

## Diversity Impact Assessment

Guidance for completing each section is provided in the  
**Everyone Guide to Diversity Impact Assessments**

**Name of policy, programme or project:** Magor and Undy Walkway Station

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**Document Ref:**

**DIA Version No:** 01

### Step 1: Clarifying Aims

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

The aim is to develop GRIP 2 feasibility study for the development of a new walkway railway station at Magor and Undy, between the Undy Halt Footbridge and the Whitewall footbridges. The station will improve access to Newport, Bristol, Gloucester further along the rail network to residents.

#### Q2. Could this work impact on people? If yes, briefly explain how (considering our duty to promote equality, tackle discrimination and foster good relations between groups).

The proposed works will:

- Provide access to railway services to individuals who would rely on travel to Severn Tunnel Junction Station (roughly 2.5 miles) to access the railway.
- Provide an accessible public transport option for residents to reach Newport, Cardiff, Bristol, Gloucester and beyond within walking distance for both Magor and Undy villages.
- Provide step-free access between platforms for persons with reduced mobility

### Step 2: The Evidence Base

**Q3. Record here the data you have gathered about the diversity of the people potentially impacted by this work e.g. from the 2011 national census or from HR Shared Service. You should also include any research on the issues affecting inclusion in relation to your work.**

Consider evidence in relation to all the protected characteristics;

- |                                            |          |
|--------------------------------------------|----------|
| - Disability including Carers <sup>1</sup> | - Age    |
| - Pregnancy/maternity                      | - Race   |
| - Religion or belief                       | - Gender |

<sup>1</sup> Including those with physical, mental and hidden impairments as well as **carers** who provide unpaid care for a friend or family member who due to illness, disability, or a mental health issue cannot cope without their support

- Sexual orientation
- Gender reassignment
- Marriage/Civil Partnership

All options relating to the access ramps for the subway and platform will follow the relevant standards for sustainable design. As such all walkaways will be suitable for all groups. For example, the access ramps to platforms and to the subway should be sufficiently wide to suit wheelchair, buggy and bike users.

The scheme will improve the access to public transport to residents with the introduction of the station within walking distance to a large part of both villages as identified in the GRIP 2 report, and illustrated in the Population Area and Radii drawing (MMD-364017-C-DR-00-XX-0008) in Appendix D.

### Step 3: Impact

**Q4. Given the evidence listed at step 2, what potentially negative impacts could this work have on people with protected characteristics?**

Protected Characteristic		Explain the potential negative impact
<b>Disability</b> e.g. the impact of a new online process on dyslexic staff or the impact of changes to how passengers get to a platform on someone who cannot use stairs.	Y/N	If step free access is not provided this could have a negative impact on people with a disability as it would prevent them from accessing the new station and rail services. The station proposals should follow current legislation to make sure step free route is provided to platforms for use by persons with reduced mobility, from a designated drop off point.
<b>Age</b> 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 health issues	Y/N	If step free access is not provided this could have a negative impact on people elderly people as they could have reduced mobility. The station proposals should follow current legislation to make sure step free route is provided to platforms for use by persons with reduced mobility, from a designated drop off point.
<b>Pregnancy / maternity</b> e.g. the impact of team relocation on a woman who is on maternity leave or the increase in height of a footbridge over the railway	Y/N	If step free access is not provided this could have a negative impact on women who are pregnant or travelling with children as they may have reduced mobility. The station proposals should follow current legislation to make sure step free route is provided to platforms for use by persons with reduced mobility, from a designated drop off point.
<b>Race</b> 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	Y/N	

following station redevelopment that makes retail outlets too expensive for local businesses		
<b>Religion or belief</b> 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	Y/N	
<b>Gender</b> e.g. the impact of a local decision to adopt arbitrary 'core hours' on women who are more likely managing childcare issues or the impact of changes in parking policies on women who are more likely to start work later due to childcare issues	Y/N	
<b>Sexual orientation</b> e.g. the impact of a decision to invite partners to an away day on a gay man who hasn't disclosed his sexual orientation or the secondment of a lesbian member of staff to a project in a country where this would be a risk to life / human rights	Y/N	
<b>Marriage/Civil Partnership</b> e.g. the impact of the extension of private health care to spouses	Y/N	
<b>Gender reassignment</b> e.g. the impact of a decision to publish Oracle gender data on a new intranet staff finder page or the impact of a decision to not let staff use taxis for late night events in high risk areas	Y/N	

**Q5. What could you do to ensure your work has a positive impact on diversity and inclusion including by supporting delivery of the [Everyone Strategy](#).**

Early engagement with the local community through the MAGOR (Magor Action Group on Rail) and Monmouthshire Council, will likely reflect the needs of the community and provide the best opportunity to identify the critical issues to ensure that the design considers all users in the community.

Appropriate access route to the station, and improvement of existing infrastructure could ensure that users of advanced age or with mobility, sight or hearing disabilities will benefit

and could lead to a more secure means of crossing the railways, including a safe way of accessing the platforms.

## Step 4: Consultation

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

List the groups you have consulted or reference previous relevant consultation? <sup>2</sup>	What issues were raised in relation to one or many of the protected characteristics?
	<To be carried out at a later date by Monmouthshire Council/Network Rail>

### Q7. Where relevant, record any consultation you have had with Network Rail teams who are delivering work that might overlap with yours. This will ensure that our solutions are joined up.

Electrification of the line as part of the Great Western Route Modernisation is currently underway and conversation with the project team would benefit the scheme. Consultation with the stakeholders involved with the development of the community centre should be engaged to fully understand the overlap even if it is not a Network Rail related project.

Further stakeholders may be identified at later stage of design.

<sup>2</sup> This could include our staff networks, the Built Environment Access Panel, local faith leaders etc.

## Step 5: Informed Decision-Making (By Sponsor)

### Q8. In light of the assessment above, what is your decision?

Please tick one box and provide a rationale (for most DIAs this will be box 1).

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 no obvious ways to mitigate	

## Step 6: Action Planning (By Sponsor)

### Q9. What specific actions will be taken to deliver positive impacts and address any potentially negative impacts identified at step 3 or through consultation?

Action	By when	By who
<b>Review this DIA</b>		

## Step 7: Sign off

Name	Position	Signed	Date
DIA Owner			
<a href="#">Superuser</a> <sup>3</sup>			
Senior Manager <sup>4</sup>			

If you don't have a local superuser or if your project has been to BEAP please send your DIA for quality assurance to [DiversityImpactAssessment@networkrail.co.uk](mailto:DiversityImpactAssessment@networkrail.co.uk)

To help us respond more quickly please make sure you have;

1. Sent your DIA as a Word document not a PDF
2. Used this naming convention '**Name of project-Draft DIA**'
3. Used the correct DIA form with no additional pages e.g. 'not for circulation cover-sheets'
4. Included any relevant maps / diagrams needed to understand your project
5. Completed all sections of the DIA in line with guidance and training

## Step 8: Publication

Send your final DIAs to [DiversityImpactAssessment@networkrail.co.uk](mailto:DiversityImpactAssessment@networkrail.co.uk). Customer related DIAs will be published on our website.

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<sup>3</sup> Quality assurance check.

<sup>4</sup> Sign-off should be by someone who can approve policy, programme or budget changes.