Hampshire Water Transfer and Water Recycling Project

Equality Impact Assessment

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Executive summary

Introduction to the Project

1. This document has been updated at Deadline 1 to reflect the amendments made to health-related sections of ES Chapter 17 Socio-economics, tourism and health, (Document reference 6.1, DCO Volume 6, Version 1). References to other Application documents have not been updated from the original submission. Please refer to the latest version of the Guide to the Application (Document reference 1.3, Volume 1) for the list of current versions of documents.
2. The Hampshire Water Transfer and Water Recycling Project (hereafter referred to as the 'Project') comprises a combination of water transfer and water recycling infrastructure designed to help address forecast water supply deficits across the Hampshire supply area during both normal operating conditions and periods of drought.
3. The Project would use an advanced treatment process to turn treated wastewater[1] into purified recycled water[2] at a Water Recycling Plant (WRP) site to be located at a site south of Havant in the vicinity of Budds Farm Wastewater Treatment Works (WTW). The recycled water would then be transferred via a pipeline to Bedhampton Springs. This would supplement the source water[3] proposed to be stored in the reservoir by Portsmouth Water.

Introduction to the Equality Impact Assessment

4. This Equality Impact Assessment (EqIA) assesses the potential effects of the construction, operation and decommissioning of the Project for people who share protected characteristics, as defined in the Equality Act 2010 ('Equality Act') [1]. These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
5. Under the Equality Act, all public sector bodies, and those who exercise public functions, are subject to the Public Sector Equality Duty (PSED), which under the general duty requires that they have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations between people who share a protected characteristic and those who do not. Undertaking an EqIA enables the Applicant to properly consider, check, report and therefore demonstrate that they are fulfilling the PSED and provides a record of how 'due regard' to the aims of the PSED has been shown.
6. The EqIA is being undertaken alongside the Environmental Impact Assessment (EIA) but does not form part of the Environmental Statement (ES). It draws on evidence presented in the ES but does not seek to assign significance to equality effects. Instead, it is a qualitative assessment of any potential identified disproportionate and

[1] Wastewater is a combination of water from kitchens, bathrooms, sinks and taps (in domestic and non-domestic properties) and rainwater from roads and roofs, that is transported to, and cleaned at, a wastewater treatment works. Treated wastewater has been treated to strict regulatory standards and is typically released to rivers or the sea.

[2] Purified water that has been produced by taking treated wastewater (see above) and removing remaining impurities using advanced treatment techniques.

[3] Water that is used as a source for drinking water. This water is treated to strict regulatory standards at the Otterbourne WSW before being supplied to customers.

differential effects of the construction, operation and decommissioning of the Project for protected characteristic groups. These are defined as follows:

a. **Disproportionate** effects arise where an impact is likely to have a proportionately greater effect on a protected characteristic group than other members of the general population.

b. **Differential** effects arise where members of a protected characteristic group are likely to experience the impacts of a project differently because of a particular need or sensitivity.

7. This EqIA has been produced to support the Development Consent Order (DCO) application.

Approach and methodology

8. The EqIA has considered the potential for disproportionate and differential effects to arise from the construction, operation and decommissioning of the Project. Topics considered as part of the assessment include:

a. Employment and training opportunities.

b. Impacts on residential properties.

c. Impacts on community facilities and land used by protected characteristic groups.

d. Noise, visual or air quality impacts on residential communities or community land and facilities.

e. Transport impacts including severance and impacts on public transport, Public Rights of Way (PRoW) and pedestrian routes.

f. Safety and security.

9. In most cases, likely disproportionate or differential effects have been considered for a study area comprising the Order Limits which set out the spatial extent of the Project as set out in section 3.2 of ES Chapter 3 Description of the Proposed Development, Volume I (Document Reference 6.1, DCO Volume 6) plus a 500m buffer (as explained in section 5.1).

10. In relation to employment and training, likely disproportionate or differential effects have been assessed at local planning authority and sub-regional level.

11. The EqIA has drawn on likely significant effects identified in relevant chapters of the ES, including ES Chapter 6 Air quality and odour, Volume I (Document Reference 6.1, DCO Volume 6), ES Chapter 12 Land use and agriculture, Volume I (Document Reference 6.1, DCO Volume 6), ES Chapter 13 Landscape and visual, Volume I (Document Reference 6.1, DCO Volume 6), ES Chapter 15 Noise and vibration, Volume I (Document Reference 6.1, DCO Volume 6), ES Chapter 17 Socio-economics, tourism and health, Volume I (Document Reference 6.1, DCO Volume 6), and ES Chapter 18 Traffic and transport, Volume I (Document Reference 6.1, DCO Volume 6). Effects on health reported in ES Chapter 17 Socio-economics, tourism and health, Volume I (Document Reference 6.1, DCO Volume 6) are not considered in the EqIA to avoid double counting of noise, air quality and transport impacts.

Baseline and evidence review

12. The EqIA has drawn on baseline data presented in section 12.7 of ES Chapter 12 Land use and agriculture, Volume I, (Document Reference 6.1, DCO Volume 6), and section 17.7 of ES Chapter 17 Socio-economics, tourism and health, Volume I (Document Reference 6.1, DCO Volume 6). This includes national datasets such as Office for National Statistics (ONS) Census 2021 [2], ONS Annual Population Survey [3], the Index of Multiple Deprivation [4], and Office for Health Improvement and Disparities (OHID) Public Health Profiles [5], as well as local sources such as the Hampshire Joint Strategic Needs Assessment (JSNA) [6].

13. The EqIA also provides a summary of ONS Census 2021 baseline data relating to the representation of protected characteristic groups within the population of the study area.

14. The baseline also includes the locations of community facilities that may be used by protected characteristic groups within the study area, including but not limited to schools, healthcare facilities, religious buildings and open space.

15. Alongside the baseline, an evidence review has been conducted to understand the potential sensitivities of protected characteristic groups in relation to the construction and operation of infrastructure projects that include linear components. This has drawn on research and data published by relevant organisations such as the Equality and Human Rights Commission (EHRC), and the findings of EqIAs undertaken for other comparable projects including, for example, the EqIA for the Anglian Water Cambridge Wastewater Treatment Plant Relocation Project [7].

Assessment findings

16. The assessment has identified the following potential equality effects that could arise during the construction of the Project:

    a. **Disproportionate and differential** beneficial effects for young people as a result of new job and training opportunities during construction.

    b. **Differential** beneficial effects for disabled people, women and people from ethnic minority backgrounds as a result of new job and training opportunities during construction.

    c. **Differential** effects for children, older people, disabled people and women, including pregnant women and mothers of babies under six months, as a result of the risks, or perceived risks, associated with construction sites and changes in the pedestrian environment.

17. The assessment has not identified any potential disproportionate or differential equality effects associated with the operation of the Project.

18. Effects from decommissioning of the Project are considered to be no greater than those identified during construction of the Project and are therefore assessed as construction effects as a worst case scenario but will be subject to the relevant assessments at the time. The components of the Project are expected to have a design life of up to 100 years; however, the operational life could be longer than this. Therefore, consent for decommissioning of the Project is not being sought by the Applicant. Any decommissioning works in connection with the Project would be undertaken using good industry practice and would comply with all relevant statutory

requirements applicable at the time. Any decommissioning works would take place in the context of the regulatory framework in place at that time, which may include a requirement to seek additional consents, permits or licences.

Actions and next steps

The assessment of equality effects identifies actions to:

a. Reduce or remove potential adverse effects for groups with protected characteristics.

b. Support the delivery of the potential positive equality effects associated with employment and training opportunities.

19. The PSED is an ongoing duty, and the findings of the EqIA will continue to inform the development of the Project and its outcomes, which will seek to avoid adverse effects for protected characteristic groups in the first instance. At this stage, identified actions include continuing engagement with stakeholders to understand the specific nature of effects and develop appropriate measures to address these; building upon measures secured by the Outline Construction Environmental Management Plan (Outline CEMP) (Document Reference 7.1, DCO Volume 7) to support safety around construction sites, to reduce environmental impacts from construction and to notify affected communities and other stakeholders prior to the commencement of potentially disruptive construction activities to enable those affected to plan ahead and to reduce uncertainty. In addition, measures to support access to employment and training opportunities for protected characteristic groups will be delivered in accordance with the Equality Act 2010 and relevant guidance, as secured by the Outline Skills and Employment Plan (Outline SEP) (Document Reference 7.9, DCO Volume 7) for the Project. These actions are summarised in the Action Plan included within Appendix A of this report.

1 Introduction

1.1 Introduction to the Project

1.1.1 The Hampshire Water Transfer and Water Recycling Project (hereafter referred to as the 'Project') comprises a combination of water transfer and water recycling infrastructure designed to help address forecast water supply deficits across the Hampshire supply area during both normal operating conditions and periods of drought.

1.1.2 The Project would use an advanced treatment process to turn treated wastewater[4] into purified recycled water[5] at a WRP to be located at a site south of Havant in the vicinity of Budds Farm WTW. The recycled water would then be transferred via a pipeline to Bedhampton Springs. This would supplement the raw water proposed to be stored in the reservoir by Portsmouth Water. A pipeline would transfer source water from Bedhampton Springs to the WRP site (Work Number 1), for onwards transfer to the Otterbourne Water Supply Works (WSW), approximately 35km to the north-west. Here it would be treated to strict drinking water standards ready for supply to homes and businesses. Reject water[6] created during the water recycling process at the WRP site would be transferred through existing infrastructure at Budds Farm WTW and released via the existing Eastney Transfer Tunnel (TT), Eastney Pumping Station (PS) and Eastney Long Sea Outfall (LSO). A detailed description of the Project is contained in ES Chapter 3 Description of the Proposed Development, Volume I (Document Reference 6.1, DCO Volume 6).

1.2 Purpose of the Equality Impact Assessment

1.2.1 An EqIA is a systematic assessment of the potential effects of a project or policy on groups of people who share protected characteristics, as defined in the Equality Act 2010 [1] ('Equality Act'). These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The EqIA is being undertaken alongside the EIA but does not form part of the ES. It draws on evidence presented in the ES but does not seek to assign significance to equality effects. It is a qualitative assessment that considers whether protected characteristic groups could be affected disproportionately[6] or differentially[7] by a project or policy. The assessment also informs the identification of actions to address any adverse effects and to support the delivery of any beneficial effects. An EqIA helps to demonstrate that an organisation is meeting its obligations under the Equality Act and provides evidence that equality issues have been taken into account in decision making.

[4] Wastewater is a combination of water from kitchens, bathrooms, sinks and taps (in domestic and non-domestic properties) and rainwater from roads and roofs, that is transported to, and cleaned at, a wastewater treatment works. Treated wastewater has been treated to strict regulatory standards and is typically released to rivers or the sea.

[5] Purified water that has been produced by taking treated wastewater (see above) and removing remaining impurities using advanced treatment techniques.

[6] Disproportionate effects arise where an impact has a proportionately greater effect on a protected characteristic group than other members of the general population.

[7] Differential effects arise where members of a protected characteristic group experience the impacts of a project differently because of a particular need or sensitivity.

Under the Equality Act, all public sector bodies, and those who exercise public functions, are subject to the PSED.

1.2.2 This EqIA has been produced to support the DCO application. It presents the findings of the assessment of the potential disproportionate and differential equality effects for protected characteristic groups that could arise as a result of the construction, operation and decommissioning of the Project. Undertaking an EqIA enables the Applicant to properly consider, check, report and therefore demonstrate that they are fulfilling the PSED and provides a record of how 'due regard' to the aims of the PSED have been shown.

1.2.3 As stated, equality effects have been assessed and reported in line with the structure of and assessment conclusions reported in the ES, focusing primarily on the effects of the construction, operation and decommissioning of the Project. However, given the broad aims of the PSED, it is appropriate that any potential equality effects arising during the pre-construction period should also be considered, additional detail on the approach taken to seek to avoid any pre-construction equality effects is included in section 4.

1.2.4 This EqIA includes an Action Plan which sets out the actions that have been identified through the assessment process to reduce or remove adverse effects for protected characteristic groups, and to support the delivery of positive (beneficial) effects.

1.3 Relationship with the Environmental Impact Assessment

1.3.1 The EqIA has been undertaken alongside the EIA and has drawn on the findings of relevant environmental topics. These include:

1. ES Chapter 6 Air quality and odour, Volume I (Document Reference 6.1, DCO Volume 6)
2. ES Chapter 12 Land use and agriculture, Volume I (Document Reference 6.1, DCO Volume 6)
3. ES Chapter 13 Landscape and visual, Volume I (Document Reference 6.1, DCO Volume 6)
4. ES Chapter 15 Noise and vibration, Volume I (Document Reference 6.1, DCO Volume 6)
5. ES Chapter 17 Socio-economics, tourism and health, Volume I (Document Reference 6.1, DCO Volume 6)
6. ES Chapter 18 Traffic and transport, Volume I (Document Reference 6.1, DCO Volume 6)

1.3.2 Information on the likely significant effects identified by these topics can be found in the relevant chapters of the ES.

1.3.3 The EqIA has considered whether any of the likely significant effects identified by these topics have the potential to result in disproportionate or differential effects for protected characteristic groups, taking into account the relevant primary, secondary and tertiary mitigation identified in the ES. By exception, it has also considered where non-significant effects identified in the ES could have the potential to result in equality effects where it is known that there are protected characteristic groups with particular needs or sensitivities related to their protected

characteristic/s that could be affected. Unlike the EIA, it does not seek to assess the significance of effects but instead provides a qualitative assessment of the potential disproportionate or differential effects for protected characteristic groups.

1.3.4 The likely significant effects that the EqIA has drawn on includes in-combination effects which are, where appropriate, considered inherently within the environmental topic chapters of the ES as listed in paragraph 1.3.3. ES Chapter 20 Cumulative and in-combination effects, Volume I (Document Reference 6.1, DCO Volume 6), provides an assessment of the cumulative effects and in-combination effects that may be experienced by common receptors during the construction, operation and decommissioning of the Project in addition to the in-combination effects reported inherently within the topic chapters of the ES. The assessment concluded that the construction and decommissioning effects experienced by the common receptors from the Project are no greater than the likely significant effects reported for the receptors within ES Chapters 6 to 19, Volume I (Document Reference 6.1, DCO Volume 6).

1.3.5 With regards to cumulative effects, from the interrelationship between the Project and other developments, the following topics relevant to the EqIA do not report any likely significant cumulative effects: Air quality and odour; Land use and agriculture; Noise and vibration; Socio-economics, tourism and health; and Traffic and transport.

1.3.6 The Landscape and Visual topic reports likely significant adverse visual cumulative effects during construction, however these effects are associated with Landscape Character Areas rather than specific residential communities or community facilities used by protected characteristic groups and therefore these effects are not relevant to the scope of this EqIA.

1.4 Inputs into scheme development

1.4.1 Environmental specialists have input into the scheme development process through options appraisals and workshops which have sought to identify key constraints and sensitivities in particular locations and refine the design of the Project. This has involved identifying sensitive receptors such as community facilities including schools, open space, healthcare facilities and religious buildings within the study area, and considering the potential impacts that could arise for users of these facilities as a result of the construction and operation of the Project in these areas. A summary of the Project design process and ‘design principles’ are summarised in ES Chapter 3 Description of the Proposed Development, Volume I (Document Reference 6.1, DCO Volume 6), with additional detail of the design principles in the Design Principles Document (Document Reference 5.11, DCO Volume 5). ES Chapter 4 Consideration of alternatives, Volume I (Document Reference 6.1, DCO Volume 6) provides a summary of the evolution of the Project, and a description of the alternatives considered by the Applicant, including how environmental considerations have informed the decision-making process. More information on the approach taken to consultation and engagement, with the aim of gathering the views of all interested parties, including those who share Protected Characteristics, is included in section 4.2.13.

2 Legislation, policy and guidance

2.1 Introduction

2.1.1 This section provides an overview of the policy context that has informed the EqIA. This includes the Equality Act and the National Policy Statement for Water Resources Infrastructure (NPSWRI) [8], as well as relevant local and regional planning and equality policies and guidance.

2.2 The Equality Act 2010 and the Public Sector Equality Duty

2.2.1 Under the Equality Act, all public sector bodies, and those who exercise public functions, are subject to the PSED [1]. The PSED requires that these bodies, in the exercise of their functions, have 'due regard' to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not [9].

2.2.2 The PSED does not specify that public bodies should undertake EqIAs, but doing so helps to provide evidence that a body has demonstrated due regard to its duties under the PSED.

Protected characteristics

2.2.3 There are nine protected characteristics defined in the Equality Act which are relevant to the PSED. These are:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

2.2.4 In relation to the protected characteristic of marriage and civil partnership, only the first aim of the PSED applies.

2.2.5 Socio-economic inequality is not a protected characteristic in England and is therefore not within the scope of this assessment. The effects of the Project on socio-economics and on health are assessed in section 17.8 of ES Chapter 17 Socio-economics, tourism and health, Volume I (Document Reference 6.1, DCO

Volume 6). Effects on health reported in ES Chapter 17 Socio-economics, tourism and health, Volume I (Document Reference 6.1, DCO Volume 6), are not considered in the EqIA to avoid double counting of noise, air quality and transport impacts.

'Due regard'

2.2.6 The concept of having 'due regard' has been tested in case law, and a set of principles known as the Brown Principles have been accepted. In summary, the Brown Principles mean that:

1. Decision makers should be aware of their duty to have due regard to the identified needs.
2. Due regard is fulfilled before and at a time that a policy could affect protected characteristic groups, not just at the time a decision is taken.
3. The duty should be exercised in substance, with rigour and an open mind, in such a way that it influences the final decision.
4. The duty cannot be delegated and remains the responsibility of the body subject to the duty.
5. The duty is ongoing.
6. Records should be kept to demonstrate how the duty has been considered [10].

2.2.7 Accordingly, the EqIA should be updated throughout the Project lifecycle to show how equality considerations have been taken into account, and how any identified actions have been sought to be addressed. This should include post-consent, into construction, operation and decommissioning.

2.3 National policy context

2.3.1 The Planning Act 2008 [11] is the primary legislation relating to the decision-making process for Nationally Significant Infrastructure Projects and projects of national significance for which development consent is required. It provides the legal framework for applying for, examining, and determining DCO applications.

2.3.2 Under s104 of the Planning Act 2008, the primary basis for deciding whether to grant a DCO for water resources infrastructure is the NPSWRI. This sets out policies to guide how DCO applications for water resources infrastructure should be decided and how the effects are assessed and considered.

2.3.3 Section 4.13 of the NPSWRI is concerned with socio-economic impacts of water resources infrastructure and how these should be assessed and mitigated. Paragraph 4.13.4 states that:

> *"Applicants should describe the existing socio-economic conditions in the areas surrounding the Project, following appropriate consultation with those most affected, and should refer to how the development's socio-economic impacts correlate with local planning policies. The applicant should also describe the existing demographics within the area and assess how the development could affect any equalities groups[8]. Applicants should assess any likely significant*

[8] Equalities groups mean those groups with 'protected characteristics' as defined in the Equality Act 2010

positive and negative socio-economic or equalities impacts as part of an Environmental Statement."

2.3.4 In relation to decision making, paragraph 4.13.11 states that:

"The decision maker should also consider the equality impacts, whether measures put forward by the applicant to mitigate any adverse equalities impacts caused by the development are acceptable or whether other mitigations should be pursued."

2.3.5 This EqIA has been prepared to evidence how the Project meets the equalities requirements of these sections and paragraphs.

2.3.6 Section 17.7 of ES Chapter 17 Socio-economics, tourism and health, Volume I (Document Reference 6.1, DCO Volume 6), sets out a socio-economic baseline comprising a community profile, economic profile and health profile for wards and local planning authorities within the study area for the Project, and a review of relevant local planning policies. The chapter assesses the likely significant positive and negative socio-economic effects of the Project and includes consideration of mitigation.

2.3.7 Additional demographic information relating to the representation of protected characteristic groups is set out in section 5 of this EqIA Report. An assessment of the likely positive ('beneficial') and negative ('adverse') equality effects arising from the Project is provided in section 6. The assessment recommends actions that should be considered to address adverse effects and support the delivery of beneficial effects. These are brought together in the Action Plan in Appendix A .

2.4 Local policy context

2.4.1 The EqIA study area (as outlined in section 4.1) intersects with the following local planning authority areas; East Hampshire District Council (EHDC), Eastleigh Borough Council (EBC), Fareham Borough Council (FBC), Havant Borough Council (HBC), Portsmouth City Council (PCC), Winchester City Council (WCC) and South Downs National Park Authority (SDNPA).

2.4.2 The local planning authorities that are considered host authorities for the Project are EHDC, EBC, FBC, HBC, PCC and WCC as described in Section 2.3 of ES Chapter 2 Planning legislation and policy, Volume I (Document reference 6.1, DCO Volume 6); however, EHDC is only affected by the storage of water within the Havant Thicket Reservoir, before transfer to Otterbourne WSW.

2.4.3 SDNPA is not considered a host authority for the Project as no part of the Project Order Limits intersects with the SDNPA. As parts of the 500m EqIA study area buffer around the Order Limits include land within the SDNPA local planning policy for this local planning authority has been included, however, due to the fact that the SDNPA is not a host authority and no likely significant effects are reported in the ES for receptors within this local planning authority, baseline data has not been included for the SDNPA.

2.4.4 A review of local planning policy has been undertaken to help identify key equalities considerations and priorities in each of the local planning authorities within the study area for the EqIA.

2.4.5 This has been used to support the baseline understanding of equality issues in the study area. Table 2-1 summarises local planning policies considered relevant to the EqIA for the Project. With regards to local policy introducing planning allocations, the focus of an EqIA is the assessment of the impact of policies or actions on people who share protected characteristics. At the allocation stage, there is often no immediate or identifiable impact on people therefore, local planning policy related specifically to allocations are considered outside of the scope of the EqIA.

Table 2-1 List of relevant local planning policy

Local planning authority	Relevant local policy and equality priorities
EHDC	East Hampshire District Local Plan: Joint Core Strategy (Adopted June 2014) [12] The East Hampshire District Local Plan: Joint Core Strategy identifies the following key issues and challenges relevant to protected characteristic groups: • An ageing population that can impact on the local workforce • Difficulty in retaining skilled and talented young people • Low skill levels and a shortage of vocational training • High levels of out commuting, and a net loss of jobs across all sectors • Ambitions to retain and support new community facilities in relation to new communities • Ensuring Gypsies, Travellers and Travelling Showpeople have adequate places to stay Relevant policies set out in the Joint Core Strategy are: • CP5 Employment and Workforce Skills • CP15 Gypsies, Travellers and Travelling Showpeople • CP16 Protection and Provision of Social Infrastructure • CP17 Protection of Open Space, Sport and Recreation and Built Facilities East Hampshire District Local Plan: 'Regulation 18' Consultation Document Draft for consultation January 2024 [13]. The emerging East Hampshire District Local Plan highlights the following key issues relevant to protected characteristic groups: • Ageing population • Youth outmigration • A significant proportion of residents with long-term health conditions or disabilities • Concerns about access to healthcare services and inclusive public space • Shortage of housing options for older people, people with physical or mental disabilities, and single parent households (often led by women) • Rural isolation

Local planning authority	Relevant local policy and equality priorities
	The emerging local plan put forward draft policies that are relevant to protected characteristic groups, including: • HWC1: Enabling Communities to Live Well • DGC3: New and Improved Community Facilities • DGC4: Protection of Community Facilities • DGC5: Provision and Enhancement of Open Space, Sport and Recreation • H5: Specialist Housing • H7: Gypsies, Travellers and Travelling Showpeople Accommodation • H8: Safeguarding Land for Gypsies, Travellers and Travelling Showpeople Accommodation
EBC	Eastleigh Borough Local Plan 2016-2036 (Adopted April 2022) [14] The Eastleigh Local Plan identifies the following key issues and challenges relevant to protected characteristic groups: • Low level of skills and therefore mainly low skill jobs available in the area. • An ageing population that implicates local housing, workforce and service needs. • Skills drainage – higher amounts of out commuting net exporter of professional and technical residents. • Housing accessibility across a range of housing types to meet the needs of different groups, such as older people, people with disabilities, low-income families. • Low levels of car ownership highlighting the importance of accessible public transport and local services. Relevant local policies set out in the local plan are: • S1 Delivering sustainable development • DM16 Workforce training requirements and new jobs • DM31 Gypsies, Travellers and Travelling Showpeople • DM32 Protection of recreation and open space facilities • DM36 Community, leisure and cultural facilities
FBC	Fareham Local Plan 2037 (Adopted April 2023) [15] The Fareham Local Plan identifies the following key issues and challenges relevant to protected characteristic groups: • An ageing population that impacts the housing needs of the borough. • 16% of the resident population have a long-term health problem or disability. • Overcrowding and a lack of sufficient space for the needs of children and young people. Relevant local policies set out in the local plan are: • NE10 Protection and Provision of Open Space

Local planning authority	Relevant local policy and equality priorities
	• HP11: Gypsies, Travellers and Travelling Showpeople
HBC	Havant Borough Core Strategy (Adopted March 2011) [16] The Havant Borough Core Strategy identifies the following key issues and challenges relevant to protected characteristic groups: • Deprivation impacting young people and children. • High levels of young people aged 16-18 not in education, employment or training. • Local skills shortage in manufacturing, low level of appropriate skills in residents for the key employment roles/sectors in the borough. • High levels of in commuting, filling the high skill job roles available in the borough. • High worklessness in the area. • Lack of affordable or accessible childcare significantly impacting women and single parents' capacity to work. • Low levels of vocational opportunities. Relevant local policies set out in the core plan are: • CS1 Health and Well-being • CS3 Skills and Employability • CS7 Community Support and Inclusion • CS16 High Quality Design • CS20 Transport and Access Strategy • DM1 Recreation and Open Space • CS10 Gypsies, Travellers and Travelling Showpeople Havant Borough Council: Building a Better Future – Regulation 18 consultation [17] Havant Borough Council are currently working on an updated Local Plan that is currently at consultation stage. It identifies the following key issues and challenges relating to protected characteristics: • A higher than average proportion of older residents, influencing housing and healthcare planning. • Accessibility in housing, transport and public spaces a priority, particularly in relation to disability. • Gender sensitive and LGBT+ inclusive environments, including safety in public spaces and access to services. It identifies draft policies relevant to protected characteristic groups, including: • Policy 34: Retirement and Specialist Housing • Policy 37: Gypsies, Travellers and Travelling Showpeople • Policy 42: Protecting Existing Community Facilities • Policy 49: Protecting Open Space

Local planning authority	Relevant local policy and equality priorities
	• Policy 51: Sport and Recreation Facilities • Policy 53: Employment and Skills Plans
PCC	Portsmouth Plan (The Portsmouth Core Strategy) (Adopted 2012) [18] The Portsmouth Plan identifies the following key issues and challenges relevant to protected characteristic groups: • Lack of accessible transport routes, high levels of congestion, which may impact disabled residents' mobility in the city. • High levels of in commuting, filling the high skill job roles available in the city. • Low level skills and vocational opportunities in local people. • Low level of educational opportunities for local young people. • High rates of unemployment. • An ageing population that can affect the workforce and the availability of housing. Relevant local policies set out in the plan are: • PCS14 A Healthy City • PCS22 Gypsy, Traveller and Travelling Showpeople Accommodation Pre-Submission Portsmouth Local Plan 2040 July 2024 and Pre-Submission Portsmouth Local Plan Addendum 2040 November 2025 (Emerging Local Plan) [19] Portsmouth City Council are currently working on an updated Local Plan for submission by June 2026. Consultation on the Pre-Submission Local Plan ran for eight weeks from 9 July 2024 to 3 September 2024. This Local Plan will guide development in the city up to 2040. It identifies the following key issues and challenges relating to protected characteristics: • Portsmouth has a relatively young population, with a significant proportion of residents aged 20–34, partly due to the student population. • A notable percentage of residents report long-term health problems or disabilities. • Increasing diversity, with growing Black, Asian and Minority Ethnic (BAME) communities. • Religious diversity supported by a wide variety of types of places of worship. Key policies that are relevant include: • PLP24 Gypsies, Travellers and Travelling Showpeople • PLP43 Recreational Disturbance on international Nature Designations • PLP45 Open Space • PLP46 Local Green Spaces
WCC	Your Place Your Plan Winchester District Local Plan 2020 – 2040 (Adopted March 2026) [20]. The Your Place Your Plan Winchester District Local Plan identifies the following key issues and challenges relating to protected characteristics:

Local planning authority	Relevant local policy and equality priorities
	• The need to plan for an ageing population, ensuring accessibility for all, that communities have access to the services and facilities they need whilst maintaining their health and well-being and reducing social isolation • In relation to housing, employment and community requirements there should be a focus on individual and community well-being, health and safety and social inclusivity • Particularly in relation to the public realm, pavements and pedestrianised areas, design should pay special attention to the needs of all members of the community including those living with a disability or those with reduced mobility. • Focus on addressing the needs of both younger and older populations through housing, transport and services Policies it included relevant to protected characteristic groups: • D1: High Quality, Well Designed and Inclusive Places • NE3: Open Space, Sport and Recreation • NE4: Green and Blue Infrastructure • H5: Affordable Housing • H11: Provision for Gypsies, Travellers and Travelling Showpeople • H12: Safeguarding Traveller Sites • H13: Authorised Traveller Site Intensification • E5: Enhancing Employment Opportunities • E6: Retaining Employment Opportunities • E8: Local Shops, Services and Facilities
SDNPA	South Downs Local Plan 2014-2033 (Adopted July 2019) [21] The South Downs Local Plan identifies the following key issues and challenges relevant to protected characteristic groups: • Narrow road and pathway layout which may limit disabled persons accessibility • An ageing population that can impact the workforce Relevant local policies set out in the core plan are: • SD33 Gypsies, Travellers and Travelling Showpeople • SD34 Sustaining the Local Economy • SD46 Provision and Protection of Open Space, Sport and Recreational Facilities and Burial Grounds/Cemeteries

2.4.6 Table 2-2 summarises local planning authority equality and social value objectives, action plans, policies and strategies relating to equality impacts. Most of these are aimed at guiding the planning and delivery of the full range of services provided by each local planning authority and have limited relevance to this EqIA or the Project. They do however illustrate the commitment of the local planning authorities to

fulfilling their obligations under the PSED and the types of objectives and actions to be taken into account in that regard.

Table 2-2 List of local planning authority equality and social value strategies

Local planning authority	Relevant local strategies
EHDC	East Hampshire District Corporate Equality Objectives 2021-25 [22] EHDC has the following strategic equality objectives: • To pay due regard to PSED through any policy or service change. • To monitor diversity of staff and customers to understand what types of people are and are not using council services or being employed by the council and act where necessary. • Provide staff with equality and diversity training. • Create accessible online services and documentation. East Hampshire District Corporate Strategy 2020-2024 [23] EHDC state in their long-term strategy that they expect social value to be built into any bids from local community groups in order to receive financial support from the council.
EBC	Eastleigh Borough Council Equalities Strategy and Action Plan 2022-2025 [24] EBC have outlined the following objectives in their Equalities Strategy and Action Plan: • Carry out duties under the Equality Act. • Engage with communities to participate in the determination of priorities and decision making. • Recognise and value the diversity of the workforce. • Embed an inclusive mindset across the Council. • Ensure council services are accessible. Eastleigh Borough Council Social Value Employment and Skills Toolkit [25] The Social Value: Employment and Skills Toolkit is a new tool that helps to enable discussions between EBC and its partner organisations regarding support for local employment and skills initiatives. The toolkit contains guidance for how organisations contracted by the Council can create 'added value' from the services/products that the Council contracts.
FBC	Fareham Borough Council Equality Objectives 2022-2026 [26] FBC have adopted the following set of equality objectives up to 2026: • Improve the understanding of Fareham's community within the Council, which will enable the Council to meaningfully engage in decision making. • Celebrate diversity and promote inclusion across the community, ensuring FBC services are accessible to all members of the community. • Embed an inclusive mindset across FBC.

Local planning authority	Relevant local strategies
HBC	Havant Borough Council Corporate Equality Objectives 2021-2025 [27] HBC outlines the following set of strategic equality objectives that they continue to aim to achieve by 2025: • To pay due regard to PSED through any policy or service change. • To monitor diversity of staff and customers, where appropriate, to understand what types of people are and are not using our services or being employed by us and act where necessary. • Provide staff with equality and diversity training. • Create accessible online services and documentation which can be used by as many people as possible. Alongside the accessibility regulations for local government.
PCC	Portsmouth City Council Equality, Diversity and Inclusion Strategy 2024-2027 [28] [29] PCC aim to consistently achieve excellent level across all areas of the Local Government Association (LGA) Equality Framework for Local Government 2021 (EFLG). Specifically, this focuses on: • Understanding and working with your communities • Leadership, partnership and organisational commitment • Responsive services and customer care • Diverse and engaged workforce Portsmouth City Council Social Value Policy [30] PCC define Social Value as "*the lasting and positive impact that we create through the way in which we act to shape a resilient future, for our local and regional communities, businesses and environment. PCC Social Value policy principles to enable the value are outlined:* • *Consult – Consult with key stakeholders through regular engagement to uphold a 'needs led' approach to the development of social value.* • *Design – Design co production of services that are underpinned by the social value policy, city vision and legislation.* • *Develop – Develop an ecosystem that is value driven, with transparent and robust systems and processes.* • *Manage – Manage social value will become 'business as usual' as we effectively manage the way in which we deliver value for money.* • *Embed – Embed social value within the culture of our council, local businesses, supply chain, partners, and residents.* • *Improve – Improve our social value through effective measurement that enables us to define what good looks like and push the boundaries of delivering value for Portsmouth*." PCC Social Value Policy principles are outlined below; these are some ways that the policy will support the council to fulfil their Social Value Definition: • **Social Impact.** "*Improving the physical and mental well-being of local people, strengthening community spirit and collaboration to reduce*

Local planning authority	Relevant local strategies
	poverty and social isolation, supporting young people, disadvantaged groups and address inequality, by raising aspirations of our future generations." • **Economic Impact**. "*Improving opportunities for our local Subject Matter Experts, greater inclusion of the voluntary, community and social enterprise (VSCE) and social enterprise sectors within our supply chains, driving down unemployment, upskilling the future workforce and addressing skills gaps through apprenticeships and similar schemes. Driving up inward investment and harnessing the Green Revolution to 'build back better'.*" • **Sustainability Impact.** "*Working towards our 2030 Carbon Net Zero goal, improving our air quality, and enhancing our biodiversity through net gains. Evaluating our approach to placemaking and taking care of our heritage as a 'Port City.' Ensuring that communities and businesses are educated and empowered about the vital roles they play in delivering a sustainable future, one which builds back greener.*"
WCC	Winchester City Council Equality, Diversity and Inclusion Strategy 2025-2028 [31] The strategy is based around four priority equality objectives: • **Understanding and working with our communities.** "*We will embed diversity in decision making processes, ensuring representation from all sections of our communities and making sure our decisions are based on good quality data. We will improve and develop our consultation and engagement processes and seek to inform and involve all sections of the community, but particularly disadvantaged and excluded groups, in the development of our policies and the services we provide.*" • **Leadership, partnership and organisational commitment.** "*We are committed to delivering effective leadership at every level and developing partnerships which prioritise equality, diversity and inclusion.*" • **Responsive services and customer care** "*We are committed to ensuring everyone can access our services and that any barriers are promptly identified and eliminated. Resources are directed to where residents need them most.*" **Diverse and engaged workforce** "*We recognise the value and significance of a diverse and inclusive workforce. We will take positive steps to promote equality in employment by developing a flexible, professional and skilled workforce that is representative of the communities that we serve.*" Winchester City Council general approach to promoting Equality Diversity and Inclusion in their community • Committed to developing positive policies to facilitate the employment of protected characteristic groups and to the elimination of discrimination on the grounds of being or becoming a transsexual person, race or ethnic origin, religion, sexual orientation, age, sex, marital status and being pregnant or on maternity leave.

Local planning authority	Relevant local strategies
	• By creating polices aligned with promoting Equality, Diversity and Inclusion WCC will encourage organisations who are financially supported or contracted to deliver council services. • Undertaking EqIAs in support of all decision making to aid WCC in understanding how policies and services will affect Winchester District residents. • Publishing a Gender Pay Gap Report periodically to capture if any equal pay issues exist but also if pay inequalities resulting from the variances in jobs performed by men and women. Winchester City Council Social Value [32] The Procurement Team at WCC aims to integrate social value into its commissions, generating benefits for society, the local community, and the environment. This will involve incorporating specified weightings from the Procurement Strategy into relevant procurement activities. As the council procures diverse goods and services, the definition of social value will vary for each commission, with details outlined in the respective tender documentation.

2.5 Guidance

2.5.1 In addition to the policy documents outlined, the EqIA has drawn on technical guidance published by the EHRC, including Technical Guidance on the PSED: England [10].

2.5.2 The EqIA team comprising competent and suitably qualified professionals have also undertaken a review of good practice guidance documents produced by public bodies in the United Kingdom (UK) and Northern Ireland as well as EqIA reports produced by the local planning authorities within the study area for this EqIA.

2.5.3 Best practice has also been applied by the EqIA team from EqIAs they have undertaken for comparable infrastructure projects that include linear components, such as High Speed Two Rail and major highways schemes, in addition to EqIAs for other water sector projects such as the Anglian Water Cambridge Wastewater Treatment Plant Relocation Project.

3 Description of the Project

3.1 Introduction

3.1.1 This section provides an overview of the key elements of the Project relevant to the assessment of potential equality effects. ES Figure 1.1 Location of the Proposed Development and Order Limits, Volume III (Document Reference 6.3, DCO Volume 6) shows the Order Limits, Above Ground Plant (AGP) (Work Number 5), and locations of temporary construction compounds.

3.2 Components of the Project

3.2.1 The Project comprises the construction, operation and maintenance of the following components:

1. WRP (Work Number 1) and associated pumping stations.
2. Pipelines between Budds Farm WTW and the WRP site (Work Number 2).
3. Pipelines between the WRP site and Bedhampton Springs (Work Number 3), connecting to pipelines being delivered by Portsmouth Water between Bedhampton Springs and Havant Thicket Reservoir.
4. Pipeline between the WRP site and Otterbourne Water Supply Works (WSW) (Work Number 4).
5. Above Ground Plant (Work Number 5) comprising Intermediate Pumping Stations (IPS) and Break Pressure Tanks (BPT) located along the Pipeline between the WRP site and Otterbourne WSW.

3.2.2 The Project would also comprise the use of the following infrastructure:

1. Havant Thicket Reservoir (which has been consented separately by Portsmouth Water and is currently under construction) for the storage of recycled water.
2. The existing Eastney LSO, Eastney Pumping Station (PS), and associated Eastney Transfer Tunnel (TT) for the release of reject water from the WRP site.
3. Pipelines and other related works (which have been consented separately by Portsmouth Water) for the transfer of recycled water and source water between Bedhampton Springs and Havant Thicket Reservoir.

3.2.3 The construction and operation of the Project would be supported by other temporary and permanent works.

3.2.4 The Project will require the demolition, disassembly and/or temporary relocation of a number of small structures.

3.2.5 A detailed description of the Project can be found in ES Chapter 3 Description of the Proposed Development, Volume I (Document reference 6.1, DCO Volume 6).

3.3 Approach to construction

3.3.1 The Project is expected to be constructed over a period of approximately five years. This period includes most commissioning activities, however commissioning of the WRP site would extend beyond this. It is currently expected that construction

would commence in 2028 however this is dependent on various elements including the DCO programme and detailed design post-consent.

3.3.2 A mixture of trenchless, open-cut trench and tunnelled construction methods would be used to install the underground sections of the pipeline. There would also be sections of above-ground pipelines where required, for example to protect groundwater. These are described in more detail in ES Chapter 3 Description of the Proposed Development, Volume I (Document Reference 6.1, DCO Volume 6) and these works are shown spatially on the Works Plans (Document Reference 2.3, DCO Volume 2).

3.3.3 Approximately 50 temporary construction compounds are anticipated to be temporarily required to support construction of the key components of the Project and located at intervals along the pipeline.

3.3.4 A construction workers hub would also be required to act as a main project hub. It would provide an office building accommodating approximately 60 employees during construction working hours, with welfare, parking and security facilities. It is envisaged that the site for a construction workers hub would be identified by the Contractor (post-consent) during the construction phase, using an existing consented site within 10km of the Order Limits of the Project. Additional detail is provided in ES Chapter 3 Description of the Proposed Development, Volume I (Document Reference 6.1, DCO Volume 6). The purpose of the construction workers hub would be a central point for construction workers to assemble prior to transportation to the temporary construction compounds.

3.3.5 Good construction practices are set out in the Outline CEMP (Document Reference 7.1, DCO Volume 7), which is secured by a requirement in the DCO and will manage the effects of construction, including how disturbance to local communities will be limited as far as reasonably practicable. The mitigation measures secured by the Outline CEMP (Document Reference 7.1, DCO Volume 7) will be carried forward into a detailed CEMP(s), which will be produced by the Contractor and will be produced and submitted for approval in accordance with the corresponding requirements in Schedule 2 of the draft DCO (Document reference 3.1, DCO Volume 3) prior to the commencement of construction of the Project.

3.3.6 Following construction, ground levels where construction of the pipelines and other temporary works are undertaken would be reinstated. Any vegetation that is removed to facilitate temporary construction works would be reinstated. The Outline Landscape and Ecology Management Plan (Outline LEMP) (Document Reference 7.5, DCO Volume 7) set out how the reinstatement of existing vegetation would contribute to the wider Green Infrastructure strategy for the Project to realise the design vision.

3.3.7 The Framework Rights of Way Management Plan (Framework RoWMP) (Appendix B of the Framework Construction Traffic Management Plan (CTMP), Document reference 7.2, DCO Volume 7) sets out how the Project intersects with PRoWs and how this would be managed. Where PRoWs are required to be closed for a period of time, diversions or a safe alternative route would be provided. Closures are identified in the Framework RoWMP (Appendix B of the Framework CTMP, Document reference 7.2, DCO Volume 7) as either 'short-term closures' (maximum of four weeks duration) and 'temporary closures' (maximum of six months duration). The Order Limits incorporate land required to divert PRoW that are intended to be diverted.

3.3.8 Following the completion of construction works, commissioning of the principal components of the Project prior to the commencement of operation would be required to ensure the components have been installed correctly. More detail of the approach to construction can be found in ES Chapter 3 Description of the Proposed Development, Volume I (Document Reference 6.1, DCO Volume 6).

3.4 Operation and maintenance

3.4.1 In an extreme drought, the Proposed Development is forecast to predominantly operate at this maximum operation. In normal weather conditions (i.e. outside of drought) the Proposed Development is required to meet forecast daily water supplies given the scale of supply deficits facing the Applicant's Hampshire supply area.

3.4.2 The WRP site (Work Number 1) and AGP (Work Number 5) would undergo regular routine monitoring and maintenance including recording information, testing and replacement of equipment. Regularity of this maintenance would depend on the asset and level of use. For example, as all the pumps and equipment in the pumping stations at the WRP site are equipped with remote monitoring and control, attendance by an operative would be required approximately once per month for planned maintenance and monitoring.

3.4.3 More detail of the approach to operation and maintenance can be found in ES Chapter 3 Description of the Proposed Development, Volume I (Document Reference 6.1, DCO Volume 6).

3.5 Decommissioning

3.5.1 The components of the Project are expected to have a design life of up to 100 years; however, the operational life could be longer than this. Therefore, consent for decommissioning of the Project is not being sought by the Applicant.

3.5.2 The condition of the components of the Project would be reviewed at the end of their expected design life to determine whether they remain in a viable condition to continue to operate after this time or whether further maintenance would be suitable.

3.5.3 During the decommissioning phase, it is anticipated that above-ground assets would be removed. It is anticipated that buried pipeline infrastructure would be left in place, once drained and capped, depending on industry best practice at the time. The specific method of decommissioning of the Project at the end of its operational phase is uncertain as the engineering approaches will evolve over this time.

3.5.4 Any decommissioning works in connection with the Project would be undertaken using good industry practice and would comply with all relevant statutory requirements applicable at the time. Any decommissioning works would take place in the context of the regulatory framework in place at that time, which may include a requirement to seek additional consents, permits or licences.

3.5.5 More detail of the approach to decommissioning can be found in ES Chapter 3 Description of the Proposed Development, Volume I (Document Reference 6.1, DCO Volume 6).

4 Equality Impact Assessment approach and methodology

4.1 Scope of the assessment

Study area

4.1.1 The EqIA study area is comprised of wards within the local planning authorities within the Order Limits which set out the spatial extent of the Project as set out in section 3.2 of ES Chapter 3 Description of the Proposed Development, Volume I (Document Reference 6.1, DCO Volume 6) plus a 500m buffer. Basing the EqIA on these wards is considered proportionate and appropriate for identification of protected characteristic groups that could experience disproportionate or differential effects as a result of the Project.

4.1.2 This also reflects the study areas used in ES Chapter 12 Land use and agriculture, Volume I (Document Reference 6.1, DCO Volume 6), and ES Chapter 17 Socio-economics, tourism and health, Volume I (Document Reference 6.1, DCO Volume 6) as shown on ES Figure 17.1 Study area: Administrative boundaries, Volume III (Document Reference 6.3, DCO Volume 6).These topic chapters apply a buffer to the Order Limits to determine the extent of the study area. The study area proposed for each topic therefore comprises an area sufficient to encompass the spatial extent over which impacts relevant to that topic and the related receptors may operate, there is flexibility with the buffer so that impacts can be fully assessed. As the EqIA assesses whether protected characteristic groups could experience disproportionate or differential equality effects as a result of the likely significant effects of the Project identified in the ES, the study areas identified by these chapters are of most relevance to the EqIA.

4.1.3 The only exception to this is potential effects arising as a result of employment and training opportunities associated with the Project. In this case, consideration is at relevant sub-regional and local planning authority level. In the context of UK planning, 'sub-regional' refers to a spatial level that sits between the local (individual local planning authorities) and regional (East Midlands). It typically involves groups of neighbouring local planning authorities working together to address planning issues that cross administrative boundaries. As outlined in section 2.4, the EqIA study area intersects with the following local planning authority areas:

1. Hampshire County Council
2. East Hampshire District Council
3. Eastleigh Borough Council
4. Fareham Borough Council
5. Havant Borough Council
6. Portsmouth City Council
7. Winchester City Council
8. South Downs National Park Authority

4.1.4 The EqIA is a community-based assessment, and reports equality effects for groups of people who share protected characteristics, rather than for individuals or individual households.

Effects for consideration

4.1.5 The EqIA considers the potential for protected characteristic groups to experience **disproportionate** or **differential** effects as a result of the construction, operation and decommissioning of the Project:

1. **Disproportionate** effects arise where an impact has a proportionately greater effect on a protected characteristic group than other members of the general population.
2. **Differential** effects arise where members of a protected characteristic group experience the impacts of a project differently because of a particular need or sensitivity.

4.1.6 The EqIA assesses whether protected characteristic groups could experience disproportionate or differential equality effects as a result of the likely significant effects of the Project identified in the ES. Where appropriate, it has also considered where non-significant effects identified in the ES could have the potential to result in equality effects where it is known that there are protected characteristic groups with particular needs or sensitivities related to their protected characteristic/s that could be affected. Table 4-1 sets out the categories of effects that have been considered:

Table 4-1 Equality effects for consideration

Category of effect	Potential for differential or disproportionate effects during:		Rationale
	Construction	Operation	
Employment and training opportunities	Yes	Yes	The Project has the potential to create employment both during construction and once in operation. There may also be the potential for employment and training opportunities to create beneficial effects for protected characteristic groups, including young people.
Direct impacts on residential properties	Yes	No	The construction and decommissioning of the Project would not require any demolition of existing residential properties, however there is the potential for impacts on access to residential properties during construction which could have differential effects for protected characteristic groups. The operation of the Project would not require any demolition or direct impacts on residential properties.
Direct impacts on community facilities and	Yes	No	The construction and decommissioning of the Project would not require any demolition of existing facilities, however there is the

Category of effect	Potential for differential or disproportionate effects during:		Rationale
	Construction	Operation	
land used by protected characteristic groups			potential for impacts on access to community facilities and land during construction which could have differential effects for protected characteristic groups. The operation of the Project would not require any demolition or direct impacts on community facilities and land.
Noise impacts on residential communities or community facilities used by protected characteristic groups	Yes	No	Noise impacts associated with construction activity could have the potential for differential effects for protected characteristic groups who may be more sensitive to changes in the noise environment. ES Chapter 15 Noise and vibration, Volume I (Document Reference 6.1, DCO Volume 6), has not identified any likely residual significant adverse noise effects arising from the operation of the Project, and so it is considered unlikely that there would be any differential or disproportionate effects for protected characteristic groups.
Visual impacts on residential communities or community facilities used by protected characteristic groups	Yes	No	Visual impacts associated with construction activity could have the potential for differential effects for protected characteristic groups who may be more sensitive to changes in the visual environment. ES Chapter 13 Landscape and visual, Volume I (Document Reference 6.1, DCO Volume 6), has not identified any likely residual significant adverse visual effects for residents arising from the operation of the Project, and so it is considered unlikely that there would be any differential or disproportionate effects for protected characteristic groups.
Air quality impacts where residents may be more sensitive to changes due to their protected characteristics	Yes	No	Air quality impacts associated with construction activity could have the potential for differential effects for protected characteristic groups who may be more sensitive to poor air quality. Operational effects were scoped out from ES Chapter 6 Air quality and odour, Volume I (Document Reference 6.1, DCO Volume 6), and so it is considered unlikely that there would be any differential or disproportionate effects for protected characteristic groups.
Transport impacts including	Yes	No	Disruption to transport routes or concerns about road safety arising from construction activity and Heavy Goods Vehicle (HGV)

Category of effect	Potential for differential or disproportionate effects during:		Rationale
	Construction	Operation	
severance, impacts on public transport, PRoW and pedestrian routes			traffic could affect the accessibility of local transport networks, with the potential for differential effects for protected characteristic groups. ES Chapter 18 Traffic and transport, Volume I (Document Reference 6.1, DCO Volume 6), has not identified any likely significant effects arising from the operation of the Project, and so it is considered unlikely that there would be any differential or disproportionate effects for protected characteristic groups.
Safety and security	Yes	No	Construction sites and activity can create safety risks with the potential for differential and disproportionate effects for protected characteristic groups, particularly children. All AGP (Work Number 5) sites would be secured and therefore the risk during operation would be minimal.

4.2 Methodology

4.2.1 The methodology for this assessment and report for the EqIA has included the following steps:

1. Baseline data collection
2. Policy review
3. Evidence review
4. Engagement with the Community EIA Working Group and through consultation feedback
5. Identification of potential equality effects
6. Review of EIA findings
7. Assessment of equality effects and identification of recommended actions
8. Reporting

4.2.2 These steps are iterative, for example, ongoing engagement supports the identification and assessment of equality effects.

Baseline data collection

4.2.3 The EqIA presents ward level ONS Census 2021 [2] data relating to the representation of protected characteristic groups in the study area, including age, disability, race and religion and belief. Where data is not available at ward level, for example in relation to gender identity and sexual orientation, it is instead presented at local planning authority level.

4.2.4 The EqIA team has worked closely with the land use and agriculture and socio-economics, tourism and health teams to share baseline data to support efficiency and consistency. The EqIA has drawn on baseline data presented in section 12.7 of ES Chapter 12 Land use and agriculture, Volume I (Document Reference 6.1, DCO Volume 6), and section 17.7 of ES Chapter 17 Socio-economics, tourism and health, Volume I (Document Reference 6.1, DCO Volume 6). This includes national datasets such as ONS Census 2021 [2], ONS Annual Population Survey [3], the Index of Multiple Deprivation [4], and OHID Public Health Profiles [5], as well as local sources such as the Hampshire JSNA [6].

4.2.5 The shared baseline also includes the locations of community facilities that may be used by protected characteristic groups within the study area, including where relevant, schools, healthcare facilities, religious buildings, general amenity space and open space. These are presented in ES Figure 17.3 Social infrastructure and Public Rights of Way, Volume III (Document Reference 6.3, DCO Volume 6). This information has been gathered through desk study research and then checked and supplemented through the stakeholder engagement and consultation process.

Evidence review

4.2.6 Alongside the baseline, a review of evidence has been undertaken to identify the potential needs and sensitivities of protected characteristic groups in relation to the construction, operation and decommissioning of water infrastructure that includes linear components. This has considered research and data published by relevant organisations including the EHRC, and the findings of EqIAs undertaken for other comparable projects including, for example, the EqIA for the Anglian Water Cambridge Wastewater Treatment Plant Relocation Project.

Engagement with the Community Environmental Impact Assessment Working Group

4.2.7 Five EIA Working Groups have been established as forums for ongoing engagement with statutory bodies regarding the Project. These Working Groups when combined cover all of the assessment topics considered by the EIA. A full description of each of the EIA Working Groups, the key stakeholders, and an overview of the topics presented can be found in section 5.4 of ES Chapter 5 EIA approach and methodology, Volume I (Document Reference 6.1, DCO Volume 6).

4.2.8 EqIA is included in the topics for discussion at the Community EIA Working Group, alongside socio-economics, tourism and health, and land use and agriculture. There have been twelve Community EIA Working Group meetings between Summer 2022 and DCO application.

4.2.9 Participation in the Community EIA Working Group includes officers from the local planning authorities within the study area, as well as other relevant organisations including the SDNPA and the National Health Service Hampshire, Southampton and Isle of Wight Clinical Commissioning Group. The twelve meetings of the Community EIA Working Group have allowed the EqIA team to present the proposed approach, methodology and baseline for the assessment to relevant local planning authority officers, and to seek feedback on the proposed methodology. Assessment findings were also shared with stakeholders at the Community EIA Working Group as they emerged.

Identification of potential equality effects and review of Environmental Impact Assessment findings

4.2.10 Drawing on the findings of the baseline data collection, evidence review and stakeholder engagement, the EqIA team has reviewed and developed the categories of effects set out in Table 4-1, and worked closely with relevant EIA topics to understand emerging EIA findings and the likely significant effects that could result in disproportionate or differential equality effects for protected characteristic groups.

Assessment of equality effects and identification of recommended actions

4.2.11 The assessment of equality effects takes into account the findings of relevant ES chapters to identify the likely residual significant effects that could result in disproportionate or differential equality effects for protected characteristic groups. Where appropriate, it has also considered whether there may be the potential for non-significant effects identified in the ES to result in equality effects where it is known that there are protected characteristic groups with particular needs or sensitivities related to their protected characteristic/s that could be affected.

4.2.12 The assessment also identifies where there may be a need for on-going actions to address adverse equality effects, or measures that could be put in place to support the delivery of beneficial equality effects.

Reporting

4.2.13 This EqIA forms part of the suite of documents submitted with the DCO application. Actions required to address adverse equality effects or support the delivery of beneficial equality effects are summarised in the EqIA Action Plan, in Appendix A These actions are intended to be kept under review throughout the DCO application process, and on into construction, operation and decommissioning, by the Applicant or their appointed representatives.

4.3 Consultation and stakeholder engagement

4.3.1 Communication and engagement by the Applicant will continue as required by the continuing obligation to review under the PSED. Targeted engagement with communities and/or representatives of protected characteristic groups affected by the Project are set out within the EqIA Action Plan, in Appendix A

4.3.2 Public consultation on a non-statutory basis (Summer 2022 Consultation) was undertaken between 5 July and 16 August 2022. High-level environmental information was used to consult the public and stakeholders about the Project. The Summer 2022 Consultation feedback received was reviewed; feedback and responses are summarised within the Summer 2022 Consultation 'Response to feedback' Report.

4.3.3 The Summer 2024 Consultation, which was undertaken from 29 May to 23 July 2024, included a range of approaches and media to maximise awareness of the Project and the consultation. These were designed to allow people with different needs across the community to take part in the consultation in a way that was accessible and convenient to them. Consultation methods included letters, leaflets, posters, adverts, social media, meetings with local organisations, notices, emails,

a consultation website, deposit locations in regional and local hubs where consultation materials are made available, and public consultation events. Six consultation events were run over a combination of weekdays (14:00 to 20:00) and Saturdays (10:00 to 16:00). Additional information on how the consultation was carried out is provided in the Statement of Community Consultation (SoCC) [33] and Consultation Report (Document Reference 5.1, DCO Volume 5).

4.3.4 In preparation for the Summer 2024 Consultation, the EqIA team worked with the Engagement and Consultation teams to input into the planning of public consultation events and materials, including consideration of the accessibility of consultation events and materials as outlined in the SoCC. An accessibility checklist was used when booking consultation venues, which covers a wide range of considerations including location, accessibility (including wheelchair access), public transport, car parking, ease of wayfinding, size, emergency exits, availability of separate breakout rooms to provide quiet spaces, amenities including toilet facilities, and lighting. A Summer 2024 Consultation Summary of feedback report was published in January 2025 [34].

4.3.5 For the Spring and Autumn 2025 Consultations the same targeted approach as the Summer 2024 Consultation was followed.

4.3.6 'Hard-to-reach' and seldom heard groups were identified (including young people, older people, LGBTQ+ groups, disabled people, people from ethnic minority backgrounds, and Gypsy, Roma and Traveller communities) who are likely to be impacted by the Project and require due consideration with regard to consultation access. A targeted approach was taken to engagement with these groups through the Summer 2022 Consultation, the Summer 2024 Consultation, the Spring 2025 and the Autumn 2025 Consultation process. To ensure accessibility (including seldom heard and 'hard-to-reach' groups), on request, documents could be translated, made available in large print, audio version, braille and in a digital data format (e.g. USB). In addition, hard copies of consultation documents were made available.

4.3.7 The EqIA team was also given the opportunity to review and input into the coding of consultation responses. This ensured that feedback and issues relevant to the assessment were coded appropriately so that they informed the assessment of effects for protected characteristic groups, and the identification of any measures that may be required to reduce any disproportionate or differential effects.

4.3.8 A record of how consultation and engagement comments have fed into the development of the Project are set out in the Consultation Report (Document Reference 5.1, DCO Volume 5).

4.3.9 In summary, all the Consultations have been undertaken in line with the requirements of the PSED. In developing the proposals and engaging with stakeholders, 'due regard' has been given to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation by ensuring that the consultation processes were accessible and inclusive for everyone, including those with protected characteristics.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not by actively seeking views from individuals and communities who may be affected differently or disproportionately by the proposals.

3. Foster good relations between people who share a protected characteristic and those who do not through transparent communication and engagement that promotes understanding.

5 Baseline and evidence review

5.1 Protected characteristics

5.1.1 This section sets out baseline data showing the representation of protected characteristic groups within the study area. Most of the baseline data presented in this section of the report is drawn from the ONS Census [2], and is presented at ward and local planning authority level, with comparator data for Hampshire and for England. Census data for gender identity and sexual orientation is not available at ward level and so local planning authority data is provided.

5.1.2 ES Figure 17.3 Social infrastructure and Public Rights of Way, Volume III (Document Reference 6.3, DCO Volume 6) shows the location of community facilities used by protected characteristic groups within the study area, including, where relevant, schools, healthcare facilities, religious buildings, general amenity space and open space.

5.1.3 Additional socio-economic baseline information, including information on employment and skills, is provided in section 17.7 of ES Chapter 17 Socio-economics, tourism and health, Volume I (Document Reference 6.1, DCO Volume 6). Key points from the socio-economics, tourism and health baseline relevant to the EqIA are:

1. Much of the study area is in areas of relatively low recorded deprivation.
2. Employment rates are generally above average, at local planning authority level, the highest rates of employment are in Fareham and Eastleigh. The proportion of working-age residents claiming out-of-work benefits is generally below average.
3. Winchester has the highest proportion of residents with degree-level qualifications, whilst Havant has a relatively high proportion of residents with no qualifications, and a low rate of residents with degree-level qualifications. Solent Local Enterprise Partnership has identified skills shortages in sectors including construction across the Solent area, in part because of an ageing construction workforce [35].
4. Life expectancy is generally above average within the local planning authorities within the study area for the EqIA with the exception of Cosham.
5. Overall, the health of the population in Havant is worse than the national average and the other local planning authorities in the study area. Havant as a whole generally experiences higher than average rates of health conditions including chronic obstructive pulmonary disorder, mental health disorders, and obesity.

Age

5.1.4 Table 5-1 shows the age profile of the population of each ward in the study area, the affected local planning authorities, and the regional and national comparators, Hampshire and England. The proportion of residents who are children aged between 0 and 15 is slightly below the national average in Hampshire, at 17.8% compared with 18.6% for England. At local planning authority level, only Eastleigh has a higher than average proportion of children. Among the wards within the study

area, the proportion of residents who are children varies considerably, with the highest proportion in Colden Common and Twyford where 20.8% of residents are aged between 0 and 15, and the lowest in Fareham North where 15.5% of residents are within this age group.

5.1.5 At local planning authority level, both Portsmouth and Winchester have higher than average proportions of residents aged 16-24, reflecting the student populations in these areas associated with the University of Portsmouth and University of Winchester respectively. At ward level, the proportion of residents who fall into this age group is generally slightly below the national average of 10.6%.

5.1.6 Among the older age groups, 18.6% of the population in Hampshire are aged between 65 and 84, and 3.1% are aged 85 and over. This is higher than the national averages of 16% and 2.4% respectively. All of the local planning authorities, with the exception of Portsmouth, also have higher than average proportions of residents aged 65 and over. At ward level, however, the proportion of residents in older age groups again varies considerably. The ward in the study area with the highest proportion of the population aged between 65 and 84 is Upper Meon Valley, at 21.7%, while the lowest is Whiteley and Shedfield, at 14.6%. Fareham North has the highest proportion of the population aged over 85, at 5.1%, and Whiteley and Shedfield the lowest, at 2.1%.

Table 5-1 Age profile

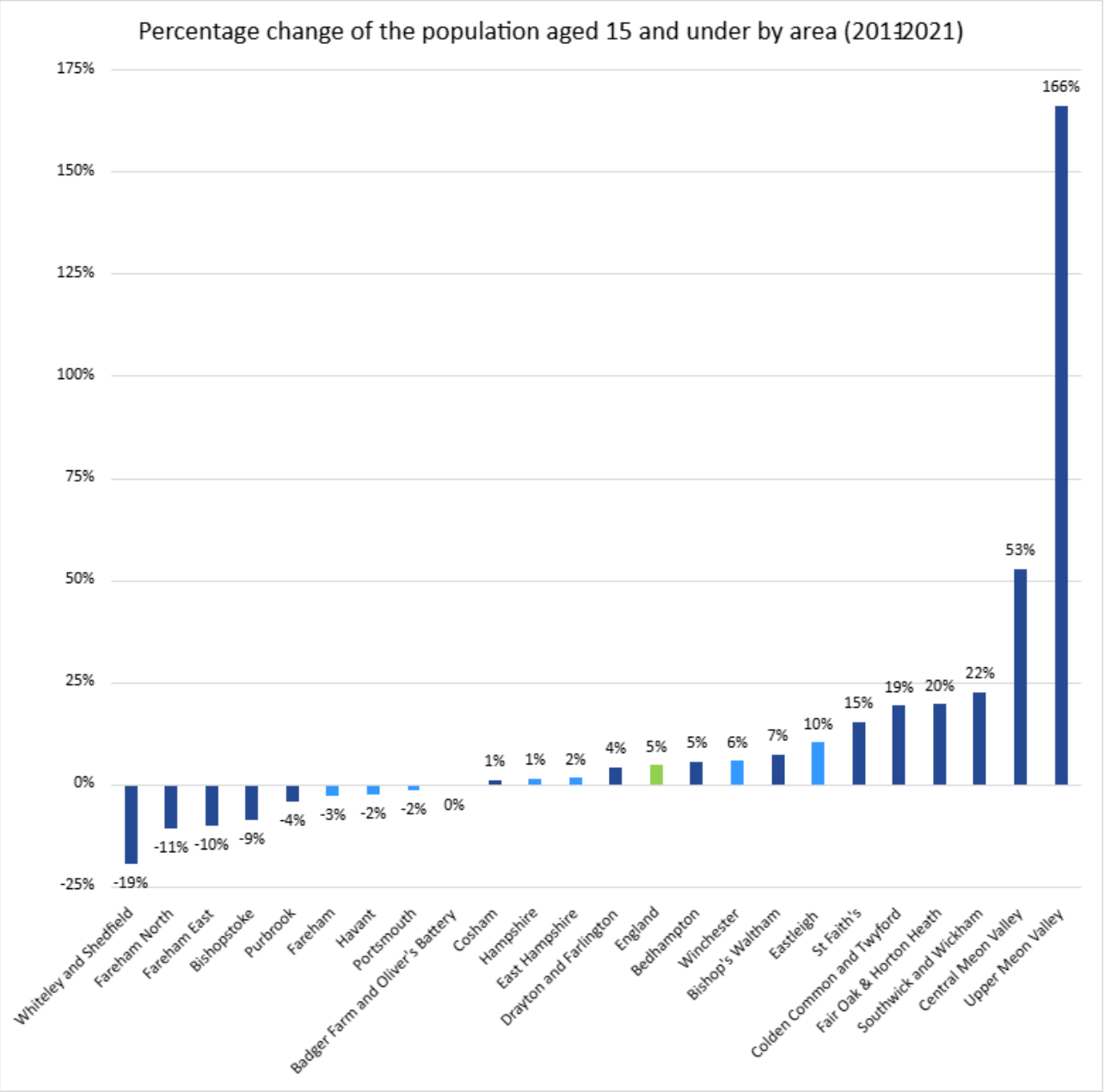
	0-15	16-24	25-44	45-64	65-84	85 and over
Wards						
Badger Farm and Oliver's Battery	18.4%	8.6%	21.3%	28.1%	20.3%	3.3%
Bedhampton	15.9%	8.3%	23.7%	29.0%	19.3%	3.8%
Bishop's Waltham	16.4%	7.8%	21.0%	27.6%	23.6%	3.5%
Bishopstoke	18.2%	7.4%	25.0%	26.7%	19.3%	3.3%
Central Meon Valley	18.1%	8.4%	19.5%	30.4%	20.9%	2.7%
Colden Common and Twyford	20.8%	7.5%	21.6%	27.9%	19.2%	3.0%
Cosham	20.4%	9.7%	27.5%	25.0%	14.9%	2.6%
Drayton and Farlington	18.6%	8.9%	23.1%	26.8%	18.5%	4.1%
Fair Oak and Horton Heath	19.0%	9.5%	25.3%	27.6%	16.4%	2.3%
Fareham East	15.9%	8.7%	24.2%	28.5%	19.0%	3.7%
Fareham North	15.5%	8.3%	22.0%	27.5%	21.6%	5.1%
Purbrook	15.8%	8.8%	21.1%	30.6%	20.6%	3.1%
Southwick and Wickham	18.8%	8.9%	27.6%	25.9%	16.2%	2.6%
St Faith's	15.9%	8.9%	23.5%	27.9%	20.3%	3.5%
Upper Meon Valley	16.5%	8.6%	17.8%	32.9%	21.7%	2.6%
Whiteley and Shedfield	18.6%	9.3%	26.1%	29.2%	14.6%	2.1%

	0-15	16-24	25-44	45-64	65-84	85 and over
Local planning authorities						
HBC	17.2%	8.7%	22.4%	27.3%	20.8%	3.6%
WCC	17.8%	12.4%	22.2%	26.7%	17.7%	3.2%
FBC	16.5%	8.4%	22.2%	28.3%	20.9%	3.7%
EBC	19.1%	8.6%	26.5%	26.2%	16.8%	2.7%
PCC	17.9%	15.6%	28.3%	23.5%	12.8%	2.0%
EHDC	17.4%	8.5%	21.8%	29.1%	19.9%	3.2%
Regional and national comparators						
Hampshire	17.8%	9.0%	24.1%	27.4%	18.6%	3.1%
England	18.6%	10.6%	26.6%	25.8%	16.0%	2.4%

Source: ONS Census 2021

5.1.7 Graphic 5-1 shows the percentage change in the population aged 15 and under by ward in 2021 compared to the 2011 Census data [36]. The regional average percentage change in the population aged 15 and under between 2011 and 2021 in Hampshire was 1.4%, which is below the national average of 4.6%. Among the wards within the study area there is a large difference in the population growth rate of this age group, with Colden Common and Twyford recording a growth rate of 19.2%, compared to a decrease of 19.5% in Whiteley and Shedfield.

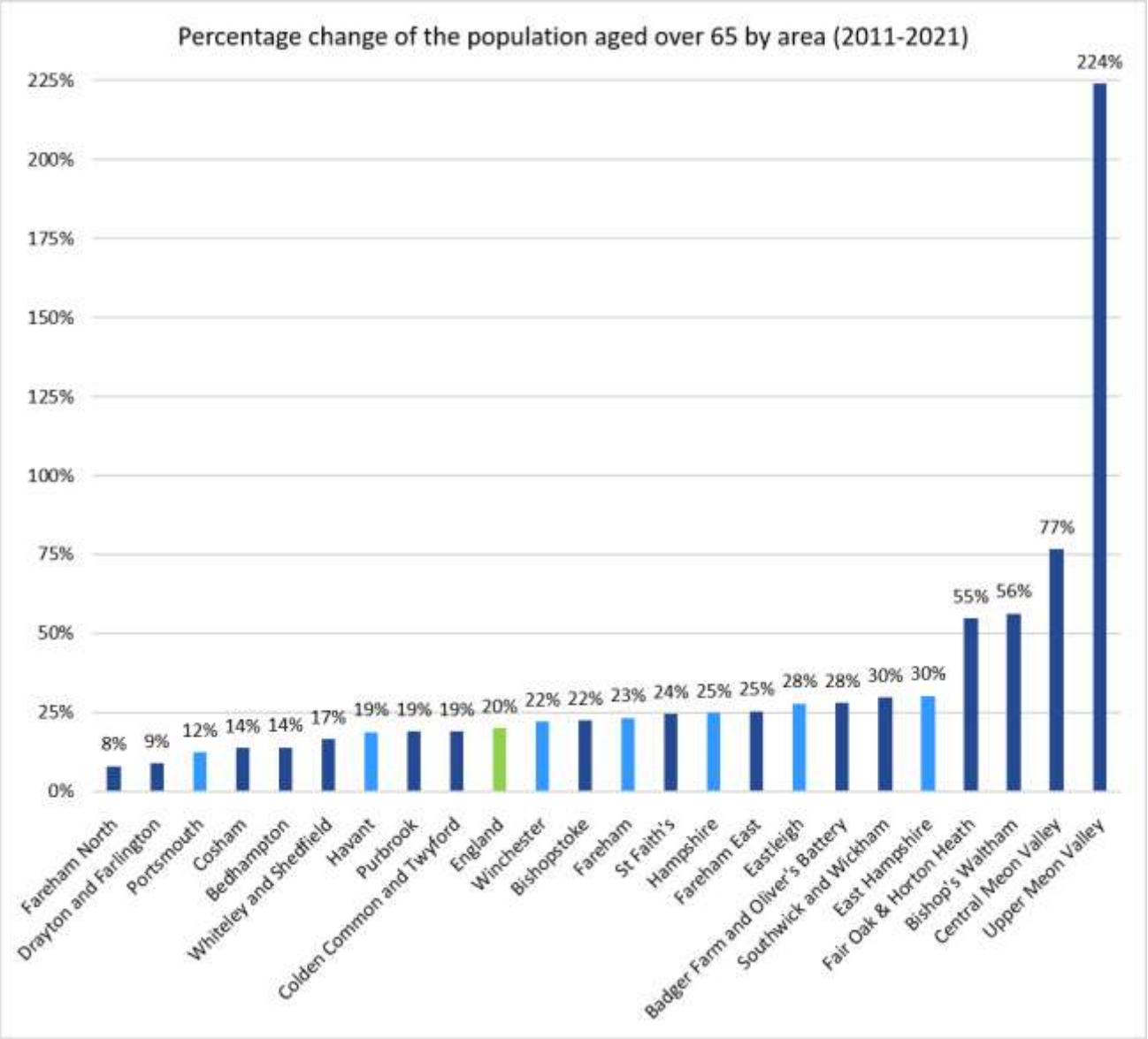
Graphic 5-1 Percentage change in the population aged 15 and under, 2011-2021



Source: ONS Census 2011 and Census 2021

5.1.8 Graphic 5-2 shows the percentage change in the population aged 65 and over by area between 2011 and 2021. The population of this age group grew in every area within the study area, with the highest growth rate recorded in the local planning authority of East Hampshire (30.3%). At the regional level, the population within this age group increased by 25% between 2011-2021, which is higher than the national average of 20.1%. Among the wards within the study area, the largest increase in the population aged 65 and over was in Badger Farm and Oliver's Battery (27.9%), and the smallest increase was recorded in Fareham North (8%).

Graphic 5-2 Percentage change in the population aged over 65, 2011-2021



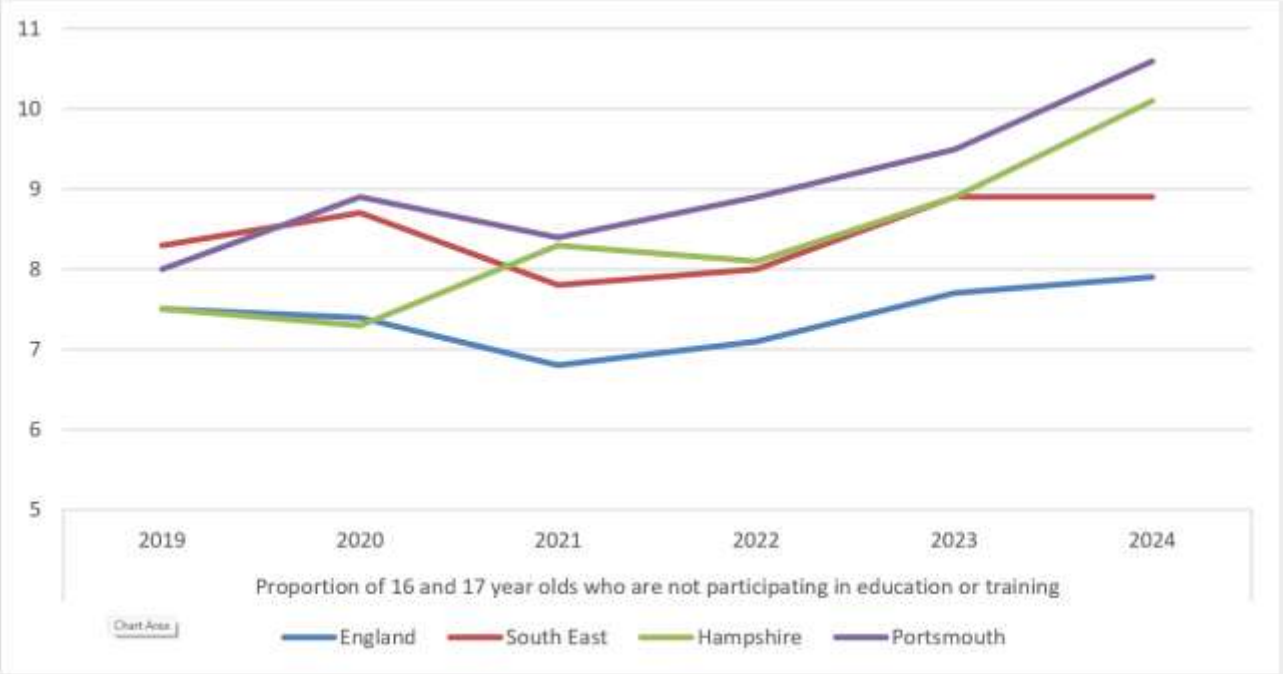
Source: ONS Census 2011 and 2021

5.1.9 Graphic 5-3 shows the proportion of young people aged 16 and 17 who are either not participating in education, employment or training (NEET). This shows that the proportion of young people in this category has risen in Hampshire and Portsmouth[9] to now be higher than the regional and national averages.

5.1.10 The underlying data shows considerable variation in the rate of young people who are NEET by characteristic. Young people who have Special Educational Need (SEN) support, for example, are more likely to be NEET than others. The proportion who are NEET also varies by ethnic group and by gender, with girls generally less likely to be NEET than boys, and young people from white, mixed or unknown groups generally more likely to be NEET than young people from other ethnic backgrounds [37].

[9] This data is not available for lower level local planning authorities.

Graphic 5-3 Proportion (%) of 16 and 17 year olds who are NEET or whose activity is not known [37]



Disability

5.1.11 Table 5-2 shows the proportion of the population whose daily activities are limited either a little or a lot by a long-term health problem or disability in each ward in the study area, the affected local planning authorities, Hampshire, and England. In England as a whole, the total population with a disability that limits day-to-day activities a little is 7.3%, and those with a disability that limits day-to-day activities a lot is 10%. The proportion of the population in Hampshire with a disability that limits day-to-day activities a little is lower than the national average, at 6.2%. The proportion of the population with a disability that limits day-to-day activities a lot in Hampshire is 10.2%, which is slightly higher than the national average.

5.1.12 Among the wards within the study area, Bedhampton ward has the highest proportion of the population with a disability that limits day-to-day activities a little, at 7.5%, or a lot, at 11.6%, which is higher than the regional and national averages. Upper Meon Valley has the lowest proportion of the population with a disability that limits day-to-day activities a little, at 3.7%, and Whiteley and Shedfield have the lowest proportion of the population with a disability that limits day-to-day activities a lot, at 8.1%.

Table 5-2 Disability

	Day-to-day activities limited a little	Day-to-day activities limited a lot	Day-to-day activities not limited
Wards			
Badger Farm and Oliver's Battery	4.2%	8.6%	87.2%

	Day-to-day activities limited a little	Day-to-day activities limited a lot	Day-to-day activities not limited
Bedhampton	7.5%	11.6%	80.9%
Bishop's Waltham	5.6%	11.0%	83.3%
Bishopstoke	6.6%	10.7%	82.7%
Central Meon Valley	4.2%	9.0%	86.8%
Colden Common and Twyford	4.6%	9.4%	86.0%
Cosham	7.9%	10.2%	81.9%
Drayton and Farlington	6.6%	9.4%	84.0%
Fair Oak and Horton Heath	4.7%	9.1%	86.2%
Fareham East	6.1%	10.5%	83.3%
Fareham North	7.0%	10.9%	82.1%
Purbrook	6.6%	10.9%	82.4%
Southwick and Wickham	6.3%	9.6%	84.1%
St Faith's	6.8%	9.9%	83.3%
Upper Meon Valley	3.7%	8.8%	87.4%
Whiteley and Shedfield	4.8%	8.1%	87.1%
Local planning authorities			
HBC	8.3%	11.6%	80.1%
WCC	5.3%	10.0%	84.6%
FBC	6.3%	10.5%	83.2%
EBC	6.1%	10.0%	84.0%
PCC	7.1%	10.5%	82.4%
Regional and national comparators			
Hampshire	6.2%	10.2%	83.6%
England	7.3%	10.0%	82.7%

Source: ONS Census 2021

Gender reassignment

5.1.13 Table 5-3 shows the proportion of the population that identify with the same gender as their sex registered in the local planning authorities within the study area, Hampshire, and England. This is the first time that data on gender identity has been collected in the Census, and it is not available at ward level.

5.1.14 The national average proportion of the population whose gender identity is the same as their sex registered at birth is 93.5%. Other gender identities, including trans man, trans woman, and other gender identities, account for 0.5% of the national population. In Hampshire, 95% of the population's gender is the same as

their sex registered at birth, which is slightly higher than the national average, and 0.4% of the population identify with a different gender. Among the local planning authorities within the study area, the percentages identifying with the same gender as their sex registered at birth and with a different gender identity is broadly in line with the regional average. However, Portsmouth has a slightly lower percentage (93.1%) that identify as the same gender as their sex registered at birth and a slightly higher percentage (0.6%) that identify as a different gender compared to the regional average.

Table 5-3 Gender identity

	Gender identity the same as sex registered at birth	All other gender identities (including trans man or trans woman)	Not answered
Local planning authorities			
HBC	94.9%	0.4%	4.7%
WCC	94.8%	0.4%	4.8%
FBC	95.4%	0.4%	4.3%
EBC	95.5%	0.4%	4.2%
PCC	93.1%	0.6%	6.2%
Regional and national comparators			
Hampshire	95%	0.4%	4.6%
England	93.5%	0.5%	6%

Source: ONS Census 2021

Race

5.1.15 Table 5-4 shows the percentage of the population by ethnic group in each ward in the study area, the affected local planning authorities, Hampshire, and England. Across Hampshire, the proportion of the population from White ethnic groups accounts for 92.6% of the population, which is significantly higher than the England-wide average of 81%. The proportion of the population in Hampshire from Asian, Asian British or Asian Welsh ethnic groups (3.8%) is also significantly below the national average (9.6%). Portsmouth is the most ethnically diverse local planning authority in the study area, with a significantly higher proportion of the population from Asian, Asian British or Asian Welsh ethnic groups (6.9%) compared to the regional average (3.8%). There is also a higher proportion of the population in Portsmouth from Black, Black British, Black Welsh, Caribbean or African ethnic groups (3.4%) compared to the regional average (1.9%). However, this is below the national average of 4.2%.

5.1.16 Among the wards within the study area, Cosham has a significantly higher percentage of the population from Asian, Asian British or Asian Welsh ethnic groups (7.2%) compared to the regional average (3.8%). In the majority of the wards, the percentage of the population from White ethnic groups is higher than the regional average and significantly higher than the national average.

5.1.17 There are a small number of authorised Gypsy and Traveller pitches within the study area, located in Colden Common, Upham, Highbridge, Knowle and Fisher's Pond, all in the district of Winchester.

Table 5-4 Ethnic group

	Asian, Asian British or Asian Welsh	Black, Black British, Black Welsh, Caribbean or African	Mixed or Multiple ethnic groups	White	Other ethnic groups
Wards					
Badger Farm and Oliver's Battery	4.0%	0.4%	2.3%	92.2%	1.1%
Bedhampton	2.4%	0.4%	1.4%	95.4%	0.5%
Bishop's Waltham	0.8%	0.2%	0.8%	98.1%	0.2%
Bishopstoke	1.4%	0.2%	1.4%	96.3%	0.6%
Central Meon Valley	0.7%	0.2%	1.2%	97.7%	0.2%
Colden Common and Twyford	2.0%	0.3%	1.9%	95.7%	0.2%
Cosham	7.2%	1.6%	1.9%	88.4%	0.9%
Drayton and Farlington	3.1%	0.6%	1.4%	94.2%	0.7%
Fair Oak and Horton Heath	2.1%	0.4%	1.1%	96.2%	0.2%
Fareham East	3.5%	0.8%	2.0%	93.0%	0.7%
Fareham North	2.3%	0.5%	1.6%	95.1%	0.5%
Purbrook	2.5%	0.6%	1.2%	95.5%	0.3%
Southwick and Wickham	1.6%	0.8%	1.8%	95.6%	0.3%
St Faith's	2.5%	0.8%	1.9%	94.2%	0.7%
Upper Meon Valley	0.8%	0.2%	1.6%	97.1%	0.3%
Whiteley and Shedfield	3.3%	0.5%	1.6%	93.9%	0.7%
Local planning authorities					
HBC	1.7%	0.6%	1.4%	95.9%	0.4%
WCC	3.1%	0.6%	2.0%	93.6%	0.7%
FBC	1.8%	0.6%	1.5%	95.6%	0.4%
EBC	3.9%	1.0%	2.1%	92.4%	0.7%
PCC	6.9%	3.4%	2.6%	85.2%	1.8%
Regional and national comparators					
Hampshire	3.8%	1.0%	1.9%	92.6%	0.8%

	Asian, Asian British or Asian Welsh	Black, Black British, Black Welsh, Caribbean or African	Mixed or Multiple ethnic groups	White	Other ethnic groups
England	9.6%	4.2%	3.0%	81.0%	2.2%

Source: ONS Census 2021

Religion

5.1.18 Table 5-5 shows the proportion of the population by religious group in each ward in the study area, the affected local planning authorities, Hampshire, and England. In Hampshire as a whole, 47.8% of the population identify as a Christian, which is slightly higher than the national average (46.3%). Those with no religion account for 42.8% of the population in Hampshire, which is significantly higher than the England-wide average of 36.7%. Conversely, the percentage of the population in Hampshire that identify as a Muslim (0.9%) is significantly lower than the national average (6.7%). The percentage of the population that identify as Hindu in Hampshire (1.1%) is also lower than the national average (1.8%).

5.1.19 Among the wards within the study area, most report Christians as the largest religious group, at broadly similar rates to the Hampshire and national average. There are a number of wards however where those with no religion make up the biggest group, namely Cosham (48.9%) and Fareham East (47.3%). In contrast, 56.8% of the population in Upper Meon Valley identify as a Christian, which is significantly higher than the regional and national averages. The ward with the highest proportion of the population that identify as a Muslim is Cosham (2.3%), which is higher than the regional average and lower than the national average.

Table 5-5 Religion

	No religion	Christian	Hindu	Muslim	Other religion	Not answered
Wards						
Badger Farm and Oliver's Battery	36.3%	54.1%	1.0%	0.6%	1.7%	6.3%
Bedhampton	45.3%	47.2%	0.5%	0.6%	0.9%	5.5%
Bishop's Waltham	42.5%	52.1%	0.1%	0.2%	0.6%	4.4%
Bishopstoke	45.2%	47.0%	0.5%	0.4%	1.1%	5.9%
Central Meon Valley	41.9%	52.5%	0.1%	0.2%	0.5%	4.8%
Colden Common and Twyford	43.2%	50.1%	0.6%	0.4%	0.9%	4.9%
Cosham	48.9%	41.9%	0.8%	2.3%	1.3%	4.9%
Drayton and Farlington	44.0%	47.6%	0.3%	1.4%	0.8%	5.9%

	No religion	Christian	Hindu	Muslim	Other religion	Not answered
Fair Oak and Horton Heath	45.1%	47.6%	0.6%	0.3%	0.7%	5.7%
Fareham East	47.3%	43.7%	0.7%	1.1%	0.9%	6.2%
Fareham North	44.3%	48.3%	0.2%	1.2%	1.1%	4.9%
Purbrook	44.3%	48.5%	0.3%	0.6%	0.8%	5.4%
Southwick and Wickham	45.6%	45.9%	0.3%	0.3%	1.3%	6.5%
St Faith's	45.3%	47.5%	0.5%	0.8%	0.9%	4.8%
Upper Meon Valley	35.0%	56.8%	0.1%	0.2%	0.8%	7.1%
Whiteley and Shedfield	42.7%	47.7%	1.4%	0.6%	1.0%	6.6%
Local planning authorities						
HBC	47.4%	45.3%	0.3%	0.5%	1.0%	5.5%
WCC	42.2%	48.6%	0.7%	0.7%	1.4%	6.3%
FBC	43.7%	49.1%	0.4%	0.6%	0.9%	5.4%
EBC	45.0%	45.7%	1.0%	1.0%	1.7%	5.6%
PCC	47.1%	39.4%	0.8%	4.9%	1.4%	6.4%
Regional and national comparators						
Hampshire	42.8%	47.8%	1.1%	0.9%	1.7%	5.7%
England	36.7%	46.3%	1.8%	6.7%	2.5%	6.0%

Source: ONS Census 2021

Sexual orientation

5.1.20 Table 5-6 shows the proportion of the population by their sexual orientation in the local planning authorities within the study area, Hampshire, and England. This is the first time that data on sexual orientation has been collected in the Census, and it is not available at ward level.

5.1.21 The proportion of the population in Hampshire that identifies as straight or heterosexual (91.3%) is slightly higher than the national average (89.4%), while the proportion of the population that identifies as gay or lesbian (1.2%) is slightly lower than the national average (1.5%). Among the local planning authorities in the study area, a lower than average proportion of the population in Portsmouth identify as straight or heterosexual (87.7%), and a higher than average proportion of the population identify as gay or lesbian (2.0%) or bisexual (2.1%).

Table 5-6 Sexual orientation

	Straight or heterosexual	Gay or lesbian	Bisexual	All other sexual orientations	Not answered
Local planning authorities					
HBC	91.4%	1.2%	1.0%	0.2%	6.2%
WCC	90.1%	1.3%	1.7%	0.4%	6.6%
FBC	91.9%	1.3%	0.9%	0.2%	5.8%
EBC	91.8%	1.2%	1.1%	0.2%	5.7%
PCC	87.7%	2.0%	2.1%	0.5%	7.7%
Regional and national comparators					
Hampshire	91.3%	1.2%	1.1%	0.3%	6.2%
England	89.4%	1.5%	1.3%	0.3%	7.5%

Source: ONS Census 2021

5.2 Evidence review

5.2.1 This section presents data, research and analysis around the particular needs and sensitivities of protected characteristic groups in relation to the economic, social and environmental issues that could arise from the location, construction, operation and decommissioning of a major water recycling infrastructure project that includes pipeline and linear components. Information is drawn from surveys, research reports, organisations representing protected characteristic groups, and from EqIAs from comparable water and major infrastructure projects including, for example, High Speed Two (HS2) rail and the Anglian Water Cambridge Wastewater Treatment Plant Relocation Project.

Employment, training and skills

5.2.2 The EHRCs report '*Is Britain Fairer*?' [38] finds that certain groups experience persistently lower than average levels of employment, and higher than average levels of unemployment. These groups include young people, disabled people, Pakistani and Bangladeshi people, and Muslims. These groups are also more likely to be in insecure employment than other groups. Census data for the study area shows considerable variation at local planning authority level (noting that the population of some protected characteristic groups at local planning authority level is relatively small), but consistently lower than average levels of employment among women, disabled people, and young people aged 16-24 [2].

5.2.3 The report also finds that protected characteristic groups experience pay and employment gaps compared with other groups, although the size of these gaps varies by sector. The largest gender pay gap is in the skilled trades sector, at nearly 25%. Women and disabled people are also more likely than others to be in low-pay occupations, with women holding 65% of all jobs below the national living wage. Women continue to be under-represented in sectors including engineering and construction [38]. According to government data, disabled people are over a third less likely to be employed than non-disabled people in the UK [39].

5.2.4 Apprenticeships are reported to be strongly segregated by sex, with women under-represented in sectors that tend to have better pay and opportunities for advancement such as construction and engineering. There are also concerns that disabled people and people from ethnic minority backgrounds are under-represented in apprenticeship programmes [38], and in the construction and engineering sectors more generally.

5.2.5 The Construction Industry Council reports that just 5.4% of construction workers are from a Black, Asian or ethnic minority background [40]. Census data at local planning authority level suggests that this figure could be lower within the study area, where between 95.7% (in Portsmouth) and 98.5% (Havant) of construction workers are from White ethnic groups [2]. Research commissioned by the Construction Industry Training Board has found that women account for 13% of the overall construction workforce [41]. The proportion of women in manual roles is smaller still, at 3% of the UK workforce [42], and only 9% of apprentices in the industry are women [41]. Close to three quarters of women surveyed said that more needs to be done to raise awareness of the opportunities that exist for women in construction [41].

5.2.6 It is recognised that the construction industry in the UK has an 'ageing workforce', with difficulties attracting younger workers and many existing workers aged 55 and over choosing to retire or leave the industry before reaching the state retirement age [43]. This has led to skills gaps and labour shortages, and a focus within the industry of diversifying recruitment and attracting more young people, women, and people from ethnic minority backgrounds into the sector [44]. Within the study area, Census data shows that the proportion of the construction workforce who are aged 50 and over ranges from 32% in Portsmouth, to 43% in East Hampshire [2].

Noise and other changes in the sensory environment

5.2.7 In 2011 the World Health Organisation (WHO) reported that noise is responsible for more disturbance to quality of life and the largest environmental health risk in Western Europe [45]. Department for Levelling Up, Housing and Communities and Ministry of Housing guidance suggests noise needs to be considered when constructing a new development project, to acknowledge the potential adverse effect it may have on the surrounding environment [46].

5.2.8 Groups that have been identified as particularly sensitive to noise include people with chronic health conditions, older people, and people living in low income households [47]. Gypsy and Traveller communities can also be more sensitive to noise due to greater transference of noise through trailer and caravan walls [48]. For older people, prolonged exposure to construction and transportation noise can contribute to a higher prevalence of cardiovascular disease, stroke and dementia in affected communities [49] [50].

5.2.9 Disabled people can also be particularly susceptible to change in noise levels. For example, an increase in noise can affect people with learning disabilities and lead to challenging behaviours [50]. Frequent or loud noise can also impact mental health conditions by triggering anxiety or stress [51]. The National Institute for Health and Care Research (NIHR) has reported that loud background noise can distract and overwhelm autistic people, impacting their social life, career and, emotional well-being [52].

5.2.10 Children can also be particularly sensitive to noise impacts. Research by University College London (UCL) [53] has found that younger children are considerably more susceptible to poor noise conditions. Prolonged construction noise pollution has been reported to impair children's cognition and learning. However, UCL has found that noise does not affect all children equally. For example, children with autism are often highly sensitive to specific types of noise [53].

5.2.11 Sensory issues are common in people with autism and changes in the visual environment can also create challenges for those who experience hypersensitivity, such as sensory overload [54]. Older people can also be more likely to be sensitive to rapid visual changes in the visual environment [50] as eyes can become more sensitive to glare which can make reflective and shiny surfaces difficult, and even painful, to see clearly [55].

Air quality

5.2.12 The WHO has stated that air pollution is the most significant environmental health risk in the European Region [56]. It is recognised that children, and particularly those from socio-economically deprived backgrounds, can be at greater risk of harm from air pollution and poor air quality than other groups [57]. UNICEF UK, for example, have warned that air pollution is damaging children's health in the UK. From a survey conducted, they found 88% of child health experts warning that toxic air is already creating problems for children in their region, with one in three children breathing in harmful quality air that could damage their health and impact their future [57].

5.2.13 Groups including older people and people living with certain illnesses such as heart or lung conditions may also be more sensitive to the health effects arising from poor air quality [58]. Guidance published by the Department for Environment, Food and Rural Affairs (Defra) highlights that older people are more likely to have respiratory or cardiovascular illness when compared to other age groups, making them more susceptible to the effects of reduced air quality [58].

5.2.14 Ethnic minority groups such as Romany Gypsy and Irish Traveller communities may also have a higher risk of adverse impacts from poor air quality and noise due to the tendency for Gypsy and Traveller sites to be located in proximity to active flyover and slip roads and industrial estates [59]. Research in London has found that people from Black ethnic backgrounds and people living in deprived areas are also more likely to live in areas affected by poor air quality [60].

Transport

5.2.15 Disruption to public transport and to local road networks can impact on different groups in different ways. An evidence review by the Government Office for Science (GOS) finds that lack of access to public transport can reduce access to education and training opportunities particularly impacting people from low-income households, young people and those of both groups that live in rural areas [61]. The review also highlights that limited public transport options can reduce access to healthcare, as people without car access or adequate public transport options are more likely to miss health appointments and have associated delays in medical interventions [61].

5.2.16 A report for the Department for Transport (DfT) [62] looking at the social impacts of public transport found that, in 2013, children, young people, older people, disabled people, and people from an ethnic minority background were less likely to have access to private transport than other groups and therefore more likely to be dependent on public transport, including for access to healthcare facilities, education, and employment. Changes in road traffic levels may reduce children's access to community and recreational facilities due to road severance and traffic delays [63]. Increased traffic in proximity to schools, or community facilities that are frequently used by children can also impact their concentration and long-term cognitive development [50]. The Department for Work and Pensions (DWP) has also reported that disabled people can be adversely affected by travel disruptions as alternative modes of transport may be limited or not accessible [64]. Disabled people who travel by car are more likely to report difficulties due to congestion and roadworks, especially when the severity of the disability the person experiencing increases [65]. More recently, the EHRC noted that transport is at risk of becoming less accessible for disabled and older people due in part to reductions in bus services [38].

5.2.17 Data from the DfT National Transport Survey (NTS) 2022 underlines the continuing importance of private car travel, particularly in rural areas. Outside of London, cars are used by 69% of people for commuting trips by residents in urban areas, and 84% for those living in rural areas [66]. In 2022 females made shorter, more frequent trips by car than males, however males travelled for a greater overall journey length, reflecting differences in the purpose of trips. With regards to active travel modes, children aged 16 and under made the highest proportion of trips by walking or cycling, at 42% [66].

Open space and recreation

5.2.18 The NIHR has found that there is a significant link between well-being and people's living environments, with analysis showing residents with a lack of access to open space having poor well-being [67]. Fields in Trust state that to continue to build healthy neighbourhoods that contribute to the mental and physical health of local communities, open recreational space in the form of parks, playgrounds and playing fields are very important as without, the quality of life and well-being is reduced [68].

5.2.19 Access to open space can be particularly important for children. UNICEF report that green open spaces positively impact children's physical, mental and social development from infancy to adulthood through aiding in improving ability to concentrate and are less depressed [69]. Access to the natural environment can be beneficial to young people with autism specifically [70], however for people with autism, difficulties with transport can create barriers to accessing community services and facilities, contributing to social exclusion [71]. Disabled people can also encounter physical and social barriers to accessing open spaces and recreation [48].

5.2.20 Evidence shows that accessing greenspace can be an effective intervention for people with mental health problems [72]. Allotments and community gardens can be important resources in areas where residents may not have access to a private garden and have seen an increase in demand in recent years. Having an allotment garden is shown to positively influence well-being, self-esteem and moods [73].

Older people living in neighbourhoods with more green space have also reported better health, higher life satisfaction and less stress [50]. In addition, greater exposure to green space has been associated with a lower risk of cardiovascular disease and diabetes [74].

5.2.21 Horse riding engages a diverse range of participants with a large proportion of disabled people, women and participants over the age of 45 [75]. The British Horse Society (BHS) states that 40% of participants do not engage in any other form of physical activity, highlighting the importance of the activity to the health of people with protected characteristics [75]. The Riding for the Disabled Association (RDA) reports that 24% of all people taking part in equestrian activity have a disability, and that riding is one of the most popular and accessible forms of physical activity for disabled people [76]. Riding can help to improve core strength, balance and co-ordination, as well as improve well-being, and is regularly prescribed by health care professionals [76].

Safety

5.2.22 National data from the NTS 2022 shows that for children aged 5-10, 53% of trips to and from school were made by walking, 40% by car, and 4% by bus. Among older children aged 11-16, 41% walked to school, 26% travelled via car, 16% by local bus and 6% by pedal cycle [66]. Regional data for the 5-16 age group found that 45% of children in the South East walked to school, 5% cycled, 36% travelled by car and 10% travelled by bus. This is broadly in line with the national average for this age group, although the proportion walking to school was slightly below average in the South East and the proportion cycling was slightly above average [77].

5.2.23 The NTS found that only 4% of those asked stated road safety concerns as the main reason for not walking to school more often. However, the most popular encouragement to increase the frequency of walking to school were safer roads (12%) and more safer crossing points (7%) [66].

5.2.24 In 2015 a survey commissioned by the BHS found that 44% of people who ride at least once a week would do so more frequently if they had access to safe off-road riding or bridleways [75]. Since 2010, 4,229 road traffic incidents involving horses have been reported to the BHS, 73% of which were due to vehicles passing too fast or too close to the horse [75]. Only 22% of the England PRoWs are bridleway or byway, available to horse riders, with many being unusable due to busy roads or truncated by development [75].

5.2.25 Safety around construction sites can be a concern, particularly for children who can be drawn to construction sites and see them as places to play [78]. The Health and Safety Executive (HSE) reports that each year, two or three children die after gaining access to building sites and many more are injured [78]. HSE guidance highlights the importance of measures including maintaining a secure site, using barriers or covering excavations and pits, isolating and immobilising vehicles and plant, storing building materials securely, removing ladders, and locking away hazardous substances [78].

5.2.26 Changes to the pedestrian environment around construction sites could evoke safety concerns for some groups of local people. Women specifically are more likely to have security concerns as pedestrians than men and almost two-thirds of

women in the UK feel unsafe when walking alone [79]. This is due to the perceived risk of abuse, harassment, or general feeling of unsafety due to poor lighting or visibility [80]. Walkability of a neighbourhood is also fundamental factor in influencing the safety perceptions of women, influenced by lighting, clear signage and safety procedures [81].

6 Assessment of equality effects

6.1 Construction

6.1.1 Table 6-1 sets out the assessment of potential equality effects that could arise during the construction of the Project, and the actions that are recommended to be put in place to reduce adverse effects and support the delivery of beneficial effects. These actions are collated in the Action Plan set out in Appendix A .

Table 6-1 Assessment of equality effects during construction

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
1. Employment	Section 17.8 of ES Chapter 17 Socio-economics, tourism and health, Volume I (Document Reference 6.1, DCO Volume 6), estimates that at the peak of construction, in Year 1, the construction of the Project could result in approximately 413 net Full Time Equivalent (FTE) jobs that would be retained in the South East, of which approximately 138 would be retained in Hampshire. Net FTE jobs is the number of jobs created or sustained by the Project, after accounting for job losses and displacement. This would equate to an average of 225 net FTE jobs in the South East, of which 75 would be in Hampshire, over the construction timeline (i.e. not just Year 1).	Young people (beneficial effect)	Young people (beneficial effect) Disabled people (beneficial effect) Women (beneficial effect) Ethnic minority groups (beneficial effect)	Continue engagement with stakeholders, such as local planning authorities or the relevant local employment service, to understand local barriers to employment and training in the construction sector. When specific employment opportunities are known, use this deeper understanding to develop and target the delivery of measures secured in the Outline SEP (Document Reference 7.9, DCO Volume 7) to address barriers and increase access to employment or training opportunities for all protected characteristic groups.

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	Within the supply chain, 619 FTE jobs are expected in the South East at the peak of construction, of which approximately 179 would be retained within Hampshire. This equates to an average of 338 FTE jobs that could be retained in the South East over the construction timeline, of which 98 could be retained within Hampshire. This creates opportunities for local workers in Hampshire to benefit from the construction of the Project. As noted in the evidence review, the construction sector nationally has an ageing workforce which has led to skills gaps and labour shortages, and at local planning authority level within the study area between 32% and 43% of construction workers are aged over 50 [2]. National data also shows that groups including women, disabled people and people from ethnic minority groups Ethnic backgrounds have historically been underrepresented in the sector. There is therefore an opportunity to increase access to jobs in the construction sector for these groups, with the potential for beneficial differential effects. The Outline SEP (Document Reference 7.9, DCO Volume 7) sets			Including, for example, as set out in the Outline SEP (Document Reference 7.9, DCO Volume 7), consideration of local inclusive procurement to encourage engagement by local businesses as well as inclusive and accessible recruitment practices.

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	out measures to support the delivery of the socio-economic benefits of the Project. This represents an opportunity to work with local stakeholders and draw on consultation and engagement feedback to embed actions that could increase access to construction employment for protected characteristic groups, both directly and in the supply chain. One of the six objectives included in the Outline SEP (Document Reference 7.9, DCO Volume 7) is Promote workforce diversity and increase employment opportunities for disadvantaged and underrepresented groups, with protected characteristic groups listed as priority groups for the Project. It is considered that through implementing the Outline SEP (Document Reference 7.9, DCO Volume 7), there is the potential for job opportunities created during the construction of the Project to result in beneficial differential effects for protected characteristic groups that may previously have been under-represented in the construction workforce, and the potential for beneficial disproportionate and			

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	differential effects for young people in the Hampshire area.			
2. Training and apprenticeship opportunities	As well as direct (created or sustained directly by the Project itself) and indirect (created in the supply chain or as a result of the Project's demand for goods and services) employment, the construction of the Project would create opportunities for training and apprenticeships throughout the construction timeline. This represents an opportunity to address the issues related to an ageing construction workforce and skills shortages within the construction sector. There is also the potential for beneficial disproportionate and differential effects for young people, including those who may be NEET. As shown in the baseline, the proportion of young people classed as NEET is growing in Hampshire and Portsmouth. There could also be beneficial differential effects for people from other protected characteristic groups that have tended to be under-represented in apprenticeship programmes in the construction and engineering sectors, including women, disabled people, and people from ethnic minority groups (Census data	Young people (beneficial effect)	Young people (beneficial effect) Disabled people (beneficial effect) Women (beneficial effect) Ethnic minority groups (beneficial effect)	Continue engagement with stakeholders, such as local planning authorities or the relevant local employment service, to understand local barriers to employment and training in the construction sector. When specific training and apprenticeship opportunities are known, use this deeper understanding to develop and target the delivery of measures secured in the Outline SEP (Document Reference 7.9, DCO Volume 7) to address barriers and increase access to training opportunities for all protected characteristic groups. Including, for example, as set out in the Outline SEP (Document Reference 7.9, DCO Volume 7) consideration of local, inclusive and accessible recruitment practices.

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	shows that approximately 98% of construction workers within the study area are from White ethnic groups). The Outline SEP (Document Reference 7.9, DCO Volume 7) draws on the findings from ongoing engagement with stakeholders to set out actions that aim to increase access to apprenticeships and other training opportunities for protected characteristic groups. There is the potential for job opportunities created during the construction of the Project to result in beneficial differential effects for protected characteristic groups that may previously have been under-represented in the construction workforce, and the potential for beneficial disproportionate and differential effects for young people in the Hampshire area.			
3. Access to residential properties	Section 12.8 of ES Chapter 12 Land use and agriculture, Volume I (Document Reference 6.1, DCO Volume 6), identifies a number of areas in which access to residential properties could be temporarily affected by road or lane closures during construction of the Project. Access to residential properties would	None	None	Although no potential disproportionate or differential effects are expected for protected characteristic groups as a result of access to residential properties being temporarily affected, measures are secured by the Outline

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	be maintained at all times, and where road closures are proposed in proximity to each other (for example in the area north of the B2177 Portsdown Hill Road), a sequential approach would be adopted to reduce impacts on journey times and reduce disruption for road users. Additional information is provided in the Framework Construction Traffic Management Plan (Framework CTMP) (Document Reference 7.2, DCO Volume 7) submitted with the DCO application. Impacts to residents on all affected roads are deemed to be minor adverse or negligible. While some protected characteristic groups may be more sensitive to delays, these effects are not considered to be significant in the ES, and therefore it is not anticipated that there would be any disproportionate or differential effects for protected characteristic groups in these areas. For more general transport impacts, please refer to row 7 in this table, which covers severance and impacts on public transport, PRoW and pedestrian routes.			CEMP (Document Reference 7.1, DCO Volume 7) to support residents. For example, local communities and other relevant stakeholders will be notified prior to the commencement of potentially disruptive construction activities, to enable those affected to plan ahead and to reduce uncertainty. Communication will include information about the nature and timing of the works and how any adverse effects will be managed. To support this engagement approach, the Contractor's Stakeholder and Customer Engagement Plan shall include appropriate strategies and tools to tailor engagement to local needs, including effective communication with diverse and less heard groups. All communication shall be in plain English and translated information shall be provided where reasonable and upon request.

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
4. Impacts on community facilities and land – loss of land	As discussed in the evidence review, access to open space for play and recreation is particularly important for children and can have important well-being benefits for other groups including older people and disabled people. Local planning policies identified in Table 2-1, including for example policy DM1 of the Havant Core Strategy, restrict development on open space including play spaces and playing fields. Section 12.8 of ES Chapter 12 Land use and agriculture, Volume I (Document Reference 6.1, DCO Volume 6), does not identify any likely significant effects due to loss of open space due to the Project. Therefore, no disproportionate or differential effects have been identified.	None	None	None
5. Impacts on community facilities and land – access	Section 12.8 of ES Chapter 12 Land use and agriculture, Volume I (Document Reference 6.1, DCO Volume 6), identifies a number of community facilities where access could be temporarily affected by night-time lane and road closures of the A32 Hoads Hill during construction of the Project. These are: • Broadmarsh Coastal Park • Boundary Oak School	None	None	Although no potential disproportionate or differential effects are expected for protected characteristic groups as a result of access to community facilities being temporarily affected by night-time lane closures, measures are secured by the Outline CEMP (Document Reference 7.1, DCO Volume

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	• Wickham Church of England Primary School • Happy Mindz Preschool and Daycare • Kids Love Nature Kindergarten at Wickham • Peacock Pre School • Wickham Community Centre As the impact is expected to be overnight, when these facilities are unlikely to be used, the effect is expected to be negligible. Section 12.8 of ES Chapter 12 Land use and agriculture, Volume I (Document Reference 6.1, DCO Volume 6), identifies that access could be temporarily affected at Bright Horizons Fair Oak Day Nursery and Preschool by temporary night-time lane and road closures on the B3354 Winchester Road to the south of Fisher's Pond. Access would be maintained, and as the closures are expected to be overnight, while the nursery would not be expected to be open, the impact is expected to be negligible. Therefore, no disproportionate or differential effects are expected.			7) to support users of community facilities. For example, local communities and other relevant stakeholders will be notified prior to the commencement of potentially disruptive construction activities, to enable those affected to plan ahead and to reduce uncertainty. Communication will include information about the nature and timing of the works and how any adverse effects will be managed. To support this engagement approach, the Contractor's Stakeholder and Customer Engagement Plan shall include appropriate strategies and tools to tailor engagement to local needs, including effective communication with diverse and less heard groups. All communication shall be in plain English and translated information shall be provided where reasonable and upon request.

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	Section 12.8 of ES Chapter 12 Land use and agriculture, Volume I (Document Reference 6.1, DCO Volume 6), also identifies the potential for delay for children, staff and caregivers travelling to schools and nurseries due to construction traffic using local roads, but this would not be significant: • St John the Baptist CofE School • Colden Common Primary School While some protected characteristic groups may be more sensitive to delays and disruption, these effects are not considered to be significant in the ES, and therefore it is not anticipated that there would be any disproportionate or differential effects for protected characteristic groups accessing these facilities. Section 12.8 of ES Chapter 12 Land use and agriculture, Volume I (Document Reference 6.1, DCO Volume 6), identifies a minor adverse effect with regards to access for Albany Farm Care Home, a care home located off the A32 Wickham Road between Fareham and Wickham. Albany Farm Care Home provides			

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	short-term and long-term residential and respite care for up to six adults who may have learning disabilities, autism, or additional health needs. It is accessed from the A32 via Chalk Lane. IPS-F (Work Number 5A) is proposed to be located on land approximately 290m east of Albany Farm Care Home. Access to the temporary construction compound for IPS-F is to be via a new means of access, to be constructed within the Order Limits, north of Albany Business Centre. At its nearest point, the new access track would be approximately 135m from the care home. Providing this new access track means that access to the care home would be maintained at all times and no construction traffic would pass in proximity to Albany Farm Care Home. It is therefore not anticipated that there would be any disproportionate or differential effects for protected characteristic groups accessing Albany Farm Care Home during construction. For more general transport impacts, please refer to row 9 in this table, which covers severance and impacts			

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	on public transport, PRoW and pedestrian routes.			
6. Noise	As discussed in the evidence review, protected characteristic groups including children, older people and disabled people, including those living with certain chronic (long-lasting) health conditions, can be particularly sensitive to noise. There may, therefore, be the potential for these groups to experience differential effects as a result of construction noise impacts, where they are represented in the affected population. Gypsy and Traveller communities can also be more sensitive to noise due to greater transfer of noise through trailer and caravan walls. Section 15.10 of ES Chapter 15 Noise and vibration, Volume I (Document Reference 6.1, DCO Volume 6), states that secondary mitigation is required to reduce potential likely significant effects of the Project during construction. The Outline CEMP (Document Reference 7.1, DCO Volume 7) secures that the Contractor will produce a Noise and Vibration Management Plan (NVMP) before construction begins. This plan will identify the secondary mitigation	None	None	Although no potential disproportionate or differential effects are expected for protected characteristic groups resulting from noise, when detailed construction design and sequencing is known, additional engagement with residents will be undertaken to understand any particular sensitivities and this deeper understanding will be used to develop and target the delivery of secondary mitigation measures, as described to be included in the NVMP, to reduce construction noise effects (see the Outline CEMP (Document reference 7.1, DCO Volume 7) for details on what the NVMP will include. The NVMP, to be submitted post-consent and prior to construction commencement, will be based on the final construction methods,

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	measures to be implemented (over and above the tertiary mitigation). With the application of secondary mitigation measures, all construction noise and vibration effects would not be significant. Therefore, it is not anticipated that there would be any disproportionate or differential effects for protected characteristic groups.			programme and Project design. To support this engagement approach, the Contractor's Stakeholder and Customer Engagement Plan shall include appropriate strategies and tools to tailor engagement to local needs, including effective communication with diverse and less heard groups. All communication shall be in plain English and translated information shall be provided where reasonable and upon request.
7. Visual impacts	Some groups of disabled people, including people with autism, can be more sensitive to changes in their environment, including in the visual environment. There may, therefore, be the potential for disabled people, including people with autism, to experience differential effects as a result of visual impacts, where they are resident in affected properties or regular users of community facilities that could be impacted by visual changes.	None	Disabled people who are sensitive to changes in the visual environment (adverse effect)	Undertake engagement with visually impacted residents to understand any protected characteristics groups and particular sensitivities, to enable the embedding of targeted additional mitigation. This would include measures secured by the Outline CEMP (Document Reference 7.1, DCO Volume 7) and any mitigation identified as

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	Section 13.8 of ES Chapter 13 Landscape and visual, Volume I (Document Reference 6.1, DCO Volume 6), assesses the potential for effects on visual receptors during construction, and likely residual significant effects have been identified at specific viewpoints for people travelling along a number of footpaths or using local roads. The precise demographic profile of people using these footpaths and roads is not known. Overall, it is deemed unlikely that this would result in differential effects on those sensitive to visual change, as impacts would be temporary, and impact only a very small sections of transitory routes. Section 13.8 of ES Chapter 13 Landscape and visual, Volume I (Document Reference 6.1, DCO Volume 6) also identifies likely significant adverse effects on residents in Widley (western edge) Wickham, Lower Upham, Crowdhill, and Colden Common. The precise demographic profile of affected residents is not known. There could be temporary, adverse differential effects for disabled people where they are resident in affected properties.			required, to be embedded into the detailed CEMP(s). To support this engagement approach, the Contractor's Stakeholder and Customer Engagement Plan shall include appropriate strategies and tools to tailor engagement to local needs, including effective communication with diverse and less heard groups. All communication shall be in plain English and translated information shall be provided where reasonable and upon request.

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
8. Changes in air quality	As discussed in the evidence review, protected characteristic groups including children, older people and disabled people, including those living with certain chronic health conditions, can be particularly sensitive to changes in air quality. Some protected characteristic groups, including Gypsy and Traveller communities and other ethnic minority groups, can be more likely to live in areas with poor air quality and high levels of pollution. Section 6.8 of ES Chapter 6 Air quality and odour, Volume I (Document Reference 6.1, DCO Volume 6), assesses the potential for effects on air quality during construction as a result of construction dust and emissions, non-road mobile machinery (NRMM) emissions, or construction traffic for human receptors within 250m of Project, and concludes that, after mitigation, there would be no likely significant adverse effects. Therefore, it is not considered likely that the construction of the Project would result in any adverse differential or disproportionate effects for protected characteristic groups.	None	None	None

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
9. Transport impacts	Access to community facilities, open space and employment could be impacted by temporary road or lane closures on the local road network, disruption to public transport routes, impacts on PRoW and pedestrian routes, or by the presence of construction traffic on local roads. As discussed in the evidence review, protected characteristic groups including children, young people, older people, disabled people, and people from an ethnic minority background can be more likely to use public transport than other groups of the population, while some groups including children can be more likely to experience differential effects as a result of severance, road safety concerns associated with the presence of construction traffic on local roads, and impacts on PRoW and other pedestrian routes. Delays for road users also have the potential to result in differential effects for children and for disabled people accessing schools and other community facilities. Section 18.8 of ES Chapter 18 Traffic and transport, Volume I (Document Reference 6.1, DCO Volume 6), reports that there could be impacts on	None	None	Although no potential disproportionate or differential effects are expected for protected characteristic groups resulting from transport impacts, apply measures secured by the Framework RoWMP (Appendix B of the Framework CTMP, (Document reference 7.2, DCO Volume 7)) to support access to diverted PRoW for protected characteristic groups, including consideration of wayfinding, accessibility, surfaces, and use of gates or other specific features. Embed within the detailed Framework RoWMP (Appendix B of the Framework CTMP, (Document reference 7.2, DCO Volume 7)) submitted to the relevant local highway authority post-consent.

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	drivers, bus passengers, pedestrians, cyclists and horse riders on certain routes as a result of delays due to temporary road or lane closures associated with construction activity, however none of the likely effects are deemed to be significant. It also reports that there could be impacts for pedestrians using PRoW as a result of delays associated with temporary closures and diversions, however these would not be significant. Where it is considered that delays for road users have the potential to impact on access to particular community facilities, this is discussed under 'Impacts on community facilities and land – access' above. More generally, not significant delays, temporary for bus users are unlikely to result in adverse disproportionate effects for protected characteristic groups.			
10. Safety and security	As discussed in the evidence review, safety around construction sites can be of particular concern for children. The construction of the Project would require approximately 50 temporary construction compounds, some of which would be located close to homes	None	Children (adverse effect) Older people (adverse effect) Disabled people (adverse effect)	Apply measures secured by the Outline CEMP (Document Reference 7.1, DCO Volume 7) and the Framework CTMP (Document Reference 7.2, DCO Volume 7) to reduce

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	or facilities used by the community. There is therefore a potential temporary, adverse differential effect for children as a result of the potential safety risks associated with construction sites, including as a result of HGVs entering and leaving sites as well as the risks on the sites themselves. Disabled people, older people, and mothers with young children could also potentially experience greater levels of risk associated with HGVs and with associated changes in the pedestrian environment which could make wayfinding more difficult. Other protected characteristic groups including women can be more likely to experience concerns about their personal safety when walking alone or in unfamiliar environments. Section 18.8 of ES Chapter 18 Traffic and transport, Volume I (Document Reference 6.1, DCO Volume 6), reports that, based on the increase in traffic volumes and previous collision data for the affected routes there would be a negligible effect on accidents and safety at most locations, with minor (not significant) effects at the following locations:		Women (adverse effect) Mothers of babies under six months (adverse effect)	risk, and perceptions of risk, for protected characteristic groups around site compounds and embed them in the detailed CEMP(s). Consider engagement with relevant local schools to raise awareness of the risks associated with construction sites and activity. If deemed appropriate, embed in the detailed CEMP(s).

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	• Harts Farm Way, during the construction of the WRP site (Work Number 1) • West Street, Brookside Road and Bidbury Lane, during the construction of the Pipelines between the WRP site and Bedhampton Springs (Work Number 3) • Purbrook Way, during the construction of the Pipeline between the WRP site and Otterbourne WSW (Work Number 4) (Section D: The Water Recycling Plant site to Portsdown Hill (Work Number 4)) • The A3 and A27 during the construction of the Pipeline between the WRP site and Otterbourne WSW (Work Number 4) (Section E: Portsdown Hill to Boarhunt (Work Number 4)) • The A334 during the construction of the Pipeline between the WRP site and Otterbourne WSW (Work Number 4) (Section J: Shedfield to the River Hamble (Work Number 4))			

Impact	Description of impacts, potential equality effect/s and actions	Groups that could experience disproportionate effects	Groups that could experience differential effects	Recommended actions
	Although these effects are considered to be not significant, the increase in traffic safety risks may result in differential effects for children, older people, disabled people and women. HSE guidance on health and safety on construction sites [78] highlights the importance of measures such as maintaining a secure site, using barriers or covering excavations and pits, isolating and immobilising vehicles and plant, storing building materials securely, removing ladders, and locking away hazardous substances. Measures to ensure safety in and around temporary construction compounds, implemented in accordance with relevant environmental legislation and best practice guidance, are secured by the Outline CEMP (Document Reference 7.1, DCO Volume 7). This includes consideration of hoardings, lighting, pedestrian access across site entrances, security, and emergency contact details.			

6.2 Operation

6.2.1 Table 6-2 sets out the assessment of potential equality effects that could arise during the operation phase of the Project, and the actions that could be put in place to support the delivery of beneficial effects. These actions are summarised in the Action Plan set out in Appendix A .

Table 6-2 Assessment of equality effects during operation

Impact	Description of potential equality effect/s	Identified disproportionate effects	Identified differential effects	Recommended actions
Employment	Section 17.8 of ES Chapter 17 Socio-economics, tourism and health, Volume I (Document Reference 6.1, DCO Volume 6), estimates that across the Project as a whole, the operation of the Project could create approximately 25 permanent jobs, including for management and maintenance activities. These would be new jobs, expected to be sourced locally, employed by the Contractor. This number is considered to be negligible and therefore not significant in EIA terms, and there is therefore unlikely to be a differential or disproportionate effects for protected characteristic groups.	None	None	Although no potential disproportionate or differential effects are expected for protected characteristic groups the Contractor to continue engagement with stakeholders, such as local planning authorities or the relevant local employment service, to understand local barriers to employment and training in the water sector.
Training opportunities	The operation of the Project may also create opportunities for training and apprenticeships, at the WRP site (Work Number 1) and in maintenance activities. Due to the likely scale of the creation of training opportunities, it is considered that it is unlikely that this would result in a differential or disproportionate effects for protected characteristic groups.	None	None	Although no potential disproportionate or differential effects are expected for protected characteristic groups, the Contractor to continue engagement with stakeholders, such

Impact	Description of potential equality effect/s	Identified disproportionate effects	Identified differential effects	Recommended actions
				as local planning authorities or the relevant local employment service, to understand local barriers to employment and training in the water sector.

6.3 Decommissioning

6.3.1 Effects from decommissioning of the Project are considered to be less than or no greater than those identified during the construction phase (as presented in section 6.1) and are therefore assessed to be of the same significance as those assessed for construction.

6.3.2 Any decommissioning works would take place in the context of the regulatory framework in place at that time, which may include a requirement to seek additional consents, permits or licences.

7 Summary and next steps

7.1 Assessment summary

7.1.1 In summary, the EqIA has identified the following potential disproportionate and differential effects for protected characteristic groups that could arise during the construction of the Project. Effects from decommissioning of the Project are considered to be less than or no greater than those identified during the construction phase but will be subject to the relevant assessments at the time.

Table 7-1 Summary of disproportionate and differential effects identified during construction

Category of effect	Impact	Protected characteristic group affected	Extent of effect
Disproportionate effects			
Employment and training opportunities	Creation of new jobs	Young people (beneficial effect)	Local planning authorities in the study area; sub-regional
	Training and apprenticeship opportunities	Young people (beneficial effect)	Local planning authorities in the study area; sub-regional
Differential effects			
Employment and training opportunities	Creation of new jobs	Young people (beneficial effect)	Local planning authorities in the study area; sub-regional
		Disabled people (beneficial effect)	Local planning authorities in the study area; sub-regional
		Women (beneficial effect)	Local planning authorities in the study area; sub-regional
		People from ethnic minority backgrounds (beneficial effect)	Local planning authorities in the study area; sub-regional
	Training and apprenticeship opportunities	Young people (beneficial effect)	Local planning authorities in the study area; sub-regional
		Disabled people (beneficial effect)	Local planning authorities in the study area; sub-regional
		Women (beneficial effect)	Local planning authorities in the study area; sub-regional
		People from ethnic minority backgrounds (beneficial effect)	Local planning authorities in the study area; sub-regional
Safety and security	Safety risks associated with construction sites	Children (adverse effect)	Study area

Category of effect	Impact	Protected characteristic group affected	Extent of effect
	Safety risks and perceptions of risk associated with HGV traffic and changes in the pedestrian environment	Children (adverse effect)	Study area
		Older people (adverse effect)	Study area
		Disabled people (adverse effect)	Study area
		Women (adverse effect)	Study area

7.1.2 With the exception of those related to skills and training opportunities, all equality effects arising during construction are temporary in nature and would be relatively short-term (i.e. they would not be for the entirety of the construction period).

7.1.3 The assessment has not identified any potential disproportionate or differential equality effects associated with the operation of the Project. However, actions have been identified to maximise the potential benefit from employment and training opportunities during operation for people with protected characteristics.

7.2 Next steps

7.2.1 The next steps meeting the PSED in relation to this EqIA are:

1. At appropriate decision gateways (e.g. the outset of construction planning, the beginning of operation, the planning for decommissioning), whilst the Applicant will remain fully accountable for their obligations under the Equality Act 2010, the Applicant's appointed Contractors are expected to continue to update the baseline where appropriate and consider the potential for additional disproportionate and differential effects to arise, drawing on published data sources, online mapping and information received through stakeholder engagement and consultation, and adjust measures set out in the EqIA Action Plan to best meet changing needs.
2. Continued engagement with representative groups and affected stakeholders, including representatives of protected characteristic groups and community facilities in accordance with measures, implemented in accordance with the Equality Act 2010 and relevant guidance, secured by the Outline CEMP (Document Reference 7.1, DCO Volume 7), to understand the specific nature of potential disproportionate or differential effects as design and delivery detail develops, and to identify how best to apply appropriate measures to address any adverse effects, including those set out in the Action Plan.
3. Undertake the actions in the Action Plan at appropriate times in the Project's development and delivery. This will include using more detailed knowledge of specific sensitivities of impacted people with protected characteristics (from engagement) and detailed construction information, to target the delivery of control measures such as those implemented in accordance with relevant environmental legislation and best practice guidance, secured by the Outline CEMP (Document Reference 7.1, DCO Volume 7) and Outline SEP (Document Reference 7.9, DCO Volume 7).

Appendix A Equality Impact Assessment Action Plan

Table A-1 Equality Impact Assessment Action Plan

EqIA Action		Related impacts	Protected characteristic group affected	Timeline to deliver
1	Continue engagement with stakeholders, such as local planning authorities or the relevant local employment service, to understand local barriers to employment and training in the construction sector. When specific employment and training opportunities are known, use this deeper understanding to develop and target the delivery of measures set out in the Outline SEP (Document Reference 7.9, DCO Volume 7) to address barriers and increase access to employment or training opportunities for all protected characteristic groups. Including, for example, consideration of local procurement to encourage engagement by local businesses.	Differential and disproportionate beneficial effect from construction employment	Young people Disabled people Women Ethnic minority groups	Engagement during detailed construction planning. During development of the detailed SEP, (through the targeted delivery of the measures set out in the Outline SEP (Document Reference 7.9, DCO Volume 7) Applied during construction.
2	When detailed construction design and sequencing is known, undertake engagement with residents to understand any particular sensitivities and use this deeper understanding to develop and target the delivery of measures, including specific secondary mitigation measures secured by Outline CEMP (Document Reference 7.1, DCO Volume 7) or other management plans such as the NVMP prepared by the Contractor, and submitted post-consent for agreement with the local planning authorities prior to commencement,	None	None – general measure to ensure continued engagement with local residents so that mitigation measures can be targeted where reasonably practicable, especially for those sharing protected characteristics.	Engagement during detailed construction planning and development of the detailed CEMP(s) and the NVMP. Applied during construction.

EqIA Action		Related impacts	Protected characteristic group affected	Timeline to deliver
3	Undertake engagement with visually impacted residents to understand any protected characteristics groups and particular sensitivities. When detailed construction design and sequencing is known, use this deeper understanding to develop and target the delivery of measures secured by the Outline CEMP (Document Reference 7.1, DCO Volume 7), Embed them in the detailed CEMP(s).	Differential effect due to visual effect for residents in Widley (western edge) Wickham, Lower Upham, Crowdhill, and Colden Common.	Disabled people	During detailed construction planning. During construction.
4	Apply measures secured by the Framework RoWMP (Appendix B of the Framework CTMP, Document reference 7.2, DCO Volume 7) to support access to diverted PRoW for protected characteristic groups, including consideration of wayfinding, accessibility, surfaces, and use of gates or other specific features. Embed within the detailed Framework RoWMP (Appendix B of the Framework CTMP, (Document reference 7.2, DCO Volume 7)) submitted to the relevant local highway authority post-consent.	Impacts on users of diverted PRoW, which are not anticipated to result in differential or disproportionate effects.	None – general inclusion measure	Applied during construction.
5	Apply measures secured by the Outline CEMP (Document Reference 7.1, DCO Volume 7) and the Framework CTMP (Document Reference 7.2, DCO Volume 7) to reduce risk, and perceptions of risk, for protected characteristic groups around site compounds. Embed them in the detailed CEMP(s).	Potential safety risks associated with construction sites including HGVs entering and leaving the sites and the sites themselves, and increased traffic accident risks due to increases in traffic volumes.	Children Older people Disabled people Women	Applied during construction.

EqIA Action		Related impacts	Protected characteristic group affected	Timeline to deliver
6	Consider engagement with relevant local schools to raise awareness of the risks associated with construction sites and activity, in line with measures secured by the Outline CEMP (Document Reference 7.1, DCO Volume 7). If deemed appropriate, embed in the detailed CEMP(s).	Potential safety risks associated with construction sites including HGVs entering and leaving the sites and the sites themselves, and increased traffic accident risks due to increases in traffic volumes.	Children Older people Disabled people Women	Applied during construction.
7	Local communities and other relevant stakeholders will be notified prior to the commencement of potentially disruptive construction activities, to enable those affected to plan ahead and to reduce uncertainty. Communication will include information about the nature and timing of the works and how any adverse effects will be managed. This measure is secured by the Outline CEMP (Document Reference 7.1, DCO Volume 7).	None	None- general measure to reduce uncertainty for local communities including protected characteristic groups	Applied during construction.
8	Continue engagement with stakeholders, such as local planning authorities or the relevant local employment service, to understand local barriers to employment and training in the water sector.	None	None- general inclusion measure	During development of the detailed SEP (through the targeted delivery of the measures set out in the Outline SEP (Document Reference 7.9, DCO Volume 7) Applied during operation.

Glossary

Term	Definition
Contractor	The Applicant or a person appointed by the Applicant or by anyone else having the benefit of part or all of the DCO to carry out any construction element of the Project or to operate the Project.
Disproportionate effect	Disproportionate effects arise where an impact is likely to have a proportionately greater effect on a protected characteristic group than other members of the general population.
Differential effect	Differential effects arise where members of a protected characteristic group are likely to experience the impacts of a proposed project differently because of a particular need or sensitivity.

Abbreviations

Abbreviation	Meaning
AGP	Above Ground Plant
BHS	British Horse Society
BPT	Break Pressure Tank
CEMP	Construction Environmental Management Plan
DCO	Development Consent Order
DWP	Department for Work and Pensions
EBC	Eastleigh Borough Council
EHDC	East Hampshire District Council
EHRC	Equality and Human Rights Commission
EIA	Environmental Impact Assessment
ES	Environmental Statement
FBC	Fareham Borough Council
GOS	Government Office for Science
HBC	Havant Borough Council
HCC	Hampshire County Council
HSE	Health and Safety Executive
IPS	Intermediate Pumping Station
JSNA	Joint Strategic Needs Assessment
LGBTQ	Lesbian, Gay, Bisexual, Transgender, Queer/Questioning
LSO	Long Sea Outfall
NEET	Not in Education, Employment or Training
NIHR	National Institute for Health and Care Research
NPSWRI	National Policy Statement for Water Resources Infrastructure
NTS	National Travel Survey
OHID	Office for Health Improvement and Disparities
ONS	Office for National Statistics
PCC	Portsmouth City Council
PS	Pumping Station
PSED	Public Sector Equality Duty
RDA	Riding for the Disabled Association
SDNPA	South Downs National Park Authority
SEN	Special Educational Needs
SEP	Skills and Employment Plan
TT	Transfer Tunnel
UCL	University College London
UK	United Kingdom
UNICEF	United Nations Children's Fund

Abbreviation	Meaning
USB	Universal Serial Bus
WCC	Winchester City Council
WHO	World Health Organization
WRP	Water Recycling Plant
WSW	Water Supply Works
WTW	Wastewater Treatment Works

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