

A46 Coventry Junctions (Walsgrave) Scheme Number: TR010066

7.6 Equality Impact Assessment

APFP Regulation 5(2)(q)

Planning Act 2008

Infrastructure Planning (Applications: Prescribed Forms
and Procedure) Regulations 2009

Volume 7

November 2024

Infrastructure Planning

Planning Act 2008

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

**A46 Coventry Junctions (Walsgrave)
Development Consent Order 202[x]**

EQUALITY IMPACT ASSESSMENT

Regulation Number	Regulation 5(2)(q)
Planning Inspectorate Scheme Reference	TR010066
Application Document Reference	TR010066/APP/7.6
Author	A46 Coventry Junctions (Walsgrave) Project Team, National Highways

Version	Date	Status of Version
Rev 0	November 2024	Application Issue

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1. Introduction

1.1. Purpose of this document

- 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 Coventry Junctions (Walsgrave) Scheme (the “Scheme”). A detailed description of the Scheme can be found in the Environmental Statement (ES) Chapter 2 (The Scheme) (**TR010066/APP/6.1**).
- 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. The EqIA was informed by the Equality, Diversity and Inclusion Sifting 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.
- 1.1.4. On completion of the 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 is 64%, indicating that a full Equality Impact Assessment is required.
- 1.1.5. The EDIT identified key elements of the Scheme which could disproportionately affect vulnerable groups. These are as follows:
- Temporary travel disruption due to diversion routes (during construction)
 - Temporary disruption due to the B4082 uncontrolled crossing being closed (during construction)
 - Environmental impacts: noise, vibration and air quality (during construction)
 - Changes to signage (during construction and in operation)
 - Travel route changes due to new A46 junction location (in operation)

2. Scheme Equality Impact Assessment

- 2.1.1. The EqIA for the Scheme is shown in Table 2.1 which has been informed by the EDIT assessment.

Table 2.1

Equality Impact Assessment (EqIA) Screening Analysis and Monitoring Template

Before carrying out an Equality Impact Screening or Assessment familiarise yourself with National Highway's guidance on the subject. The Equality Impact Screening and Assessment procedure applies in terms of employment and the delivery of services.

The term 'Policy/Practice' is used throughout the document. This applies to all policy/practice/project/schemes/building considerations/initiatives/guidance and functions across all areas of our business.

EQUALITY IMPACT SCREENING AND ASSESSMENT			
Name of Practice/Policy	A46 Coventry Junctions (Walsgrave)	Proposed or Current	Proposed
Person Completing the Assessment	<div style="background-color: black; width: 100%; height: 60px;"></div>		
Directorate	Major Projects		
Date September 2024	Eql Register Ref No: (Obtained from the EDI Advocate)	MPS96	
<p>Introduction</p> <p>The Equality Impact Assessment (EqIA) provides an analysis of the proposals for the A46 Coventry Junctions (Walsgrave) (the Scheme). It has been undertaken to support National Highways in meeting its statutory requirements under the Public Sector Equality Duty (PSED), as set out in the Equality Act 2010, to support good decision making and to ensure that the scheme meets the needs of all users of the road network and of local communities, in particular those equality groups covered under the Equality Act 2010.</p> <p>Structure of the assessment</p> <p>The report is structured as follows:</p> <ul style="list-style-type: none"> Section A provides a summary of the Scheme and identifies equality groups who may be affected. Section B provides a set of questions to consider the scheme against the protected characteristics. Section C provides the rationale behind the rating at section B. Section D assesses the level of impact on each protected characteristic. 			

Table 2.1

- Section E provides options and the rationale behind the decisions reached.
- Section F provides a description of the additional evidence that was used to make the assessment.
- Section G provides the section to outline monitoring activity.
- Section H provides the section for senior delegate responsible for sign off.

Method

The following approach was taken to assess how the scheme would affect people with protected characteristics:

Step 1 involved desk-based research and demographic analysis, along with the use of google maps, were used to gain an overall understanding of the local area in terms of the built environment and demography.

Step 2 involved a screening process which was carried out in order to detect the likelihood of specific impacts on certain protected characteristic groups.

The Equality, Diversity and Inclusion Tool (EDIT) was used in step 3 as a tool to understand if there are any high-density areas of protected characteristic groups in the surrounding area.

Step 4 provided a full analysis of the impacts and their duration and was supported using secondary literature sources.

Consultation was carried out by National Highways to gain feedback from the public on the option presented to them at public consultation.

A: In this section, outline the aims, purpose, desired benefits and expected outcomes of the practice/policy, identifying the customers, staff or stakeholders involved or affected.

Purpose of the Scheme

The A46 corridor forms part of the national Strategic Road Network (SRN) connecting the M1, M6 and the M69 with the M5 and provides links to the SRN and the rest of the country. The South Midlands Route Strategy Evidence Report (Highways Agency, 2014) indicated that sections of the A46 to the south and east of Coventry suffer from congestion and poor journey time reliability. These are likely to be exacerbated by future housing growth and economic aspirations. Many communities are located adjacent to the A46 and stakeholders have raised concerns regarding the pedestrian crossing points on and near the A46.

The A46 has historically experienced safety performance issues in comparison to the rest of the SRN. As part of the A46 Coventry Junctions Scheme improvements at the A45/A46 Tollbar End Junction, to the south of Coventry, to grade separate the A46 (N) to A45 (W) movements were completed in 2017 and work to upgrade the Binley Junction

Table 2.1

started in March 2020, and was completed in February 2023. Conversion of a section of the M6 between junctions 2 and 4 into a smart motorway was completed in March 2020.

Following the completion of the Binley Junction improvement scheme in 2023, the Walsgrave Junction is the only remaining roundabout east of Coventry and north of Tollbar End Junction that is at grade (i.e., is at the same level), and as such is a pinch point for traffic.

The existing network performance issues are further set out in Section 4 of this Case for the Scheme (**TR010066/APP/7.1**).

The Road Investment Strategy 2 (RIS2) published in 2020 sets a long-term strategic vision for the network (Department for Transport, 2020). With that vision in mind, it then specifies the performance standards National Highways must meet; lists planned enhancement schemes expected to be built; and states the funding that would be made available during the second Road Period (RP2), covering the financial years 2020/21 to 2024/25. The A46 Coventry Junctions Scheme (i.e. both Binley and Walsgrave) is listed as a committed scheme for RP2.

Project timeline

The project is currently at PCF Stage 3. An EIA Scoping Report and Preliminary Environmental Information Report have been completed for the Scheme. An Environmental Statement (ES) (**TR010066/APP/6.1**) is submitted for the Scheme. The following key dates apply for the Scheme:

Activity	Date
Road Investment Strategy 2 (RIS2) published and commissioning strategy, shaping and prioritisation work	March 2020
Identification of options, initial engagement with key stakeholders, surveys and modelling	2022
Option selection and advanced engagement with stakeholders	2022
Preferred route announcement	June 2022
Preliminary design, environmental impact assessment, public engagement events and further stakeholder engagement	2023- 2024
DCO submission	2024
DCO examination and determination	2025 - 2026
DCO Decision	May 2026
Pre-commencement works start date	August 2026
Start of main works	October 2026
Open for Traffic	July 2028
Project Finish	November 2030

Aims of the scheme

The Scheme will mainly support economic growth in the local area by providing additional junction capacity in a busy area predicted to get busier in the coming years

Table 2.1

and support the smooth flow of traffic by making journey times more reliable. The following aims of the network have been identified for the Scheme (as stated in the Case for the Scheme (TR010066/APP/7.1)):

- Provides fast and reliable journeys (supporting economic growth).
- Improves safety for all.
- Delivers better environmental outcomes.
- Meets the needs of all users.

Objectives of the Scheme

To support the main project aims, specific Scheme objectives have been identified. These objectives have been collated to resolve the issues identified under the conditions set out in Part 5.23 of the Infrastructure Act 2015, under Part 4.2g of The Highways England Licence:

“Ensure that protecting and enhancing the environment is embedded into its business decision-making processes and is considered at all levels of operations.”

The Scheme specific objectives identified are to achieve the following (also referred to in the Case for the Scheme (TR010066/APP/7.1)):

- a SRN that supports and facilitates economic growth, supporting employment and residential development opportunities
- a SRN that is maintained to safe and serviceable condition
- improve the operation and efficiency of the existing transport network, delivering capacity enhancements to the SRN
- a SRN that minimises its negative impacts on users, local communities and the environment
- a SRN that balances the need of individuals and businesses that use and rely upon it
- reducing / minimising the impact on the wider environment, whilst seeking to bring enhancement
- operational maintenance to be considered holistically during the design stage and at a balance of cost versus disruption

Location of the scheme

The Scheme is located in the West Midlands, approximately 5km to the east of Coventry city centre as shown in Figure 1. The Scheme involves improvements to the B4082 which runs eastwards from Clifford Road Bridge to the existing A46 Walsgrave roundabout and the A46 which runs north-south to the east of Coventry. Binley Junction, located on the A46, is approximately 1.7km to the south of the existing

Table 2.1

Walsgrave Junction and the M6 and M69 junctions are approximately 2.5km to the north of the existing Walsgrave Junction.

The Scheme is situated within the Coventry City Council and Rugby Borough Council administrative areas. The boundary between these two administrative areas is along the western side of the A46. Warwickshire County Council forms the upper tier authority to Rugby Borough Council, and share the same administrative boundary along the A46 with Coventry City Council.

The A46 is currently a National Highways asset, and the B4082 is a Coventry City Council asset.

More detail on the Scheme location and design progression, including alternatives considered is available in the Environmental Statement (**TR010066/APP/6.1**).

Add share link to ES once available – (Will be added once the ES has been approved)

Surrounding area

To the west of the existing Walsgrave Junction, the area is densely populated with seven schools within 2km of the existing Walsgrave Junction. University Hospital Coventry is located approximately 1.2km to the north. The A46 serves as a blue light (i.e. emergency services) route to the hospital.

To the immediate north-west of the existing Walsgrave Junction and along the western side of the A46 north of the existing Walsgrave Junction are areas of agricultural land associated with Hungerley Hall Farm, and further north with Walsgrave Hill Farm. To the immediate south-west are areas of public open space, through which Smite Brook flows, beyond which are residential areas. To the immediate south-west of the existing Walsgrave Junction and north of Smite Brook the land is also associated with Hungerley Hall Farm, south of Smite Brook are areas of public open space, beyond which are residential areas. Hungerley Hall Farmhouse is Grade II listed. To the north-east of the existing Walsgrave junction and northwards along the eastern side of the A46 are areas of agricultural land associated with Walsgrave Hill Farm.

Immediately adjacent to the east side of the existing Walsgrave Junction is Coombe Abbey Park, part of which includes Coombe Pool Site of Special Scientific Interest (SSSI) and Coombe Abbey Grade II* Registered Park and Garden. The area to the east of the A46 is designated as Green Belt in the Rugby Borough Council Local Plan.

Summary of Scheme description

In Stage 2 it was decided to carry Option 11 through as the only viable option. This option was presented at the non- statutory public consultation on 11 January – 14 February 2022 (described in Section F).

Table 2.1

The Scheme as presented within the ES (**TR010066/APP/6.1**) consists of the following principal elements:

- Realignment of the existing A46 dual carriageway through the existing at grade roundabout (which will be removed), for approximately 880m to improve the road geometry and allow for a 50mph speed limit.
- Earthworks on the eastern side of the A46 mainline to facilitate the realignment through the existing at grade roundabout.
- A new grade separated junction over the A46 mainline, approximately 800m north of the existing Walsgrave junction to connect the B4082 with the A46.
- A new overbridge structure across the existing A46, between the dumbbell roundabouts forming the grade separated junction.
- New merge and diverge slip roads at the grade separated junction for both northbound and southbound movements.
- Realignment of the B4082 to form a single carriageway link road, for approximately 900m, to connect the local road network to the new A46 grade separated junction with a proposed 40mph speed limit.
- Road assets and street furniture such as traffic signs and lines, variable message sign (VMS), street lighting columns, vehicle restraint systems (VRS), fences, noise barriers, retaining walls and kerbs.
- Drainage systems including a dry detention basin and two ponds that will be designed to be permanently wet.
- Proposed new maintenance accesses to the drainage features and VMS.
- Retention of the Hungerley Hall Farm accommodation bridge (the existing bridge that provides farm vehicle access over the A46 mainline).
- Farm access track to the north of Hungerley Hall Farm to provide gated access to the B4082 link road.
- Improvements to facilities for walkers, cyclists and horse-riders (WCH) through provision of a signalised pedestrian crossing on the B4082; and providing enabling works, including the retention of Hungerley Hall Farm accommodation overbridge, for a potential future WCH route to be provided by others.
- Replacement and installation of new highway boundary fencing.
- Replacement vegetation planting to compensate for the vegetation that needs to be removed to facilitate the Scheme.

Study area for this assessment

The study area for the assessment follows that reported in the ES Chapter 15 (Combined and Cumulative Effects) (**TR010066/APP/6.1**). This is the area where likely significant effects could occur as a result of the Scheme. This is relevant to the EqIA as likely significant effects could potentially disproportionately affect different groups. The

Table 2.1

study area is approximately 2km from the Order Limits, more detail is available in the ES Chapter 15 (Combined and Cumulative Effects) (**TR010066/APP/6.1**). An extract of ES Figure 15.1 (Cumulative Effects Shortlisted Developments) is provided as Figure 2 showing the study area.

The study area overlaps two local authorities: Coventry City Council and Rugby Borough Council.

Table 2.1

Figure 1: The Scheme

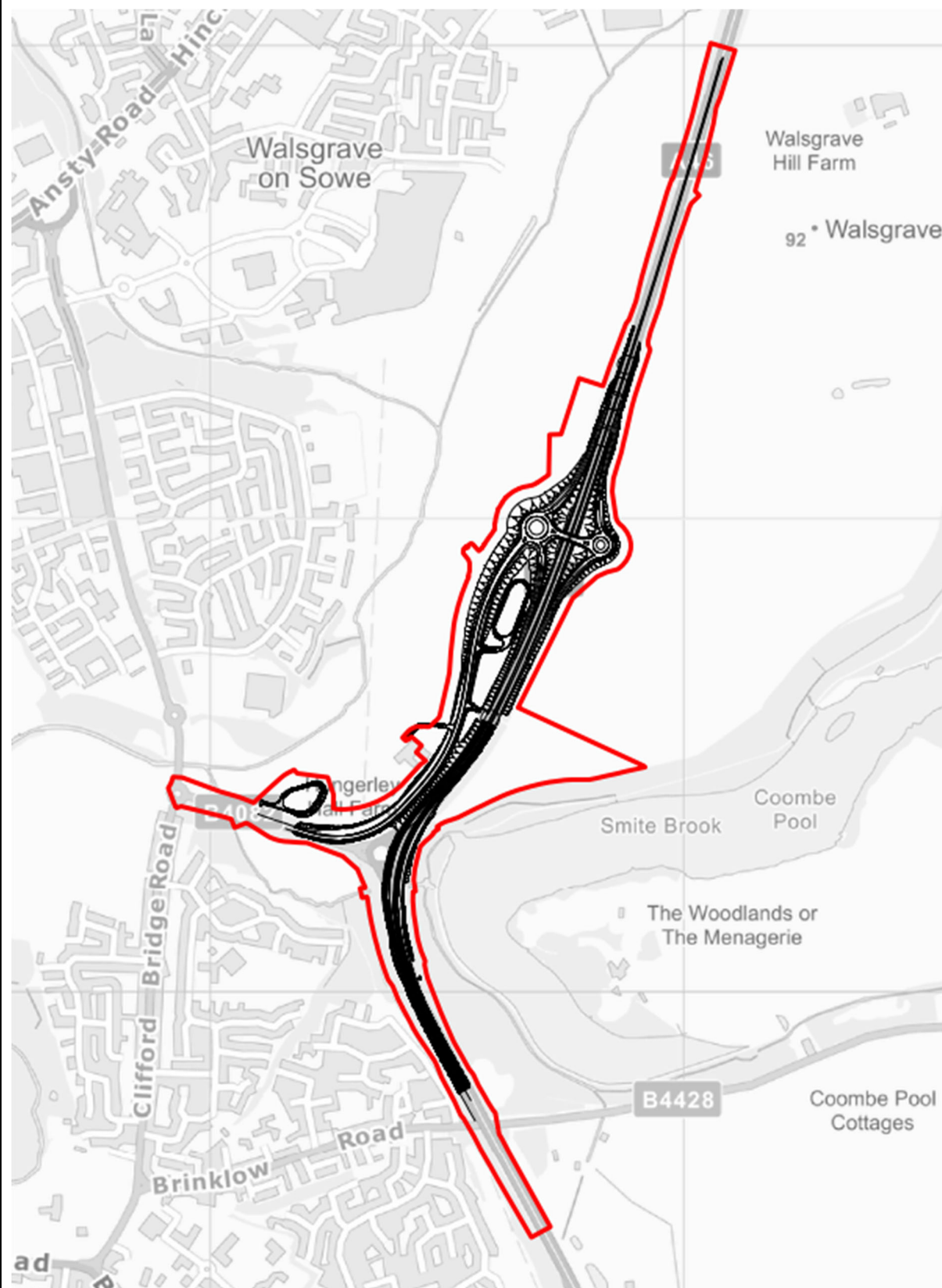
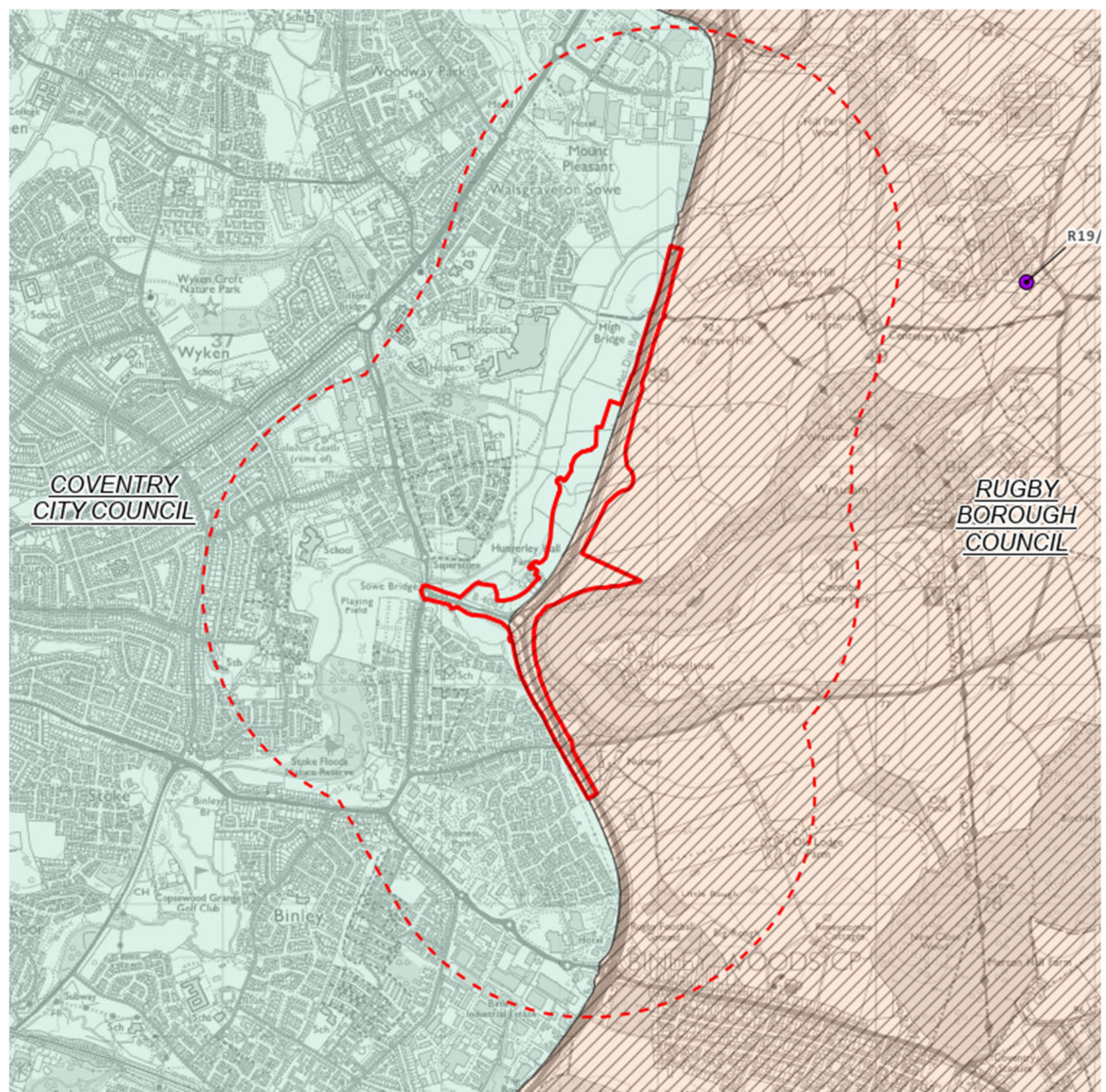


Table 2.1

Figure 2: Study area and local authorities



Benefits of the scheme

Overall, the benefits of the Scheme are improving safety and improving journey times, which will hopefully promote sustainable economic growth.

During Construction

- Opportunities for local employment to fill a demand in construction-related roles. The construction sector offers a range of opportunities across different trades and is a major source of national employment, and also provides opportunities for local suppliers. The ripple effect of local construction can lead to positive externalities including increased employment, opportunities for businesses and more spending within the local community.

Table 2.1

During operation

- There would be improved access for local residents and local business.
- There would be improved road safety for all road users.
- The Scheme would contribute to sustainable economic growth by supporting opportunities for employment.
- The Scheme would reduce congestion delays, making journey times more reliable and increasing the overall road capacity of the A46.
- A signalised pedestrian crossing will be located on the B4082 link road to the immediate east of the Clifford Bridge Road/B4082 roundabout to improve the north-south movement of pedestrians along the eastern side of Clifford Bridge Road between Wyken and Binley.

Passive provision (i.e. verge widening) to be provided along the B4082 from where the Scheme realigns the road to the Hungerley Hall Farm accommodation bridge. This will be through the provision of a widened verge to allow for the potential future delivery of a shared foot/cycleway infrastructure by the applicant for Coventry Local Plan allocation H2:3 to provide as part of their application. National Highways are open to future discussions regarding the potential use and maintenance liabilities of the Hungerley Hall Farm accommodation bridge for possible WCH provision to allow access across the A46 to Coombe Abbey and beyond to the east.

Customers, staff and stakeholders involved or affected

Customers - Two key broad groups are the main customers for the Scheme:

- Road users along the route and on local roads experiencing impacts, for example road closures and diversions during construction (refer to Outline Traffic Management Plan (OTMP) (TR010066/APP/7.5)), but the improvements to road infrastructure will reduce journey times once the Scheme is open to traffic.
- Users of local roads and travel routes without vehicles experiencing impacts. It is noted in ES Chapter 11 (Population and Human Health) (TR010066/APP/6.1) that the construction works would require the temporary closure of the existing uncontrolled pedestrian crossing facility on the B4082 eastern arm of the Clifford Bridge Road roundabout and one of the informal footpaths leading to the crossing facility as it is being upgraded to a signalised crossing. It is not anticipated that there would be any other impacts to WCH during construction.

Staff – Staff involved in construction and management of the Scheme. This may present a considerable employment opportunity in the area and can be used to maximise the social value of the Scheme.

Stakeholders – Includes local authorities, local residents, public services, local bodies, interested parties and environmental agencies consulted as part of the development of the Scheme. Stakeholders have been consulted through the development of the Scheme at Options Consultation, Preferred Route Announcement, Statutory Consultation and continue to be consulted, as set out in the Consultation Report (TR010066/APP/5.1). Relevant stakeholders are listed in Section B.

Table 2.1

B: <u>SCREENING (Stage 1)</u> Questions considered to establish impacts from the outset for new or changing policies/practices Y: Yes N: No U: Unknown	Sex	Religion or Belief	Age	Disability	Race	Sexual Orientation	Gender Re-assignment (include transsexual and transgender)	Pregnancy & Maternity	Marriage & Civil Partnership
1: Is there any indication or evidence that different groups have different needs, experiences, issues or priorities in relation to the practice/policy?	Y	Y	Y	Y	Y	Y	Y	Y	N
2: Is there evidence or an indication of higher or lower uptake by different groups?	Y	Y	Y	Y	Y	Y	Y	Y	N
3: Do people have different levels of access? Are there social or physical barriers to participation (e.g. language, format, physical access)?	Y	Y	Y	Y	Y	Y	Y	Y	N
4: Is there an opportunity to advance equality or foster good relations by altering the policy/practice?	Y	Y	Y	Y	Y	Y	Y	Y	N
5: Is there an opportunity to advance equality or foster good relations by working or engaging with other organisations or the wider community?	Y	Y	Y	Y	Y	Y	Y	Y	N
6: Is there stakeholder (staff, Trade Unions or public) concern about the policy/practice in terms of actual, perceived or potential discrimination against a particular group?	N	N	N	N	N	N	N	N	N
7: Is there potential for, or evidence that any part of this policy/practice may adversely affect equality of opportunity for all or may harm good relations between different groups?	Y	Y	Y	Y	Y	Y	Y	Y	N
8: Is there any potential for, or evidence that any part of the policy/practice could discriminate indirectly or directly? (Consider those who implement it on a daily basis).	Y	Y	Y	Y	Y	Y	Y	Y	N
C: The rationale behind the rating (at Section B) and details of the evidence utilised to inform the screening decision.									

Table 2.1

If all answers are 'No' an EqlA is not required, the reasons and monitoring requirements should be summarised.

If the answers are 'Yes' or 'Unknown', the judgement on the need to gather further evidence to reach an informed decision via an EqlA should be explained.

If there is confidence that the effect of the policy/practice will not be different for different groups then this is summarised below.

The purpose of the screening stage of this assessment is to identify potential impacts. In the absence of speaking to each community member, assumptions have had to be made on the likely potential effects that could occur. These are reviewed in more detail below.

The Section D assessment stage provides further information and evidence and would conclude whether this is likely to be an impact for this project.

Staff

National Highways have a significant number of staff and contractors contributing to the design of the Scheme.

In 2023, the gender pay gap for construction and building trades was reported by the Office for National Statistics (ONS) as 11% and for construction operatives 10%ⁱ. The National Highways 2022- 2023 Gender Pay Gap Report reports the number of 'full pay relevant employees by gender' to be 2,250 women and 4,149 men. The median gender pay gap is reported as 5.13%. This is lower than the public sector median benchmark of 14% and the private sector median benchmark of 18.9%ⁱⁱ.

In 2021, National Highways won an award with the Employers Network for Diversity and Inclusion, and for their inclusive culture. The Chair of National Highways Leading Women's Network received an industry award for 'Diversity Excellence' for her work on inclusion and empowering women in the sectorⁱⁱⁱ.

National Highways are committed to:

- improving our performance in the area of equality and diversity as a service provider, contractor and employer
- meeting our statutory duty under the Equality Act 2010

The National Highways Annual report (2023)^{iv} reports on annual progress towards the National Highways 2021- 2025 Equality duty objectives, which are based on the themes of:

- People and places
- Customers and communities
- Supply chain

Key achievements 2022-2023 reported include:

- *'We continued to engage regularly with our nine employee networks to share our policies and practices.'*
- *In 2022–23, we increased the number of EDI champions in our organisation by 9% from 2021–22. We developed a detailed EDI dashboard which provides live data to support evidence-based decision-making.*

Table 2.1

- *We reviewed, improved and launched our new equality impact assessment template to ensure equality is considered in all of our decision-making.*
- *In 2022–23, there were 28,072 visits from 1,936 individuals to our ‘Who we are’ EDI resources library, an increase of 3% from 2022.*
- *In June 2022, we launched a flexible working eLearning package for managers to support our flexible working policy.’*

National Highways also report on their objectives for contributing toward EDI within their supply chain. Some key achievements 2022-2023 include:

- *‘We ran our annual data benchmarking with HS2, Network Rail and Transport for London to understand the diversity of talent within our sector. The data benchmarking reached 260 organisations (a 17% increase on 2021–22), 90 of which were part of our supply chain. We extended our reach into Tier 2 and SME suppliers, with 182 taking part this year (increase of 159 from last year).*
- *We ran six masterclasses, webinars and good practice sharing events from May 2022 to December 2022. We had 386 attendees from 103 different supply chain organisations. The topics included: becoming disability confident; customer service best practice; public sector equality duty update; Operations EDI best practice; phase 1 of the research findings; and data benchmarking playback.*
- *We promoted the Supply Chain Sustainability School’s resources, with 61 different supply chain employees completing 1,918 eLearning modules and 426 attending online events.*
- *We completed the first year of our partnership with Leeds University Business School, researching improving EDI performance.*
- *We have now entered phase two, where initiatives will be trialled on two live projects.*
- *We continued to measure our suppliers on EDI through our Collaborative Performance Framework:*
 - *14% now average a score of 8 or more out of 10 (‘Making a difference’)*
 - *52% achieved an 8 or more at some point during the year’*

The duty applies to private sector companies when carrying out functions or services on behalf of National Highways.

Information on other protected characterised groups (PCGs) within National Highways is not available.

Through the implementation, regular monitoring and proactive reporting, there is confidence that the project will not disproportionately affect staff with protected characteristics. Therefore, this group is not considered further in this assessment.

Stakeholders

Stakeholder engagement is a key aspect of the design process. The following groups have been contacted as part of the statutory and non-statutory consultation undertaken for the Project:

- The wider public during community consultation events
- Landowners and residents affected by the project

Table 2.1

- Local councils (including Ansty, Binley Woods, Brandon and Bretford, Combe Field, and Brinklow Parish Councils; Coventry City Council, Rugby Borough Council and Warwickshire County Council)
- Statutory Environmental Bodies (SEBs) such as Natural England, Historic England, the Environment Agency
- NHS, due to close proximity of University Hospital Coventry

Stakeholder groups are independent entities that will have input opportunities over multiple platforms. There is confidence that the project will provide ample opportunity for stakeholder input and does not disproportionately affect stakeholders representing the protected characteristics identified in the Equality Act 2010.

At this stage, stakeholders have not raised concerns in terms of actual, perceived or potential discrimination against the PCGs and therefore this group is not considered further in this assessment.

Customers

Customers are defined for the purposes of this assessment as those living in the local area (Coventry and Rugby) and therefore representative of those who live adjacent or travel regularly through the project area.

Baseline information has been gathered with reference to the assessments included in the EIA in combination with Census 2011 and other datasets from the Office for National Statistics (ONS) and Department for Transport (DfT). These sources of information have been used to understand the distribution and travel habits of the protected character groups in the area.

It is recognised that the PCGs included in the screening have a wide variety of subgroups and individuals who will not necessarily be represented by a regional statistic. ONS data is also likely to change over the lifespan of the project. This approach is considered suitable to establish a baseline and understanding of the demographic area. Professional judgement has then been used to understand and anticipate potential impacts.

Sex

The 2021 Census included the following voluntary question for those aged 16 and over: 'Is the gender you identify with the same as your sex registered at birth?' in which 94% of the population aged 16 and over provided a response.

Coventry

Females make up 50.1% of the population in Coventry and men make up 49.8%^v. This is broadly in line with the national average of 51% for females and 49% for males.

- For gender identity, 91.57% of respondents answered that they had a gender identity the same as their sex registered at birth, 0.41% had a gender identity different from their sex registered at birth but no specific identity given, 0.14% identified as a trans woman, 0.14% identified as a trans man, 0.07% identified as non-binary, 0.04% had another gender identity and 7.65% did not provide a response^{vi}.

Rugby

Table 2.1

Females make up 50.3% of the population in Rugby and men make up 49.8%^{vii}. This is broadly in line with the national average of 51% for females and 49% for males.

- For gender identity, 93.90% of respondents answered that they had a gender identity the same as their sex registered at birth, 0.19% had a gender identity different from their sex registered at birth but no specific identity given, 0.08% identified as a trans woman, 0.08% identified as a trans man, 0.04% identified as non-binary, 0.03% had another gender identity and 5.68% did not provide a response^{viii}.

National

- Men drive almost twice as many miles per year, on average, than women (DfT, 2019)^{ix}.
- In Britain, 48% of men and 49% of women in 2019 had a valid driving licence (DfT, 2019)^x
- Women make more walking trips, on average, and walk further than men (DfT, 2019).^{xi}
- Women make more trips accompanying children to education (escort education), on average, than men (DfT, 2019).^{xii}
- Men make more trips commuting, on average, than women (DfT, 2019).^{xiii}
- There is the potential for different barriers or experiences faced by males and females when travelling, due to different uses and requirements for different access to services, facilities and employment opportunities.

Religion or belief

Places of worship are located within the study area. Different religious or belief groups may have different needs or experiences in relation to the project due to different requirements for access to religious establishments and facilities. The 2021 Census included a voluntary question asking respondents to identify their religion. 94% of respondents to the Census provided an answer.

Coventry

- Those from a minority faith background (including Buddhist, Hindu, Jewish, Muslim, Sikh and other in national Census data) make up approximately 19.8%^{xiv} of the local population. This is higher than the national average of 10.7%. Of those from a minority faith background, the majority in this area are Muslim (10.4% of the local population).
- 43.9% of the local population of Coventry are Christian which is slightly lower than the national average of 46.2%, and 29.6% of the local population identify as having no religion compared with 37.2% nationally. 6.1% of the population of Coventry did not provide a response.

Rugby

- Those from a minority faith background (including Buddhist, Hindu, Jewish, Muslim, Sikh and other in national Census data) make up approximately 6.9%^{xv} of the local population. This is lower than the national average of 10.7%. Of those from a minority faith background, the majority in this area are Hindu (6.9% of the local population).
- 50.5% of the local population of Rugby are Christian which is slightly higher than the national average of 46.2%, and 29.6% of the local population identify as

Table 2.1

having no religion compared with 36.1% nationally. 5.9% of the population of Rugby did not provide a response.

Age: Children (under 16 years of age)

National

- 47% of children between the ages of 5-16 walk to school, 2% travel by bicycle and 37% travel by car (DfT, 2014^{xvi}).

Coventry

- Children under the age of 15 made up 18.7% of the local population of Coventry in the 2021 Census^{xvii}. This is slightly lower than the national average of 19%.

Rugby

- Children under the age of 15 made up 18.1% of the local population of Rugby in the 2021 Census^{xviii}. This is slightly lower than the national average of 19%.

Children may require access to specific services including educational facilities, extra-curricular and leisure activities and are unable to drive, therefore there is potential that this group and accompanying adults may have different needs and experiences in relation to the project.

Age: Young people (15-24 years old)

National

- Approximately 35% of young people aged 17-20 hold a driving licence (DfT, 2019).

Coventry

- Young people aged between 15-24 make up 16.5% of the local population^{xix}. This is higher than the national average of 11.7%.

Rugby

- Young people aged between 15-24 make up 10.2% of the local population^{xx}. This is lower than the national average of 11.7%.

Young people may have different needs or experiences in relation to the project due to potential requirement for access to education facilities and/ or employment opportunities.

Age: Older people (aged 65 years and older)

National

- Approximately 85% of those between 60-69 and 67% of those over 70 hold a driving licence (DfT, 2019).

Coventry

- Older people aged 65 and over make up 14.6% of the local population. This is lower than the national average of 18.6%.

Rugby

- Older people aged 65 and over make up 18.1% of the local population. This is slightly lower than the national average of 18.6%.

Table 2.1

Older people may have different experiences in relation to the project or may have a greater reliance on car journeys or public transport. They may also require specific access to facilities and employment opportunities.

Disability

National

- Adults without mobility difficulties make nearly twice as many walking trips than those with mobility difficulties, on average (DfT, 2021^{xxi}).

Coventry

- Those people living with a disability make up 16.6%* of the population of Coventry. This is slightly lower than the national average of 17.8%^{xxii}.

Rugby

- Those people living with a disability make up 15.8%* of the population of Rugby. This is lower than the national average of 17.8%^{xxiii}.

Those living with a disability or with mobility difficulties may have different needs or experiences in relation to the project including requiring access to healthcare and other facilities.

*those living with a disability includes people in Coventry and Rugby who are disabled under the Equality Act 2010, with day to day activities limited a lot, and limited a little.

Ethnicity and race

National

Statistics from the Joseph Rowntree Housing Trust (JHRT) for 1994 to 2020 show that people from minority ethnic groups are, on average, much more likely to be in income poverty than white British people. Transport (and thereby the project) has a direct impact on access to employment and services (Pooley, 2016) (Gov Office for Science, 2019), which could potentially impact this PCG, and alter their experience or requirements in relation to the project.

Coventry

Within the population of approximately 344,200 people within the Coventry District^{xxiv}, 2021 Census data presents the following percentages of people within the following ethnic groups, compared with the national average^{xxv}:

Ethnic Group	Population Percentage of Coventry	National percentage of population
Asian, Asian British or Asian Welsh: Bangladeshi	1.2	1.1
Asian, Asian British or Asian Welsh: Chinese	1.3	0.7
Asian, Asian British or Asian Welsh: Indian	9.3	3.1
Asian, Asian British or Asian Welsh: Pakistani	3.7	2.7
Asian, Asian British or Asian Welsh: Other Asian	3.0	1.6
Black, Black British, Black Welsh, Caribbean or African: African	7.0	2.5

Table 2.1

Black, Black British, Black Welsh, Caribbean or African: Caribbean	1.0	1.0
Black, Black British, Black Welsh, Caribbean or African: Other Black	0.9	0.5
Mixed or Multiple ethnic groups: White and Asian	0.9	0.8
Mixed or Multiple ethnic groups: White and Black African	0.5	0.4
Mixed or Multiple ethnic groups: White and Black Caribbean	1.3	0.9
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	0.7	0.8
White: English, Welsh, Scottish, Northern Irish or British	55.3	74.4
White: Irish	1.6	0.9
White: Gypsy or Irish Traveller	0.1	0.1
White: Roma	0.3	0.2
White: Other White	8.2	6.2
Arab	0.7	0.6
from any other ethnic group	3.0	1.6

Rugby

Within the population of approximately 114,800 people within the Rugby District^{xxvi}, 2021 Census data presents the following percentages of people within the following ethnic groups, compared with the national average^{xxvii}:

Ethnic Group	Population Percentage of Rugby	National percentage of population
Asian, Asian British or Asian Welsh: Bangladeshi	0.3	1.1
Asian, Asian British or Asian Welsh: Chinese	0.7	0.7
Asian, Asian British or Asian Welsh: Indian	4.7	3.1
Asian, Asian British or Asian Welsh: Pakistani	0.8	2.7
Asian, Asian British or Asian Welsh: Other Asian	1.2	1.6
Black, Black British, Black Welsh, Caribbean or African: African	1.7	2.5
Black, Black British, Black Welsh, Caribbean or African: Caribbean	0.7	1.0
Black, Black British, Black Welsh, Caribbean or African: Other Black	0.4	0.5
Mixed or Multiple ethnic groups: White and Asian	0.9	0.8
Mixed or Multiple ethnic groups: White and Black African	0.4	0.4
Mixed or Multiple ethnic groups: White and Black Caribbean	1.0	0.9
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	0.6	0.8

Table 2.1

White: English, Welsh, Scottish, Northern Irish or British	74.9	74.4
White: Irish	0.9	0.9
White: Gypsy or Irish Traveller	0.1	0.1
White: Roma	0.2	0.2
White: Other White	9.6	6.2
Arab	0.1	0.6
from any other ethnic group	1.0	1.6

Sexual orientation and gender re-assignment

Coventry

Within the population of approximately 344,200 people within the Coventry District, 2021 Census data presents the following percentages of people with the following sexual orientations^{xxviii}. The Census question was a voluntary question or those aged 16 years or over. 92.5% of the population responded to the question.

Sexual Orientation	Population Percentage	National percentage of population
Straight or heterosexual	87.99	89.40
Gay or lesbian	1.21	1.54
Bisexual	1.49	1.28
Pansexual	0.30	0.23
Asexual	0.10	0.06
Queer	0.03	0.03
Another sexual orientation	0.03	0.02
No answer	8.85	7.50

Within the population of approximately 344,200 people within the Coventry District, 2021 Census data presents the following percentages of people with the following gender identities:

Gender identity	Population Percentage	National percentage of population
A gender identity the same as their sex registered at birth	91.57	93.46
A gender identity different from their sex registered at birth but no specific identity given	0.41	0.24
A trans woman	0.14	0.10
A trans man	0.14	0.10
Non- binary	0.07	0.06
Another gender identity	0.04	0.04
No answer	7.65	6.00

Rugby

Within the population of approximately 114,800 people within the Rugby District, 2021 Census data presents the following percentages of people with the following sexual

Table 2.1

orientations^{xxix}: The Census question was a voluntary question or those aged 16 years or over. 92.5% of the population responded to the question.

Sexual Orientation	Population Percentage	National percentage of population
Straight or heterosexual	90.55	89.40
Gay or lesbian	1.16	1.54
Bisexual	1.06	1.28
Pansexual	0.10	0.23
Asexual	0.05	0.06
Queer	0.01	0.03
Another sexual orientation	0.12	0.02
No answer	6.96	7.50

Within the population of approximately 114,800 people within the Rugby District, 2021 Census data presents the following percentages of people with the following gender identities:

Gender identity	Population Percentage	National percentage of population
A gender identity the same as their sex registered at birth	93.90	93.46
A gender identity different from their sex registered at birth but no specific identity given	0.19	0.24
A trans woman	0.08	0.10
A trans man	0.08	0.10
Non- binary	0.04	0.06
Another gender identity	0.03	0.04
No answer	5.68	6.00

Pregnancy and maternity

- There is no available demographic data for this protected characteristic in the region.
- During pregnancy and maternity, access to healthcare facilities may be a greater priority and there may be specific travel requirements.

Coventry

- As an indicative statistic, ONS data states that there were 3,948 births in Coventry with a total fertility rate of 1.56 in 2021. This is lower than the national total fertility rate of 1.62^{xxx}.

Rugby

- As an indicative statistic, ONS data states that there were 1,204 births in Rugby with a total fertility rate of 1.62 in 2021. This is same as the national total fertility rate of 1.62^{xxxi}.

Marriage and Civil Partnership

Coventry

Table 2.1

The following statistics from the 2021 Census relate to those within the population of Coventry^{xxxii}.

Categories	Population Percentage
Never married and never registered a civil partnership	44.0
Married: Opposite sex	39.8
Married: Same sex	0.2
In a registered civil partnership: Opposite sex	0.1
In a registered civil partnership: Same sex	0.1
Separated, but still married	2.3
Separated, but still in a registered civil partnership	<0.1
Divorced	8.1
Formerly in a civil partnership now legally dissolved	<0.1
Widowed	5.5
Surviving partner from civil partnership	<0.1

There is no indication that this protected characteristic group has different needs, experiences, issues, or priorities in relation to the project.

Rugby

The following statistics from the 2021 Census relate to those within the population of Rugby^{xxxiii}.

Categories	Population Percentage
Never married and never registered a civil partnership	33.9
Married: Opposite sex	48.2
Married: Same sex	0.2
In a registered civil partnership: Opposite sex	0.1
In a registered civil partnership: Same sex	0.1
Separated, but still married	2.1
Separated, but still in a registered civil partnership	<0.1
Divorced	9.3
Formerly in a civil partnership now legally dissolved	<0.1
Widowed	6.1
Surviving partner from civil partnership	<0.1

There is no indication that this protected characteristic group has different needs, experiences, issues, or priorities in relation to the project.

Equality, Diversity and Inclusion Tool (EDIT)

The EDIT tool was used to identify areas with high densities of population, protected characteristic groups, and travel destinations in the Scheme area, providing an

Table 2.1

understanding of the extent of various aspects of how the Scheme might affect equality groups. The tool was then used to provoke thought about the specific need of different groups in relation to the Scheme, and to encourage the Applicant to reflect on the needs of all, sometimes marginalised, groups.

The EDIT Tool was reviewed prior to statutory consultation (25th October until 6th December 2023) and an overall score of **73%** was calculated for the Scheme at that time.

In Stage 3 following preparation of the ES (**TR010066/APP/6.1**) the EDIT tool was updated. The overall score was **64%**.

Screening Questions

Sex

Religion or belief

Age: Children (under 16 years of age)

Age: Young people (16-24 years old)

Age: Older people (aged 65 years and older)

Disability

Ethnicity and race

Sexual orientation

Gender re-assignment (including transsexual and transgender)

Pregnancy and maternity

For the PCGs listed above there is a broad range of available demographic information. The availability of the information and level of detail varies for some groups. However, it is reasonable and suitable to assume that people within these PCGs live and travel within the study area.

For these PCGs, it is considered that the Scheme has the potential to have both positive and negative effects. Positive effects may include:

- Advance equality or foster good relations through improved WCH crossing provision.
- Present opportunities to advance equality or foster good relations by working or engaging with other organisations and the wider community.
- Have higher uptake by different groups.

Negative effects may include:

- Disproportionately impact available travel options and needs.
- Have higher uptake by different groups.
- Disproportionately impact the level of access for different groups due to physical or social barriers as junction improvements require access to a vehicle. At present, whilst future provision is being accounted for in the Scheme design, WCH provision is not included as part of the Scheme.
- Adversely affect equality of opportunity for all or may harm good relations between different groups.
- Discriminate indirectly or directly different groups.

Table 2.1

Marriage and Civil Partnership				
There is no indication that the Scheme would impact on the needs, experiences or opportunities of this group.				
Public consultation was undertaken from 11 January – 14 February 2022. Initial information gathered following stakeholder analysis and engagement events did not identify any issues with respect to specific hard to reach groups within the local area. However, further research was carried out in advance of the consultation to ensure that specific groups could easily raise any concerns throughout consultation. Further information regarding the consultation is included in Section F.				
Confirmation – State whether a full equality impact assessment is required (Tick box as appropriate)				
Yes	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Adjustment required to prevent potential discriminatory practice and to remove barriers to equality of opportunity. Further evidence/consultation required to enable a sound equality decision. Proceed to Sections D – H		
No	<input type="checkbox"/>	<ul style="list-style-type: none"> The policy/practice is robust in terms of equality. The impact on different groups is considered to be 'neutral' with no risk of discrimination and any minor impacts can be justified. Proceed to Section E1 and Sign-off at H		
D: ASSESSMENT (Stage 2)				
The level of impact on protected characteristics gauged from available information, research, consultation				
Equality Group (Protected Characteristics)	Positive Impact	Negative Impact	Neutral Impact	Summary of reasons and evidence sources (data research and consultation) supporting this analysis
Sex			<input checked="" type="checkbox"/>	<p>There are ten primary schools in the study area. Diversions to school runs are disproportionately more likely to impact women as evidence suggests they are more likely to escort children to education.^{xxxiv} The 2022 National Travel Survey identified that between 08:00-08:58, 28% of journeys made are for education and 26% are for escort education. Routes to schools may be affected by the Scheme, and the impact is discussed below.</p> <p>During construction, temporary changes to journey lengths and increases in traffic from construction activities may</p>

Table 2.1

				<p>impact journeys to school in the study area.</p> <p>Road closures requiring diversion routes will be limited to night closures and weekends and should therefore not impact normal travelling arrangements to and from schools.</p> <p>During construction, there may be potential disruption to the existing uncontrolled pedestrian crossing facility on the B4082 eastern arm of the Clifford Bridge Road roundabout. This may affect any journeys made to and from schools along the B4082. Alternative footways are available.</p> <p>The OTMP (TR010066/APP/7.5), in combination with the offline design, will minimise disruption to the road network. Appendix B.5 (Construction Communication Strategy) of the First Iteration Environmental Management Plan (EMP) (TR010066/APP/6.5) sets out how residents and stakeholders will be informed of traffic management proposals to minimise the impact.</p> <p>During construction, the impact of the Scheme on journey lengths is assessed in ES Chapter 12 (Population and Human Health) (TR010066/APP/6.1).</p> <p>In summary, journey lengths will increase when travelling to or from schools via the B4082 and south of the Scheme. The increase in journey length is approximately 1.7km, but due to the safety benefits of the new junction, there is no likely significant impact due to the Scheme.</p> <p>During operation, existing access to schools for walkers and cyclists is not impacted by the Scheme, and the new signalised crossing would provide a benefit to users crossing the B4082.</p>
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Table 2.1

				<p>The Scheme will improve journey reliability and safety. This has impartial benefits for this group.</p> <p>These impacts are not anticipated to have a disproportionate impact on people with this protected characteristic.</p>
Religion or Belief			✓	<p>There are seven religious amenities located within the study area:</p> <ul style="list-style-type: none"> • St Bartholomew's Church • St Mary Magdalene's Church • Meredith Road Baptist Church • Kingdom Hall of Jehovah's Witnesses • Miracle Life Gospel Church • Todah City Church • East Coventry Christadelphians <p>Demographic data for Coventry indicates that 43.9% of the local population are Christian, which whilst slightly lower than the national average, is the largest populated religious group within Coventry. Similarly, within Rugby the majority of the local population are Christian (50.5%). Places of worship are located to the west of the Scheme and routes to these may be affected by the Scheme. The impact on travelling to and from these facilities is discussed below. During construction, temporary changes to journey lengths and increases in traffic from construction activities may impact journeys to religious amenities.</p> <p>Temporary signage during construction could cause disproportionate barriers to those in communities whose first language may not be English or individuals with poor literacy skills. This is likely to be more prevalent in immigrant communities and those of different religious faiths.</p> <p>Minority faith groups may be disproportionately impacted by disturbance and road diversions which may occur during the construction of the Scheme. This may affect journeys to places of worship.</p>

Table 2.1

				<p>Road closures requiring diversion routes will be undertaken at night and weekends, although only one weekend closure is anticipated at this time.</p> <p>The OTMP (TR010066/APP/7.5), in combination with the offline design, will minimise disruption to the road network. Appendix B.5 (Construction Communication Strategy) of the First Iteration EMP (TR010066/APP/6.5) sets out how residents and stakeholders will be informed of traffic management proposals to minimise the impact.</p> <p>During operation, the impact of the Scheme on journey lengths is assessed in ES Chapter 12 (Population and Human Health) (TR010066/APP/6.1).</p> <p>In summary, journey lengths will increase when travelling to or from religious amenities via the B4082 and south of the Scheme. The increase in journey length is approximately 1.7km, but due to the safety benefits of the new junction there is no likely significant impact due to the Scheme.</p> <p>The Scheme will improve journey reliability and safety. This has impartial benefits for this group.</p> <p>These impacts are not anticipated to have a disproportionate impact on people with this protected characteristic.</p>
Age (Children)			✓	<p>Thirteen primary and secondary schools are located within the study area in Coventry to the west of the Scheme. There are two play parks located to the west of the Scheme, one approximately 320m and one approximately 930m south of the existing Walsgrave Junction.</p> <p>Other amenities in the study area related to children are listed below:</p> <ul style="list-style-type: none"> • 86th Coventry Scout Group • Bluebell Woods Day Nursey,

Table 2.1

				<ul style="list-style-type: none"> • Busy Bees Nursery, within the University Hospital Coventry • Broad Park Centre Children's Home . <p>Children may be impacted by journeys to and from schools and other amenities, as well as potential construction related health impacts. These are discussed below.</p> <p>During construction, temporary changes to journey lengths and increases in traffic from construction activities may impact journeys to schools and other facilities in the study area.</p> <p>Road closures requiring diversion routes will be limited to night closures and weekends and should therefore not impact normal travelling arrangements to and from schools.</p> <p>The existing uncontrolled crossing on the B4028 near Clifford Bridge Road roundabout is noted as being well used by unaccompanied minors travelling to and from local schools ES (Chapter 12 (Population and Human Health) (TR010066/APP/6.1)).</p> <p>During construction, there may be potential disruption to the existing crossing which may affect any journeys made to and from schools along the B4082. Alternative footways are available.</p> <p>The OTMP (TR010066/APP/7.5), in combination with the offline design, will minimise disruption to the road network. Appendix B.5 (Construction Communication Strategy) of the First Iteration EMP (TR010066/APP/6.5) sets out how residents and stakeholders will be informed of traffic management proposals to minimise the impact.</p> <p>Potential air quality and noise and vibration impacts from construction activities may disproportionately affect vulnerable groups including children, in</p>
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Table 2.1

				<p>terms of adverse effects on health^{xxxv} and learning and development^{xxxvi}.</p> <p>Air quality, noise and vibration, and human health assessments have been undertaken and presented in ES Chapter 5 (Air Quality), ES Chapter 11 (Noise and Vibration) and ES Chapter 12 (Population and Human Health) (TR010066/APP/6.1). The assessments consider all receptors within the study area of the relevant chapter. It is concluded that there would be no likely significant effects on air pollution, noise and vibration or human health within the relevant study areas, due to the construction of the Scheme, with the implementation of good practice measures which are documented within the First Iteration EMP (TR010066/APP/6.5). Clifford Bridge Academy and Pearl Hyde Primary School are identified as receptors within the noise assessment. Receptors within the air quality assessment are listed in ES Appendix 5.3 (Air Quality Receptor Results) (TR010066/APP/6.3).</p> <p>During operation, the impact of the Scheme on journey lengths is assessed in ES Chapter 12 (Population and Human Health) (TR010066/APP/6.1).</p> <p>In summary, journey lengths by car will increase when travelling to or from schools and other facilities via the B4082 and south of the Scheme. The increase in journey length is approximately 1.7km, but due to the safety benefits of the new junction there is no likely significant impact due to the Scheme.</p> <p>The Scheme would include the provision of a new signalised pedestrian crossing at the B4082. This would provide a safer crossing for children, resulting in a positive effect.</p>
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Table 2.1

				<p>ES Chapter 5 (Air Quality), ES Chapter 11 (Noise and Vibration) and ES Chapter 12 (Population and Human Health) (TR010066/APP/6.1) have concluded that there will be no likely significant effects on air pollution, noise and vibration or human health within the relevant study areas, due to the operation of the Scheme. Reductions in operational noise and air quality may occur at some receptors as a result of the Scheme.</p> <p>At this stage, no significant impacts are anticipated on children, or other PCGs that may be impacted by accompanying educational, childcare or leisure trips during construction. The operational overall journey time savings and improvements in safety has impartial benefits for all, including children.</p>
Age (Young people)			✓	<p>The percentage of young people in Coventry is higher than the national average, while in Rugby it is lower than the national average. There are a number of leisure facilities in the study area that young people may use. These include:</p> <ul style="list-style-type: none"> • Caludon Castle Park basketball court • Wyken Community Centre • Copeswood Sports and Social Club • Stoke Old Boys Rugby Football Club • Caludon Castle Sports Centre • Tribe: cheer, dance and fitness centre • MKA Kickboxing Academy <p>Leisure facilities are located to the west of the Scheme and routes to these may be affected. The impact on travelling to and from these facilities is discussed below.</p> <p>During construction, temporary changes to journey lengths and increases in traffic from construction activities may impact journeys to leisure facilities in the study area.</p>

Table 2.1

				<p>Road closures requiring diversion routes will be undertaken at night and weekends, although only one weekend closure is anticipated at this time.</p> <p>The OTMP (TR010066/APP/7.5), in combination with the offline design, will minimise disruption to the road network. Appendix B.5 (Construction Communication Strategy) of the First Iteration EMP (TR010066/APP/6.5) sets out how residents and stakeholders will be informed of traffic management proposals to minimise the impact.</p> <p>During operation, the impact of the Scheme on journey lengths is assessed in ES Chapter 12 (Population and Human Health) (TR010066/APP/6.1).</p> <p>In summary, journey lengths by car will increase when travelling to or from leisure facilities via the B4082 and south of the Scheme. The increase in journey length is approximately 1.7km, but due to the safety benefits of the new junction there is no likely significant impact due to the Scheme.</p> <p>The safer junction arrangement may provide benefits for younger, less experienced drivers.</p> <p>These impacts are not anticipated to have a disproportionate impact on young people.</p>
Age (Older people)			✓	<p>Older people aged 65 and over in Coventry and Rugby make up the lowest proportion of the population compared to children and young people combined.</p> <p>Facilities in the study area include Eden House Nursing Home and William Sheridan House sheltered housing which are located to the west of the Scheme.</p> <p>Older people may be impacted by the construction of the Scheme due to</p>

Table 2.1

				<p>temporary changes to journey lengths and increases in traffic from construction activities. This may impact older people and their families.</p> <p>Road closures requiring diversion routes will be undertaken at night and weekends, although only one weekend closure is anticipated at this time.</p> <p>The OTMP (TR010066/APP/7.5), in combination with the offline design, will minimise disruption to the road network. Appendix B.5 (Construction Communication Strategy) of the First Iteration EMP (TR010066/APP/6.5) sets out how residents and stakeholders will be informed of traffic management proposals to minimise the impact.</p> <p>Potential air quality and noise and vibration impacts from construction activities may disproportionately affect vulnerable groups including older people, in terms of adverse effects on health^{xxxvii}.</p> <p>Air quality, noise and vibration, and human health assessments have been undertaken and presented in ES Chapter 5 (Air Quality), ES Chapter 11 (Noise and Vibration) and ES Chapter 12 (Population and Human Health) (TR010066/APP/6.1). The assessments consider all receptors within the study area of the relevant chapter. It is concluded that there would be no likely significant effects on air pollution, noise and vibration or human health within the relevant study areas, due to the construction of the Scheme, with the implementation of good practice measures which are documented within the First Iteration EMP (TR010066/APP/6.5).</p> <p>During operation, the impact of the Scheme on journey lengths is assessed in ES Chapter 12 (Population and Human health) (TR010066/APP/6.1).</p>
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Table 2.1

				<p>In summary, journey lengths will increase when travelling to or from the B4082 and south of the Scheme. The increase in journey length is approximately 1.7km, but due to the safety benefits of the new junction there is no likely significant impact due to the Scheme.</p> <p>The Scheme would include the provision of a new signalised pedestrian crossing at the B4082. This would provide a safer crossing for older people, resulting in a positive effect.</p> <p>ES Chapter 5 (Air Quality), ES Chapter 11 (Noise and Vibration) and ES Chapter 12 (Population and Human Health) (TR010066/APP/6.1) have concluded that there will be no likely significant effects on air pollution, noise and vibration or human health within the relevant study areas, due to the operation of the Scheme. Reductions in operational noise and air quality may occur at some receptors as a result of the Scheme.</p> <p>At this stage, no significant impacts are anticipated on older people during construction. The overall journey time savings and improvements in safety has impartial benefits for all, including this group.</p>
Disability			✓	<p>The percentage of people in Coventry and Rugby living with a disability is slightly lower than the national average. There are specific facilities in the study area whereby access issues may impact those with a disability, such as the University Hospital Coventry and other medical facilities. People with a disability may be impacted by journeys to and from facilities, as well as potential construction related health impacts. These are discussed below.</p>

Table 2.1

				<p>During construction, routes to and from facilities may be impacted due to temporary changes to journey lengths and increases in traffic from construction activities. This may disproportionately impact those with a disability who are less able to sit in a car for long periods of time.</p> <p>There may be potential disruption to the existing uncontrolled pedestrian crossing facility on the B4082 eastern arm of the Clifford Bridge Road roundabout, during construction. This may impact this group on journeys made to and from facilities along the B4082. Alternative footways are available.</p> <p>Road closures requiring diversion routes will be undertaken at night and weekends, although only one weekend closure is anticipated at this time.</p> <p>The OTMP (TR010066/APP/7.5), in combination with the offline design, will minimise disruption to the road network. Appendix B.5 (Construction Communication Strategy) of the First Iteration EMP (TR010066/APP/6.5) sets out how residents and stakeholders will be informed of traffic management proposals to minimise the impact.</p> <p>Potential air quality and noise and vibration impacts from construction activities may disproportionately affect vulnerable groups including people living with a disability, in terms of adverse effects on health^{xxxviii}.</p> <p>Air quality, noise and vibration, and human health assessments have been undertaken and presented in ES Chapter 5 (Air Quality), ES Chapter 11 (Noise and Vibration) and ES Chapter 12 (Population and Human Health) (TR010066/APP/6.1). The assessments consider all receptors within the study area of the relevant chapter. It is</p>
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Table 2.1

				<p>concluded that there would be no likely significant effects on air pollution, noise and vibration or human health within the relevant study areas, due to the construction of the Scheme, with the implementation of good practice measures which are documented within the First Iteration EMP (TR010066/APP/6.5).</p> <p>During operation, the impact of the Scheme on journey lengths is assessed in ES Chapter 12 (Population and Human Health) (TR010066/APP/6.1).</p> <p>In summary, journey lengths by car will increase when travelling to or from facilities via the B4082 and south of the Scheme. The increase in journey length is approximately 1.7km, but due to the safety benefits of the new junction there is no likely significant impact due to the Scheme. This may disproportionately impact those with a disability who are less able to sit in a car for long periods of time.</p> <p>During operation, the Scheme would include the provision of a new signalised pedestrian crossing at the B4082. This would provide a safer crossing for people with disabilities, resulting in a positive effect.</p> <p>ES Chapter 5 (Air Quality), ES Chapter 11 (Noise and Vibration) and ES Chapter 12 (Population and Human Health) (TR010066/APP/6.1) have concluded that there will be no likely significant effects on air pollution, noise and vibration or human health within the relevant study areas, due to the operation of the Scheme. Reductions in operational noise and air quality may occur at some receptors as a result of the Scheme.</p> <p>The level of impact on this PCG is considered to be neutral as it is considered that the experience of the</p>
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Table 2.1

				Scheme is unlikely to be disproportionate based on disability.
Race			✓	<p>Race and ethnicity has been considered in the EqlA due to potential differences in access to employment and services as a result of transport. Ethnicity and race data has been examined for the area however this does not provide information on access to transport services or other factors that may impact this PCG in relation to the Scheme. No responses have been received during public consultation that suggest any disproportionate impacts on this PCG as a result of the Scheme.</p> <p>Language may be a barrier to access so the signage design will consider clear wayfinding for all users.</p> <p>The level of impact on this PCG is considered to be neutral as it is considered that the experience of the Scheme is unlikely to be disproportionate based on race.</p>
Sexual Orientation			✓	<p>There is currently limited demographic data available for these PCGs. No responses have been received during public consultation that suggest any disproportionate impacts on this PCG as a result of the Scheme.</p> <p>The level of impact on this PCG is considered to be neutral as it is considered that the experience of the Scheme is unlikely to be disproportionate based on sexual orientation.</p>
Gender Reassignment (Incl. Transsexual and Transgender)			✓	<p>There is currently limited demographic data available for these PCGs. No responses have been received during public consultation that suggest any disproportionate impacts on this PCG as a result of the Scheme.</p> <p>The level of impact on this PCG is considered to be neutral as it is considered that the experience of the Scheme is unlikely to be</p>

Table 2.1

				disproportionate based on gender reassignment.
Pregnancy & Maternity			✓	<p>This PCG may require increased access to childcare facilities and healthcare facilities, disproportionate to the general public. University Hospital Coventry and other facilities are located to the west of the Scheme.</p> <p>During construction, routes to and from facilities may be impacted due to temporary changes to journey lengths and increases in traffic from construction activities. This may disproportionately impact this PCG.</p> <p>Road closures requiring diversion routes will be undertaken at night and weekends, although only one weekend closure is anticipated at this time.</p> <p>The OTMP (TR010066/APP/7.5), in combination with the offline design, will minimise disruption to the road network. Appendix B.5 (Construction Communication Strategy) of the First Iteration EMP (TR010066/APP/6.5) sets out how residents and stakeholders will be informed of traffic management proposals to minimise the impact.</p> <p>During operation, the impact of the Scheme on journey lengths is assessed in ES Chapter 12 (Population and Human Health) (TR010066/APP/6.1).</p> <p>In summary, journey lengths will increase when travelling to or from facilities via the B4082 and south of the Scheme. The increase in journey length is approximately 1.7km, but due to the safety benefits of the new junction there is no likely significant impact due to the Scheme. This may disproportionately impact this PCG.</p> <p>The Scheme will improve journey reliability and safety. This has impartial benefits for all, including this group. No responses have been received during</p>

Table 2.1

				<p>public consultation that suggest any disproportionate impacts on this PCG as a result of the Scheme.</p> <p>The level of impact on this PCG is considered to be neutral as it is considered that the experience of the Scheme is unlikely to be disproportionate based on pregnancy and maternity.</p>
Marriage & Civil Partnership			✓	<p>The level of impact on this PCG is considered to be neutral as it is considered that the experience of the Scheme is unlikely to be disproportionate based on marriage and civil partnership.</p> <p>No responses have been received during public consultation that suggest any disproportionate impacts on this PCG as a result of the Scheme.</p>
All			✓	<p>Overall, the Scheme will:</p> <ul style="list-style-type: none"> • Improve journey reliability and safety at the junction. • Diversify transport links between communities by providing new footway / cycleway provisions. <p>Based on the conclusions of the EqIA and an understanding of the EDIT results, it is not anticipated that the Scheme would disproportionately impact people within the PCGs.</p>
<p>Potential Risks Identified – Including insufficient information to make robust decisions (Yes/No ticked as appropriate)</p>				
No		No risks to equality identified		
<p>Yes</p> <p>(Mitigating action shown in Section F)</p>	✓	<p>Identified Risks:</p> <p>PCF Stage 3 Update (September 2024): The EqIA has been updated based on the current status of the Scheme design to reflect the findings of the assessments undertaken as part of the ES. These assessments have informed potential impacts on protected characteristic groups, alongside public</p>		

Table 2.1

	<p>consultation responses. The EDIT tool has also been updated to reflect the latest Scheme design.</p> <p>A construction noise assessment has been undertaken, identifying that adverse impacts that are likely to constitute significant effects would occur without mitigation at some of the receptors closest to construction works. Suitable means of minimising the potential for significant adverse have been presented in ES Chapter 11 (Noise and Vibration) (TR010066/APP/6.1), including the provision of acoustic barriers. It is also necessary for the Principal Contractor to carry out further detailed construction noise assessments for overnight or weekend works where these could affect sensitive receptors for 10 or more days or nights in any 15 consecutive days or nights. Where all mitigation is implemented effectively, significant residual construction noise effects will be reduced but may still occur.</p> <p>Consideration has been given to the traffic diversion routes during road closures required to undertake the construction works. It is concluded that, as diversion routes will occur at night and during one weekend, and will utilise local roads, the noise changes due to diverted traffic are highly likely to cause disturbance at receptors within 25m of the road. On this basis, mitigation measures, including use of varying routes, and advance notice to residents, are proposed.</p> <p>PCF Stage 3 (August 2023): The EqIA has been updated to reflect the current status of the Scheme and initial assessment from the PEIR. The Scheme will improve journey time reliability and safety at the junction. The Scheme is not anticipated to require changes at this stage, however public consultation to be carried out in 2023 will inform any changes to the Scheme. It is intended that public consultation will aid the development of provision made for future WCH which is included in the Scheme.</p> <p>The air quality and noise assessments will be undertaken for the ES (TR010066/APP/6.1) and will inform any potential impacts on groups as a result of air pollution or noise impacts. Mitigation will be developed as appropriate.</p>
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Table 2.1

E: Options: The rationale behind the decision reached.	
<p>E1: Proceed with the policy/practice because:</p> <ul style="list-style-type: none"> ○ the decision can be justified (At screening or in Section D) ○ there is no reasonable alternative ○ the Senior Reporting Officer/Programme Delivery Director is content to defend any potential challenge and is willing to sign-off in Section H <p>(There are no unjustified negative impacts and the policy/practice is compliant in terms of the equality duty)</p>	✓
<p>E2: Make adjustments</p> <ul style="list-style-type: none"> ○ to demonstrate how activities will lead to a fair outcome <p>(Ensure further evidence is gathered to ensure any barriers are removed and referenced in Sections F and G)</p> <p>(Opportunities were identified to advance equality, foster good relations and prevent discrimination)</p>	
<p>E3: Withdraw it because there is obvious detriment (Sign Off in Section H)</p> <p>(A negative impact has been identified that cannot be justified)</p>	
<p>F: 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)</p> <p>Summary of the findings, including details of consultation with communities/customers/groups/stakeholders/staff/professional organisations. Explain how this has shaped the development of the practice or policy:</p> <p>Desk-based research and demographic analysis Desk-based research was undertaken to explore the relevant aspects of the project in relation to potential impacts. This involved using secondary research from sources including the DfT and other published equality literature. These have been referenced within the assessment text above. During this process, potential effects (both positive and</p>	

Table 2.1

negative) and potentially affected groups were identified (to ensure that analysis was appropriately focussed on those groups likely to be affected) for both construction and operation stages. This information was cross-referenced with the information relating to the improvement scheme to ensure it reflected the specific conditions of the site.

A socio-demographic profile of the area was developed to further understand the equality context for the delivery to the project. For each characteristic protected under the Equality Act, available data was collected for and, for comparison, at the national level.

EDIT

The EDIT tool was used to identify areas with high densities of population, protected characteristic groups, and travel destinations in the project area, providing an understanding of the extent of various aspects of the A46 Walsgrave Junctions Scheme that might affect equality groups. The tool was then used to provoke thought about the specific need of different groups in relation to the project, and to encourage National Highways to reflect on the needs of all, sometimes marginalised, groups.

Activities to address any potential negative impacts or risks to deliver positive impacts	Provide activity completion dates
Continue to assess any feedback received from stakeholders or public consultation and make any updates to the EqIA and feed into the design where required.	End of Stage 3

Consultation

PCF Stage 2- Public consultation

National Highways ran a non- statutory options consultation period from 11 January to 14 February 2022.

The purpose of the consultation was to provide an opportunity for National Highways to understand the views and expectations of local stakeholders including local communities, landowners, businesses, local authorities and road-users. The event consulted on the single option put forward (Option 11).

Feedback received during the consultation period was collated into a PCF Stage 2 Consultation Report here:

Share link for the PCF Stage 2 [consultation report](#)

The responses to the questionnaires and information feedback provided by the public and other stakeholders were used to assist the identification of potential constraints which would influence the Scheme in the next design phase.

Consultation accessibility:

Due to the COVID- 19 pandemic, it was decided that during the time period in which the consultation period was to take place, it would not be possible to hold safe in-person consultation events. Therefore, this presented a number of challenges in ensuring that the information was accessible to all stakeholders and the public.

Table 2.1

PCF Stage 3

Targeted consultation is being undertaken in August 2024 for changes to the Scheme and Order Limits since statutory consultation. Targeted consultation is also being undertaken in additional Category 3 consultees that have been identified.

The statutory consultation for the scheme ran for six weeks from 25 October to 6 December 2023. The consultation period was extended to 22nd December 2023 for consultees who were identified as potential Category 3 consultees (consultees who may be able to make a claim for compensation due to the potential impacts from construction or operation of the Scheme).

The purpose of the consultation was to provide an opportunity to comment on the updated plans for the project ahead of National Highways submitting an application to the Planning Inspectorate for a Development Consent Order (DCO).

The Statutory pre-application consultation took place with prescribed consultees, people with land interests, local authorities, members of the public and other relevant consultees identified by the project team. In particular consultees identified that may represent those with identified protected characteristics include the Equality and Human Rights Commission and The Disabled Persons Transport Advisory Committee.

National Highways developed an 'Approach to Public Consultation' document which sought to identify alternative methods of engagement with communities and stakeholders to ensure they received Scheme information and could submit questions and an informed response. Warwickshire County Council, Coventry City Council and Rugby Borough Council were consulted on the methods outlined in this document before the consultation took place.

A variety of methods of engagement were used to gain feedback from stakeholders. The following methods were used to publicise the consultation:

- One press release (identified in the consultation report as not compliant with the Statement of Community Consultation)
- A postcard sent to local residents (approximately 10,000 local homes and businesses within a defined 'mailing zone')
- Scheme posters, for display in local communities such as places of worship, community centres, schools, a library, health club and Coombe Country Park
- A consultation brochure was available to download from the Scheme webpage and was available at events. Consultees could also request a printed copy to be posted to them for free. The deposit locations (available from the 25 October to 6 December 2023) included:
 - Caludon Castle School and Community Library, Axholme Road, Wyken, Coventry, CV2 5BD
 - Coventry Council House, Earl Street, Coventry, CV1 5RR
 - Rugby Borough Council, Town Hall, Evreux Way, Rugby, CV21 2RR
 - Warwickshire County Council, Shire Hall, Warwick, CV34 4RL

Table 2.1

- Willenhall Library, Hagard Community Space, Remembrance Road, Coventry, CV3 3DG
- Wolston Library and Information Centre, Warwick Road, Wolston, Coventry, CV8 3GX
- During the consultation period, three public information events were held for local residents, businesses and stakeholders where more information about the scheme was provided. Three pop-up events in areas of high footfall were also held, to raise awareness of the scheme and encourage people to participate in the consultation. These were open to everyone and advertised in the materials, and the location and times of the events were published on the Scheme website. The National Highways engagement van was used at Coventry City centre. The mobile information van was used to advertise the consultation. For those who were unable to attend the in-person events, an online webinar was held, where members of the project team presented the proposals followed by time for questions and answers.
- Scheme webpage on National Highways website, updated with consultation details. Notification emails detailing updates made were sent to those who had signed up to receive them via the website.
- Promotion via social media, using Facebook and X
- Additional communication channels, asking key consultees (local authorities and parish councils) to promote via their channels, and to identify any hard-to-reach groups within their jurisdictions (none were identified)

Overall, the public information events were attended by approximately 560 people.

Responses

A response form could be completed online, could be requested to be posted as a hard copy to consultees for free, or hard copies could be collected from the deposit locations as listed above.

To provide a response, consultees could do the following:

- Return hard copy responses for free to National Highways
- Email a Scheme inbox, whereby emails were responded to by a member of the National Highways team
- Use a call back service, with the opportunity to speak to a member of the team

The total number of respondents to the consultation was 229, which includes responses from stakeholders and members of the public.

Consultation accessibility:

A variety of methods of engagement were used to gain feedback from stakeholders. A brochure and questionnaire were used to inform people of the scheme proposals, provide a map of constraints around the local area and provide contact details for National Highways. The consultation periods were advertised on the National Highways website and a press notice was issued in advance of the statutory consultation.

Table 2.1

National Highways wrote to all prescribed consultees, local authorities and persons with interest in the land including a hard copy of the consultation brochure. Information was provided through a consultation brochure that was made available on the consultation website, at public information events and at public information points. Public consultation events were held and publications and news releases made in the media.

The venues were selected with the aim of providing the optimum opportunity for members of the public across the area to attend, as well as offering the most suitable facilities locally to hold such an exhibition. The scheme proposals were presented on display boards with drawings and descriptive text. A fly-through video was also produced illustrating the scheme and included a visual description.

Responses

The responses to the questionnaires and information feedback provided by the public and other stakeholders were used to assist the identification of potential constraints which may influence the route of the Scheme.

The public consultation summary report for the Statutory Consultation is published and is available on the National Highways website:

<https://nationalhighways.co.uk/media/4qiiwzw2/a46-walsgrave-summary-report.pdf>

A Consultation Report (**TR010066/APP/5.1**) forms part of the DCO submission which includes a summary of the responses and full responses by themes.

Summary of the findings, including details of consultation with communities/customers/groups/stakeholders/staff/professional organisations. Explain how this has shaped the development of the practice or policy:

Feedback from Consultation events:

There was no feedback received from the public which specifically referred to PCGs. However, the following feedback may have links to PCGs:

- Concern that the scheme will cause an increase in pollution, which includes dust, light and noise. Furthermore, this concern is the impact any pollution could have on ecological and human receptors.
- Concern that the scheme, both during construction and operation, will cause pollution that will both impact wildlife and people.
- Concern regarding the pollution that the scheme could cause and impacts to wildlife and people's health.
- Concern raised regarding noise pollution and visual impacts of the new bridge (9m high) and the further impact on the countryside.
- There were some comments with concerns over the potential for the new junction to increase flood risks, including to surrounding residential areas.
- We received some concerns about the potential for delays to journeys during construction due to lane or road closures.
- We received some comments that expressed doubt over the level of demand for new routes and facilities for cyclists.
- Some responses called for proposed or potential routes for WCH to be better connected to existing routes or likely destinations.

Table 2.1**Stakeholders:****Feedback was received from the UK Health Security Agency related to PCGs:**

- Impacts on health and wellbeing and health inequalities of the scheme may have particular effect on vulnerable or disadvantaged populations, including those that fall within the list of protected characteristics. The ES and EqlA should not be completely separate.
- The assessments and findings of the ES and any EqlA should be cross referenced between the two documents. In particular, to ensure the comprehensive assessment of potential impacts for health and inequalities for vulnerable populations and where resulting mitigation measures are mutually supportive.

Findings of the EqlA

It is not anticipated at this stage that there would be disproportionate impacts on PCGs as a result of the Scheme.

During construction, access may be disrupted, however traffic management will be in place to ensure access is retained and disruption is kept to a minimum.

During operation, journey length may increase when travelling south on the Scheme from the west of the A46. PCGs will not be affected by the Scheme and the increased capacity at the new junction will improve journey times and safety for vehicle travellers.

Activities to address any potential negative impacts or risks to deliver positive impacts	Provide activity completion dates
Carry out public consultation and identify any impacts raised on protected characteristics	October 2023 (Complete)
Monitor any ad-hoc feedback on the scheme raised by the public for feedback relevant to PCGs.	Submission of the ES.
Carry out ES assessments and identify any potential impacts in terms of air quality and noise impacts, and impacts on population and human health including journey length changes	August 2024

**Where available and appropriate – photographic evidence or link.
E.g. successful installation of footbridges, shared footpaths, letters of appreciation, commendation received etc.**

(For National Highways internal records):

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

(For National Highways internal records):

Table 2.1

<ul style="list-style-type: none"> • EDIT Tool - https://share.highwaysengland.co.uk/Share/llisapi.dll?func=ll&objaction=overview&objid=111599655 • Consultation Report (TR010066/APP/5.1) - https://share.highwaysengland.co.uk/Share/llisapi.dll?func=ll&objaction=overview&objid=111690504 • Environmental Statement (TR010066/APP/6.1) - https://share.highwaysengland.co.uk/Share/llisapi.dll?func=ll&objid=111291272&objAction=browse&sort=ordering • Environmental Scoping Opinion (TR010066/APP/6.8) - https://share.highwaysengland.co.uk/Share/llisapi.dll?func=ll&objaction=overview&objid=106753520 		
<p>G: Monitoring (Stage 3) Detail how you will monitor the actual outcomes of the policy/practice throughout the project lifecycle and explain how/when you will review them.</p> <p>Agreed actions to implement the findings of this assessment. (For relevant schemes, this includes planned Post Opening Project Evaluations/Implementation/Investment Reviews and compliance with other internal monitoring systems such as the Project Control Framework).</p> <p>At this stage, monitoring actions have been identified as required. This EqlA will be updated again after Statutory Consultation and the final design fix of the Scheme. Further monitoring actions may be identified.</p>		
Monitoring Action	By Whom	By When
Monitor responses from Stakeholders including the public following the Statutory Public Consultation, regarding responses related to PCG's.	Stakeholder Engagement team and EqlA Author.	Following Statutory Consultation and during the drafting of the ES, the EqlA should be updated prior to the end of Stage 3. Any mitigation or monitoring actions as a result of the final design (incorporating any concerns raised during public consultation) should be identified.
Monitor design development to ensure any changes are incorporated as identified in monitoring action 1.	Stakeholder Engagement team EqlA Author and design lead.	As above.
Mitigation measures identified in the EIA process and reported in the Appendix A (Register of Environmental Actions and Commitments) of the First Iteration EMP will apply accordingly.	Principal Contractor and National Highways	Prior to construction with reasonable time to implement mitigating measures agreed.
Monitor compliance of Scheme with the following	Principal Contractor and National Highways	Prior to construction with reasonable time to implement mitigating measures agreed.

Table 2.1

future National Highways Strategies: <ul style="list-style-type: none"> • Employment and Skills Strategy • Procurement Strategy • Suicide Prevention Strategy 										
<p>H: Sign-off by National Highways Senior Responsible Owner (SRO), or for Major Project schemes, the Programme Delivery Director (PDD), (or the Programme Internal Sponsor or Project Sponsor if the PDD has delegated sign-off).</p> <p>(This does not have to be a physical signature but approval is required)</p> <table border="1"> <tr> <td>Name</td> <td>Leyton Rahman on behalf of Anita Prashar</td> <td>Date</td> <td>15/10/2024</td> </tr> <tr> <td>Job Title</td> <td>Programme Leader on behalf of Programme Delivery Director</td> <td></td> <td></td> </tr> </table>			Name	Leyton Rahman on behalf of Anita Prashar	Date	15/10/2024	Job Title	Programme Leader on behalf of Programme Delivery Director		
Name	Leyton Rahman on behalf of Anita Prashar	Date	15/10/2024							
Job Title	Programme Leader on behalf of Programme Delivery Director									
<p>In submitting this EqlA the SRO/PDD has:</p> <ul style="list-style-type: none"> • Approved all activity including monitoring actions • Submitted documentation to the Directorate's Equality, Diversity and Inclusion Advocate http://share/Share/llisapi.dll?func=ll&objaction=overview&objid=33434433 for quality assurance and registration. • For all MP schemes please contact MP Representative for the National Highways Diversity Group • Considered the documentation as robust and suitable for publication • Checked that the documentation is saved in the EqlA area of the internal filing system and is retained as a record as part of good governance. 										

ⁱ ONS. (2023). Gender pay Gap in the UK 2023. Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>

ⁱⁱ National Highways.(2022). Gender Pay Gap. Available at: <https://nationalhighways.co.uk/media/tipprayp/gender-pay-gap-report-2022-2023.pdf>

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^{iv} National Highways.(2023). Annual report and accounts. Available at: https://nationalhighways.co.uk/media/0k1mwvsp/nh_ar23_interactive.pdf

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- ^{xi} DFT 2019 Women make more walking trips than men
- ^{xii} DFT.(2021). National Travel Survey: NTSQ03007: Purpose of trips to and from by sex, car driver only, England: 2017. Available at: <https://www.gov.uk/government/statistical-data-sets/ad-hoc-national-travel-survey-analysis#why-people-travel-trip-purpose>
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