**The Public Sector Equality Duty**

**Overview**

From September 2014, the reclassification of Network Rail means that we need to respond positively to the Public Sector Equality Duty. This duty is the part of the Equality Act 2010 which requires public bodies and organisations that ‘carry out public functions' to consider everyone's needs in their day-to-day work.

For instance, we need to think about how accessible our stations and footbridges are for older and disabled customers and how our HR policies may impact differently on men and women. By understanding how different people will be affected by the decisions we make, we will design and deliver an organisation and a rail infrastructure that is appropriate and accessible for everyone.

**Diversity Impact Assessments**

A Diversity Impact Assessment (DIA) is the method we have chosen to demonstrate that we have met our duties within the Equality Act 2010. Like a risk assessment process, a DIA is a tool that helps us to make sure that our programmes, policies, projects and the way we design, build and operate services works well for our staff and our customers. The essential guide to carrying out a DIA is provided below, and the template is available in the sidebar of the [Making Travel Accessible](https://safety.networkrail.co.uk/home-2/environment-and-sustainable-development/social-performance/making-travel-accessible/) page.

* [Everyone Guide to Diversity Impact Assessments](http://16cbgt3sbwr8204sf92da3xxc5m-wpengine.netdna-ssl.com/wp-content/uploads/2016/11/Everyone-Guide-to-Diversity-Impact-Assessments.pdf%22%20%5Ct%20%22_blank)

**Further information and examples**

More information about Network Rail’s approach can be found [here](https://www.networkrail.co.uk/who-we-are/diversity-and-inclusion/access-and-inclusion/inclusive-design/diversity-impact-assessments/), where you will also find a list of example DIAs.