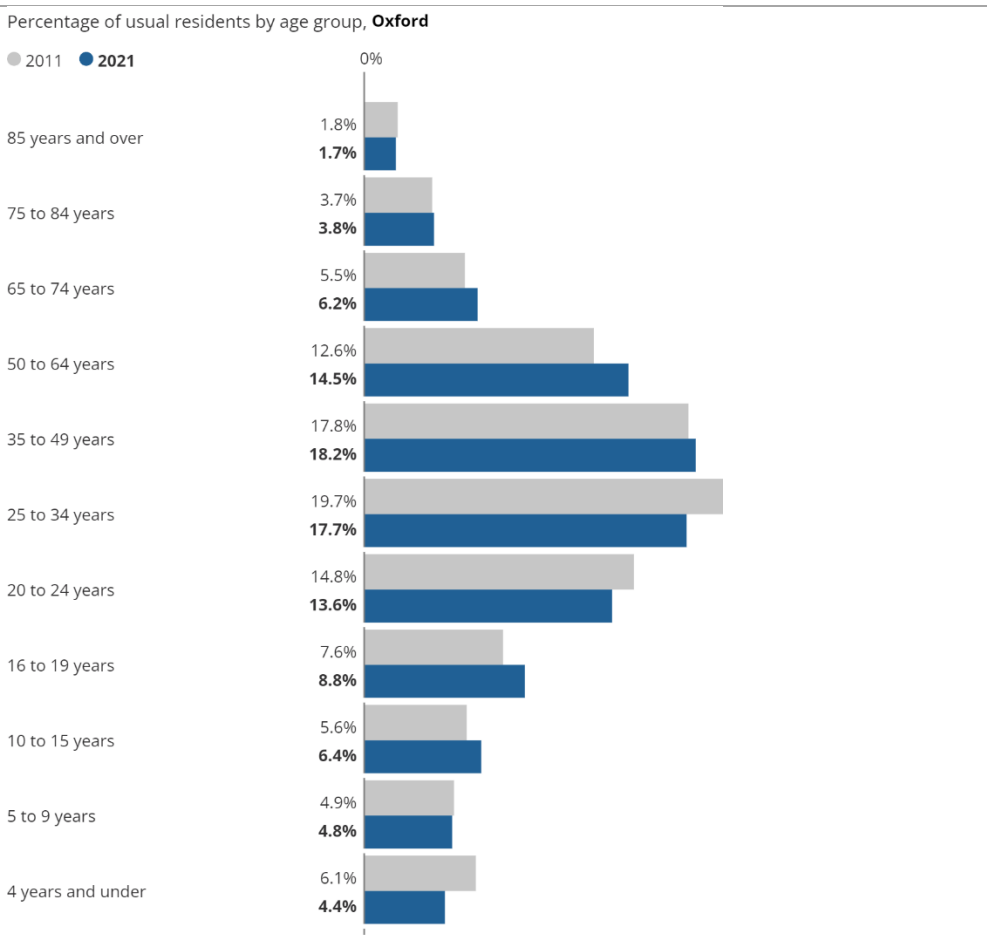
Adults in working age (16-64 years), account for 73% of the total population. This is higher than county (64%) and national (60%) averages.

Adults aged 65+ years account for 12% of the population in the city. This is lower than county (18%) and national averages (18%).

The number of adults aged 75 years account for 5% of the population of the city. This is also lower than the county (9%) and the national averages (8%) but has remained consistent over the last ten years.

The change in age during the last ten years can be seen in the graph below:

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



Source: Office for National Statistics – 2011 Census and Census 2021

Family in Oxford: Pregnancy / Maternity

According to the 2021 Census, there were around 55,200 households containing 140,818 residents. This is an average household size of 2.6, (an increase from 2.4 in 2011)

21,200 people were living in communal establishments. An increase of 2,557 more residents than in 2011 (18,665)

In terms of household composition, the largest group of households in Oxford city is 'single family households' (30,517) and in terms of change over the last 10 years, the largest increase was also experienced by 'single family households' (+2,457 or +5%). The largest decrease in households between 2011 and 2021 was experienced in 'one person households' (-2,220 or -4%).

Between 2000 and 2010, there was a clear increase in the birth rate causing a rise in the number of children. The general fertility rate has generally been in decline since 2011.

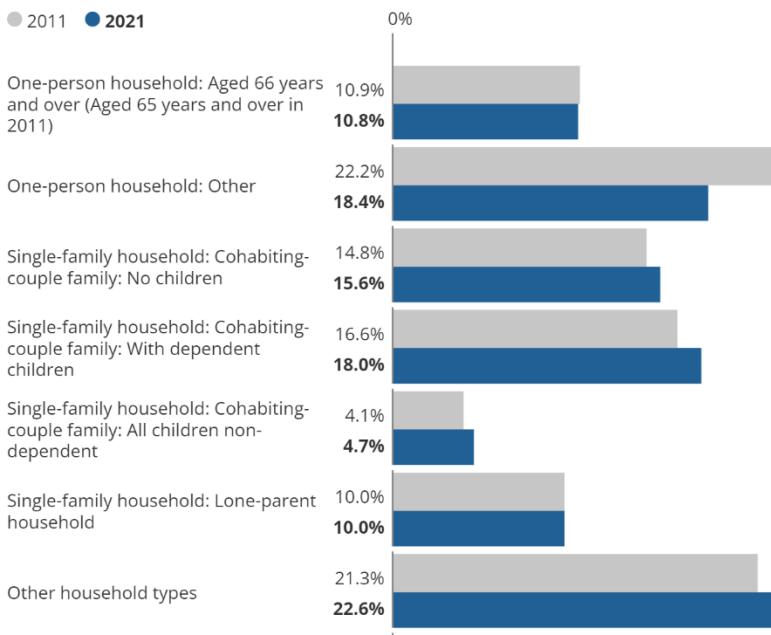
Q4. Data you have gathered about the diversity of the people potentially impacted by this work

According to the 2011 and 2021 census results, in Oxford, the percentage of households including a couple with no children increased 0.8%, from 14.8% to 15.6%. In comparison, the regional percentage across the South East decreased from 18.7% to 17.4%.

The number of households including a couple with dependent children in Oxford increased during the ten years from 16.6% to 18.0%. The number of households including a couple with only non-dependent children increased from 4.1% to 4.7% during the same time frame.

The graph below details the changes in family structures between the census results.

Percentage of households by household composition, **Oxford**



Source: Office for National Statistics – 2011 Census and Census 2021

Religion

It should be noted that sharing of religious affiliation in the census is voluntary and is not always responded to, therefore some caution should be given to the total accuracy of the numbers. 9.9% did not give any information on their religion.

The 2021 Census found that, in Oxford:

- 39% had no religion
- 38% described themselves as Christian

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

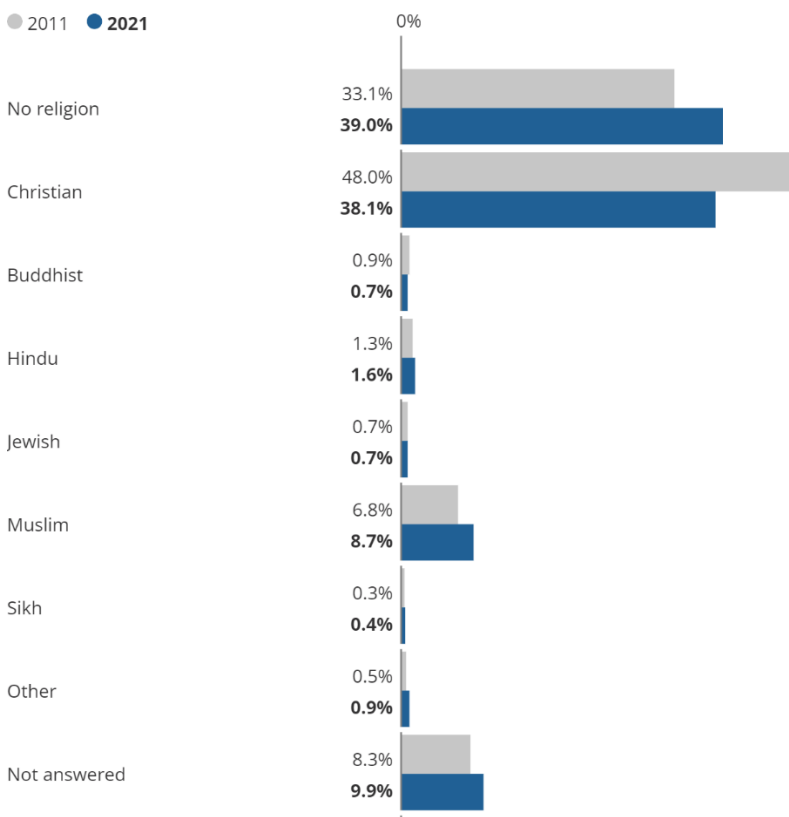
13% stated that they belonged to another religion (most commonly Islam at 8.7%)
 10% did not answer this question

The most common response to a religious affiliation is 'no religion'. The number of residents from Oxford reporting 'no religion' increased from 33.1% in 2011 to 39.0% in 2021. This follows the same pattern as the rest of the South East, which also increased (from 27.7% to 40.2%) and nationally in England (from 24.8% to 36.7%).

The second most common response was 'Christian'. In Oxford, this was a reduction from 48.1% in 2011 to 38.1% in 2021).

The graph below details the changes in religious affiliation in Oxford:

Percentage of usual residents by religion, **Oxford**



Source: Office for National Statistics – 2011 Census and Census 2021

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

Disability

As the Census 2021 was held during COVID-19, the responses received may have been influenced by how people felt about their health and activity at that time.

The 2021 Census found that the proportion of one person disabled in household is 23.1%. This is lower than the national average (25.4%) but higher than the rest of Oxfordshire (22.5%) The proportion of two people disabled in household followed a similar trend, in Oxford this is 5.9% of households (3,281 households) which is above Oxfordshire (5.3%) and below England averages (6.6%).

Most of Oxford residents' (85.5%) day-to-day activities are not limited in terms of disability. When standardising the age this falls to 83.6% which is less than Oxfordshire average (85.2%) but higher than the national average (82.3%). Age standardised figures on disability demonstrate that the proportion of those who have been recorded as 'day-to-day activities limited a lot' in Oxford (6.2%) is above the county average (5.5%) but below the national average (7.5%).

Table 1. Disability in households in Oxford, Oxfordshire, and England in 2021.

Number of disabled people in household	Oxford	%	Oxfordshire	%	England	%
Total: All households	55,240	100.0	288,108	100.0	23,436,085	100.0
No people disabled under the Equality Act in household	39,213	71.0	207,898	72.2	15,928,198	68.0
1 person disabled under the Equality Act in household	12,746	23.1	64,840	22.5	5,950,081	25.4
2 or more people disabled under the Equality Act in household	3,281	5.9	15,370	5.3	1,557,806	6.6

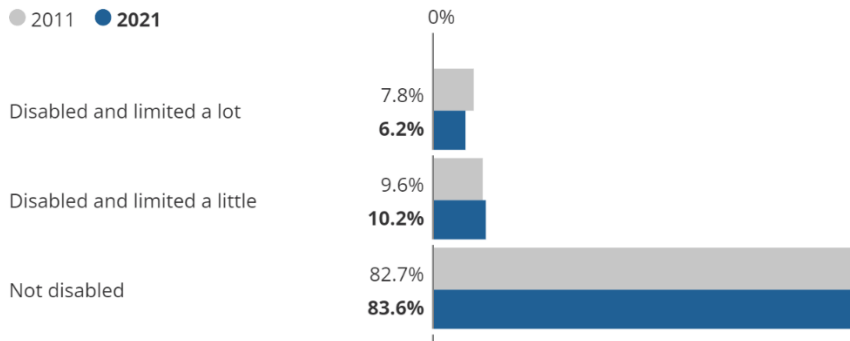
Source: Census 2021 - ONS, 2023

The number of residents in Oxford identified as 'disabled' decreased between 2011 to 2021, from 7.8% to 6.2%. This reduction was a higher decrease compared to the rest of the South East (1.0 percentage points), but in line with the rest of England (1.6 percentage points).

Below is a graph of the numbers relating to the change in identified disability in Oxford:

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

Age-standardised proportion of usual residents by long-term health condition or illness, **Oxford**



Source: Office for National Statistics – 2011 Census and Census 2021

Extracted from:

[How life has changed in Oxford: Census 2021 \(ons.gov.uk\)](https://ons.gov.uk)

[Census 2021 summary reports | Oxford City Council](#)

Step 3: Impact

Q5. Given the evidence listed at ‘Step 2: The Evidence Base’, what potentially negative impacts could this work have on people, both on completion of the project and **during the works** for built environment projects?

Q5a. Please select all the protected characteristics your work could potentially have a negative impact on

- 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 a long-term condition.
-
- Disability, including carers**
for **disabled people**, e.g. the impact of a new online process on neurodiverse colleagues, or the impact of changes to how passengers get to a platform on someone who cannot use stairs
for **carers**, e.g. the impact of a job relocation on an employee who has a disabled dependent, changes to the special leave policy for those with caring responsibilities, or of increased noise levels on someone who is assisting an autistic person at a station
-
- Gender reassignment**
e.g. the impact of a new website to show employee benefits which requires people to choose either Mrs/Mr as a title
-
- Marriage/civil partnership**
e.g. the impact of the extension of private health care to spouses
-
- Pregnancy/maternity**
e.g. the impact of team relocation on someone 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
-
- Sex**
e.g. the impact of a local decision to adopt arbitrary ‘core hours’ on those juggling childcare and work, or the impact of improvements to recruitment processes to encourage an increase in gender diversity in the organisation
-
- Sexual orientation**
e.g. the impact of a decision to invite partners to an away day or virtual event on a gay employee who hasn't disclosed their sexual orientation
-

Q5b. Explain the potential negative impact, and record potential mitigating actions

Please state the characteristic and give an explanation

Q5b. Explain the potential negative impact, and record potential mitigating actions

Please state the characteristic and give an explanation

	Potential negative impacts	Possible mitigations and actions
Age	<p>The closure of Botley Road could be confusing to people, and the elderly may need temporary assistance to follow a new route. The loss of direct bus services to Oxford City to/from the west and the need to travel through the existing tunnel, with associated change of travel distance might be more challenging.</p>	<p>Before construction commenced, drop-in sessions were held for the local community to keep people informed of the works taking place. Community events have been held and continue to be held in accessible locations in the surrounding communities, alongside weekly electronic newsletters and updates on social media and covered in the press.</p> <p>Since the start of the closure there have been various general community engagement events, as well as more targeted ones for people more in need of help. This included Q&A sessions for residents at Tumbling Bay Court, which is a local retirement complex, in March 2023. The Q&A sessions also took place at Osney Court and Field House sheltered housing complexes. We've also worked with Age UK and attended the 2023 & 2024 Older People's Day events.</p> <p>There have also been updated letters sent out to the local community by post and there is the weekly e-mail newsletter that reaches about 3,000 people, as well as the 'Oxfordshire Connect' Facebook group.</p> <p>Network Rail representatives continue to attend and present at Oxford City Council's 'Inclusive Transport and Movement Focus Group', which meets every two months.</p> <p>Additionally, members of Inclusive Transport and Movement Focus Group met for a site visit on the 14th March 2023. Representatives from Network Rail, Kier, Oxford City Council, Oxfordshire Unlimited, Oxford 50+ Network, MyVision and Wheels for Wellbeing were in attendance. The aim of this visit was to enable capturing of relevant accessibility concerns within the community and propose improvements. Follow-up visits were held to monitor any concerns on accessibility throughout areas of the road closure. All feedback is shared with the ops team for action.</p> <p>An audio guide was developed with OxTalk and MyVision to provide simple and friendly but detailed audio through the diversions to help those with a visual impairment to navigate the affected diversion routes. The audio guide can be found at: https://www.networkrail.co.uk/running-the-railway/our-routes/western/oxfordshire/botley-road-bridge-replacement/botley-road-audio-guide-map/</p>



Network Rail has introduced an accessible transport service for people who feel unable to negotiate the closure area. The service was originally made available between 10am and 2pm on Mondays, Wednesdays and Fridays. This was publicised in the local community.

From October 2023, the service was changed due to delays being caused by National Highways work at Botley interchange. The service undertook one journey into the city center via Woodstock Road at 10am and then collected again from 12.45pm.

Pick up points are:

- West Oxford Community Centre
- Outside Magenta self-storage
- Outside shops in West Way, Botley

Drop off stops are:

- Summertown
- Jericho
- Beaumont Street
- Westgate Centre

From December 2024, the service increased to 5 days a week and in February 2025 there was a further increase to the service to operate every day. The graphic below details the increased services.

Oxfordshire CONNECT **Botley Road Flyer** **Network Rail**

INCREASED SERVICES

Accessible transport from Botley Road to city centre

Includes stops at Summertown, Jericho, Beaumont Street & Westgate Centre

Monday to Saturday – Picking up from:

- West Oxford Community Centre – 10am, 12pm & 3pm
- Bus stop by Magenta self-storage – 10.05am, 12.05pm & 3.05pm
- Bus stop on West Way by Elms Parade – 10.10am, 12.10pm & 3.10pm

Return journeys from city centre stops starting at 11am, 1pm & 4pm. The driver will make arrangements with passengers before dropping them off.

Sundays – Picking up from:

- West Oxford Community Centre – 10am
- Bus stop by Magenta self-storage – 10.05am
- Bus stop on West Way by Elms Parade – 10.10am

Return journeys from city centre stops starting at 1pm. The driver will make arrangements with passengers before dropping them off.

Call 01865 768329 to book wheelchair space. Contact OxfordFeedback@networkrail.co.uk for more information

Since October 2024, an additional access route to Oxford station for persons of reduced mobility (PRM) has been implemented. This reduces lengthy walking or driving routes and introduces a drop off/collection point next to the station on the western side where, during core hours, staff are based to provide assistance for onward travel. In



		<p>February 2025, the arrangement was extended to include a meeting point on Cripsey Road, (which is closer to the bus stops) to provide assistance.</p>
<p>Disability</p>	<p>The closure of Botley Road could be confusing to people, and those with disabled characteristics may need temporary assistance to follow a new route.</p> <p>There may be those not aware of the works including the road closures who may be confused on the walking route diversions. Staff / marshals are located in the areas to provide direction and assistance.</p> <p>The loss of direct bus services to Oxford City to/from the west and the need to travel through the existing tunnel, with associated travel distance might be more challenging.</p>	<p>Before construction commenced, drop-in sessions were held for the local community to keep people informed of the works taking place. The following community events have been held:</p> <ul style="list-style-type: none"> - August 2022 at West Oxford Community Centre - November 2022 at West Oxford Community Centre - March 2023 at West Oxford Community Centre - March 2023 at Seacourt Hall, Botley - 4th July 2023 at West Oxford Community Centre <p>Since the start of the closure there have been various general community engagement events, as well as more targeted ones for people more in need of help.</p> <p>This included Q&A sessions at Tumbling Bay Court, Osney Court and Field House sheltered housing complexes.</p> <p>There have also been update letters sent out to local community by post and there is the weekly e-mail newsletter that reaches about 3,000 people, as well as the 'Oxfordshire Connect' Facebook group.</p> <p>Network Rail representatives attend and present at Oxford City Council's 'Inclusive Transport and Movement Focus Group', which meets every two months. Additionally, members of Inclusive Transport and Movement Focus Group met for a site visit on the 14th of March 2023. Representatives from Network Rail, Kier, Oxford City Council, Oxfordshire Unlimited, Oxford 50+ Network, MyVision and Wheels for Wellbeing were in attendance. The aim of this walkout was to capture all relevant accessibility concerns within the community and propose improvements. Follow-up visits were held to monitor any concerns on accessibility throughout areas of the road closure. All feedback is shared with the ops team for action.</p> <p>An audio guide was developed with OxTalk and MyVision to provide simple and friendly but detailed audio through the diversions to help blind or visually impaired navigate the affected pedestrian diversion routes. The audio guide can be found at: https://www.networkrail.co.uk/running-the-railway/our-routes/western/oxfordshire/botley-road-bridge-replacement/botley-road-audio-guide-map/</p> <p>Accessible transport is available for people who feel unable to negotiate the closure area. The service was originally made available between 10am and 2pm on Mondays, Wednesdays and Fridays. This has been publicised in the local community.</p>



From October 2023, the service was changed due to delays being caused by National Highways work at Botley interchange. The service undertook one journey into the city center via Woodstock Road at 10am and then collected again from 12.45pm.

Pick up points are:

- West Oxford Community Centre
- Outside Magenta self-storage
- Outside shops in West Way, Botley

Drop off stops are:

- Summertown
- Jericho
- Beaumont Street
- Westgate Centre

From December 2024, the service became daily and then in February 2025 there was a further increase to the service to three round trips per day Monday-Saturday.

As passengers will not be getting off at the turning area, there will be no need for tactiles. However, there are already tactiles in place at all junctions and crossing points. New tactiles were put in on Mill Street and the new crossing point from Roger Dudman Way into Cripsey Road. There is space for wheelchairs to use the route and it has been observed that wheelchairs are passing through ok. The only challenge is that there isn't always space for them to pass others at same time due to narrowness of pavement, especially by bus stop next to church. Improvements have been proposed but are subject to agreement with 3rd party landowners.

Since October 2024, an additional access route to Oxford station for persons of reduced mobility (PRM) has been implemented. This reduces lengthy walking or driving routes and introduces a drop off/collection point next to the station on the western side where, during core hours, staff are based to provide assistance for onward travel. In February 2025, the arrangement was extended to include a meeting point on Cripsey Road, (which is closer to the bus stops) to provide assistance.

In March 2024, Thames Water started work on Osney bridge to repair historic damage to the water main. This required closure of walkway on northern side of the bridge, leaving only one route for pedestrians along this stretch of Botley Road, including bus passengers that are dropped off at bus stops on Osney island. This section of pavement is narrow, making it difficult for wheelchair users when combined with high numbers of pedestrians. This issue was raised to Thames Water and Oxfordshire County Council by local councillors, but due to overall space constraints no feasible mitigations have been identified.





		<p>Due to ongoing construction works around Botley Road rail bridge, rail passengers with reduced mobility (if dropped off on Botley Road side of the works) have a greater distance to travel to the station entrance on the east side. An improvement to the person with reduced mobility (PRM) rail passenger experience has been implemented by providing access for passenger assistance from the western side of the station.</p>
<p>Carers</p>	<p>The closure of Botley Road could be confusing to people, and Carers may need temporary assistance to follow a new route.</p> <p>The loss of direct bus services to Oxford City to/from the west and the need to travel through the existing tunnel, with associated travel distance might be more challenging.</p>	<p>Before construction commenced, drop-in sessions were held for the local community to keep everyone informed of the works taking place. The following community events have been held:</p> <ul style="list-style-type: none"> - August 2022 at West Oxford Community Centre - November 2022 at West Oxford Community Centre - March 2023 at West Oxford Community Centre - March 2023 at Seacourt Hall, Botley - 4th July at West Oxford Community Centre <p>Since the start of the closure there have been general community engagement events, as well as more targeted ones for people more in need of help.</p> <p>This included Q&A sessions at Tumbling Bay Court, Osney Court and Field House sheltered housing complexes. We have also worked with Age UK and attended the 2023 & 2024 Older Peoples Day events.</p> <p>There have also been update letters sent out to local community by post and there is the weekly e-mail newsletter that reaches about 3,000 people, as well as the 'Oxfordshire Connect' Facebook group.</p> <p>Network Rail representatives attend and present at Oxford City Council's Inclusive Transport and Movement Focus Group, which meets every two months. Additionally, members of Inclusive Transport and Movement Focus Group met for a site visit on the 14 March 2023. Representatives from Network Rail, Kier, Oxford City Council, Oxfordshire Unlimited, Oxford 50+ Network, MyVision and Wheels for Wellbeing were in attendance. The aim of this walkout was to capture all relevant accessibility concerns within the community and propose improvements. Follow up visits were held to monitor any concerns on accessibility throughout areas of the road closure. All feedback is shared with the ops team for action.</p> <p>An audio guide was developed with OxTalk and MyVision to provide simple and friendly but detailed audio through the diversions to help blind or visually impaired navigate the affected pedestrian diversion routes. The audio guide can be found at: https://www.networkrail.co.uk/running-the-railway/our-routes/western/oxfordshire/botley-road-bridge-replacement/botley-road-audio-guide-map/</p> <p>Accessible transport is available for people who feel unable to negotiate the closure area. The service was originally</p>





		<p>made available between 10am and 2pm on Mondays, Wednesdays and Fridays. This has been publicised in the local community.</p> <p>From October 2023, the service was changed due to delays being caused by National Highways work at Botley interchange. The service undertook one journey into the city center via Woodstock Road at 10am and then collected again from 12.45pm.</p> <p>Pick up points are:</p> <ul style="list-style-type: none"> - West Oxford Community Centre - Outside Magenta self-storage - Outside shops in West Way, Botley <p>Drop off stops are:</p> <ul style="list-style-type: none"> - Summertown - Jericho - Beaumont Street - Westgate Centre <p>From December 2024, the service was increased to every weekday, and then in February 2025 there was a further increase to the service to 7 days a week with more trips per day.</p> <p>Meetings have been held with key healthcare reps from the community including:</p> <p>Jericho Health Centre 19 Beaumont Street District nurses</p> <p>Since October 2024, an additional access route to Oxford station for persons of reduced mobility (PRM) has been implemented. This reduces lengthy walking or driving routes and introduces a drop off/collection point next to the station on the western side where, during core hours, staff are based to provide assistance for onward travel. In February 2025, the arrangement was extended to include a meeting point on Cripsey Road, (which is closer to the bus stops) to provide assistance.</p>
<p>Gender reassignment</p>	<p>N/A</p>	<p>N/A</p>





Marriage/ civil partnership	N/A	N/A
<p>Pregnancy/ maternity</p>	<p>The closure of Botley Road could be confusing to people, and pregnant women may need temporary assistance to follow a new route.</p> <p>The loss of direct bus services to Oxford City to/from the west and the need to travel through the existing tunnel, with associated travel distance might be more challenging.</p>	<p>Before construction commenced, drop-in sessions were held for the local community to keep everyone informed of the works taking place. The following community events have been held:</p> <ul style="list-style-type: none"> - August 2022 at West Oxford Community Centre - November 2022 at West Oxford Community Centre - March 2023 at West Oxford Community Centre - March 2023 at Seacourt Hall, Botley - 4th July 2023 at West Oxford Community Centre <p>Since the start of the closure there have been general community engagement events, as well as more targeted ones for people more in need of help.</p> <p>There have also been update letters sent out to local community by post and there is the weekly e-mail newsletter that reaches about 3,000 people, as well as the 'Oxfordshire Connect' Facebook group.</p> <p>Network Rail representatives attend and present at Oxford City Council's 'Inclusive Transport and Movement Focus Group', which meets every two months. Additionally, members of Inclusive Transport and Movement Focus Group met on the 14 March 2023. Representatives from Network Rail, Kier, Oxford City Council, Oxfordshire Unlimited, Oxford 50+ Network, MyVision and Wheels for Wellbeing were in attendance. The aim of this walkout was to capture all relevant accessibility concerns within the community and propose improvements. Follow up site visits were held to monitor any concerns on accessibility throughout areas of the road closure. All feedback is shared with the ops team for action.</p> <p>An audio guide was developed with OxTalk and MyVision to provide simple and friendly but detailed audio through the diversions to help blind or visually impaired navigate the affected pedestrian diversion routes. The audio guide can be found at: https://www.networkrail.co.uk/running-the-railway/our-routes/western/oxfordshire/botley-road-bridge-replacement/botley-road-audio-guide-map/</p> <p>Accessible transport is available for people who feel unable to negotiate the closure area. The service was originally made available between 10am and 2pm on Mondays, Wednesdays and Fridays. This has been publicised in the local community.</p> <p>From October 2023, the service was changed due to delays being caused by National Highways work at Botley interchange. The service undertook one journey into the city center via Woodstock Road at 10am and then collected again from 12.45pm.</p>





		<p>Pick up points are:</p> <ul style="list-style-type: none"> - West Oxford Community Centre - Outside Magenta self-storage - Outside shops in West Way, Botley <p>Drop off stops are:</p> <ul style="list-style-type: none"> - Summertown - Jericho - Beaumont Street - Westgate Centre <p>From December 2024, the service became daily and then in February 2025 there was a further increase to the service frequency.</p> <p>Meetings have been held with key healthcare reps from the community including:</p> <p>Jericho Health Centre 19 Beaumont Street District nurses</p> <p>Since October 2024, an additional access route to Oxford station for persons of reduced mobility (PRM) has been implemented. This reduces lengthy walking or driving routes and introduces a drop off/collection point next to the station on the western side where, during core hours, staff are based to provide assistance for onward travel. In February 2025, the arrangement was extended to include a meeting point on Cripsey Road, (which is closer to the bus stops) to provide assistance.</p>
Race	N/A	N/A
Religion or belief	<p>St Frideswide Church is in the vicinity of the works. Liaison with the church is needed to enable access to be maintained.</p>	<p>St Frideswide Church has been made aware of the works and is aware of any updates to the bus stops and accessibility.</p>





Sex	N/A	N/A
Sexual Orientation	N/A	N/A



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?

This is an essential element of demonstrating our duties under Public Sector Equality Duty (PSED).

The Oxford Corridor Phase 2 scheme supports delivery of the Network Rail Everyone Belongs; equity, diversity, and inclusion (EDI) strategy and 10 Diversity and Inclusion Principles by providing increased capacity and improved journey times for passengers.

The replacement of Botley Road bridge main span is the enabler for Platform 5 and future eastern through platform and an enabler for future Oxford Station Masterplan. The increased highway height clearance will allow procurement of standard height double decker buses and after construction is complete, there will be a benefit to those using the highway in the Botley Road area at the railway bridge as it will improve highway safety. The scheme also improves cycle and pedestrian provision. Cyclists will also have a significantly better/safer travel experience, allowing segregation from road traffic under the bridge. The foot/cycleway will also have a much shallower gradient under the bridge (compared to the previous road) making cycle travel and PRM travel less strenuous.

Stakeholder Engagement

The project team continue to hold regular stakeholder engagement and formal consultation as required with Oxfordshire County Council, Oxford City Council, other stakeholders, and the local community to keep people informed of the works taking place. The team continue to engage with Oxford City Council/Oxford County Council to put in place appropriate signage for those using Botley Road during the construction period.

Network Rail representatives attend and present at Oxford City Council's 'Inclusive Transport and Movement Focus Group', which meets every two months.

Network Rail entered an agreement with Oxford County Council to operate The Botley Flyer bus service for those with mobility restrictions travelling to and from west Oxford. The Botley Flyer service operates seven days a week and provides accessible free transport to the city centre. An audio guide has been created in partnership with Oxford City Council's Inclusive Transport and Movement Focus Group helping people navigate the Botley Road closure.

The road closure and diversion route were agreed through the Temporary Traffic Regulation Order (TTRO) process. All signage complies with Chapter 8 regulations. Network Rail will review and remove all non-necessary signage to reduce confusion where necessary. CCTV and lighting are also in place as well as 24/7 security marshals to patrol the tunnel near to the closure Traffic

management plans are also regularly reviewed. Ramps have been added to maintain accessibility at key points across the site.

Emergency Services

Network Rail have carried out discussions with the Emergency services to communicate the duration of the road closure and changes that impact response times.

Following discussions with Oxfordshire County Council about closing the road in mid-2022, the council requested Network Rail to consult with the emergency services on whether anything could be done to help them. Understandably the emergency services were keen that access be available to them for emergencies 24/7 throughout the closure period. After a period of negotiation, it was provisionally agreed that this would be possible, subject to final plans. When the closure plans were finalised in March 2023, it became clear that due to the work area required on the road, unfortunately the project would not be able to facilitate the access emergency services had originally requested. The project team met with the emergency services to explain the change, setting out the sequence required for the utility diversion works under the road, including the need for digging a large trench excavation.

The fire service staffed Eynsham fire station, and police initially requested help to facilitate access for them via Roger Dudman Way. This was not possible because it required using land belonging to the University of Oxford. There were no additional requests from ambulance service as current access to West Oxford is understood to be via the ring road.

The project team have had further meetings with the emergency services updating on the latest programme updates.

Buses

The revised bus timetable was released on the 27th of March 2023 from bus companies, relating to the Botley Road side of the closure point but also the train station and Frideswide Square. Links provided below.

<https://www.oxfordshire.gov.uk/residents/roads-and-transport/roadworks/future-transport-projects/oxford-city-station-phase-2c>

<https://www.oxfordbus.co.uk/botley-road-closure>

<https://www.stagecoachbus.com/promos-and-offers/oxfordshire/botley-road-closure>

Car Park Short Stay / Becket Street

Before the footbridge was removed in December 2024, the Oxford Phase 2 project submitted a Station Change consultation on the 3rd of October 2024 for temporary parking and access provision. This was implemented to allow for the Pedestrian footbridge removal which took place in December 2024. This was to enable the piling of the northern abutments on Botley Road to be undertaken.

The following changes were covered under this Station Change consultation:

- New Blue Badge bays (all at the previous short stay car park). Eight extra bays are temporarily being provided in the short stay area for the remainder of the project. Below is the short stay car park drawing and map location with accessible spaces.

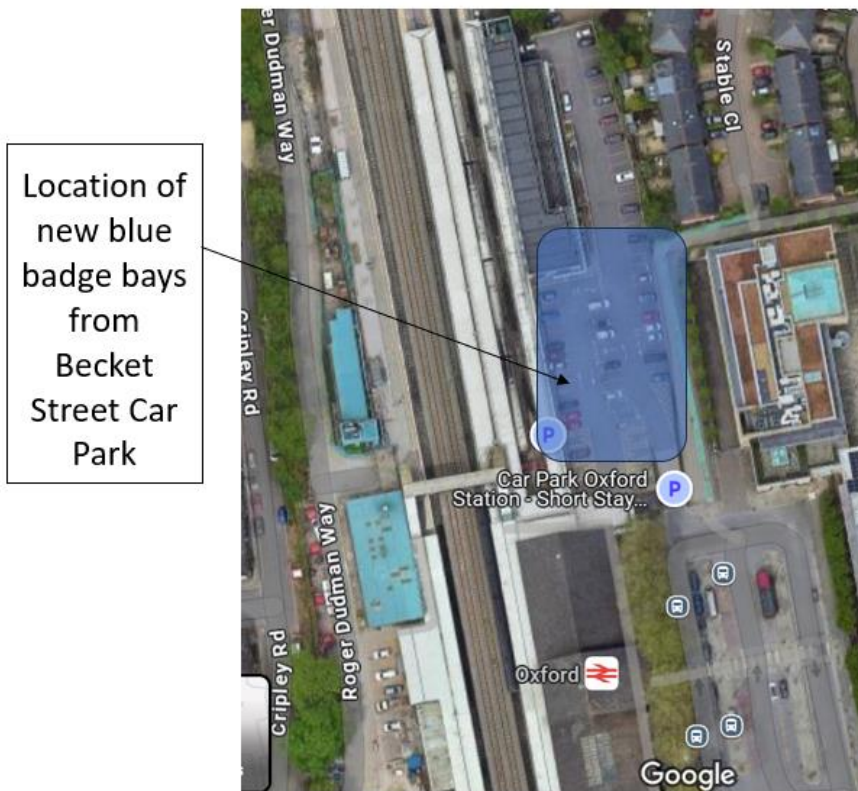
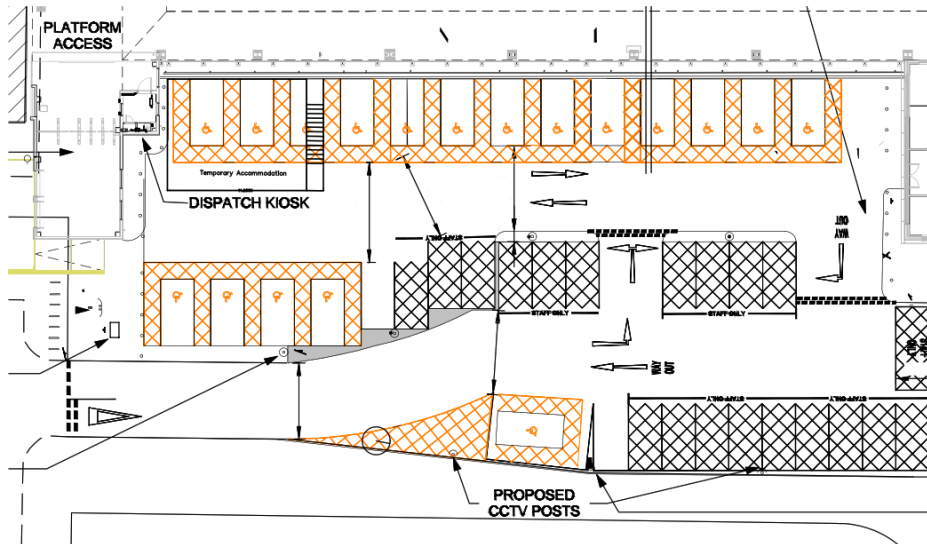


Figure 17: Short Stay Station car park revisions

- Short stay spaces were relocated to Becket Street Car Park. Please find below a diagram and map location with short stay parking spaces.

- Temporary (Primary) Access/ Ramp (at Northeast of Becket Street Car Park). The accessible spaces being provided temporarily within the short stay car park enables closer and level access to the station. The below annotated map shows the access ramp to be provided temporarily at the northeast corner of Becket Street Car Park.

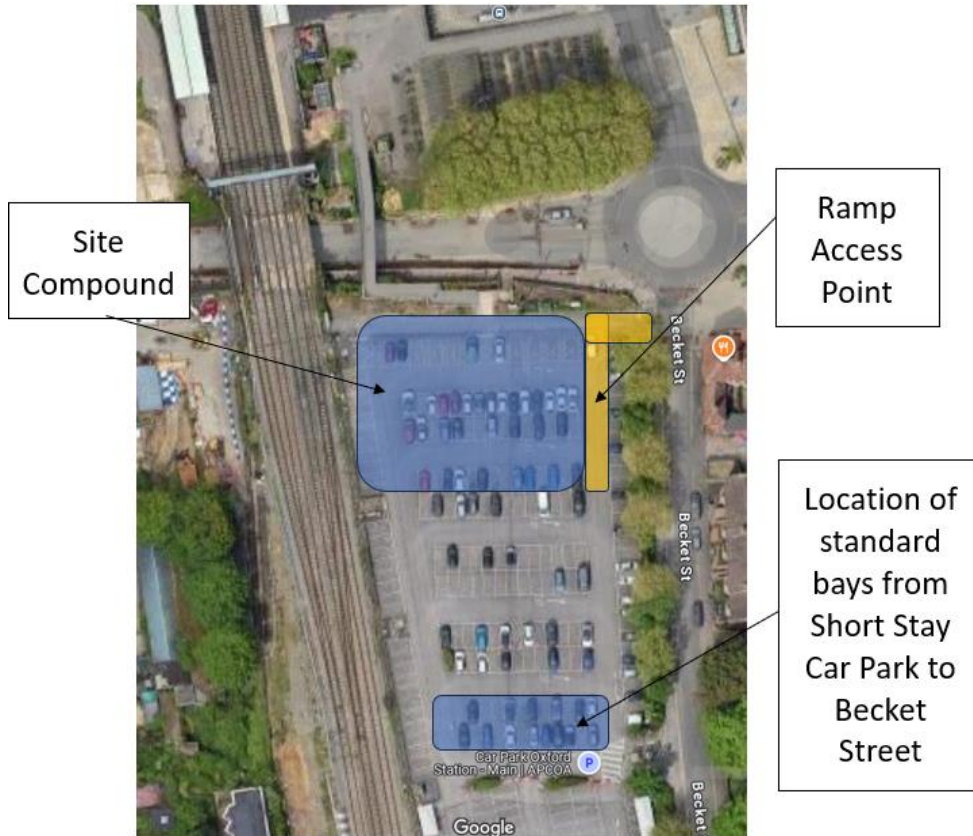


Figure 18: Revised main car park layout

- Please see the diagram and map location below showing the secondary ramp access which will be the temporary main access point to the car park when works are undertaken affecting the north east access such as during the Thames Water sewer works.

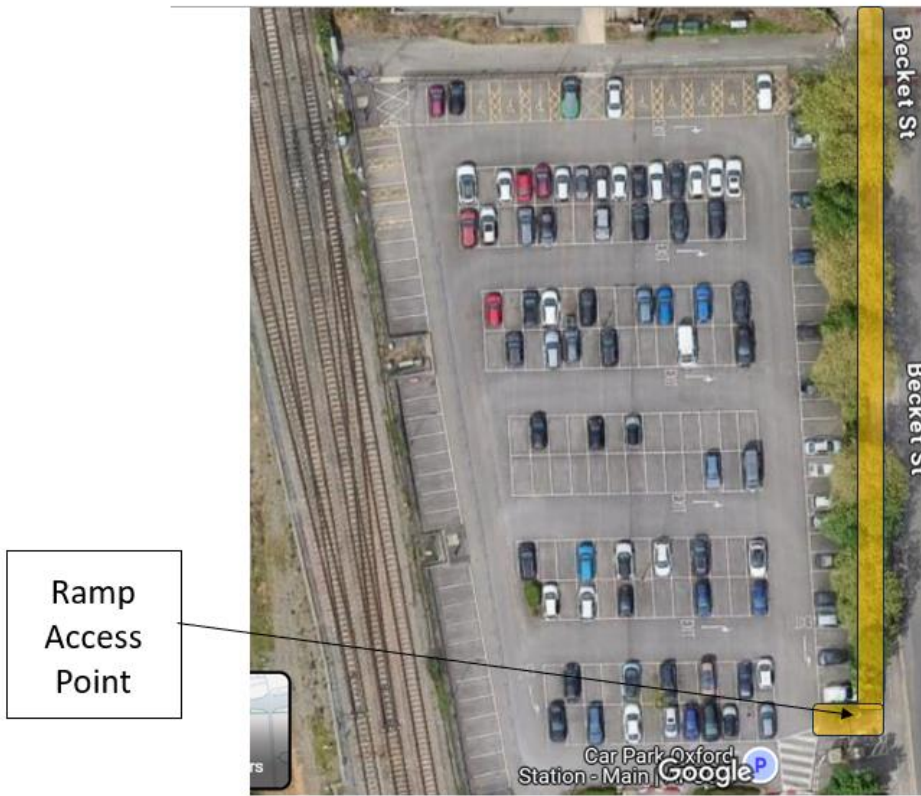


Figure 19: Becket Street car park access location

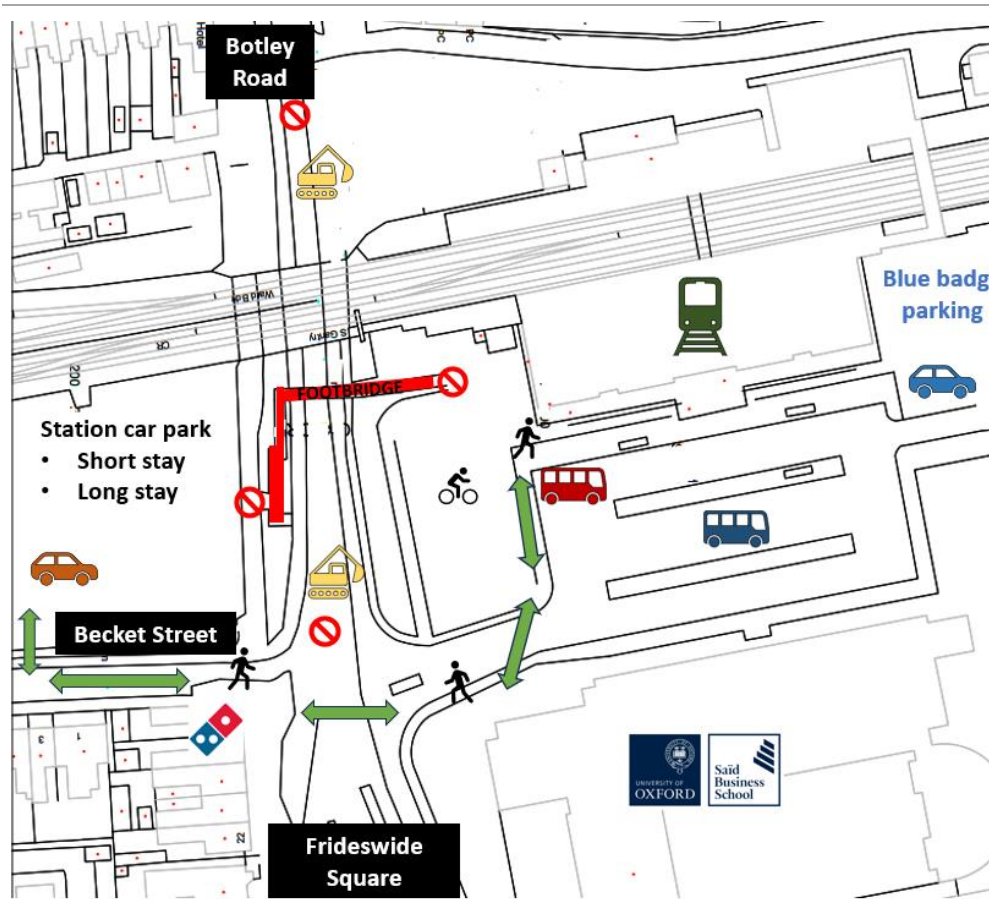


Figure 20: Becket Street car park to station walking route

A replacement pedestrian footbridge will provide level access between Becket Street car park and the station. The replacement bridge span will be installed in February 2026 blockade and brought into use ahead of the re-opening of Botley Road in August 2026.

The information informed by the Station Change was registered by the ORR on the 31st December 2024 and included on the ORR’s public register using the reference: R/216/24/07.

In relation to Station Change Car Parking, the project also attended and consulted with the Great Western Railway (GWR) Built Environment Accessibility Panel (BEAP) on the 9th of October 2024.

Station Access to the West

Due to ongoing construction works around Botley Road rail bridge, rail passengers with reduced mobility (if accessing from the west side of the railway) have a longer walk. An improvement to the access for persons with reduced mobility (PRM) has been implemented by providing access for rail customers who require passenger assistance on the western side, giving passenger the option of a short walking route to the station. The following has been implemented:

- Two clearly marked PRM pick up/drop off bays created adjacent to the western entrance to platform 4
- Road safety mitigations in place
- Signage across the western access
- Two dedicated agency staff on duty to support PRM customers through the western entrance and to/from their train
- Agency staff briefed on arrangement and what is required of them, including helping customers from one side of the station to the other in the event of the station lifts being out of use
- Clearly identifiable 'here to help' purple hi-visibility vests worn by agency staff
- Doorbell installed and connected to a dedicated room with agency staff member
- All downstream channels updated with accurate customer information – GWR advice to use front of the station remains.
- A monitoring system to track the usage of the arrangement and identify improvements

Hours of operation of the western PRM access point are: Monday – Friday 07:30 to 21:00, Saturday 08:00 – 21:00 and Sunday 10:30 until 20:00.

At the time of this submission, GWR have received no customer complaints from station PRM customers, and no passenger assistance bookings have been missed, since the construction works affecting Botley Road access began.

The photo below shows the two PRM drop off and collection bays for those who require assistance by turning three existing staff parking bays into two accessible parking bays.

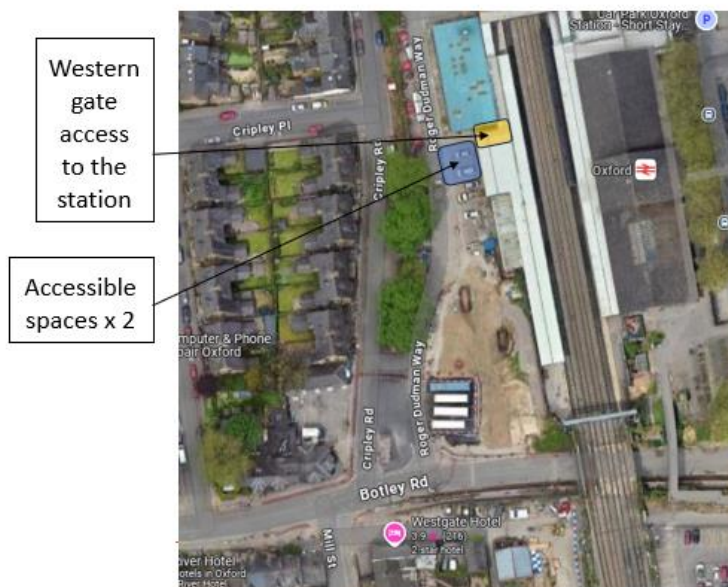


Figure 21: West Side Passenger Assist point and parking spaces



Figure 22: West Side Passenger Assist point and parking spaces

The project also attended and consulted with the Great Western Railway (GWR) Built Environment Accessibility Panel (BEAP) on the 6th November 2024.

The project recently opened a GWR branded Assisted Travel cabin to compliment the current access and passenger assist arrangements on the west side. The following has been implemented:

- A GWR branded Assisted Travel meeting point in the form of a cabin on Cripsey Road to provide PRM customers (arriving on west side) support earlier in their journey
- An additional agency staff member on each shift to provide PRM customer support from the cabin

Please note, the location of this cabin is likely to be relocated in the future to work around the construction works in the area.



Figure 23: West Side Assisted Travel Cabin on Cripely Road

Further mitigations are listed in section 6.

Step 4: Consultation

Q7. How has consultation with those who share a protected characteristic informed your work?

Consultation has taken place with multiple stakeholders and groups as captured in section 3. The issues identified clearly relate to the additional travel distances and ability for impacted individuals to access through Botley Road bridge to the city given the loss of direct bus service. Discussions and feedback have led to many of the mitigations implemented to date including the Botley Flyer bus service.

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.

- 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

Alternatives to closing Botley Road have been looked at in detail and discounted as unfeasible due to the intrusive and challenging nature of the works involved with both utility diversions and the bridge replacement. The rail benefits to deliver a new through platform on the west side cannot be delivered without replacing the bridge and some lowering of Botley Road. The overall project is a key enabler for new rail links to and from Oxford, including East West Rail services to Milton Keynes, Bedford and Cambridge, services to the Cowley Branch line and enhanced services to Didcot, Banbury, Birmingham and the North Cotswolds. Although the works to Botley Road are disruptive and impact on the community and individuals, the end result of the works will also provide significant accessibility improvements to the local area, in particular the two 4 metre wide cycle/pavements versus the previous inadequate arrangements detailed earlier in this document. The project will also help generate regional economic growth by enabling new rail links.

The intention of the road closure was to facilitate the fastest possible delivery of the works to help manage the impact. The closure was initially planned to be a much shorter duration (2 x 6 months closures) with a gap between utility diversion and bridge works to provide respite to the community and individuals. Due to delivery challenges as a result of unforeseen ground conditions and utility diversions, the road closure timescale has been significantly extended, further increasing the impact of the works on individuals and the community. The project has looked at many options to reduce the impact of the works including reinstating the road under the bridge without delivering any further enhancements. This was discounted due to the significant redesign timescales to assess the impact on the bridge structure as well as the requirement to redesign and re-create the water management properties of the Victorian brick arch that has now been removed. The timescales to complete these activities were not deemed to provide substantial time savings compared to continuing with the current bridge enhancement programme.

Q9b. Rationale for decision

Mitigations are continually reviewed and community engagement is ongoing to improve arrangements where possible. Details of mitigations are provided in the following section.

This DIA is intended to be a live document to be continually updated through the life of the project.

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?

The following mitigations have been implemented to improve accessibility, user experience and communications whilst the construction work is ongoing:

- Botley Flyer (accessible transport service) with 7 day a week operation and increased services Monday to Saturday
- West side station entrance available for passengers to support assisted travel
- Assisted GWR travel cabin now operational to support access to the station via the west side
- Relocation of disabled parking bays from Beckett st car park to short stay car park, closer to the station
- Marshalls and event stewards to maintain safety and provide guidance to the public. Regular re-briefing to improve effectiveness
- Marshalls instructed to walk through the walkway to increase security presence to minimise anti-social behaviour and act in 'here to help role'
- Tunnel under Botley Road Bridge is now lined to provide an improved environment and protect people from the water ingress
- Lighting in place 24/7 through tunnel and walkway to provide a brighter environment and reduce antisocial behaviour
- Resurfacing works through the tunnel complete
- Additional CCTV cameras installed in through this area
- Thames Valley Police team have undertaken recent cycle enforcements at the tunnel to reduce incidents of the public cycling through the pedestrian walkway under the existing bridge
- Instructed the installation of a new cycle wheel ramp at Cemetery Lane footbridge to make provide another alternative route for cyclists
- Additional south side bus stop introduced at Osney Island to reduce congestion of pedestrians blocking the pavement
- Solar panel lights installed on Cemetery Lane footbridge to improve light and minimise antisocial behaviour
- Discussions held with local business owners to identify mitigation/support opportunities.
- Relocation of Mid Counties Co-op Nursery to temporary facility during works
- Weekly newsletter issued via email to over 2000 people
- Monthly drop in events for the public at the Kings Centre. Most recently 26th February 2025.

- Notice board installed at West Oxford Community Centre to provide project updates and progress.
- New project dedicated email address for feedback/enquiries
- Facebook updates continue via 'Oxfordshire Connect' page.
- Promotional videos of local businesses created and shared via Facebook page.

Future mitigations continue to be considered and assessed (noting that many of these rely on third party agreement):

- Discussions with DfT and GWR around ability to open up the station for non-passenger use. This has implications for revenue protection and station operations and therefore needs agreement to implement. Likely this would be offered for those who struggle with using the tunnel e.g. parents with buggies and people with reduced mobility
- Opening of new 4-metre-wide box tunnel on Northern side (closest to station) from August 2025
- Investigating feasibility to improve bus shelter provision including seating with third party landowner.
- Assessing options to implement a west side taxi rank
- Identify options for a taxi shuttle from West Oxford Community Centre closer to Botley Road closure.
- Improvements to better segregate cyclists and pedestrians or improve flow by having 'keep left' markings
- Additional digital totems near the site to provide updated project and programme information.