

Part 24 – Inclusivity

24.1 Introduction

For the purposes of this part of the Works Information, inclusivity means proactively seeking to address the barriers to participation, whether as employees, customers or other stakeholders, by all members of the community whatever their identity or access needs.

The *Employer* has established an Inclusivity Policy to address the complex legislative framework that governs the need for the planning, design, construction and operation of the Programme to deliver an inclusive railway system.

The Inclusivity Policy further sets out the *Employer's* aspiration to deliver a railway that exceeds the legislative requirements to:

- contribute to the creation of an inclusive transport system;
- ensure the construction and operation of the Project with the minimum practicable negative impact on Priority Equality Groups (namely women; black and minority ethnic people; disabled people; lesbians, gay men, bisexual and transgender people; faith groups; older people, children and young people, and those on low income);
- contribute to the processes and procedures adopted in the construction and operation of the Project to reduce to the minimum practical level the negative impact on the Priority Equality Groups
- take decisions that affect the public on the basis of evidence and inclusive consultation including consultation with Priority Equality Groups; and
- achieve the greatest practicable benefit to communities by working in partnership with other transport providers, developers and local authorities.

This part of the Works Information sets out the minimum requirements for the *Contractor* to achieve compliance with the *Employer's* Inclusivity Policy.

24.2 Policy Statement

The *Employer's* Inclusivity Policy Statement is attached in Appendix 24A to this Works Information.

24.3 The Contractor's main responsibilities

24.3.1 Application of Inclusivity

The *Contractor* shall:

- Comply with the *Employer's Inclusivity Policy*. ;
- demonstrate inclusivity by adopting an evidence based approach to the needs of the diverse communities affected by the *works*;
- ensure that resources are appropriately allocated and prioritised to activity in the areas of greatest positive impact whether by geography or issue (to be determined in consultation with the *Project Manager*); and
- cooperate with the *Project Manager* to proactively report progress on inclusivity at key and agreed stages.

24.3.2 Consideration of Inclusivity in Providing the Works

The *Contractor's* shall consider inclusivity requirements in Providing the Works including the following activities:

- the development of procedures and plans for delivery of the *works*;
- procurement policies and procedures and contractual frameworks with Subcontractors;
- the provision and dissemination of information about the *works* to the local community (for example information sheets provided as part of the requirements of Works Information Volume 2B Part 9);
- the design of part of the *works* for which the *Contractor* has responsibility to provide, develop or complete the design;
- the design of Equipment or temporary works for the works particularly where the impact on the local community extends beyond the Working Areas;
- the planning and provision of site layouts and accesses and the routing of staff and operatives to and from the Working Areas;
- ensuring that people with reduced mobility and those with other forms of disability continue to have access to services and buildings where access is temporarily disrupted by the *works*; and
- the planning, implementation and subsequent removal of temporary footway and traffic diversions (for example provision of tactile paving on temporary footway diversions).

The *Contractor* shall provide training to employees and subcontractors and suppliers of any tier on the specific inclusivity requirements relating to the *works*.

The *Contractor* shall co-operate with the *Project Manager* and *Employer* in establishing the specific inclusivity requirements relating to the *works* through:

- community engagement with local and London-wide groups and with national groups where no local group is available;
- information gathered from third parties as a result of community representation or engagement;
- research either through existing research findings or through conducting new research;
- an equality impact assessment (as part of the *Employer's* duty under the Race Relations Amendment Act 2000); and
- keeping abreast of demographic, social policy and legislative change as well as technological advancement and state of the art design solutions.

24.4 Appendices

Appendix 24A *Employer's* Inclusivity Policy Statement