



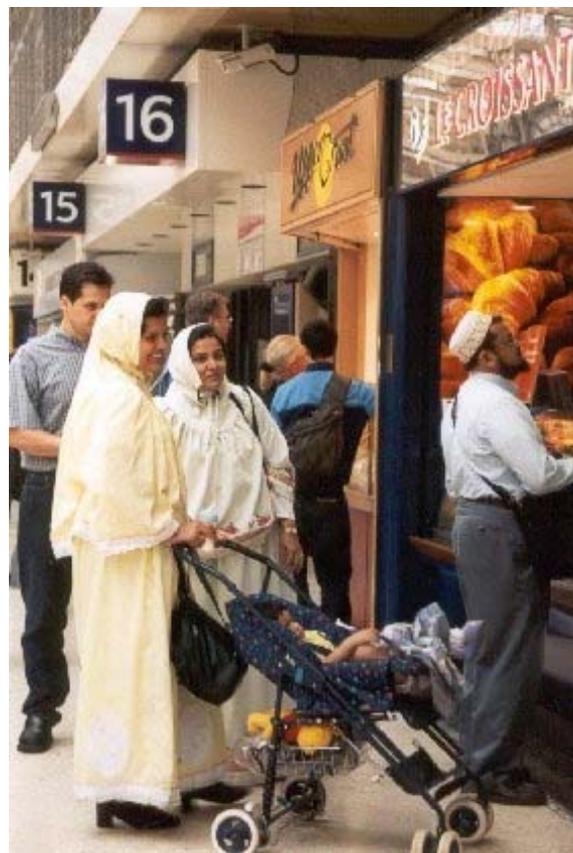
Crossrail

RACE EQUALITY IMPACT ASSESSMENT

FIRST REPORT of the FULL ASSESSMENT



Crossrail - Crossing the capital...Connecting the UK



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INTRODUCTION

This report provides an initial assessment of the impact of the Crossrail project, as described in the Crossrail Bill, on the communities and ethnic groups affected by it. It has been produced jointly by Cross London Rail Links Ltd (CLRL - the developers of the scheme) the Department for Transport (DfT) and Transport for London (TfL) (the joint owners of CLRL).

This report is part of CLRL's on-going Equality Impact Assessment (EqIA) programme (further details can be found at Appendices 5 & 6).

WHAT IS CROSSRAIL?

Crossrail is a proposal for a new railway to cross the capital and connect the UK. It is an exciting opportunity to deliver a brand new rail service for passengers travelling into, out of and across London. It will provide better connections, quicker journey times, improved passenger comfort and a whole range of additional social and economic benefits for London and the UK as a whole.

Crossrail trains will operate using new tunnels and existing track. They will offer speedy and efficient journeys from Heathrow and Maidenhead in the west through new twin-tunnels between Paddington and Whitechapel, reaching out to Canary Wharf (Isle of Dogs), Shenfield and Abbey Wood in the east.



BACKGROUND TO THE PROJECT

The current rail and underground networks in and around London experience high levels of passenger usage, in many cases becoming crowded during peak periods. The forecast growth¹ in population and employment in London and the south-east of England is likely to increase demand for transport and the incidence of crowding over the coming years.

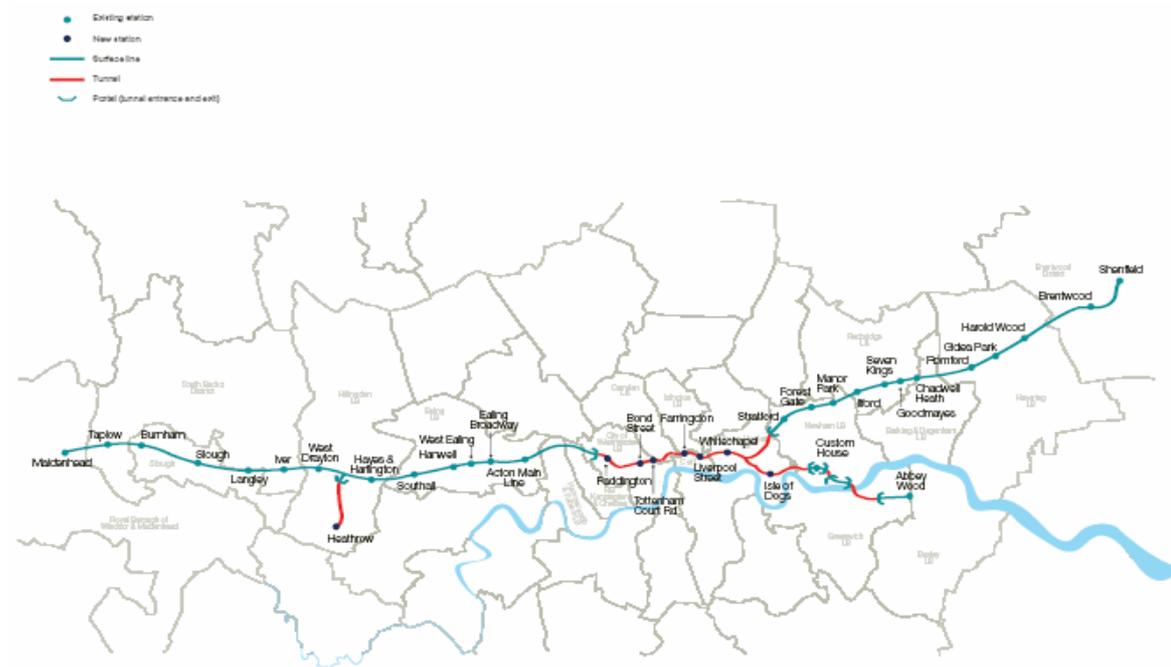
London Underground plans capacity increases over the next 20 years; the public-private partnership infrastructure contracts for the London Underground are designed to deliver a 15% increase on overall current capacity². However, taking in account factors such as planned levels of employment and

¹ Mayor of London, The London Plan, 2004

² Department for Transport, Review of the Crossrail Business Case, 2004

population growth, the overall rail network is forecast to be more crowded in 2016 than at present.

Congestion on the rail and underground in London and the resulting service unreliability carries real economic costs in addition to passenger discomfort. Both congestion and its costs are particularly apparent in central London, and it is a general belief in London's financial community that the capital's status as a major financial centre would be under threat without Crossrail or other significant upgrades or new lines.



In 1999, the Government asked the shadow Strategic Rail Authority (sSRA) to carry out a study into the need for additional rail passenger capacity into and through London. This³ recommended a package of rail improvements for London, including a new east-west route across London. This route was based upon the tunnelled section of the original Crossrail proposal recommended by the Central London Rail Study of 1989.

Cross London Rail Links Limited (CLRL) was established in 2001 to develop proposals for a viable Crossrail scheme, jointly owned and funded by the Strategic Rail Authority and Transport for London. CLRL analysed the options for the route, stations and services patterns, before arriving at a 'preferred scheme' and presented the business case for this to DfT in 2003.

A group of independent experts examined the proposals and their report, '**Review of the Crossrail Business Case**'⁴, was published in July 2004. The group determined that some revision of the preferred scheme was necessary

³ Shadow Strategic Rail Authority, London East-West Study, 2000.

⁴ Department for Transport, Review of the Crossrail Business Case, 2004.

to make the project deliverable, but confirmed that Crossrail as a concept was technically feasible and would have a benefit-to-cost ratio of around 2:1.

OBJECTIVES

Crossrail's key objectives are:

- To support the development and regeneration of London as a world city, and its role as the financial centre of the UK and Europe;
- To tackle congestion and the lack of capacity on the existing rail network; and
- To improve access into and within London.

These objectives will be delivered through increased rail passenger capacity on the existing routes into the capital and by providing faster and more accessible travel into and within much of the London metropolitan area.

By accomplishing this, Crossrail supports the wider transport, planning, economic, social and environmental objectives of the Government's Transport Plan and the Mayor's Strategies for London.



GENERAL PRINCIPLES

In selecting the Crossrail route corridors and station sites, CLRL's overriding consideration has been the achievement of the transport and regeneration objectives. When combined with geographical factors, such as the presence of building foundations, existing underground rail lines and other deep level structures; the geology of the land beneath London; and safety and other restrictions, there has been little scope for varying the route and the positioning of key infrastructure. However, when selecting the location of individual stations, depots, sidings and ventilation shafts, and planning of their associated construction works, CLRL paid careful attention to minimise the likely impacts to residential, shopping and recreational areas, and those near schools, hospitals and other local community facilities. To a large extent this has been successfully achieved, and where some unavoidable impacts are expected, these have been mitigated through careful planning. For example, safety standards require that an emergency intervention point be located in or around the Hanbury Street area. Of the sites identified as being potentially suitable, one was rejected due to the potential impacts on a Grade II listed mosque, whilst another was rejected due to the potential impacts on the Brick Lane weekend market and nearby Christ Church.

The main scope for accommodating particular needs will come at the detailed design and implementation stage of the project; and close community consultation will be fundamental to that process.

Working within the limitations set out above, CLRL is committed to making Crossrail an inclusive project, and given its potential to improve access and communication for many of the priority groups⁵ in London and the south-east, CLRL believe that it should be able to make an important contribution to the mobility of all resident communities.

CLRL has an Inclusivity Policy⁶ which specifies that the following principles should guide the company's activities:

- CLRL aims to provide a fully inclusive transport system.
- CLRL will work to ensure minimum practicable negative impact on priority equality groups.
- All decisions taken that affect the public will be based on evidence and on inclusive consultation with priority groups.
- CLRL will work to achieve the greatest practical benefit to communities by working in partnership with other transport providers, developers and local authorities as well as with the communities themselves.

⁵ The priority groups, as defined by TfL, are age, disability, faith, race and travellers, gender and sexual orientation.

⁶ The CLRL Inclusivity Policy was approved by the Executive Committee of CLRL in January 2005.

These principles have been applied in the work carried out in relation to matters relating to race and the Crossrail project. Crossrail's Inclusivity Policy will be subject to public consultation in Spring 2005.

BENEFITS

Crossrail will bring significant benefits to London and the South East of England including:

- Improving rail access into and across London;
- Supporting the development of London as a world city, and its role as the financial centre of Europe and the UK;
- Supporting the economic growth of London and its regeneration areas by tackling congestion and the lack of capacity on the existing rail network;
- Reducing social exclusion by delivering greater mobility and better access to employment, health, education, cultural and leisure facilities for the catchment population;
- Reducing crowding into, out of and across London, and at main line terminals;
- Providing faster journeys and new direct journey opportunities;
- Opening up employment opportunities and services;
- Support for regeneration and development areas, especially benefiting deprived areas such as East London;
- Creating thousands of jobs during the construction and operation of the railway and as a result of secondary effects upon the economy;
- Improving integration of transport networks in London and the South East with connections to nine London Underground lines and many other National Rail services;
- Improving international connections and airport links;
- Shifting from road to rail use leading to improved air quality, energy conservation, reduced road congestion and road traffic accidents;
- Developing new facilities and infrastructure to modern standards;
- Enhancing accessibility to help disabled and mobility impaired people.



Crossrail will improve accessibility by public transport to regional hospitals, universities and major centres along the route. The number of households that lie within 30 minutes travel time of regional hospitals will increase by almost 10%, thereby benefiting patients, visitors and employees.

The number of 18 to 24 year olds living within 30 minutes travel time of universities along the route will increase by a similar proportion.

Crossrail will also increase the number of households within 30 minutes travel time of a major centre, that do not have access to a car, by about 11%. This increase in accessibility will significantly improve access to key shops, amenities and entertainment facilities for these people. Major centres that will experience the greatest level of improved accessibility include Southall, Slough, Romford and Ilford.

WHAT ARE THE LIKELY RACE EQUALITY ISSUES?

COMMUNITIES AFFECTED BY THE PROJECT

The Crossrail route runs from Maidenhead to Shenfield and Abbey Wood through areas of West and East London. The areas through which the route runs represent a widely varying and diverse range of populations and of economic prosperity and social inclusion.

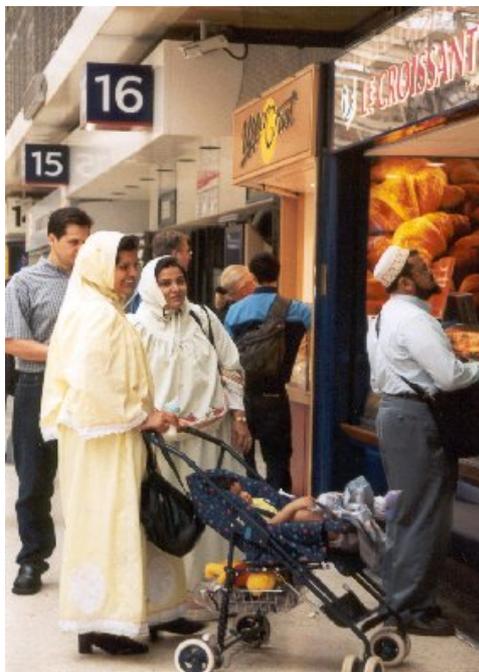
The main concentrations of populations from minority ethnic communities are in the West and East London sections of the route. In the East, these include **Spitalfields** where ethnic minorities make up over 60 percent of the population and where there is an unemployment rate of over 30 percent. Local data indicates that a significant proportion of the Bangladeshi population of this area lacks both qualifications and language skills.

Local evidence supports the view that without careful management, redevelopment schemes can act as a divisive force, creating inequality not cohesion. Investment in the area may encourage migration to the area from more affluent groups, raising prices and placing good property even further beyond the reach of the existing population.

Another area with a diverse population is **Limehouse**. Here the population is varied, multicultural, mostly deprived but with extremes of wealth and poverty. There is a high prevalence of ill health and particularly of the multiple problems associated with poverty, unemployment and poor housing. Many languages are spoken including Chinese, Vietnamese and Bengali.

In **Tower Hamlets** as a whole one in four of the population is Bangladeshi, and about one in 12 is black, including a sizeable and growing Somali community. 6% of the population is from African/Caribbean backgrounds. The

minority ethnic population of the borough now numbers more than one third of residents – with 78 different languages being spoken.



In the West London section of the route, Sikhs are the largest proportion of non-white residents in **Southall** where more than 70 per cent of the population have originated from the Indian sub-continent. But Hindus, Muslims and Christians are also represented in significant numbers.

A wide range of cultural, economic and social issues will need to be taken into account in the design and construction phases of the Crossrail project. The key issues, in addition to those of communication and cultural sensitivity, are the potential impact of the development, if not handled with care, on the economic stability and well being of the resident populations.

Further in depth studies and analyses of these issues will be undertaken at an early stage.

CONSULTATION

Consultation process

CLRL has undertaken a public awareness campaign and widespread public consultation. Two separate twelve-week rounds of public consultation were completed from September 2003 to January 2004 and from August 2004 to October 2004. The consultation rounds involved public information centres and exchanges⁷ at key locations along the proposed route, mail drops to

⁷ Information centres were locally focussed and were open for a limited period. Information exchanges carried information about all areas of the project and were open 2 days per week throughout the 12 weeks of Round Two.

those potentially affected, newsletters, a dedicated web-site and a 24-hour telephone helpline.

Round One of the consultation process presented a scheme overview, leaving more detailed information for Round Two. The route proposed in Round One was different to that in the Bill, in that it included a branch to Richmond and Kingston, rather than to Maidenhead. Following the results of the Round One consultation and the publication of the DfT's Review of the Crossrail Business Case⁸ in July 2004, CLRL revised the route, removing the Richmond and Kingston branch, and replacing it with the current branch to Maidenhead. This revised route was then consulted on in Round Two.

A large majority of the responses to both consultations supported the idea and route of the Crossrail proposals. Of those who commented in response to the Round One consultation, nearly 75% were supportive; in Round Two, nearly 70% were supportive.

Before deposit of the Bill in Parliament, CLRL undertook a final information round between 10 and 19 February 2005. This provided members of the public with an explanation of the scheme contained in the Bill, what some of the major impacts were likely to be, the compensation that would be available to people adversely affected, the process by which consent would be sought including an explanation of the documents, particularly the Environmental Statement, that would be submitted, and the routes open to people if they wished to make representations against the scheme.

Engaging the community in consultation

In carrying out the two rounds of consultation, and the information round, CLRL has paid particular regard to the composition of the communities through which the line will run. Whilst this is not a straightforward on the scale of Crossrail and the numbers of communities through which it passes, CLRL has made every effort to make the consultation as inclusive as possible. Where lessons have been learnt, such as translating the consultation material into appropriate community languages, CLRL has made efforts to accommodate them.

CLRL's progressive approach to engaging with all community groups has seen a variety of consultation initiatives.

Information exchanges were introduced in Consultation Round Two to provide a continual presence in key areas, primarily to deal with project-wide issues. However, in response to some of the specific concerns in particular areas, these exchanges also dealt with local issues. A Spitalfields exchange was established to try to address some of the significant concerns held by local residents in this area.

Representations have been made about the location of the Spitalfields information exchange. This location had been a brewery some fifteen years

⁸ Department for Transport, Review of the Crossrail Business Case, 2004.

previously, but it had not been thought that this would make it unsuitable in the absence of any viable alternatives. In response to these representations, when the nearby Brady Centre became available after refurbishment it was used for the information centre held during the information round.

Various media were used during the consultation and information rounds. Display panels used many artists' impressions, plans, diagrams, maps and photography. Models helped to show structural aspects of the project whilst a range of documents presented the same information in different ways.



In order to reach local community groups, a Sylheti interpreter was provided for visitors speaking this dialect, the consultation document was translated into Sylheti, display panels were translated into both Sylheti and Somali, and Sylheti newspaper advertisements appeared locally. Briefings were available in Bengali, Urdu, Gujarati, Hindi, Punjabi, Turkish, Greek, Arabic, Chinese, Somali, Vietnamese, Japanese, German, Dutch, French and Spanish (the last 5 of these languages being added during Round 2) and all documents had community language translation statements on the covers.

Crossrail envelopes used for postal correspondence carried statements in community language translations on the outside to alert people to the important information contained within.

A Bengali flier was distributed along Brick Lane prior to the opening of the Spitalfields information exchange. A Bengali welcome banner was also produced for use at these Exchanges. Bengali newspaper advertisements were placed and press releases were sent to Bangladeshi newspapers in Bengali.

Comment on the proposals was encouraged in a variety of ways such as in a visitors book, by project staff writing down oral comment, through the use of

freepost reply-paid cards to take away and complete off-site, a website and e-mail address where comment could be made, a 24-hour, 7-days a week telephone Helpdesk where queries could be raised and comment lodged, in addition to letter and fax.

Information was supplied by an audio cassette briefing, in large print, and three newsletters for school children. These newsletters carried the Crossrail community language translation statement explaining how to obtain more information in the languages available.

REIA CONSULTATION

Comments on the Race Equality Impact Assessment are invited; public consultation on this document runs for 12 weeks from 22 February to 17 May 2005. We would encourage interested parties to write to the DfT at:

**Crossrail
FREEPOST
NAT6945
London
SW1H 0BR**

or by e-mail to Crossrail@dft.gsi.gov.uk, or to call the CLRL 24-hour 7 day a week telephone helpline on **0845 602 3813** with any comments on this REIA.

METHODOLOGY

Information on the CLRL Equality Impact Assessment Methodology is included in **Appendix 6**. This methodology has underpinned the REIA process.

SUPPORTING RESEARCH

Sources Identified

Research has been drawn from a variety of sources

- TfL's Equality Guidelines;
- data on residual impacts of significance in the Environmental Statement;
- various consultation sources listed below;
- existing reports and analyses from current transport services;
- complaints made directly to TfL and DfT; and
- newspaper, journals and magazine articles.

The consultation sources include those in the priority groups or local and national representative groups, local community groups, the local authority, and the current rail operators.

In ongoing detailed consultation on specific elements of the project, we will work with the following umbrella organisations representing race priority groups:

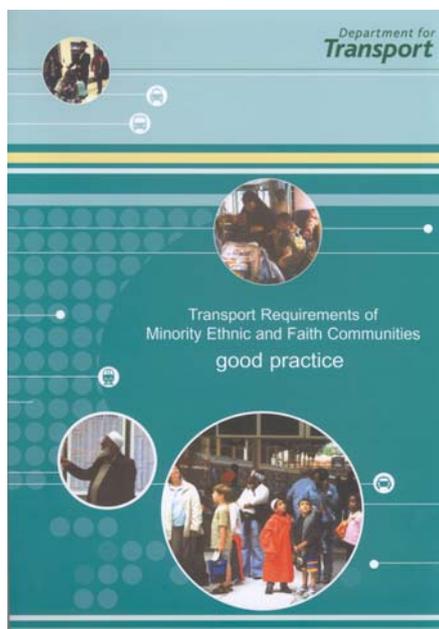
Organisation

Confederation of Indian Organisations
 Diversity in Action in Local Government (DIALOG)
 London Gypsy & Traveller Unit
 Minority Ethnic Network (MiNet)
 National Assembly Against Racism
 West Indian Standing Conference

Priority Group

Race
 All diversity issues
 Travellers
 Race and faith
 Race and faith
 Race

- Existing DfT evidence sources that are available to potentially inform the race impact of Crossrail include a report on the '**Transport Requirements of Minority Ethnic and Faith Communities: Good Practice Guidance (2000).**'



- In addition, current research projects that have recently, or are in the process of being commissioned by DfT to meet the recognised need for more evidence on the impacts of transport on minority ethnic groups include the following:
 - '**Community Severance Research**': a small scale study of the effects of the transport infrastructure (new and existing schemes) on social cohesion, quality of life and accessibility to services. Although not directly examining issues specific to minority ethnic groups it has been recognised that community severance contributes to social exclusion in deprived areas (Transport and Social Exclusion: Making the Connections, Social Exclusion Unit report 2003). This

project involves a literature review, a review of monetisation of community severance in international economic scheme appraisals, and qualitative research with planning practitioners and affected community members. A final report of the research is due in May 2005.

- **'Evidence Based Review of Mobility: Choices and Barriers for Different Social Groups'**: This project is in the process of being commissioned. One chapter of the report will be devoted to reviewing the existing research evidence available on the mobility choices and barriers to people from minority ethnic groups (including evidence on faith communities and asylum seekers where available). A final report is due in early 2006.

Crossrail Environmental Statement

The environmental, community and socio-economic impacts of the Crossrail project have been assessed thoroughly in a robust Environmental Impact Assessment (EIA). The results of the EIA are reported in an Environmental Statement (ES), which has been submitted alongside the Crossrail Bill. The ES sets out the likely impacts of the project and identifies proposed mitigation measures to reduce those impacts.

As the key information resource on the potential impacts in each area, this document will be of crucial importance to those affected by the scheme. A Non Technical Summary (NTS) of the ES has been produced to provide an overview, in non-technical language, of the main findings of the ES. Translated versions in the key community languages along the route are available on request, as are versions in large print, Braille and on audio cassette. Where the NTS does not provide sufficient information to an affected party, the full ES is available for viewing at local public venues along the route (lists of venues are published in local papers), and electronically from the DfT website and on CD-ROM. In cases where an affected party is unable to take advantage of any of these opportunities, for example if English is not their first language, CLRL will make suitable arrangements for them including providing an interpreter to help them obtain the information they need.

RACE EQUALITY IMPACTS

A number of impacts have already been identified through consultation, research and the race screening of impacts identified through the environmental statement. Some of these impacts are generic in nature and will be addressed largely through the application of project-wide policies and processes. Some are specific to local areas where construction will be undertaken, and in these cases a more targeted approach will be taken. These impacts, and potential mitigation measures that have been identified, are described below. What the most appropriate mitigation measures will be in each particular case will be dependent on the results of the detailed

engineering design process for Crossrail. The development of appropriate mitigation is therefore an ongoing process and one that will be taken forward in conjunction with the detailed engineering design work.

The identification of impacts will continue through consultation on the Environmental Statement and project as a whole, through specific consultation on equality impacts, and through CLRL's internal processes as detailed design work progresses.

For those impacts which affect individual houses or businesses, CLRL will work closely with those affected to establish the severity of the impact and any appropriate mitigation. Assessments of impacts will be done on an individual case by case basis, relevant to the type of impact. Specialists will be consulted to help reach practical and equitable solutions.

IDENTIFIED IMPACTS

General Impacts

Where general route-wide impacts are expected, mitigation measures have been put in place. Detailed information about these measures is available on the DfT website www.dft.gov.uk and will be made available to those who contact the Crossrail helpline. In all cases, translated versions are available on request and will be distributed in appropriate community venues in affected areas.

Measures include:

- **Discretionary purchase in cases of hardship.** Where they meet specific criteria, residents and small businesses may be eligible for the purchase of their property by the Secretary of State, at a price that ignores the effects of Crossrail. In addition, the Secretary of State will exceptionally consider providing assistance for hardship cases falling outside this policy on a case by case basis. This policy took effect on 10 February 2005 and was made available to those attending CLRL's public Information Round. Copies of the policy have also been sent to those who previously expressed concern on this issue, and are available from the CLRL website. Translations are available on request.
- **Ground settlement.** Where tunnelling is being undertaken, some ground movement will occur. This ground movement shows itself, in particular, as changes in the level of the ground at the surface, or settlement. In most cases this settlement poses no risk to property, but it does have the potential to damage buildings and other infrastructure. The Crossrail settlement policy sets out how property will be assessed and monitored, and how potential effects will be mitigated. In the event that damage to property does occur, the policy gives a commitment that repairs will be paid for.

- **Noise and Vibration.** The construction of Crossrail will cause noise and vibration impacts in some locations. Measures will be taken, through design and mitigation, to control the effects of noise and vibration. But despite these measures, there will be circumstances in which impacts will arise. Where these impacts are considered to be significant, noise insulation and other measures will be provided to affected properties, or in acute cases, residents may be temporarily rehoused, at the project's expense.

Stations and Shafts

New stations will be built to provide facilities for Crossrail passengers and to allow interchange with existing underground and national rail services. These stations will be at or close to the sites of existing underground and rail stations, but will require the acquisition of additional land, both permanently for new facilities and temporarily for worksites.

Throughout the tunnelled section of the Crossrail route, where distances between stations exceed 1 km, safety standards require that intermediate shafts be constructed for emergency access purposes. The shafts enable the emergency services to access the tunnels in the case of an emergency and are fitted with lifts or hoists and stairs. In addition to providing emergency access the shafts may also provide:

- escape facilities for passengers, consisting of lifts and stairs to allow for passenger evacuation, with a place of safety provided at the surface; and/or
- ventilation facilities, containing ventilation fans used to reduce temperatures in the tunnel and to provide forced ventilation for smoke control during emergencies.

These shafts are required to allow the safe operation of Crossrail services, and to meet safety standards, and their placement is determined largely by these factors.

The construction of stations and shafts in residential areas will impact on the local community. These impacts have been assessed in the Environmental Statement and appropriate mitigation measures will be taken to limit disruption. There will, however, be the potential for differential effects between those from different racial groups.

These effects may result, for example, from the timing or position of works or difficulties in communicating key information to particular groups. As described above, these impacts will be assessed and appropriate mitigation measures developed as detailed engineering design progresses, in consultation with local communities

Lorry movements

As part of the construction process, heavy goods vehicles will need to be used in order to deliver goods to and from the various construction sites as well as for the removal of excavated material, although where practical rail or barge will be used as much as possible. Under the requirements of the hybrid Bill, consent will need to be sought from the relevant local highway authority in relation to the routing of construction traffic to and from the construction sites. In developing the project to date, the likely construction traffic routes have been identified in conjunction with the local authorities. The likely impacts arising from using these routes by the predicted number of lorries has been assessed as part of the Environmental Statement.

In seeking consent from local authorities for proposed routes, local authorities will be urged to consult with local residents and community groups to ensure that their views are taken into consideration. It will be important that such consultation is undertaken at appropriate times and in appropriate venues to ensure that all affected persons have the opportunity to contribute.

Road safety issues

Where impacts are identified following detailed analysis and agreement with local authorities, possible mitigation measures such as road safety leaflets, schools awareness programmes and briefings to drivers may be employed, subject to the results of that analysis.

Specific Impacts

A number of specific impacts have been identified through the race screening of residual impacts set out in the Environmental Statement. These impacts have been split geographically into those in the west, central, north eastern and south eastern sections of the route and are contained in Appendix 8.

Hanbury Street ventilation shaft

The proposed work at the Hanbury Street ventilation shaft is one location where further detailed assessment will be necessary.

Initial work on this impact has involved looking at alternative sites for the ventilation shaft which meet engineering and operational criteria and remain feasible. A detailed report has been produced on the requirements of route alignment and spacing between access points in the tunnel section to see if another site can be chosen. The results of this report concluded that the Hanbury Street site is the only viable location for this shaft.

Spitalfields information exchange

A second, related issue arising in this area was the location of the information exchange in the Brick Lane area, which was in an industrial centre formerly used as a brewery. The location was regarded as being an inappropriate choice by some local residents who have religious or personal objections to alcohol and its consumption.

CLRL acknowledges that this was a problem for some residents but there were no other nearby sites available at that time which met the requirements for the venue.

The Brady Centre, refurbishment of which had been completed since the end of Round Two Consultation, was used for the subsequent Information Round during February 2005, in order to address the concerns raised about the original site. Work with the local residents and their representatives continues and a further impact assessment report will be completed as part of the first EqIA in mid 2005.



Eleanor Street Travellers' Site

In order to construct a ventilation shaft, it will be necessary to acquire a site in Eleanor Street in Bow that is currently in use as a local authority travellers' site. The construction of the ventilation shaft will require the full extent of the site, and it will be necessary to relocate the travellers who currently occupy the site. CLRL have held meetings with residents of the site and with Tower Hamlets Local Authority who currently own the site. One of the principal concerns expressed by the travellers has been the wish to remain near their existing community and social services such as schools and medical facilities.

CLRL are in discussion with Tower Hamlets about how the issue can best be dealt with, and have offered compensation to them in order to assist in the identification of an alternative site. Meetings with the travellers will continue.

Saudi Arabian Islamic Affairs Section

The development and planned extension of Acton Main Line station will require that the office for the Saudi Arabian Islamic Affairs Section at Horn

Lane be acquired. This office provides a faith service to the local community and its acquisition would therefore potentially have faith impacts. Contact with the organisation has been made, to make them aware of the issue and it is expected that it will be possible to reach an arrangement for its relocation to alternative premises. Any impacts should therefore be mitigated.

PROCUREMENT

Building race equality into the procurement process can improve the quality of services, making them more responsive to the needs of different communities. Good race equality practice makes good business sense and improves a company's ability to provide goods and services suitable for all their potential customers.

Procurement and employment for the Crossrail project will not begin until the Crossrail Bill receives Royal Assent. The first stage is expected to be for the Secretary of State to appoint a nominated undertaker⁹, or make other equivalent arrangements. Any appointment of this type will be undertaken on a full open competition basis, and the Secretary of State will make every reasonable effort to ensure that the competition is inclusive. Once a nominated undertaker is in place, the Secretary of State will ensure that they themselves operate an open and inclusive employment and tendering processes

RECOMMENDATIONS - CROSSRAIL

Having consulted on the proposed comprehensive EqIA Methodology (see Appendix 6), progress has been made in proving this process through the means of a Pilot Study at Ealing Broadway Station.

This report recommends that further Race Equality Impact Assessments will be needed throughout the lifecycle of the project, as the project is delivered through the various stages to line opening and passenger operation.

In the assessment of race impacts normal mitigation measures will be applied where noise, vibration, hardship or settlement is apparent. In addition to these, and due to the sensitive nature of race impacts, CLRL will adopt a consultative approach with those affected or their representatives to ensure that any differential impacts are fully understood and that there is an active and helpful management of race relations within the community, as far as circumstances allow.

Following the assessment and analysis of the impact, options for mitigation will be proposed by CLRL's EqIA recommendations panel. These options will be consulted upon with the affected parties and the relevant local authority.

⁹ A body appointed by the Secretary of State to construct Crossrail, or undertake works connected to it.



NEXT STEPS

Crossrail will bring significant benefits to local populations and neighbourhoods through increased mobility for access to employment, health, education, cultural and leisure facilities. These benefits will extend across all the populations resident in the areas affected.

However it is recognised that both the construction process and the completed system may have significant impacts on those populations in terms of disruption, relocation and changes to the local environment.

Engineering and geographical constraints have meant that there has been little scope to vary the direction of the selected routes or the location of specific features, however the views of community groups and other stakeholders have been considered.

The main task ahead, to which all parties involved are wholly committed, is to ensure that a comprehensive understanding is developed of the needs of all sections of the communities affected and that all possible steps are taken both to address their concerns and to ensure that adverse impacts are mitigated.

It is recognised that the populations and communities affected cover a wide spectrum of ethnic and faith backgrounds and include both long established

communities and those who are new to the area.

Fundamental to the task is ensuring that local people are engaged with fully in ways that are appropriate to their cultural, faith and linguistic needs and that treat all those affected with respect and dignity. This will include ensuring that:

- There is close and regular contact with all affected communities throughout the development process;
- There is a mechanism for receiving and responding to immediate concerns (for example over the construction work or lorry traffic) that is available to and useable by all sections of the affected communities in various languages and formats;
- Briefing and consultation papers address the issues on which people have expressed concern;
- Such papers are available in relevant languages;
- Such papers are publicised and disseminated through media that reach all sections of the communities affected;
- Consultation meetings are held in premises that are accessible and acceptable to all sections of the community and that they are held at times that are acceptable;
- Interpreters are available;
- Smaller groups, perhaps led by women, are made available for those whose cultural background would preclude participation in wider forums;
- Consultation involving all affected people whether property owners or long or short term tenants;
- Specific issues (for example road safety and health) affecting children and young people from some minority ethnic and faith communities are recognised and taken fully into account and that appropriate briefing and information is made available in the necessary formats;
- All decisions are communicated to all sections of affected communities in ways in formats and through media that meet the full range of needs.

Images of proposed station and shaft designs.

Ealing Broadway Station



Abbey Wood Station



Warren Lane Shaft Site



Iford Station



APPENDIX 1**GLOSSARY**

CLRL	Cross London Rail Links Limited
CRE	Commission for Racial Equality
CTRL	Channel Tunnel Rail Link
DfT	Department for Transport
DRC	Disability Rights Commission
EIA	Environmental Impact Assessment
EqIA	Equality Impact Assessment
GLA	Greater London Authority
LA	Local Authority, e.g. Borough or County Council
NTS	Non-Technical Summary
REIA	Race Equality Impact Assessment (part of EqIA)
RIA	Regulatory Impact Assessment
RRA	Race Relations Act 1976
RR(A)A	Race Relations (Amendment) Act 2000
TfL	Transport for London

APPENDIX 2**THE CROSSRAIL BILL**

The Crossrail Bill will secure the powers necessary for the construction and operation of a new railway connecting existing track to the west and east of London, using a tunnel through central London. The Bill contains six main elements:

- (i) the power to construct and maintain works necessary to deliver Crossrail. These powers will be vested in a “nominated undertaker” (and, in the absence of a nominated undertaker, in the Secretary of State) and the Bill gives the Secretary of State the ability to nominate that undertaker. This will provide the Secretary of State important flexibility in determining how the project can be implemented most effectively and efficiently;
- (ii) the acquisition of land necessary for those works. The powers of compulsory purchase sought in the Bill are vested in the Secretary of State but could also be transferred to the Greater London Authority (Mayor of London) or Transport for London, again to provide flexibility in implementation. The compulsory purchase powers in the Bill would expire five years after Royal Assent (as for CTRL) but the Secretary of State may extend this period by an Order made by statutory instrument, subject to special parliamentary procedure;
- (iii) the establishment of a planning and heritage regime for the works. These seek to give local planning authorities and the various statutory bodies an appropriate level of control over the planning and heritage aspects of the project (and will be augmented by other arrangements, such as a Planning Memorandum and a Construction Code of Practice, designed to sit alongside the legislative framework). These provisions have been the subject of consultation with the bodies affected, and closely follow those established for the CTRL, which have generally worked well;
- (iv) the application of existing railway and other miscellaneous legislation to Crossrail. Chief amongst these are the provisions which seek to establish the railways regulatory regime which will apply to Crossrail and its interface with the existing network;
- (v) the power to transfer by transfer scheme property, rights and liabilities from CLRL or the Secretary of State, or their wholly-owned subsidiaries, or, with their consent, the GLA, TfL, the London Development Agency or any of their subsidiaries, where this is advantageous to ensure the delivery of the project; and

- (vi) the power to devolve control of the Crossrail project to the Greater London Authority (Mayor of London) or Transport for London (or a combination of the two).

APPENDIX 3

CONSULTATION

Consultation has been undertaken during the development of Crossrail. This has been carried out through a Public Awareness Campaign (leafleting and advertising) and two rounds of consultation, using Public Information Centres. Stakeholders¹⁰, including Government agencies, local authorities, community groups and individuals, have been consulted to listen to their views. Following each round of consultation CLRL has published a report explaining how comments have been responded to.

The “Code of Practice for the Dissemination of Information during Major Infrastructure Projects” published by the Office of the Deputy Prime Minister (ODPM) has been followed.

Equality Priority Groups

Crossrail maintain a database of consultees and send out periodic project updates. Meetings are held and information is frequently provided on the proposals and progress. While carrying out the initial screening assessment Crossrail has considered the effects on the priority groups listed below:

Group	Strands assessed within group
Age	Children and young people (up to 25); older people (50+)
Disability	Disabled people
Faith	Various faith and belief groups
Gender	Female and transgender
Race	Asian; Asian-British; Black; Black-British; Chinese and others; people of mixed race; and travellers
Sexuality	Lesbian, gay and bisexual people

General Consultation Initiatives

Following the Secretary of State for Transport’s further announcement in Parliament on 20 July 2004 of the Government’s intention to introduce a parliamentary Bill for Crossrail “at the earliest opportunity”, CLRL’s consultation activities can be summarised as:

- Consultation events, Information Centres and Exchanges with interpreter services;
- Newspaper advertisements (including translated ones) and mass leafleting;
- A telephone helpdesk, manned by CLRL staff during working hours and by a professional call centre service outside those times, giving 24-hour, 7 day coverage;
- A website for project material with a translations link and a young Crossrail microsite;
- Regular project updates for respondents contained in the contact database;

¹⁰ CLRL stakeholders are those whose statutory rights and responsibilities are affected, for example the employees, shareholders, those living nearby and the prospective rail users. The stakeholder organisations contacted by CLRL are listed in Appendix 7.

- Translations into large print, Braille and audio cassette available on request;
- Detailed scale models and artist impressions were shown at selected Information Centres;
- Project briefings with local authority officers and councillors;
- Issue of media bulletins with radio and television broadcasts; and
- A schools' education programme.

A detailed history of all incoming and outgoing consultation communications is held in the CLRL contact database which holds over 100,000 records with over 17,000 consultees. Full reports are prepared at appropriate project milestones for consideration by the CLRL Executive and Board and the Secretary of State for Transport, as appropriate.

The aims of the consultation were:

- to identify and inform stakeholders, those who will use the service or be affected by it, and other interested parties;
- to maintain social inclusion and to be fair, open and honest;
- to record and report on consultees' comments and assess the level of support or objection to the proposals and its individual elements;
- identify concerns and, where practical, seek to mitigate the impact of the project;
- to maintain a contact database to facilitate feedback and provide updates;
- to establish meaningful consultations with those who may be directly affected; and
- to remain accessible using media such as the project website and helpdesk.

Consultation: Round One and Two

There have been two Consultation Rounds, in which the project was presented for open public comment.

Round One, which consulted on the route proposals, commenced on 27 October and finished on 3 December 2003.

Round Two, which consulted on the detail of the route proposed for the hybrid Bill, commenced 5 August and finished on 27 October 2004.

The overall statistics for both Rounds are:

Item	Round One	Round Two
Information Centre days	51	52
Information Exchange days	n/a	47
Information Centre display panels	145	189
Information Centre visitors	7,256	8,483
Issues identified during comment analysis	4,855	7,959
Stakeholders sent project information and asked to comment	235	331
Helpdesk enquiries	over 1,000	2,706
Website hits	100,000	70,000

Translations of the consultation material were made available in 15 languages. Requests were made for translations, larger print and audio cassettes. These were all provided.

Information Round

An Information Round in February 2005 informed the stakeholders and the public about the project to be presented in the Bill.

Environmental Impact Assessment - Community Impacts

The community impacts analysis carried out by the CLRL EIA team has informed the Initial Screening assessment.

Pilot Study

A Pilot Study was conducted based on the proposal for Ealing Broadway in which the methodology was tested and feedback sought at local authority, priority group and academic level.

During the EqIA work undertaken in the Pilot Study a number of priority group representatives have responded including the Confederation of Indian Organisations, The Minority Ethnic Network (MiNet) and the West Indian Standing Conference. In addition to these formal consultations over 30 other

umbrella group representatives or those concerned with race issues were also contacted as part of the Information Round. These are listed in Appendix 7. The range of material produced for Consultation Round Two was designed to be socially inclusive and reach all those directly and indirectly affected, whether they be an individual, priority group, community group or stakeholder. Directly affected parties may include those whose land or buildings need to be temporarily or permanently acquired and those close to the proposed works or certain parts of the operational railway.

CLRL has appointed a Property Information Manager (PIM) with special responsibility for identifying and managing communication with directly affected parties. During Consultation Round One, 638 directly affected parties and land owners were contacted resulting in 96 appointments with property experts. In Round Two, 343 new directly affected parties were contacted leading to 77 appointments.

CONSULTATION COMMENTS

Round One and Two

Comments processed to date which have had any reference to race, language or other ethnic issues received during the two consultation rounds are given below. Names have been removed in this document to provide anonymity, but are available from CLRL's contact database.

Round One Comment

1. 'It is vital that bicycles can be accommodated on the services. At present it is extremely difficult to cross London and the river for bike users. Invitations for details in ethnic languages should not be written in English, which may not be understood - use community languages.'
2. 'It would be better if it stopped at Southall rather than Hayes since the trains to Southall are already over full and Southall to Heathrow would get great use due to the ethnic mix of the area.'

Comments received between the Rounds

These principally concerned the issue of the ventilation shaft at Hanbury Street, E1. There is correspondence from individuals, associations and the CRE which is currently being assessed as part of the on going work of the comprehensive EqIA process.

Round Two Comments

Comments in square brackets were recorded from phone calls received by the CLRL Helpdesk staff; others are verbatim from the comments submitted.

1. [Would like an information pack - in Italian, Polish or Spanish if possible. Spanish sent out.]
2. "I note with interest that there do not appear to be translations available in (Dutch, Spanish, Portuguese, Italian, German or French Welsh or Gaelic) of your plans for Crossrail. Are current franchise arrangements affecting Crossrail plans?"
3. [Caller was extremely upset. He is very frustrated to have received the consultation leaflet and feels it is totally unacceptable that British people have been overlooked in favour of the ethnic minority languages. He pointed out that we offer information in many languages, which only represent 3% of the population. We also provide distances in km as opposed to miles. 90% of the public still think in miles and our road signs are still in miles. He can prove his statistics if we want him to! He is offended and insulted. He mentioned he has already received a letter...will be writing to Norman Haste.]

4. "As there are many visitors to UK from Japan, it would no doubt be beneficial to include Japanese to your translation policy."
5. "It is remiss of you not to include any of the more major languages in your translations i.e. French, German, Spanish 2) There appears to be no plans to make Stansted Airport more accessible – one of the UK's busier airports & a lot more to reach. It could be a simple matter to connect Stansted with Stratford with an elevated rail link running up the M11 motorway on the lines of Skytrain in Vancouver."
6. "Excellent plans will ultimately enable South West of country ready access for future cross south-east England plans into mainland Europe as on extra ... of Eurostar concept - as a pan European integrated transport network."

In addition to these comments, the Secretary of State has received direct correspondence suggesting that the DfT's statements on Crossrail had been "at variance with the message being conveyed in the DfT's own website about the excluded people and in particular about the RRA 1976" and that DfT had ignored " the objections put on the record by and on behalf of the community in the Brick Lane area (London E1) over the Crossrail plan."

The DfT takes such comments extremely seriously, and responded to the correspondent suggesting that they make a formal complaint to the DfT Race Equality co-ordinator. So far, no complaint has been received.

APPENDIX 4**MONITORING ARRANGEMENTS****Introducing an equality monitoring system**

The project construction and commissioning works will be managed by a nominated undertaker, almost certainly with a consortium of programme managers and contractors.

Personnel will be chosen for their experience and competence, and will be contractually required to comply with Crossrail's construction, environmental, equality and health and safety principles. The selection process for contractors will seek to ensure that the workforce is representative and reflects the diversity of communities and customers.

Arrangements will be made to monitor and review the project for known and new impacts as they arise. These will typically comprise an initial assessment, followed by logging in an impact register, with a regular review of their status and close out plan.

CLRL recognise this as a legal duty, and it aims to make sure that the assessments, consultation and monitoring activities and their results are clear and published. Further details of our monitoring and evaluation processes will be made available.

Publishing assessment results

On the completion of the EqIA final assessment the results will be published. These will include how the effects of the project were assessed, including consultations, a summary of the results, any technical reports (with guidance), a review of the options and a statement of recommended action.

This will be followed by a consultation of the recommended action, and include a summary of replies received, an assessment of policy options following responses received, and a statement of intended action.

APPENDIX 5**EqIA INFORMATION**

The following is a proposed draft timescale for the EqIA programme:

February 2005	EqIA Initial Screening and First REqIA Report to support Bill
March 2005	Draft EqIA Pilot Report
April 2005	EqIA Pilot Report published on Crossrail website with CLRL Inclusion Policy.
May 2005	Report on good practice study on how to mainstream effective equality processes and thinking
July 2005	EqIA report on Policy and Scheme assessment
2006	Initial Design Assessment, including disability work from David Bonnett Associates and impacts from enabling works construction phase
2007-10	Further reports on Design Assessments and Construction works
2010-3	Construction Assessments reports
2014	Operational Assessments reports

APPENDIX 5 EQIA ASSESSMENT SEQUENCE

PROJECT PHASE	OUTLINE SCHEME DESIGN & EIA	DETAIL DESIGN	CONSTRUCTION & COMMISSIONING	OPERATIONAL & COMMERCIAL POLICIES	PASSENGER OPERATIONS
TARGET GROUP					
Timeline	2004-5	2005-10	2005-13	2005-13	2013-on
GENERAL ASSESSMENT METHOD	Interviews, research and assessment on Policy and EIA	Interviews, research and assessment on detail design	Impact monitoring of works, plus employment practices	Review changes in legislation and demographics	Third parties monitoring their activities
GENDER (female and transgender)	Expert guidance for project team	Project Eng & expert assessment for built environment	Monitoring*	Monitoring*	Project hands over monitoring to Operations and Maintenance companies.
RACE (Asian, Black, Chinese and mixed race)	Expert guidance for project team	Monitoring*	Monitoring*	Monitoring*	
DISABILITY (all disabled people)	Expert guidance for project team (D Bonnett Assoc)	Expert guidance for project team (D Bonnett Assoc)	Monitoring*	Monitoring*	
AGE (50+)	Guided by experts [with benefits from disability work]	Guided by experts	Monitoring*	Monitoring*	
AGE (17-25 & children)					
FAITH (various faith groups)	Guided by experts	Monitoring*	Monitoring*	Monitoring*	
SEXUALITY (lesbians, gay men and bisexuals)	Expert guidance for project team	Monitoring*	Monitoring*	Monitoring*	

*Monitoring includes reviewing employment practice and previously identified impacts.
David Bonnett Associates are design consultants specialising in mobility restricted access.

REPORTS



APPENDIX 6**CLRL Equality Impact Assessment Methodology**

Equality Impact Assessment (EqIA) is a process by which Cross London Rail Links Limited (CLRL) maintains a high standard of corporate social responsibility in regard to equality for those who come into contact with Crossrail and associated work. CLRL supports the view that bias and illegal discrimination have no place in modern working practice and that their reduction will lead to a general improvement in quality of life.

CLRL has developed a methodology for carrying out an EqIA that seeks to provide a comprehensive assessment, and which has been developed in conjunction with Transport for London (TfL) and other industry bodies. It provides guidance on how the assessment will be efficiently and equitably implemented on Crossrail.

The assessment will initially be carried out during the detailed project planning and design stages to identify any potential discrimination caused by project works at the earliest opportunity. This will enable any issues that are identified to be dealt with as quickly as possible. It will also be updated as part of the project implementation process.

This proposal has been designed to make the assessment relevant and proportionate. CLRL welcomes comments that will improve its development and implementation.

This section provides an outline of the EqIA methodology.

The Process**Section One: Initial Screening**

CLRL has carried out an Initial Screening of all priority groups. Screened proposals which have a high likely negative impact in any one of the priority groups will then require a full impact assessment.

Section Two: Full Impact Assessment

Part A of the full impact assessment collects and assesses evidence of positive and negative impacts; Part B recommends actions to manage negative impacts, ensures positive ones are implemented and actions taken to improve relations with priority groups.

The Priority Equality Groups

See Appendix 3 for the list of priority equality groups.

Socio-economic condition is addressed in the assessment of the economic effects of the project within the CLRL business case and is excluded from this analysis.

The Impact Test

The test being applied in the EqIA is whether the project differentiates between an equality priority group and others. Likely impacts¹¹ can be either positive¹² or negative¹³; these will be graded by their expected severity.

The assessment will take account of the impact of individual scheme components in an area. The mitigation measures taken to address the impact on a priority group will be designed to be an adequate and proportionate response to the impact.

Proportionality

The resources given to a particular impact should be proportionate to its relevance to the duty under the legislation. CLRL will give proportionally higher priority to those impacts that have the greatest potential for discrimination. This does not mean that smaller priority groups will be treated less fairly, but that Crossrail will seek to apply the available resources to the greatest effect.

The time spent on the assessment should be proportionate to the relevance of the impact to equality issues, taking into consideration the nature, duration and severity of the impact.

¹¹ An 'impact' may be a geographical site where there is a residual impact, for instance as shown in the EqIA Impact Register, or it may be a policy that is being reviewed.

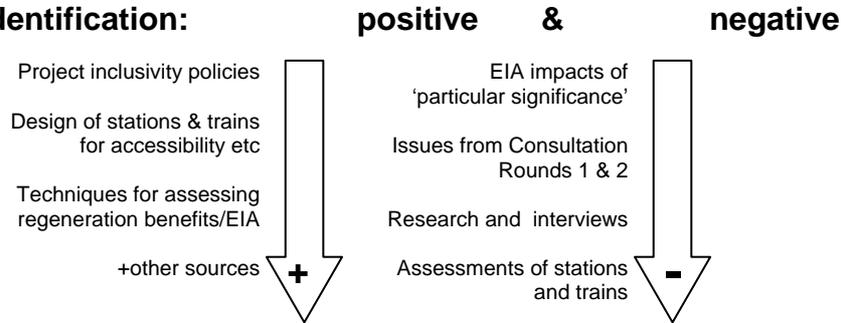
¹² A positive impact could be specific training for a particular ethnic group which would have a positive differential impact on this group compared to its impact on all other people. It would not, however, necessarily have a negative impact on the other groups.

¹³ A negative impact is one where there is differential discrimination without an adequate mitigation; for instance it could be a building constructed without an induction loop, which would negatively discriminate against those visitors with a hearing impairment.

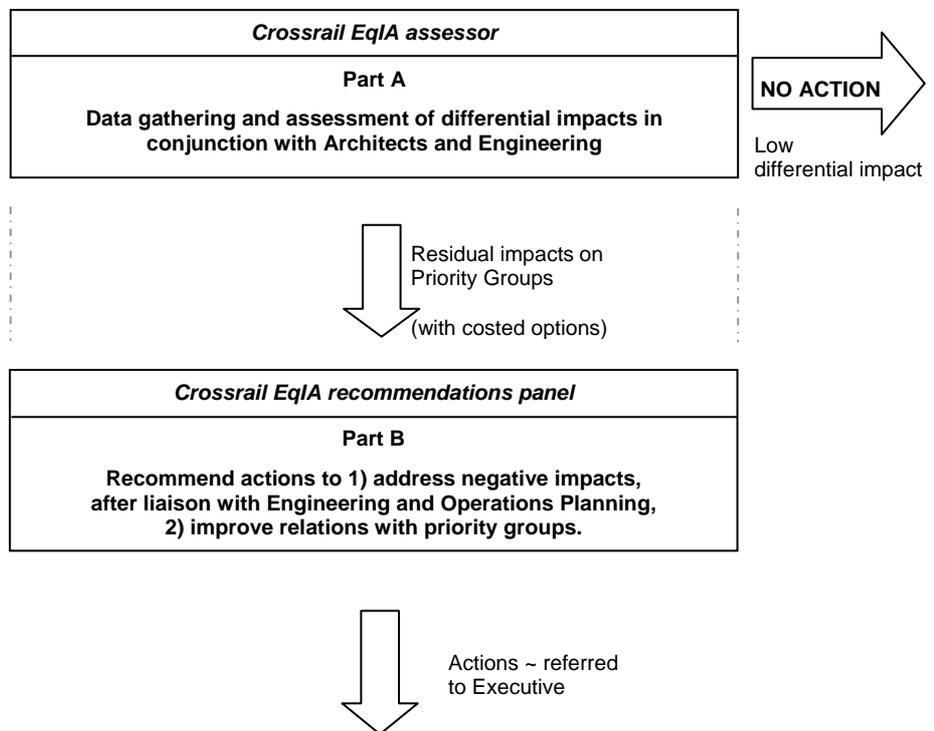
Process Map

The proposed process is shown below, and described in detail in following section.

Impact identification:



Assessment:



Outcomes:

Address negative impacts

- further consultation, negotiation or monitoring
- development of mitigation
- agreement for no further action

Highlight positive actions

- + system-wide positive impacts on priority groups
- + specific measures to reduce bias (briefings for disabled etc)
- + promotion of improved race and community relations

The Full Impact Assessment Process

The full impact assessment takes place in two stages, Part A 'Data collection and analysis' and Part B 'Reviewing and recommendations'.

Part A: Data collection and analysis

Data collection

Identification of likely impacts and collection of their details will be carried out in a repeatable and systematic process along the line of route.

In the following paragraphs sources of likely impacts have been listed. Once those impacts have been identified, details of the nature of each impact¹⁴ will be researched.

To minimise variation between subjective assessments and make the collection of data systematic and transparent a number of initiatives will be used:

- generic guidance will be compiled by experts on the priority groups which will cover the nature of impacts which may be expected across the line of route
- a structured data gathering process has been developed and is in use by CLRL's disability consultants and will be reviewed for use on other priority groups
- the gathering of impact data will be facilitated by using pre-prepared pro formas and other methods

Data collection will include face to face interviews, meetings and correspondence with representatives of local groups, as well as analysis of existing data and reports from sources such as the 2001 Census.

Sources of data

CLRL has carried out some research to look for authoritative work showing where suitable sources of data on equality issues may be found for large infrastructure projects. Some broad guidelines exist in the DfT and TfL guidance, together with the CLRL work on Initial Screening, Pilot Study and consultation with the CLRL's inclusivity advisors. This work has suggested the following sources of data which CLRL can draw on:

- data on residual impacts of significance in the Environmental Statement
- various consultation sources listed below
- existing reports and analyses from current the transport services
- complaints made directly to TfL and DfT
- newspaper, journals and magazine articles

¹⁴ Details collected will include the type of impact, and as appropriate, its duration, frequency and severity.

The consultation sources include those in the priority groups or representing them locally and nationally, local community groups, the local authority, and the current rail operators.

Analysis of the impact

After an impact has been identified, further details will be required in order to assess severity.

These will be obtained from similar sources previously consulted:

- the 2001 census data
- Local authority and TfL databases
- Specialists, consultants and others' reports and analyses

Severity of predicted impacts will be measured using a similar method as used in the environmental assessment, by looking at the duration, frequency, size, location and sensitivity of the impacts which are relevant to each priority group. The effectiveness of, and ability to accommodate mitigation will also be taken into account.

This data will be used to categorise the effect of each impact, which will then be presented in a form as shown in Appendix 5.

Proof of principle for methodology

The pilot assessment will include a statistical screening of all 'significant' impacts in the Crossrail Environmental Impact Mitigation Register using 2001 census data. It will be used to prove the integrity of the proposed process for age, faith, gender and race strands.

The test will check that all 'high significance' residual impacts in the Mitigation Register, which have a 'high' equality impact, have been captured and correctly analysed for these groups.

Part B: Review and recommendations

Recommendations panel

The results provided by the EqIA team will be collated into an EqIA Report for all sites, which will then be reviewed by a Recommendations Panel to consider the need to address any residual impacts.

This panel will be made up of DfT and TfL staff, Crossrail personnel representing Environment and Planning, Railway Infrastructure Development, Operations, Statutory Consents, Consultation and EqIA, and other representatives.

Recommendations requiring expenditure will either go through change control or be deferred until the appropriate stage in project development and implementation.

Evidence on recommendations and decisions made will be captured, providing transparency and traceability.

The decision making process may require costing information to be provided by Engineering so that appropriate budgeting can be authorised and the effect on the CLRL business case calculated.

Conflicting policies

In endeavouring to meet Equality policy objectives, recommendations may be made which conflict with other policy objectives, such as minimising environmental or heritage impacts. Where a potential conflict is detected it will be referred to the owner of the policy.

Appendix 7

DATA

Demographic and Population characteristics within a 1km radius of crossrail stations

Census 2001 % Ethnic Groups – 1km radius

Crossrail Station	White	Mixed	Asian	Black	Chinese
Maidenhead	86%	1%	10%	1%	2%
Taplow	95%	1%	3%	1%	1%
Burnham	84%	2%	11%	3%	1%
Slough	48%	3%	41%	7%	1%
Langley	82%	2%	12%	4%	1%
Iver	92%	1%	6%	1%	1%
West Drayton	84%	2%	9%	3%	1%
Heathrow (Both Stations)	64%	2%	24%	6%	4%
Hayes	54%	3%	34%	7%	2%
Southall	15%	2%	71%	8%	3%
Hanwell	70%	4%	11%	11%	3%
West Ealing	75%	4%	10%	8%	3%
Ealing Broadway	79%	3%	8%	4%	5%
Acton Main Line	65%	5%	12%	10%	8%
Paddington	70%	5%	10%	6%	8%
Bond Street	79%	3%	8%	4%	7%
Tottenham Court Road	72%	3%	13%	5%	8%
Farringdon	78%	3%	8%	7%	4%
Liverpool Street	49%	2%	41%	6%	2%
Whitechapel	38%	2%	54%	5%	2%
Isle Of Dogs	57%	2%	27%	8%	6%
Royals	58%	4%	8%	25%	5%
Abbey Wood	75%	3%	5%	14%	3%
Stratford	46%	4%	18%	29%	3%
Forest Gate	33%	4%	39%	22%	2%
Manor Park	27%	3%	50%	18%	2%
Ilford	33%	3%	48%	15%	2%
Seven Kings	39%	3%	44%	12%	1%
Goodmayes	51%	3%	34%	10%	1%
Chadwell Heath	79%	2%	10%	7%	1%
Romford	91%	2%	3%	2%	1%
Gidea Park	95%	1%	2%	1%	1%
Harold Wood	95%	1%	2%	1%	1%
Brentwood	94%	1%	2%	1%	1%
Shenfield	97%	1%	1%	0%	1%
1KM TOTAL	60%	3%	25%	9%	3%

Census 2001 Population – 1km radius

Crossrail Station	Population	Crossrail Station	Population
Maidenhead	8,497	Liverpool Street	16,948
Taplow	1,901	Whitechapel	43,757
Burnham	15,382	Isle Of Dogs	19,588
Slough	14,875	Royals	11,513
Langley	9,251	Abbey Wood	18,832
Inver	1,268	Stratford	12,654
West Drayton	11,374	Forest Gate	33,171
Heathrow (Both Stations)	897	Manor Park	25,337
Hayes	12,982	Ilford	24,015
Southall	24,350	Seven Kings	23,970
Hanwell	19,034	Goodmayes	21,592
West Ealing	25,307	Chadwell Heath	19,007
Ealing Broadway	17,403	Romford	13,400
Acton Main Line	18,880	Gidea Park	13,832
Paddington	38,643	Harold Wood	9,310
Bond Street	17,994	Brentwood	9,728
Tottenham Court Road	20,697	Shenfield	6,565
Farringdon	23,943	1KM TOTAL	607,403

APPENDIX 8**ENVIRONMENTAL STATEMENT RESIDUAL RACE IMPACTS**

The residual impacts identified in the Environmental Statement have been screened for race impacts. These impacts are outlined in the separate Appendix 8 Excel chart. Appropriate mitigation measures for all these impacts will be developed through CLRL's ongoing Equality Impact Assessment work and in consultation with the local communities, representative organisations and relevant experts.

APPENDIX 9

CLRL STAKEHOLDERS

Organisations

Abbey Wood Community Centre
 Acton Community Network
 Acton Green Residents' Association
 Afro West Indian United Council of Churches
 Aldwych Building Tenants' Association
 Apasenth
 Armourers & Brasiers Company
 Arnold Road Residents' Association
 Aylesbury Vale District Council
 BAA Plc
 Bahai Community of the United Kingdom
 Balfour of Burleigh Residents' Association
 Bangladesh-British Chamber of Commerce
 Bangladeshi Welfare Association
 Baptist Church
 Barbican Residents' Association
 Barlby Road Estate RA
 Barleymow Estate Residents' Ass.
 Bayswater Residents' Association
 Behno Ka Ghar (Eastwards Trust)
 Belvedere Community Forum
 Bernardo's Centre
 Bernardo's Family Together Centre
 Bethnal Green & Victoria Housing Association
 Bethnal Green Training Centre
 Betterton Houses Tenants' Association
 Bloomsbury Association
 Bloomsbury Partnership
 Bluebird Boats
 Board of Deputies of British Jews
 Borough of Brentwood
 Borough of Dartford
 Borough of Gravesham
 Borough of Slough
 Boyer Group of Companies
 Brady Street Community Centre
 Brentwood Diocesan Office
 Brick Lane Business Association
 Brick Lane Mosque
 British Chambers of Commerce
 British Horse Society
 British Museum Friends
 British Waterways
 Buckinghamshire Federation of Community Associations
 Buddhist Society
 Bury Place Residents' Association
 Business in the Community
 Byways and Bridleways Trust c/o The Hyde Park Appeal
 CABE
 Campaign to Protect Rural England
 Capra
 Central Rail Users Committee
 Chelmsford Commuters and Rail Travellers (CART)
 Chelmsford Diocesan Office
 Chenies Chambers Tenants and Residents' Association
 Chiltern Society
 Christ Church Gardens Youth & Community Project
 Christ Church School
 Christ Church Spitalfields
 City Heritage Society
 City of Westminster
 Civic Trust
 Collective of Bangladeshi School Governors
 Community Organisation Forum
 Confederation of British Industry
 Conservative Disability Group
 Corporation of London
 Council for British Archaeology
 Council of African & Afro-Caribbean Churches (UK)
 Countryside Agency
 County of Buckinghamshire
 County of Essex

County of Kent	Friends of Tower Hamlets Cemetery
Covent Garden Business Forum	Gemma
Covent Garden Business Group & Covent Garden	Greater London Authority
Community Association	Gordon Mansions Residents' Association
Covent Garden Community Association (CGCA)	Greater London Action on Disability
Crow Area Residents' Association	Greater London Archaeology Advisory Service
Cyclists' Touring Club	Green Party
DCMS	Greenford, Perivale & Northolt Community Network
Department for Environment, Food and Rural Affairs	Greenwich Environment Forum
Development Trusts Association	Gresse Street Tenants & Leaseholders' Assoc
Devon & Cornwall Business Council	Grosvenor and Mayfair Residents' Association
Disabled Persons Transport Advisory Committee	Grosvenor Estates
District of South Bucks	Hammersmith and Fulham
Docklands Business Centre	Historic Buildings Group
Docklands Light Railway	Hammersmith Society
Dudley Court Tenants' Association	Hanway Place Residents' Association
Ealing & Hanwell Community Network	Hanwell Residents' Association
Ealing Borough Senior Citizens Action Group	Hanwell Steering Group
Ealing Chamber of Commerce	Hanwell Village Green Conservation Area Residents' Association
Ealing Friends of the Earth	Harlow Rail Users Group
Ealing Passenger Transport Users Group	Harrowby and District Residents' Association
East London Business Alliance	Havering Friends of the Earth
East London Mosque	Hayes Community Forum
East London Waste Authority	Hindu Council (UK)
East of England Development Agency	Hitcham & Taplow Preservation Society
East of England Regional Assembly	Holborn Business Partnership
EC1 New Deal	Holborn Community Association
Ecological Design Association	Holborn Neighbourhood Forum
Ecology Consultancy	Holmefield House RA
English Heritage	Hyde Park (Brigg) Stables
English Nature	Hyde Park Estate Association
Environment Agency	Hyde Park Gardens and Stanhope Terrace Residents' Association
Environmental Transport Association	Iford Town Centre Partnership
Erith Town Forum	Imams & Mosques Council (UK)
Essex Chambers of Commerce	Islington Archaeological & History Society
Ethnic Minority Enterprise Project	Islington Chamber of Commerce
European Parliament	Islington Council
Exeter Chamber of Commerce	Iver & District Countryside Association
Federation of Private Residents' Association	Iver Parish Council
Fitzrovia Neighbourhood Association	
Five Roads Forum	
Friends of the Earth	

Jagonari Women's Centre	Mecklenburgh Square Residents' Association
Kensington Housing Trust	Methodist Church
Kent Thameside Chamber of Commerce	Mile End Old Town Residents' Association (MIOTRA)
Kent Wildlife Trust	Millman Street Tenants & Residents' Association
Kingston Episcopal Office	Minority Ethnic Business Federation
Kobi Nazrul Centre	Muslim Council of Britain
LA21 Transport Group	National Council of Hindu Temples
Land Securities	National Maritime Museum
Leopold Estate Tenants' Association	Network of Buddhist Organisations (UK)
Licensed Taxi Drivers' Association	Network of Sikh Organisations (UK)
Lindsay House Residents' Association	New Avenues Youth & Community Project
Living Streets	New Compton Street Associates
Local Area Partnership	New Square Mile Business Association
London Borough of Barking and Dagenham	Newham Association for the Disabled
London Borough of Bexley	North Paddington Society
London Borough of Camden	North Woolwich Old Station Museum
London Borough of Ealing	Northampton Diocesan Office
London Borough of Greenwich	Nye Stables
London Borough of Hammersmith and Fulham	Ocean New Deal for Communities
London Borough of Havering	Office of the Chief Rabbi
London Borough of Hillingdon	Open Spaces Society
London Borough of Islington	Oxford Diocesan Office
London Borough of Newham	Oxford Street Association
London Borough of Redbridge	Paddington Central
London Borough of Tower Hamlets	Paddington Residents' Active Concern on Transport
London Buddhist Centre	Paddington Waterways and Maida Vale Society
London City Airport	Park Cafe Limited
London Civic Forum	Port of London Authority
London Development Agency	Queen Court Residents' Association
London Diocesan Advisory Committee	Queen's Park Estate Society
London Diocesan Office	Queen's Park Residents' Association
London Fish Merchants' Association (Billingsgate) Ltd	Rail Passenger Committee (Western England)
London Rivers Association	Rail Passengers Committee Eastern England
London Society	Rail Passengers Committee Southern England
London Transport Users Committee	Ramblers' Association
London Wildlife Trust	Red Lion Leaseholders Association
London's Older Persons' Strategy Group - Transport Subcommittee	Red Lion Tenants and Residents' Association (Leaseholders Group)
Mary Ward Centre Holborn Community Development Project	
Marylebone Association	
Marylebone Travellers Association	
Mayfair Association	
Maylands Green Belt Action Group	

Redbridge Chamber of Trade & Commerce	St Dunstons Church
Residents Association of Mayfair	St John's Wood Society
Residents of Old Gloucester Street	St Marylebone Society
River Thames Society	St Mungos Hostel
Rochester Diocesan Office	Sterling Concessions Limited
Royal Docks Trust	Stockley Park Consortium Ltd
Royal Borough of Kensington and Chelsea	Stone Parish Council
Royal Borough of Windsor and Maidenhead	Stratford Community Forum
Royal Society for the Protection of Birds	Sunderland Terrace Residents' Association
Rugby and Harpur Residents' Association	Swaminarayan Hindu Mission
Save London's Theatres Campaign	Swinbrook Estate RA
SELTRANS	Taplow Parish Council
Serpentine Running Club	Tawfiq Somali Community Association (Bedford House)
Slade Green Community Forum	Thames Gateway London Partnership
Smithfield Market Traders' Association	Thames Valley Chamber of Commerce
Smithfield Trust	Thames Water Property Services Ltd
Society of Friends	The Chilterns Conservation Board
South Bucks Access Group	The Church Commissioners
South Bucks District Council	The Committee of the Brick Lane Jamme (central) Mosque
South East Bayswater Residents' Association	The Environment Trust
South East England Development Agency	The Garden History Society
South East England Regional Assembly	The Georgian Group
South East Forum for Sustainability	The Islington Society
South London Economic Development Alliance	The Knightsbridge Association
Southall Community Network	The London Forum of Amenity and Civic Societies
Southall Transport Action Group	The London Railway Heritage Society
Southend-On-Sea Railway Travellers Association	The London Thames Gateway Forum
Southwark & London Diocesan Housing Association	The Monega Association
Southwark Diocesan Office	The Nursery
Spitalfields City Farm	The Pedestrian Association
Spitalfields Community Association	The Ramblers' Association - East Berkshire
Spitalfields Historic Buildings Trust	The Royal Parks
Spitalfields Small Business Association Limited	The Society for the Protection of Ancient Buildings
Spitalfields Society	The Soho Society
Sport England	The Sustrans
St Annes' Church & School	The Theatres Trust
	The Twentieth Century Society
	The Victorian Society
	Thomas Buxton School
	Thorney Weir House
	Tower Hamlets Community Housing
	Tower Hamlets Parents Centre

Toynbee Hall
Toynbee Housing Group
Trellick Tower RA
Trentishoe Tenants and Residents'
Association
Tybalds Close Tenants' Association
UK Islamic Mission
Vishwa Hindu Parishad
Visit Britain
Walpole Residents' Association
West Row RA
West Silvertown Village Community
Foundation
Westbourne Neighbourhood
Association

Westminster City Council
Westminster Diocesan Office
Westminster Society
Wildlife Trust
Winter Garden House Residents'
Association
Woodland Trust
Woodseer & Hanbury Residents'
Association
World Wildlife Fund UK
Wornington Green RA
Zoroastrian Trust Funds of Europe