

Equality Impact Assessment (EQIA) Screening Form – Railways and Hereward Community Rail Partnership – November 2024

A successful EQIA screening will look at 5 key areas:

1. Identify the Policy, Project, Service Reform or Budget Option to be assessed.

A clear definition of what is being screened and its aims.

2. Gathering Evidence and Stakeholder Engagement

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups).

3. Assessment and Differential Impacts

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level.

4. Outcomes, Action and Public Reporting

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publicly reported.

5. Monitoring, Evaluation and Review

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

Section 1: Identify the Policy, Project, Service Reform or Budget Option

Name of the Policy, Project, Service Reform or Budget Option to be screened	Railways and Hereward Community Rail Partnership
Reason for change in Policy or Policy Development	N/A
List main outcome focus and supporting activities of the Policy, Project, Service	Please see the information in the additional details section below.

Reform or Budget Option	
Name of officer completing assessment (signed and date)	Wendy Otter – December 2025
Assessment verified by (signed and date)	

If applicable, please provide further details about the name and description of policy being analysed

Briefly summarise the policy including any key information such as aims, context etc; note timescales and milestones for new policies; use plain language – NO JARGON; refer to other documents if required

The Fenland Rail Development Strategy 2011 – 2031

The Fenland Rail Development Strategy was adopted by FDC Cabinet in April 2012. It sets out a programme of improvements for our three railway stations, sets out local aspirations for improvements to the three train services operating in our area and considers the commitment to develop a Community Rail Partnership (CRP). This programme is also strongly linked to the Fenland Local Plan and the delivery of the Council's programme of housing and employment growth. Rail is seen as important mode of transport linked to enabling more people to travel. The core focus and outcome of this approach is to encourage more people to travel by train.

What is a Community Rail Partnership?

Community Rail Partnerships are about bring together the local community, local organisations and interested parties to help develop the railway.

Projects that are part of the CRP provide a community-based approach and voice to help deliver improvements along a rail corridor. These improvements will be many and varied depending on each area but typically can include station adoption, improvements to railway stations such as decoration, car parking, improved connection times for services and increased patronage on rail lines that have low patronage. The objectives depend on local circumstances.

The Hereward CRP covering the line between Peterborough and Ely with a specific focus on the stations at Manea, March and Whittlesea was launched in October 2012. A second core focus is to encourage greater community involvement in the railway. This is achieved through a wide range of events including meetings, coffee mornings, questionnaire surveys, stalls, social media and the CRP website.

What is the Fenland Railway Station Masterplan Programme?

The Fenland Rail Development Strategy 2011 – 2031 includes the Better Stations Priority. The Masterplan Programme is concerned with the delivery of this priority. Each of our 3 stations has a masterplan setting out key projects which are required to regenerate each station.

Section 2: Gathering Evidence and Stakeholder Engagement

The best approach to find out if a policy, etc. is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

Reminder – protected characteristics include age, disability, race and/or ethnicity, religion or belief (including lack of belief), gender, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity.

Name any research, data, consultation or studies referred to for this assessment	State if this reference refers to one or more of the protected characteristics	Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.
Please refer to the text box below for further information about consultation and engagement.		

If applicable, please provide further information about stakeholder engagement or detail used for customer analysis

Note relevant consultation; who took part and key findings; refer to, or attach other documents if needed; include dates where possible

Section A – Stakeholders and Consultation - This relates to the Community Rail Partnership and the Station Master planning work

1. The Main Stakeholders

Fenland District Council

Cambridgeshire County Council

Cambridgeshire and Peterborough Combined Authority

Department for Transport

Train Operating companies – Greater Anglia, Cross Country Trains, East Midlands Railway and LNER as core funders. Also GTR and Grand Central
Station adopters and other volunteers in the community.
PENRUG – Peterborough, Ely & Norwich Rail Users Group
Town and Parish Councils

2. Initial contact with the Public - Consultation

Feedback from the public to consultation (2006 – 2012) such as the Place Survey, regularly provided feedback that local people place great importance on local train services. They would however like to see improvements to the train services and to the stations.

3. Rail Development Consultation 2011

In response to the above, during 2010 and 2011, FDC and the Transport and Access Group, in partnership with the rail industry developed a draft rail strategy taking account of a range of rail related issues that we were aware of. Public Consultation on the draft strategy including consultation events in March, Manea and Whittlesea were undertaken; the public provided verbal feedback and also questionnaire responses. Minor amendments were made to the strategy and the final version was adopted by FDC Cabinet. The Strategy has three priorities – More Community Involvement, Better Stations and Rail Service Improvements. Support for the delivery of the Rail Strategy and a commitment to work in partnership has been provided by March Town Council, Whittlesey Town Council and Manea Parish Council.

Section B – Station Master planning

4. Station Masterplans

In order to deliver the Better Stations Priority of the Fenland Rail Development Strategy, a plan of improvements for each station is needed. Master Plans are in development which will show where new items will come forward. They will allow improvements to the stations over time. A draft Masterplan for Whittlesea was taken to Public Consultation during Summer 2013 with positive feedback. Manea Station Masterplan was taken to public consultation during 2014 also with positive feedback. A master plan for March was completed in January 2017. Also, in 2017 £9.5million funding was secured from the Cambridgeshire and Peterborough Combined Authority to deliver the masterplans. Each project is at various stages of delivery with the details and updates as follows:

- Manea and Whittlesea Stations Platform lengthening and Whittlesea Pedestrian Bridge – a contract was awarded to Network Rail in 2016 for a GRIP 1 -3a Study. GRIP is the Network Rail procurement process. This study work concluded in March 2018. The delivery of this project including the detailed design and build will form a phase 2 of the stations work and will be linked to an increase in services at the Fenland Stations. The CPCA took a decision in 2020 to make this element of the work a second phase project. Further funding for Whittlesea Station was approved in January 2024. The project will be delivered between April 2024 and March 2027. **During 2025, procurement took place for surveys at the level crossing and for Station Road, to appoint consultants to write the OBC and for feasibility and design work. Public and Stakeholder surveys to support the project were published in October 2025. A public consultation on the options will take place in January 2026. The OBC stage is expected to complete in Spring 2026 this will be followed by detailed design and construction for a car parking and access scheme. Planning will also take place to secure additional funding for the platform lengthening and pedestrian bridge scheme.**

- Whittlesea – station entrance, car park, footpath and lighting scheme – This is being delivered as one project. All feasibility work was concluded in 2020. Additional lighting was added to the station approach by platform 2 by Greater Anglia in 2020. An initial single design was concluded in early 2021. During 2025, procurement took place for surveys at the level crossing and for Station Road, to appoint consultants to write the OBC and for feasibility and design work. Public and Stakeholder surveys to support the project were published in October 2025. A public consultation on the options will take place in January 2026. The OBC stage is expected to complete in Spring 2026 this will be followed by detailed design and construction for a car parking and access scheme.
- Manea Station Car Park – The car park for Manea Station is now complete and opened to the public in August 2023.
- Ticket Machines – all 3 stations – new ticket machines have been installed in March. Manea and Whittlesea have one ticket machine each that were installed in 2019. The machines have an option to speak with a member of staff who has remoted access can help a person purchase a ticket. An additional ticket machine and canopy for Whittlesea Station was installed in Spring 2021
- Manea and Whittlesea Waiting Shelters – These bespoke shelters were installed and completed in February and March 2020.
- Customer information screens were also introduced at all 3 stations during 2019. These are much improved on the previous screens. Manea and Whittlesea now have these facilities for the first time.
- S106 funding from developments have been obtained for ticket machines, shelters and a car park at Whittlesea Station, a shelter at Manea and a contribution towards a car park for Manea Station
- March Station – Platform 1 building project - procurement for the detailed design and build of the scheme concluded in early 2021, in partnership with the local train company who manage the station. This project included a fundamental redesign of the internal space at the station. With the final design being sympathetic to the historic nature of the build but with fully modern and accessible facilities e.g. waiting room, toilets. The new platform 1 building opened to the public in May 2022.
- March Station – improve and extend the existing car park – The new car park opened to the public in May 2023. The car park is 140 spaces with 9 accessible spaces.

Section C – Community Rail Partnership

5. Department for Transport (DfT) Community Rail Strategy 2018 – Connecting Communities with the Railways

<https://www.gov.uk/government/publications/community-rail-development-strategy>

In November 2018, the DfT adopted a new community rail strategy. This new strategy has a stronger focus on the community rather than the previous approach which was more about designation of the railway line. This new approach enables greater working with the whole community. It also now has a focus on diversity and inclusion to encourage everyone within a community to be involved. The government’s strategy is concerned with supporting community rail organisations to deliver against the following 4 pillars:

- providing a voice for the community
- promoting sustainable, healthy and accessible travel
- bringing communities together

- support diversity, inclusion plus social and economic development

The new strategy replaces the national designation approach with an accreditation process. The accreditation focuses on ensuring that organisation's delivering community rail services meet certain standards. This new approach allows for greater work across the whole community rather than the area around the railway line. It also ensures that diversity and inclusion matters have a stronger focus with community rail.

In response to the new strategy, the Hereward CRP Steering Group held a workshop in July 2019. This workshop supported by FDC Equality and Diversity Manager included a focus on who is our community and ensuring that going forward the CRP is making efforts to be more diversity, to meet people and seeks views from across Fenland.

The key outcomes from the workshop were as follows:

- Set out a code of conduct for all future meetings of the CRP including the Steering Group. The code of conduct is based on one produced by the Women in Community Rail organisation and is included at the top of the agenda for all meetings. Complete – this is now added to the agenda for every CRP meeting. This has also been noted by the Department for Transport.
- Review the role of the CRP Steering Group and its focus including how we can involve a wider group of people and organisation's. This project has been work in progress and is ongoing since 2019, Changes were made to CRP Steering Group meetings in 2020 with some items being for information only and there are now yearly meetings for the funders to discuss direction. In 2022 the CRP Steering Group was revamped as the CRP Management Board, with a clearer focus on decision making. From 2023, half yearly meetings with the station adopters have been established. The outcomes of these meetings are shared and reviewed by the CRP Management Board.
- Discontinue the full partnership meetings due to their low attendance and unrepresentative nature. Replace these meetings with a programme of local events, most likely attendance at a range of events already in existence. This will include working with other FDC colleagues. CRP Steering Group Members will be present at these events. The full partnership meetings were discontinued. In late 2019 a series of events, meetings and stalls were established to form a full events programme for 2020/21. For all local events Steering Group members were to be present. Due to COVID19 these events had to be cancelled. It is expected that this programme will come forward in the future. A trial event under covid restrictions was held at March Christmas market in December 2021. From Summer 2022 the CRP events were re-established and since then conversations have been held with hundreds of people. Events have taken place locally and regionally. At railway stations and local events within the community. With the completion of the new platform 1 building at March Station, coffee mornings are also taking place. locally and regionally. At railway stations and local events within the community. With the completion of the new platform 1 building at March Station, coffee mornings are also taking place. In 2023 and 2024 there has been an even greater focus on events and meeting the public in the community. This has seen the launch of a Try a Train and Station Visits Programme, please see below for further details.

6. Marketing and Tourism – CRP Identity, logo and branding

Work was undertaken to develop a marketing and tourism strategy for the CRP for 2017 - 2020. This highlighted issues about the logo and branding of the CRP. There was confusion that the CRP was a heritage line or a heritage project. Based on feedback from a marketing consultant it was agreed that a new more modern image is needed for the CRP. A consultation to decide on a new logo was held in November 2018, with the Hereward CRP having been relaunched with a new logo, branding and image in early 2019.



The new branding and image has been well received. The launch event included travelling on trains to a range of locations from March giving out branded information leaflets and promotional items. Promotional stands at a number of locations have also been completed. This has allowed us to meet around 5,000 people to share information about how easy it is to travel by train from Fenland.

The CRP has produced annual reports setting out key achievements since 2018/2019. These reports are now produced as posters and leaflets rather than hard copy word documents. This enables the information to be distributed more widely.

During 2019 the CRP, in partnership with Greater Anglia has also produced a video, a new leaflet explaining the connection to Hereward the Wake and commissioned around 50 new images for ongoing promotion. In partnership with local stakeholders this will facilitate greater promotion going forward. In 2021 the CRP podcast made in partnership with Greater Anglia was released - Lives on the line.

The new CRP website was launched in mid-2020 and completed the initial phase of the rebranding project. The site is colorful and modern, and it more accurately describes who the CRP are and what they do. Regular updates and latest news continue to be added to the website. In Summer 2023, the CRP Management Board completed a review of the CRP website and updates will be made in early 2024. These latest changes brought into focus the need to further update the CRP website. Funding was secured in Autumn 2024 for a major upgrade that will be completed and published in Spring 2025. **Further work was also considered necessary to improve the tourism elements of the site including the itinerary and map pages. A second update went live in Autumn 2025.**

In early 2021 the CRP Steering Group held a workshop to discuss future marketing and tourism priorities for 2021 – 2024. The outcomes and priorities include a new 3-year programme around the title Think Train – Promote, Endorse and Encourage. The focus of this strategy is around encouraging people to travel by train, encouraging people to come back to the railways post lock down and the benefits of the Hereward Line. In 2021 we supported the Community Rail Network Campaign Great Days Out by Rail. There are strong focuses around active travel linked to the new FDC Walking, Cycling and Mobility Aid Strategy which was adopted by FDC Cabinet in October 2022. The CRP helped to fund the development of this strategy. From Summer 2023 this strategy also commenced a review and a new strategy for 2024 – 2027. A new Strategy was adopted by the CRP Management Board in early 2024. The new strategy has a clear focus on attracting visits to come to the area by train. The website update along with new promotional material aims to show people what they can do in the area and within a short distance of our stations. This approach is to be supported by a range of marketing and promotion linked to Community Rail Days, use of the CRP website and the development of the new social media pages. **Significant work continues to be ongoing to deliver the strategy. An Ely Tourism Day was held with funders in 2024 and a second such day in Peterborough in July 2025. Action plans have been developed so that all partners can work together to promote travel by train and things to do in Ely and Peterborough. A range of articles promoting both stations and the Fens have been produced by train company colleagues and the CRP worked in partnership with the Moment Magazine to promote the line. Links to some of the relevant articles are below. All of this work is about ensuring more people can travel by train to these places.**

Here is a link to The Moment Magazine. The article is titled Rail of Two Cities and is on pages 25 – 50. The editor of the magazine informed me that they had 51,000 page views of the magazine within 48 hours of it going live. That is an amazing figure.

[October 2025 - Issue 84 | Virtual Magazine | The Moment Magazine - A regional lifestyle magazine with a mind of its own](#)

Here is the link to GTR Departures magazine. Pages 18 and 19 focus on travel to Peterborough and specifically the Nene Valley Railway. Pages 36 – 39 are about Ely. There are also references and articles about Cambridge and Huntingdon in this issue so there is a strong Cambridgeshire focus which is great.

https://issuu.com/departuresmagazine/docs/departures_magazine_summer_2025/10?ff&fbclid=IwY2xjawNMTzJleHRuA2FlbQIxMQABHg6qE0V9Lv7oxuv9gPw50AdN8vJ_pwawJ6C2r6OAZXUrG9T5chopO9bxZ4hn_aem_g-dsG3WG0oIB6zc3eWzA0g

[Cross Country Community Hub](#)

[Explore Peterborough | CrossCountry](#)

8. CRP National Accreditation

As stated above the DfT issued the new Community Rail Strategy in late 2018. This includes replacing the national designation scheme with accreditation. Both schemes are essentially about ensuring each CRP meets a national standard for its delivery, management, programmes and events. The Hereward CRP achieved accreditation in January 2020 and reaccreditation in December 2020, Jan 2022, April 2023, July 2024 and November 2025. The next accreditation meeting is expected to take place in November 2026.

9. Signing

Our 3 railway stations are located away from the town and village Centre. They are not therefore so visible for the community. Audit work also identified that on and off-road signing across Manea, March and Whittlesey to the railway stations was poor. In partnership with the County Council as highway authority, new information was added to highway signs and new finger poster signs for walkers and cyclists was installed advertising the station in 2021.

New signing at all 3 railway stations promoting the Hereward CRP was needed, included the CRP new logo on station signs and changes to notice board headers. These were installed towards the end of 2021. They are an important part of ensuring that the public understand they have a role to play with the railways. In partnership with Greater Anglia similar signs were introduced at Ely Station during 2022. Also in 2022, a new village map was introduced at Manea Station highlighting key locations in the village that you can access from the station.

Whittlesea station is tricky to navigate due to the staggered platforms and its distance from the town centre. A monolith sign including a map of the town with the station included was added near the station entrance in 2023. A map of Whittlesea Station was developed and added to the monolith to help understand the layout of the station and how to access the platforms. In 2024, a poster has been developed and added to a poster board next to the Network Rail hut. This clearly shows the direction you need to go for each platform with the key destinations listed.

10. Notice Boards & Artwork

Having a presence at other railway stations advertises to people that they can travel by train to Manea, March and Whittlesea. New noticeboards were installed at Cambridge Station in 2019 and new boards at March and Ely in late 2020. New notice boards are expected to be installed at Manea and Whittlesea Stations in 2026. These are part of the history board project. New artwork boards at Manea, March and Whittlesea Stations have also been installed. As part of the CRP

Railway 200 celebrations, we worked with 20Twenty Productions and a local artist with three schools. The children's artwork was then designed onto boards that are now displayed at each station.

11. Social media and consultation - The CRP and COVID19 – 2020 - present

Since early 2020 the CRP has focused on the use of social media and the website to promote railway messages and the good work of our volunteer Station Adopters. It was essential to have a presence within the community although this was virtual rather than in person. We also consulted the public about the proposed layout of the new platform 2 building at March Station. 3 Options were put to a public vote with the winning formation being chosen by the public. The CRP continues to promote a range of local events and information along with those more regional and nationally in support of community rail and its objectives. Initiatives include Great Days out by Rail, World Cup of Stations and local events. This use of social media continued strongly in 2023 through the support of FDC and its Facebook and X (formerly Twitter) accounts. Later in 2023 and in 2024, the CRP established its own Instagram and Facebook accounts to build its own online presence supported by wider FDC posts to reach additional audiences. **The CRP is continuing to build its presence on social media.**

12. Neighborhood Transport Planning Guide

The Hereward CRP worked in partnership with Cambridgeshire ACRE to develop a local transport planning guide for communities and CRPs. This is to help local neighborhoods to plan and develop transport projects. This guide enables all people and communities to work together to assess their local transport needs and to help bring about change to deliver such projects. The guide was completed in early 2023 and widely publicised. It was again promoted in June 2023 following the local elections to raise awareness amongst new councillors. **Further promotion is expected in 2026.**

13 Environmental Online Calculator – now known as the Think Travel Tool

This project aims to assist everyone to understand their journey choices and the environmental impact of those journey choices. The tool was launched in early 2023. Discussions are ongoing with Greater Anglia to consider how to use and promote the tool in the future.

14. Photography Contract

Visual information is often more powerful and better able to get across a key message than written information. The success of CRP projects to date using videos and images has shown the importance of this. The CRP needed a whole range of images that can be used to promote its work. 200 new images were completed by early 2023, these have been used in a variety of publications, on social media and on the website. Additional images of Peterborough were produced in 2025 to support wider work in promoting this station and the surrounding area.

15. How to Videos

In 2023 and 2024, the CRP working in partnership with Greater Anglia and 20twenty Productions are working on some pilot videos. These are to help people understand how to use the station ticket machines and how to use the railway passenger assistance scheme. These videos are expected to be available in 2025. The How-to Video approach is about making short films to give people confidence in using the railway. If they are successful, funding will be sourced for other how to videos to form a series all of which are aimed at helping the public to use the railway.

16. CRP Activity Book and Hereward Character

An activity book for families using a new Hereward the Wake Character is in development and expected to be completed in 2025. This idea follows discussions with the CRP Education Network and consideration of how we can involve children in the railway. The booklets will include a range of tasks to do at stations, at home or on the train.

17. History Board Project

September 2025 is 200 years since the Stockton to Darlington railway launched, it was the birth of the modern railway that we know today. The Hereward local stations all have a strong history. New noticeboards have been added at Ely, and some are expected to be launched at Manea and Whittlesea Stations as history boards. New displays will be added to the booking hall at March Station providing history information and images. Traveling history boards show casing the current line and the disused lines in the area were launched in November 2025. These boards will be taken “on tour” to several locations around the area to help educate people about the railways in times gone by. These projects form part of the Hereward CRP Railway 200 celebrations.

18. Try the Train Trips and Station Visits

In 2024, the CRP established a programme to work with young people, older people and those with disabilities to help them understand the benefits of the railway and to encourage railway travel. Young adults with learning disabilities travelled by train and learned about how to use the station as part of their learning skills course. Guides and Brownies learned about careers for women in the railway supported by train company colleagues. The Beavers worked in partnership with the station adopters in March to complete some new planting and to gain their environment badge. Young people and disabled adults have also been taken on safety tours around the stations to learn about how to use the railway and the level crossings safety. The British Transport Police (BTP) have also assisted by bringing their vehicles and taking about their work and how to contact them. School visits to learn about the history of March Station linked to the school curriculum have also formed part of this programme. Many people who have never been on a train before having taken part in some or all these activities.

This programme has been hugely successful in 2025 as well as 2024. In 2025 we worked with the National Trust to take the Wisbech Damsons Dementia Group on a Try a Train Trip. Groups of schoolchildren have undertaken station visits and have been on train trips. There have been safety and history visits to March and Ely Stations. We also held our first evening train event which was a poetry train in September 2025 where residents joined us for poetry on the train, a guided walk along the river at Ely and refreshments at The Maltings with more poetry.

Section 3: Assessment and Differential Impacts

Use the table below to provide some narrative where you think the Policy, Project, Service Reform or Budget Option has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Please note that:

- a Positive Impact could benefit an equality group and a negative impact could disadvantage an equality group
- for reasons of brevity race is not an exhaustive list – please edit the list if appropriate to reflect the complexity of other racial identities
- a definition of disability under the Equality Act 2010 is available on the [gov.uk website](https://www.gov.uk)

- there are too many faith groups to provide a list, therefore, please input the faith group e.g., Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
Sex or Gender	Women		X		
	Men		X		
	Transgender		X		
Race	White		X		
	Mixed or Multiple Ethnic Groups		X		
	Asian		X		
	African		X		
	Caribbean or Black		X		
	Other Ethnic Group		X		
Disability	Physical disability	X			
	Sensory Impairment (e.g. sight, hearing)	X			
	Mental health		X		
	Learning disability		X		
LGBT	Lesbians		X		
	Gay Men		X		
	Bisexual		X		
Age	Older people (60+)	X			
	Younger people (18-25)	X			
	Children (0-16)	X			
Marriage and Civil Partnership	Women		X		
	Men		X		
	Lesbians		X		

Protected Characteristic	Specific Characteristics	Positive Impact	Neutral	Negative Impact	Socio Economic/Human Rights Impacts
Pregnancy and Maternity	Women		X		
Religion and belief	See below		X		

Summary of Protected Characteristics most impacted	The protected characteristics most impacted are positively engaged, relating to physical and sensory impairments and age. Railway travel offers opportunities specifically for these groups to travel independently. The CRP and FDC railway programme offer opportunities to get involved with the railway and ot provide information locally that enables and supports people to travel.
Summary of Socio-Economic impacts	Delivery of the Fenland Rail Development Strategy and the Hereward CRP will have a positive impact as they encourage access and provide new opportunities to travel. Upgrading the stations makes them fit for purpose now and in the future. There is also an opportunity to improve the local environment and create employment. People without work have improved access to employment opportunities. The Try a Train and Station Visits programme provide supported access to the railway and give people skills and confidence to travel independently.
Summary of Human Rights impacts	
Summary Explanation of the scoring against the protected characteristics	Please see above.

Section 4: Outcomes, Actions and Public Reporting

Screening Outcome	Yes, No or not at this stage
Was a significant level of negative impact arising from the project, policy or strategy identified?	No
Does the project, policy or strategy require to be amended to have a positive impact?	No
Does a Full Impact Assessment need to be undertaken?	No

If applicable, please state the overall outcome of the assessment, impacts and customer Analysis

Officers have considered all of the equality strands. This Customer Impact Assessment does not raise any negative equality issues. Officers have concluded that the FSP Hereward Community Rail Partnership policy will have positive impacts. People who do not have a car or do not drive such as the elderly or disabled or young people will benefit from the Rail Strategy and the CRP. There is no evidence that the policy may result in adverse impacts on equality or good community relations.

Section 5: Monitoring outcomes, evaluation and review

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Service responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been taken to mitigate impacts.

Arrangements for Monitoring	Please see the text box below for information about future monitoring and supporting research
Timing of the current review	November/December 2025
Next scheduled review	November/December 2026

If applicable, please provide details of the arrangements for future monitoring:
Note when analysis will be reviewed; include any equality indicators and performance against those indicators

- Fenland Transport and Access Group quarterly Meetings
- Hereward Community Rail Partnership Steering Group quarterly meetings
- Feedback from rail users, station adopters and the local community – these will be taken account of in the above meetings
- The Office of Road and Rail (ORR) provides yearly figures for the use of each station.
- Greater Anglia are providing data starting in May 2014 for the Ipswich to Peterborough Service on a quarterly basis
- Reviews of the Fenland Rail Development Strategy including 6 monthly progress reports on Hereward CRP/FDC website
- Yearly Hereward CRP National Accreditation Review Meetings

- Manea, March and Whittlesea Station Master planning Project Boards. The Boards meet every 2 months. The ongoing 5-year monitoring programme for the completed projects at Manea and March Stations. This includes ongoing customer satisfaction surveys and local events to meet and speak with the public to seek their views.
- Surveys and feedback forms from all our events especially Try a Train and Station Visits.

If applicable, please provide details of any supporting data/ research linked to monitoring arrangements (both FDC & Partners):

Details of any data/ Research used (both FDC & Partners):

- Questionnaires and consultation responses to the Rail Strategy, CRP events and Station Masterplan events
- Feedback from the Station Adopters, volunteers and rail users
- Ongoing events – coffee mornings, Meet the Manager, Community Rail Days, Stands and stalls at other events. Feedback and information from these events are recorded and added to reports that are reviewed by the CRP Management Board.
- Rail Development Strategy
- Stations Investment Plan
- Office of Road and Rail data about the use of stations
- Train Operating Company data
- Social media feedback – up to and including present day from FDC Facebook and X accounts. In 2023 and 2024, the CRP established its own Instagram and Facebook accounts. These are now additional sources of information.

Legislation

Equality Act (2010) – the Equality Act 2010 (Specific Duties)

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of race, sex, being a transsexual person (transsexuality is where someone is changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law), sexual orientation (whether being lesbian, gay, bisexual or heterosexual), disability (or because of something connected with their disability), religion or belief, having just had a baby or being pregnant, being married or in a civil partnership and age.