

A46 Newark Bypass

Scheme Number: TR010065

7.6 Equality Impact Assessment (EqIA) Screening, Analysis and Monitoring

APFP Regulation 5(2)(q)

Planning Act 2008

**Infrastructure Planning (Applications:
Prescribed Forms and Procedure) Rules 2009**

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**The Infrastructure Planning
(Applications: Prescribed Forms
and Procedure) Rules 2009**

**The A46 Newark Bypass
Development Consent Order 202[#]**

7.6 Equality Impact Assessment (EqIA) Screening, Analysis and Monitoring

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Author:	A46 Newark Bypass Project Team, National Highways

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1 Introduction

1.1 Purpose of the report

- 1.1.1 This Equality Impact Assessment (“EqIA”) relates to an application made by National Highways (the “Applicant”) to the Secretary of State for Transport via the Planning Inspectorate (the “Inspectorate”) under the Planning Act 2008 (the “2008 Act”) for a Development Consent Order (DCO). If made, the DCO would grant consent for the A46 Newark Bypass (the “Scheme”). A detailed description of the Scheme can be found at Chapter 2, The Scheme of the Environmental Statement (ES) [APP-046].
- 1.1.2 To comply with the Equality Act 2010 and public sector equality duty an EqIA was undertaken during the preliminary design stage of the Scheme. The outputs from this assessment can be found in Section 2 of this EqIA.
- 1.1.3 Figure A.2 below provides a specially designed Equality, Diversity and Inclusion (EDI) ‘Hotspot Map’ which covers the area within which the Scheme is located. The ‘Hotspot Map’ is designed to understand factors which may indicate EDI issues which need further consideration in developing and delivering the Scheme.
- 1.1.4 The EqIA was informed by the Equality, Diversity and Inclusion Tool (EDIT). EDIT is a sifting tool developed by the Applicant to support informed decision-making on how equality, diversity and inclusion are relevant to the development and delivery of schemes.
- 1.1.5 On completion of EDIT a score is applied to indicate the level of assessment required. Any scheme which scores above 50% should proceed with a full EqIA. The EDIT score for this Scheme was 69% indicating the requirement for an EqIA to be carried out. The EDIT highlighted equality, diversity and inclusion issues that are likely to be a factor in the effective delivery of the Scheme.
- 1.1.6 EDIT identified key elements of the Scheme which could disproportionately affect vulnerable groups. These are as follows:
- The Scheme is located in:
 - an equality hotspot area;
 - an area with high population density;
 - an area with large numbers of people from equality groups;
 - an area with high proportions of people from equality groups; and
 - an area with a large number of destinations used by members of equality groups.
 - The Scheme is likely to have an impact on Walkers, Cyclists and Horse-riders (WCH).
 - The Scheme is likely to have impacts on people and communities during construction phase.

2 Scheme Equality Impact Assessment

2.1 EqlA Impact Screening and Assessment

2.1.1 The EqlA for the Scheme is shown in **Table 2.1.1** below which has been informed by the EDIT assessment.

Title of the project	A46 Newark Bypass
Your name (Author completing assessment)	[REDACTED]
EqlA Register reference number (Obtained from EDI Lead Advocate)	MPS92
Name of Supply Chain and/or key contact involved	[REDACTED]
Name of the National Highways Project Manager	[REDACTED]
Date completed	03/08/2023
Name of Programme Lead/Manager (Person signing off the EqlA - if this changes, notify the EDI Lead Advocate)	[REDACTED]

SECTION A (SCREENING): INTRODUCTION

This section sets the context for the EqlA by providing information on the need for the Scheme and its proposed development.

What to include:

Background description of the Scheme and key deliverables/objectives, the locality and a location map, Scheme timelines e.g Start of Works/ Options & Statutory Consultations/DCO/Open for Traffic dates etc.

Scheme aims, purpose and expected beneficial outcomes for our customers, the local community and for the Strategic Road Network (SRN)

Details of key customers, communities and stakeholders likely to be impacted

Anything already known about the Scheme design that mitigates against or enhances potential impacts in areas such as accessibility, connectivity and inclusion.

Any insights from the Equality, Diversity and Inclusion Tool (EDIT)

Social value considerations

When to complete:

To be completed at **Options Phase** and then updated throughout the Scheme lifecycle.

Complete **EDI 'hot-spot' mapping** and **options phase** tabs in the EDIT.

A.1. Purpose of the Scheme

The Scheme is part of the National Highways commitment to transform the road network by 2040 and provide users safer, more reliable and environmentally friendly journeys whilst being socially sensitive.

The Scheme aims to improve capacity in order to address traffic congestion on the A46 near Newark, but also improve route standard consistency for the A46, working towards a long-term aim of achieving expressway standard.

The A46 is a nationally significant trade and export route, with ports at either end of the corridor, and East Midlands and Birmingham Airports close by. An upgraded dual carriageway opened in 2012, but stopped three miles short of the A1, leaving the A46 at Newark as single carriageway.

In March 2020, the Government's second Road Investment Strategy (RIS) included a commitment for the Applicant to improve the A46 'Trans-Midlands Trade Corridor' between the M5 in the southwest and the Humber Ports in the northeast, to create a continuous dual carriageway from Lincoln to Warwick. The Scheme is part of the strategic A46 route connecting the M1 and Leicester to the A1 and central Lincolnshire, in order to enable UK, regional and local government's transport and economic growth plans.

A.2 Objectives of the Scheme

The Objectives of the Scheme are aligned to the Applicant's main aspirations and ensure the current issues on the stretch of road are addressed:

- **Safety:** Improve safety through Scheme design to reduce collisions for all users of the A46
- **Congestion:** Improve journey time and journey time reliability along the A46 and its junctions between Farndon and Winthorpe, including all approaches and A1 slip roads.
- **Connectivity:** Accommodate economic growth in Newark-on-Trent and the wider area by improving its strategic and local connectivity
- **Environment:** Deliver better environmental outcomes by achieving a net gain in biodiversity and improve noise levels at Noise Important Areas along the A46 between Farndon and Winthorpe roundabouts.
- **Customer:** Build an inclusive Scheme which improves facilities for cyclists, walkers and other vulnerable road users where existing routes are affected.

A.3 Social Value considerations

The Scheme's social value commitments aim to create a more balanced representation of clients, customers, and end users by reaching out to different local networks, demonstrating a local influence, and gaining an understanding of local priorities, which will support the local area and communities.

Flexible working hours, returnships, and support networks will make the construction industry more appealing. Relationships have been established with both the 'Women's Returners Professional Network' and 'Women in Construction,' in an effort to increase the industry's attractiveness to women and women returners.

There is a commitment to build on the successful relationship with the military 'Career Transition Partnership' to highlight highways construction as a future career option.

The work with the probation services, 'Command UK' and 'Sodexo', will continue to offer employment to suitable ex-offenders.

An Education, Employment and Skills Plan will identify targets and strategies to implement, which will determine the types of local community groups who will be contacted. This is included in the Register of Environmental Actions and Commitments as part of the First Iteration Environmental Management Plan (EMP) [REP6-012] and will be produced before construction as part of the Second Iteration EMP.

Through meaningful engagement, the Applicant and its supply chain will seek to understand the hopes and concerns that stakeholders, customers, and communities have about the Scheme's proposals.

A.4 Description of the Scheme

The Scheme is located in the county of Nottinghamshire and focuses on a section of the A46, approximately 6.5 km in length. It passes the western and northern extents of Newark-on-Trent, between Farndon roundabout and Winthorpe roundabout. The Scheme lies entirely within the Newark and Sherwood District Council local authority boundary.

The western extent of the Scheme is Farndon junction where the A46 joins the B6166 Farndon Road, adjacent to the village of Farndon (1km west of Newark), and the eastern extent is Winthorpe junction where the A46 joins the A1133. Along its route, it crosses the A617 and B6326 via the Cattle Market junction and A1, further along via a grade-separated interchange.

The scope of this Scheme consists of on-line widening for much of its length to the A1, followed by a partial off-line dualling to the Winthorpe junction. This includes earthwork widening along the existing embankments, and new structures where the route

crosses the railway lines (Nottingham-Lincoln and East Coast Main Lines), the River Trent and Nether Lock, as well as the existing A1. A detailed description of the Scheme can be found in Chapter 2, The Scheme of the ES [APP-046]

The Scheme's design includes:

- widening of the existing A46 to a dual carriageway for a distance of 6.5 kilometres (approximately 4 miles) to provide two traffic lanes in both directions.
- partial signalisation of Farndon roundabout at the southern extent of the Scheme.
- a new grade-separated junction at Cattle Market junction, with the A46 elevated to pass over the roundabout. A larger roundabout beneath the A46 to provide increased capacity.
- a new off-line section to bypass the existing Brownhills roundabout and Friendly Farmer roundabout.
- a new grade-separated northbound off slip to a new roundabout, providing local access with a two-way link road on the southern arm to connect with the existing Brownhills roundabout.
- a two-way parallel link road from Friendly Farmer to Winthorpe roundabout to the southern side of the existing dual-carriageway.
- a new bridge structure across the existing A1, located to the north of the existing bridge.
- an upgraded roundabout with partial signal controls at Winthorpe roundabout.
- improvements to walking, cycling and horse-riding (WCH) facilities through safer, enhanced routes.

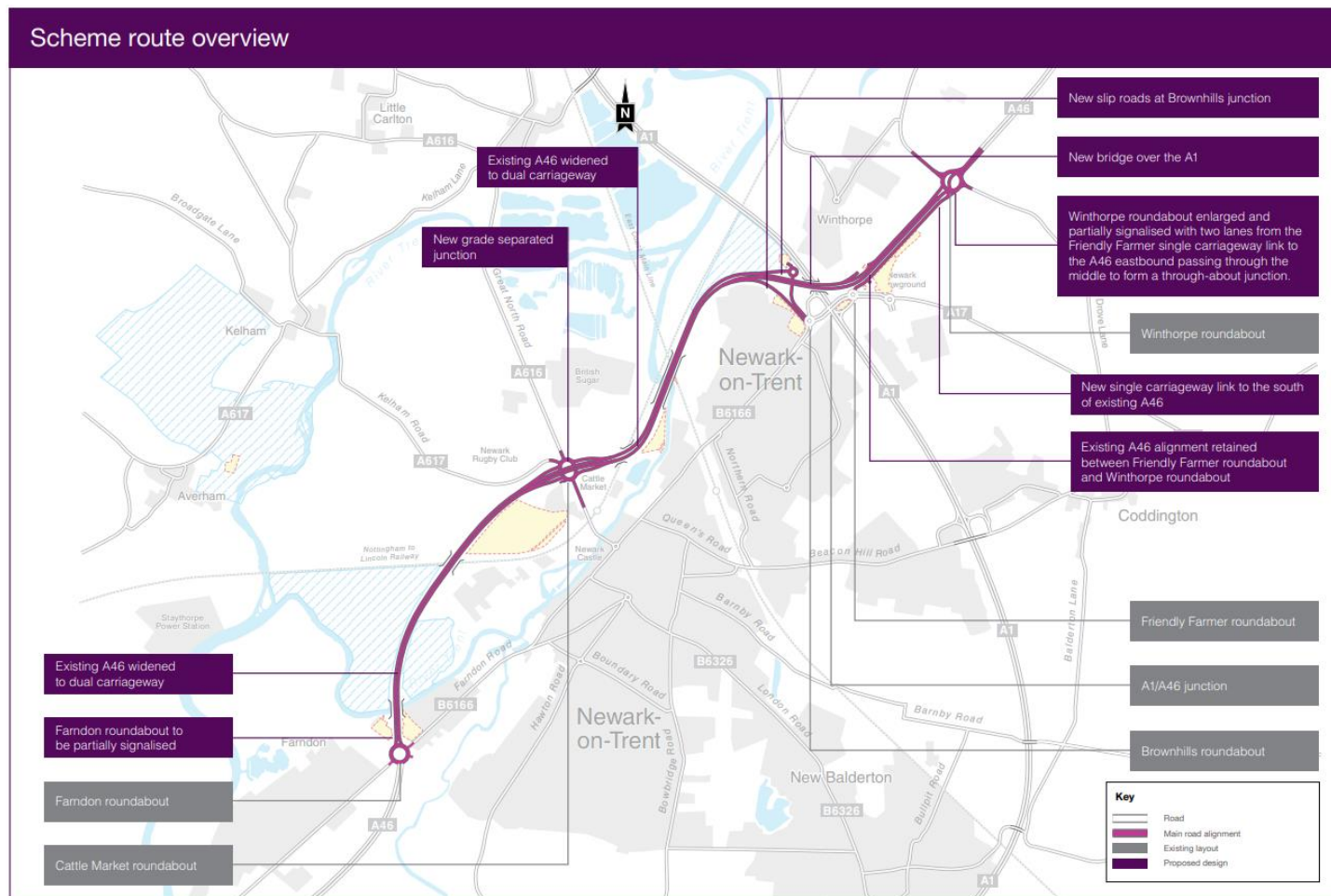
The embankment for the A46 dual carriageway passes through land that is floodplain for the River Trent. As a result of this, the Scheme is required to develop flood mitigation measures to offset the volume of embankment being added into the floodplain.

Three areas have been identified for floodplain compensation which are being referred to as:

- the Kelham and Averham floodplain compensation area (FCA)
- Farndon Borrow Pits West FCA
- Farndon East FCA. In addition, the Farndon East FCA will also be used as a borrow pit to support the creation of embankments required for the Scheme.

A Scheme route overview is shown below.

Figure A.1: Overview Plan of the A46 Newark Bypass Improvement Scheme



Source: National Highways

A.5 Customers, staff and stakeholders

Customers, staff and stakeholders involved or affected by the Scheme include:

- the Applicant and its supply chain
- Robert Jenrick, MP¹
- Environment Agency
- Historic England
- Natural England
- Canal and River Trust
- Nottingham City Council
- Newark and Sherwood District Council
- Nottinghamshire County Council
- Newark Showground²
- Midlands Connect Partnership³
- Greater Lincolnshire Local Enterprise Partnership (LEP)
- Derby, Derbyshire, Nottingham and Nottinghamshire LEP (D2N2 LEP)
- Network Rail
- Utility companies operating in the area
- Local businesses, potential developers, and other employers and traffic generators in the local area
- Equality, Diversity & Inclusion stakeholders such as local schools, adult health care centres, religious bodies, Gypsy, Roma and Traveller (GRT) communities (at Tolney Lane and Old Stable Yard) and other organisations supporting accessibility and social care
- The communities and residents of Newark upon Trent, Winthorpe and Farndon

¹ Robert Jenrick is the constituency MP for Newark. The Scheme has been identified as a priority.

² This is a key events site which could be impacted at the construction phase of the Scheme.

³ Midlands Connect is a partnership of LEPs and councils from across the Midlands.

- Local environment and active travel groups such Farndon Residents Environment Group, The British Horse Society, Ramblers, Sustrans, Nottinghamshire Footpaths Preservation Society, Nottinghamshire County Council Countryside Access team and Newark Sports Association

A summary of the consultation and engagement activities undertaken for the Scheme is set out in the table below.

Consultation / engagement activity undertaken	Date
Two options were presented for options consultation, Options 1 and 2. This consultation included the distribution of information to 17,619 addresses including statutory bodies, persons with land interest, local residents and businesses. A call back service was provided to allow stakeholders to speak to the project team, either by telephone or online meeting, due to restrictions on public events caused by the coronavirus (COVID-19) pandemic.	9 December 2020 to 2 February 2021
Considering feedback from the options consultation a modified version of Option 2, called 'Option 2 Modified', was announced as the preferred route for the Scheme. Three public information events took place to provide information about this announcement.	24 February 2022

Following the PRA, engagement continued with stakeholders to develop proposals, resulting in the preliminary design for the statutory consultation. Engagement included targeted public information events at key residential locations in the vicinity of the proposed Scheme area.	25 February to 25 October 2022
Statutory consultation on the preliminary design was undertaken under section 42 and section 47 and publicised under Section 48 of the 2008 Act. This consultation included the distribution of information to 21,584 addresses including statutory bodies, persons with land interest, local residents and businesses. Ten in person consultation events took place as well as two online public information events and one business information event.	26 October 2022 to 12 December 2022
Following the close of the statutory consultation, the Applicant considered feedback received and updated the proposed design to accommodate changes in six areas of the Scheme. Six targeted consultations were undertaken. Each targeted consultation included the distribution of tailored cover letters and plans to relevant statutory consultees, persons with land interests and community stakeholders.	17 March 2023 to 16 April 2023

The Applicant is committed to actively listen, engage, and take into account the views of residents, organisations and community groups that will be or likely to be impacted by the Scheme. Therefore, the Applicant will continue to engage with those stakeholders and demonstrate transparency in the decision-making process to ensure potential negative impacts are mitigated.

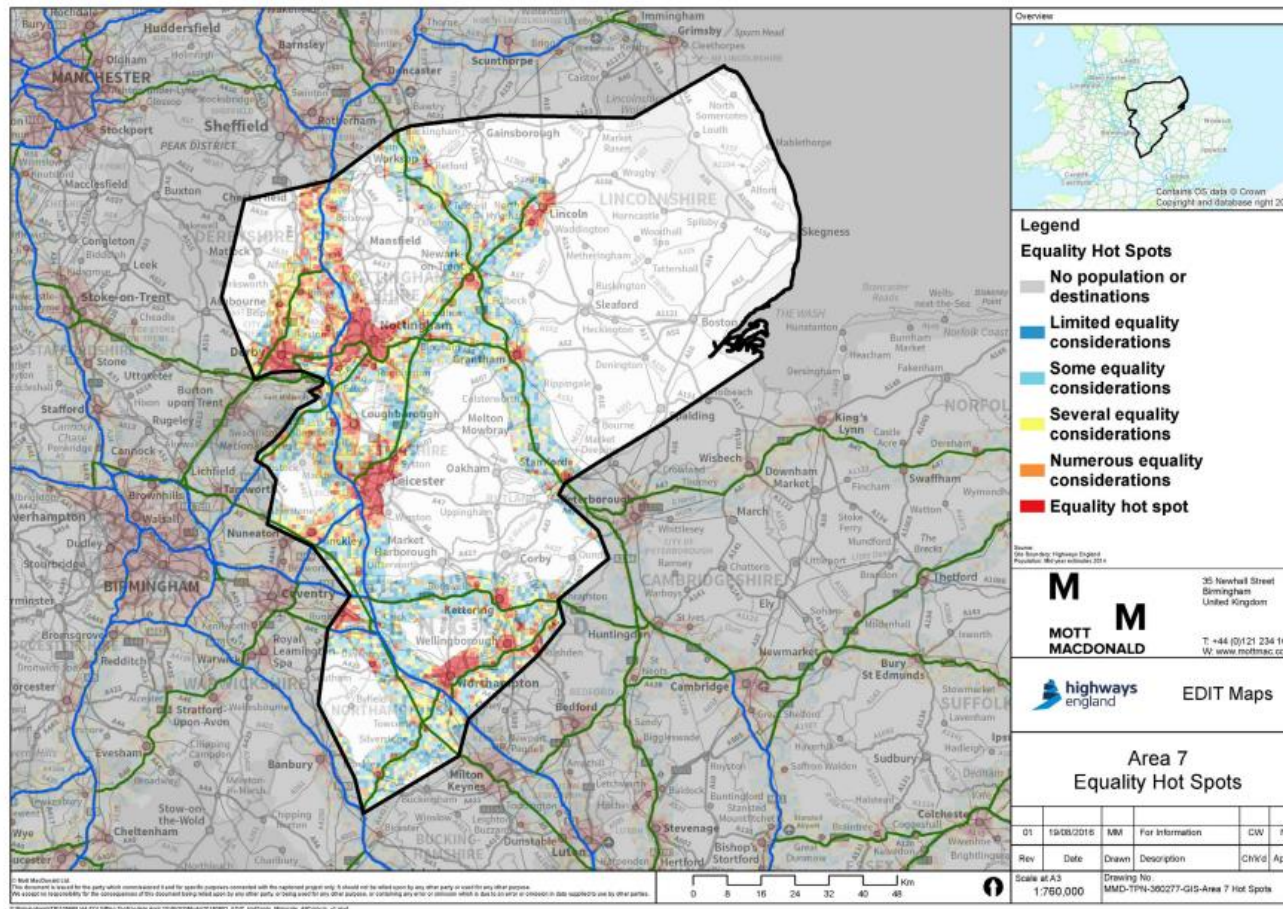
A.6 EDIT (Equality, Diversity and Inclusion Tool)

The screening assessment was carried out using the Applicant's Equality, Diversity and Inclusion Tool (EDIT). The EDIT tool uses hot spot mapping, Scheme type and design information to identify whether equality, diversity and inclusion issues are likely to be a factor in the effective delivery of the Scheme.

Figure A2 below shows the equality hotspots within Area 7 – Leicestershire, Northamptonshire, Derbyshire, Nottinghamshire, Lincolnshire, part of Warwickshire, Rutland and part of Oxfordshire, where the Scheme is located.

Figure A.2 Equality hotspots within Area 7

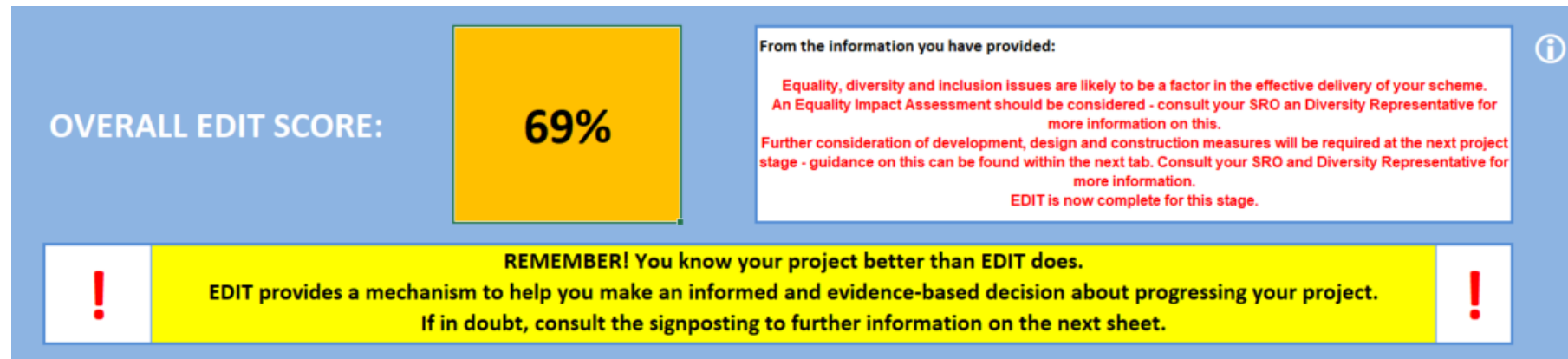
Area 7 - Equality Hot Spots



Source: National Highways, EDIT

An overall score is calculated based on the information provided, with a score of over 60% recommending consideration for the need to undertake an EqIA. An overall EDIT score of 69% was generated for the Scheme at Preliminary Design stage. This meant that equality, diversity and inclusion issues were likely to be a factor in the effective delivery of the Scheme and that an EqIA should be considered.

Figure A.3 EDIT score



Source: National Highways

A.7 Timeline

The table below provides an overview of the key phases of the of the Scheme and the expected timeframe, in order to minimise disruption to the public and maintain traffic flow.

Timeframe	Activities
Spring 2024	Development Consent Order (DCO) submission

Summer 2025	Decision on the future of the Scheme by the Secretary of State
Summer 2025	Start of construction works
Autumn 2028	Scheme open for traffic

Source: National Highways

The Scheme has completed the Options Selection stage and a Preferred Route Announcement was made in February 2022. The application for development consent was made in April 2024 and the Scheme is currently progressing through examination of that application. This EqlA will be updated periodically throughout the life of the Scheme to update with relevant information as and when it becomes available.

SECTION B (SCREENING): SCREENING TABLE

This section is an early appraisal of risks and opportunities, to identify any potential EDI issues. Consider screening questions in relation to the 9 protected characteristic groups described below, as defined in The Equality Act 2010.⁴

Age	A person belonging to a particular age or age range.
Disability	A person who has a physical or mental impairment which has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.
Gender re-assignment	The process of transitioning from one sex to another.
Marriage and civil partnerships	Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have a relationship recognised legally as a 'civil partnership'.
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after giving birth up to 26 weeks and includes breastfeeding.
Race and ethnicity	A group of people defined by their race, colour, nationality (including citizenship), and 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 and includes lack of belief.

⁴ Definitions are from the Equality and Human Rights Commission and relate to a binary understanding of sex and gender, which does not always reflect people's self-identity and lived experiences. More information on protected characteristics can be found here: [Protected characteristics | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/protected-characteristics)

Sex	A man or a woman.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.
What to include: Use the additional information provided in the EDIT, signified by the information symbol i, and your initial EDIT findings to inform the completion of the screening table. Indicate with an X in the table below where there are potential impacts on different groups. For example: For question 1, you would put a cross in age, disability and sex if your initial evidence shows children, disabled people and women are over-represented amongst pedestrian groups and are therefore likely to be more affected by any changes in pedestrian access than others. When to complete: To be completed at Options Phase and reviewed throughout the Scheme lifecycle. Ensure EDI 'hot-spot' mapping and Options phase tabs are up-to-date and complete the Development phase tab in the EDIT.	

Screening questions to identify potential EDI issues	Age	Disability	Gender re-assignment	Marriage & civil partnership	Pregnancy & maternity	Race & ethnicity	Religion or belief	Sex	Sexual orientation	Summary of reasons supporting the screening
1) Is there any indication or evidence that different groups will be disproportionately or differently affected by the Scheme? Consider road users, local communities, and other stakeholders.	☒	☒	☐	☐	☒	☐	☐	☐	☐	The construction of the Scheme could have an impact on accessibility (both directly and indirectly) or result in severance for communities and people when accessing open space and nature, social, recreational and healthcare infrastructure, workplaces/employment opportunities, and routes used by walkers, cyclists and horse riders. Those with more specific mobility needs or less confident travellers – such as children, older people, people with a disability, or people travelling with young children or whilst pregnant (including any temporary pregnancy related mobility issues) are more likely to be affected by the Scheme.
2) Is there any indication or evidence of different levels of uptake by different groups in relation to	☒	☒	☐	☐	☒	☐	☐	☒	☒	The construction and operation of the Scheme could have an impact on noise and air quality, especially for protected characteristic groups more sensitive to such changes, specifically for children and those with disabilities and health conditions. The ES assessed potential adverse and beneficial changes to noise levels, accessibility and health

access to infrastructure or services affected by the Scheme? Consider EDIT hotspot maps for Schemes near local communities.										as a result of the construction and / or operation of the Scheme. ⁵ These potential impacts may have disproportionate or differential effects on equality groups including children, older people and those with disabilities, as well as on pregnant people, especially on those living in deprived areas.
3) Is there any indication or evidence that different equality groups have different communication and access needs regarding information about the Scheme? Consider social or physical barriers (e.g., language, format, access).	☒	☒	☐	☐	☐	☒	☐	☐	☐	The engagement process should consider the accessibility of the information provided, including providing information in plain English, available in a variety of formats and translated into languages spoken in the community (where appropriate); consideration of dyslexia and colour blindness; and ensuring accessible consultation venues and approaches (specifically relevant for children, older people, those with disabilities, and those who do not have English as a first language). Further detail on the engagement process can be found in the Consultation Report [APP-028]
4) Is there an opportunity to	☒	☒	☐	☐	☒	☒	☐	☒	☒	The Applicant is committed to actively listen, engage and take into account the views of residents and organisations

⁵ These were assessed in Chapter 11 Noise; and Chapter 12 Population and Human Health of the Environmental Statement (TR010065/APP/6.1)

advance equality or foster good relations by working or engaging with other organisations or the wider community? Engagement with Local Authorities can identify local equality groups.										and community groups that will be or are likely to be impacted by the Scheme. Therefore, the Applicant will continue to engage with those stakeholders and demonstrate transparency in the decision-making process to ensure potential negative impacts are mitigated. Further detail on the engagement process can be found in the Consultation Report [APP-028] Where possible, steps have been taken to enhance outcomes for affected communities with shared protected characteristics who are affected by the Scheme. Opportunities made available through the implementation of the Inclusion Action Plan and Education, Employment and Skills Plan will be targeted at local need, including areas of under-representation in employment, education and training. These are commitments as part of the First Iteration EMP [REP6-012] and will be produced before construction as part of the Second Iteration EMP.
5) Is there any concern or perceptions among the public, customers or stakeholders that the Scheme may discriminate against an equality group?	☐	☐	☐	☐	☐	☒	☐	☐	☐	As part of the development of the Statement of Community Consultation (SoCC), Newark and Sherwood District Council (NSDC) was consulted with regards to local seldom heard groups and the bodies that represent them. The GRT community located in the Newark area was identified as potentially impacted by the Scheme. Further details on the engagement undertaken for the SoCC can be found in the Consultation Report [APP-028] The NSDC Community Liaison Officer (CLO) confirmed they will be the key focal point for the GRT community. Ahead of the statutory consultation period commencing, the Applicant briefed the

For example, employees, the public, trade unions, etc.										NSDC CLO who then hand delivered the consultation brochure to members of the community and remained the key focal point throughout the engagement period. Further detail on engagement with this community is available in Section F of this document.
6) Is there any potential for, or evidence that any part of the Scheme could discriminate against a particular equality group? Consider the potential for indirect and direct discrimination. ⁶	☒	☒	☐	☐	☒	☐	☐	☐	☐	The construction of the Scheme has the potential to create disruption to residents (especially those at home during the day). Those who live in close proximity to the Scheme may experience an increase in noise levels and air quality issues. Also, if the severance on public rights of way is not mitigated adequately, the Scheme could have a negative impact on east-west connectivity. Further information is available in Chapter 5 Air Quality [REP5-073]; Chapter 11 Noise [APP-055]; and Chapter 12 Population and Human Health [REP5-015] of the ES

⁶ Direct discrimination is when people are treated worse than others owing to certain characteristics, or the perception of these. Indirect discrimination occurs when everyone is treated the same, but certain people are put at a disadvantage because of this. More information can be found here: [What is direct and indirect discrimination? | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/equalityhumanrights.com)

SECTION C (SCREENING): EVIDENCE

This section presents the evidence underpinning the screening in Section B. It highlights the demographic profile of the local area, and research that establishes the scope and nature of the potential impact of your Scheme.

What to include:

- Data review, including population analysis, community resources, local businesses and user data
- Desk-based evidence and literature review
- Engagement findings and analysis summarised from communication and stakeholder engagement plans/consultation
- Any other evidence, from site visits and relevant evidence from other environmental disciplines.

Useful sources of information to aid completion of your data, evidence, and literature review, can be found in the **Further information tab** in the back pages of the EDIT. Building Accessibility Checklist templates are available within the Stakeholder Engagement & Public Consultation section along with venue guidance to ensure consultation is fully accessible and inclusive, and utilised when Scheme consultations and exhibitions takes place. Use of the Engagement Van.

When to complete:

- To be completed at **Options and Development Phases** and reviewed throughout.
- Ensure **EDI 'hot-spot' mapping, Options and Development phase tabs** in the EDIT are up to date.

The screening decisions provided in Section B are based on evidence drawn from the following sources:

- National Highways' EDIT (Equality, Diversity and Inclusion Tool);
- a socio-demographic baseline of people living in the area potentially affected by the Scheme;
- a local profiling exercise to understand the local amenities that may be impacted by the Scheme;
- research regarding the effects of potential impacts of major road Schemes on equality groups including local residents and users of the strategic highway network;
- findings from the ES (contained within Volume 6.1) for the Scheme; and
- consultation activities and feedback from statutory consultees, other bodies and the local community, including local action groups opposed to the Scheme such as Winthorpe Action Group Think Again

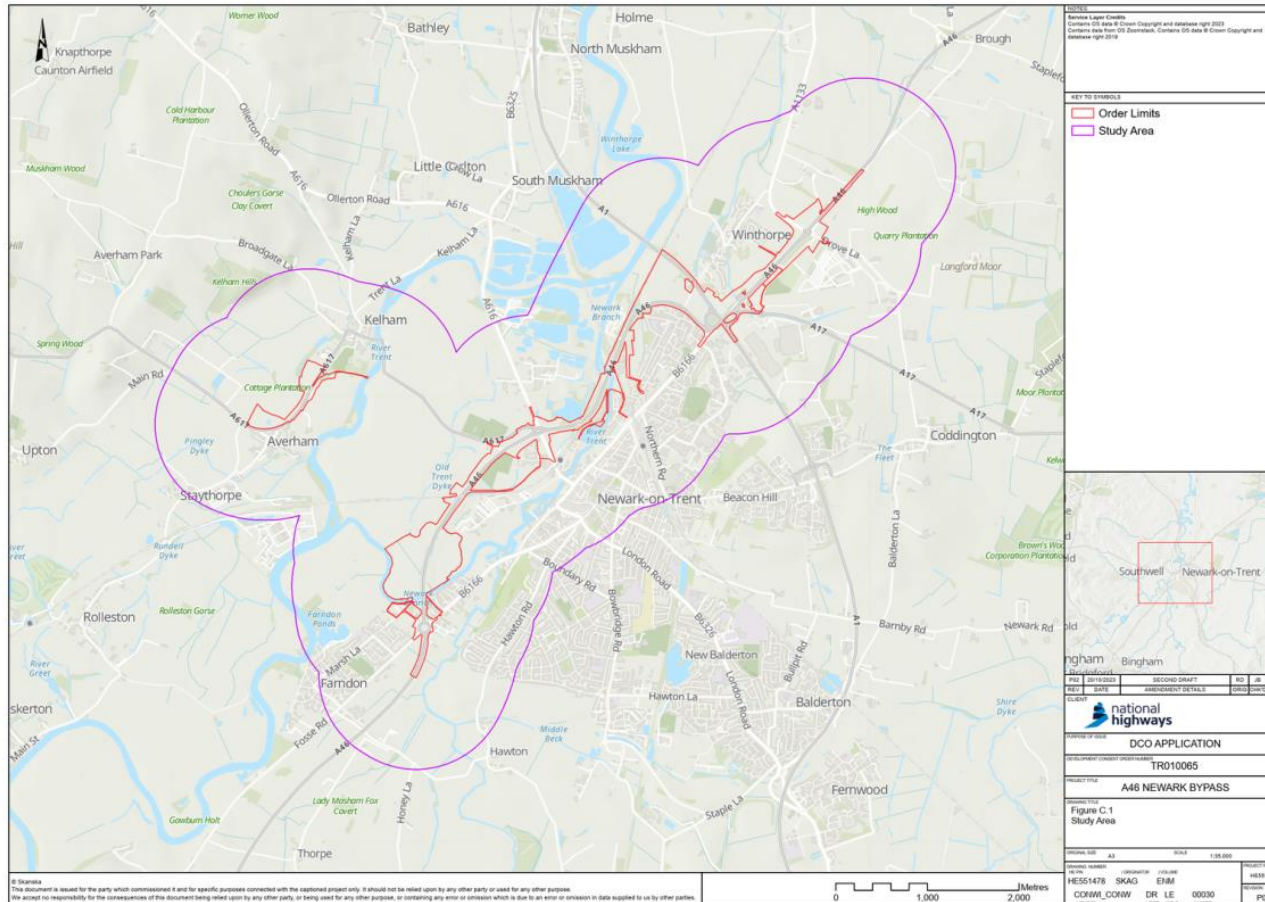
C.1 Socio-demographic baseline

Study Area

The Study Area for the Scheme's EqIA has been defined in accordance with professional judgement and is defined as the area located within 1000m of the Order Limits. The Study Area falls entirely within the Newark and Sherwood District Council area.

Figure C.1 below shows the Scheme's Order Limits and Study Area.

Figure C.1: Study Area



Source: OS AddressBase

Equalities baseline

The area profile summary below provides a demographic characterisation of the Study Area of the Scheme. Most of the Scheme's impacts are likely to be experienced in the NSDC area. Newark and Sherwood has a population of approximately 118,600, which is projected to grow faster than the national average. It is characterised by an aging population and has a significant and rising proportion of single-person households. The baseline compares the socio-demographic profile of the Study Area with Newark and Sherwood, the East Midlands region, and England in order to develop an understanding of how the population of the Study Area differs from regional and national comparators.

The summary below includes analysis of protected characteristic groups under the Equality Act 2010 and the current socio-economic context of the area. In comparing these regions, where the Study Area deviates by more than 3%, the difference is considered to be considerable and is reported as such.

The data used in the baseline is the most current publicly available data from the Office of National Statistics. A more detailed breakdown of the baseline can be found in Section F.2.

Analysis from the baseline shows:

- The proportion of children in the Study Area (16%) is in line with for Newark and Sherwood (17%), the East Midlands (19%), and England (19%).
- The proportion of young people in the Study Area (9%) is in line with the proportion of young people in Newark and Sherwood (9%), the East Midlands (11%), and England (11%).
- The proportion of working age people in the Study Area (63%) is in line with the proportion of working age people in Newark and Sherwood (60%), the East Midlands (62%), and England (63%).
- The proportion of older people in the Study Area (21%) is in line with the proportion of older people in Newark and Sherwood (23%), the East Midlands (20%), and England (18%).
- 19% of the population of the Study Area are limited in their day to day activities in some way. This is in line with Newark and Sherwood (20%), the East Midlands (18%), and England (17%).
- The proportion of the population who are **married** in the Study Area (41%) is considerably **lower** than the married population of Newark and Sherwood (48%) and the East Midlands (46%) and England (44%).
- 82% of the population of the Study Area are **White British**. This is considerably **lower** than the proportion of White British people in Newark and Sherwood (90%), and considerably **higher** than the proportion of White British people in England (72%) and the East Midlands (78%).

- 18% of the population of the Study Area are from **ethnic minority backgrounds**. This is considerably **higher** than the population within Newark and Sherwood (9%). The population of people from ethnic minority backgrounds is in turn considerably **lower** than in England (26%) and **in line** with the East Midlands (20%),
- The largest ethnic minority group within the Study Area is **Other White (11%)**. This is considerably **larger** than the Other White populations of Newark and Sherwood (4%), the East Midlands (5%), and England (6%).
- 52% of the population of the Study Area identify as **Christian**. This is **in line** with figures for Newark and Sherwood (51%), but considerably **higher** than figures for the East Midlands (45%) and England (46%).
- The population who belongs to a **minority religion** is 2%. This is **in line** with figures for Newark and Sherwood (2%), but considerably **lower** than the East Midlands (9%) and England (11%).
- The proportion of the population in the Study Area which lives in the **most deprived quintile** (27%) is considerably **higher** than Newark and Sherwood (14%), the East Midlands (18%) and England (20%).
- The highest proportion of the population in the Study Area lives in the **second most deprived quintile** (36%). This is considerably **higher** than in Newark and Sherwood (19%), the East Midlands (20%), and England (21%).
- 0% of the population of the Study Area live within the **least deprived quintile**. This is considerably **lower** than Newark and Sherwood (17%), the East Midlands (22%), and England (19%).

Local area, equality issues and priorities

Accessibility to employment and services

Outside the larger market towns of Newark on Trent, Southwell, and others, public transport services are greatly limited, which in turn limits accessibility to employment and services in rural areas.

The NSDC Amended Core Strategy aims to improve the accessibility of employment and services for all through upgrading local transport and communications infrastructure; and encouraging the increased use of public transport and active travel.

Access to housing

The recent and continued rise in house prices in the district, as outlined in the NSDC Amended Core Strategy, has restricted younger people from entering the housing market and creating a district wide need to supply affordable housing, with an appropriate mix of homes for the demographic need of the area.

The same strategy sets out plans to support the development of balanced communities by ensuring that new developments are well designed and help satisfy the housing needs of the District by providing a mix of types and tenures, including affordable and social housing. Newark itself is identified as the main location for new housing within the District.

Quality of life for residents

The Amended Core Strategy highlights that Newark itself has much lower assessments of quality of life (assessed against crime, employment, education, environmental, health, housing and accessibility) than the rest of the District, where the quality of life is generally good. NSDC has identified that the main indicators affecting quality of life in Newark compared with the District are crime, education, and health.

In order to improve these indicators, NSDC have set out plans to secure a high quality built and natural environment securing community safety; and support the education sector through further opportunities for training.

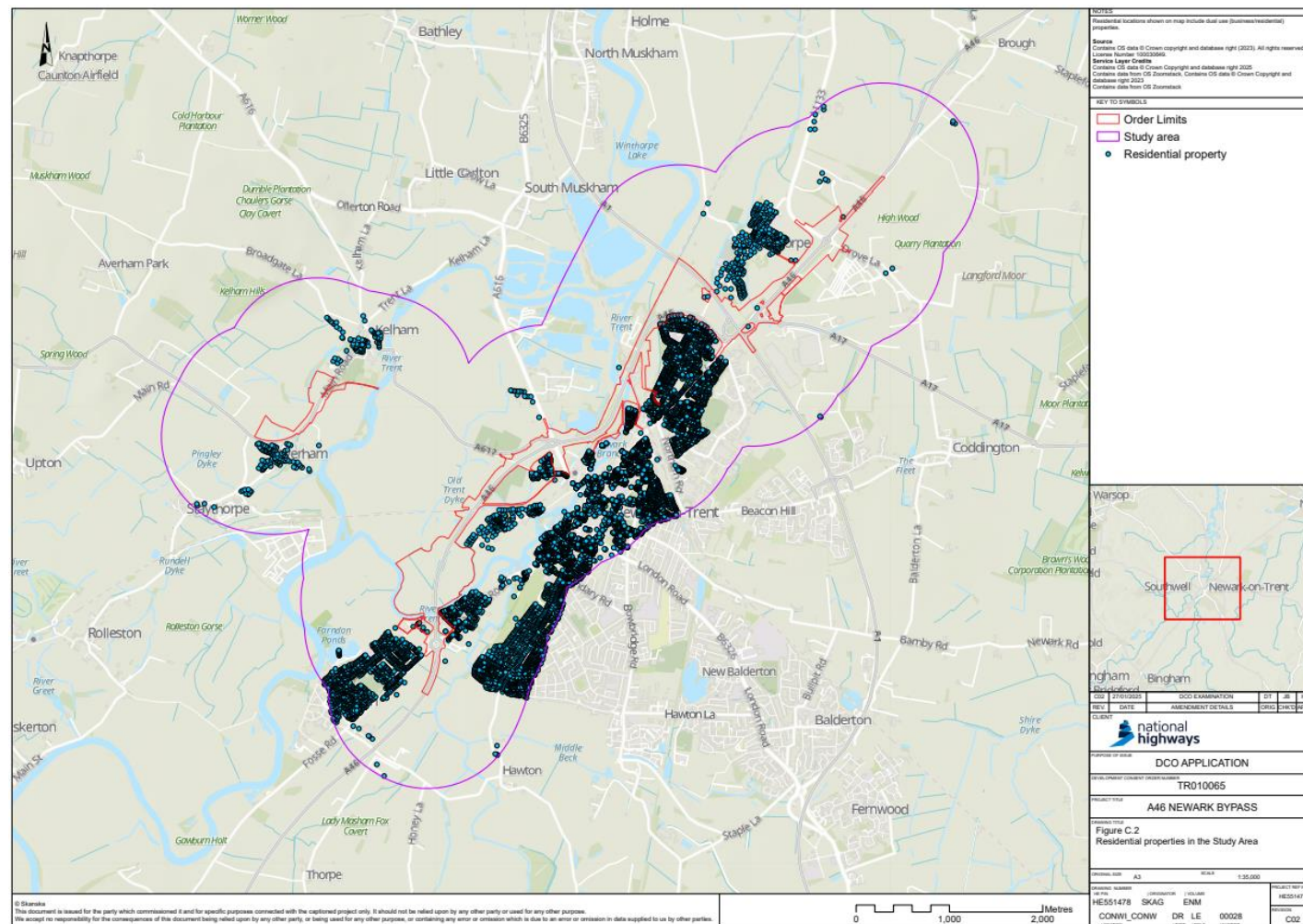
Residential properties

The main settlements near to the Scheme are:

- Newark-on-Trent to the south west of the Scheme, accessed from the A46 via Farndon Road; Great North Road, and Lincoln Road;
- the village of Winthorpe, located to the north east of the Scheme, accessed via the A1133; and
- the village of Farndon at the south west end of the Scheme.

The Figure C.2 below shows the distribution and location of the residential properties in the Study Area.

Figure C.2: Residential properties in the Study Area



Source: AddressBase

Community resources

A desk based analysis of the local area indicates that there are a number of facilities and resources located within the Study Area, which are likely to be accessed by and would therefore potentially affect protected characteristic groups. These include:

- 23 schools and nurseries;
- 12 churches and other religious centres;
- 54 sports and leisure facilities;
- 7 care homes

The community resources closest to the Scheme's Order Limits include those listed below:

Educational facilities

- Inspire Newark Buttermarket Educational Facility, Middle Gate, located within the centre of Newark. This is likely to be accessed by children, older people, disabled people, and people from deprived backgrounds.
- Mount Church of England Primary School, Kings Road, located within the centre of Newark, is attended mainly by children of primary school age.
- Serendipity Day Nursery, Appleton Gate, located to the east of Newark town centre, attended by small children.
- Lovers Lane Primary School, Warburton Street, located within the centre of Newark, attended mainly by children of primary school age.
- Bishop Alexander Primary School, Alexander Avenue, located to the east of Newark town centre, is attended mainly by children of primary school age.
- Winthorpe Primary School, Thoroughfare Lane, located in the village of Winthorpe to the east of Newark, is attended mainly by children of primary school age.
- Children 1st at Newark, Great North Road, located to the north of Newark town centre. This is likely to be accessed by small children.
- Rainbow Day Nursery, Great North Road, located to the north of Newark town centre. This is likely to be accessed by children.

Places of worship

Whilst all the places of worship listed below are Christian and therefore the group most likely to access them is listed as Christian, churches often provide places of community for other groups, such as older people, people with young children, people from deprived backgrounds, and disabled people.

- Newark Evangelical Church, Pelham Street, within Newark town centre.
- All Saints' Church Winthorpe, Gainsborough Road, located within the village of Winthorpe.
- Church of St Michael and All Angels Averham, located in the small village of Averham to the north west of Newark.
- St. Wilfreds Church, Main Road, located in the village of Kelham to the north west of Newark.
- St. Leonards Church, Lincoln Road, located to the north east of Newark town centre.
- Church of Promise, Winthorpe Road, located to the north east of Newark town centre.
- Holy Trinity Catholic Church, Boundary Road, located south of Newark town centre.
- Newark Baptist Church, Albert Street, located north east of Newark town centre.
- Parish Church of St Mary Magdalene, Church Walk, within Newark town centre.
- Hope Community Methodist Church, Barnby Gate, within Newark town centre.
- Parish Church of All Saints, Cotham Lane, located south of Newark.

Community services

- Winthorpe Community Centre, Woodlands, located in the village of Winthorpe to the north west of Newark. This is likely to be accessed by a number of equality groups, including older people, people with young children, children, young people, and disabled people.
- Castle Station Resources Centre, Mather Road, located in Newark town centre. This is likely to be accessed by a number of equality groups, including older people, people with young children, children, young people, and disabled people.
- The Farndon Unit, Farndon Road, located to the west of Newark. This is likely to be accessed by women with mental health needs.

Leisure facilities

- Newark-on-Trent Rugby Club, Kelham Road, located to the north west of Newark town centre. This is likely to be accessed by young people and children.

- Sconce and Devon Park, Boundary Road, located to the west of Newark town centre. This is likely to be accessed by a number of equality groups, including children, young people, older people and people with disabilities.
- Newark-on-Trent Showground, Lincoln Road, located to the north east of Newark. This is likely to be accessed by all groups.
- Newark-on-Trent Golf Centre, Drove Lane, located to the north east of Newark. This is likely to be accessed by all groups.
- Newark-on-Trent Indoor Bowls Centre, Lincoln Road, located to the north east of Newark. This is likely to be accessed by all groups.
- Newark Marina, Farndon Road, located to the west of Newark town centre. This is likely to be accessed by a number of equality groups, including older people.
- Newark Martial Arts, Castle Gate, within Newark town centre. This is likely to be accessed by a number of equality groups, including children and young people.
- Newark Rowing Club, Farndon Road, located to the west of Newark town centre. This is likely to be accessed by a number of equality groups, including young people.
- Scout Hall, George Lane, within Newark town centre. This is likely to be accessed by children and young people.
- Robin Hood Entertainment and Soft Play, Malt Park, to the east of Newark town centre. This is likely to be accessed by children.

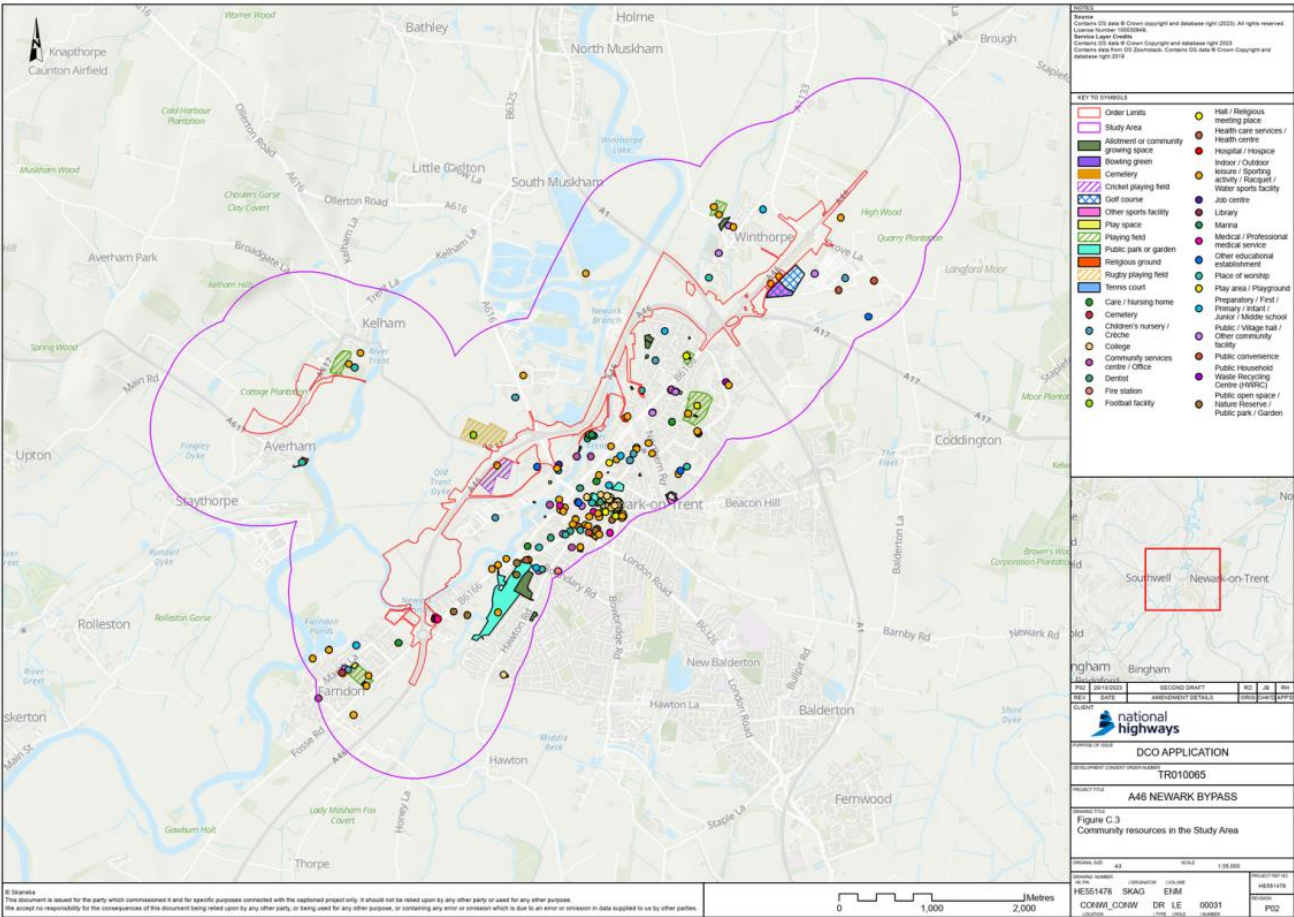
Care homes

Whilst the majority of the listed care homes below are retirement and old age homes, which will most likely be accessed by older people, some care homes provide services to young people, disabled people, and people with mental impairments.

- Red Rose Nursing Home, Brockton Avenue, Farndon, to the south west of Newark.
- Branching Out Young Persons Service, Kings Road, in Newark town centre
- Millbank Care Home, Mill Gate, in Newark town centre
- Royal Mencap Society, Barnby Gate, to the east of Newark town centre
- Barnby Gate Care Home, Barnby Gate, to the east of Newark town centre
- Howes Court, Sherwood Avenue, to the east of Newark town centre
- Strawberry Fields Care Home, Strawberry Hall Lane, to the north of Newark town centre

Figure C.3 below shows the location and type of community resources within the Study Area.

Figure C.3: Community resources in the Study Area



Source: AddressBase

Businesses

There are a total number of 1,798 businesses and commercial units located within the Study Area, including six within the Order Limits. These may be affected by the Scheme, which could have equality impacts on owners and potentially on local residents and others who are their customers.

The town of Newark-on-Trent has a high density of retail and hospitality outlets, reflecting its status as a market town. There are also larger retail outlets outwith the town centre, including Northgate Retail Park, near Lincoln Road Bridge.

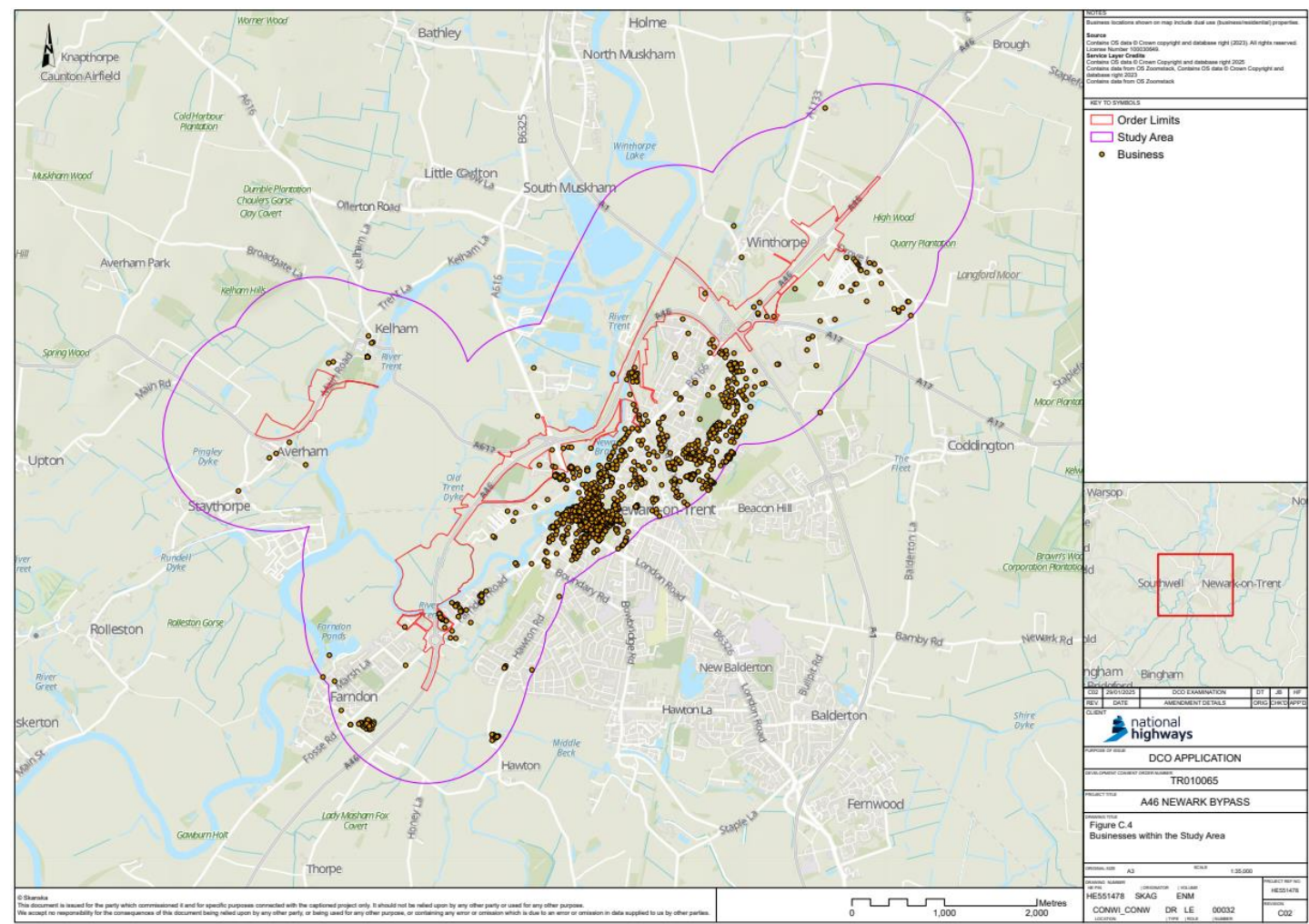
The Study Area is also home to manufacturing and industrial businesses, including Apollo Engineering Technology, British Sugar, and DX Freight.

The businesses which are located within the Order Limits of the Scheme are listed below:

- Yard Workshop, Great North Road – Workshop, light Industrial
- Highways (East) Environmental Strategy, Kelham Road – Commercial
- Lorry and Coach Park, Great North Road – Maintenance depot
- Newark Depot Engineering, Kelham Road – Commercial
- Newark Lorry Park, Great North Road – Petrol station
- Tip It, Maltkin Lane – General storage land

Figure C.4 shows the businesses located within the Study Area boundary.

Figure C.4: Businesses within the Study Area



Source: AddressBase

Open Space and WCH Routes

A desk-based analysis of the local area indicates that there is a number of Public Rights of Way (PRoW) which are likely to be accessed by people with protected characteristics, including to access community resources. According to NSDC Public Right of Way data, there are a number of PRoWs (footpaths and bridleways) in the Study Area. These include:

- Newark BW2, 5 and 6: Adjoining bridleways following the southern side of the River Trent. This provides a leisure path through the centre of Newark, providing access to community resources located within the centre.
- Winthorpe FP2: Footpath through Winthorpe village and crossing the A46. This links the village of Winthorpe with community resources and facilities in Newark, such as schools, shopping and leisure areas.

There are further walking, cycling and horse-riding (WCH) amenities in the Study Area, including long distance routes (such as Trent Valley Long Distance Path).

There are also a number of open and green spaces within the Study Area which are likely to be used and accessed by people with protected characteristics. These include:

- Sconce and Devon Park, Boundary Road, to the west of Newark town centre;
- Riverside Park, Great North Road, within Newark town centre;
- Mather Road Play Area, Mather Road, within Newark town centre;
- Cedar Avenue Park, Cedar Avenue, to the north west of Newark town centre;
- Millgate Otter Park, within Newark town centre.

As mentioned in the literature review in sections C.2 (summary) and F.3, access to green space and WCH routes is likely to have disproportionately beneficial effects for children, young people, older people, people who reside in deprived area, people from ethnic minority groups, people who are unemployed, and people living with a mental health issue due to impacts on wellbeing and physical health.

Public transport

The Study Area is well linked in terms of public transport when compared with the rest of the NSDC area. This is because the rest of the District Council covers more rural areas with poorer access to public transport, whilst Newark on Trent is the largest town and centre of employment in the district. Public transport is more likely to be used by certain groups with protected characteristics, such as disabled people, older people, children, younger people, and people on low incomes.

The A46 is located near to the two main railway stations in the local area, Newark Castle Station and Newark Northgate Station. Newark Castle station is operated by East Midlands Railway, providing regular services across the East Midlands and two trains per day to London. Newark Northgate Station is served by intercity trains to London, Newcastle and Edinburgh, as well as Lincoln.

The bus network operating within the Study Area operates from Newark Bus Station and provides connectivity between Lincoln, Nottingham, and Grantham. The services include⁷:

- Bus 47: Lincoln
- Bus 90/A: Nottingham
- Bus 28: Mansfield
- Bus 24: Grantham

C.2. Literature and evidence review (summary)

This section summarises a desk-based review of wider evidence and literature relating to the interaction of equality issues with infrastructure schemes of a similar nature. The findings have been provided thematically, to demonstrate the potential impacts associated with the design and construction of the Scheme. In line with the Equality Act, where these impacts are more likely to affect those with a protected characteristic, this has been highlighted.

A full literature review is provided in Section F.3.

⁷ Nottinghamshire Country Council (2022). *Newark Bus Station*. Accessed at: <https://www.nottinghamshire.gov.uk/transport/public-transport/bus-stations/newark-bus-station>

Potential impact	Protected characteristic groups affected	
Potential loss of businesses and jobs associated with the construction of the Scheme Land requirements for the Scheme may potentially affect leaseholders, tenants and/or workers with protected characteristics, due to the impact on their ability to operate the business, work in agriculture or to relocate. These include people from ethnic minority backgrounds, disabled people, and older people who may have formed formal and informal social and community ties and support. Older people tend to have less financial flexibility than the general population and may be disproportionately affected by the financial implications of losing agricultural land. Disabled people face more barriers when searching for employment when compared to those who are not disabled. The proportion of ethnic minority workforce in the UK is expected to rise to almost 21% by 2051 and this is currently not reflected in the majority of workplaces, with many ethnic minorities concentrated in lower paying jobs.	• Ethnic minority groups • Disabled people • Older people	
Potential changes in noise levels associated with the construction and operation of the Scheme Certain equality groups are more sensitive to changes in noise levels than the overall population. Changes in noise exposure have been linked to health outcomes for children, older people, disabled people and people with ethnic minority backgrounds, especially Gypsy, Roma and Traveller communities, as these groups are more vulnerable to such changes. Children are more vulnerable to excess noise exposure than adults. Studies show that children are especially at risk of the impacts of long-term unwanted	• Children • Older people • Disabled people • Ethnic minority groups • Gypsy, Roma and Traveller groups • People with learning disabilities	

noise exposure, which can adversely impact children's psychological and physiological wellbeing, sleep quality and long-term memory. The health impacts of increased noise exposure on older people include cardiovascular disease, sleep deprivation, stress and anxiety. Prolonged exposure to construction and transportation noise can cause a higher prevalence of cardiovascular disease, stroke and dementia in affected communities. Changes to noise levels can impact those with learning disabilities by creating challenging behaviours. Exposure to noise can also discourage disabled people from participating in activities outside the home, leading to social isolation and loneliness. Gypsy, Roma and Traveller communities may be at increased risk of harmful health effects from noise due to the location of some Traveller communities situated next to busy roads and heavy industry		
Potential changes in air quality levels associated with the construction and operation of the Scheme Upgrades to existing highways can result in changes to the levels of traffic congestion on the road network through the distribution of traffic, which can impact on air quality. Harmful air pollutants such as particulate matter, nitrogen oxide and sulphur dioxide can impact human health in a variety of ways in both the short and long term. Children are more vulnerable to the effects of poor air quality compared to the overall population and could therefore be disproportionately and adversely affected as a result of poorer air quality due to construction works and traffic along the new route. Like children, older people are more likely to be affected by respiratory problems (such as asthma and bronchitis) than other sections of	• Children • Older people • Disabled people • Pregnant people • People living in deprived areas	

the population. Disabled people are also more susceptible to the health effects of air pollution as they are more likely to have pre-existing health conditions. People who are pregnant living in areas with poor air quality are at risk of giving birth to a baby with a low birthweight, which can lead to an increased risk of the child developing a chronic disease in later life. People who live in deprived areas can be more susceptible to the impacts of air pollution, potentially because they tend to be in poorer health than the rest of the population and reside in areas closer to busy roads.		
Changes to landscape and visual amenity associated with the construction and operation of Scheme Any change in landscape and visual factors may impact groups particularly sensitive to the changes in visual stimuli. Research has shown that almost 90% of children with autism spectrum conditions develop atypical sensory experience, which can involve hypersensitivity to visual stimuli. This results in more detail-focused perception in people with autism, so that any minor visual change might have detrimental impact on quality of life and socio-psychological wellbeing. Persons with dementia can also become easily lost and wander, even in very familiar environments. Therefore, changes in landscape and visual may impact this group.	• Children with autism • People with dementia • Disabled people	
Potential changes to traffic flow associated with the construction of the Scheme Highway schemes have the potential to change traffic congestion and vehicle movements during the construction phase due to construction traffic and the potential need for road closures and diversions to undertake construction	• Children • Older people • Disabled people	

activities. Any potential change in traffic flow is associated with impacts for pedestrians, cyclists and road users, which can differentially impact children, older people and disabled people. Children's limited choice of travel mode means they are more likely to be pedestrians. Changes in road traffic levels may reduce children's access to community and recreational facilities due to road severance and traffic delays, which may in turn result in wellbeing issues such as social isolation. Changes in traffic levels during construction could also affect how older people use community facilities. Older people may find it difficult to access public spaces further away from their home or integrate into new social networks, which could be required as a consequence of severance caused by increases in road traffic. Disabled people are generally more likely to experience travel difficulties in the daily trips that they make. Disabled people who travel by car are more likely to report difficulties due to congestion and roadworks, especially where the severity of the disability increases.		
Changes to driver environment associated with the construction and operation of the Scheme Any changes to the road layout during the construction phase (such as diversion routes and temporary traffic systems) or the operation phase (such as new roundabouts, new routes, lane widening) has been found to reduce driver confidence, especially for young people, older people and women. Research has found that 90% of young drivers experience nervousness and worry when driving. Older drivers can experience decline in confidence due to reduced ability to make judgements, adapt their speed and read complex situations whilst driving.	• Young people • Older people • Women	

It also noted that a driver's vision, reaction time and skills in executing manoeuvres can all decline with age. Evidence suggests that women are more likely to make more frequent, short car journeys than men, suggesting that they are more sensitive to changes to the road network.		
Potential changes to the pedestrian and cyclist environment associated with the construction and operation of the Scheme Highways schemes have the potential to change the pedestrian and cyclist environment during the construction and operation phases, which may in turn impact modal choice across equality groups. Changes to the pedestrian environment may impact several equality groups including children, young people, older people, disabled people, ethnic minority groups, women and people residing in deprived areas. Children, along with older people, are more dependent on walking than any other age group. Children's limited choice of travel mode means they are more likely to be pedestrians. With age, people are increasingly likely to give up driving due to loss of sensory cognition such as eyesight and reaction time. Older people are therefore more likely to travel on foot to access social contacts and interact with their community in their daily lives. Disabled people can experience challenges in accessing community resources, services and social interaction when compared to other sections of the population. This may be due to challenges in navigating the physical environment and pedestrian routes. People from a mixed ethnicity background were most likely to walk for travel once a week, while White British were the least likely. However, when this is compared to walking for leisure, the probabilities were reversed. This highlights	• Children • Young people • Older people • Disabled people • Ethnic minority groups • Women • People living in deprived areas	

the different rates of active travel participation between people from various ethnic backgrounds. Women are more likely to walk for travel than men, and this is most significant for women aged between 30 – 39 years, where women make up to four times more walking trips than men. One suggestion for this is that women, in heterosexual relationships, are more likely to walk with their children to school than their male partners. Adults residing in deprived areas are less likely to walk for leisure than people residing in less deprived areas, however, they are more likely to walk for travel, perhaps a result of barriers to accessing public transport.		
Potential changes in perceptions of safety due to presence of construction workforce Construction work can result in adverse safety and security effects for more vulnerable groups including older people, people with certain disabilities, women and LGBTQ+ people, as people's safety, or feelings of safety around the construction works may alter. Disabled people and older people are more likely to face social isolation, therefore this group may be disproportionately impacted by any changes in access to community facilities as a result of construction workers being present in the area. The presence of construction workers into community life could negatively alter their perceptions of social capital⁸. Perceptions of personal safety for women and LGBTQ+ people may decrease due to the presence of sizable construction workforce in the local vicinity of the Scheme. Research by International Transport Forum showed that women are	• Older people • Disabled people • Women • LGBTQ+ people	

⁸ Social capital refers to the networks of relationships, trust, and cooperation within a community or social group, which offers mutual support and benefits for its members.

more likely to fear being threatened by members of the opposite sex in public spaces and public transport.		
Potential improved access to community facilities associated with the operation of the Scheme Highway schemes have the potential to improve access to community facilities in the area around the Scheme. If designed to follow inclusive design standards and guidance, this may disproportionately have a beneficial effect on older people and disabled people. Research from DfT highlighted that one in six older people in England (aged 50 and over) are socially isolated. Evidence suggests that well-connected areas, neighbourhoods and communities can provide social support networks where social isolation is reduced and peoples' well-being is improved. Evidence shows that over half of disabled people (53%) have reported feeling lonely. Improving active travel and links to public transport and key facilities and services, could help disabled people to maintain and establish social connections.	• Older people • Disabled people	
Potential improved access to recreational facilities and green space associated with the operation of the Scheme Highway schemes have the potential to improve access to recreational facilities and green space in the area around the Scheme via active travel. Any change in access to green open space, pedestrian and cycle routes is likely to impact children, young people, older people, people who reside in deprived area, people with ethnic minority backgrounds, people who are unemployed, and people living with a mental health issue. According to the Office for Health Improvement and Disparities (part of the Department for Health and Social Care) there is a positive association between	• Children • Young people • Older people • People living in deprived areas • Ethnic minority groups • Unemployed people • People with mental health issues	

a greener living environment and mental health outcomes in children and young people, such as improved emotional wellbeing, reduced stress, improved resilience, and higher health-related quality of life. Research has also shown that access to high quality greenspace leads to greater attachment to community and that the survival rate of older people is higher if greenspaces were in easy reach of their residence. People who reside in deprived areas, those with ethnic minority backgrounds and those who are unemployed can be more susceptible to the impacts of reduced access to publicly accessible blue-green infrastructure as they are less likely to have access to private greenspace.		
Information and communication Complex material and information on the Scheme may present a challenge to those who have different information and communication needs. This includes but is not limited to people with cognitive or learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments and people who use English as a second language. Due to the COVID-19 pandemic, engagement and consultation has increasingly had to utilise digital tools, however this can exclude those who are less likely to be online, such as older people and disabled people.	• Disabled people • People with low literacy levels • Older people • People with visual or hearing impairments • People who use English as a second language	

SECTION C (SCREENING): EqlA CONFIRMATION TABLE

Based on your initial screening and evidence review, state whether a full equality impact assessment is required. Tick the most relevant option in the table below.

A MP Scheme generally requires a full assessment. However, where it has been determined a full EqlA is not required, reasons **must be provided** in the justification box below, referring to Scheme specific evidence for the decision.

Yes	☒	Further evidence or consultation will be required and added as the Scheme advances to enable sound equality decisions. Proceed to next sections for full assessment
	☐	Further adjustments and updates are required to prevent any potential negative impacts or to enhance equality opportunities as the Scheme advances and via ongoing consultation. Proceed to next sections for full assessment
No	☐	The Scheme is being deferred or cancelled and will not advance in the immediate future. Complete the sign-off in SECTION G.

SECTION D (FULL ASSESSMENT): ASSESSMENT TABLE

This section assesses the potential impacts on the 9 protected characteristic groups. The assessment table is broken down into two sections; Scheme Design and Construction.

What to include:

- Use your EDIT findings, and specifically EDI issues identified from other appraisal and assessment activity such as Environmental Assessment Reports and Social Distributional Impact Appraisals captured in the **Pre-construction phase tab** of EDIT, to identify some of the potential impacts for this assessment.
- Pay special consideration to relevant environmental effects identified in the Population and Human Health chapter of the Environmental Impact Assessment.

When to complete:

- To be completed at **Development Phase** and updated throughout - if a full assessment is required.
- Ensure **EDI 'hot-spot' mapping, Options and Development tabs** are up-to-date and complete the **Pre-construction, Construction phase and Handover tabs** in the EDIT.

Scheme Design

The following section describes the potential impacts of the design and operation of the Scheme on protected characteristic groups. These impacts have been identified through a review of published literature (detailed in Section F.3. of this EqlA) and through engagement with residents. Existing mitigation measures in place are set out, along with the overall equality impact on groups with protected characteristics. The final column identifies whether further action is required to further mitigate the impact.

Where a protected characteristic group is disproportionately represented within the Study Area, the group is bolded in the third column.

Potential impact	Scheme specific evidence of effect/risk	Affected protected characteristic groups	Mitigation or enhancement measures	Overall effect Positive, Negative or Neutral	Requires action? Yes / No
Loss of businesses and jobs	There will be permanent land take from agricultural land and farmland in order to facilitate the development of the Scheme. Older people tend to have less financial flexibility than the general population and may be disproportionately affected by the financial implications of losing agricultural land. Disabled people and ethnic minority groups are also more likely to struggle when looking for reemployment. Chapter 12, Population and Human Health of the ES [REP5-015] found that eight farms would be affected significantly by land lost either permanently or temporarily during the	• Older people • Disabled people • People from ethnic minority backgrounds	• Landowners whose land will be acquired by the Scheme will be entitled to compensation, including the market value of the land, the loss of value to the total property if the value of the retained land is reduced by partial acquisition. • The Applicant will repay reasonable fees for chartered surveyors to prepare and negotiate compensation claims; and solicitors fees to provide proof of ownership. • Affected landowners can apply for advance payment of compensation. • As the design has progressed and consultation with stakeholders has been	• Negative	• Yes

	Scheme. A further seven non-agricultural businesses are located within the Order Limits and may be affected commercially by the Scheme operation although it is not expected these will be lost. Whilst the demographic breakdown of the farm and businesses owners and employees are not known, and older people, disabled people, and ethnic minority groups are not disproportionately represented within the Study Area, it is assumed that they make up part of the population, and are represented in the user profile of the Scheme. As such there is the potential for negative equality effects on these groups as a result of a loss of businesses and jobs.		undertaken, the land take required for the Order Limits has been minimised. • The footprint of the Scheme with regards to floodplain compensation areas has been reduced since statutory consultation following ongoing negotiation/engagement with landowners. • Engagement is ongoing with other landowners/land tenants of farmland that are impacted as well as other businesses impacted. Further details on the engagement undertaken for the Scheme can be found in the Consultation Report [APP-028].		
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Changes to noise exposure	The Scheme may lead to changes in noise exposure once the upgrades are fully operational. The Scheme design aims to improve noise levels at Noise Important Areas along the A46 between Farndon and Winthorpe. Chapter 11, Noise and Vibration of the ES [APP-055] conducted for the Scheme found that there would be no significant adverse effects in the local area during the operation of the Scheme if advised mitigations on construction timings are undertaken. Certain equality groups, including children, older people and people with learning disabilities are more sensitive to changes in noise levels than the overall population. Gypsy, Roma and Traveller groups are also more likely to be more affected by noise levels as	• Children • Older people • People with learning disabilities • People from Gypsy, Roma and Traveller communities	• Noise monitoring will be undertaken during operation in line with Calculation of Road Traffic Noise 1988, which provides specific guidelines and standards for assessing and measuring road traffic noise to ensure environmental protection and public health. • The Applicant has statutory powers to mitigate impacts identified affected properties include the provision of noise insulation; noise payments; and other financial compensation, in specific circumstances. • Construction works in the vicinity of relevant receptors (as identified in Chapter 11, Noise and Vibration of the ES [APP-055] will not extend to a period of 10 or more days out of a consecutive 15, or exceed 40 days out of 60.	• Neutral	• No
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	they are more likely to live close to roads or heavy industry. While none of these groups are disproportionately represented in the Study Area, it is assumed that they make up part of the population and are represented in the user profile of the Scheme. There are two Gypsy, Roma and Traveller settlements within the LIA, one at Tolney Lane and one at Old Stable Yard. As such, there is the potential for adverse equality impacts as a result of changes to noise exposure.		• Normal working hours will be 7am to 6pm on weekdays, and 7am to 1pm on Saturdays. No works will take place on Sundays. • Other mitigation measures include temporary acoustic bunds. • Occupiers of nearby properties will be informed of the likely times and duration of nearby works through letterbox drops.		
Changes to air quality	The Scheme may result in changes to the levels of traffic congestion on the road network through the re-distribution of traffic. Groups which are more sensitive to these changes include children, older	• Children • Older people • Disabled people • Pregnant people • People from deprived areas	• No mitigations are required.	• Neutral	• No

	people, disabled people, pregnant people and people from deprived areas. The Study Area has a considerably high proportion of people who live in the most deprived quintiles. However, as identified in Chapter 5, Air Quality of the ES [REP5-073], there would be no significant air quality effects during the operation of the Scheme. Therefore, it is unlikely that there will be equality impacts as a result of changes to air quality as a result of Scheme design and operation.				
Changes to landscape and visual amenity	The Scheme will change the landscape and visual amenity of the Study Area, which may impact groups particularly sensitive to the changes in visual stimuli. Research has shown that children with autism spectrum conditions	• Children with autism • People with dementia	• The landscape design strategy seeks to limit visual clutter and detracting features as far as possible. This includes the careful integration of any earthworks into the landscape. • The use of landscape bunds will be considered to	• Neutral	• Yes

	persons with dementia can be affected by changes in landscape and visual amenity. While none of these groups are disproportionately represented in the Study Area, it is assumed that they make up part of the population, and are represented in the user profile of the Scheme. Furthermore, there are a number of care homes where people with dementia reside, including Red Rose Care Community and Strawberry Field Care Home, in the Study Area. Chapter 7 Landscape and Visual Effects of the ES [APP-051] found that there is likely to be some significant effects on landscape and visual receptors as a result of the Scheme design and operation.		aid landscape integration and reduce the prominence of the Scheme as appropriate. • Limit increase of vertical alignment of the new road, junctions, structures and associated infrastructure as far as practicable to minimise landscape and visual impacts. • Lighting columns will be kept to the minimal height necessary and be directional to minimise impact on nearby properties and the wider night sky. • New structures will be designed with a low solid to void ratio wherever practicable, with consideration given to colour, form, and materials to minimise the visual prominence of these new features. • During operation, monitoring will be undertaken to ensure that		
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	As such, there is the potential for adverse equality impacts as a result of changes to landscape and visual amenity for these groups.		mitigation planting is developing to provide the visual screening and landscape integration required.		
Changes to traffic flow	The Scheme has the potential to change traffic congestion and vehicle movements during the operational phase due to changes to the road layout and design. The Scheme aims to eliminate the regular traffic jams on this section of the A46 by dualling the road, improving journey times and reliability. The Scheme also adds traffic signals to the Farndon roundabout to improve traffic at peak times. As a result, the Scheme will likely reduce traffic flow in the town centre. Any potential change in traffic flow is associated with	• Children • Older people • Disabled people	The Scheme will also add the following features which aim to improve traffic flow: • New slip roads at Brownhills junction. • New bridge over the A1. • Winthorpe roundabout enlarged and signalised. • New single carriageway link to the south of the A46. • New grade separated junction at Cattle Market. • Following consultation with stakeholders, the Winthorpe roundabout layout was amended to improve traffic flows. Further detail on the stakeholder engagement process can be found in the Consultation Report [APP-028].	• Positive	• No

	impacts for pedestrians, cyclists and road users, and can differentially impact children, older people and disabled people. Children are more likely to be pedestrians, whilst older people and disabled people are likely to be more affected by changes like severance caused by increased traffic. While none of these groups are disproportionately represented in the Study Area, it is assumed that they make up part of the population and are represented in the user profile of the Scheme. As such, there is the potential for adverse equality impacts as a result of changes to traffic flow.				
Changes to driver environment	The Scheme will lead to changes in the driver environment, such as changes to routes, the	• Young people • Older people • Disabled people • Women	• All new changes will be clearly signposted and communicated to drivers in advance.	• Negative	• Yes

	addition of new roundabouts, changes to junctions, and changes to signalisation. Research has highlighted that changes to driver environment has the potential to reduce driver confidence. This is most likely to impact upon young people, older people, and women. Young and older people are less likely to be confident drivers than other groups, and women are more likely to make shorter, more frequent car journeys than men. While none of these groups are disproportionately represented in the Study Area, it is assumed that they make up part of the population and are represented in the user profile of the Scheme. Furthermore, road users will not be limited to the population of the Study Area		Traffic signs at appropriate locations to provide route and destination information, as set out in Chapter 2, The Scheme of the ES [APP-046].		
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	and will likely be representative of the national population. As such there is the potential for adverse equality impacts as a result of changes to the driver environment during operation.				
Changes to the pedestrian and cyclist environment	The Scheme has the potential to change the pedestrian and cyclist environment during the operation phase, which may in turn impact modal choice across equality groups. New walking and cycling routes will be included as part of the design, as well as new pedestrian crossings to make active travel safer. Improvements will also be made to existing walking and cycling routes. The new walking and cycling routes include: • New footpath/ cycleway from Friendly	• Children • Older people • Young people • Ethnic minority groups • Women • People living in deprived areas	• All new or diverted routes will be sufficiently signposted to support wayfinding. • New walking and cycling routes will comply with all relevant design standards. • The consideration of operational safety will be embedded into the design process to ensure that the Scheme is more understandable for road users in order to improve safety. • New road signage and markings will be installed across the Scheme to ensure route legibility for road users travelling on	• Positive	• Yes

	Farmer roundabout to Winthorpe roundabout on the south side of the A46 • New footpath / cycleway extension from existing Hargon Lane footpath along north side of A46 to Winthorpe roundabout • New footpath/cycleway from Great North Road to Hargon Lane • New footpath/ cycleway crossing Brownhills Junction • Diversion of existing NMU route around Cattle Market Junction Changes to the pedestrian environment may impact several equality groups including children, older people, disabled people, ethnic minority groups, women and people residing in deprived areas, as these groups are all more likely to		new and improved roads, and to improve safety, as set out in Chapter 2, The Scheme of the ES [APP-046]. • Following stakeholder consultation, a new walking and cycling route across the Winthorpe roundabout junction from the A113 to Drove Lane has been included as part of the design. • Following stakeholder engagement, new at-grade crossing points at Brownhills junction and Winthorpe roundabout have been integrated into the Scheme to improve connectivity for cyclists and pedestrians. • Following stakeholder engagement, a number of junction crossing points will be signalised. Further detail on the engagement process can be found in the Consultation Report [APP-028].		
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	rely on walking as a mode of transport. The Study Area has a high level of deprivation and ethnic minority groups. Therefore, there is potential for beneficial equality impacts as a result of changes to the pedestrian and cyclist environment for these groups.				
Improved access to employment	The Scheme has the potential to improve access via active travel for employment and education. There is an expected beneficial effect of employment in relation to potential job creation and improved access to employment opportunities during operation. As the Scheme will improve car access into Newark from the surrounding rural areas, a key centre of employment for the region, it is likely that this will have a positive	• Young people • Ethnic minority groups • Disabled people • Unemployed people • People from deprived areas	• The Scheme will accommodate the economic growth of the town by improving its connectivity (as set out within the Case for the Scheme [REP5-030].	• Positive	• Yes

	impact on access to employment. The improvements may also have an impact on access from Newark to larger cities on the A46 and the Strategic Road Network, such as Nottingham. This may disproportionately impact those more likely to be unemployed, including young people, people from ethnic minority groups and disabled people. There is a disproportionately high population of people from ethnic minority groups within the Study Area, as well as people from deprived neighbourhoods. As such, there is the potential for positive equality impacts as a result of indirect employment effects.				
Access to community facilities and education	The improved journey time and reliability which the Scheme will bring is likely to have a beneficial impact on	• Children • Older people • Disabled people	• Following stakeholder engagement, new signalised crossing points for pedestrians and cyclists have been integrated into	• Positive	• Yes

	access to community facilities and education in the Study Area via both car and active travel. There are a number of primary and secondary schools, and tertiary education centres in the Study Area (as listed in Section C of this assessment). It is likely that the improved journey reliability and new PRowS will improve access to education facilities and community facilities Newark and Winthorpe. This is likely to disproportionately impact children, older people, and disabled people. While none of these groups are disproportionately represented in the Study Area, it is assumed that they make up part of the population, and are represented in the user profile of the Scheme. As such, there is the potential for positive equality		the design at Brownhills junction and Winthorpe roundabout. This will improve access to community facilities and education by creating safer, more accessible active travel routes connecting the wider Newark community and Winthorpe community with facilities in the town centre. Further details on the engagement undertaken for the Scheme can be found in the Consultation Report [APP-028].		
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	impacts as a result of improved access to community facilities and education.				
Access to recreational facilities and green space	During operation, the Scheme has the potential to increase access to local open space and recreational space via active travel due to upgrades in the PRoW network and car travel due to improved journey time and reliability which the Scheme will bring. The new and upgraded PRoWs which will be delivered as part of the Scheme will improve links between settlements and provide space for recreation. This includes the new link path across the A46 at Winthorpe, which will provide a new walking and cycling route between the village and recreational facilities at Newark Showground, including the showground and Newark	• Children • Young people • Ethnic minority groups • Unemployed people • People with mental health issues	• Following stakeholder engagement, a new circular pedestrian and cycling route has been included between Brownhills junction and Winthorpe Roundabout. This provides improved active travel provision from Newark town centre and the village of Winthorpe with recreational facilities at Newark Showground. Further details on the engagement undertaken for the Scheme can be found in the Consultation Report [APP-028].	• Positive	• Yes

	Golf Club. The Trent Valley Way route along Winthorpe Road will be realigned and provide a new crossing across the A46 within Newark, providing improved walking links again from the village of Winthorpe into Newark and vice versa. Further information on the current and planned Public Rights of Way is set out in the Streets, Rights of Way and Access Plans [REP4-002]. Any change in access to green open space, pedestrian and cycle routes is likely to impact children, young people, older people, people who reside in deprived area, people from ethnic minority groups, people who are unemployed, and people living with a mental health issue. Children, young people, older people, and people with mental health issues are more likely to				
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	benefit from improved physical and mental health as a result of access to green space, whilst ethnic minority groups and people from deprived areas are less likely to have access to private green space. There is a disproportionately high population of ethnic minority groups and people from deprived areas within the Study Area. As such, there is the potential for positive equality impacts as a result of impacts on access to recreational facilities and green space.				
Information and communication opportunities	Complex material and information on the Scheme may present a challenge to those who have different information and communication needs. This includes but is not limited to people with cognitive or learning	• Older people • Disabled people • People from ethnic minority backgrounds • People from deprived areas	• Online and in person events held during consultation period. • Specific, targeted engagement held with community facilities serving protected characteristic groups such as schools and care homes.	• Positive	• Yes

	disabilities, people with low literacy levels, older people, people with visual or hearing impairments and people who use English as a second language. The digital tools used for engagement and consultation can sometimes exclude those who are less likely to be online, such as older people and disabled people. Some protected characteristic groups, such as children and young people, disabled people, and people from ethnic minority backgrounds, are more likely to face barriers to engagement. There is a disproportionately high population of ethnic minority groups and people from deprived neighbourhoods within the Study Area. As such, there is the potential for positive equality		• Consultation materials written in simple English using non-technical language. • As a result of stakeholder engagement and consultation, a number of changes have been made to the design of the Scheme. These changes include alterations to the Order Limits at Langford Hall and Hargon Lane; alterations to the Winthorpe roundabout traffic flow, and the addition of a new walking and cycling crossing at Winthorpe roundabout. Further details on the engagement undertaken for the Scheme can be found in the Consultation Report [APP-028].		
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	impacts as a result of inclusive communication measures.				
Construction The following section describes the potential impacts of the construction of the Scheme on protected characteristic groups. These impacts have been identified through a review of published literature (detailed in Section F.3. of this EqlA) and through engagement with residents. Existing mitigation measures in place are set out, along with the overall equality impact on groups with protected characteristics. The final column identifies whether further action is required to further mitigate the impact. Where a protected characteristic group is disproportionately represented within the Study Area, the group is bolded in the third column.					
Potential impact	Scheme specific evidence of effect/risk	Affected protected characteristic groups	Mitigation or enhancement measures	Overall effect Positive, Negative or Neutral	Requires action Yes/No
Potential generation of employment	The Scheme has the potential to bring new employment opportunities during the construction phase. A construction workforce will be required to deliver the infrastructure necessary for the Scheme. This may disproportionately benefit those more likely to be unemployed, including	- Young people - Disabled people Ethnic minority groups - Men	- New jobs during construction. - New apprenticeship opportunities during construction – minimum 5% of workforce enrolled on a formalised apprentice, sponsored student and/or graduate training Scheme throughout the framework duration.	Positive	Yes

	young people, ethnic minority groups and disabled people, as well as men, who are more likely to work in construction. The Study Area has a disproportionately high proportion of ethnic minority groups. As such, there is the potential for beneficial equality impacts as a result of the potential generation of employment.		• An Education, Employment and Skills Plan will target attracting women and women returners in the industry, as well as ex-military personnel and ex-offenders. • Commitment to run 2 programmes a year to support 5 young people who are not in education, employment or training (NEETS) on with employability skills. • 2 work experience placements each year. • Increase representation of women, BAME, Disabled and LGBT staff by a 1% minimum each year throughout the Delivery Integration Partners (DIP) framework duration.		
Changes to noise exposure	The Scheme may lead to temporary changes in noise exposure during the four years construction period. Certain equality groups, including children, older	• Children • Older people • People with autism or learning disabilities	• During the construction period, the contractors will be obligated to implement	Negative	Yes

	people, people with autism or learning disabilities and people from Gypsy, Roma and Traveller communities, are more sensitive to changes in noise levels than the overall population and find noise to be a stress factor. Whilst none of these groups are disproportionately represented in the Study Area population, all are present in the Study Area, and there are two Gypsy, Roma and Traveller settlements within the LIA, one at Tolney Lane and one at Old Stable Yard. However, Chapter 11, Noise and Vibration of the ES [APP-055] found that there was likely to be no significant adverse effects as a result of noise	• People from Gypsy, Roma and Traveller communities	Best Practicable Means as defined by BS5228⁹. • There will be controls and limitations on the timings of works. • The use of acoustic screening or enclosures around noisy items of plant and machinery will be integrated into the construction strategy. • The site will be carefully laid out to minimise noise and vibration impacts. • The construction strategy will include noise and vibration monitoring. • Sound insulation packages for residences will also be considered where significant impacts remain after incorporation of reasonably practicable mitigation measures. • To ensure ongoing communication, the Applicant will designate a		
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⁹ BS 5228-1:2009: Code of practice for noise and vibration control on construction and open sites –Part 1: Noise

	exposure if mitigation measures are put in place. As such, it is unlikely there will be adverse equality impacts as a result of changes to noise exposure during construction.		dedicated point of contact, available for future inquiries, discussions, and to address any concerns that may arise throughout the Scheme duration. These commitments are included in the Relations Strategy (secured within First Iteration EMP [REP6-012]).		
Changes to air quality	The construction of the Scheme might result in changes to the levels of traffic congestion on the road network through the distribution of traffic and also in potential increase of dust due to construction works. This could potentially have effects on air quality and may potentially result in a negative outcome on the health of local communities. Groups which are more sensitive to these changes include children, older people, disabled people,	• Children • Older people • Disabled people • Pregnant people • People from deprived areas	The construction works will be carried out in accordance with Best Practicable Means (BPM), as described in Section 79(9) of the Environmental Protection Act 1990, to reduce emissions which may affect air quality. Further details on the Scheme's compliance with the Environmental Protection Act 1990 can be found in the Statement Relating to Statutory Nuisance [APP-186]. • The height of stockpiles and profiles will be reduced	Negative	Yes

	pregnant people and people from deprived areas. The Study Area has a considerably high proportion of people who live in the most deprived quintiles. However, Chapter 11, Noise and Vibration of the ES [APP-055] found that there were unlikely to be significant air quality impacts during construction if planned mitigations are followed. Therefore, it is unlikely that there will be adverse equality impacts as a result of changes to air quality during construction.		to minimise wind-blown dust emissions and risk of pile collapse. • Stockpiles will be located out of the wind (or cover, seed or fence) to minimise the potential for dust generation. • It will be ensured that all vehicles with open loads of potential dusty materials are securely sheeted or enclosed. • A means of removing mud and other debris from wheels and chassis of vehicles leaving the site will be provided. • The above mitigations are outlined in the First Iteration EMP [REP6-012].		
Changes to landscape and visual amenity	The construction of the Scheme will change the landscape and visual amenity in the Study Area, which may affect groups particularly sensitive to changes in visual stimuli.	• Children with autism • People with dementia	A Second Iteration Environmental Management Plan to be implemented during construction of the Scheme, developed from the First Iteration Environmental Management Plan [REP6-012], submitted with the application for development	Neutral	Yes

	Research has shown that children with autism spectrum conditions persons with dementia can be affected by changes in landscape and visual amenity. While none of these groups are disproportionately represented in the Study Area, it is assumed that they make up part of the population, and are represented in the user profile of the Scheme. Furthermore, there are a number of care homes where people with dementia reside, including Red Rose Care Community and Strawberry Field Care Home, in the Study Area. Chapter 7 Landscape and Visual Impacts of the ES [APP-051] concluded that there was likely to be significant adverse effects on some visual receptors during construction.		consent will set out the commitments to manage landscape and visual amenity impacts. These are as follows: • The site will be kept well-ordered and tidy. • Works will be limited to daylight, with any night works kept to a minimum where practicable. • Minimal, low level and directional lighting to be used for compound lighting and security works. • Screening mounds will be constructed as early as possible to screen the construction work.		
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	As such, there is the potential for adverse equality impacts as a result of changes to landscape and visual amenity for these groups.				
Changes to traffic flow	The Scheme has the potential to increase traffic congestion and vehicle movements during the construction phase due to construction traffic and the potential need for road closures and diversions to undertake construction activities. This impact will be revised when the diversions will be decided, and the mitigations included in the Outline Traffic Management Plan (OTMP) [REP6-018]. Major construction routes for the Scheme include Kelham Road and Mather Road. In their statutory consultation response, Winthorpe Primary School raised concerns about	• Children • Older people • Disabled people	• A construction management plan will be put in place during the construction period. The Traffic Management Plan (TMP), developed from the Outline Traffic Management Plan [REP6-016] to be implemented during construction will include a construction management plan. • The TMP will control the safe and efficient movement of construction traffic and will aim to minimise construction vehicle movements and the timing of movements to minimise disruption to traffic flow during construction. • Engagement is ongoing with Winthorpe Primary	Negative	Yes

	possible speeding on the A1133 / Winthorpe junction and asked if speed limits could be looked into. Any potential change in traffic flow is associated with impacts for pedestrians, cyclists and road users, and can differentially impact children, older people and disabled people. Children are more likely to be pedestrians, whilst older people and disabled people are likely to be more affected by changes like severance caused by increased traffic. None of these groups are disproportionately represented in the Study Area. However these groups are still represented in the Study Area population. As such, there is the potential for adverse equality impacts as a result		School, as well as other stakeholders impacted by the Scheme to ensure safety and accessibility needs are prioritised. Further detail on the engagement process can be found in the Consultation Report [APP-028].		
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	of changes to traffic flow during construction.				
Changes to driver environment	The Scheme will lead to changes in the driver environment during the construction period. This impact will be revised when the diversions will be decided, and the mitigations included in the OTMP. Changes to the road layout during the construction phase (such as diversion routes and temporary traffic systems) have been found to reduce driver confidence. This is most likely to impact upon young people, older people, disabled people, and women. Young and older people are less likely to be confident drivers than other groups, and women are more likely to make shorter, more frequent car journeys than men. While none of these groups are disproportionately	• Young people • Older people • Disabled people • Women	• A TMP will be developed prior to construction which will set out information on diversions. • All diversions will be clearly signposted.	Negative	Yes

	represented in the Study Area, it is assumed that they make up part of the population and are represented in the user profile of the Scheme. Furthermore, road users will not be limited to the population of the Study Area and will likely be representative of the national population. As such there is the potential for adverse equality impacts as a result of changes to the driver environment during construction.				
Changes to the pedestrian and cyclist environment	The Scheme has the potential to change the pedestrian and cyclist environment during the construction phase, which may in turn impact modal choice across equality groups.	• Children • Older people • Young people • Ethnic minority groups • Women • Men • People living in deprived areas	• An OTMP will be developed prior to construction which will set out information on diversions. • Traffic signs at appropriate locations to provide route and destination information.	Negative	Yes

	Changes to the pedestrian environment may impact several equality groups including children, older people, disabled people, ethnic minority groups, women and people residing in deprived areas, as these groups are all more likely to rely on walking as a mode of transport. The Study Area has a disproportionately high proportion of people living in deprived areas and ethnic minority groups. In their statutory consultation response, Winthorpe Primary School requested that certain existing routes to school be retained or extended/linked up during the construction phase. As a result, there is the potential for adverse equality impacts as a result of changes to the pedestrian and cyclist environment for		Engagement is ongoing with Winthorpe Primary School, as well as other stakeholders impacted by the Scheme to ensure safety and accessibility needs are prioritised. Further details on the engagement undertaken for the Scheme can be found in the Consultation Report [APP-028].		
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	these groups during construction.				
Changes in perceptions of safety due to presence of construction work	The construction of the Scheme could result in adverse safety and security effects for more vulnerable groups including older people, people with certain disabilities, women and LGBTQ+ people, as people's safety, or feelings of safety around the construction works may alter. Children, working aged people, older people, disabled people, ethnic minority groups, women, young men and LGBTQ+ groups are all most likely to be impacted by negative changes to feelings of personal safety and security. Disabled people and older people may feel less safe and secure in the local area and less connected to their area due to the presence of	• Older people • Disabled people • Women • LGBTQ+ groups	• Construction workforce to be trained to be considerate and to adhere to a Construction Code of Conduct for the Scheme.	Negative	Yes

	construction workers, whilst women and LGBTQ+ people may feel less safe with a large male construction workforce in the area. None of these groups are disproportionately represented in the Study Area. However, these groups are still represented in the Study Area population. As such, there is the potential for adverse equality impacts as a result of changes in perceptions of safety due to presence of construction work.				
Access to employment, community facilities, education, recreational facilities and green space	The construction of the Scheme has the potential to have a negative impact on access to employment, community facilities, education, recreational facilities and green space due to severance, delays	• Children • Young people • Older people • Disabled people • People living with mental health issues • Ethnic minority groups	• As set out in Chapter 2 (The Scheme) of the ES [APP-046], Connectivity will be maintained throughout the construction period wherever possible, through diversions. • Diversions will be well signposted.	Negative	Yes

	and diversions as a result of construction works. During construction, some Public Rights of Way will be closed or diverted during the works, which may impact on the distance users have to walk to reach their destination. Information on PRoW diversions can be found in the ES, Chapter 2: The Scheme [APP-046]. This includes Newark Bridleway 2 which will be diverted up to 700m, impacting upon local people accessing the river for recreational purposes. This may also impact upon those using the Bridleway to walk to work in the town centre. Newark Footpath 48#1, which provides a crossing underneath the A46 will be closed and a 2km diversion put in place for two years. This will impact access to	• People from deprived areas • Unemployed people			
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	green and recreational space for local people. This may disproportionately impact a number of equality groups, including children, young people, older people, disabled people, ethnic minority groups, people from deprived areas and unemployed people. Young people, ethnic minority groups, and disabled people may be impacted by reduced access to employment as these groups are most likely to be unemployed. Children, young people, older people, and people with mental health issues are more likely to benefit from improved physical and mental health as a result of access to green space, whilst ethnic minority groups and people from deprived areas are less				
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	likely to have access to private green space. None of these groups are disproportionately represented in the Study Area. However, these groups are still represented in the Study Area population. As such, there is the potential for adverse equality impacts as a result of changes to access to community facilities, education, and green space during construction.				
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SECTION D (ASSESSMENT): SCHEME CONFIRMATION TABLE

Based on the findings of the impact assessment, confirm whether the Scheme should go ahead. Tick the most relevant option in the table below and provide a summary in the justification box.

☐	Continue the Scheme: Ensure any potential negative impacts have management measures in place. Continue to monitor for potential effects and use SECTION E to record actions.
☒	Continue the Scheme, implementing further mitigations: Potential negative impacts have been identified that can be managed, and/or there are opportunities to advance equality. Continue to action plan in SECTION E and monitor for potential effects.
☐	Defer or stop the Scheme: Potential discrimination has been identified, or negative impacts that cannot be managed and senior management decide to halt the Scheme. Continue to sign-off in SECTION G .
☐	Defer or stop the Scheme: Senior management have halted the funding and advancement of the Scheme. Continue to sign-off in SECTION G .

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SECTION E (ASSESSMENT): ACTION PLANNING AND MONITORING TABLE

This section sets out the activities required to protect against negative impacts and the risks associated with these, and to enhance positive impacts for the benefit of users and communities.

What to include:

- Details of targeted mitigation measures, positive action initiatives, changes to Scheme design and/or the instigation of additional research and engagement - as required.
- Actions that cross-reference and inform other relevant outputs, such as Communications and Engagement Plans, Public Consultation Reports and Inclusion Action Plans, etc.
- Liaise with colleagues in relevant environmental disciplines such as air quality, noise etc., to identify or develop relevant actions.

When to complete:

- To be completed from the **Development Phase** and reviewed throughout.

Impact	Action	Monitoring mechanism	By whom	Timeframe
Loss of agricultural land	Specific and inclusive targeted communication with agricultural landowners who may need adjustments to enable them to fully participate in engagement activities due to their protected characteristics.	• Construction Communications Management Plan (secured within First Iteration Environmental Management Plan [REP6-012])	The Applicant	Ongoing

Potential generation of employment	Signposting to employment opportunities generated by the construction of the Scheme or the availability of alternative premises and employment opportunities within the Study Area for people affected by the demolition of commercial properties or agricultural business loss, as well as for local jobseekers.	- Education, Employment and Skills Plan (secured within First Iteration EMP [REP6-012]) - Inclusion Action Plan (secured within First Iteration EMP [REP6-012])	The Applicant	Prior to construction
Changes to air quality	Use of best practice mitigation measures, such as those outlined in Chapter 5, Air Quality of the ES [REP5-073] in order to manage potential impacts on air quality.	Second Iteration Environmental Management Plan (developed from the First Iteration EMP [REP6-012]).	The Applicant	Ongoing during construction
Changes to landscape and visual amenity	Landscape and visual monitoring would be undertaken during the Scheme construction stage to ensure that the mitigation measures outlined in Chapter 7 Landscape and Visual of the ES [APP-051] are performing as predicted.	Second Iteration Environmental Management Plan (developed from the First Iteration EMP [REP6-012]).	The Applicant	Ongoing during construction
Changes to traffic flow	The diversion routes should be developed according to the OTMP [REP6-016] and communicated effectively to the local population.	Traffic Management Plan (developed from the Outline Traffic Management Plan [REP6-016])	The Applicant	Ongoing during construction
Changes to driver environment	Local population should be informed about the schedule of works, potential	Traffic Management Plan (developed from the Outline	The Applicant	Ongoing

	disruptions, details of changes and improvements.	Traffic Management Plan [REP6-016]		
Changes to the pedestrian and cyclist environment	The local population should be informed about the schedule of works, potential disruptions, details of changes and improvements.	Construction Communications Management Plan (secured within First Iteration EMP [REP6-012])	The Applicant	Prior to and ongoing during construction and operation
	Ensure that temporary PRow closures and diversions will be accessible and safe, and notices at the start of the PRow and closure point will provide maps and descriptions of alternative routes.	Construction Communications Management Plan(secured within First Iteration EMP [REP6-012])	The Applicant	Prior to construction
	Inclusive design principles should be integrated into the design of all road crossings and NMU paths.	WCHAR Strategy (Appendix C of the Transport Assessment [REP5-034])	The Applicant	Detailed design stage
Impacts on feelings of personal safety and security	All staff working on the construction of the Scheme should be briefed/trained with regards to expected standards in interactions with communities.	Second Iteration Environmental Management Plan (developed from the First Iteration EMP [REP6-012].	The Applicant	Ongoing
Access to employment, community facilities, education, recreational facilities and green space	The local population should be informed about the schedule of works, potential disruptions, details of changes and improvements in advance of the work taking place.	Construction Communications Management Plan(secured within First Iteration EMP [REP6-012])	The Applicant	Prior to and ongoing during construction and operation

Access to information	Ensure that the Construction Communications Strategy provides multiple means to engage with local people and businesses.	Construction Communications Management Plan(secured within First Iteration EMP [REP6-012])	The Applicant	Ongoing
	Local population should be informed about the schedule of works, potential disruptions, details of changes and improvements.	Construction Communications Management Plan(secured within First Iteration EMP [REP6-012])	The Applicant	Ongoing
	Future engagement should ensure that consultation materials are available to be translated.	Construction Communications Management Plan(secured within First Iteration EMP [REP6-012])	The Applicant	Ongoing

SECTION F (EVIDENCE)

Description of additional evidence, research and consultation undertaken, required, ongoing or captured. This is to ascertain how the policy or practice will advance equality, foster good relations and/or eliminate discrimination. Reference the evidence sources (Include how internal scoping tools such as EDIT have been utilised and how this work has influenced other assessments such as the social aspects of environmental assessments)

Activities to address any potential negative impacts or risks to deliver positive impacts	Provide activity completion dates
Options consultation	09 December 2020 to 02 February 2021
Preferred Route Announcement	24 February 2022
Pre-consultation engagement	25 February to 25 October 2022
Statutory consultation	26 October 2022 to 12 December 2022
Targeted consultation	17 March 2023 to 16 April 2023

F.1 Consultation process

F.1.1 Options consultation

An Options consultation was held between 09 December 2020 and 02 February 2021 to seek views on two shortlisted design options for the Scheme.

Stakeholder groups were identified by a stakeholder mapping process which took into consideration the people and groups who might be affected by the Scheme, both during construction and later when the route is open for traffic. This process was informed by ongoing engagement with NSDC and NCC and stakeholder groups were broadly identified as below:

- the local community including residents, landowners, businesses and organisations;
- local authorities including Newark and Sherwood District Council, Nottinghamshire County Council and local members of Parliament;
- statutory consultees and environmental organisations.
- the consultation approach was collaboratively developed by the Applicant with Newark and Sherwood District Council and Nottinghamshire County Council with the aim of ensuring a fully inclusive consultation, including:
 - ensuring accessible materials were developed (i.e., taking into consideration the need for clear non-technical language, colour blindness, formats and providing the information in a variety of locations);
 - ensuring relevant stakeholders were included within the consultation, including community liaison officers of the relevant local authorities, and national organisations that represent identified vulnerable protected characteristic groups, for example Age UK and Disability UK;
 - ensuring the local Gypsy, Roma and Traveller community was engaged and feedback received through the local community liaison officer.

As a result of the government restrictions around holding public events due to the COVID-19 coronavirus pandemic, face-to-face public consultation events did not take place during this consultation and the consultation was delivered virtually (online).

The following mitigation efforts were developed to reduce any stakeholder concerns over the lack of public events:

- all addresses within the inner consultation zone were posted the consultation brochure and response form, to ensure that stakeholders who may not have access to consultation materials online could view consultation information and respond;
- a call back service was provided, which gave stakeholders the opportunity to speak to the Applicant;

- a summary video of the consultation process and options was produced;
- an extended consultation of eight weeks was offered to allow people more time to review the information available and respond;
- information sharing was adapted to pandemic constraints (e.g. distributing posters electronically where possible and identifying community hubs to distribute consultation material and park the Applicant's advertising van).

The Options consultation was broadly conducted using the principles of pre-application statutory consultation set out in the Planning Act 2008¹⁰.

Options consultation outcome

In total 1,584 responses were received to the options consultation. These included responses from local authorities, affected landowners, businesses, and local communities. Responses were received from people living locally to the A46 and those living further afield. Responses mainly listed concerns about local environment, traffic and congestion. No concerns were received from protected characteristic groups during this consultation.

Some key findings identified in the responses received to the Options consultation, relating to the protected characteristic groups, are as follows:

- changes in Public Rights of Way (temporary or permanent) are likely to result in an increase in journey times. Some consultation responses noted the desire for new cycle infrastructure to be included within the Scheme;
- a number of respondents noted the inappropriateness of holding the consultation over the Christmas period and lockdown, despite the extended consultation period to account for this. It was noted that this time was also very busy for parents who had children at home rather than at school, especially if parents had a caring responsibility for disabled children;
- some respondents expressed concerns about construction impacts such as impact on air quality and noise, particularly for local concentrations of older people, people with illnesses affected by poor air quality (asthma) and children at Winthorpe Primary School; also construction impacts on the access to services and amenities within close proximity of the Scheme. e.g. Children 1st at Newark and Rainbow Day Nursery;

¹⁰ The Planning Act 2008 is an Act of the Parliament of the United Kingdom intended to speed up the process for approving major new infrastructure projects such as airports, roads, harbours, energy facilities such as nuclear power and waste facilities

- The Think Again A46 Winthorpe Residents Group highlighted the high demographic of elderly residents in Winthorpe, a village close to the Scheme which is impacted by both options. They expressed concern that this demographic is less comfortable with the internet and therefore could feel excluded by virtual consultations.

F.1.2 Preferred Route Announcement

The Options consultation outcome, together with technical appraisal, economic assessments, and environmental assessments, were used to inform the Applicant's option selection. As a result, a modified version of Option 2, called 'Option 2 Modified' was selected as the preferred option. Preferred Route Announcement (PRA) was made on 24 February 2022 which announced Option 2 Modified as the preferred route for the Scheme. Option 2 Modified would reduce the overall environmental impact of the Scheme compared to Option 2 by:

- reducing the view of the Scheme from the Winthorpe area;
- reducing noise and vibration impacts for local residents by moving the road further away, whilst keeping it close to ground level;
- minimising the impact on Winthorpe Conservation Area;
- reducing the impact on biodiversity by minimising the overall area covered by the Scheme.

These key considerations, as well as the rationale for the PRA, was explained in more detail in the PRA brochure published in February 2022. The brochure explained the number of responses received and the key topics of discussion. It also provided a 'You Said, We Did' table that summarises the feedback received and the Scheme actions pertaining to the same. Further details on the engagement undertaken for the Scheme can be found in the Consultation Report [APP-028]

F.1.3 Pre-consultation engagement

Following the PRA, engagement continued with stakeholders to develop the design, resulting in the preliminary design that was consulted on as part of the statutory consultation.

In tandem with progressing Scheme design, the Applicant also considered options for including the local communities in design discussions. It was decided that the most inclusive engagement would be achieved by offering face to face meetings to the local residential communities along the Scheme route that were deemed most impacted by the Scheme, which enabled older residents

and anyone with mobility restrictions to engage directly with the Applicant. It would also ensure that key Scheme design experts heard directly from any impacted resident and could look into concerns and discuss mitigations for the Scheme.

The ongoing stakeholder engagement directly influenced the Scheme design moving forward to statutory consultation. Some key design changes agreed with local communities included design updates that retained more local landscape and vegetation as well as repositioned local access track / shared public access route. Further details on the engagement undertaken for the Scheme can be found in the Consultation Report [APP-028]

F.1.4 Statutory public consultation

Following the PRA on 24 February 2022, the Applicant carried out one advertised period of statutory consultation and one targeted consultation to seek views and allow an opportunity for prescribed consultees, persons with land interests and the wider local community to comment on the proposals for the Scheme. The statutory consultation took place between 26 October and 12 December 2022, allowing a total of 47 days for responses to be received. The Applicant accepted responses received following closure of the statutory consultation up to 23 December 2022, due to Royal Mail strikes that took place in October, November and December 2022.

During the statutory public consultation period, the following elements of the proposed Scheme were presented to the public:

- the Scheme, including development of the design since the PRA
- environmental mitigation measures
- emerging arrangements for the construction stage of the Scheme

The Applicant was committed to ensuring the statutory consultation process and associated communications reached as many people in the community as possible. To support stakeholder engagement and as part of the EqlA process, a stakeholder mapping process was undertaken to identify people and groups with protected characteristics. The Applicant identified a range of 'under-represented' or 'seldom heard' groups and individuals within the consultation materials distribution area who were deemed less likely to participate in or respond to conventional consultation techniques. The consultation methodology was developed to encourage communicating as effectively as possible with these groups and encourage their feedback.

The Applicant identified the following protected characteristic groups in NCC and NSDC's Statement of Community Involvement (SCI). Further details on the engagement with the host authorities to identify these groups can be found in the Consultation Report [APP-028]:

- Older people
- Young people
- Black and minority ethnic communities
- Gypsies or Travellers
- People with disabilities
- Homeless people

The list of organisations representing the groups invited to respond to the statutory consultation can be found in the below table.

Table F.1: Organisations representing protected characteristic groups invited to respond to the statutory consultation

Protected Characteristic Group	Organisation
Age (children)	Bishop Alexander Primary School
	Winthorpe Primary School
	Lovers Lane Primary School
	Lemon Tots Childcare
	Mount Church of England Primary School
Age (young people)	Holy Trinity Catholic Academy
Age (older people)	Red Rose Care Community
	Newark Chantry Group
	Balderton Dementia Cafe

Disability	Old Drivers Forum	
	Age UK	
	Reach Newark Centre	
	East Midlands Open Minds	
	Oasis Hub	
	MND Association (Motor Neurone Disease)	
	ADHD UK	
	Motorway Service Area Operators	
	Disabled Motoring UK	
	Disabled Motoring UK	
	Disability Rights UK	
	Disability Rights UK	
	IAM Road Smart (Institute of Advanced Motorists)	
	Parkinson's UK	
	British Dyslexia Association	
	Autistica	
	British Death Association	
	Mind UK	
	Newark Mencap	

	Nottinghamshire Deaf Society
	Mysight Notts
	Newark & Sherwood Voluntary Transport Scheme
Religion and faith	All Saints Church Winthorpe
	Holy Trinity Catholic Church
	Newark Islamic Centre
Sex	Newark Women's Aid
Sexual orientation	LGBTQ+ Nottinghamshire

F.1.5 Additional consultation activities to support equality measures

As part of the development of the Scheme, the Applicant has continued to engage with stakeholders outside of the options consultation and statutory consultation periods. This has enabled the Applicant to provide stakeholders with updates and seek feedback as the Scheme design progressed. Updates were posted on the Scheme webpage between the consultation periods to provide information on Scheme development, land referencing and surveys. Updates included two newsletters and plans showing the draft preliminary design of the Scheme ahead of the statutory consultation.

Engagement activities with protected characteristic groups included public information events, in-person meetings, online meetings, telephone and email correspondence with the following:

- Schools in the vicinity of the Scheme
- Care homes and health centres in the vicinity of the Scheme
- Local residents and community groups
- Local businesses and organisations
- Walker, Cyclists and Horse Riders (WCH) groups such as local cycling associations and PRow groups

The Applicant also engaged with the local authorities to ensure the statutory consultation was accessible to all residents. Though communication materials were written in English, the language was kept simple and non-technical, and due consideration was taken as English might not be the first language for certain communities or individuals. Where required, the statutory consultation response form was translated to make it easier for respondents to provide feedback. For example, the response form was made available in Polish for a public information event at the Newark lorry park, due to the high number of Polish drivers. In order to promote inclusivity and accessibility, the materials were distributed through multiple channels. Stakeholders received physical copies via mail and also had access to the materials online. Additionally, to ensure wider availability, the materials were made accessible at various local locations that are easily accessible to the public.

In their statutory consultation responses, 3 landowners informed the Applicant about the following concerns:

- Landowner A informed the Applicant about their hearing impairment. In response, the project team has taken proactive measures to accommodate their needs. Specifically, face-to-face meetings were arranged to ensure effective communication, while all correspondences and important information were shared through email or letter, prioritising written communication over phone conversations. These steps were implemented to ensure that Landowner A received the necessary support and was able to fully participate in the Scheme discussions and decision-making processes.
- Landowner B advised the Applicant that they are autistic and find noise to be a stress factor. The Applicant is currently identifying the noise impact on or near Landowner's B property and they will reach out to Landowner B to provide an update regarding any identified impact. By doing so, the Applicant aims to alleviate Landowner B's worries and provide reassurance about steps being taken to minimize noise disturbances. To ensure smooth and ongoing communication, the project team will also designate a dedicated point of contact, available for future inquiries and to address any concerns that may arise throughout the Scheme duration.
- Landowner C advised the Applicant that they have a serious illness and have limited mobility due to awaiting a hip replacement. They stated that they found the Scheme design plans concerning as they directly affected both their business and home. The Applicant initiated discussions with both the landowner and their family. To further facilitate effective communication and gather accurate information, the Applicant scheduled an on-site visit to Landowner C's property. This visit allowed the Applicant to observe directly the potential impacts of the Scheme design and engage in productive discussions regarding potential mitigations that can be implemented to minimise disruptions to the landowner's business and home.

Further details on the engagement undertaken for the Scheme can be found in the Consultation Report [APP-028]. Other ongoing engagement undertaken with protected characteristic group stakeholders is explained in more detail below.

F.1.5.1 Gypsy, Roma and Traveller community

During discussions with the local authorities, the Applicant was made aware of the Gypsy, Roma and Traveller (GRT) community in the area.

During the Statement of Community Consultation (SoCC) meeting with Newark and Sherwood District Council (NSDC) and Nottinghamshire County Council (NCC) in July 2022, the Applicant was advised that there are two main GRT communities within the area of the Scheme - one at Tolney Lane and one at Old Stable Yard. As NSDC advised that their Community Liaison Officer (CLO) was in touch regularly with these communities, it was decided that the CLO would remain the focal point for all communications with this community. The Applicant met with the community at Old Stable Yard in August 2022 to discuss the latest Scheme proposals and explain the statutory consultation process. In the Tolney Lane area, communications were mainly requests for surveys on land parcels and later, during the statutory public consultation period, stakeholder engagement was offered via the CLO.

In September 2022, the Applicant briefed the CLO on Scheme updates and the statutory consultation process. The Applicant and CLO agreed that the CLO would visit the GRT community to share the documents when the statutory consultation period began. The Applicant offered to support the CLO by attending meetings but were advised that this matter was best conducted by the CLO. The CLO also informed the Applicant that the GRT community was in support of the Scheme. Post meeting feedback was that the representative from the Old Stable Yard GRT community confirmed verbal support for the Scheme.

During a session with NSDC just ahead of the statutory public consultation, the CLO informed the Applicant that due to change in internal protocols, any communication or approach had to be conducted via the CLO. Following local authority advice, statutory consultation brochures and response forms were issued via post, but many were returned marked 'undeliverable'. Following regular reviews of the risk assessment with local authorities, it was not deemed appropriate to approach the community directly during the statutory public consultation period.

However, in December 2022 (while still in consultation period) the Applicant attended a GRT drop-in session, run by NSDC at their offices. Though only three members of the Tolney Lane community attended the session, they all confirmed that they had heard about the plans for the Scheme and didn't have any questions.

Details regarding the engagement between Applicant and GRT community are listed below:

- 28 April 2022 – introductory meeting with CLO to provide Scheme overview and discuss engagement and communication with communities impacted by the Scheme
- 8 July 2022 – meeting to review the SoCC with host authorities
- 31 August 2022 – early stakeholder engagement meeting with a representative from the Old Stable Yard GRT community
- 27 September 2022 – meeting with CLO to share Scheme design and discuss consultation materials
- 17 October 2022 – communication sent to local authority officers and members providing an update on statutory consultation and invitation to information briefing
- 21 October 2022 – GRT community addresses included as part of general public distribution of statutory consultation materials
- 25 October 2022 – the Applicant hand delivered statutory consultation materials to the CLO to support conversations with the GRT community
- 16 December 2022 – the Applicant attended GRT drop-in session at the NSDC office
- 3 May 2023 – meeting with new NSDC CLO to provide Scheme updates

F.1.5.2 Walkers, Cyclists and Horse Riders (WCH)

Providing safe, convenient, walking and cycling routes would increase access to local amenities and communities. Better access reduces the age-related social isolation felt by older members of the community. It also helps young people and local commuters travel sustainably to places of study or work.

Local resident groups had flagged the presence of these demographic groups during the options consultation and the Applicant looked into possibilities to strengthen the WCH routes for the benefit of local communities.

To ensure that local knowledge supported design updates and to gain wider perspectives, the Applicant engaged with the following WCH groups/representatives:

Local Access Forum

The Local Access Forum (LAF) advises on rights of way issues and countryside matters. The LAF was set up in 2003 as a requirement of the Countryside and Rights of Way Act (2000). Though LAF as an organisation is hosted by Nottinghamshire County Council, they are independent from the County Council.

A46 Active Travel Partnership

The Active Travel Partnership came together so that the different users and community groups, who share a common interest could support Active Travel proposals by identifying concerns within the local area and recommending solutions based on local knowledge. Members include:

- Newark Sustrans Group
- Newark Sports Association
- Castle Cycling Club
- Newark Riding Group
- Nottinghamshire CTC
- Cycling UK
- British Horse Society, East and West Midlands

A46 Active Travel Working Group

This is a Working Group of interested parties, which operates within a set of terms of reference established by the Group. The purpose of the Group is to identify improvement opportunities and funding sources beyond the Scheme budget and then work to develop the funding applications / business cases to fund the execution of the works in a prioritised order as agreed by the Group.

Members include:

- Ramblers
- British Horse Society, East and West Midlands
- Newark Sports Association
- Cycling UK

- Nottinghamshire Footpaths Preservation Society
- Nottinghamshire County Council
- Local Access Forum

Further details on the engagement undertaken for the Scheme can be found in the Consultation Report [APP-028]

F.1.5.3 Residents events

In the options consultation feedback, it was pointed out by respondents that lack of in-person events and face to face engagement due to Covid 19 restrictions could hinder effective engagement. With a view to mitigate such concerns and to significantly increase engagement opportunities, the Applicant conducted targeted information events to directly engage with certain local residential communities along the Scheme route that were deemed most impacted by the Scheme.

These events were well publicised ahead of the event dates with letters hand delivered to residential addresses. Residents had the option of meeting the Applicant at the event on their doorstep or by way of a one-to-one home visit if preferred. The primary purpose of these resident drop-in events was to provide direct and immediate access to the Applicant so residents could input to the Scheme design discussion and raise any concerns. These events were attended by approximately 230 members of the local area, including wheelchair users and older residents. They were held at the following dates and locations:

- 09/08/2022 – Crees Lane residents
- 10/08/2022 – Sandhills Park/Sandhills Close residents
- 11/08/2022 – Winthorpe Estate residents
- 25/08/2022 – Winthorpe village residents
- 04/10/2022 – Kelham village residents

F 1.5.4 Education and school children

In their statutory consultation response, Winthorpe Primary School requested that certain existing routes to school be retained or extended/linked up during the construction phase. The school also raised concerns about possible speeding on the A1133 / Winthorpe junction and asked if speed limits could be looked into.

The Applicant is reviewing these requests and considering the feasibility of implementing the suggested measures. In order to prioritise safety and accessibility needs, the Applicant will maintain close engagement with Winthorpe Primary School. Further details on the engagement undertaken for the Scheme can be found in the Consultation Report [APP-028]

F.1.6 Ongoing and upcoming engagement

The Applicant is currently engaging with a wide range of stakeholders, including identified Equality, Diversity and Inclusion (EDI) stakeholders (Table F.1)

While ensuring all engagement is accessible and inclusive, the Applicant is also working closely with the integrated project partners to plan social value activities and events across the Scheme, including partnerships with local schools, colleges, community organisations and the local Jobcentre Plus.

Opportunities for science, technology, engineering and mathematics (STEM) workshops and creating prospects for young people through work experience are also being considered. In due course, this report will be updated with these activities and their outcomes.

F.1.7 Additional Community Care Activities

Rough sleepers and homelessness: The Applicant and local authorities were alerted in November 2022 to what appeared to be two rough sleeper encampments near to the Nether lock area. In addition to alerting the local authority to enable them to offer support to the individuals, the Applicant also used this opportunity to highlight future opportunities of employment to support the delivery of the Scheme. The Applicant also offered to provide more details about the planned works to inform the individuals about the risks posed by the commencing of the construction works in 2025. The Applicant also championed a local young homeless charity, Newark Emmaus Trust, and offered volunteering and career support for those with an interest in a career in construction or its associated specialisms.

During the monthly Newark Business Club (group of local businesses) meetings, the Applicant proactively sought opportunities to engage with underrepresented groups. To facilitate this, the Applicant collaborated with various organisations, for example by attending a recent training workshop with Mencap Newark. In addition, the Applicant reached out to the local representative of

Mencap Newark to explore ways to enhance engagement efforts. The purpose of these interactions is to provide regular updates on the Scheme and discuss social value initiatives.

F.2. Socio-demographic profile

This area profile provides a wider contextual demographic characterization of the area in which the Scheme sits. The data includes the current social and economic context of the area and relevant comparators, namely Newark and Sherwood, the East Midlands, and England. In comparing these regions, where the Study Area deviates by more than 3%, the difference is considered to be considerable and is reported as such.

The demographic data has been sourced from publicly available data, such as ONS Census 2021 and OS AddressBase, and only applies to the resident population.

F.2.1 Age

The following tables show the population by key age group including children, young people, the working age population, and older people within the Study Area and the above comparator areas.

Children

Table F.2.1.1 shows that children under the age of 16 make up 16% of the total population of the Study Area. This is in line with figures for Newark and Sherwood (17%), the East Midlands (18%), and England (19%).

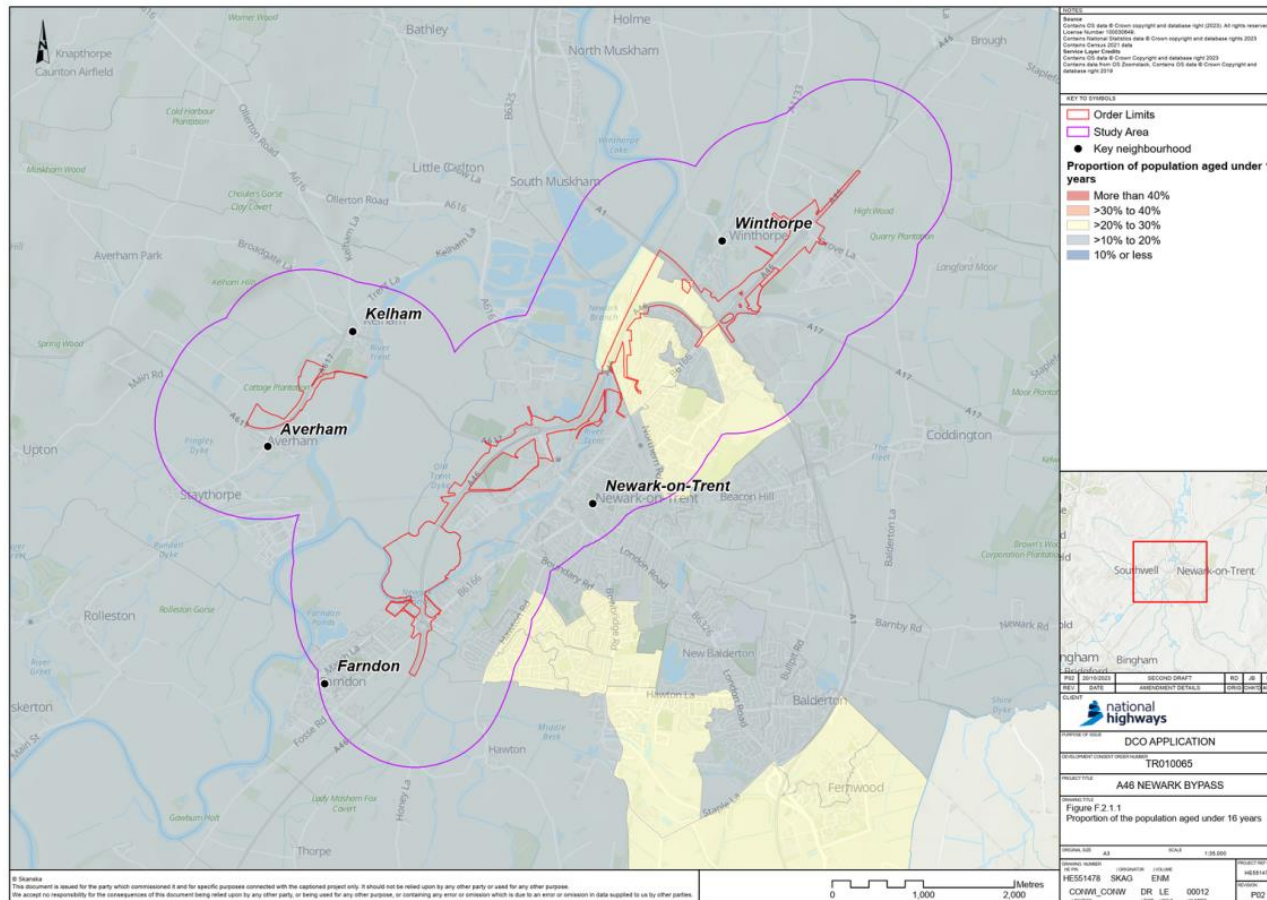
Table F.2.1.1: Children (under 16 years)

Location	Total population (2021)	Children (<16 years)	Children (<16 years)
Study Area	17,724	2,841	16%
Newark and Sherwood	122,954	20,991	17%
East Midlands	4,880,056	882,009	18%
England	56,490,045	10,483,091	19%

Source: ONS 2021 Census

Figure F.2.1.1 indicates that throughout the majority of the Study Area and surrounding area, the proportion of children is between 10 and 20% of the population. This rises to between 20 and 30% in the area of Newark east of the Town Centre, and further south towards Balderton.

Figure F.2.1.1: Proportion of the population aged under 16 years



Source: ONS 2021 Census

Young people

Table F.2.1.2 shows that the proportion of young people in the Study Area is 9%. This is in line with the proportion of young people in Newark and Sherwood (9%), the East Midlands (11%), and England (11%).

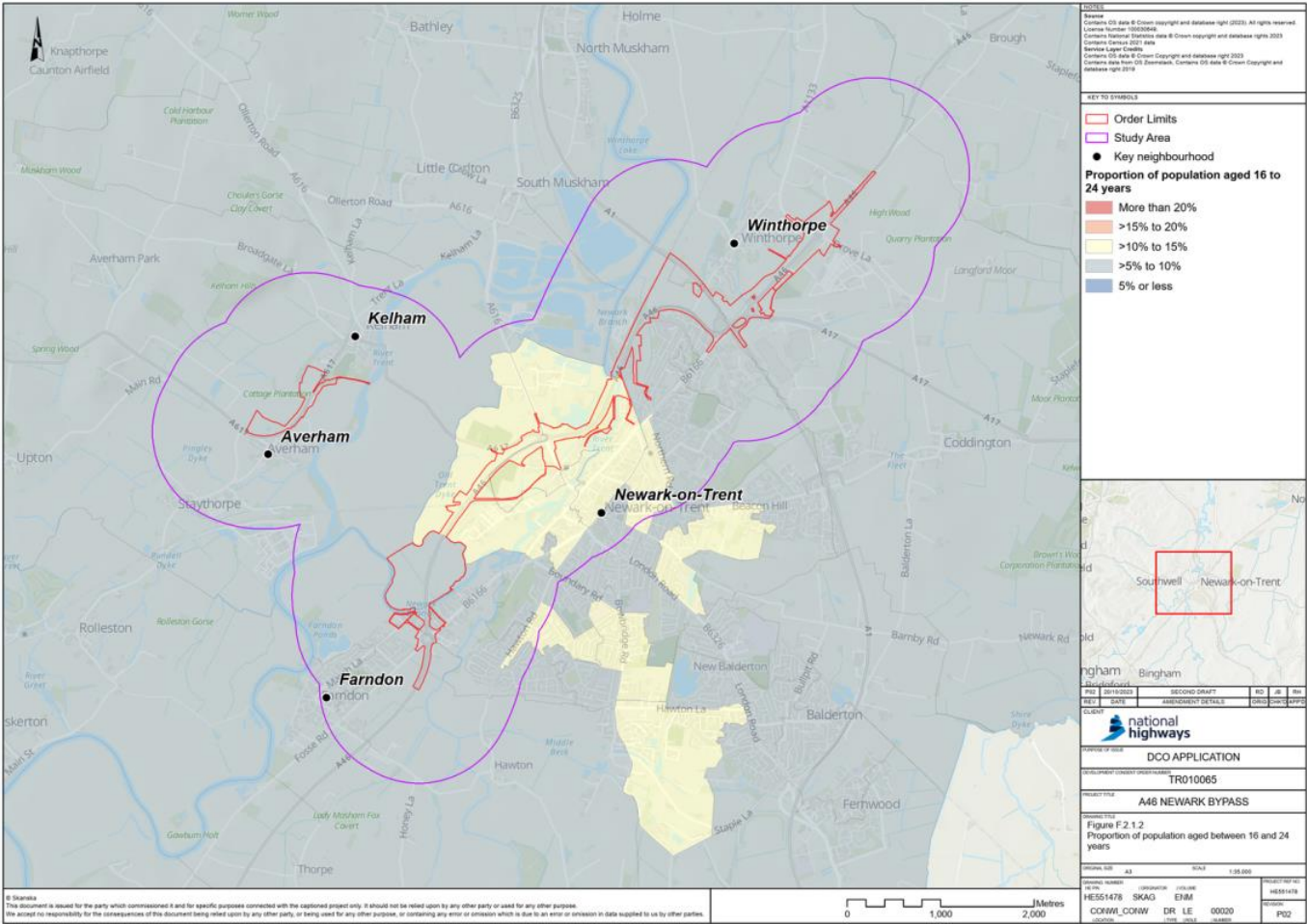
Table F.2.1.2: Young people (aged 16- 24)

Location	Total population (2021)	Young people (16-24 years)	Young people (16-24 years)
Study Area	17,724	1,631	9%
Newark and Sherwood	122,954	11,042	9%
East Midlands	4,880,056	538,525	11%
England	56,490,045	5,989,233	11%

Source: ONS 2021 Census

The figure below indicates that throughout the majority of the Study Area and surrounding areas, the proportion of the population who are young people is between 5 and 10%. This rises to between 10 and 15% in the town centre and areas to the north of the river.

Figure F.2.1.2: Proportion of population aged between 16 and 24 years



Source: ONS 2021 Census

Working age people

Table F.2.1.3 shows that the proportion of working age people in the Study Area is 63%. This is in line with the proportion of working age people in Newark and Sherwood (60%), the East Midlands (62%), and England (63%).

Table F.2.1.3 Working age people (aged 16-64)

Location	Total population (2021)	Working age (16-64 years)	Working age (16-64 years)
Study Area	17,724	11,186	63%
Newark and Sherwood	122,954	74,301	60%
East Midlands	4,880,056	3,046,270	62%
England	56,490,045	35,605,658	63%

Source: Census 2021- ONS

The figure below indicates that in the outskirts of the Study Area and surrounding areas, the proportion of the population who are of working age is between 50 and 60%, whilst this increases to over 60% in the areas around the town of Newark itself in the middle of the Study Area, and towards other settlements such as Balderton and Fernwood to the south of the Study Area. This is likely due to people of working age being more likely to live in urban town areas and settlements than more rural areas.

Source: Census 2021- ONS

Older people

Table F.2.1.4 shows that the proportion of older people in the Study Area is 21%. This is in line with the proportion of older people in Newark and Sherwood (23%), the East Midlands (20%), and England (18%).

Table F.2.1.4: Older people (aged over 65)

Location	Total population (2021)	Older people (65+ years)	Older people (65+ years)
Study Area	17,724	3,697	21%
Newark and Sherwood	122,954	27,665	23%
East Midlands	4,880,056	951,775	20%
England	56,490,045	10,401,301	18%

Source: Census 2021- ONS

Figure F.2.1.4 below indicates that there are higher proportions of older people living in the more rural areas of the Study Area and rural areas surrounding it (between 20 and 30%), than in the town centres of Newark in the middle of the Study Area (between 10 and 20%), and the settlements to the South. However, there are pockets of higher proportions of older people to the south west of Newark and the north of the village of Balderton (between 30 and 40%).

Figure F.2.1.4: Proportion of people aged 65 and over

Source: Census 2021- ONS

Source: Census 2021- ONS

F.2.2 Disabled people

Table F.2.2 shows the proportion of people within the Study Area whose day to day activities are limited in some way. A total of 19% of the population of the Study Area have a condition or disability which limits their day to day activities. This is in line with Newark and Sherwood (20%), the East Midlands (18%), and England (17%).

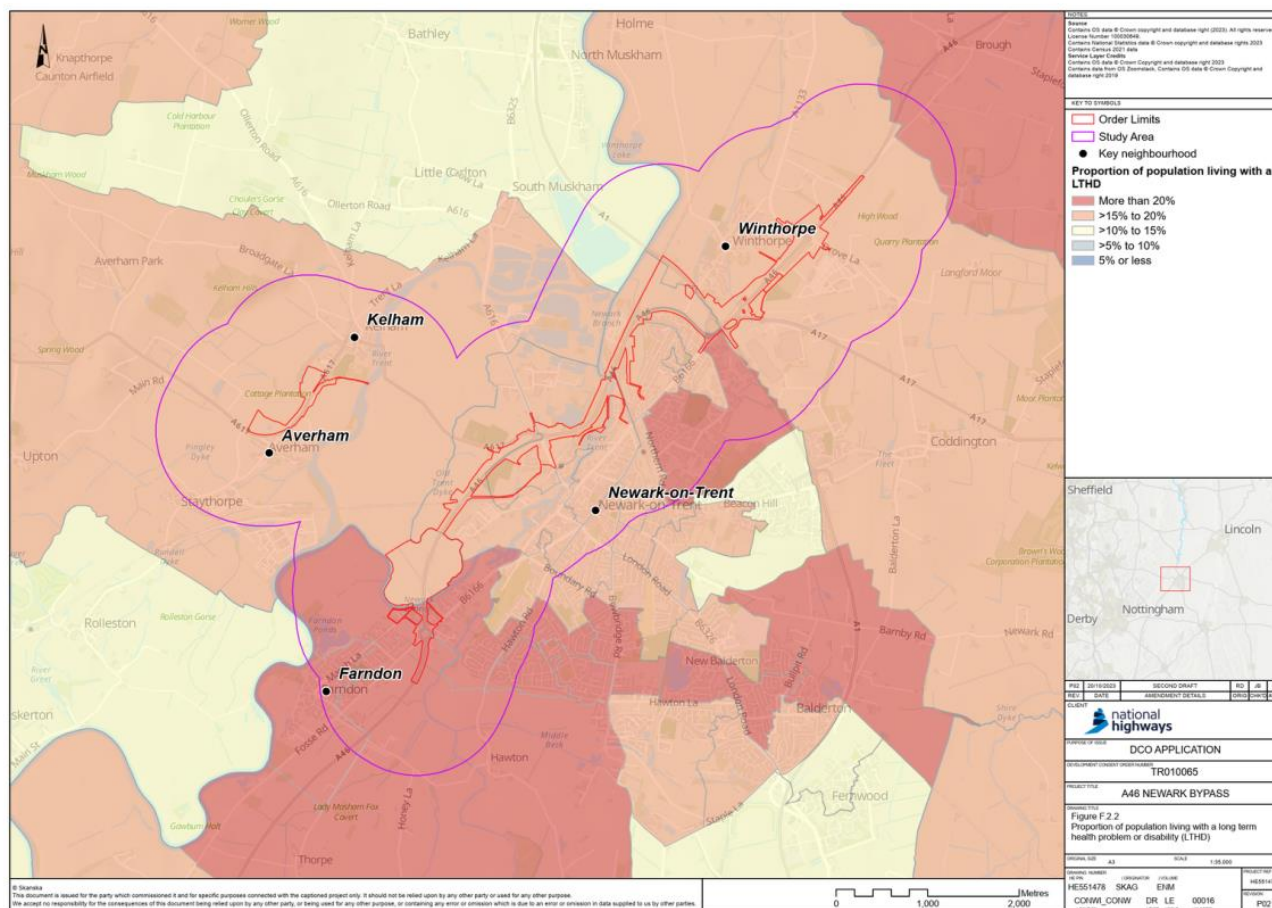
Table F.2.2: People whose day to day activities are limited by an impairment or disability

Location	Total population whose day to day activities are limited in some way	Day-to-day activities limited a lot	Day-to-day activities limited a little
Study Area	19%	8%	11%
Newark and Sherwood	20%	9%	11%
East Midlands	18%	8%	11%
England	17%	7%	10%

Source: 2021 Census, ONS - long-term health problem or disability

Figure F.2.2 indicates that through the majority of the Study Area, the proportion of the population living with a LTHD is between 15 and 20%. This rises to over 20% in Farndon to the south west of the Study Area, and an area to the east of Newark town centre. These figures are in line with the surrounding area.

Figure F.2.2: Proportion of the population with a LTHD



Source: 2021 Census, ONS - long-term health problem or disability

F.2.3 Marriage and civil partnerships

Table F.2.3 shows the proportion of the population who are married or in a civil partnership, single, separated, divorced or widowed.

Table F.2.3: Marriage and civil partnerships

Location	Single (never married or never registered a same-sex civil partnership)	Married	In a registered same-sex civil partnership	Separated (but still legally married or still legally in a same-sex civil partnership)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	Widowed or surviving partner from a same-sex civil partnership
Study Area	37%	41%	0.2%	3%	12%	7%
Newark and Sherwood	33%	48%	0.2%	2%	10%	7%
East Midlands	36%	46%	0.2%	2%	9%	6%
England	38%	44%	0.2%	2%	9%	6%

Source: 2021 Census, ONS - marital and civil partnership status

The table above outlines that:

- The proportion of the population in the Study Area who are single (37%) is higher than the proportion of the population who are single in Newark and Sherwood (33%). However, this is in line with the single population in the East Midlands (36%) and England (38%).
- The proportion of the population who are married in the Study Area (41%) is considerably lower than the married population of Newark and Sherwood (48%), the East Midlands (46%), and England (44%).

- The proportion of the population who are in a registered same- sex civil partnership in the Study Area (0.2%), is in line with Newark and Sherwood, the East Midlands, and England (all 0.1%).

F.2.4 Pregnancy and maternity

The following table shows the Total Fertility Rate and General Fertility Rate for Newark and Sherwood, the East Midlands and England. Figures are not available for the Study Area.

Table F.2.4: Pregnancy and maternity

Location	Live births	General fertility rate (GFR)*	Total fertility rate (TFR)**
Study Area	Not available	Not available	Not available
Newark and Sherwood	1,205	58.4	1.7
East Midlands	47,860	52.6	1.5
England	595,948	54.3	1.6

Source: ONS, 2021 Live births in England and Wales: birth rates down to local authority areas

The General Fertility Rate shows the number of live births per 1,000 female population aged 15 to 44. The GFR for Newark and Sherwood (58.4) is in line with the East Midlands (52.6) and England (54.3).

The Total Fertility Rate shows the average number of live children that a group of women would bear if they experienced the age-specific fertility rates of the calendar year in question throughout their childbearing lifespan. The TFR for Newark and Sherwood is 1.7. This is in line with figures for the East Midlands (1.5) and England (1.6)

F.2.5 Race and ethnicity

The table below provides a breakdown of the proportion of the population who belong to different ethnic groups. Ethnic minority groups include all ethnicities within the table that are not White British.

Table F.2.5: Race and ethnicity

	Location	Study Area	Newark and Sherwood	East Midlands	England
	Race/ ethnicity				
White	English/Welsh/ Scottish/Northern Irish/British	83%	90%	78%	72%
	Irish	1%	0%	1%	1%
	Gypsy or Irish Traveller	1%	0%	0%	0%
	Other White	11%	4%	5%	6%
Mixed/multiple ethnic groups	White and Black Caribbean	1%	1%	1%	1%
	White and Black African	0%	0%	0%	0%
	White and Asian	0%	0%	1%	1%
	Other Mixed	0%	1%	2%	3%
Asian/Asian British	Indian	0%	0%	5%	3%

	Pakistani	0%	0%	1%	3%
	Bangladeshi	0%	0%	0%	1%
	Chinese	0%	0%	0%	1%
	Other Asian	0%	0%	1%	2%
Black/African/Caribbean/Black British	African	0%	0%	2%	3%
	Caribbean	0%	0%	1%	1%
	Other Black	0%	0%	0%	1%
Other ethnic groups	Arab	0%	0%	0%	1%
	Any other ethnic group	1%	0%	1%	2%
	Ethnic Minority	18%	9%	20%	26%

Source: 2021 Census, ONS - ethnic group

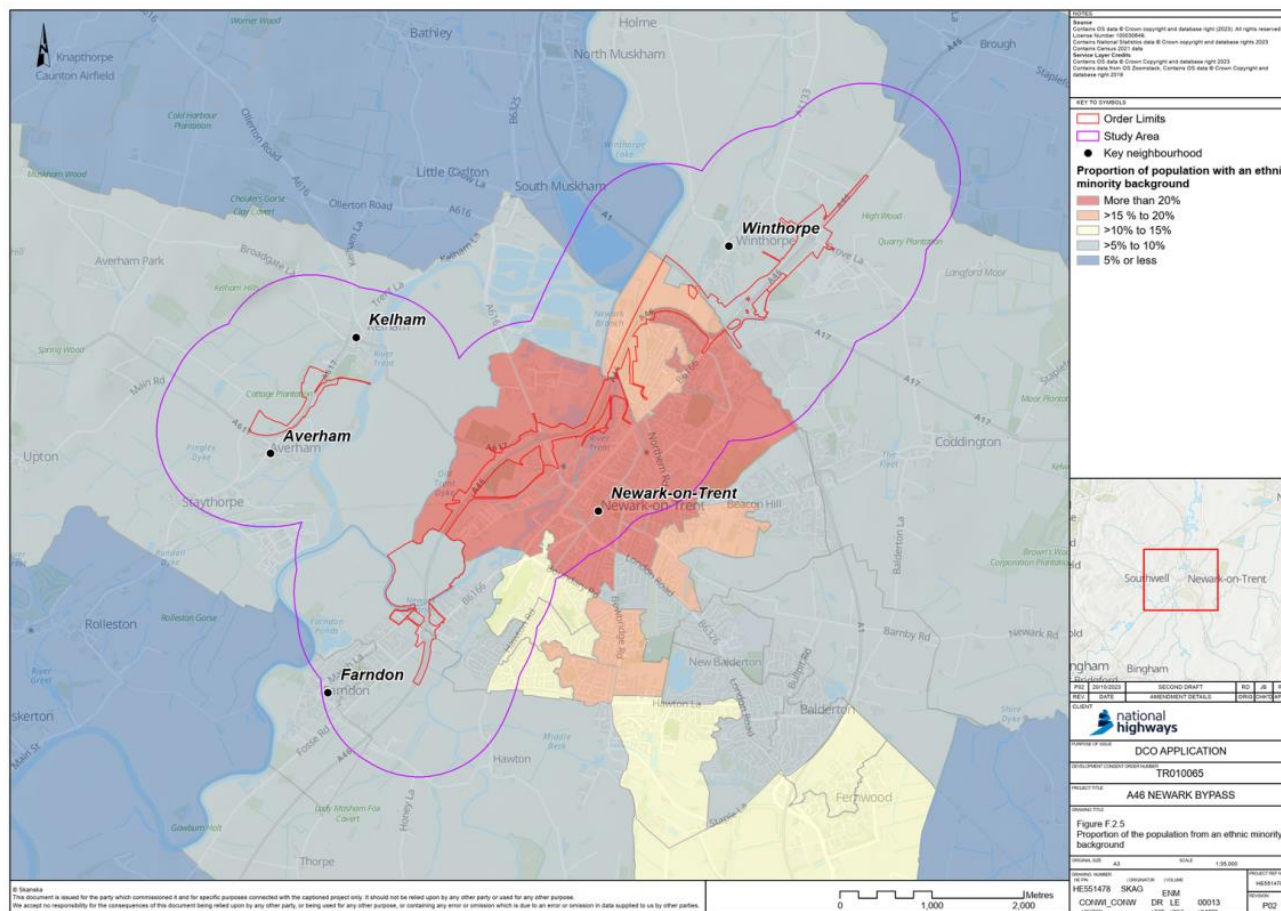
Table F.2.5 outlines:

- 82% of the population of the Study Area are White British. This is higher than the East Midlands (78%). However, this is considerably lower than the proportion of White British people in Newark and Sherwood (90%), but considerably higher than the proportion of White British people in England (72%).
- 18% of the population of the Study Area are from ethnic minority backgrounds. This is in line again with the East Midlands (20%), but considerably higher than the population within Newark and Sherwood (9%). The population of people from ethnic minority backgrounds is in turn considerably lower than in England (26%).

- The largest ethnic minority group within the Study Area is Other White (11%). This is considerably larger than the populations of Newark and Sherwood (4%), the East Midlands (5%), and England (6%).

The figure below indicates that the highest proportions of people from an ethnic minority (over 20%) live in the centre of the Study Area, around Newark town centre. Throughout the majority of the rest of the Study Area, this falls to less than 10%.

Figure F.2.5: Proportion of the population from an ethnic minority background



Source: 2021 Census, ONS - ethnic group

F.2.6 Religion and belief

The table below shows the proportion of the population by religious affiliation.

Table F.2.6: Population by religion and belief

Religion	Study Area	Newark and Sherwood	East Midlands	England
Christian	52%	51%	45%	46%
Buddhist	0%	0%	0%	0%
Hindu	0%	0%	2%	2%
Jewish	0%	0%	0%	0%
Muslim	1%	1%	4%	7%
Sikh	0%	0%	1%	1%
Other religion	0%	0%	1%	1%
No religion	39%	41%	40%	37%
Religion not stated	6%	6%	6%	6%
Minority religion	2%	2%	9%	11%

Source: 2021 Census, ONS – religion

The table above outlines that:

- 52% of the population of the Study Area identify as Christian. This is in line with figures for Newark and Sherwood (51%), but considerably higher than figures for the East Midlands (45%) and England (46%).
- The population who belong to a minority religion is 2%. This is in line with figures for Newark and Sherwood (2%), but considerably lower than the East Midlands (9%) and England (11%).
- The population who have no religion in the Study Area is 39%. This is in line with figures for Newark and Sherwood (41%), the East Midlands (40%), and England (37%).

The below figure indicates that the proportion of people from minority faith groups in the Study Area and surrounding areas is less than 5%.

Source: 2021 Census, ONS – religion

F.2.7 Sex

The table below shows the female and male demographic profile of the Study Area alongside wider regional and national areas. The proportion of the population of the Study Area who are male or female (both 52%) is in line with figures for Newark and Sherwood, the East Midlands, and England (all male figures 49%; all female figures 51%).

Table F.2.7: Population by sex

Location	Total population - male	%	Total population - female	%
Study Area	9,174	52%	9,146	52%
Newark and Sherwood	60,499	49%	62,458	51%
East Midlands	2,402,189	49%	2,477,865	51%
England	27,656,338	49%	28,833,712	51%

Source: Census 2021- ONS

F.2.8 Sexual orientation

Table F.2.8 shows the population by sexual orientation. The data is not available for the Study Area. The proportion of people who identify as heterosexual within Newark and Sherwood is 91%. This is in line with the proportions of straight people in the East Midlands (90%) and England (89%).

The proportion of people within Newark and Sherwood who identify as gay or lesbian is 1%. This is in line with the East Midlands (1%) and England (2%).

The proportion of people within Newark and Sherwood who identify as bisexual is 1%. This is in line with the East Midlands (1%) and England (1%).

Table F.2.8: Population by sexual orientation

Location	Straight or heterosexual	Gay or lesbian	Bisexual	All other sexual orientation	Not answered
Study Area	-	-	-	-	-
Newark and Sherwood	91%	1%	1%	0%	6%
East Midlands	90%	1%	1%	0%	7%
England	89%	2%	1%	0%	8%

Source: Census 2021, ONS

F.2.9 Deprivation

Table F.2.9 shows the proportion of the population who live in each deprivation quintile. When assessing the determinants of deprivation, factors such as health, employment, service access, community safety, education, housing, income, and physical environment are considered.

Table F.2.9: Population by deprivation quintiles

Location	Most deprived quintile	Second deprivation quintile	Third deprivation quintile	Fourth deprivation quintile	Least deprived quintile
Study Area	27%	36%	16%	32%	0%

Newark and Sherwood	14%	19%	28%	22%	17%
East Midlands	18%	20%	19%	21%	22%
England	20%	21%	20%	20%	19%

Source: Census 2021- ONS and MHCLG 2019 Indices of Multiple Deprivation

The table shows that:

- The proportion of the population in the Study Area population in the most deprived quintile (27%) is considerably higher than Newark and Sherwood (14%), the East Midlands (18%) and England (20%).
- The highest proportion of the population in the Study Area live in the second most deprived quintile (36%). This is considerably higher than Newark and Sherwood (19%), the East Midlands (20%), and England (21%).
- 0% of the population of the Study Area live within the least deprived quintile. This is considerably lower than Newark and Sherwood (17%), the East Midlands (22%), and England (19%).

The figure below indicates that areas within more deprived quintiles are clustered around the town of Newark. More rural areas such as Winthorpe and Farndon in the Study Area fall within the fourth most deprived quintile.

F.3 Literature and evidence review

This section presents the findings of a desk-based review of wider evidence and literature relating to the interaction of equality issues with infrastructure schemes of a similar nature. The relevant evidence and literature reviewed is referenced through the use of footnotes. The findings have been provided thematically, to demonstrate the potential impacts associated with the design, construction and operation of the Scheme. In line with the Equality Act, where these impacts are more likely to affect those with a protected characteristic, this has been highlighted.

F.3.1 Potential loss of businesses and jobs associated with the construction of the Scheme

Land requirements for highway schemes can potentially affect leaseholders, tenants and/or workers with protected characteristics, due to the impact on their ability to operate the business, work in agriculture or to relocate. These include people from ethnic minority backgrounds, disabled people, and older people who may have formed formal and informal social and community ties and support.

Older people tend to have less financial flexibility than the general population and may be disproportionately affected by the financial implications of losing agricultural land. Research suggests that older people who are made redundant face additional barriers to finding new employment compared to the other age groups, especially when attempting to secure interviews for potential new positions.¹¹ According to the national labour statistics of England, the median age of people working in agriculture is 60, with 40% of people working in the agriculture sector being 65 or above.¹² As a result, older people might be disproportionately impacted from a potential loss of agricultural land and associated jobs within the agriculture sector.

Disabled people face more barriers when searching for employment when compared to those who are not disabled. Disabled people may be constrained by the type of employment that they are able to do, with 36% of disabled people in employment agreeing that this is the case. This figure increases to 66% for disabled people who are looking for work when unemployed. This means that

¹¹ Centre for Aging Better (2020): 'Supporting Over 50s back to work' Available at: [supporting-over-50s-back-to-work.pdf \(ageing-better.org.uk\)](https://www.ageing-better.org.uk/supporting-over-50s-back-to-work.pdf)

¹² DEFRA (2016) Agriculture labour in England and the UK: Farm structure survey

disabled people could be disproportionately impacted by loss of employment, particularly if their current working conditions may be difficult to find or replicate elsewhere.¹³

The proportion of people from ethnic minority backgrounds workforce in the UK is expected to rise to almost 21% by 2051 and this is currently not reflected in the majority of workplaces, with many ethnic minorities concentrated in lower-paying jobs.¹⁴ Research by the Centre of Social Investigation (CSI) also highlights that British employers are more likely to discriminate against job applicants with an ethnic minority background when making hiring decisions.¹⁵

F.3.2 Potential changes in noise levels associated with the construction and operation of the Scheme

Certain equality groups are more sensitive to changes in noise levels than the overall population. Changes in noise exposure have been linked to health outcomes for children, older people, disabled people and people with ethnic minority backgrounds, especially Traveller communities, as these groups are more vulnerable to such changes.

Children are more vulnerable to excess noise exposure than adults.¹⁶ Studies show that children are especially at risk of the impacts of long-term unwanted noise exposure, which can adversely impact children's psychological and physiological wellbeing, sleep quality and long-term memory.¹⁷ Research published by the World Health Organisation shows that noise levels due to increased construction traffic in proximity to schools, or community facilities frequently used by children can negatively impact their concentration and long-term cognitive development.¹⁸ Longitudinal studies on the impact of unwanted noise on children and infants also show that increased noise exposure can adversely impact children's psychological and physiological wellbeing, sleep quality and long-term memory. Children are especially vulnerable as they may be unable to recognise or cope with dangerous noise levels, and because they are in a critical period of cognitive development and learning.¹⁹ During construction, children living in residential

¹³ Equality and Human Rights Commission (2013): 'Barriers to unemployment and unfair treatment at work: a quantitative analysis of disabled people's experiences Available at: <https://www.equalityhumanrights.com/sites/default/files/research-report-88-barriers-to-employment-and-unfair-treatment-at-work-disabled-peoples-experiences.pdf>

¹⁴ The McGregor-Smith Review (2017): 'Race in the workplace' Available at: [Race in the workplace: The McGregor-Smith review \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/644441/race-in-the-workplace-the-mcgregor-smith-review.pdf)

¹⁵ CSI (2019): 'Are employers in Britain discriminating against ethnic minorities?' Available at: [Are-employers-in-Britain-discriminating-against-ethnic-minorities final.pdf \(ox.ac.uk\)](https://www.csi.ac.uk/wp-content/uploads/2019/04/Are-employers-in-Britain-discriminating-against-ethnic-minorities-final.pdf)

¹⁶ World Health Organization (2018): 'Environmental Noise Guidelines for the European Region'

¹⁷ Stansfield, S. and Clark, C. (2015) Health effects of noise exposure on children. Available at: <https://link.springer.com/article/10.1007/s40572-015-0044-1>

¹⁸ World Health Organisation (2011): 'Burden of disease from environmental noise Quantification of healthy life years lost in Europe'. Available at http://www.euro.who.int/_data/assets/pdf_file/0008/136466/e94888.pdf

¹⁹ Stansfield, S. and Clark, C. (2015): 'Health effects of noise exposure on children'

properties in the vicinity of the works and those frequently accessing community resources within the Study Area will be more at risk of the impacts of increased noise levels.

The health impacts of increased noise exposure on older people include cardiovascular disease, sleep deprivation, stress and anxiety. Prolonged exposure to construction and transportation noise can cause a higher prevalence of cardiovascular disease, stroke and dementia in affected communities. For example, research on noise levels and health outcomes in London shows that older people living near noisy roads may have increased stroke risk.²⁰ Also, a study on dementia has found that higher levels of noise could have a more adverse effect on older people than on others.²¹ Older people are also more susceptible to changes in noise as they are more likely to be home during the day when construction/noise-generating activities take place.

Changes to noise levels can impact those with learning disabilities by creating challenging behaviours. Exposure to noise can also discourage disabled people from participating in activities outside the home, leading to social isolation and loneliness. Individuals with mental health conditions have been found to be especially sensitive to health effects associated with an increase in noise levels, such as sleep disturbance, annoyance and stress.²²

Gypsy, Roma and Traveller communities may be at increased risk of harmful health effects from noise due to the location of some Traveller communities situated next to busy roads and heavy industry²³. Transference of noise through trailer and caravan walls can be greater than through the walls of conventional housing²⁴, resulting in an additional risk of increased noise impacts for Gypsy, Roma and Traveller communities living in caravans or mobile homes.

²⁰ NHS (2015) 'Elderly living near noisy roads have 'increased stroke risk' Available at: <https://www.nhs.uk/news/neurology/elderly-living-near-noisy-roads-have-increased-stroke-risk/>

²¹ Social Care Institute for Excellence (2015): 'Dementia-friendly environments: Noise levels' Available at: <http://www.scie.org.uk/dementia/supporting-people-with-dementia/dementia-friendly-environments/noise.asp>

²² NCBI (2016) 'Environmental noise annoyance and mental health in adults: findings from the cross-sectional German health update study Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5086693/>

²³ The Traveller Movement (2016) Impact of insecure accommodation and the living environment on Gypsies' and Travellers' health [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/490846/NIHB - Gypsy and Traveller health accs.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/490846/NIHB_-_Gypsy_and_Traveller_health_accs.pdf)

²⁴ Department for Communities and Local Government (2008) Designing Gypsy and Traveller Sites Good Practice Guide https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/11439/designinggypsiesites.pdf

F.3.3 Potential changes in air quality levels associated with the construction and operation of the Scheme

Upgrades to highway schemes could cause changes to the levels of traffic congestion on the road network through the distribution of traffic. This could potentially have effects on air quality

Harmful air pollutants such as particulate matter, nitrogen oxide and sulphur dioxide can impact human health in a variety of ways in both the short and long term. Research indicates that the magnitude of the impact of air pollution varies according to the duration of exposure and the sensitivity of the individual concerned.²⁵ Although air pollution affects everyone, people with protected characteristics are more likely to be disproportionately exposed to air pollution and suffer disproportionate effects when exposed to air pollution.²⁶

Children are more vulnerable to the effects of poor air quality compared to the overall population and could therefore be disproportionately and adversely affected as a result of poorer air quality due to construction works and traffic along the new route²⁷. Research by the British Lung Foundation shows that children are more vulnerable to poor air quality than adults as they have faster breathing rates and their lungs are still developing,²⁸ which make them more susceptible to changes in particulate matter concentrations in the air. Children are overrepresented in groups that access areas where air pollution is normally more significant, such as community facilities located outside, e.g. parks and playgrounds, and PRowS.²⁹

Like children, older people are more likely to be affected by respiratory problems (such as asthma and bronchitis) than other sections of the population, meaning that changes in air quality arising from the construction of the Scheme would likely have a disproportionate impact on this group.³⁰ Additionally, Guidance published by DEFRA highlights that older people are more likely to have respiratory or cardiovascular illness when compared to other age groups, making them more susceptible to the effects of reduced air quality.³¹ Those with certain cardiovascular illnesses, such as Chronic Obstructive Pulmonary Disorder (COPD), which older people are disproportionately likely to suffer from, are particularly at risk.

²⁵ Sierra-Vargas, M.P., and Teran, L. M. (2012): 'Air pollution: Impact and prevention'

²⁶ Faculty of Public Health (2013): 'Transport and health: A position statement'; Cowie, H. et al., (2015): 'Air quality, health, wellbeing and behaviour'

²⁷ Department for Transport (2014) TAG unit A4.2 Distributional Impact Appraisal, Department for Transport, Transport Analysis Guidance, London.

²⁸ British Lung Foundation (date unknown): 'How air pollution affects your children's lungs'. Available at: <https://www.blf.org.uk/support-for-you/risks-to-childrens-lungs/air-pollution>

²⁹ World Health Organisation (2018): 'Air pollution and child health: prescribing clean air'. Available at: <https://www.who.int/ceh/publications/air-pollution-child-health/en/>

³⁰ British Heart Foundation (no date): 'Air pollution and cardiovascular disease'. Available at: <https://www.bhf.org.uk/about-us/our-policies/preventing-heart-disease/air-pollution>

³¹ DEFRA (2013) 'Effects of air pollution'

Research suggests that air pollution can aggravate and worsen existing cardiovascular, respiratory and allergy-related conditions such as asthma.³² As a result, older people and disabled people are more susceptible to the health effects of air pollution as they are more likely to have pre-existing health conditions. Air pollution can also lead to the development of new conditions including pneumonia and cancer, and ultimately reduce life expectancy.³³ Emerging research suggests that air pollution might also affect the brain and could be linked to dementia and cognitive decline.³⁴

Those who are pregnant living in areas with poor air quality are at risk of giving birth to a baby with a low birthweight, which can lead to an increased risk of the child developing a chronic disease in later life. Research conducted by the Royal College of Physicians indicates that air pollution may negatively impact upon the growth, intelligence and weight of babies in the womb.³⁵

People who live in deprived areas can be more susceptible to the impacts of air pollution, potentially because they tend to be in poorer health than the rest of the population and reside in areas closer to busy roads.³⁶ In rural areas it was found that differences in air quality was greater between deprivation deciles when compared to urban areas, with the exception of those living in the most deprived decile, results suggested this may be attributed to the relatively low number of people living in most deprived rural areas (approximately 2% of the British population).³⁷

F.3.4 Changes to landscape and visual amenity associated with the construction and operation of Scheme

Any change in landscape and visual factors may impact groups particularly sensitive to the changes in visual stimuli. Research has shown that almost 90% of children with autism spectrum conditions develop atypical sensory experience, which can involve

³² DEFRA (2013): 'Guide to UK air pollution information resources'; DEFRA (2013): 'Short-term effects of air pollution on health'; Public Health England (2018): 'Health matters: air pollution'

³³ British Lung Foundation (2017): 'Types of air pollution'; British Lung Foundation (2017): 'What are the effects of air pollution on your lungs?'; NHS (2015): 'Lung cancer'; The Committee on the Medical Effects of Air Pollutants (2018): 'The effects of long-term exposure to ambient air pollution on cardiovascular morbidity: Mechanistic evidence'; The Committee on the Medical Effects of Air Pollutants (2006): 'Cardiovascular disease and air pollution'; Public Health England (2018): 'Health matters: Air pollution'

³⁴ Public Health England (2018): 'Health matters: Air pollution'

³⁵ Royal College of Physicians (2016): 'Every breath we take: the lifelong impact of air pollution'. Available at: <https://www.rcplondon.ac.uk/projects/outputs/every-breath-we-take-lifelong-impact-air-pollution>

³⁶ Fehsta, D., et al (2015): 'Associations between air pollution and socioeconomic characteristics, ethnicity and age profile of neighbourhoods in England and the Netherlands'; Pearce, J., et al (2013): 'Geographical and social inequalities in particulate matter (PM10) and ozone air pollution in the EU: 2006 to 2010'; Public Health England (2018): 'Health matters: Air pollution'

³⁷ Milojevic, A. et al (2017): 'Socioeconomic and urban-rural differentials in exposure to air pollution and mortality burden in England'

hypersensitivity to visual stimuli.³⁸ This results in more detail-focused perception in people with autism, so that any minor visual change might have detrimental impact on quality of life and socio-psychological wellbeing.³⁹

Persons with dementia can also become easily lost and wander, even in very familiar environments. Therefore, changes in landscape and visual may impact this group.⁴⁰

F.3.5 Potential changes to traffic flow associated with the construction of the Scheme

Road schemes have the potential to change traffic congestion and vehicle movements during the construction phase due to construction traffic and the potential need for road closures and diversions to undertake construction activities. Any potential change in traffic flow is associated with impacts for pedestrians, cyclists and road users, which can differentially impact children, older people and disabled people.

Children's limited choice of travel mode means they are more likely to be pedestrians. Changes in road traffic levels may reduce children's access to community and recreational facilities due to road severance and traffic delays, which may in turn result in wellbeing issues such as social isolation. Increased traffic in proximity to schools, or community facilities that are frequently used by children can also impact their concentration and long-term cognitive development.⁴¹

Changes in traffic levels during construction could also affect how older people use community facilities.⁴² Older people may find it difficult to access public spaces further away from their home or integrate into new social networks, which could be required as a consequence of severance caused by increases in road traffic.⁴³ This is because mobility declines in older people, resulting in people living and travelling in the most accessible and immediate vicinity.⁴⁴

Research shows that the presence of vehicular traffic can present a barrier for disabled people accessing community resources. National Travel Survey data shows disabled people are generally more likely to experience travel difficulties in the daily trips that

³⁸ Baron-Cohen, S. and Robertson, C.E (2017) 'Sensory perception in autism' Available at: [Sensory perception in autism \(autismresearchcentre.com\)](https://autismresearchcentre.com/)

³⁹ Bakroon, A. and Lakshminarayanan, V (2016) 'Visual function in autism spectrum disorders: a critical review'

⁴⁰ E. Heerema, medically reviewed by D. Apetauerova, 'Examples of Visual Spatial Problems in Dementia Patients' (June 2022)

⁴¹ Barcelona Institute for Global Health (2022): 'Exposure to road traffic noise and cognitive development in schoolchildren in Barcelona, Spain: A population-based cohort study'. Available at: <https://www.sciencedaily.com/releases/2022/06/220602140809.htm>

⁴² DfT (2017): 'Health impact analysis for the draft Airports National Policy Statement'

⁴³ NatCen (2019): 'Transport, health and wellbeing: an evidence review for the Department for Transport'

⁴⁴ Noon, R and Ayalon, L (2018): 'Older adults in public open spaces: age and gender segregation'

they make.⁴⁵ Disabled people who travel by car are more likely to report difficulties due to congestion and roadworks, especially where the severity of the disability increases.⁴⁶ Short-term change to transport networks and road alignment can act as a barrier for disabled people wanting to access community facilities, exacerbating issues such as loneliness and social isolation.⁴⁷

The Scheme also has the potential to reduce traffic congestion and vehicle movement during operation by providing an enhanced route for active travel, promoting a modal shift away from trips made in private motorised vehicles. This may in turn have positive impacts on older people, children and disabled people in terms of feelings of personal safety and security.

F.3.6 Changes to driver environment associated with the construction and operation of Scheme

Any changes to the road layout during the construction phase (such as diversion routes and temporary traffic systems) or the operation phase (such as new roundabouts, new routes, narrower lane widening) has been found to reduce driver confidence, especially for young people, older people and women.

Research has found that 90% of young drivers experience nervousness and worry when driving. As such, any changes to the road layout may disproportionately impact this group.⁴⁸ The percentage of young adults (aged 17-20) with a driving licence has decreased overall in the 25 years leading to 2019, from 48% to 35%, and this age group currently make twice as many trips by bus than the average person⁴⁹.

Evidence presented by the Older Driver Task Force in 2016 suggested that older drivers can experience decline in confidence due to reduced ability to make judgements, adapt their speed and read complex situations whilst driving. It also noted that a driver's vision, reaction time and skills in executing manoeuvres can all decline with age. The report highlights that the number of drivers over the age of 85 is expected to double to one million by 2025.⁵⁰ Changes to surface transport in the Scheme construction may impact driver confidence and potential increase rates of severance for this demographic.

⁴⁵ Department for Transport (2019): 'National Travel Survey: 2018'

⁴⁶ Department for Transport (2017) 'Disabled people's travel behaviour and attitudes to travel'

⁴⁷ Equality and Human Rights Commission (2017): 'Being disabled in Britain: a journey less equal'

⁴⁸ The Co-operative Insurance (2017): 'Parking the fear for young drivers'. Available at: <https://www.co-operative.coop/media/news-releases/parking-the-fear-for-young-drivers>

⁴⁹ Department for Transport (2019) National Travel Survey NTS0201.

⁵⁰ Older Drivers Task Force (2016): 'Supporting safe driving into old age: A national older driver strategy'. Available at: <http://www.eurorap.org/wp-content/uploads/Older-Drivers-First-Report-AGE006-SSDIOA-v7.pdf>

Reduced mobility may also have an impact on driving confidence. Lower levels of confidence can be attributed to slower information processing and sensory impairment typically experienced by older sections of the population and drivers with certain disabilities. Short-term change to transport networks and road alignment can act as a barrier for disabled people wanting to access community facilities, exacerbating issues such as loneliness and social isolation.⁵¹

Evidence suggests that women are more likely to make more frequent, short car journeys than men, suggesting that they are more sensitive to changes to the road network. On average, women in the UK make 944 trips per year, whereas men make 898 trips per year.⁵²

F.3.7 Potential changes to the pedestrian and cyclist environment associated with the construction and operation of Scheme

Improvements to road schemes can have the potential to change the pedestrian and cyclist environment during the construction and operation phases, which may in turn impact modal choice across equality groups. Changes to the pedestrian environment may impact several equality groups including children, young people, older people, disabled people, ethnic minority groups, women and people residing in deprived areas.

Currently, over half of all journeys between 1 and 5 miles are made by car. However, data for 2020 indicates that the proportion of people who reported to have walked for a mile or more 3 or more times a week was 60% in 2020, the highest proportion recorded since 2002⁵³. This is likely to be due to changes in travel behaviour as a result of the coronavirus (COVID-19) pandemic.

The promotion of sustainable transport and active travel encourages the use of healthier and more environmentally friendly modes of travel such as walking, cycling and using public transport. Active transport, such as walking and cycling, can reduce air pollution by providing an alternative to pollution emitting vehicles. According to DfT, active transportation based on thoughtful urban design can create active, healthier, and more liveable communities.⁵⁴

⁵¹ Equality and Human Rights Commission (2017): 'Being disabled in Britain: a journey less equal'

⁵² Department for Transport, National Travel Survey: England 2015. Available at: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/457752/nts2014-01.pdf

⁵³ DfT (2021): 'National Travel Survey: 2020'

⁵⁴ DfT (2016): 'Cycling and walking investment strategy'

Children, along with older people, are more dependent on walking than any other age group.⁵⁵ Children's limited choice of travel mode means they are more likely to be pedestrians. However, pedestrian injury is the leading cause of accidental death among children in the UK, with an average of one death and 37 seriously injured children every week due to pedestrian accidents.⁵⁶ Nevertheless, there are many health benefits for children and young people if they take up active transport, as opposed to other modes of transport. One of these benefits is reduced childhood obesity.⁵⁷ This is particularly important as nearly a third of 2 to 15-year-olds in the UK are currently overweight or obese, these young people are also staying obese for longer.⁵⁸

Furthermore, promoting active travel among children also aids development of certain cognitive, motor and physical skills, vital for a child's growth.⁵⁹ For children who are unable to move around safely and independently, it is likely they will become dependent on their parents for mobility needs, therefore becoming less active themselves, in turn preventing the myriad benefits active travel may bring.⁶⁰

With age, people are increasingly likely to give up driving due to loss of sensory cognition such as eyesight and reaction time. Older people are therefore more likely to travel on foot to access social contacts and interact with their community in their daily lives. Research findings from a cross-sectional study on ageing and pedestrian behaviour in the UK show that the majority of older pedestrians are unable to cross the road both in good time and safely.⁶¹ According to the same study, 93% of women and 84% of men aged 65 years and above could either not walk safely or had a walking speed which was too slow to cross the road in good time. Therefore, older people are generally considered to be one of the most at-risk pedestrian groups.⁶²

Research indicates however that there is generally a steady decline in cycling in the UK as people get older. The share of journeys made by bicycle in the UK decreases from 1.8% for those aged between 40 and 49, to 0.8% for those aged 70 and over.⁶³ This is

⁵⁵ British Youth Council (2012): 'Transport and Young People'

⁵⁶ DfT (2018): 'Reported road casualties in Great Britain: 2017 annual report'

⁵⁷ WHO (2011): 'Health co-benefits of climate change mitigation: Transport sector'

⁵⁸ Department for Health and Social Care (2017): 'Childhood obesity: A plan for action'

⁵⁹ WHO (2011): 'Health co-benefits of climate change mitigation: Transport sector'

⁶⁰ WHO (2011): 'Health co-benefits of climate change mitigation: Transport sector'

⁶¹ Tournier et al (2016): 'Review of safety and mobility issues among older pedestrians' Available at: <https://core.ac.uk/download/pdf/191699946.pdf>

⁶² Tournier et al (2016): 'Review of safety and mobility issues among older pedestrians'

⁶³ Jones, T., et al (2016): 'Cycle BOOM, design for lifelong health and wellbeing: summary of key findings and recommendations'

often due to reduced physically mobility and increased concerns over their safety when cycling.⁶⁴ Yet, cycling has the potential to make a valuable contribution in promoting active ageing and good health.⁶⁵

Disabled people can experience challenges in accessing community resources, services and social interaction when compared to other sections of the population.⁶⁶ This may be due to challenges in navigating the physical environment and pedestrian routes. Any change in pedestrian infrastructure therefore has potential to make people with mobility challenges less independent.⁶⁷ Evidence also suggests that having a sensory impairment or a disability can be a further barrier in accessing the pedestrian environment and bus stops for onward travel.⁶⁸

In addition, disabled people with a range of learning and physical impairments, state that a reason for their lack of activity is due to the inaccessibility of the pedestrian environment, particularly road crossings where evidence shows they feel particularly vulnerable.⁶⁹ The timing of crossings, a lack of working crossings and the absence of dropped kerbs are all cited as barriers, and uneven surfaces increase the chance of falling for people with reduced mobility. For wheelchair users' obstructions such as advertising boards or bins can make the pedestrian environment particularly challenging.⁷⁰ The pedestrian environment should be maintained in a way that supports the independent travel and mobility of disabled people to ensure they have equal access to participation in active travel.

There is some disparity when looking at figures for people from ethnic minority groups in relation to walking and cycling. People from a mixed ethnicity background were most likely to walk for travel once a week, while White British were the least likely. However, when this is compared to walking for leisure, the probabilities were reversed.⁷¹ This highlights the different rates of active travel participation between people from various ethnic backgrounds.

⁶⁴ Paulo Rui Anciaes (2014): 'Community severance: Where is it found and at what cost?'

⁶⁵ Jones, T., et al (2016): 'Cycle BOOM, design for lifelong health and wellbeing: Summary of key findings and recommendations'

⁶⁶ Office for National Statistics (2015): 'Life opportunities survey'

⁶⁷ NatCen (2019): 'Transport, health and wellbeing: an evidence review for the Department for Transport'

⁶⁸ Social Exclusion Unit (2003): 'Making the connections; final report on transport and social exclusion'

⁶⁹ Living Streets (2016): 'Overcoming barriers and identifying opportunities for everyday walking for disabled people'

⁷⁰ Living Streets (2016): 'Overcoming barriers and identifying opportunities for everyday walking for disabled people'

⁷¹ DfT (2018): 'Walking and cycling statistics, England 2017'

In terms of cycling, Black and Asian adults were least likely to cycle (7% and 8%), people from mixed ethnic backgrounds were in the middle, with 14% stating they cycle at least once a week, and White British people were found to be the most likely to cycle at least once a week (17%).⁷²

Evidence shows that women are more likely to walk for travel than men, and this is most significant for women aged between 30 – 39 years, where women make up to four times more walking trips than men. One suggestion for this is that women, in heterosexual relationships, are more likely to walk with their children to school than their male partners.⁷³ This highlights that women may be positively affected by improvements to pedestrian infrastructure.

Conversely, men make nearly three times as many cycling trips than women, are twice as likely to cycle to work, and travel almost four times further.⁷⁴ This highlights that men may be disproportionately affected by changes to cycling networks. According to research, gender inequality in cycling is common in English-speaking countries with low levels of cycling. This in part is due to cultural factors that remain in place despite an increase in the promotion of active travel.⁷⁵ Promoting gender equality, and normalising cycling culturally are two ways to potentially increase the number of women cycling regularly.

With regards to cycling infrastructure, men and women are unified in their preference of a separation of cycling and motor traffic, however, women tended to feel more strongly about this.⁷⁶ Therefore, it can be suggested that a more supportive and cycle friendly infrastructure is needed to promote greater uptake of cycling by women.⁷⁷

Adults residing in deprived areas are less likely to walk for leisure than people residing in less deprived areas, however, they are more likely to walk for travel, perhaps a result of barriers to accessing public transport.⁷⁸ For people residing in deprived areas who do not have access to private transport, walking and cycling can provide a cost-effective mode of transport while at the same time improving health and wellbeing. However, walking and cycling environments need to be welcoming and accessible for this to occur more frequently.⁷⁹ Providing good cycling environments is particularly important for those who do not have access to other forms of

⁷² DfT (2018): 'Travel by distance, trips, type of transport and purpose'

⁷³ DfT (2018): 'Walking and cycling statistics, England 2017'

⁷⁴ DfT (2018): 'Walking and cycling statistics, England 2017'

⁷⁵ Aldred, R., Woodcock, J. and Goodman, A. (2015): 'Does more cycling mean more diversity in cycling?'

⁷⁶ Aldred, R., Woodcock, J. and Goodman, A. (2015): 'Does more cycling mean more diversity in cycling?'

⁷⁷ Aldred, R., Woodcock, J. and Goodman, A. (2015): 'Does more cycling mean more diversity in cycling?'

⁷⁸ DfT (2016): 'Cycling and walking investment strategy'

⁷⁹ WHO (date unknown): 'Sustainable development: Transport'

transport.⁸⁰ Improved cycle links to key amenities, employment and education will increase the mobility of people residing in deprived areas.

Furthermore, the promotion of local cycle networks, affordable bicycle schemes and increasing the awareness of the associated health benefits of active travel, will all help to encourage people residing in deprived areas to take part in a more active lifestyle.⁸¹ For example, obesity rates for children are highest amongst those in deprived areas. According to the Department for Health and Social Care, children aged five from the poorest income groups in the UK are twice as likely to be obese compared to their most well off counterparts, and children aged 11 are three times as likely to be obese.⁸² Active transport, therefore, not only improves these people's health and wellbeing but can also help to reduce health inequalities more widely.⁸³

Essential to achieving a fully inclusive and accessible pedestrian and cyclist environment is creating consistent, well-designed, and well-maintained environments, which adhere to inclusive design principles.⁸⁴ For all pedestrians and cyclists, signage is vital to warn them of changes to the environment around them, this include for different types of paths, wayfinding, crossings and gradient changes.⁸⁵

F.3.8 Potential changes in perceptions of safety due to presence of construction workforce

The construction period of highway schemes can result in adverse safety and security effects for more vulnerable groups including older people, people with certain disabilities, women and LGBTQ+ people, as people's safety, or feelings of safety around the construction works may alter.

The construction period can increase the presence of a construction workforce in the local area. This may make communities to feel unsettled, as they perceive the composition of their local community to be subject to change or employment opportunities not being provided to local people. It is the most likely that such effects to be felt by those living adjacent to construction sites, or by those who use local community facilities near construction sites.

⁸⁰ Aldred, R. (2015): 'Pedalling towards equality?'

⁸¹ TfL (2011): 'What are the barriers to cycling among ethnic minority groups and people from deprived backgrounds?'

⁸² Department for Health and Social Care (2017): 'Childhood obesity: A plan for action'

⁸³ DfT (2016): 'Cycling and walking investment strategy'; WHO (2019): 'Health and sustainable development'

⁸⁴ Inclusive design is the process of designing a product, service, or environment to be as usable to as many people as reasonably possible, without the need for specialised adaptations.

⁸⁵ Department for Transport (2020): 'Local Transport Note 1/20'

Disabled people and older people are more likely to face social isolation, therefore this group may be disproportionately impacted by any changes in access to community facilities as a result of construction workers being present in the area^{86,87}. The presence of construction workers into community life could negatively alter their perceptions of social capital. Any reduction in social capital has the potential to affect the wellbeing and use of community facilities. As disabled people and older people are more likely to experience loneliness and isolation⁸⁸, reduced use of community facilities may further exacerbate these social issues.⁸⁹

Perceptions of personal safety for women and LGBTQ+ people may decrease due to the presence of sizable construction workforce in the local vicinity of the Scheme. Research by International Transport Forum showed that women are more likely to fear being threatened by members of the opposite sex in public spaces and public transport.⁹⁰ Also, women are more likely to have security concerns as pedestrians than men, with almost two-thirds of women in the UK feeling unsafe walking alone.⁹¹ The walkability of a neighbourhood is also fundamental factor in influencing the safety perceptions of women, influenced by lighting, clear signage and safety procedures.⁹²

A recent report⁹³ revealed that LGBTQ+ hate crime is disproportionately on the rise in the UK, with two-thirds (64%) of LGBTQ+ people having experienced anti-LGBTQ+ violence or abuse.

Therefore, the high influx of predominantly male construction workers into the local area may therefore lead to a reduction of women's⁹⁴ and LGBTQ+ people's perception of safety.

F.3.9 Potential generation of employment as a result of the Scheme

The Scheme has the potential to bring new employment opportunities in the construction phase. A construction workforce will be required to deliver the infrastructure necessary for the Scheme, this may disproportionately impact those more likely to be

⁸⁶ Social capital is defined by the Organisation for Economic Co-operation and Development as "networks together with shared norms, values and understandings that facilitate co-operation within or among groups".

⁸⁷ HS2 (2018): 'High Speed Rail (Crewe to Manchester and West Midlands to Leeds) Working Draft Environmental Statement

⁸⁸ University of Manchester (2019): 'Loneliness and social isolation in aging populations'

⁸⁹ HS2 (2018): High Speed Rail Working Draft Environmental Statement

⁹⁰ International Transport Forum (2018): 'Women's safety and security: a public transport priority'

⁹¹ Plan International (2016): 'Almost two thirds of women feel unsafe walking alone after dark'

⁹² Department for Transport (2020) 'TAG Unit A4.1: Social Impact Appraisal'

⁹³ Hate Crime Report 2021, Galop

⁹⁴ International Transport Forum (2018): 'Women's safety and security: a public transport priority'

unemployed, including young people, ethnic minority groups and disabled people as well as men who are more likely to work in construction (99% of all construction workers on building sites being men).

Research shows that youth unemployment has consistently been an issue in the UK for around a decade. The unemployment rate for young people aged 16 to 24 is proportionally higher when compared with other age groups.⁹⁵ Therefore, any improvements to the accessibility of employment opportunities as a result of the Scheme has the potential to positively impact this group.

Ethnic minority groups are disproportionately represented amongst the unemployed.⁹⁶ Analysis of national unemployment trends highlights that the rate of national unemployment is typically almost 8% for BAME groups compared with 4% white British people.⁹⁷ Therefore, any improvements to the accessibility of employment opportunities as a result of the Scheme has the potential to positively impact people from BAME groups.

There is a disparity in employment rates between disabled people and non-disabled people. Data from August 2020 indicates that 54% of disabled people were employed, while the employment rate for non-disabled people was 82%.⁹⁸ Disabled people are generally over a third less likely to be employed compared to their non-disabled counterparts.⁹⁹

F.3.10 Potential improved access to community facilities associated with the operation of the Scheme

Highway schemes have the potential to improve local access to leisure and local amenities and services. If designed to follow inclusive design standards and guidance, this may disproportionately have a beneficial effect on older people and disabled people.

Research from the DfT highlighted that one in six older people in England (aged 50 and over) are socially isolated.¹⁰⁰ Evidence suggests that well connected areas, neighbourhoods and communities can provide social support networks where social isolation is reduced and peoples' well-being is improved.¹⁰¹

⁹⁵ EY Foundation (2016): 'The employment landscape for young people in the UK'

⁹⁶ Runnymede Trust (2016): 'Ethnic inequalities in London: Capital for all'

⁹⁷ UK Government (2019): 'Unemployment: ethnicity facts and figures'

⁹⁸ House of Commons (2020): 'Disabled people in employment' Available at: <https://researchbriefings.files.parliament.uk/documents/CBP-7540/CBP-7540.pdf>

⁹⁹ ONS (2019): 'Disability and employment, UK' Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandemploymentuk/2019>

¹⁰⁰ DfT (2012): 'Transport for everyone: An action plan to promote equality'

¹⁰¹ Parsfield, M. (2015): 'Community capital: The value of connected communities'

Evidence shows that over half of disabled people (53%) have reported feeling lonely. Research by the Office for National Statistics found that people in the UK with a learning or physical impairment tend to have lower levels of social contact compared to the rest of the population. The research also suggests that most disabled adults in the UK experience participation restriction regarding leisure activities, particularly spending time with family and visiting friends. The research also notes that the degree of social isolation experienced by disabled people varies with age and with the specific impairment(s) or severity of the impairment(s).¹⁰² Improving active travel and links to public transport and key facilities and services, could help disabled people to maintain and establish social connections so long as the active travel infrastructure adheres to inclusive design standards and guidance.

Furthermore, children's limited choice of travel mode means they are more likely to be active travellers. Therefore, improving active travel could provide a more direct or improved route for children to access educational facilities, or encourage greater uptake of active travel for education-related commutes.

F.3.11 Potential improved access to recreational facilities and green space associated with the operation of the Scheme

During operation, highway schemes can increase access to local open space and recreational space via active travel. Any change in access to green open space, pedestrian and cycle routes is likely to impact children, young people, older people, people who reside in deprived area, people with ethnic minority backgrounds, people who are unemployed, and people living with a mental health issue.

According to the Office for Health Improvement and Disparities, there is a positive association between a greener living environment and mental health outcomes in children and young people, such as improved emotional wellbeing, reduced stress, improved resilience, and higher health-related quality of life.¹⁰³ Natural England data also shows that children and young people spend time outdoors more regularly than adults aged 25 and over.¹⁰⁴

Research evidence shows that accessing greenspace is an effective intervention for people living with a mental health issue, with one in four people in the UK likely to experience psychological problem at some point in their life.¹⁰⁵

¹⁰² Office for National Statistics (2015): 'Life opportunities survey'

¹⁰³ Public Health England (2020): 'Improving access to greenspace: a new review for 2020'

¹⁰⁴ Natural England (2019): 'Children and young people report' Available at: [*Title slide example \(white\) – title can run to two lines 24pt \(publishing.service.gov.uk\)](#)

¹⁰⁵ Masterton et al (2020): 'Greenspace interventions for mental health in clinical and non-clinical populations: what works, for whom and in what circumstances?'

F.3.12 Information and communication

Complex material and information on the Scheme may present a challenge to those who have different information and communication needs. This includes but is not limited to people with cognitive or learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments and people who use English as a second language.

Due to the COVID 19 pandemic, engagement and consultation have increasingly had to utilise digital tools, however, this can exclude those who are less likely to be online, such as older people and disabled people.¹⁰⁶

Some protected characteristic groups, such as children and young people, disabled people, and people from ethnic minority backgrounds, are more likely to face barriers to engagement.¹⁰⁷ Consultation should 'go the extra mile' to speak with these protected characteristic groups, including holding events in a variety of different venues and times. Further details on the engagement undertaken for the Scheme can be found in the Consultation Report [APP-028]

Where available and appropriate – photographic evidence or links.

e.g. before and after installation of footbridges/shared footpaths, letters of appreciation, commendation received, Scheme awards etc.

(For the Applicant internal records)

Click or tap here to enter text.

¹⁰⁶ Citizens Online (2020). 'Digital exclusion in population screening programmes'.

¹⁰⁷ Scottish Government (2017). 'Barriers to community engagement in planning: a research study.'

Where appropriate - Link to evidence of communication/inclusion action plans, environmental assessments or EDIT exercises.

(For the Applicant internal records)

- Environmental Statement (ES) [contained within Volume 6.1]
- The Environmental Management Plan (EMP) [REP6-012]
- The Outline Traffic Management Plan (OTMP) [REP6-016]
- The Consultation Report and Consultation Report Appendices [APP-028 to APP-044]

SECTION G: SIGN-OFF TABLE

To be completed at each PCF stage	Confirm the National Highways MP Project Manager is content with the EqIA at this stage	Choose an item.	Date: Click or tap to enter a date. Name of National Highways project manager: Click or tap here to enter text.
	Confirm submission to the National Highways MP EDI Lead Advocate	Choose an item.	Date: Click or tap to enter a date. Name of National Highways EDI Lead Advocate: Click or tap here to enter text.
To be completed at PCF stage 7	Confirm a hand-over meeting has taken place with Operations Directorate colleagues	Choose an item.	Date: Click or tap to enter a date. Name of Operations contact: Click or tap here to enter text.
	Confirm good practice and legacy information is submitted to the MP Knowledge Management Team and for the Benefits Realisation and Evaluation Plan (BREP)	Choose an item.	Date: Click or tap to enter a date. Name of colleague informed: Click or tap here to enter text.

THE FOLLOWING IS FOR INTERNAL USE ONLY. National Highways EDI Lead Advocate to internally review the EqlA for Quality Assurance (Robust Governance reporting) based on the following criteria:

Quality Assurance to be completed by National Highways EDI Lead Advocate: EqlA Robustness Assessment for each PCF stage (Criteria ratings below are: 1 to 5 = necessary / 6 to 8 = critical / 9 & 10 = most important/essential)					
Criteria		Brown Principles - minimum requirement	Rating: 1 -10 or Yes/No	Comments	Date
1	Register	EqlA unique ref number included on MP EqlA register.			
2	Ongoing	Evidence of appropriate and proportionate review/update of assessment during the lifetime of the project/each SGAR.			
3	Ownership	Signed-off by overseeing Programme Lead/Manager.			
4	Approval	EqlA signed-off by MP EDI Lead Advocate.			

5	Recorded / retrievable	Link included on EqlA Register - available for FOI.			
6	Timeliness	Completed prior to IDC decision or at the relevant Stages of the Project Control Framework Governance Process (mandatory for SGAR 3 and 7).			
7	Reasoned	Sufficient detail and explanation of impacts and efficacy of mitigating actions.			
8	Evidenced	Appropriate and proportionate degree of research/insight informed assessment and/or mitigating actions.			
9	Engagement	Appropriate and proportionate degree of engagement with relevant stakeholders (supporting evidence is the Communications Planning PCF products, specifically the Stakeholder Tracker).			
10	Outcomes	Assessment includes identifiable actions (incorporated into project planning) with clear intended outcomes.			

A. Appendix: EDIT

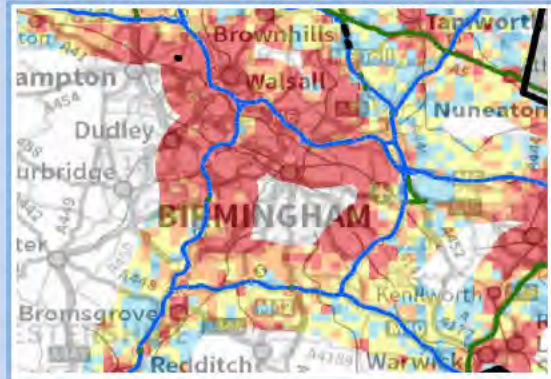
EDIT

Equality, Diversity and Inclusion Tool

About EDIT

Why do I need to use EDIT on my project?

- In England and Wales, the Equality Act 2010 means considering equality as part of service delivery is required by law.
- National Highways has duties under the Equality Act to ensure that the Strategic Road Network (SRN) is accessible, and economic and social opportunities are maximised for all users.
- EDIT is designed to help you make an informed decision about how equality, diversity and inclusion (EDI) are relevant to your project.
- EDIT uses information about your project, local population data, equality research, and draws on other evidence you may have to identify whether it is likely to have an impact on EDI and what action you might need to take to address this.
- EDIT provides an evidence base that can help you to make the right decision about how to maximise the benefits of your project for all National Highways customers and the local communities affected by what we do.



Which projects should I use EDIT on?

Major Projects

- EDIT should be used on all projects as part of the Equality Impact Screening and Assessment (EqIA) Project Control Framework (PCF) process. The stages of EDIT align to the stages of the EqIA process. Under each tab in EDIT you will find information about the EqIA sections and PCF stages that these correspond to. The two tools are designed to be completed in conjunction, at the relevant PCF stages.

Operations

- EDIT should be used on projects likely to have an impact on EDI. Use of EDIT for improvement projects funded via the Designated Funds or as part of delivery of RIS1 and 2 is strongly recommended as these are most likely to have EDI implications, though asset maintenance and renewal projects may also benefit from the use of EDIT.

All projects

- Consult with your project's EDI Advocate or Regional EqIA Lead if you are unsure about whether to use EDIT, or at what point in the project process it should be applied.

What does EDIT involve?

EDIT is an iterative process that aligns with project phases:

- The first step involves an initial review of your project using a series of specially designed EDI 'hotspot' maps, included in a separate booklet.
- The maps include a single EDI look-up (or 'hotspot') map of the SRN, supported by additional maps covering population, equality, and destination data. The maps are designed to allow you to 'zoom in' on the local area of your project to understand the factors that may indicate that EDI issues need further consideration.
- The next steps involve an assessment of different aspects of the project to consider in more detail whether EDI is relevant and how.
- The 5 steps, each represented by a tab in this Excel workbook that aligns to the relevant project stage, include a range of questions covering details about your project, relevant design considerations, and the potential construction effects associated with delivery. The steps also include opportunities to capture existing evidence from other assessments or consultation activity being undertaken.
- The assessment process generates a score identifying the extent to which EDI is relevant to your project. A score is generated on the bottom of each worksheet and on the 'Summary and sign-off' tab, which explains the key areas driving your score. Additional information should be added to the summary page in the relevant section as each worksheet is completed in order to provide a comprehensive snapshot for reviewers, your wider team and other stakeholders.

Step 1: EDI 'hot-spot' mapping

Understanding the local area

To be completed with section A of the Equality Impact Assessment

Step 2: Options phase

Considering project type

To be completed with sections A, B and C of the Equality Impact Assessment

Step 3: Development phase

Considering project design

To be completed with sections A, B and C of the Equality Impact Assessment

Step 4: Pre-construction phase

Understanding construction effects

To be completed with sections D and E of the Equality Impact Assessment

Step 5: Construction phase

Managing construction effects and capturing legacy

Sections D and E of the Equality Impact Assessment to be updated

Further information

Signing-posting and links to supporting resources

To be considered when completing EDIT and Equality Impact Assessment

How do I get started?

1. Begin by completing the EDI 'hot-spot' mapping on the next tab, using the mapping booklet for your area. This will provide you with local social and demographic evidence relevant to your project.
2. Continue through the tool answering the questions on relevant tabs, depending on where your project is at in the project lifecycle. The remainder of the tool asks straightforward questions about the type of project, specific design features, assessment and consultation work already undertaken, and construction considerations.
3. Answer all the questions that are applicable to your project by clicking the most appropriate button. Leave any questions that you cannot answer or do not apply as 'unknown' - these will not affect your EDIT score.
4. You will need to update EDIT throughout the project life cycle. There is a sign-off section on the summary page that should be completed following each revision. As EDIT is designed to align with project phases, this can be undertaken in line with the PCF in Major Projects or the 3D Sprint process within Operations. Guidance on alignment can be found in an information box at the top of each tab.

Tips for using EDIT

- * You do not need to complete EDIT in one go or have access to detailed project information to get started. Complete the tab that aligns with the stage your project is at and progress through the stages and add additional information as the project develops.
- * You will see the ⓘ symbol throughout the tool - hover over these sections with your cursor to access more information, evidence and guidance.
- * Most of the questions require you to select your answer by clicking the button 'yes', 'no', or 'unknown'. However, some of the questions use drop-down menu selections - just look for the downward arrow next to the response boxes, click and make your selection.
- * Consider both your project in its current form, and realistic options and alternatives. This does not mean considering options that are way beyond the budgetary or other constraints in which you are working. Simply consider features that could be added to enhance your project if you know of any.
- * Further information is available at the end of this Excel workbook. This includes guidance from National Highways, national bodies, and charities in this policy area, as well as details on how this information may support you to complete EDIT and the EqIA for your project and develop inclusive infrastructure.

Who should I be thinking about?

EDIT is intended to help you identify whether your project is likely to have an impact on a range of different user groups, this includes people with characteristics protected under the Equality Act 2010, other groups potentially experiencing disadvantage, and other non-motorised users. These are detailed below:

Characteristics protected under the Equality Act 2010

Age • Children (aged under 16) • Younger people (aged 16-24) • Working age people (aged 16-64) • Older working age people (age 55 and over) • Older people of retirement age (age 65 and over)	Disability • Mobility differences (e.g. wheelchair users) • Sensory differences (e.g. blind, deaf) • Learning differences (e.g. dyslexia) • Mental health conditions • Serious health conditions (e.g. diabetes, HIV)	Gender re-assignment • People who identify as transgender, and/or non-binary • Anyone at any stage of gender re-assignment/re-alignment • Holders of a gender recognition certificate • Other gender diverse people, such as intersex people	Marriage and civil partnership • People who are married • People who are in a civil partnership • People who are single (unmarried, divorced, widowed)	
Pregnancy and maternity • Women who are pregnant • Women who are on statutory maternity leave (up to six months after their baby is born) • Women with very young children • Breastfeeding mothers	Race, ethnicity and nationality • People from Black and Minority Ethnic communities in the UK • White British and Non-White British people • Different ethnic minority categories (e.g. Black people), and sub-categories (e.g. Black Caribbean people) • Different nationalities, including citizenship	Religion and belief • People from religious groups • People from minority faiths in the UK (such as Buddhism, Hinduism, Judaism, Islam and Sikhism) • Christians • People with no religion and atheists	Sex • Men • Women	Sexual orientation • Heterosexuals • Lesbian, gay and bisexual people (LGB) • Other sexually diverse people, such as pan- and asexual people

Other groups who may experience disadvantage

Poverty • People living in income deprived areas • People living in areas of high unemployment	Accessibility • People living in access deprived areas	Health inequality • People living with a Long Term Limiting Illness (LTLI) • People receiving Personal Independence Payments (PIP) • People from health deprived areas	Rural communities • People living in areas defined as very or predominantly rural	Car ownership • People living in households without a car
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Non-motorised and vulnerable users

Walkers • People travelling on foot • Including disabled pedestrians • People using footpaths or public rights of way	Cyclists • People travelling by bicycle • People using cycle routes, cycle paths, or the National Cycle Network	Horse-riders • People travelling by horse • People using bridleways
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EDIT - Equality, Diversity and Inclusion Tool

Step 1: Equality 'hot-spot' mapping

This section asks you to conduct an initial review of your project using a series of specially designed EDI 'hotspot' maps, included in a separate booklet.

This tab aligns with PCF stage 1: Option identification / 3D Sprint stage 0: Scheme identification
To be completed with sections A, B and C of the Equality Impact Screening and Assessment

Hint: Use these maps to build an understanding of the local area of your project and the factors that may indicate that EDI issues need further consideration.

About your project

Record the key details of your project in the boxes below:

1.1	Project number / code:	100103345
1.2	Project title:	A46 Newark Bypass
1.3	Project manager:	
1.4	Contact Email: Telephone:	
1.5	Project directorate:	Major Projects (MP)
1.6	Project stage:	3: Preliminary design
1.7	Project type:	Major scheme
1.8	Project cost range:	

Equality hotspot assessment

1.9	National Highways area:	7	1.10	Project location:	Newark Bypass
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Consider the map booklet for your area, and using the colour code below select a score from 0 to 5 from the drop down menu based on the colour code and scoring below. If your project covers a large area, long distance, or falls between a number of different areas, use your own judgement as to the most appropriate score.

(NOTE: The maps are available to view separately in PDF booklet format and accompany this Excel tool)

For each National Highways area five maps are available:

- A population density map
Shows those parts of the area with the greatest numbers of people.
- An equality density map
Shows those parts of the area with the greatest numbers of people from particular groups.
- An equality proportion map
Shows those parts of the area with the highest proportions of people from particular groups.
- A destinations map
Shows those parts of the area with the highest numbers of destinations and community resources, such as schools, hospitals, religious buildings and care homes.
- A combined 'hot-spot' map
Shows those parts of the area with concentrations of all of the above - people, equality groups, and destinations.

The colour coding on the maps is as follows:

Colour	Description	Score to input
Red	A 'hotspot' area	5
Orange	High number / proportions	4
Yellow	Medium number / proportions	3
Light Green	Low number / proportions	2
Dark Green	Very low number / proportions	1
Grey	No population or destinations	0

1.11	Using the equality 'hotspot' map: Does the project fall within or near to an equality 'hotspot'?	4
1.12	Using the population map: Does the project fall within or near to a densely populated area?	3
1.13	Using the equality numbers map: Does the project fall within or near to an area with a high number of people from equality groups?	5
1.14	Using the equality proportion map: Does the project fall within or near to an area with a high proportion of people from equality groups?	4
1.15	Using the destinations map: Does the project fall within or near to an area with a high density of trip attractors?	3
1.16	Are there any large, seasonal, or temporary attractors or destinations in the local area of your project?	Yes No Unknown

18% of the population of the Study Area are from ethnic minority backgrounds, considerably higher than the population within Newark and Sherwood (9%)
The highest proportion of the population in the Study Area which lives in the most deprived quintile (24%) and second most deprived quintile (33%) is considerably higher than in Newark and Sherwood (14% and 19% respectively)

You can get a wider data snapshot of the local area of your project - including population breakdown, the economy and other information - from the following locations:

You can look up local demographic data on 'Neighbourhood Statistics' here:	ONS
You can look up local economic data on 'nomis' here:	nomis

Step 1 summary

1.17 Complete section 1 of the 'Summary and sign-off' tab.

Step 1 score:

63%

Step 1 is complete, proceed to Step 2 when your project enters the option phase and/or PCF stage 1 / 3D Sprint stage 1.

EDIT - Equality, Diversity and Inclusion Tool

Step 2: Options phase

This section explores the main effects of the project, its main assets and beneficiaries.

This tab aligns with PCF stages 1: Option identification and 2: Option selection / 3D Sprint stage 1: Options appraisal
To be completed with sections A, B and C of the Equality Impact Screening and Assessment

Hint: Use the findings from this tab to inform the completion of the screening table in section B of the EqIA.
A decision is required on whether a full equality assessment is required after screening is completed at PCF stage 2.

Main effects of the project

	Yes	No	Unknown	
2.1 Does the project involve reorganisation of the built environment?				Please provide any relevant details or notes here
2.2 Is the project likely to impact upon community severance?				
2.3 Are there likely to be disproportionate effects on those without access to a car?				
2.4 Will the project impact upon the mobility of non-motorised users?				
2.5 Will the project increase levels and speed of traffic?				
2.6 Will the project impact upon the distance between people and traffic?				

Primary beneficiaries

	Yes	No	Unknown	
Do the primary beneficiaries of the project include any of the following:				
2.7 Drivers and their passengers?				Please provide any relevant details or notes here
2.8 Public transport users?				
2.9 Pedestrians or walkers?				
2.10 Cyclists?				
2.11 Horse riders?				
2.12 Mobility impaired pedestrians?				

Key asset: Motorways

	Yes	No	Unknown	
2.13 Is the project located entirely on a motorway?				Please provide any relevant details or notes here
Motorways				
2.14 Is the project likely to have an impact on safety or perceptions of safety of the motorway environment?				
2.15 Will the project impact upon users ability to leave their vehicle independently or safely?				
2.16 Will the project impact upon ease of use and accessibility of emergency roadside telephones (ERTs)?				
2.17 Will the project result in changes to the speed, average likely speed or speed limit on the section of motorway?				
2.18 Will the project impact upon the level of information available on the motorway?				Please provide any relevant details or notes here
Smart motorways				
2.19 Is the project a smart motorway project?				
2.20 Will the project result in temporary or partial loss of the motorway hard shoulder?				
2.21 Will the project increase the distance between refuge areas?				

Key asset: Trunk 'A' roads

	Yes	No	Unknown	
2.22 Is the project located entirely on a trunk 'A' road?				Please provide any relevant details or notes here
Trunk 'A' roads				
2.23 Does the location of the project include residential areas immediately adjacent to the carriageway?				
2.24 Does the location of the project include particular relevant trip attractors in close proximity to the carriageway?				
2.25 Does the project include sections of road used as an alternative to motorway travel?				
2.26 Does the location of the project incorporate public transport usage?				

Area type: rural and urban areas

	Rural	Urban	Both	
2.27 Is the project located primarily in a rural area, an urban area or combination of both?				Please provide any relevant details or notes here
Rural areas				
2.28 Will the project affect public transport access for people living in rural areas?				
2.29 Will the project affect the visibility of NMUs using rural roads?				
2.30 Will the project affect the accessibility of key services in rural areas?				
2.31 Will the project have an impact on the accident profile of the rural area?				
2.32 Will the project impact upon NMU infrastructure (pavements, cycle lanes etc.) in the area?				Please provide any relevant details or notes here
2.33 Will the project have a disproportionate effect on young people in rural areas?				
Urban areas				
2.34 Will the project have disproportionate effect on people living in urban areas?				
2.35 Will the project impact upon access to green or open space?				Please provide any relevant details or notes here
2.36 Is the project located in areas of high deprivation?				
2.37 Is the project located in an area with a high accident rate?				

Non-motorised user impact

	Yes	No	Unknown	
2.38 Does the project affect Public Rights of Way (PROW)?				Please provide any relevant details or notes here
2.39 Does the project affect a PROW with equestrian rights?				
2.40 Does the project affect cycle routes, or is it used by cyclists?				
2.41 Will the project increase the length of non-motorised user (NMU) routes?				
2.42 Can the safety of junctions, crossings or roundabouts be improved for NMUs?				

Step 2 summary

2.43 Complete section 2 of the 'Summary and sign-off' tab.

Step 2 score:

80%

High scoring areas:
Non-motorised user impact
Low scoring areas:

Step 2 is complete, proceed to Step 3 when your project enters the the development phase and/or PCF stage 3 / 3D Sprint stage 2.

EDIT - Equality, Diversity and Inclusion Tool

Step 3: Development phase

This section asks you to consider key elements of the project design, with a focus on elements that will affect non-motorised users and that the public and communities will interact with, including footpaths and street furniture.

This tab aligns with PCF stages 3: Preliminary design, 4: Statutory procedures and powers / 3D Sprint stage 2: Preliminary design
To be completed with sections D and E of the Equality Impact Screening and Assessment

Hint: Use the findings from this tab to inform the completion of the screening table in Section B of the EqIA.

Footways

	Yes	No	Unknown	
3.1 Will the project involve changes to footways (e.g. width)?	☐	☐	☐	The Scheme will change the WCHR environment in the area
3.2 Will the project involve changes to kerbs (e.g. height)?	☐	☐	☐	
3.3 Will the project involve changes to footway gradient and level?	☐	☐	☐	
3.4 Will the project involve use of tactile paving?	☐	☐	☐	
3.5 Will the project permanently affect access to footways?	☐	☐	☐	
3.6 Does the project provide an opportunity to enhance the pedestrian environment?	☐	☐	☐	
3.7 Are specific accessibility measures being included as part of the design? (please specify)	☐	☐	☐	

Crossings, footbridges and underpasses

	Yes	No	Unknown	
3.8 Will the project result in changes to traffic levels or speed?	☐	☐	☐	New crossings and underpasses will be provided by the Scheme
3.9 Will the project change the number of crossings available?	☐	☐	☐	
3.10 Will the project change the means by which people cross?	☐	☐	☐	
3.11 Will the project affect identified pedestrian desire lines or existing crossing routes?	☐	☐	☐	
3.12 Does the project involve the addition or removal of footbridges?	☐	☐	☐	
3.13 Does the project involve the addition or removal of underpasses?	☐	☐	☐	
3.14 Can measures be implemented to improve the accessibility of the footbridge/underpass?	☐	☐	☐	

Street furniture and bollards

	Yes	No	Unknown	
3.15 Will the project involve additional or changes to existing street furniture?	☐	☐	☐	Please provide any relevant details or notes here
3.16 Will the project affect the location of street furniture?	☐	☐	☐	
3.17 Can street furniture be combined as part of the design? (i.e. can lighting columns be set into grass verges? Can waste bins be combined with planters or seating?)	☐	☐	☐	
3.18 Will the project involve the addition or removal of bollards?	☐	☐	☐	

Taxis

	Yes	No	Unknown	
3.19 Will the project impact upon the location of taxi ranks?	☐	☐	☐	Please provide any relevant details or notes here
3.20 Will the project impact upon access to existing taxi ranks?	☐	☐	☐	
3.21 If taxi ranks are relocated will they be situated at suitable drop off points near key services?	☐	☐	☐	

Parking

	Yes	No	Unknown	
3.22 Will the project change the location or affect the provision of and access to on-street parking?	☐	☐	☐	Please provide any relevant details or notes here
3.23 Will the project change the location or affect the provision of and access to disabled parking?	☐	☐	☐	
3.24 Will the project implement red routes, or other measures which prohibit disabled parking?	☐	☐	☐	
3.25 Will the project affect parking in destinations where disabled people may disproportionately use services – for example at hospitals or clinics providing outpatient services?	☐	☐	☐	

Covers and gratings

	Yes	No	Unknown	
3.26 Will the project change the location of covers or gratings?	☐	☐	☐	Please provide any relevant details or notes here
3.27 Will the project involve the addition of covers and gratings?	☐	☐	☐	

Walking distances

	Yes	No	Unknown	
3.28 Will the project affect walking distances between key local destinations?	☐	☐	☐	The Scheme will improve the provision for active travel.
3.29 Will the project change walking distance between residential areas and public services?	☐	☐	☐	
3.30 Do proposed walking route include rest points such as benches?	☐	☐	☐	

Signage

	Yes	No	Unknown	
3.31 Will the project change signed or natural / intuitive highways routes?	☐	☐	☐	Please provide any relevant details or notes here
3.32 Will the project change signed or 'natural' pedestrian routes?	☐	☐	☐	
3.33 Will the project impact upon Rights of Way?	☐	☐	☐	
3.34 Will the project change routes to key destinations?	☐	☐	☐	
3.35 Will the project disrupt way-finding?	☐	☐	☐	

Personal security, surveillance and lighting

	Yes	No	Unknown	
3.36 Will the project change the location of street lighting?	☐	☐	☐	Please provide any relevant details or notes here
3.37 Will the project lead to additional pedestrian routes or new roads where lighting should be considered?	☐	☐	☐	
3.38 Does the project include provision for other personal security measures such as CCTV?	☐	☐	☐	

Public transport

	Yes	No	Unknown	
3.39 Will the project change public transport routes?	☐	☐	☐	Please provide any relevant details or notes here

3.40	Will the project change the location of bus stops?
3.41	Will the project affect the accessibility of stops, stations or other public transport facilities?
3.42	Will the project impact upon existing interchange facilities?
3.43	Are measures proposed to enhance and support personal security?

Step 3 summary

3.44 Complete section 3 of the 'Summary and sign-off' tab.

Step 3 score:

65%

High scoring areas:

Footways, Crossings, Street furniture and bollards, Covers and gratings, Signage

Low scoring areas:

Taxis, Parking

Step 3 is complete, proceed to Step 4 when your project enters the pre-construction phase and/or PCF stage 5 / 3D Spring stage 3.

EDIT - Equality, Diversity and Inclusion Tool

Step 4: Pre-construction

This section focuses on two key areas: other appraisal and assessment activity that has taken place for your project and potential construction activity.

This tab aligns with PCF stage 5: Construction preparation / 3D Sprint stage 3: Detailed design
To be completed with sections D and E of the Equality Impact Screening and Assessment

Hint: The EDI issues you identify on this tab will form the basis of the potential impacts for your EqIA.

Project consultation, appraisal and assessment activity

	Yes	No	Unknown		Yes	No	Unknown
4.1 Have consultation or other public or stakeholder engagement activities been undertaken as part of project development, options appraisal or similar? Summary of EDI issues identified: <i>A small number of landowners identified themselves as belonging to equality groups. Engagement is ongoing to accommodate their needs to access information or regarding potential environmental impacts</i>	☒	☐	☐	Has this process resulted in findings relevant to equality, diversity or inclusion issues?	☒	☐	☐
4.2 Have Social Impact and Distributional Impact Appraisals been undertaken in accordance with DfT TAG Units A4.1 and A4.2? Summary of EDI issues identified:	☒	☐	☐	Has this process resulted in findings relevant to equality, diversity or inclusion issues?	☒	☐	☐
4.3 Has a Walking, Cycling and Horse Riding Assessment and Review (WCHAR) been undertaken? Summary of EDI issues identified: <i>No EDI related effects were identified</i>	☒	☐	☐	Has this process resulted in findings relevant to equality, diversity or inclusion issues?	☒	☐	☐
4.4 Has an Environmental Statement been prepared, or an Environmental Impact Assessment (EIA) been undertaken? Summary of EDI issues identified: <i>The EIA identified some potential negative impacts on children, older people, disabled and pregnant people due to an increase in noise levels and air pollution during the construction phase of the project. However, with the mitigations included in the EMP, these impacts are likely to not be significant.</i>	☒	☐	☐	Has this process resulted in findings relevant to equality, diversity or inclusion issues?	☒	☐	☐

Relevant activity being undertaken by other bodies locally

	Yes	No	Unknown
4.5 Is any other highways work being undertaken in the local area (for example by the local highways authority) that is relevant to the project? Please provide any relevant details or notes here	☒	☐	☐
4.6 Is any of the work scheduled to be undertaken likely to contribute to the project's potential EDI effects?	☒	☐	☐

Potential construction activity

	Yes	No	Unknown
4.7 Are there likely to be any specific construction effects?	☒	☐	☐
4.8 Will vehicular access routes be temporarily affected by construction of the project?	☒	☐	☐
4.9 Will footpaths, rights of way, or access routes be temporarily impacted by construction?	☒	☐	☐
4.10 Will public transport routes be temporarily altered or service levels temporarily reduced by construction?	☒	☐	☐
4.11 Will any community facilities (such as educational or healthcare facilities) be impacted by construction?	☒	☐	☐
4.12 Will the full function of the facilities in question be impeded for any period during construction?	☒	☐	☐
4.13 Will use of the facilities be temporarily disrupted due to construction noise, additional traffic, reduced air quality or other construction activities?	☒	☐	☐
4.14 Will access to facilities be disrupted? For how long? Will alternative access be provided?	☒	☐	☐
4.15 Will there be temporary land take from community facilities as a result of construction?	☒	☐	☐

Provide details of relevant construction effects here

Construction assessment and management processes

	Yes	No	Unknown
4.16 Have potential construction effects been included in the Environmental Impact Assessment (EIA)?	☒	☐	☐
4.17 Has a Code of Construction Practice (CoCP) been implemented for the project?	☒	☐	☐
4.18 Has a Construction Environmental Management Plan (CEMP) been implemented for the project?	☒	☐	☐
4.19 Does the CoCP or CEMP identify any measures designed to manage effects relevant to EDI?	☒	☐	☐

Provide details of relevant construction assessment and management processes here

Step 4 summary

4.20 Complete section 4 of the 'Summary and sign-off' tab.

Step 4 score:

57%

High scoring areas:

Low scoring areas:

Step 4 is complete, proceed to Step 5 when your project enters the construction phase and/or PCF stage 6 / 3D Sprint stage 4.

EDIT - Equality, Diversity and Inclusion Tool

Step 5: Construction phase and handover

This section focuses on how construction effects are being mitigated on your project and capturing lessons learned at project closeout and handover.

PCF stages 6: Construction, commissioning and handover and 7: Closeout / 3D Sprint stages 4: Commercial pricing and 5: Construction
Sections D and E of the Equality Impact Assessment to be updated

Hint: Use this section to capture key information on the legacy of your project.

Construction management

	Yes	No	Unknown		Yes	No	Unknown
5.1	Are actions addressing potential construction effects identified in the Environmental Impact Assessment being implemented on the project? Summary of how EIA actions are being implemented and monitored and any EDI issues arising: <i>For example, are there any specific measures in place to protect sensitive community receptors, such as a local school, from negative construction effects? How is this monitored?</i>			Has this process resulted in activities relevant to equality, diversity or inclusion issues?			
5.2	Is a Code of Construction Practice being implemented on the project? Summary of how the CoCP is being implemented and monitored and any EDI issues arising: <i>For example, has a mechanism been established for the local population to raise any complaints or concerns regarding the construction workforce? How is this being monitored?</i>			Has this process resulted in activities relevant to equality, diversity or inclusion issues?			
5.3	Is a Construction Environmental Management Plan being implemented on the project? Summary of how the CEMP is being implemented and monitored and any EDI issues arising: <i>For example, what specific measures are included in the CEMP place to protect the local population, including vulnerable groups, from negative construction effects? How is implementation being monitored?</i>			Has this process resulted in activities relevant to equality, diversity or inclusion issues?			
5.4	Is a Traffic Management Plan being implemented on the project? Summary of how the TMP is being implemented and monitored and any EDI issues arising: <i>For example, what specific measures are included in the TMP to ensure that access to public space and community resources, such as schools, businesses and places of worship, is not unduly affected during construction? How is this monitored?</i>			Has this process resulted in activities relevant to equality, diversity or inclusion issues?			
5.5	Is an Air Quality Management Plan being implemented on the project? Summary of how the AQMP is being implemented and monitored and any EDI issues arising: <i>For example, what specific measures are in place to protect sensitive community receptors, such as a local school, care home or residential area with a higher proportion of people with disabilities, from a reduction in air quality during construction? How is this monitored?</i>			Has this process resulted in activities relevant to equality, diversity or inclusion issues?			

Project handover and closeout

	Yes	No	Unknown
5.6	Are there any EDI issues (positive or negative) to flag as part of the project handover process? Please provide details here		
5.7	Are EDI issues being captured as part of closeout activities? Please provide details here		

Project legacy and lessons learned

	Yes	No	Unknown
5.8	Is the project expected to have a positive legacy on National Highways users and communities? Please provide details here		
5.9	What has worked, and what hasn't worked as well, in relation to the EDI actions undertaken on this project? Please provide details here		
5.10	Complete section 5 of the 'Summary and sign-off' tab.		

Step 5 score:

N/A

High scoring areas:

Low scoring areas:

Step 5 is complete. Go to the 'Summary and sign-off' tab to see your final score for EDIT.
All tabs can be updated if more project information becomes available.

EDIT - Equality, Diversity and Inclusion Tool

Summary and sign-off

What does this page tell me?

This sheet summarises the findings of the EDIT process. Your running totals from each of the previous sheets is summarised here alongside a summary of the process including:

- The key areas driving your score (where you have primarily answered positively or negatively)
- Any steps where the score is based on a low response rate (you have provide fewer than 50% of answer)
- Any area where your answers do not match previously entered information (where your responses within two separate steps are contradictory)

The sheet also provides a final space to make some further notes for each of the steps.

Summary of: EDI 'hot-spot' mapping

Step 1 score

63%

The outcome of the hotspot mapping exercise showed that your project is located in:

An equality 'hotspot' area, An area of high population density, An area with large numbers of people from equality groups, An area with high proportions of people from equality groups, An area with a large number of destinations used by members of equality

Key areas identified for consideration include:

① Insert any additional coments regarding this part of the assessment here:

Your response rate for this step was:

29%

You have answered less than 50% of questions on this sheet and your score for this section should be treated with some caution

Summary of: Options phase

Step 2 score

80%

Your score at step 2 is influenced by the following areas of positive response:

Non-motorised user impact

Your score at step 2 is influenced by the following areas of negative response:

① Insert any additional coments regarding this part of the assessment here:

Your response rate for this step was:

89%

While you have answered more than 50% of questions on this sheet your score for this section may require further scrutiny

Summary of: Development phase

Step 3 score

65%

Your score at step 3 is influenced by the following areas of positive response:

Footways, Crossings, Street furniture and bollards, Covers and gratings, Signage

Your score at step 3 is influenced by the following areas of negative response:

Taxis, Parking

① Insert any additional coments regarding this part of the assessment here:

Your response rate for this step was:

91%

While you have answered more than 50% of questions on this sheet your score for this section may require further scrutiny

Summary of: Pre-construction phase

Step 4 score

57%

Your score at step 4 is influenced by the following areas of positive response:

Your score at step 4 is influenced by the following areas of negative response:

① Insert any additional coments regarding this part of the assessment here:

Your response rate for this step was:

70%

While you have answered more than 50% of questions on this sheet your score for this section may require further scrutiny

Summary of: Construction phase and handover

Step 5 score

N/A

Your score at step 5 is influenced by the following areas of positive response:

Your score at step 5 is influenced by the following areas of negative response:

① Insert any additional coments regarding this part of the assessment here:

Your response rate for this step was:

0%

You have answered less than 25% of questions on this sheet and your score for this section should be treated with significant caution

From the information you have provided:

①

OVERALL EDIT SCORE:

69%

Equality, diversity and inclusion issues are likely to be a factor in the effective delivery of your scheme. An Equality Impact Assessment should be considered - consult your SRO and Diversity Representative for more information on this.

Further consideration of development, design and construction measures will be required at the next project stage - guidance on this can be found within the next tab. Consult your SRO and Diversity Representative for more information.

EDIT is now complete for this stage.



REMEMBER! You know your project better than EDIT does.
EDIT provides a mechanism to help you make an informed and evidence-based decision about progressing your project.
If in doubt, consult the signposting to further information on the next sheet.



Signed off by:

Name:

Signature:

Job title:

Date:

EDIT - Equality, Diversity and Inclusion Tool

Further information

Guidance from public sector organisations



National Highways, "Our public sector equality duty objectives" (2020)

This guidance explains how equality, diversity and inclusion is being approached in road investment projects. The guidance also includes sections on workforce, supply chain and communities, highlighting the key policy aims and strategies.



National Highways, "Accessibility Strategy: our approach" (2016)

This strategy document sets out the vision for making highways schemes accessible, by supporting the equality and diversity of the way projects are delivered.



Equality and Human Rights Commission, "Objectives and the Equality Duty: A Guide for Public Authorities" (2014)

This guidance explains how public authorities, like Highways England, can meet the requirements of the Equality Act.



Department for Transport, "The Inclusive Transport Strategy: Achieving equal access for disabled people" (2020)

This policy paper sets out the Government's plans to make the transport system more inclusive and to make travelling easier for people with disabilities. There are sections on different modes and projects of transportation, which includes SRN and research evidence to support the inclusion of disabled people in roads and highways schemes. As roads usually interact with other modes of transport, such as through crossings, junctions and active travel routes, each element should be planned and considered in the delivery of highways schemes.



Design Manual for Roads and Bridges (DMRB) (2021)

The Design Manual for Roads and Bridges (DMRB) contains information about current standards on design, assessment, construction and operation of motorways and trunk roads in the UK. There is a separate guidance for scheme governance, sustainability, environment and road lighting, which can affect equality groups and need to be considered as part of highways project lifecycle.



National Highways, "Strategic Design Panel: progress report" (2021)

The National Highways Strategic Design Panel is tasked with challenging and supporting National Highways to improve the quality, usability and safety of England's strategic road network. This document draws on key highways schemes to provide recommendations to improve design review process, communication strategies and accessibility of the road networks.



National Highways, "Transport Integration Guidance" (2022)

The National Highways developed a Transport Integration mapping tool to support National Highways' to improve the quality, usability and safety of England's cycling routes. However, this document represents only guidance, and current design (DMRB) standards remain the standards to follow.



Department for Transport, "Manual for Streets" (2007)

Manual for Streets (MfS) replaces Design Bulletin 32, first published in 1977, and its companion guide Places, Streets and Movement. It updates the link between planning policy and residential street design.



Department for Transport, "The Road Safety Statement 2019: A lifetime of road safety" (2019)

This document provides road safety guidance and evidence from the DfT, including road safety plans and regulations relevant to highways schemes as well as public transport. The report also focuses on the needs of four vulnerable road user groups: young people, rural road users, motorcyclists and older road users.



Department for Transport, "Cycle Infrastructure Design: Local Transport Note 1/20" (2020)

This guidance provides good practice for the design of cycle infrastructure, in support of the Cycling and Walking Investment Strategy.



Department for Transport, "Road Investment Strategy 2: 2020-2025" (2020)

This investment strategy sets out vision for strategic road network development between 2020 and 2025. The document also provides guidance on safe, efficient and sustainable road projects and investment into the network.



Department for Transport, "Inclusive mobility: making transport accessible for passengers and pedestrians" (2022)

A guide to best practice on improving access to public transport and creating a barrier-free pedestrian environment.

Research and professional organisations



Chartered Institution of Highways & Transportation, "Improving Local Highways: the route to a better future" (2020)

Provides independent advisory and tailored recommendation for delivering highways projects. There are policy recommendations and evidence review which combines not only highways but transport planning elements such as crossings, active travel routes and funding streams or the local governments in the UK. The document is structured in line with the Local Highways and the Industrial Strategy, focusing on key pillars of ideas, people, infrastructure, business environment and places; and how can highways be maintained to add social, economic and environmental value.



UK Roads Liaison Group, "Well-Managed Highway Infrastructure: A Code of Practice" (2016)

This document provides details of a new UK code of practice for highways authorities. The code promotes integrated management for highways infrastructure to local service levels.



Chartered Institution of Highways & Transportation, "Creating better streets: inclusive and accessible places" (2018)

This document provides an evidence review of inclusive and accessible streets in the UK. Key topics include shared spaces, safety, street design, public health and economic benefits.

University departments focusing on transport research



University of Oxford, "Transport Studies Unit"

An international research centre providing interdisciplinary transport research. Several research papers and project evidence available on transport topics on justice, health, governance and the environment.



University of Leeds, "Institute for Transport Studies"

Transport teaching and research centre delivering impact on transport policy and practice. The department has research groups and output on several specialist transport topics on social and political sciences; human factors and safety; and economics and appraisal.



UWE Bristol, "Centre for Transport and Society"

Bristol-based research centre aiming to improve the links between transport behaviour and travel in the context of social and technological change. The centre has an inherent focus on social aspects in transport, in relation to aging, smart mobility, active travel and inclusion.



University College London "Centre for Transport Studies"

Multi-disciplinary transport centre which combines transport and city policy, strategy, development and implementation. The research aims to deliver safe, sustainable, efficient, inclusive and healthy transportation system.

Charities



Campaign for Better Transport, "Rising to the challenge: a shared green vision for RIS2" (2017)

This document provides an overview of the Campaign for Better Transport's response to the RIS2. The charity provides guidance and performance metrics on key emerging transport themes, including environmental safeguarding, protecting health and reconnecting communities in relation to the road investment and transport projects.



Sustrans, "Cycling for everyone: a guide for inclusive cycling in cities and towns" (2020)

This dedicated guidance provides decision-makers and people working on sustainable transport tools and evidence to ensure planning inclusive cycling system. The document focuses on addressing wider inequality within cities and towns and the way cycling network could play a key role in tackling social challenges.

Datasets to review

This section provides some overview of useful datasets which could be used to analyse transport, health, equality or development-related trends and indicators.



Public Health England

Physical Activity tool: this tool provides local and national data on physical activity levels, walking, cycling as well as data on risk factors and conditions such as obesity and diabetes. The tool aims to provide and present data at local, regional and national level to promote physical activity, develop understanding and support the improvement of services



Wider Determinants of Health: this tool provides a comparison of indicators and data on transport, neighbourhood design, sustainable environments and housing.

Department for Transport



Road traffic statistics: dedicated data and indicators for vehicle miles travelled each year, vehicle type, road category and region



Road accidents and safety statistics: annual road casualty data, based on road accidents reported to the police. These include data on personal injuries, vehicles and types of casualties.



Road network size and condition: statistics on the estimates of the road length, conditions and regions. Includes information on class A, B, C and underlying data which could be used for context-specific analysis of Highways England schemes.



Transport disability and accessibility statistics: data and intelligence on transport-related disability, inclusion and accessibility. Includes both dataset and overview of trends to inform policies, projects and the work of planning professionals.



Walking and cycling statistics: statistics about walking and cycling, based on National Travel Survey and Active Lives Survey.



National Travel Survey 2019: DfT-managed household survey of personal travel, providing intelligence on the travel patterns and behaviour change.

Department for Levelling Up, Housing and Communities



English Indices of Deprivation 2019: dataset providing relative measures of deprivation for small areas, allowing comparisons with regional and national averages. A range of indices used such as income, employment, education, housing and living environment, combined with overall Index of Multiple Deprivation.



Transport for London

Our open data: TfL datasets on roads, buses, walking, cycling, network statistics and planning.