

EQUALITY IMPACT ASSESSMENT - CCC598169676

Which service and directorate are you submitting this for (this may not be your service and directorate):

Directorate	Service	Team
Place and Sustainability	Project Delivery	PD - General

Your name: Thomas Fitzpatrick

Your job title: Head of GCP Programme

Your directorate, service and team:

Directorate	Service	Team
Place and Sustainability	Project Delivery	PD - General

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Proposal being assessed: Delivery of the new Waterbeach Railway Station

Business plan proposal number:

Key service delivery objectives and outcomes: The Greater Cambridge Partnership (GCP) is the local delivery body for a City Deal with central Government, bringing powers and investment to the Cambridgeshire region, worth up to £500 million over 15 years. A range of GCP schemes are underway to contribute to the development of a better, greener transport network for the busy region. The Waterbeach Railway Station relocation will ensure that the Waterbeach New Town (11,000 homes) has access to a significantly improved and accessible station, providing a significant sustainable transport option for the residents of the New Town. The existing station will be closed with options to access the new station provided to existing residents.

What is the proposal: The Waterbeach New Station is a proposal to relocate the existing Waterbeach railway station a short distance to the north, so that it better serves the significant new housing development of Waterbeach New Town. Waterbeach New Town is a development of some 11,000 new homes, and this compares to 2,410 households reported for Waterbeach parish in the 2021 census. With the new town being developed at a higher level of density than the existing village, the future local area population's centre of gravity will move north towards the new town. A 2016 optioneering report recommended a new railway station that would better serve the increased population of Waterbeach and this was progressed to the preliminary design stage. GCP is now managing the project, which will consist of two 'Equality Act 2010' compliant 8-car platforms, an Accessible-for-All (AfA) footbridge equipped with through-lifts and a 200-space car park with 10 accessible parking spots on the western side and cycle parking for 400. Additionally, there will be facilities for taxi drop-off/pick-up, bus stops, and private car drop-off/pick-up, a station forecourt, an emergency escape route for Platform 2, and refuges at the ends of Platform 1. This is a significant improvement on the existing station.

What information did you use to assess who would be affected by this proposal?:At the early design development, and in compliance with Network Rail standards, the project attended the Built Environment Accessibility Panel (BEAP), a panel that is made up of a range of disabled passengers with lived experience and accessibility consultants. Attendance is mandatory for railway projects that involve publicly accessible Network Rail assets or third-party projects that have a significant Network Rail interface. Waterbeach New Station presented to BAEP in Dec 2017 and was tasked with producing a DIA and to look at better accessibility options for the new car park. The project presented a further update on 12 October 2023 at which a car park update was given, and recommendations were offered by panel members over cycling and landscape. The Diversity Impact Assessment (DIA) followed in March 2018. This evaluation was centred around the relocation and development of the new station and the potential repercussions for individuals. The DIA is a valuable tool that GCP and Network Rail use to show how they are taking their responsibilities under the Equality Act 2010 seriously. These assessments are built on Network Rail's existing procedures and are designed to ensure their policies and project practices are inclusive and accessible to all. In order to gain insights into individuals who might be affected by the project, an analysis of data from the 2011 England and Wales Census was conducted. Subsequently, the data has been refreshed with information from the 2021 Census. The DIA was reissued in March 2024 following a comprehensive review of the preliminary design of the Waterbeach New Station. The focus was on pinpointing any potential impacts and adverse outcomes that might affect individuals protected under the Equality Act 2010 and to check the design is fair, devoid of discrimination, and actively fosters inclusivity and accessibility for all.

Are there any gaps in the information you used to assess who would be affected by this proposal?: No

Does the proposal cover: All service users/customers/service provision in specific areas/for specific categories of user

Which particular employee groups/service user groups will be affected by this proposal?:

As part of the DIA update, there is reference to various groups that will be negatively impacted, particularly those that concern accessibility challenges for disabled individuals, discomfort for pregnant women and those with young children navigating spaces, and potential inconveniences for older individuals with less accommodating design elements. The DIA lists possible mitigations for consideration in the future design stage and these will be taken into account when the scheme completes its detailed design. This will include, for example, the provision of sufficient seating areas, lighting and information within the station.

Does the proposal relate to the equality objectives set by the Council's EDI Strategy?:Yes

Will people with particular protected characteristics or people experiencing socio-economic inequalities be over/under represented in affected groups: About in line with the population

Does the proposal relate to services that have been identified as being important to people with particular protected characteristics/who are experiencing socio-economic inequalities?: Yes

Does the proposal relate to an area with known inequalities?:No

What is the significance of the impact on affected persons?:The relocation of the railway station in Waterbeach will bring the station closer to the centre of gravity of the expanded local area population which will shift northwards with the build out of the new town. This will make rail

travel a more attractive option for more people and lead to an increase in rail use. Being closer to more people will also increase the likelihood that people will use active travel modes to access the station. Local businesses will benefit by gaining access to a wider 'talent pool' and local residents will benefit by being able to access jobs over a wider geographical area. From an accessibility perspective the provision of this station will be a significant enhancement on the existing station, it will provide facilities such as lifts, accessible parking, step free access and significantly more seating areas.

Category of the work being planned: Project

Is it foreseeable that people from any protected characteristic group(s) or people experiencing socio-economic inequalities will be impacted by the implementation of this proposal (including during the change management process)?: No

Age: The New Station will not impact on age as access will be provided for all ages with a significant improvement on safety, lighting and accessibility for all.

Disability: The New Station will consist of two 'Equality Act 2010' compliant 8-car platforms, an Accessible-for-All (AfA) footbridge equipped with through-lifts and a 200-space car park with 10 accessible parking spots on the western side and cycle parking for 400. Additionally, there will be facilities for taxi drop-off/pick-up, bus stops, and private car drop-off/pick-up, a station forecourt, an emergency escape route for Platform 2, and refuges at the ends of Platform 1. Therefore the new station is looking to mitigate as far as reasonably possible impacts on disability. Through the detailed design of the project, options will continue to be explored and liaison will continue with affected groups to ensure an effective end solution.

Gender reassignment:

As per Age

Marriage and civil partnership: As per age

Pregnancy and maternity: Pregnancy and Maternity is being considered in the design of the scheme. The provision of lifts and seating areas will look to mitigate this.

Race: As per age

Religion or belief (including no belief): As per age

Sex: As per age

Sexual orientation: As per age

Socio-economic inequalities: The scheme will ensure that a sustainable transport solution is available for the significant future population of the Waterbeach New Town. This will help to reduce inequalities.

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Confirmation: I confirm that this HoS is correct