

**Summary of Cross London Rail Links Limited's Disability Impact  
Assessment  
December 2006**

This document outlines Cross London Rail Links Limited's (CLRL) response to the introduction of the new Disability Equality Duty which came into effect in December 2006.

The Disability Discrimination Act 2005 places a duty on public bodies to promote equality of opportunity for disabled people. This includes the Department for Transport and Transport for London (the joint owners of CLRL). The duty means that public bodies must:

- Eliminate discrimination against disabled people
- Eliminate harassment against disabled people
- Promote equality of opportunity between disabled and other people
- Introduce steps to take account of disabled persons' disabilities, even where that involves treating disabled people more favourably than other people.

The Department for Transport and Transport for London are named public bodies which mean they also have a duty to produce a Disability Equality Scheme (DES) which explains how they will fulfil the requirements of the general Disability Equality Duty.

CLRL has assessed its current policies and procedures in a Disability Impact Assessment (DIA) which forms part of the Department for Transport's DES. The first DES/ DIA will run from 4 December 2006 and will be reviewed after 3 years.

This summary outlines the methodology and main conclusions of the CLRL DIA and the next steps.

### **Methodology**

The DIA was an internal assessment of CLRL's policies and procedures. The DIA was then subject to review by CLRL's Inclusivity Review Group – which includes external experts on inclusivity and access. Disabled groups were offered the chance to comment but no responses were received. Initially only those policies and procedures marked to have a high potential impact have been assessed. The rest of the policies will be assessed within the 3 year life of the DfT's DES.

Crossrail's main activities are or will be planning, construction, operation and communication; each will have different impacts on disabled people. The project is currently in the planning phase focusing on acquiring the legal

powers to build Crossrail via a Hybrid Bill in Parliament. The details of how Crossrail will operate and the detailed design of stations and trains are yet to be decided; these will be finalised after the Bill has received Royal Assent. Nevertheless, key statements of principle, policies and procedures are currently being decided and it is important that the needs of disabled people are fully considered. This is what this DIA has focussed on.

## **Results**

222 policies and procedures were identified within CLRL of which 48 were marked to have high potential impact, 70 a medium impact and 104 a low impact. The high impact policies and procedures were assessed in detail – from this 23 work streams were identified in order to ensure CLRL's policies address the needs of disabled people. This involved amending documents, capturing unwritten policies, or cross-referring policies to the key CLRL equality documents, namely CLRL's Inclusivity Policy and Equal Opportunities Policy.

## **Conclusion**

Ensuring the principles of disabled access are embedded within CLRL's policies sets a good framework for the future development of policies and procedures as we move into the construction phase of Crossrail after Royal Assent. CLRL will do this by ensuring we follow appropriate best practice and industry standards.

## **Next Steps**

1. CLRL will review and update the policies and procedures that have been identified as having a high impact on disability equality to ensure compliance with the general Disability Equality Duty; this will be done by 4 December 2007.
2. The policies and procedures marked to have a medium potential impact will also be reviewed by 4 December 2007. This review will include any new policies or procedures.
3. The policies and procedures with a low potential impact will be reviewed by 4 December 2009.
4. CLRL will mainstream values of inclusivity throughout the company to ensure the needs of all are considered.