



The station will be unstaffed and comprise of two 125m platforms constructed on existing embankments. Each platform will have a waiting shelter, a ticket vending machine, and step and lift access. Associated cross-platform access will be at highway level. The station will be served by a 166 space car park, with spaces for blue badge holders.



Figure 2 Proposed locations of the station and car park

The associated ‘Access Package’ will consist of three new pedestrian and cycle bridges crossing the River Calder and Calder Hebble Navigation, improvements to existing pedestrian and cycle routes and public realm enhancement across the project area.

The on-street public realm and active mode enhancements have been categorised into Primary and Secondary routes. With the primary routes providing more direct and attractive links between the station and strategic points in the town, and the Secondary routes helping to connect the primary routes and provide less direct links to the station.

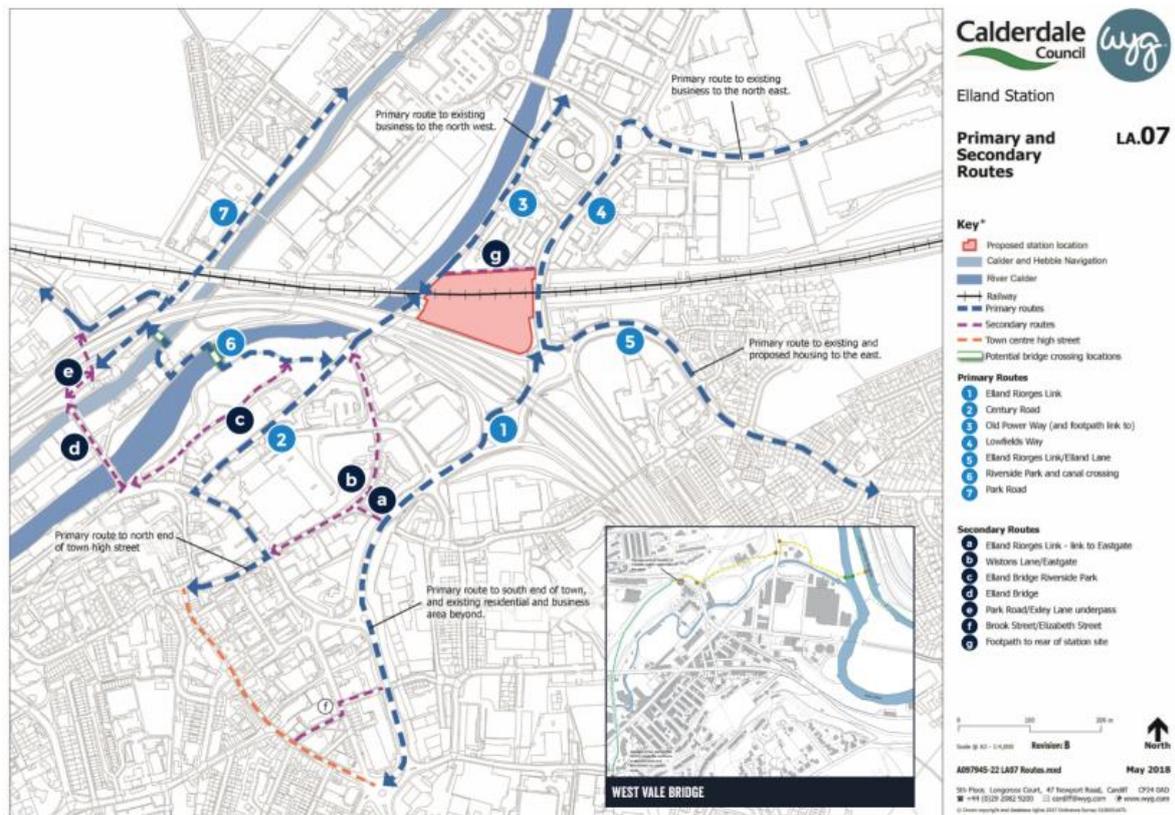


Figure 3 Detail of Access Package

The new station and access package have the following strategic purposes:

- Improve journey time reliability for strategic journeys to/from Elland.
- Provide a park and ride facility, seeking to capture shorter distance, typically commuter and leisure trips to relieve congestion on A629.
- Increase rail mode share for journeys to/from Elland in order to achieve sustainable growth.
- Increase the labour market catchment of Elland in order to attract new investment and retain existing employers.
- Increase accessibility of Elland from within and beyond the City Region in order to increase competitiveness and improve productivity.
- Facilitate future housing growth in Elland and western parts of Brighouse by reducing transport constraints to development.
- Provide safe access to Elland town centre, development locations and the surrounding area for pedestrians and cyclists.
- Public realm enhancements along routes to and from the new Elland rail station.

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).

Construction Phase

During the construction phase of the station some minor impact will be unavoidable. However, as the development site, with the exception of the railway which passes through it, is not in active use and is self-contained the project team are of the view that no Protected Characteristic Groups (PCG's) would be differentially impacted as a result of this.

The road network surrounding the development site may be adversely impacted by construction traffic however, none of the protected characteristic groups are anticipated to be differentially impacted as a result of this.

The carpark is to be built on the densely vegetated land owned by Calderdale Council to the South of the railway. An informal footpath crosses this land. There may be some impact of the users of this footpath. However, during site visits nobody was observed using this path and there are alternative formal footpaths in the vicinity.

Details are currently under review for the construction process. All construction plans will be made fully compliant with all relevant legislation and guidance and with National Rail's regulations.

The station will be built with consideration of the impact it could have on people in the area and how to best mitigate this.

The construction programme includes engagement opportunities for site neighbours and other local stakeholders. Through ongoing consultation appropriate mitigation measures will be implemented to minimise the impact of disruption caused.

The construction of the access package bridges will cause large disruption to: Elland Waterside Park, the Rugby Club, Gas Works Lane and Elland Canal Wharf including the Barge and Barrel pub car park.

A range of mitigation measures will be implemented to minimise this, they include: ensuring that as much of Elland Waterside Park green space is retained for public use as possible, timing construction for the rugby off season, agreeing all works on the canal with Canal and River Trust, and putting diversions in place.

There will also be minor traffic disruption throughout the access package route lengths, with some possible reduced lane widths or lane closures, any new crossings will be undertaken at night. There will be some pedestrian disruption however mitigation measures here are limited, substantial traffic management and pedestrian diversion plans will be produced and it is not anticipated that any of the PCG's will be differentially impacted as a result of this.

Completion (Operational Phase)

Ultimately users of the new station will benefit from the development which will be designed to reflect accessibility requirements. Each platform will have step free access (via lifts) to enable people with restricted mobility to access the station platforms.

When the station is operational visual displays and audio announcements will be used to provide training running information to people with hearing or visual impairments.

To address safety concerns there will be CCTV coverage of the platforms, stairs, lifts, secondary means of escape, car park and access path between the car park and the platforms. These areas will also be well lit.

The access package will also provide safe walking and cycling routes to the station and has been designed to be suitably accessible for both able and disabled users.

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.

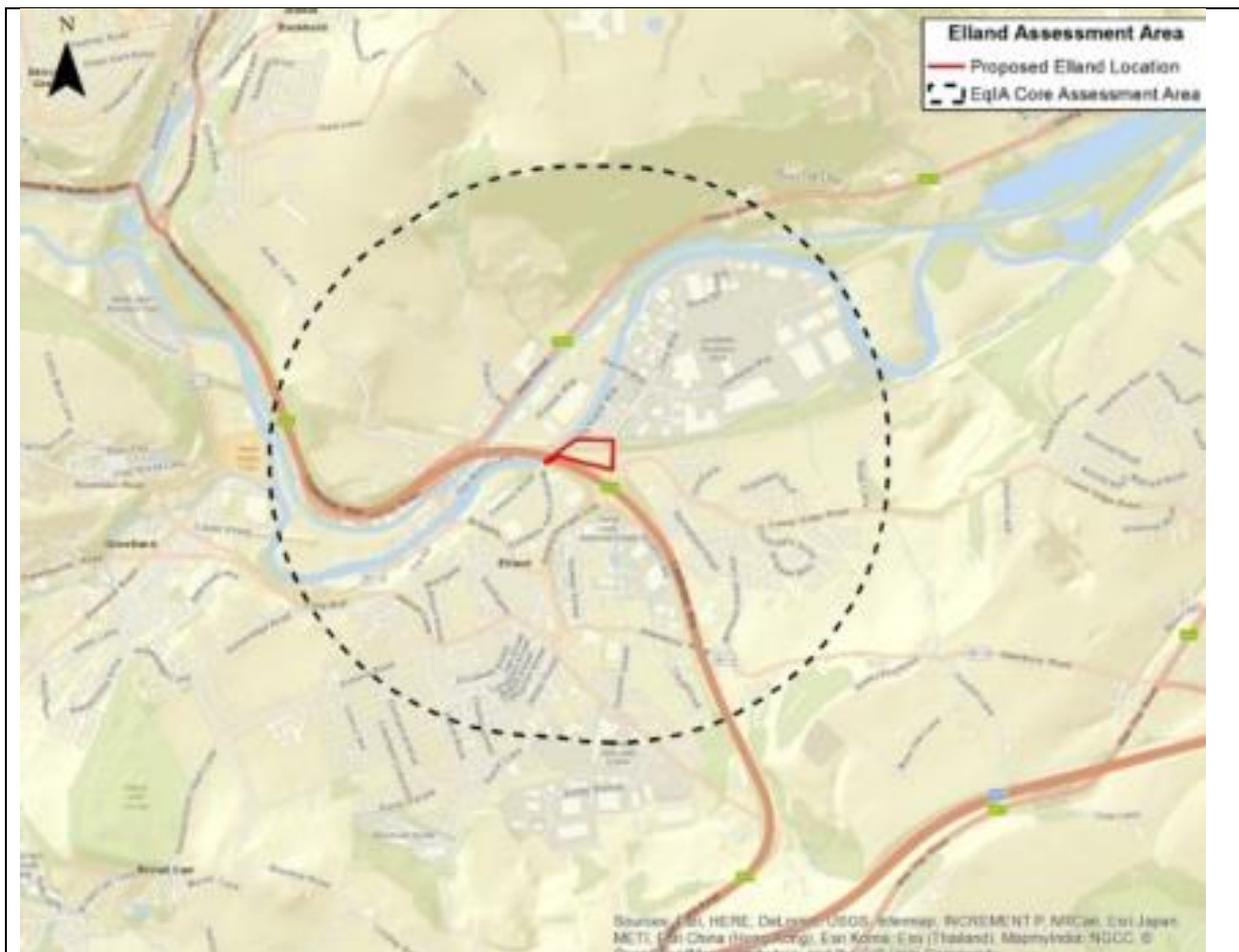
Consider evidence in relation to all the protected characteristics;

- Disability including Carers¹
- Pregnancy/maternity
- Religion or belief
- Sexual orientation
- Gender reassignment
- Age
- Race
- Gender
- Marriage/Civil Partnership

To establish the assessment areas based on the likely dispersion of equalities impacts, a Core Assessment Area (CAA), please see Figure 3, for the Diversity Impact Assessment (with an area of 1km radius from the scheme alignment) was used. The land use in this area is primarily residential, agricultural and for office based employment.

Figure 3: Core Assessment Area

¹ 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



Data from the 2011 Census was used to give information on: disability, age, religion, ethnicity and gender.

Disability

	Elland CAA (%)	Calderdale (%)	West Yorkshire (%)	England (%)
Disability Living Allowance (DLA) Claimants	6.6	6.4	6.9	10.2
Limited Long Term Sickness (LLTS)	18.6	17.8	18.1	17.6

The table shows that the proportion of DLA claimants within the CAA is comparable to Calderdale and West Yorkshire but, is significantly lower than that for England. With regards to the proportion of residents with a LLTS in the CAA, this is slightly higher than Calderdale, West Yorkshire and England.

There is a need for these residents to be considered within the scheme design due to their particular travel needs and requirements e.g. lift provision and accessibility ramps. Furthermore, people with visual or hearing impairments will be helped through the provision of suitable signage, induction loops, customer information screens and audible announcements by a PA system.

Age

Age group	Elland CAA (%)	Calderdale (%)	West Yorkshire (%)	England (%)
Children (under 16)	19.2	19.6	20.0	18.9
Young people	11.1	10.4	12.9	11.9
Working age	64.7	64.4	65.1	64.8
Over 70	7.6	7.2	7.0	7.7

Within the CAA the proportion of the four age groups are in line with Calderdale, West Yorkshire and England.

Children (under 16) are more likely to be inexperienced with changes to their usual travel patterns. As such, road safety will need to be considered in designing the station.

Older age groups usually contain most users with mobility impairments. These users, as well as any of the population with mobility impairments should not be impacted detrimentally by the proposed station. Therefore, additional consideration will be made so that the station is built to be accessible to all. This includes the provision of step free access via lifts and stairs with handrails to both platforms.

Religion

Religion	Elland CAA (%)	Calderdale (%)	West Yorkshire (%)	England (%)
Christian	57.4	56.5	54.6	59.4
Buddhist	0.4	0.3	0.3	0.5
Hindu	0.3	0.3	0.7	1.5
Muslim	3.3	7.0	11.3	5.0
Jewish	0.1	0.1	0.3	0.5
Sikh	0.1	0.2	0.8	0.8
Other	0.4	0.4	0.3	0.4
None/ not stated	38.0	35.2	31.6	31.9

Within the CAA the proportion of Christians is in line with Calderdale, West Yorkshire and

England and the proportion of None/ not stated is higher than the comparators. The proportion of Muslims in the CAA is lower than Calderdale, West Yorkshire and England.

The proposed work is not anticipated to impact upon the population as a result of their religion.

Furthermore, as no station building is being proposed the project team do not consider that a multi-faith room is required.

Ethnicity

Ethnic group	Elland CCA (%)	Calderdale (%)	West Yorkshire (%)	England (%)
White	93.6	89.8	81.8	85.4
Mixed	1.6	1.4	2.2	2.3
Asian	4.2	8.1	13.1	7.8
Black	0.5	0.5	2.1	3.5
Other	0.1	0.3	0.9	1.0

The table shows that there is a higher proportion of White people in the CAA in comparison to Calderdale, West Yorkshire or England. The proportion of people of Asian ethnicity is significantly lower than that of the Calderdale local authority area.

The proposed work is not anticipated to impact upon the population as a result of their ethnicity.

Gender

Group	Elland CCA (%)	Calderdale (%)	West Yorkshire (%)	England (%)
Female	51.4	51.1	50.9	50.8
Male	48.6	48.9	49.1	49.2

The table displays the gender split within the CAA, compared to Calderdale, West Yorkshire and England. The proportion of females within the CAA is slightly higher than Calderdale, West Yorkshire and England.

Extra consideration should be made to consider female station users, for example by installing CCTV cameras, ensuring areas are well lit and using secure design to increase station safety.

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
Disability e.g. the impact of a new online process on dyslexic	Y	The project team believes that following early consultation with groups representing disabled

<p>staff or the impact of changes to how passengers get to a platform on someone who cannot use stairs.</p>		<p>people, and adoption of good practice on inclusive design the proposed new station and access package will incorporate all the elements required so that there is no potential to have a detrimental impact on disabled users.</p> <p>People with disabilities may have issues reading temporary signage used for building works, or new train timetabling information.</p> <p>When the station is operational visual displays and audio announcements will be used to provide training running information to people with hearing or visual impairments.</p> <p>The station will need to be built to be as accessible for all. Further design development will take place through technical and detailed design, including further consultation with appropriate groups.</p> <p>To date the design has incorporated waiting shelters with seating, step-free access (from road to platform to train), disabled access and an increase in parking spaces and safe crossings.</p> <p>The car park layout will be designed so that blue badge car parking spaces are located as close as possible to the lifts.</p> <p>The access package will also improve accessibility to the station for pedestrians and those with mobility issues.</p>
<p>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 health issues</p>	<p>Y</p>	<p>Children (aged 16 and under) are more likely to be inexperienced or unconfident with changes to their usual travel and behaviour patterns, and need to be considered in terms of road safety when designing schemes.</p> <p>Older people may have different access requirements. Many people in this age category may face barriers with regards to accessibility, including perceived safety and confidence issues.</p> <p>Facilities required to resolve this include: waiting shelters with seating, step-free access (from road to platform to train), disabled access and an increase in parking spaces and safe crossings.</p> <p>Safety issues will be addressed by ensuring areas are well lit, covered by CCTV and Help Points are provided.</p>

		The project team believes that following early consultation with key users, and adoption of good practice on inclusive design the new station will incorporate all the elements required so that there is no potential to have a detrimental impact on older passengers.
Pregnancy / maternity 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	There may be some differential impact on people with this protected characteristic. Thought has been given to expectant mothers who may already have children. They may require different access arrangements to allow for prams. Step-free access (via lifts) will be provided from road to platform to train.
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	N	There is considered to be no differential impact on people with this protected characteristic.
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	N	Whilst there are several places of worship within 1km of the site there should be no adverse impacts on current access arrangement. Once the station is operation it is not considered to have any differential impact on people with this protected characteristic.
Gender 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	N	Intelligence suggests that there are different security issues for genders. The project team does not believe that the proposal presents any potential to have an adverse impact based on gender as the station and car park will incorporate secure design, be well lit and covered by CCTV.
Sexual orientation 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	N	There is considered to be no differential impact on people with this protected characteristic.

member of staff to a project in a country where this would be a risk to life / human rights		
Marriage/Civil Partnership e.g. the impact of the extension of private health care to spouses	N	There is considered to be no differential impact on people with this protected characteristic.
Gender reassignment 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	N	There is considered to be no differential impact on people with this protected characteristic.

Q5. What could you do to maximize the changes that your work has a positive impact on diversity and inclusion including by supporting delivery of the [Inclusive growth](#)

This station will address wherever possible the accessibility issues that we have learnt can impact on disabled passengers.

For detailed information on station design adaptations for PCGs, please see Section 5 of this document.

A rail station in Elland and a series of improvements to aid walking and cycling have been identified as a positive investment for the town and the surrounding area. The proposed station is to serve as a catalyst to the regeneration of the area, by improving the transportation link between Elland and the wider region.

The importance of high quality pedestrian facilities is important to the new station is accessible for all and serves to help disabled residents of Elland to be economically and socially active.

Working to DDA compliance in terms of design and early engagement with a local disability group has allowed the AP to be suitably accessible for both able and disabled users.

Comments were made during the public engagement exercise about the NHS Mobility Clinic in Lowfields Business Park. The station has potential to improve connectivity to the clinic for wheelchair users travelling to Elland from the wider area.

Elland station has the potential to act as a hub between the Calderdale and Kirklees hospital, improving connectivity between the two.

Promoting public transport use also increases physical activity, health and wellbeing.

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? ²	What issues were raised in relation to one or many of the protected characteristics?
<p>Between 18th June and the 20th July 2018 a period of public engagement was held. Interested individuals and stakeholders were able to take part in a number of activities to give their feedback.</p> <p>Due to GDPR the responses cannot be matched to the free-text area, where specific concerns were listed.</p> <p>Some of the key concerns are addressed in the table.</p>	<p>Issues: personal safety, anti-social behaviour, vandalism.</p>
<p>Gender specific feedback from consultation</p>	<p>“As a single female, good lighting and a secure safe environment is key for stations on an evening/early morning especially in the winter times”.</p>
<p>NHS wheelchair group</p>	<p>An NHS wheelchair group hold meetings in Elland. As such there are likely be a lot of wheelchair users at the station. Wheelchair users ‘would prefer ramps to lifts’ and ‘may require larger lifts than currently planned’.</p> <p>It was also noted that if possible platform design should be ‘level with trains so ramps / assistance is not required to get on to the train’. It was also noted that ‘Century Road is [a] key route for wheelchair users’.</p>

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

Network Rail have been consulted on the designs of the new stations up to GRIP3. Consultation is ongoing, as the process continues.

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

Step 5: Informed Decision-Making

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).

<p>1. Change the work to mitigate against potential negative impacts found</p>	<p>Changes to the initial designs have been made so that the problems raised here will be successfully resolved by the time of station delivery.</p> <p>Facilities required to resolve this include:</p> <p>CCTV coverage of station and surrounding areas.</p> <p>Enhanced lighting of the station and surrounding areas.</p> <p>Enough space will be allowed on passageways to allow for two wheelchairs/prams to pass by at the same time.</p> <p>Covered waiting areas with seating.</p> <p>Step-free access (from road to platform to train)</p> <p>Reasonable adjustments will be planned in to help people with limited access. Blue badge parking spaces will be included in the car park.</p> <p>The project is still at outline design stage, more work will be undertaken as the project progresses in to technical design. This will include consideration of the wider elements of the station. This will help maximise accessibility to more users of the station.</p> <p>Engagement has started and consultation will be undertaken as appropriate. This will help render additional details to the design. Utilising lessons learned from other projects recently delivered (e.g. Kirkstall Forge and Apperley Bridge) will also help this process.</p> <p>Further consultation is planned, with work being undertaken to target hard to reach groups.</p>
<p>2. Continue the work because no potential negative impacts found</p>	
<p>3. Justify and continue the work despite negative impacts (please provide justification)</p>	

4. Stop the work because discrimination is unjustifiable and no obvious ways to mitigate	

Step 6: Action Planning

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
Technical and detail design development. The station will be designed to be fully accessible. Build upon initial design work, including step free access, additional waiting shelters, PRM parking spaces etc.... to look at more detailed design items such as tactile paving, signage (braille, audio).	Station development	Designer
Relocating existing bus stops to improve accessibility	Station development	West Yorkshire Combined Authority and Calderdale Council.
Review this DIA	May-20	The Combined Authority

Step 7: Sign off

Name	Position	Signed	Date
DIA Owner	Tom Murphy/Matthew Joy		16/06/2020
Superuser ³			
Senior Manager ⁴			

You will find a list of superusers on the connect page. 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

³ Quality assurance check.

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

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. Customer related DIAs will be published on our website.