The Great Grid Upgrade

North Humber to High Marnham

NHHM-AEC-CNS-REP-0158

North Humber to High Marnham

Volume 7: Other Documents

Document 7.21 Equality Impact Assessment

Final Issue A

October 2026

Planning Inspectorate Reference: EN020034

Infrastructure Planning (Applications: Prescribed Forms and Procedure) Regulations 2009 Regulation 5(2)(q)

nationalgrid

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Executive summary

Introduction

National Grid Electricity Transmission plc (National Grid) is developing the North Humber to High Marnham Project (the Project), a proposed new 400 kV electricity transmission connection between East Riding of Yorkshire and Nottinghamshire. The Project would reinforce the national electricity transmission network, enabling the connection of new low carbon energy generation and supporting the delivery of the UK Government's clean power and net zero ambitions. The Project is a Nationally Significant Infrastructure Project (NSIP) for which development consent is being sought through a Development Consent Order (DCO) under the Planning Act 2008 (HM Government, 2008). It is recognised as a critical reinforcement to provide the network capacity required to meet future electricity demand and support the transition to a low-carbon energy system.

This Equality Impact Assessment (EqIA) assesses the potential impacts of National Grid Electricity Transmission plc's (National Grid) North Humber to High Marnham Project (the 'Project') on protected characteristic groups, as defined under the Equality Act 2010 (HM Government, 2010). The assessment considers how the consultation, construction, operation and maintenance phases of the Project may differentially or disproportionately affect these groups.

The purpose of the EqIA is to assist the Secretary of State in determining National Grid's application for development consent for the Project by demonstrating that due regard has been given to the aims of the Public Sector Equality Duty (PSED). This duty arises by virtue of S149 of the Equality Act (HM Government, 2010).

The Project is located in the east of England across the Humber and East Midlands regions and comprises approximately 90km of a new 400 kilovolt (kV) electricity transmission connection between two new proposed substations (Birkhill Wood and High Marnham Substations).

A desk-based review was undertaken to inform the assessment of potential equality impacts. This involved: a review of relevant legislation and policy; review of all relevant Project documentation being submitted as part of the development consent application; review and analysis of population data on protected characteristic groups and socioeconomic deprivation; review of equality monitoring information and consultation feedback and a review of pre-application consultation and engagement activities undertaken.

Summary of Potential Impacts

The EqIA identified the following potential impacts on protected characteristic groups associated with construction and operation of the Project:

Construction

- Wellbeing impacts due to visual changes in landscape which may impact those who spend more time at home, such as older people, disabled people, young children and pregnant people;
- Diversions and closures of public rights of way (PRoW) which may disproportionately impact older people, disabled people and those with pushchairs;

- Increased construction traffic which may impact road users more vulnerable to road traffic accidents and those using roads to access community and healthcare facilities, education and employment;
- Noise, vibration and air quality changes, which may differentially affect children, older people, pregnant people and people with sensory or respiratory conditions; and
- There may be positive impacts due to employment and educational opportunities associated with construction of the Project.
- Consultation feedback identified concerns relating to temporary access restrictions, road and PRoW diversions, loss of trees and vegetation, privacy and screening, safety, disruption to agricultural activities, and the availability of clear project information. These issues have been considered within the assessment of equality impacts.

Operation (inc. Maintenance)

- Visual changes to the landscape as a result of the operational electricity transmission infrastructure and very low levels of operational noise. This may disproportionately impact people with disabilities, although the impacts are not anticipated to be significant.
- More widely, the Project is anticipated to deliver wider societal benefits through improved energy security and renewable energy integration.

Mitigation of Impacts During Construction and Operation

Construction impacts will be limited as they will be short-term in nature. More widely, the potential negative impacts of the Project are mitigated through embedded design measures, good practice, and management of construction and operation processes.

Consultation and engagement

There are likely to be positive impacts due to National Grid's consultation approach having a focus on engaging with underrepresented groups and offering accessible information and multiple response options (online and in person) which helps to reduce digital and geographic barriers to participation. An **EqIA survey** (Appendix B) was also used to help understand participation by people with protected characteristics and inform ongoing engagement activities where appropriate.

Conclusion

The EqIA demonstrates that National Grid has paid due regard to the needs of protected characteristic groups and provides the Secretary of State with the necessary information to have regard to the requirements of the Equality Act 2010 (HM Government, 2010) and the PSED when determining the application for development consent.

The EqIA identifies several potential negative equality impacts during construction. However, the impacts are not anticipated to be significant and are mitigated through embedded design measure and good practice construction management.

During operation, the equality impacts are anticipated to be minimal. Furthermore, the Project will deliver wider societal benefits, including improved energy security and support for renewable energy integration which is likely to positively affect all communities and may be particularly beneficial for lower-income households and people with disabilities who typically experience higher household energy bills.

1. Introduction

1.1 Overview

1.1.1 National Grid Electricity Transmission plc (National Grid) owns and maintains the national high voltage electricity transmission network throughout England and Wales.

1.1.2 The transmission network connects the power from where it is generated to the regional distribution network operators who then supply businesses and homes.

1.1.3 National Grid holds the Transmission Licence for England and Wales, and its statutory duty is to develop and maintain an efficient, coordinated and economical system of electricity transmission and to facilitate competition in the generation and supply of electricity, as set out in the Electricity Act 1989.

1.1.4 National Grid has developed plans for the North Humber to High Marnham Project (the Project). The Project would support the UK government's net zero target through the connection of new low carbon energy generation and by reinforcing the transmission network.

1.1.5 The Project would establish a new 400 kilovolt (kV) transmission connection approximately 90 kilometres (km) in length between a new substation to be built in the vicinity of Birkhill Wood, located to the north of Hull near Creyke Beck in the East Riding of Yorkshire, and a new substation at High Marnham in Nottinghamshire.

1.1.6 The reinforcement is needed because the existing transmission network, even with current upgrading, will not have sufficient capacity for the new renewable energy (a substantial proportion of which would be generated by offshore wind) that is expected to connect to the network over the next 10 years and beyond. Completion of the Project, together with other new reinforcements across the country, will meet this future energy transmission demand across the UK.

1.1.7 The Project is a Nationally Significant Infrastructure Project (NSIP), and National Grid is seeking development consent under the Planning Act 2008. NSIPs require a type of planning permission known as a Development Consent Order (DCO). Instead of applying to the local authority for planning permission, the developer must apply to the Secretary of State via the Planning Inspectorate for a DCO.

1.1.8 National Grid has submitted an application for development consent to the Planning Inspectorate for the Project. The Examining Authority (consisting of one or more examining inspectors), after a period of public examination, will make its recommendation to the Secretary of State for Energy Security and Net Zero, who in turn will decide on whether development consent should be granted.

1.1.9 The Project has been identified as being critical to delivering a network which supports the clean power pathways for 2030 delivery.

1.2 Project Background

1.2.1 National Grid Electricity Transmission plc (the Applicant) sits within the wider National Grid Group; within the Group there are distinctly separate legal entities, each with their individual responsibilities and roles. National Grid Group sits at the heart of Great Britain's energy system, connecting millions of people and businesses to the energy they use every day. The Project is being promoted by National Grid Electricity Transmission plc.

1.2.2 Note that in this EqIA, except when referring specifically to other National Grid Group entities below, the term 'National Grid' is used to refer to National Grid Electricity Transmission plc.

1.3 Purpose and Structure of the Equality Impact Assessment

1.3.1 The Equality Act 2010 (HM Government, 2010) provides people with legal protection from discrimination. It sets out different ways in which it is unlawful for someone to be treated. The Public Sector Equality Duty (PSED) was created under the Equality Act 2010 (HM Government, 2010) and came into force in 2011 to harmonise the equalities duties, and in particular to require those subject to it to have due regard to:

- Eliminating discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010 (HM Government, 2010);
- Advancing equality of opportunity between people who share a protected characteristic (defined below) and those who do not; and
- Fostering good relations between people who share a protected characteristic and those who do not.

1.3.2 An Equality Impact Assessment (EqIA) is a tool used to identify and address equality issues that may arise from a policy, a programme or a proposal. The aim is to promote equality and to avoid discrimination.

1.3.3 The aim of the EqIA is to identify and assess any impacts of the proposals on people with the following relevant protected characteristics defined in section 149 of the Equality Act 2010 (HM Government, 2010) who live or work in areas affected by the Project:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex; and
- sexual orientation.

1.3.4 The Applicant is committed to understanding and managing the potential impacts of the Project on people who have characteristics that are protected under the Equality Act 2010 (HM Government, 2010).

1.3.5 Whilst the PSED does not apply to private bodies, the Applicant has given due regard to the matters set out in section 149(1) of the Equality Act 2010 (HM Government, 2010) when carrying out its public functions. This EqIA explains how that has been done, and how the Applicant has sought to maximise equal opportunities and foster good relations with those individuals with protected characteristics in the local area. This provides the Secretary of State with relevant information to assist in their determining the outcome of the application for development consent for the Project.

1.3.6 This EqIA considers the construction and operation of the Project and other related activities or decisions, such as community consultation and engagement, to demonstrate how equality, diversity and inclusion principles have been properly considered, and that proposals have given due regard to the needs of all protected characteristic groups (PCG).

1.3.7 This EqIA presents an assessment of the potential equality impacts, informed by baseline data, outcomes of public consultation and the content of the Environmental Statement (ES). Mitigation measures have been identified where appropriate to avoid, reduce or offset any potential adverse impacts identified and/or enhance likely positive impacts (see **Application Documents Environmental Statement Chapters 6.4** to **6.21**).

1.3.8 The Applicant must pay due regard to the PSED when carrying out public functions. Furthermore, the Secretary of State is subject to the PSED and must have regard to these requirements in determining the outcome of the application for development consent.

1.3.9 The remainder of this report is structured as follows:

- **Section 2 –** Provides an overview of the methodology which has been followed;
- **Section 3 –** Provides an overview of consultation and engagement which has taken place as a part of the Project;
- **Section 4 –** Describes a baseline data for the local area and protected characteristic groups and provides an overview of relevant high sensitivity receptors;
- **Section 5** – Provides the assessment of potential equalities impacts, together with potential mitigation measures and/or likely enhancements and beneficial effects; and
- **Section 6** – Conclusion.

1.4 Description of the Project

1.4.1 The Project is a new 400 kilovolt (kV) electricity transmission connection of approximately 90 kilometres (km) in overall length between two proposed new substations: the 400kV Birkhill Wood Substation and 400 kV High Marnham Substation.

1.4.2 The proposed new substations are subject to separate planning permissions. For more information, see **Application Document 5.4 Consents and Licences Required Under Other Legislation**.

1.4.3 The Project is located in the east of England across the Humber and East Midlands regions. The location of the Project is primarily rural, with large parts of the land under arable use. The city of Kingston-upon Hull, and the towns of Beverley, Crowle, Scunthorpe, Epworth, Haxey, Gainsborough and Retford are located within 5 km of the Order Limits. There are multiple villages and individual properties within or near to the Project.

1.4.4 The Project is located within the Local Planning Authorities (LPAs) of East Riding of Yorkshire Council (Yorkshire), North Lincolnshire Council (Lincolnshire) and Bassetlaw District Council (Nottinghamshire). To consider the area in which those with protected characteristics could experience Project-related effects, the EqIA also assesses impacts in two further LPAs: West Lindsey District Council (Lincolnshire) and Newark and Sherwood District Council (Nottinghamshire) (see Section 4.1).

1.4.5 The Project comprises:

- Approximately 90 km of new overhead line (Route Code 4AF) between the proposed new 400 kV Birkhill Wood Substation and 400 kV High Marnham Substation;
- Replacement and re-alignment of a section of the existing 400 kV overhead line (Route Code 4ZQ) between Brantingham and east of Broomfleet;
- Replacement and re-alignment of a section of the existing 400 kV overhead line (Route Code ZDA) between Ealand and west of Keadby;
- Line entry connections to a proposed new 400 kV Birkhill Wood Substation;
- Line entry connections to a proposed new 400 kV High Marnham Substation; and
- The Project would include other required works, for example, temporary diversions for works on existing overhead line routes, temporary access roads, highway works, temporary works compounds, work sites and ancillary works. The Project would also include utility diversions and drainage works. There would also be land required for environmental mitigation, offsetting, compensation and Biodiversity Net Gain (BNG).

1.4.6 A full description of the Project is provided in **Application Document 6.4 Environmental Statement Chapter 4 Description of the Project**.

1.4.7 The Project has been sub-divided into six geographical sections for reader accessibility. These are shown on **Application Document 6.1.F1 Environmental Statement Figure 1.1 Project Location and Route Sections**. It should be noted that these differ to the 11 Route Sections the Project presented during non-statutory and statutory consultations which were based on a wider Route Corridor and presented to aid consultees to provide feedback.

1.4.8 The Route Sections are illustrated on **Application Document 6.1.F1 Environmental Statement Figure 1.1 Project Location and Route Sections** and comprise:

- Route Section A – between the proposed Birkhill Wood Substation and the River Ouse;
- Route Section B – between the River Ouse and Crowle;
- Route Section C – between Crowle and North Moor (M180);
- Route Section D – between North Moor (M180) and the River Idle;
- Route Section E – between the River Idle and Darlton; and
- Route Section F – between Darlton and the proposed High Marnham Substation.

2. Approach to EqIA

2.1 Assessment Methodology

2.1.1 This chapter describes the approach taken with regards to the EqIA. Equality impacts have been considered with regard to the following phases of the Project:

- Communications, engagement and public consultation;
- Construction; and
- Operation and maintenance.

2.1.2 The EqIA considers the impacts of the Project on protected characteristic groups at each of these stages, where there is the potential for groups to be affected differentially or disproportionately. The EqIA is presented as a qualitative appraisal of these phases, each of which has the potential for equality impacts and has been informed by the evidence baseline and the assessment findings reported in the Environmental Statement (ES).

2.1.3 The ES is used as an evidence source as the chapters identify and evaluate the likely significant environmental effects of the Project. The EqIA builds upon the findings by considering how they may disproportionately or differently impact protected characteristic groups.

2.1.4 Using the evidence provided, impacts are assessed based on their magnitude and sensitivity. This informs the assessment of whether the impact is neutral, minor, moderate or major (as set out in section 5.2).

2.1.5 The protected characteristic groups reported in this assessment, where relevant, are:

- **Age** – refers to a person belonging to a particular age or range of ages;
- **Disability** – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities;
- **Gender reassignment** – anyone who is proposing to undergo, are undergoing or have undergone a process (or part of a process) for the purpose of reassigning their sex;
- **Pregnancy and maternity** – pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth;
- **Race** – refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins;
- **Religion or belief** – religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief including lack of belief (such as atheism);

- **Sex** – this refers to a man or to a woman, or to a group of people of the same sex (sex is the protected characteristic and not gender); and
- **Sexual orientation** – whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

2.1.6 The Equality Act 2010 (HM Government, 2010) defines 'marriage and civil partnership' as a protected characteristic, meaning it is illegal to discriminate against someone based on their status as married or in a civil partnership. However, for the purposes of the Public Sector Equality Duty (PSED), marriage and civil partnership is not a relevant protected characteristic in relation to the duty to advance equality of opportunity or foster good relations. Public bodies are therefore required to have due regard only to the need to eliminate unlawful discrimination, harassment and victimisation in respect of this characteristic (see paragraph 1.3.1). Consequently, marriage and civil partnership is not considered further within this EqIA.

2.2 Study Area

2.2.1 To assess the potential equality impacts, this EqIA considers a socio-demographic baseline of relevant protected characteristics and deprivation data within a defined EqIA Study Area. The EqIA Study Area includes any Lower Layer Super Output Area (LSOA) where equality-relevant effects could arise (see Section 4.1 for further detail). Demographic data representative of the EqIA Study Area is compared with equivalent regional and national data to understand if those in groups with protected characteristics and equality groups may be disproportionately represented within the EqIA Study Area.

2.3 Terminology

2.3.1 A disproportionate equality impact occurs where a particular equality group experiences a greater effect, whether positive or negative, than other members of the general population in a given location. For example, if an equality group makes up a greater proportion of the affected residential population than their representation in the wider national population. A disproportionate equality impact may also arise where an impact is predicted on an environmental receptor which is predominantly or heavily used by one or more equality groups (e.g. primary schools attended by young children).

2.3.2 A differential equality impact is one which affects members of an equality group differently from the rest of the general population because of their specific needs, or a recognised sensitivity or vulnerability associated with their protected characteristic, irrespective of the number of people affected (i.e. an effect which varies according to the circumstances of groups that receive the impact).

2.3.3 As defined by the Institute of Environmental and Sustainable Professionals (ISEP) in *Implementing the Mitigation Hierarchy from Concept to Construction* (ISEP, 2024) mitigation is identified in accordance with the mitigation hierarchy; this comprises measures to avoid, prevent or reduce, and where necessary, offset (compensate) adverse effects. Mitigation measures may include embedded design features (referred to as embedded measures), good practice construction measures (referred to as control and management measures), and specific additional topic-based mitigation (referred to as additional measures). Where appropriate, enhancement measures are also identified to deliver environmental benefits.

2.3.4 Commitments to mitigation and monitoring are secured through the Development Consent Order (DCO) application, ensuring that the measures identified in the ES are implemented and, where necessary, their effectiveness is monitored.

2.4 National Grid's Equalities Policies

2.4.1 The Applicant embraces diversity and their mission is to build a business that represents, reflects and celebrates the cultures and communities they serve. Their business is conducted in line with the National Grid's 'Our Values' to 'Do the Right Thing, Find a Better Way and Make it Happen', and respect for human rights is incorporated into the Applicant's employment practices and Values (National Grid, n.d.).

2.4.2 This is also reflected in the Applicant's Code of Ethics document (National Grid, 2026) which has clear objectives and greater accountability around the organisation with regard to Diversity, Equity and Inclusion.

2.4.3 The Applicant has been recognised for their inclusivity through various awards, including:

- Ranking 1st in the UK and 3rd globally for gender equality in an assessment of almost 4000 companies in 23 markets by Equileap, the leading provider of gender equality data and insights, in 2021 (as cited on the inclusion and diversity section of National Grid's website); (National Grid, 2022).
- Rated in 2023, in the annual Times Top 50 Employers for Women list, which recognises the employers that are taking action to drive gender equality at work, from embracing flexible working practices to tackling the pay gap and normalising caring responsibilities for all genders;
- One of 484 companies across 45 countries to be included in the 2023 Bloomberg Gender-Equality Index, which aims to track the performance of public companies committed to transparency in gender-data reporting; and
- Joined 499 other companies around the world to take action on disability inclusion, The Valuable 500.

2.4.4 The Applicant works with its supply chains to provide adherence to the principles of the Modern Slavery Act 2015 (HM Government, 2015) and the requirements of the Living Wage Foundation. It takes responsibility to report and monitor human rights violations and mitigate against any risk in its supply chain (National Grid, 2026).

2.4.5 The Applicant is committed to maintaining a work environment and supply chain that recognises and upholds the importance of human rights and is committed to the communities served while supporting programmes designed to help improve the way people live and work.

3. Consultation

3.1 Approach to Consultation

3.1.1 The Applicant has undertaken a comprehensive programme of stakeholder and community consultation throughout the development of the Project. Consultation has been undertaken in accordance with the Planning Act 2008 (HM Government, 2008) and has included engagement with local authorities, statutory consultees, landowners, community organisations and members of the public. The consultation process has informed the development of the Project and associated environmental assessments. The details of the consultation are available in **Application Document 5.1 Consultation Report**.

3.1.2 Engagement commenced during the early stages of project development and has continued through non-statutory consultation, localised non-statutory consultation, statutory consultation and targeted consultation activities. Consultation methods were designed to ensure that information was accessible and available through both digital and non-digital channels.

3.1.3 The Applicant recognises that seldom heard groups can often be overlooked but are essential for executing an effective and inclusive consultation. The North Humber to High Marnham Public Consultation Strategy (National Grid, 2023) set out objectives to ensure under-represented groups were represented in the non-statutory consultation, to ensure proposals are presented in a widely accessible and non-technical way, and ensure wider benefits and improvements are communicated, including how these are relevant for under-represented groups.

3.1.4 To enable broad participation, consultation materials were made available online and at local deposit locations. Opportunities were provided for individuals and organisations to submit comments electronically, by post, and by telephone if necessary, and through consultation events. Project information was also made available through newsletters, the Project website and direct stakeholder engagement (National Grid, 2025).

3.1.5 In addition, the Applicant developed a 3D-style visual fly-through of the routes, enabling people to explore the proposed route geographically through a 3D map (National Grid, 2026). The provision of this technology reduces reliance on reading long technical documents and interpreting planning language. This approach is more accessible for visual learners and people who may find dense text challenging, such as young people and people with disabilities or dyslexia.

3.1.6 The Applicant has undertaken ongoing engagement with the host local authorities, namely East Riding of Yorkshire Council, North Lincolnshire Council and Bassetlaw District Council. Engagement has included discussions on the development of the Statement of Community Consultation (SoCC), alongside environmental assessment methodologies, public rights of way (PRoW), recreation, socioeconomic effects, community impacts and project design development. Project updates have continued following statutory consultation.

3.1.7 The Applicant has also engaged with statutory consultee organisations including Natural England, the Environment Agency, Historic England, National Highways, Network Rail, the National Trust, the Royal Society for the Protection of Birds (RSPB) and local Wildlife Trusts. This engagement has helped inform the Project design and environmental assessment process.

Table 3.1 – Summary of Consultation

Consultation	Consultation Details	Conclusion
Non-statutory Consultation - June to July 2023	A non-statutory consultation was undertaken between 1 June 2023 and 27 July 2023. The consultation sought views on the emerging proposals and provided an opportunity for communities and stakeholders to comment on the Project at an early stage of development.	Feedback received during the consultation informed ongoing route development, engineering design and environmental assessment work.
Localised Non-statutory Consultation - July to August 2024	A localised non-statutory consultation was undertaken between 9 July 2024 and 6 August 2024. The consultation presented a potential alternative corridor for a section of the route between South Wheatley and High Marnham, known as the 'Eastern Corridor', and sought views from affected communities and stakeholders.	Responses were considered alongside environmental survey results and technical assessments to inform continuing design development and route selection.
Consultation on the Statement of Community Consultation – November 2024 to January 2025	National Grid consulted the host local authorities on the draft Statement of Community Consultation between 13 November 2024 and 3 January 2025. The Statement of Community Consultation set out the approach to engaging communities during the statutory consultation process.	Feedback from host local authorities was considered and, where appropriate, incorporated into the final Statement of Community Consultation prior to publication.
Statutory Consultation - February to April 2025	Statutory consultation was undertaken between 18 February 2025 and 15 April 2025 following publication of the Statement of Community Consultation. During this period communities, consultees and stakeholders were invited to comment on the Project proposals and Preliminary Environmental Information.	National Grid notified statutory consultees of the consultation and continued engagement with local authorities and prescribed consultees throughout the consultation period. Feedback received informed further project refinement, engineering design and environmental assessment work.
Targeted Consultation - June 2025 to September 2026	Following statutory consultation, National Grid continued engagement with people affected by proposed changes to the Project. This included targeted consultation with Persons with an Interest in Land (PILs) and other stakeholders where changes to the draft Order Limits, land requirements or project design required additional engagement.	Targeted consultation activities were undertaken between June 2025 and September 2026. Feedback was considered alongside ongoing survey, assessment and design work and informed project refinements, land requirements and the preparation of the DCO application.

3.2 Feedback

3.2.1 Feedback received during consultation has been reviewed alongside environmental surveys, technical assessments and engineering requirements. Consultation responses were used to inform the development of the Project and associated mitigation measures (**Application Document 5.1 Consultation Report, and the appendices; Application Document 5.9 Design Development Report**).

3.2.2 Key issues raised through consultation included potential effects on landscape character and views, ecology and the natural environment, public rights of way (PRoW) and local access arrangements, communities and businesses, construction activities, and the wider benefits of the Project. These matters have been considered through the EIA process and design development.

3.2.3 Following statutory consultation, The Applicant reviewed consultation responses together with the results of ongoing surveys and assessments. This process informed amendments made to the draft Order Limits and the continued refinement of the Project proposals.

3.2.4 The Applicant has continued engagement with potentially affected landowners and stakeholders, including local authority officers, highways officers, archaeologists and environmental specialists. This engagement has supported continued development of the Project and refinement of mitigation measures.

3.2.5 The consultation process has provided opportunities for local communities, stakeholders and statutory bodies to influence the development of the Project. Feedback received has informed project design, environmental assessment, mitigation measures and preparation of the DCO application.

3.3 Equalities Survey

3.3.1 In addition to the consultation activities undertaken, The Applicant also issued an equalities survey to landowners that will be directly affected by the Project or anyone else affected with a potential compensation interest. The purpose of the survey was to understand whether respondents had protected characteristics or other circumstances that may influence how they experience the Project, and to identify any specific requirements or concerns. A copy of the EqIA survey which was submitted to landowners is included in Appendix B.

3.3.2 As of 8 September 2026, a total of 56 responses were received, of which 38 respondents (68%) identified at least one equality consideration. The most commonly identified considerations related to age (28 respondents), disability or long-term health conditions (20 respondents), and reliance on regular care, medical visits or home support (10 respondents).

3.3.3 Survey responses highlighted concerns regarding temporary access restrictions, diversions, impacts on mobility, disruption to established routines, potential effects on wellbeing, and the needs of individuals with health conditions or who rely on regular support services. A small number of respondents also identified specific concerns relating to children with health conditions and individuals requiring regular medical treatment or support.

3.3.4 The findings of the EqIA survey have informed the assessment of equality impacts throughout this EqIA and have helped shape the recommendations for mitigation and good practice measures. Any further survey responses will be considered and the EqIA will be updated as required during examination. In particular, the findings support the need for clear and accessible Project information, ongoing community liaison, maintenance of accessible routes and access arrangements, and targeted engagement with potentially vulnerable households who may experience increased stress, anxiety or disruption as a result of the Project. Further recommendations are set out in Section 6. Conclusion of this document.

4. Evidence and Demographic Data

4.1 Overview

4.1.1 This chapter summarises the baseline socio-demographic data available in the Lower Layer Super Output Areas (LSOAs) where the population may be materially impacted by the Project. It compares the Project area demography with the regional and national demography to understand if those in groups with protected characteristics and equality groups may be disproportionately or differentially impacted.

4.1.2 The EqIA Study Area considered in the socio-demographic baseline is specific to the equality impact assessment. The selection of LSOAs that make up the EqIA Study Area is defined by an intersection of an LSOA with any of the following:

- the Order Limits of the Project and a 500 m buffer surrounding them;
- the land area used for survey access;
- areas in the vicinity of the Project where equality-relevant effects could arise, including impacts due to increased traffic, changes in accessibility, severance, or pressure on local services; and
- adjoining LSOAs that would otherwise be surrounded by, or lie within, the outer extent of the EqIA Study Area (to provide a continuous and coherent spatial baseline).

4.1.3 Following a desk-based review of available records and datasets, a total of 110 LSOAs were identified within the EqIA Study Area. For a full list of the 110 LSOAs that make up the EqIA Study Area, please see **Application Document 7.21 - Appendix A - Equality Impact Assessment.**

4.1.4 Consideration has been given to data available in the following documents:

- **Application Document 6.17 Environmental Statement Chapter 17 Socio-economics, Recreation and Tourism**;
- **Application Document 6.18 Environmental Statement Chapter 18 Health and Wellbeing**;
- **Application Document 5.1 Consultation Report**; and
- **Application Document 5.1 Consultation Report Appendix D - Statement of Community Consultation (SoCC) and Supporting Information**

4.2 Data Limitations, Gaps and Assumptions

4.2.1 In some cases, baseline data is not available at the LSOA level. This limits the assessment by the granularity of the data available. Though some data sources are not updated or recorded regularly, the most recent data has been sourced to establish the socio-demographic baseline and all data used is considered to be sufficient for the conclusions of this report.

4.2.2 The following limitations and assumptions should be noted with regard to the data presented in this EqIA:

- The 2021 Census was carried out during the COVID-19 pandemic, which may have affected how people responded to the questions asked.
- No data is available for pregnancy and maternity at the LSOA level, although data is available at the study area LPA level.
- To protect the confidentiality of individuals, Census 2021 data has been subject to statistical disclosure control methods. These methods include small adjustments to data values and the redistribution of some records between geographic areas, which may result in minor differences between published totals and actual counts.

4.3 Relevant Socio-Demographic Baseline Data

4.3.1 This section provides a summary of relevant socio-demographic data. A detailed demographic baseline is provided in Appendix A – Assessment of Socio-Demographic Data.

4.3.2 The EqIA Study Area has a higher proportion of older people than England, with residents aged 65 and over comprising 24.1% of the population, compared with 18.4% nationally. Older people are identified as a key equality group for consideration within the assessment, particularly in relation to potential effects on accessibility, severance, pedestrian movement, public transport, access to healthcare and local services, and construction-related disruption.

4.3.3 Disabled people are also over-represented within the EqIA Study Area, comprising 18.9% of the population compared with 17.3% across England. Particularly large concentrations of disabled residents are present in some LSOAs. Disabled residents may experience increased sensitivity to any effects associated with accessibility, severance, pedestrian diversions, public transport disruption, parking changes, gradients, noise, vibration and air quality.

4.3.4 The EqIA Study Area is less ethnically diverse than England, with White residents substantially over-represented and minority ethnic groups under-represented at the Study Area level. No over-representation of minority ethnic groups was identified within the EqIA Study Area; however, more local effects may still arise if the Project affects Traveller communities, community facilities, places of worship, local businesses, or the accessibility of consultation and information.

4.3.5 Christian residents are over-represented within the EqIA Study Area, comprising 53.3% of residents compared with 46.3% nationally. Potential effects on churches, church halls, cemeteries, faith-based community facilities, Sunday services, funerals, weddings, and access routes to places of worship have therefore been considered where relevant. Consideration was also given to any non-Christian local faith communities that may be adversely impacted.

4.3.6 The sex of residents in the EqIA Study Area is broadly consistent with the national average, and no material over- or under-representation is identified. Regional-level data also does not indicate over-representation of people whose gender identity differs from their sex registered at birth, or over-representation of lesbian, gay, bisexual and other sexual orientation groups. LSOA-level data is not available for these characteristics.

4.3.7 The EqIA Study Area is not, on average, among the most deprived areas nationally, with most Index of Multiple Deprivation domains falling within middle or less deprived deciles. However, several LSOAs, particularly in West Lindsey, fall within the most deprived 10% of neighbourhoods nationally. These areas may have greater sensitivity to effects relating to access to services, health, transport, employment, education and environmental quality.

4.4 Sensitive Receptors

4.4.1 The Socio-economics chapter (**Application Document Environmental Statement 6.17 Chapter 17 Socio-economics, Recreation and Tourism**) of the ES identifies several 'high' sensitivity community facilities within the Study Area, including:

- the Axholme Academy,
- I Learn Education Crowle,
- Belwood Pre-School,
- Belton All Saints Church of England Primary School,
- North Wheatley School; and
- Rampton Hospital.

4.4.2 **Application Document 6.14 Environmental Statement Chapter 14 Traffic and Transport** also identifies Rosekeys Lifeways Residential Service (Care Home) as being 'high' sensitivity.

4.4.3 Rampton Hospital is one of three high security psychiatric hospitals in England and provides secure forensic healthcare for patients assessed as posing a grave and immediate risk to themselves or the public (NHS Foundation Trust, 2026). Due to the nature of the hospital, there is increased sensitivity to environmental change, routine changes, disruption to access and potential safety and security risks.

4.4.4 **Application Document 6.17 Environmental Statement Chapter 17 Socio-economics, Recreation and Tourism** also identifies recreational land and open space within the Study Area. The 'high' sensitivity receptors relevant for the EqIA include Ellerker Playground and Broomfleet Village Hall Playspace.

4.4.5 There is one residential property within the Order Limits (Rowley Cottage) which is located in Route Section A. The Order Limits include the driveway and pathway leading around the rear of the property but do not extend into the curtilage of the dwelling itself. (see **Application Document 6.17 Environmental Statement Chapter 17 Socio-economics, Recreation and Tourism**).

4.4.6 There are several towns and villages located within 500 m of the Order Limits.

- **Route Sections A and B**: Little Weighton, Brantingham, Ellerker, Newport, Gilberdyke, Broomfleet and Ousefleet.
- **Route Sections C and D:** Garthorpe, Luddington, Crowle, Belton, Beltoft, Epworth, East Lound and Graizelound.
- **Route Sections E and F**: Misterton, Beckingham, Saundby, North Wheatley, Sturton-le-Steeple, South Leverton, Treswell, Woodbeck, East Drayton, Darlton and Fledborough.

4.4.7 There are also a number of small clusters of properties within 500 m of the Order Limits.

4.4.8 There are also a large number of PRoWs within the Study Area, including footpaths, bridleways, National Cycle Network (NCN) routes and recreational and access routes.

4.5 Key Issues and Evidence

4.5.1 This section provides an overview of some of the key issues and evidence within the local area and how impacts associated with the engagement, construction and operation of energy infrastructure can disproportionately affect groups with protected characteristics.

4.5.2 Across the Local Planning Authorities affected by the Project, rural dispersion and limited public transport can increase car dependency and rural isolation. Therefore, disruptions to the road network and public transport options can widen existing inequalities by reducing access to key services which can disproportionately impact groups more reliant on essential services and public transport (such as older people, disabled people, young people and pregnant people).

4.5.3 Inclusive engagement practices (such as using accessible venues, combining in-person and online engagement and digital alternatives) can reduce barriers for participation, particularly in more rural areas where residents may have poor digital connectivity. These approaches can positively impact older people, disabled people and those who are digitally excluded, which is more common in rural locations. It also ensures people who may struggle to attend an in-person session are able to provide feedback online. Using wheelchair accessible venues during consultation can also have positive equality impacts for people who have mobility impairments.

4.5.4 Older people, children, pregnant people and people with disabilities may have increased sensitivity to noise and vibration (Van Kemp, 2013). In addition, the same groups are more likely to be at home during the day and therefore may be exposed to construction-related environmental impacts for a longer duration.

4.5.5 Children, older people, pregnant people and people with disabilities or respiratory diseases are more sensitive to air pollution (European Environment Agency, 2024) (World Health Organisation, 2025). Therefore, increased construction traffic or construction dust may disproportionately impact these groups.

4.5.6 Pregnant people, older people and disabled people can be more sensitive to diversions and changes in route as this can result in longer walking distances, inaccessible infrastructure and difficulties accessing essential services. In rural areas, alternative routes may be longer, steeper or less accessible, increasing physical strain and reducing independent mobility.

4.5.7 Congestion can have disproportionate impacts on people who require a car as a mobility aid to make their trips, where walking or cycling is not a suitable alternative option. This can include people with disabilities, older people and pregnant people (Department for Transport, 2021).

4.5.8 If land take is required for infrastructure, protected characteristic groups can be disproportionately impacted by the CPO process. For example, the temporary or permanent loss of land and changes to access routes could affect access to local services, community facilities or public rights of way, with potentially greater impacts

on older people and disabled people who may be more reliant on familiar and accessible routes.

4.5.9 There is an opportunity for positive equality impacts on young people through employment and training opportunities and for groups underrepresented in employment statistics (such as women, people with disabilities and some minority ethnic groups) (Equality and Human Rights Commission, 2018) through the creation of jobs during construction and operation of energy infrastructure. The positive impacts can be realised through inclusive employment practices.

4.5.10 As older people, people with disabilities, some minority ethnic groups and lower-income households can be disproportionately impacted by fuel poverty (Climate Change Committee, 2025), they are anticipated to benefit from a more secure and reliable energy system as this can result in stable energy costs and reduced bills. This can have positive health and wellbeing impacts and reduce economic inequality.

4.5.11 Research shows that existing health and social inequalities amplify climate-related health outcomes (such as exposure to heat, cold, floods and air pollution resulting from climate change) (Climate Change Committee, 2025). Therefore, projects which support low-carbon energy generation and supply, may positively impact these groups through climate change mitigation.

5. EqIA Findings

5.1 Overview

5.1.1 This chapter describes the analysis of impacts (potential negative impacts and benefits of the Project) on people with protected characteristics with reference to all equality groups as defined in the Equality Act 2010 (HM Government, 2010) (excluding marriage and civil partnerships as explained in Section 2.1). Evidence (and reasonable justification) is provided, where relevant, of how the impacts of the Project may be relevant to and affect different equality groups.

5.2 Methodology

5.2.1 The assessment considers whether the equality impacts are likely to have a disproportionate or differential impact on protected characteristic groups. Impacts are assessed based on their magnitude and sensitivity which are defined as:

- **Magnitude of impact:** the extent to which protected characteristic groups would be impacted (positively or negatively) by the proposals considering the numbers or proportion that would experience the impact.
- **Sensitivity of impact:** this considers how those impacted might respond; whether they are able to adapt to negative impacts. If the group has no alternatives and, as such, will be greatly impacted, then it is considered to be highly sensitive to the change. Where groups are able to continue to function as normal, sensitivity would be low.

5.2.2 For each of the impacts identified, an overall assessment is provided, ranging from neutral to major. Table 5.1 below sets out the assessment matrix based on magnitude and sensitivity.

Table 5.1 – Assessment matrix

		Magnitude of impact			
		No change	**Low**	**Medium**	**High**
Sensitivity of impact	**High**	Neutral	Minor or moderate	Moderate or major	Major
	Medium	Neutral	Minor	Moderate	Moderate or major
	Low	Neutral	Neutral or minor	Minor or moderate	Minor or moderate

5.3 Protected Characteristics in Scope

5.3.1 Table 5.2 provides an overview of potential equality impacts which protected characteristic groups are likely to experience disproportionate or differential equality impacts.

5.3.2 The EqIA identified age, disability, and pregnancy and maternity as the primary protected characteristics with the potential to be affected by the Project.

Table 5.2 – Topics of Potential Impacts Relevant to Equality Groups

Potential Equality Impacts	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation
Inclusive consultation practices	Y	Y	N	Y	N	N	N	N
Wellbeing impacts from landscape changes and changes in views	Y	Y	N	Y	N	N	N	N
Severance to PRoW and active travel routes	Y	Y	Y	Y	Y	Y	Y	Y
Restrictions to property access and local services	Y	Y	N	Y	N	N	N	N
Increased construction traffic	Y	Y	N	Y	N	N	N	N
Increased noise and vibration	Y	Y	N	Y	N	N	N	N

Potential Equality Impacts	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation
Elevated dust and air emissions	Y	Y	N	Y	N	N	N	N
Water environment and flood risk	Y	Y	N	Y	N	N	N	N
Socio-economics, recreation and tourism impacts	N	N	N	N	N	N	N	N
Impacts on access to healthcare, services and community infrastructure	Y	Y	Y	Y	Y	Y	N	N
Beneficial impacts from employment, income, education and training	Y	Y	N	Y	N	N	Y	N
Loss of land or changes in access	Y	Y	N	Y	N	N	N	N

Potential Equality Impacts	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation
Wellbeing impacts from landscape and visual changes	Y	Y	N	Y	N	N	N	N
Operational noise impacts	Y	Y	N	Y	N	N	N	N
Impacts on community facilities and services	Y	Y	N	Y	Y	Y	N	N
Community fund investment	Y	Y	Y	Y	Y	Y	Y	Y
Increased energy security and resilience	Y	Y	N	Y	N	Y	N	N
Contribution to net zero	Y	Y	N	N	Y	N	Y	N

5.3.3 A detailed assessment of the impacts associated with the consultation, operation and maintenance of the Project is provided in Table 5.3.

Table 5.3 – Impacts on Equality Groups

Type of Impact	Assessment	Affected groups	Conclusion
Consultation for the Project			
Inclusive consultation practices	National Grid's Public Consultation Strategy sets out objectives to ensure underrepresented groups are reached during consultation. An **EqIA survey** (Appendix B) was also used to understand whether people with protected characteristics were being effectively represented and engaged throughout the consultation process. In addition, during the consultation process, materials were available online and through local deposit locations. Respondents had the option to provide feedback both online and in-person. This is likely to have had positive equality impacts as it supports the requirements of different groups. For example, older people and disabled people are more likely to be digitally excluded and therefore prefer to submit feedback by post. Groups living in more rural areas may find it difficult to access in person events and therefore may benefit from the ability to provide feedback electronically. However, consultation feedback identified that some participants felt there was a lack of information available about the Project. This may have limited the ability of some individuals and groups to fully understand the proposals and participate meaningfully in the consultation process.	Older people, disabled people, people in more rural areas, seldom heard from groups	Inclusive consultation practices help to reduce participation barriers and support positive equality outcomes. However, concerns regarding the availability of information may have reduced the effectiveness of engagement for some participants (see further recommendations in Section 6 Conclusion). **Overall impact: minor positive impact**
Construction of the Project			
Wellbeing impacts due to changes in views/landscape character relating to construction activity and loss of vegetation	The changes to landscape character and views during construction are anticipated to arise from site clearance, tree felling and hedgerow removal, topsoil stripping and earthworks, construction traffic, temporary access tracks, compounds, plant and machinery, and construction lighting, as described in **Application Document 6.6 Environmental Statement**	Older people, disabled people, young children, and pregnant people	Construction activities would temporarily alter landscape character and views due to vegetation loss, earthworks and the presence of construction activities and

Type of Impact	Assessment	Affected groups	Conclusion
	Chapter 6 Landscape. As the construction activities are of temporary nature, these activities would result in the temporary loss of landscape elements (including woodland, trees, scrub and hedgerows), the introduction of movement and activity, and the presence of temporary infrastructure such as hoarding, fencing and stockpiles within the Order Limits. Changes in landscapes and views can reduce perceptions of tranquillity and sense of place attachment which can have negative wellbeing impacts. This **may** have disproportionate impacts for older people and disabled people due to increased sensitivity to visual clutter and change. There may also be negative impacts for people with disabilities such as autism (through modification of the environment in which sensory stimuli exist). Consultation responses also identified concerns regarding the loss of trees and vegetation, with some respondents noting that tree removal could reduce existing screening, privacy and feelings of security around properties. The loss of established vegetation may therefore have additional wellbeing impacts for some residents, particularly where vegetation contributes to a sense of privacy, place attachment and landscape quality. In addition, visual impacts may be felt more for residents who spend more time at home, such as young children, pregnant people, older people and people with disabilities. A relatively large proportion of the EqIA Study Area are over the age of 65 (24.1%) and Rosekeys Lifeways Residential Service is a care home that was identified as having 'high' sensitivity. Therefore, there may be wellbeing impacts for the older local population, particularly those residing in this care home. Embedded mitigation measures have been incorporated into the Project design as documented in **Application Document 7.3 Register of Environmental Actions and Commitments** including EDM01,EM02 and EDM03 where the alignment		infrastructure. This can have wellbeing impacts for nearby residents. However, the extent and duration of these effects would be reduced through embedded design measures (including route alignment and avoidance of vegetation) and implementation of good practice construction management secured through **Application Document 7.3 Register of Environmental Actions and Commitments**. Effects would be largely short-term and localised, with restoration and reinstatement ensuring that landscape character is returned as far as practicable following completion of construction, although some limited longer-lasting effects may occur where vegetation removal is required. **Overall impact: minor negative impact**

Type of Impact	Assessment	Affected groups	Conclusion
	seeks to run close parallel to existing overhead lines to reduce the spread of landscape effects, and routeing to avoid existing vegetation where practicable (e.g. avoiding woodland blocks and using existing field accesses). These measures reduce the extent of vegetation loss and limit the geographical spread of construction effects. Additional control and management measures set out in **Application Document 7.2 Outline Code of Construction Practice**, **Application Document 7.3 Register of Environmental Actions and Commitments** and **Application Document 7.8 Outline Landscape and Ecology Management Plan** would further reduce effects. These include minimising vegetation clearance, mitigation planting, retaining and protecting existing landscape features where practicable, sensitive siting of compounds, managing construction traffic and lighting, and reinstating land following construction. During construction, the main effects on landscape character and visual receptors would comprise temporary disturbance from construction activities and the visibility of equipment and infrastructure, which may locally alter landscape character and visual amenity. However, effects would generally be temporary and reversible, with progressive reinstatement undertaken as works are completed. Therefore, it is not anticipated that this will result in significant negative equality impacts.		
Construction-related Severance and Access Impacts on PRoW and Active Travel Routes	Construction activities may require temporary closures, restrictions and diversions of PRoW, footpaths, bridleways and NCN routes. These changes could result in increased journey lengths, longer travel times and reduced convenience for pedestrians, cyclists and equestrians. As set out in **Application Document 6.17 Environmental Statement Chapter 17 Socio-economics, Recreation and Tourism,** the majority of PRoW, footpaths, bridleways and NCN routes	Older people, disabled people, young children.	Temporary closures and diversions of PRoW, footpaths, bridleways and cycle routes, including PAR 28 (Tongue Lane), would result in short-term increases in journey lengths and travel times for pedestrians, cyclists and

Type of Impact	Assessment	Affected groups	Conclusion
	remain open with negligible effects on receptors. Diversions or temporary closures are assessed as minor adverse and not significant. However, effects may be more pronounced for disabled people, pregnant people, older people, wheelchair users, mobility scooter users and other people with mobility impairments, parents and carers with pushchairs, and children travelling to schools, recreational facilities or community destinations. Users of recreational receptors such as Ellerker Playground and Broomfleet Village Hall Playspace may also experience temporary disruption to established access routes. Temporary closures and diversions may give rise to severance effects where communities, facilities or recreational destinations become less directly accessible. Concerns relating to temporary disruptions to access and connectivity were also raised through consultation feedback, indicating that some respondents were concerned about the potential for road closures, diversions and restricted access during construction. The impact may be more noticeable for regular users, including older residents, disabled users and those accessing nearby settlements and community facilities. These effects would be temporary and reversible following completion of the works as set out in **Application Document 7.2 Outline Code of Construction Practice** and **Application Document 7.6 Outline Public Rights of Way Management Plan**. Mitigation measures include maintaining access wherever practicable, minimising the duration of closures, providing signed diversion routes, and implementing measures set out within the **Application Document 7.2 Outline Code of Construction Practice.**		equestrians. However, mitigation measures including minimising the duration of closures, maintaining access wherever practicable, and providing signed diversion routes would reduce disruption to users, as stated in **Application Document 7.6 Outline Public Rights of Way Management Plan**. National Grid is guaranteeing pedestrian access in all locations. Although temporary severance and non-motorised user delay may occur, impacts are limited in duration, modest in absolute terms, and fully reversible following completion of construction works. With these mitigation measures in place, the effects are assessed as Negligible to Minor/Negligible and Not Significant in the Environmental Statement. **Minor negative impact**

Type of Impact	Assessment	Affected groups	Conclusion
Temporary restrictions to property access and local services during construction	Construction activities may require temporary road closures, controlled access arrangements, escorted access, temporary time-restricted closures or pre-arranged access periods. Concerns regarding temporary access restrictions and disruption to local journeys were also identified through consultation feedback, highlighting the importance of maintaining clear communication and access arrangements during construction. While vehicular access to residential, commercial, community and agricultural properties will be maintained wherever reasonably practicable and safe, there may be temporary disruption to established access arrangements. Pedestrian and emergency access will be maintained at all times. Some individuals may be more sensitive to temporary changes in access because they rely on regular access to healthcare, community support, carers, education, or mobility aids. Older people, disabled people, pregnant people and people with caring responsibilities may experience disproportionate impacts where access routes become longer, more complex or require advance arrangement. Mitigation includes maintaining access wherever practicable, controlled access arrangements, alternative access arrangements where appropriate, advance notification of restrictions, community liaison, and consultation with affected parties. These measures are secured through **Application Document 7.4 Outline Construction Traffic Management Plan.**	Older people, disabled people, pregnant people, children and young people, people with caring responsibilities.	Temporary access restrictions could result in short-term inconvenience and reduced accessibility for some protected characteristic groups. However, access will be maintained wherever reasonably practicable, pedestrian and emergency access will be retained at all times, and additional mitigation measures will be implemented where required. Effects would be localised, temporary and reversible. **Minor negative impact**
Construction-related Traffic Impacts on the Local Road Network	Construction of the Project is anticipated to generate additional traffic movements, including Light Goods Vehicles (LGVs) associated with staff travel and Heavy Goods Vehicles (HGVs) associated with plant, materials and deliveries, as described in **Application Document 6.14 Environmental Statement Chapter 14 Traffic and Transport**. Construction traffic has	Older people, disabled people, children, young people, people with caring responsibilities.	Construction traffic would result in temporary increases in traffic flows, changes to access arrangements, and minor disruption to users of the local highway network. This can have disproportionate impacts

Type of Impact	Assessment	Affected groups	Conclusion
	been assessed on a precautionary basis with a 25% uplift applied to ensure a robust worst-case scenario. Potential effects include driver delay, non-motorised user delay and amenity effects, fear and intimidation, and highway safety impacts arising from increased traffic flows, temporary traffic management measures, diversions and construction vehicle presence on the highway network. Increased journey times may affect people who rely on private vehicles to access essential services such as healthcare facilities, schools and community services. Older people, disabled people, children and young people, and people with caring responsibilities may be particularly sensitive to delays, congestion and changes to local access arrangements where they depend on regular access to healthcare, education, community facilities and public transport. Notable receptors include Rampton Hospital, where staff, visitors and service users, particularly disabled people, may be sensitive to increased journey times, traffic congestion, temporary traffic management measures and changes to local access routes. Similarly, construction traffic passing near schools and community facilities may affect journeys undertaken by children, parents, carers and educational staff. Core working hours are proposed as 07:00-19:00 Monday to Friday and 08:00-17:00 on weekends and public holidays, with restrictions on HGV arrivals and departures outside these hours. Additional controls include routing strategies, designated access points (bellmouths), traffic management plans, appropriate parking and waiting areas, and the avoidance of school drop-off and pick-up periods where construction routes pass schools. These measures are secured through the **Application Document 7.2 Outline Code of Construction Practice**.		on protected characteristic groups who rely on the highway network to access essential services (such as schools and healthcare), particularly for groups who are unable to use alternative forms of transport such as some people with disabilities. As stated in **Application Document 7.4 Outline Construction Traffic Management Plan** Control and management measures, including traffic management plans, routing strategies, restrictions on HGV movements, designated access points, maintenance of access to key receptors, and avoidance of school drop-off and pick-up periods, would minimise adverse effects. With these measures in place, the assessed effects relating to driver delay, highway safety, amenity, and fear and intimidation are assessed as Negligible to Minor/Negligible and Not Significant. **Overall impact: minor negative impact**

Type of Impact	Assessment	Affected groups	Conclusion
Temporary impacts during construction from locally elevated noise and vibration levels to noise sensitive receptors	Noise and vibration effects are assessed in **Application Document 6.16 Environmental Statement Chapter 16 Noise and Vibration**. The potential impacts during construction include construction noise, construction vibration, construction traffic noise and construction traffic vibration affecting noise sensitive receptors. Construction activities, including plant operation, site preparation, pylon construction, and construction traffic, would result in temporary increases in noise and vibration levels at nearby receptors. Increased noise and vibration can have disproportionate impacts for protected characteristic groups, such as children, older people and people with disabilities who can be particularly sensitive to this impact. For schools and education centres identified as highly sensitive receptors and within 500 m of the Order Limits, including Axholme Academy, I Learn Education Crowle, Belwood Pre-School, Belton All Saints Church of England Primary School and North Wheatley School, there may be negative impacts on pupils due to disrupted learning. There may also be negative impacts for residents of care homes located within 500 m of the Order Limits, such as Rosekeys Lifeways Residential Service, or for those staying at Rampton Hospital. The noise and vibration assessment identifies that, without mitigation, there is potential for localised significant adverse effects at a small number of receptors; however, effects at the majority of receptors are predicted to be negligible or minor. Embedded mitigation has been incorporated into the Project design, including route alignment to avoid sensitive receptors where practicable. Additional control measures secured through the **Application Document 7.2 Outline Code of Construction Practice** and **Application Document 7.3**	Older people, disabled people, young children	Changes in noise and vibration levels may occur during construction as a result of plant, machinery and associated traffic, which may affect nearby sensitive receptors. However, with the application of embedded mitigation and best practicable means, residual effects would be generally negligible to minor adverse and not significant at the majority of receptors. Any significant effects that may occur in the absence of mitigation would be reduced to not significant through implementation of mitigation measures, and would be temporary, localised and limited to the construction phase only. **Overall impact: minor negative impact**

Type of Impact	Assessment	Affected groups	Conclusion
	Register of Environmental Actions and Commitments include the use of Best Practicable Means in accordance with BS 5228, restriction of working hours, and implementation of a Noise and Vibration Management Plan (GG01). Further measures include appropriate siting of plant away from receptors, use of quieter equipment, acoustic screening where required, and good site practices such as switching off equipment when not in use and minimising drop heights of materials. With implementation of these measures, construction noise and vibration levels would be controlled and reduced, and any localised 'hot spots' can be mitigated through site-specific measures identified by the Contractor. Operational noise effects are limited to specific locations and are not relevant to this construction assessment; maintenance effects have been scoped out.		
Temporary impacts during construction from locally elevated dust levels and air pollutants	Air quality effects during construction are assessed in **Application Document 6.15 Environmental Statement Chapter 15 Air Quality.** Construction activities, including earthworks, vehicle movements, material handling and construction traffic, have the potential to generate dust and exhaust emissions, which may affect nearby sensitive receptors. Certain protected characteristic groups may be more sensitive to temporary changes in air quality. This includes older people, children and young people, disabled people with respiratory, cardiovascular or other health conditions, and pregnant people. These groups may be more susceptible to the effects of dust and air pollutants and could therefore experience disproportionate effects where construction activities occur in close proximity to sensitive receptors.	Older people, disabled people, young children	Construction activities have the potential to give rise to temporary dust and air quality impacts at nearby sensitive receptors. However, through the implementation of embedded mitigation and comprehensive control measures, effects are assessed as negligible and not significant. Impacts would be short-term, localised and temporary, limited to the construction phase only.

Type of Impact	Assessment	Affected groups	Conclusion
	Sensitive receptors within the study area includes education facilities and residential care services. Users of recreational and community facilities, including Ellerker Playground, Broomfleet Village Hall Playspace, Public Rights of Way and other outdoor recreational routes, could also experience temporary reductions in amenity due to dust generation or increased construction traffic emissions. Embedded mitigation measures have been incorporated into the Project design, including the use of local grid electricity where practicable to reduce reliance on diesel generators and associated emissions, and measures within the **Application Document 7.4 Outline Construction Traffic Management Plan** to reduce vehicle trips and promote the use of low emission vehicles. A comprehensive suite of control measures secured through the **Application Document 7.2 Outline Code of Construction Practice** and **Application Document 7.3 Register of Environmental Actions and Commitments** would be implemented to manage dust and emissions. Air quality-specific mitigation measures (AQ01–AQ14) include site monitoring, stakeholder communication, dust risk management, use of enclosed plant and suppression techniques, management of haul routes, and adoption of low emission or electric plant (including Stage 4/5 NRMM). These measures ensure that dust generation and emissions are effectively controlled throughout construction. The assessment concludes that, with mitigation measures in place, dust and air quality effects would be controlled to negligible levels.		**Overall impact: neutral impact**

Type of Impact	Assessment	Affected groups	Conclusion
Temporary impacts during construction on the water environment and flood risk	Water environment effects during construction are assessed in **Application Document 6.11 Environmental Statement Chapter 11 Water Environment.** Construction activities such as soil stripping, earthworks, excavation, and the use and refuelling of plant have the potential to result in pollution of water receptors from silt, hydrocarbons and other materials. Additional impacts may arise from physical disturbance at watercourse crossings, changes to flow regimes, and disruption to drainage patterns. Construction activities may also increase surface water runoff due to soil exposure and temporary impermeable surfaces (e.g. compounds and access roads), leading to elevated flood risk. Temporary works within floodplains, including storage of materials, could reduce floodplain storage and disrupt flow routes. These effects are temporary and would be managed through standard construction controls and environmental management measures secured through the **Application Document 7.2 Outline Code of Construction Practice** and **Application Document 7.3 Register of Environmental Actions and Commitments**, which minimise pollution risks, control runoff, and manage works within floodplains and near watercourses. The assessment indicates that for receptors such as people and existing development within floodplains, the magnitude of impact is negligible, resulting in a slight adverse effect for higher sensitivity receptors and neutral effects for medium sensitivity receptors.	Older people, disabled people, young children	Construction activities may result in temporary and localised effects on the water environment, including minor increases in runoff, disturbance to watercourses, and limited flood risk effects. However, all effects are assessed as slight adverse or neutral and not significant, with impacts being temporary and reversible. There is potential for some individuals, including more vulnerable groups, to be more sensitive to changes in flood risk; however, given the negligible magnitude of impact and implementation of mitigation measures, no significant effects are anticipated. **Overall impact: neutral impact**
Temporary impacts during construction on socio-economics, recreation and tourism receptors	Socio-economic, recreation and tourism effects during construction are assessed in **Application Document 6.17 Environmental Statement Chapter 17 Socio-economics, Recreation and Tourism**.	Lower income communities	Construction activities would generate beneficial effects through employment creation and economic activity.

Type of Impact	Assessment	Affected groups	Conclusion
	Construction activities have the potential to result in both beneficial and adverse effects. Beneficial effects include the generation of temporary employment and associated Gross Value Added within the 60-minute study area, including indirect and induced economic benefits through supply chains and local spending. Potential adverse effects include temporary pressures on local labour supply and accommodation, disruption to access to community facilities, and impacts on residential properties, businesses, tourism assets and recreational resources. Temporary closures or diversions of PRoW and recreational routes may also affect users, resulting in short-term changes to accessibility and amenity. Embedded mitigation measures include careful routeing and siting of infrastructure to avoid sensitive receptors and the implementation of control and management measures to minimise disruption during construction. Additional control measures secured through the **Application Document 7.2 Outline Code of Construction Practice** and **Application Document 7.3 Register of Environmental Actions and Commitments** include maintaining access to community facilities and businesses where practicable, managing PRoW closures and diversions with appropriate signage and consultation, reinstating land following temporary use, and ongoing community liaison. Measures also include coordination with other developments and maintaining access to key recreational routes such as the Yorkshire Wolds Way. With these measures in place, disruption to receptors would be minimised, and construction-related effects would be temporary and managed effectively.		Potential adverse effects on access, amenity, and tourism/recreation receptors may occur due to temporary disruption and construction activity. However, with mitigation in place, these effects would be limited, temporary and not significant. **Overall impact: neutral impact**

Type of Impact	Assessment	Affected groups	Conclusion
Temporary impacts during construction on access to healthcare, services and community infrastructure	Health and wellbeing effects are assessed in **Application Document 6.18 Environmental Statement Chapter 18 Health and Wellbeing**. Construction activities may temporarily affect access to healthcare facilities and social infrastructure due to changes in traffic flows, access arrangements, or localised severance. In addition, an increase in construction workforce may place minor additional demand on local healthcare services or local housing. The assessment also draws on the severance assessment presented in **Application Document 6.14 Environmental Statement Chapter 14 Traffic and Transport**, which considers the effects of construction traffic on access and connectivity for local users. Embedded mitigation includes sensitive routing and siting of infrastructure to avoid disruption where practicable. Control measures secured through the **Application Document 7.3 Register of Environmental Actions and Commitments** and **Application Document 7.4 Outline Construction Traffic Management Plan** include maintaining access routes, managing traffic movements, and ensuring emergency access is retained. Community liaison would ensure that residents are informed of any temporary disruption. With these measures in place, effects on access to healthcare and services would be temporary and limited.	Older people, disabled people, young children, and pregnant people	Construction may result in temporary and localised disruption to access to healthcare and services. However, effects would be minor and not significant, with access maintained where practicable and impacts limited in duration. **Overall impact: minor negative impact**
Beneficial impacts from employment, income, education and training opportunities	Construction activities would generate employment and income opportunities, as well as education and training benefits through upskilling and apprenticeships as assessed in **Application Document 6.17 Environmental Statement Chapter 17 Socio-economics, Recreation and Tourism.** These effects are recognised as beneficial determinants of health and wellbeing, contributing positively to income, social inclusion and community resilience.	Young people, lower income communities	Construction would result in beneficial effects on health and wellbeing through increased employment, income and training opportunities. These effects are positive and not significant but contribute to overall wellbeing.

Type of Impact	Assessment	Affected groups	Conclusion
	These benefits are inherent to the construction phase and supported through workforce training measures. National Grid has committed to producing a Skills Plan to maximise employment and training opportunities as set out in **Application Document 7.3 Register of Environmental Actions and Commitments**		**Overall impact: minor positive impact**
Loss of land or changes in access as a result of land acquisition	The Project is seeking permanent acquisition of land, acquisition of permanent rights and temporary use powers required to facilitate delivery of the Project. The Project does not require the acquisition of any residential properties and the land proposed for compulsory acquisition is predominantly rural land comprising agricultural fields. Land acquisition and temporary possession may result in changes to land management practices, restrictions on how land is used, disruption to farming operations, and changes to access arrangements for landowners and occupiers. The requirement to engage in land negotiations, compensation processes and ongoing project-related engagement may also result in stress and uncertainty for some individuals. Potential equality impacts may arise where affected landowners, occupiers or those with compensation interests have protected characteristics. For example, older people or disabled people may require additional support to engage with land acquisition processes or to adapt to temporary changes in access arrangements. Where agricultural businesses are affected, impacts may also be experienced by individuals who are more economically vulnerable to disruption of livelihood activities. National Grid has sought to minimise land requirements through Project design and continues to engage with affected landowners, occupiers and those with compensation interests. Equalities information is being gathered through engagement activities, including the Equalities Survey, to better understand	Older people, disabled people, people with caring responsibilities, and individuals with protected characteristics who are directly affected landowners, occupiers or persons with compensation interests.	As no residential properties would be acquired and the land affected is predominantly agricultural land, significant equality impacts associated with residential displacement are not anticipated. Some protected characteristic groups may experience temporary or longer-term disruption associated with changes to land use, access arrangements, or engagement with land acquisition and compensation processes. However, the number of directly affected people is anticipated to be limited, National Grid has sought to minimise land requirements through project design, and ongoing engagement and statutory compensation processes provide mechanisms to address individual needs.

Type of Impact	Assessment	Affected groups	Conclusion
	the needs of affected individuals and support appropriate mitigation measures where required. If compulsory acquisition powers are required, these would be exercised only as a last resort following reasonable attempts to secure land rights by agreement and in accordance with the statutory compensation framework.		**Overall impact: minor negative impact**
Operation (inc. Maintenance) of the Project			
Changes in views and landscape character	As a result of consultation feedback and assessment, changes were made to the design to reduce impacts on landscape and visual amenity, where possible, as described in **Application Document 6.6 Environmental Statement Chapter 6 Landscape** and **Application Document 6.7 Environmental Statement Chapter 7 Visual**. These measures aim to preserve the scenic value of sensitive landscapes and reduce visual disruption, thereby addressing the potential disproportionate impacts on vulnerable communities that rely on local landscapes for cultural, recreational, or therapeutic value. Embedded mitigation measures have been integrated into the Project design to minimise impacts on sensitive landscapes and visual receptors, including sensitive routeing and siting, undergrounding of infrastructure in selected locations, and the use of Full Line Tension Gantries in place of larger terminal pylons where appropriate. Additional mitigation measures include mitigation planting and landscape enhancement proposals secured through the **Application Document 7.8 Outline Landscape and Ecology Management Plan,** which would help reduce visual effects and support landscape integration over time. By addressing sensitive locations and implementing restoration, reinstatement and planting measures, the Project aims to ensure that all communities, including those with protected characteristics, can continue to enjoy access to visually meaningful and culturally significant landscapes	Older people, disabled people	Potential for short-term differential impacts on disabled people with sensory disorders while adjusting to permanent changes in views from community areas. No long-term differential or disproportionate impacts on equality groups are predicted. **Overall impact: minor negative impact**

Type of Impact	Assessment	Affected groups	Conclusion
Operational noise impacts from the proposed overhead line	Operational noise has been assessed in **Application Document 6.16 Environmental Statement Chapter 16 Noise and Vibration**. The majority of the proposed overhead line would utilise a triple araucaria conductor, which is designed as a low-noise conductor system. The assessment concludes that adverse effects from operational noise are not expected, including directly beneath the line under wet-weather conditions. Consequently, operational noise from the majority of the overhead line has been scoped out of the detailed assessment. Two locations required further assessment: the River Ouse crossing and the realignment of the existing ZDA overhead line near Ealand and Keadby. At the River Ouse crossing, a worst-case assessment based on a Twin Warwick conductor identified potential adverse effects only within approximately 52 m of the proposed overhead line centreline. The nearest noise-sensitive receptor is located approximately 80 m away (or approximately 50 m under a worst-case Limits of Deviation scenario). Some individuals and groups with protected characteristics, including older people, disabled people and those with certain health conditions, may be more sensitive to environmental noise and changes in their surroundings. However, the noise assessment demonstrates that operational noise levels would remain below thresholds associated with significant adverse effects at nearby receptors. Consequently, the operation of the proposed overhead line is not expected to result in significant adverse impacts on these groups, nor is it anticipated to give rise to any disproportionate effects for people sharing protected characteristics under the Equality Act (HM Government, 2010). No differential impacts are therefore identified during operation.	N/A	Operational noise from the proposed overhead line is assessed as not significant. The use of low-noise conductor technology means that adverse operational noise effects are not anticipated across the majority of the route. While some protected characteristic groups may have increased sensitivity to environmental noise, the assessment demonstrates that operational noise levels would not result in significant adverse effects at nearby receptors. Consequently, no significant disproportionate impacts on equality groups are anticipated during operation. **Overall impact: neutral impact**

Type of Impact	Assessment	Affected groups	Conclusion
Operational impacts associated with Electromagnetic Fields	Feedback from affected interests along the route also identified concerns regarding potential health effects associated with electromagnetic fields (EMF). However, **Application Document 7.11 Electric and Magnetic Field Compliance Report** demonstrates that the Project is compliant with the ICNIRP Guidelines (ICNIRP, 1998) in ensuring that the threshold for impacts to humans is not met/exceeded. National Grid will ensure that policies and procedures are in place at the design phase to ensure that all equipment complies with public EMF exposure limits. Some individuals and groups with protected characteristics, including older people, disabled people and those with certain health conditions, may be more sensitive to EMF exposure. However, as the threshold for impact to humans is not met or exceeded, the operation of the proposed overhead line is not expected to result in significant adverse impacts on these groups, nor is it anticipated to give rise to any disproportionate effects for people sharing protected characteristics under the Equality Act (HM Government, 2010). No differential impacts are therefore identified during operation.	N/A	EMF exposure from the proposed overhead line is assessed as not meeting or exceeding thresholds for impacts to humans. Compliance with EMF exposure limits means that adverse operational EMF effects are not anticipated. While some protected characteristic groups may have increased sensitivity to EMF exposure, thresholds for impacts on humans are not exceeded or met. Consequently, no significant disproportionate impacts on equality groups are anticipated during operation. **Overall impact: neutral impact**
Operational impacts on community facilities, recreation, tourism assets and access to services	**Application Document 6.17 Environmental Statement Chapter 17 Socio-economics, Recreation and Tourism** confirms that no further land take of community facilities, residential properties, business premises, recreational land or open space would be required during the operation and maintenance phase. The assessment considered the potential for indirect effects, including severance. However, **Application Document 6.14 Chapter 14 Environmental Statement Traffic and Transport** scoped out operational traffic effects on the basis that traffic movements associated with operation and maintenance	N/A	No significant adverse operational effects on community facilities, recreation, tourism assets or access to services are anticipated. Operational traffic levels and maintenance activities would not result in significant severance or accessibility effects. Consequently, no significant disproportionate

Type of Impact	Assessment	Affected groups	Conclusion
	activities would be negligible and would not result in significant severance effects. Consequently, there is no expectation of significant effects on access to community facilities, recreational resources, tourism assets, businesses or residential properties during operation. Some equality groups, including older people, disabled people, those with long-term health conditions and people without access to private vehicles, may be more reliant on local services, community facilities and recreational routes. However, operational activities would not materially affect access, connectivity or amenity for these groups. Where new or improved walking, cycling and riding connections are delivered, there may be positive accessibility and wellbeing benefits for some users.		impacts on protected characteristic groups are anticipated. Some groups may experience minor beneficial effects where improved connectivity and access opportunities are provided. **Overall impact: neutral impact**
Investment in local communities through the Community Fund	Planning approval for the Project would also result in the delivery of a Community Fund of around £18 million for communities closest to the Project. National Grid has undertaken engagement with local residents, parish councils and other stakeholders to understand how the fund could be used. Feedback highlighted strong support for practical improvements that deliver everyday benefits, particularly investment in community infrastructure and facilities, health and wellbeing initiatives, environmental enhancements, and measures to support energy efficiency and address fuel poverty. The Community Fund investment is therefore likely to benefit communities containing people with protected characteristics. In particular, investment in community facilities, health and wellbeing initiatives and accessibility improvements has the potential to provide benefits for older people, disabled people, children and young people, and other groups with protected characteristics.	All groups may benefit, but this will depend on the types of projects funded by the Fund.	The Community Fund investment is likely to have long-term benefits for protected characteristic groups living in communities closest to the proposed overhead line. **Overall impact: moderate positive impact**

Type of Impact	Assessment	Affected groups	Conclusion
Contribution to energy security, affordability and resilience	The Project would reinforce the electricity transmission network, improving the resilience and security of energy supply in the long-term. While transmission infrastructure does not directly determine consumer prices, enabling greater volumes of renewable and low-carbon generation to connect to the grid supports long-term affordability by reducing reliance on fossil fuels and lowering system constraints. In addition, the Government is currently proposing to implement a mandatory, centralised approach to providing bill discounts to communities closest to new electricity transmission infrastructure. This would offer bill discounts of up to £2,500 over 10 years for those living up to 500 metres from new and significantly upgraded electricity transmission infrastructure. The Government aims to establish regulations to implement the scheme in Summer 2026, with first payments due to households in early 2027 (Department for Energy, 2025). Improved energy security, more stable energy costs and discounts for locally affected households are particularly important for groups who share protected characteristics and who are more likely to experience fuel poverty or be disproportionately affected by energy supply disruptions.	Older people, disabled people, ethnic minority groups, young children, lower income communities	The positive contribution of the Proposed Overhead Line towards UK-wide energy security and resilience is likely to have beneficial outcomes for protected characteristic groups **Overall impact: moderate positive impact**
Contribution to net zero	As set out **Application Document 6.19 Environmental Statement Chapter 19 Climate Change** the construction and operation of the Project would directly result in increased GHG emissions. However, consideration needs to be given to its role in wider UK policy to decarbonise the electricity grid. Over its lifetime, the proposed overhead line would make an important contribution to the UK's net zero transition by reinforcing the transmission network and enabling new renewable and low carbon generation to connect to the grid. This supports long term national efforts to reduce reliance on fossil fuels and GHG emissions which are key drivers of climate change.	Children, older people, women, disabled people and ethnic minority groups.	The positive contribution of the Proposed Overhead Line towards UK wide net zero policy is likely to have beneficial outcomes for protected characteristic groups. **Overall impact: moderate positive impact**

Type of Impact	Assessment	Affected groups	Conclusion
	Climate change related impacts are disproportionately experienced by vulnerable protected characteristic groups. These impacts include increased pressures on food production, water availability, and household resilience due to more extreme weather; increased flood risk for communities with lower economic security; disruption to transport, energy and communication networks; and adverse effects on physical and mental health, particularly for those with existing conditions or reduced access to service. By supporting decarbonisation and contributing to long term emissions reduction, the Project would help reduce these inequalities over time.		

6. Conclusion

6.1.1 The Project is a nationally significant infrastructure project that will reinforce the electricity transmission network between North Humber and High Marnham, supporting the UK's transition to a low-carbon energy system.

6.1.2 This EqIA demonstrates whether and how National Grid has paid due regard to the needs of protected characteristic groups in line with the Equality Act (HM Government, 2010) and the PSED. It provides the Secretary of State with the necessary information to have regard to the requirements of the Equality Act (HM Government, 2010) and the PSED when determining the application.

6.1.3 The EqIA has assessed the potential positive and negative impacts on protected characteristic groups during consultation, construction and operation. The assessment has been informed by demographic data, consultation feedback and the findings of the Environmental Statement.

6.1.4 National Grid has undertaken inclusive and accessible consultation throughout the development of the Project. This has included targeted engagement with seldom-heard groups, provision of materials in alternative formats, and the use of accessible venues and digital platforms. These efforts are considered to have supported positive equality outcomes and demonstrate due regard to the PSED by removing barriers to participation which could constitute indirect discrimination.

6.1.5 During construction, there may be temporary negative equality impacts, particularly in relation to:

- Wellbeing impacts due to visual changes in landscape which may impact those who spend more time at home, such as older people, disabled people, young children and pregnant people;
- Diversions and closures for PRoW and local roads which may disproportionately impact older people, disabled people and those with pushchairs;
- Increased construction traffic which may impact road users more vulnerable to road traffic accidents and those using the roads to access community and healthcare facilities, education and employment; and
- Noise, vibration and air quality changes, which may differentially affect children, older people, pregnant people and people with sensory or respiratory conditions.

6.1.6 The impacts are not anticipated to be significant as they are short-term in nature and will be mitigated through embedded design measures and construction management. During construction there may be positive impacts through increased employment and training opportunities, although the significance is anticipated to be limited.

6.1.7 Once operational, the negative equality impacts are anticipated to be minimal. There will be some visual impacts due to landscape changes and minimal operational noise. Furthermore, the Project will deliver positive impacts and wider societal benefits, including energy security and support for renewable energy integration which is anticipated to positively affect all communities. There may be positive impacts for lower-income households through a more secure energy supply and for people with disabilities who have higher household energy costs on average.

6.1.8 In conclusion, the Project has been developed with due regard to the needs of people with protected characteristics. With the implementation of proposed mitigation measures, the potential for negative equality impacts is considered to be low.

6.1.9 The information provided within this EqIA provides the Secretary of State with a robust basis to consider equality matters in the determination of the application for development consent.

6.1.10 In addition to the mitigation measures identified throughout this EqIA, the following good practice measures are recommended to further support inclusive outcomes during construction as set out in **Application Document 7.3 Register of Environmental Actions and Commitments**:

- Provide clear, timely and accessible Project information to affected communities, including advance notification of works, access restrictions and programme updates.
- Maintain a named community liaison officer as a consistent point of contact for residents, landowners, businesses and community groups throughout construction.
- Where residents, landowners or occupiers are identified as being particularly sensitive to construction activities or changes in access arrangements, provide tailored engagement and liaison to help address concerns, manage expectations and reduce potential stress, anxiety or uncertainty associated with the Project.
- Ensure all construction workers and contractors carry visible identification badges when working within local communities.
- Maintain pedestrian, cycle and vehicular access routes wherever practicable and ensure that any temporary diversions are clearly signed, proportionate and accessible for disabled people and other users with mobility requirements.
- Continue engagement with affected communities to identify and address concerns relating to access, privacy, safety and community wellbeing as construction progresses.

6.1.11 These measures would further reduce potential equality impacts and support positive relationships with affected communities throughout the construction phase.

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Appendix A Assessment of Baseline Socio-Demographic Data

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Appendix A
Assessment of Baseline Socio-Demographic Data

A.1 Introduction

A.1.1 This appendix to **Application Document 7.21 Equality Impact Assessment** sets out the assessment of baseline socio-demographic data.

Table A.1 – EqIA Study Area Lower Super Output Areas (LSOA)

Local Planning Authority	LSOAs
Bassetlaw	Bassetlaw 002A (E01027999), Bassetlaw 002B (E01028005), Bassetlaw 002C (E01028031), Bassetlaw 002D (E01028032), Bassetlaw 002E (E01028035), Bassetlaw 003A (E01028023), Bassetlaw 005A (E01028013), Bassetlaw 005B (E01028014), Bassetlaw 005C (E01028015), Bassetlaw 005D (E01028016), Bassetlaw 008A (E01028008), Bassetlaw 008B (E01028009), Bassetlaw 008C (E01028010), Bassetlaw 008D (E01028011), Bassetlaw 008E (E01028012), Bassetlaw 008F (E01028022), Bassetlaw 010A (E01028017), Bassetlaw 010B (E01028018), Bassetlaw 010C (E01028019), Bassetlaw 010D (E01028020), Bassetlaw 010E (E01028021), Bassetlaw 015A (E01028006), Bassetlaw 015B (E01028007), Bassetlaw 015C (E01028033), Bassetlaw 015D (E01028037), Bassetlaw 015E (E01028038), Bassetlaw 015F (E01028039)
East Riding of Yorkshire	East Riding of Yorkshire 016A (E01013064), East Riding of Yorkshire 016B (E01013065), East Riding of Yorkshire 016C (E01013066), East Riding of Yorkshire 016D (E01013067), East Riding of Yorkshire 016E (E01013068), East Riding of Yorkshire 016F (E01013070), East Riding of Yorkshire 017A (E01013038), East Riding of Yorkshire 017B (E01013045), East Riding of Yorkshire 017C (E01013069), East Riding of Yorkshire 017D (E01013071), East Riding of Yorkshire 019A (E01013036), East Riding of Yorkshire 019B (E01013037), East Riding of Yorkshire 019C (E01013040), East Riding of Yorkshire 019D (E01013041), East Riding of Yorkshire 019E (E01013062), East Riding of Yorkshire 019F (E01013063), East Riding of Yorkshire 020A (E01012919), East Riding of Yorkshire 020B (E01012921), East Riding of Yorkshire 020C (E01013039), East Riding of Yorkshire 020D (E01013042), East Riding of Yorkshire 020E (E01013043), East Riding of Yorkshire 020F (E01013044), East Riding of Yorkshire 022A (E01012954), East Riding of Yorkshire 022B (E01012956), East Riding of Yorkshire 022C (E01012958), East Riding of Yorkshire 022D (E01012961), East Riding of Yorkshire 022E (E01012966), East Riding of Yorkshire 023A (E01012953), East Riding of Yorkshire 023B (E01012955), East Riding of Yorkshire 023D (E01012962), East Riding of Yorkshire 024C (E01012967), East Riding of Yorkshire 024D (E01012968), East Riding of Yorkshire 024E (E01012969), East Riding of Yorkshire 024F (E01034756), East Riding of Yorkshire 025A (E01012957), East Riding of Yorkshire 025B (E01012960), East Riding of Yorkshire 025C (E01012963), East Riding of Yorkshire 026A (E01013018), East Riding of

Local Planning Authority	LSOAs
	Yorkshire 026B (E01013019), East Riding of Yorkshire 026C (E01013021), East Riding of Yorkshire 026D (E01013025), East Riding of Yorkshire 026E (E01013026), East Riding of Yorkshire 032A (E01012970), East Riding of Yorkshire 032C (E01012972), East Riding of Yorkshire 032E (E01012974), East Riding of Yorkshire 032F (E01013092), East Riding of Yorkshire 032G (E01033495), East Riding of Yorkshire 032H (E01033496), East Riding of Yorkshire 032I (E01034757), East Riding of Yorkshire 032J (E01034758), East Riding of Yorkshire 038C (E01013020), East Riding of Yorkshire 038D (E01013076)
Newark and Sherwood	Newark and Sherwood 003D (E01028349), Newark and Sherwood 003E (E01028350), Newark and Sherwood 004C (E01028317)
North Lincolnshire	North Lincolnshire 006A (E01013245), North Lincolnshire 006B (E01013246), North Lincolnshire 006C (E01013247), North Lincolnshire 006D (E01013248), North Lincolnshire 006E (E01013249), North Lincolnshire 020A (E01013241), North Lincolnshire 020B (E01013242), North Lincolnshire 020C (E01013243), North Lincolnshire 020D (E01013244), North Lincolnshire 023A (E01013250), North Lincolnshire 023B (E01013251), North Lincolnshire 023C (E01013252), North Lincolnshire 023D (E01013253)
West Lindsey	West Lindsey 002A (E01026380), West Lindsey 002D (E01026403), West Lindsey 002F (E01026408), West Lindsey 004A (E01026378), West Lindsey 004B (E01026379), West Lindsey 004C (E01026381), West Lindsey 004D (E01026382), West Lindsey 004E (E01026383), West Lindsey 004F (E01026384), West Lindsey 006A (E01026374), West Lindsey 006B (E01026375), West Lindsey 006C (E01026376), West Lindsey 006D (E01026377), West Lindsey 007A (E01026388), West Lindsey 007C (E01026409)

Table A.2 – Assessment of Baseline Socio-Demographic Data for the relevant Protected Characteristics and Equality Groups

Protected Characteristic/Equality Group	England	EqIA Regional Study Area (LPAs)	EqIA Study Area (LSOAs)	Assessment of Baseline Equality Group Demography
Age				
Children (0-14)	17.4%	15.6%	15.4%	The EqIA Study Area has a slightly lower proportion of children and working-age residents than England, but a notably higher proportion of older people aged 65+ (24.1% vs. 18.4% England). This age distribution in the Study Area is very similar to the wider Regional Study Area (LPAs). Of the LPAs that make up the Regional Study Area, East Riding of Yorkshire has the highest proportion of elderly residents at 26.4%. Some LSOAs within the EqIA Study Area have particularly high proportions of elderly residents, reaching as high as 40% representation in one area. LSOAs of particular interest (>32%) that could bear the largest disproportionate impact are listed below: • West Lindsey 007A • Bassetlaw 002B • Bassetlaw 008B • East Riding of Yorkshire 022C • East Riding of Yorkshire 025B • East Riding of Yorkshire 019D • East Riding of Yorkshire 019F Older people are therefore a key equality group for the assessment. Impacts affecting accessibility, severance, pedestrian routes, public transport, access to healthcare and local services, noise, air quality and construction disruption are likely to affect this age group the most.
Working Age (15-64)	64.2%	60.1%	60.5%	
Elderly (65+)	18.4%	24.2%	24.1%	

Protected Characteristic/Equality Group	England	EqIA Regional Study Area (LPAs)	EqIA Study Area (LSOAs)	Assessment of Baseline Equality Group Demography
Disability				
Disabled under the Equality Act	17.3%	19.5%	18.9%	Disabled people are moderately over-represented in both the EqIA Study Area (18.9%) and Regional Study Area (19.5%) compared with the population demography of England (17.3%). Some neighbourhoods within the study area have considerably higher proportions of disabled residents, reaching a maximum of 31.7% disabled residents in West Lindsey 004E. Other LSOAs that will be affected the most by any disability impacts of the Project (>26.6% disabled residents) are listed below: • East Riding of Yorkshire 017D • East Riding of Yorkshire 026B • West Lindsey 004D • East Riding of Yorkshire 025C • West Lindsey 006C • West Lindsey 004C • West Lindsey 004F • Bassetlaw 008D Project effects involving accessibility, severance, pedestrian diversions, public transport disruption, parking changes, gradients, noise, vibration and air quality will impact individuals with disabilities considerably and should therefore be assessed accordingly.
Not disabled under the Equality Act	82.7%	80.5%	81.1%	

Protected Characteristic/Equality Group	England	EqIA Regional Study Area (LPAs)	EqIA Study Area (LSOAs)	Assessment of Baseline Equality Group Demography
Gender Reassignment				
Gender identity the same as sex registered at birth	93.5%	94.4%	N/A	Regional (LPA) data indicates these is a slightly lower proportion (0.3%) of people reporting a gender identity different from sex registered at birth than the national average (0.5%). Data on Gender identity is not available at the LSOA-level. Based on the available LPA level data (a maximum of 0.5% representation in North Lincolnshire), there is no indication that this group is likely to be disproportionately represented within the EqIA Study Area, though this does not rule out the likelihood that specific LSOAs may have higher proportions of people reporting a gender identity different from sex registered at birth.
Gender identity different from sex registered at birth	0.5%	0.3%	N/A	
Not answered	6.0%	5.2%	N/A	
Marriage and Civil Partnership				
Never married and never registered a civil partnership	37.9%	30.6%	29.9%	Both the EqIA Study Area and Regional Study Area have a higher proportion of married and civil partnered residents (49.9% Study Area, 49.4% Regional) compared to the English average (44.7%), as well as a higher proportion of widows (7.5% Study Area, 7.5% Regional, 6.1% England). Consequently, the Study Area and Region have a lower proportion of people who have never married or entered a civil partnership, compared with England, reflective of the older age profiles of these areas. This characteristic is of limited direct relevance to the Project, although it serves as a reflection of the impacts towards older age groups. It is possible that older residents that are widowed or a surviving civil
Married or in a registered civil partnership	44.7%	49.4%	49.9%	
Separated, but still legally married or still legally in a civil partnership	2.2%	2.2%	2.2%	

Protected Characteristic/Equality Group	England	EqIA Regional Study Area (LPAs)	EqIA Study Area (LSOAs)	Assessment of Baseline Equality Group Demography
Divorced or civil partnership dissolved	9.1%	10.3%	10.6%	partnership partner could be more impacted by any severance to local services, social infrastructure and community networks.
Widowed or surviving civil partnership partner	6.1%	7.5%	7.5%	
Race				
Asian, Asian British or Asian Welsh	9.6%	1.6%	1.2%	The EqIA Study Area is substantially less ethnically diverse than England, with White residents significantly over-represented and all minority ethnic groups under-represented relative to the national baseline. This remains a comparatively disproportional figure when compared to the proportion of White people in England excluding London (a particularly diverse region) which is 86.1% White compared to EqIA and Regional Study Area demography of 97.0% and 96.4% respectively (including Roma, Gypsy or Irish Travellers). The population in each of the LPAs assessed follow similar demographic splits, with 94.1% being the lowest proportion of residents that are White (excluding Roma, Gypsy or Irish Traveller) in any LPA, all other LPAs in the study area have a higher proportion. At the LSOA level, all LSOAs have a minimum of 90% White (excluding Roma, Gypsy or Irish Traveller) residents. Five of these LSOAs have
Black, Black British, Black Welsh, Caribbean or African	4.2%	0.4%	0.4%	
Mixed or Multiple ethnic groups	3.0%	1.1%	1.1%	

Protected Characteristic/Equality Group	England	EqIA Regional Study Area (LPAs)	EqIA Study Area (LSOAs)	Assessment of Baseline Equality Group Demography
Roma, Gypsy or Irish Traveller	0.3%	0.2%	0.2%	slightly higher levels of Roma, Gypsy or Irish Travellers compared to the national average: • East Riding of Yorkshire 022A (1.7%) • East Riding of Yorkshire 022E (1.8%) • East Riding of Yorkshire 026B (1.8%) • West Lindsey 004D (1.6%) • West Lindsey 006B (1.5%) No demographic over-representation of minority ethnic groups is identified at the study area or regional study area level. However, more local demographic variation at an LSOA level could still result in more localised impacts to receptors such as community facilities, places of worship, and Traveller sites.
White (excluding Roma, Gypsy or Irish Traveller)	80.8%	96.2%	96.8%	
Other ethnic group	2.2%	0.5%	0.4%	
Religion or Belief				
No religion	36.7%	39.0%	39.1%	Christian residents are over-represented in both the EqIA Study Area (53.3%) and Regional Study Area (53.2%) when compared with England (46.3%). The EqIA and Regional Study area also have slightly more residents reporting no religion, with representation of religions other than Christianity below the National average. Some communities within the study area have noticeably lower proportions of Christians and higher proportions of other religions. These include the following LSOAs: • East Riding of Yorkshire 026B • East Riding of Yorkshire 032F • East Riding of Yorkshire 017B
Christian	46.3%	53.2%	53.3%	
Buddhist	0.5%	0.2%	0.2%	

Protected Characteristic/Equality Group	England	EqIA Regional Study Area (LPAs)	EqIA Study Area (LSOAs)	Assessment of Baseline Equality Group Demography
Hindu	1.8%	0.2%	0.2%	• West Lindsey 006A • West Lindsey 004A • West Lindsey 004E • West Lindsey 004F • Bassetlaw 010D • East Riding of Yorkshire 032G • East Riding of Yorkshire 032J Project impacts affecting churches, church halls, cemeteries, faith-based community facilities, Sunday services, funerals, weddings or access routes to places of worship should be appropriately assessed as they could lead to disproportionate impacts to Christian residents. Consideration should also be made towards any local smaller faith communities where evidence suggests disproportionate impacts may arise at the local level.
Jewish	0.5%	0.1%	0.1%	
Muslim	6.7%	0.9%	0.6%	
Sikh	0.9%	0.1%	0.1%	
Other religion	0.6%	0.4%	0.4%	
Not answered	6.0%	5.8%	5.9%	
Sex				
Female	51.0%	50.8%	51.0%	The demography of males and females in the Study Area and Region is consistent with the national average; there is no material under or over representation.
Male	49.0%	49.2%	49.0%	
Sexual Orientation				
Straight or Heterosexual	89.4%	91.1%	N/A	Regional data indicates that there is a slightly lower proportion of lesbian, gay, bisexual and other sexual orientation groups in the Regional Study Area when compared with the national average. Data on sexual orientation is not available at the LSOA-level.
Lesbian, Gay or Bisexual	2.8%	2.0%	N/A	

Protected Characteristic/Equality Group	England	EqIA Regional Study Area (LPAs)	EqIA Study Area (LSOAs)	Assessment of Baseline Equality Group Demography
All other sexual orientations	0.3%	0.2%	N/A	All six of the study area LPAs have a higher proportion of straight or heterosexual residents than the English average (89.4%). No demographic over-representation is identified in the LPA data, though variation between LSOAs may present disproportionate representation at a local level.
Not answered	7.5%	6.7%	N/A	
Index of Multiple Deprivation (IMD)				
Averaged Index of Multiple Deprivation (IMD) Decile (where 1 is most deprived 10% of LSOAs)	N/A	6	6	The EqIA Study Area is, not among the most deprived areas nationally (on average), with most IMD domains falling around the middle or less deprived deciles. Across all domains, the EqIA and Regional Study Area are slightly less deprived than the national average, both measured within the 6th decile (where the 1st decile is the most deprived). The EqIA Study Area generally performs slightly better than the wider Regional Study Area in each domain of deprivation. At a local level, there is some considerable variation in deprivation, particularly parts of the study area in West Lindsay which hosts some LSOAs in the most deprived decile in England, as well as the 26th most deprived neighbourhood (of 33,755) in England, West Lindsey 004E. Across all domains, the following LSOAs in the Study Area fall under the most deprived 10% of English neighbourhoods: • West Lindsey 006A • West Lindsey 006B • West Lindsey 006C • West Lindsey 004A • West Lindsey 004E • West Lindsey 004F
Averaged Income Decile (where 1 is most deprived 10% of LSOAs)	N/A	6	7	
Averaged Employment Decile (where 1 is most deprived 10% of LSOAs)	N/A	5	6	
Averaged Education, Skills and Training Decile (where 1 is most deprived 10% of LSOAs)	N/A	5	6	
Averaged Health Deprivation and Disability Decile (where	N/A	5	6	

Protected Characteristic/Equality Group	England	EqIA Regional Study Area (LPAs)	EqIA Study Area (LSOAs)	Assessment of Baseline Equality Group Demography
1 is most deprived 10% of LSOAs)				There are also areas (LSOAs) in which there is considerable deprivation in the Housing and Services and Education, Skills and Training domains across the EqIA Study Area. Consideration of spatial impacts that affect access to housing and services, health, transport, employment and education, and environmental quality should be given in these more deprived LSOAs, especially where impacts might coincide with older or disabled populations.
Averaged Crime Decile (where 1 is most deprived 10% of LSOAs)	N/A	6	7	
Averaged Barriers to Housing and Services Decile (where 1 is most deprived 10% of LSOAs)	N/A	5	5	
Averaged Living Environment Decile (where 1 is most deprived 10% of LSOAs)	N/A	6	6	

Appendix B
EqIA Questionnaire

nationalgrid

Appendix B
EqIA Questionnaire

Proper Officer
Addressee
Address Line 1
Address Line 2
Address Line 3
Address Line 4
Address Line 5
Address Line 6

[Insert Date]

[Insert Reference Number]

Dear [Insert Full Proprietor Name],

Subject: The North Humber to High Marnham Electricity Network Reinforcement Project - Equality Impact Questionnaire

National Grid Electricity Transmission plc ("National Grid") owns and maintains the high-voltage electricity transmission network in England and Wales. The North Humber to High Marnham Electricity Network Reinforcement Project (the "Project") is being developed and promoted by National Grid in relation to a proposed application for a Development Consent Order ("DCO").

Purpose of this Questionnaire

As part of our duties to consider the potential effects of the Project on people with protected characteristics, we are inviting you to complete a questionnaire. in accordance with the Equality Act 2010.

Your response, along with other recipients of this questionnaire, helps us understand whether any aspect of the Project could affect individuals differently, as a result of personal circumstances or protected characteristics. This information will help us consider any appropriate mitigation or management measures.

Completion of this questionnaire is entirely voluntary, and you don't need to share personal information. You may choose to answer only those questions you are comfortable responding to.

Data Protection and Use of Information

Any personal information provided through this questionnaire will be handled lawfully, fairly and transparently and will be processed strictly for the purposes of informing the Equality Impact Assessment ("EqIA") supporting the DCO application.

National Grid will comply with all applicable data protection legislation, including:

- the UK General Data Protection Regulation (UK GDPR); and
- the Data Protection Act 2018, including provisions relating to the processing of special category personal data.

In particular:

- Information relating to protected characteristics will be treated as special category personal data and handled with appropriate safeguards.
- Data will be used solely for EqIA purposes, to understand potential equality and accessibility impacts at a summary level.
- Responses will not be published in a way that identifies individuals.
- Personal data will be stored securely, accessed only by authorised personnel, and retained only for as long as necessary to support the EqIA and DCO process.

You are not required to provide identifying details unless you wish National Grid to contact you to discuss matters you have raised.

Section 1 – Contact Details (Optional)

1) **Name:**

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2) **Address/Description of Land (if applicable):**

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3) **Preferred contact method (if you wish us to follow up):**

☐ Email
☐ Telephone
☐ Post
☐ I do not wish to be contacted

Section 2 – Equality Considerations

1) **Do you consider that you or someone in your household may have any characteristics or circumstances that could be affected by the Project which are listed in Section 2 question 2 below?**

☐ Yes – please move to Section 2 question 2
☐ No – please move to Section 3
☐ Prefer not to say – please move to Section 3

2) **Please indicate which of the following apply (you may select more than one):**

☐ Disability or long-term health condition that affects mobility, access, or daily activities
☐ Age (e.g. persons over the age of 65 or below the age of 16)
☐ Pregnancy or maternity
☐ Sensory impairment (e.g. sight or hearing impairment)
☐ Mental health condition
☐ Limited English proficiency
☐ Reliance on regular care, medical visits or home support

☐ Other circumstances you feel National Grid should be aware of (please describe below)
☐ Prefer not to say

Further details (optional):

Section 3 – Potential Project Impacts

1) **Do you consider that any aspect of the Project could affect you or others differently as a result of personal circumstances or protected characteristics?**
(Please tick any that apply - please provide any additional information that may help us locate the impact in relation to the proposed Project route – especially if you are not including your name or address)

☐ Ability to travel to, from or within the local area
☐ Access to your home, land, business, or place of work
☐ Access to healthcare, care services or regular medical appointments
☐ Mobility, safety or ease of movement (including walking, cycling or driving)
☐ Independence or ability to carry out daily activities
☐ Mental health or wellbeing (for example stress or anxiety arising from disruption)
☐ Reliance on carers, support workers or assistance from others
☐ Access to essential services or deliveries
☐ Communication or accessibility needs (e.g. language barrier, visual, hearing or cognitive impairment)
☐ Other potential impacts (please specify below)
☐ None/not applicable
☐ Prefer not to say

2) **Are there any measures you feel would help avoid, reduce or manage any potential impacts of the Project on you or others?**
(For example: advance notice of works, access arrangements, timing considerations, or communication approaches – please identify any locations along the proposed Project route that this would apply)

Section 4 – Additional Comments (Optional)

1) **Please use the space below to provide any further comments relating to equality, accessibility or personal circumstances that you feel National Grid should consider as part of the Equality Impact Assessment:**

Thank you for taking the time to complete this questionnaire. Your feedback will help National Grid better understand and consider equality and accessibility matters as part of the ongoing development of the Project.

Please return the completed quetionnaire to FREEPOST NH TO HM.

Contact us

If you have any queries about this letter (including if you would like it to be provided in a different format), please contact National Grid's land agency supplier Dalcour Maclaren at nh-hm@dalcourmaclaren.com or on 0333 188 3511.

If you would like more information about the Project, our webpage can be found at www.nationalgrid.com/nh-hm.

Yours sincerely,

For and on behalf of National Grid Electricity Transmission plc

National Grid plc
National Grid House,
Warwick Technology Park,
Gallows Hill, Warwick.
CV34 6DA United Kingdom

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No. 4031152
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