



# High Speed Two Phase 2a (West Midlands - Crewe)

## Equality Impact Assessment Report

### Summary



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## Department for Transport

High Speed Two (HS2) Limited has been tasked by the Department for Transport (DfT) with managing the delivery of a new national high speed rail network. It is a non-departmental public body wholly owned by the DfT.

High Speed Two (HS2) Limited,  
Two Snowhill  
Snow Hill Queensway  
Birmingham B4 6GA

Telephone: 08081 434 434

General email enquiries: [HS2enquiries@hs2.org.uk](mailto:HS2enquiries@hs2.org.uk)

Website: [www.gov.uk/hs2](http://www.gov.uk/hs2)

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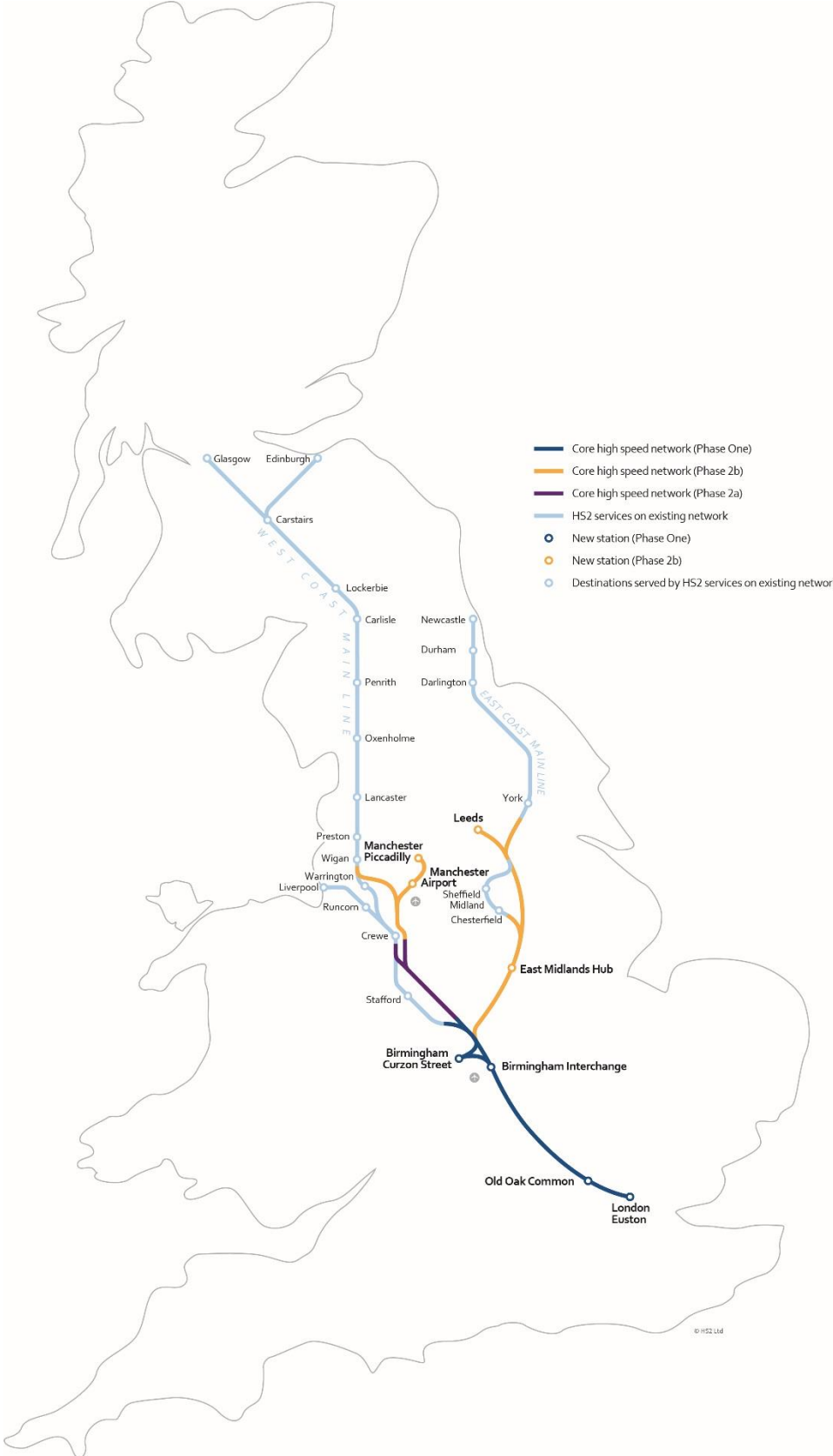
# 1 What's the HS2 equality impact assessment (EQIA) about?

## 1.1 What's the EQIA for?

- 1.1.1 High Speed Two (HS2) is a new high speed railway proposed by the Government. It will go from Euston station in London and connect other big cities in Britain. You can see a map of the route in Figure 1.
- 1.1.2 The route is being developed in phases. Phase One, between London and the West Midlands, has been approved by Parliament and initial works have commenced. HS2 Ltd is now seeking approval for the next phase, known as Phase 2a (the Proposed Scheme), between the West Midlands and Crewe.
- 1.1.3 The purpose of an equality impact assessment (EQIA) is to demonstrate how HS2 Ltd has considered any potential equality effects of the scheme on affected communities, and in particular, on groups with **protected characteristics**, before these are allowed to happen. Among other things, building the new railway could change how some people travel, the places they need to go and even, in some cases, where they live.
- 1.1.4 The EQIA tells you what the potential equality effects of HS2 Phase 2a are likely to be and what measures HS2 Ltd will take to avoid or reduce these. This report is a summary of what the EQIA says.

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Figure 1: The HS2 core network



## 1.2 The Phase 2a route and people with 'protected characteristics'

- 1.2.1 The EQIA explains how building and operating Phase 2a could affect people in 'protected groups' or with 'protected characteristics' – like older or young people, or people with certain backgrounds, conditions, or beliefs.
- 1.2.2 **Protected characteristics** has a special meaning in law. The Equality Act 2010 explains that these can be your age, disability, sex, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation.
- 1.2.3 Under the Equality Act 2010, all public bodies are subject to the Public Sector Equality Duty (PSED). You can find out more about the Equality Act 2010 and the PSED online<sup>1</sup>.
- 1.2.4 For people with protected characteristics who live or work along the line of the route, changes resulting from the construction and operation of Phase 2a could affect them more ('disproportionately'), or in a particular way ('differentially').
- 1.2.5 A **disproportionate** effect could happen if a potential impact has a proportionately greater effect on people with a particular protected characteristic than others in the general population, or where protected groups use or rely on affected facilities more than other people.
- 1.2.6 A **differential** effect could happen because of specific needs or a recognised sensitivity associated with one or more protected characteristics.

## 1.3 HS2 Phase 2a: Community Areas

- 1.3.1 There are five community areas along the Phase 2a route. These are shown in Figure 2.

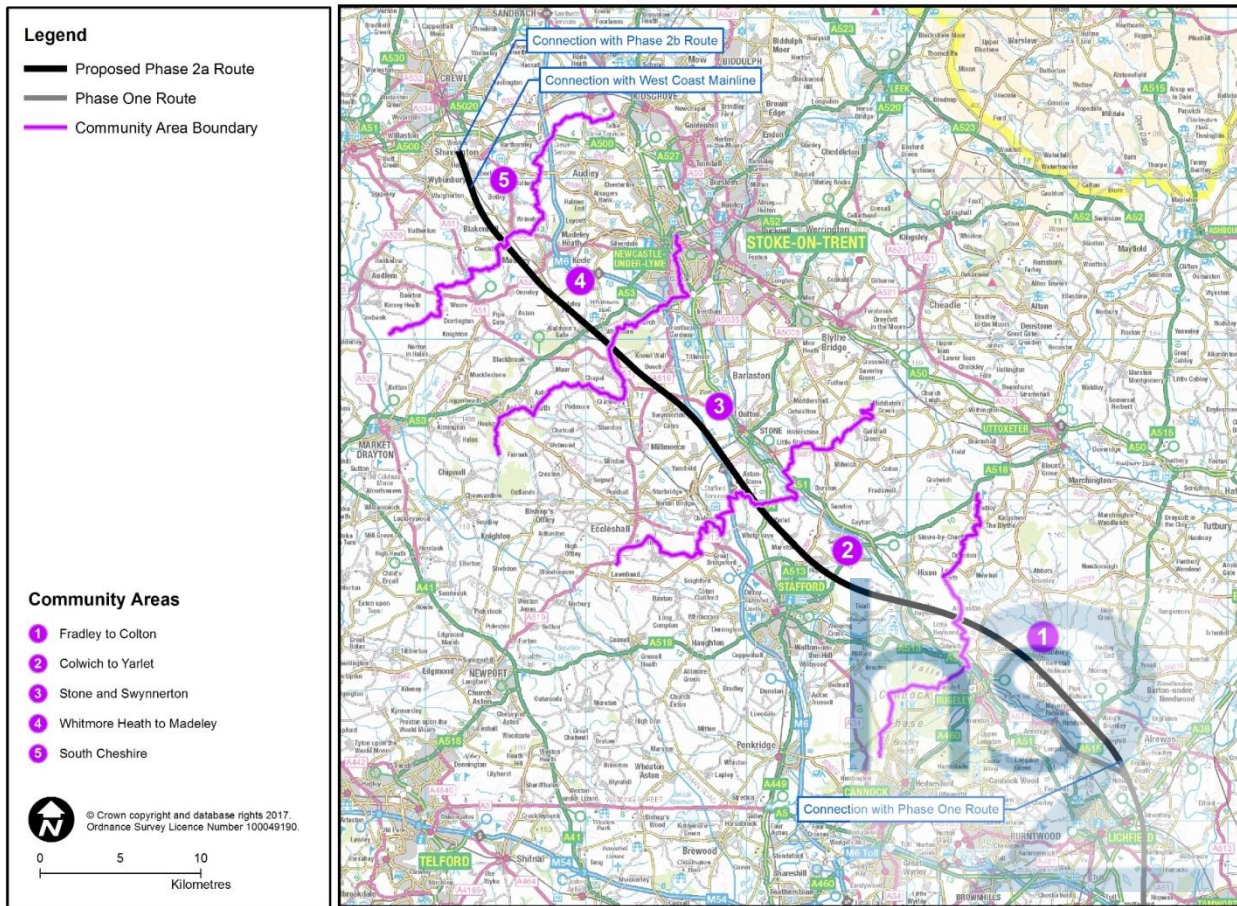
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<sup>1</sup> Government Equalities Office and Equality and Human Rights Commission, Equality Act 2010: guidance. Available online at: <https://www.gov.uk/guidance/equality-act-2010-guidance>



# Equality Impact Assessment Report Summary

Figure 2: Community areas



## 1.4 What can I do now?

- 1.4.1 HS2 Ltd ('we') would like you to read this summary and give your opinion about the Phase 2a scheme.
- 1.4.2 We want to be sure that we have all the information we need to make decisions that are right for the people in protected groups who could be **more affected**, or **affected in a particular way** compared to others in the area.
- 1.4.3 You can visit the EQIA consultation page at [www.gov.uk/hs2](http://www.gov.uk/hs2) to see the full EQIA report and then follow the steps to tell us your views. Details about how to respond to this consultation are at the end of this document.
- 1.4.4 This is a public consultation. We welcome replies from any person or organisation.
- 1.4.5 The consultation closes at **23:45 on 30 September 2017**.

## 2 Here are the main findings of the EQIA

### 2.1 Route-wide effects

#### Housing and communities

##### *Loss of housing*

- 2.1.1 It is predicted that there will be some loss of housing in various locations along the route (26 houses in total). Those residents affected will be eligible for compensation in accordance with the Compensation Code.

##### *Community cohesion*

- 2.1.2 In areas where a substantial proportion of housing in a particular settlement will be lost, there may be the potential for effects on community cohesion, particularly in rural communities. An area that could experience community cohesion effects as a result of loss of housing is Hopton (located in community area 2).

##### *Noise*

- 2.1.3 Some people living near construction sites and those close to the route will experience noise effects in the areas around their homes during construction and operation.
- 2.1.4 It is not possible to determine whether there will be a **disproportionate effect** on any particular protected groups, because the characteristics of people in these affected residential areas are unknown.

#### Employment

- 2.1.5 The construction phase will create the equivalent of 2,240 full-time construction jobs. The construction phase will also generate 840 full-time jobs in other industries due to indirect demand, as well as opportunities for some of the 2,000 apprenticeships that will be created across Phase One and Phase Two as a whole. An estimated 40 jobs could be lost from businesses directly and indirectly affected, though this impact will be mitigated over time as the UK and regional economies grow.
- 2.1.6 The scheme will create around 100 direct operational jobs at the HS2 Infrastructure Maintenance Base (IMB-R) near Stone. An estimated 40 jobs will be created from indirect effects.
- 2.1.7 Some protected groups are more likely to experience poor standards of living due to employment disadvantage. Income poverty and deprivation particularly affects women, children, black and minority ethnic (BAME) groups, religious minority groups, disabled people and families with disabled members. Education, skills and employment gaps affect disabled people and some BAME groups.
- 2.1.8 A number of businesses along the route will be impacted directly and could experience adverse effects. Affected businesses are Mayfield Children's Home (community area 2), Ingestre Park Golf Club (community area 2), Staffordshire County Showground (community area 2) and Great Haywood Marina (community area 2). Mayfield Children's Home (community area 2) could also be affected indirectly by a combination of impacts that could change the environment in which it is located.

- 2.1.9 The demographic profile of the affected business owners and employees is not known at this stage. However, there may be the potential for any residual effects on these businesses to result in adverse equality effects, where affected businesses are owned by people with protected characteristics, or where they provide employment for, training opportunities for, or services specific to the needs of, people with protected characteristics.

### Schools and educational facilities

- 2.1.10 There are no predicted noise or access effects at schools along the route during construction or operation. We will continue to seek reasonably practicable measures to further reduce or avoid effects on the length of journey times and ease of reaching schools, and to reduce construction and operational noise.
- 2.1.11 There could be **disproportionate** or **differential effects** for residents of Mayfield Children's Home (community area 2). This is discussed in more detail in Section 2.3.

### Places of worship

- 2.1.12 Construction or operational noise affecting places of worship has the potential to result in **disproportionate** or **differential effects** on those using these facilities for worship, quiet prayer or contemplation, or for social and cultural uses.
- 2.1.13 St Leonard's Church in Marston (community area 2) is likely to experience operational noise effects. This is discussed in more detail in Section 2.3.

### Open space and community facilities

- 2.1.14 Trentside Meadows (community area 1) is an open space that will be required in part for construction-related activities. Effects on open spaces are likely to have **disproportionate** and **differential effects** on children, young people, older people and disabled people. These effects are discussed in more detail in Section 2.2.
- 2.1.15 The Four Seasons Nature Study Centre (community area 1), Ingestre Park Golf Club (community area 2) and Upper Moreton Farm (community area 2) are identified as community facilities that could be affected by the construction and operation of Phase 2a. The Four Seasons Nature Study Centre is discussed in more detail in Section 2.2, and Ingestre Park Golf Club and Upper Moreton Farm in Section 2.2.7.

### Transport

#### *Construction traffic*

- 2.1.16 Construction traffic could result in longer and more difficult road journeys and road crossings in some places. This is likely to have a **differential effect** on children, older people and disabled people. The draft Code of Construction Practice (CoCP) includes measures designed to ensure the safety of pedestrians and cyclists, and to avoid causing concern or anxiety about safety, particularly in the vicinity of schools and other facilities used by protected groups.

### *Road and footpath closures and diversions*

- 2.1.17 There will be temporary and permanent diversion or realignment of roads and footpaths at various points along the route, and a limited number of permanent closures.
- 2.1.18 Road closures and diversions could lead to changes in journey distances and traffic flows, which is likely to have **differential effects** for children, older people and disabled people, who may be more likely to experience such changes as a barrier to accessing services. Footpath closures and diversions could also lead to changes in journey distances, which is likely to have **differential effects** for these groups, and **disproportionate effects** for women, young people, older people and disabled people, who may be less likely to have access to a car.
- 2.1.19 The draft CoCP contains measures to mitigate transport-related effects during construction.

### **Air quality and health effects**

- 2.1.20 Some people with protected characteristics may be particularly susceptible to health effects arising from air pollution. This includes older people and children, as well as those with existing respiratory or cardiovascular health conditions. There may also be the potential for perceived health impacts arising from anxiety around increased traffic emissions, particularly for people with existing respiratory conditions.
- 2.1.21 Measures set out in the draft CoCP will be effective in reducing dust and construction traffic emissions. Therefore, it is not expected that any direct health and wellbeing effects will arise as a result of air quality effects during construction.

### **Crime, safety and personal security**

- 2.1.22 Members of protected groups can have greater than average levels of concern about crimes and anti-social behaviour. The draft CoCP includes measures to reduce risks of crime and anti-social behaviour associated with construction activities. This is likely to reduce risks of **differential effects** on protected groups.

## **2.2 Fradley to Colton area**

- 2.2.1 This section provides further details on some of the equality issues affecting the Fradley to Colton area (community area 1).

### **The Four Seasons Nature Study Centre**

- 2.2.2 The Four Seasons Nature Study Centre is run by Conservation, Horticulture and Agriculture for the Disabled Society (CHADS), a registered charity based in Handsacre. CHADS aims to support access to wildlife and the countryside for disabled people, and users of the site are understood to include disabled people and those with mobility issues. The centre consists of a hall, which is used by the group and is also available for hire, and outside activity areas. The whole site is fully wheelchair accessible.
- 2.2.3 It is predicted that there will be noise impacts for users of the main hall and external activity areas, during construction. Noise from trains during operation is also predicted to affect activities within the hall and in external activity areas. There will

also be visual impacts during construction and operation. Noise and visual effects have the potential to affect users taking part in the activities that take place here. This could give rise to **differential** and **disproportionate effects** for children, older people and disabled people who use the site.

### Trentside Meadows

- 2.2.4 Trentside Meadows is a Local Wildlife Site also owned and managed by CHADS. It is predominately used as grazing land, and the income generated from grazing provides funding for the activities undertaken by the charity.
- 2.2.5 Part of Trentside Meadows is located within land required for the construction of the scheme. An additional area will be isolated from the rest of the nature reserve. Overall, approximately 32% of Trentside Meadows will be temporarily inaccessible to the public and for agricultural grazing during the construction of Phase 2a.
- 2.2.6 Temporary loss of land is likely to impact the charity's ability to raise income from grazing and therefore its viability. This has the potential to give rise to **differential** and **disproportionate effects** for children, older people and disabled people using Trentside Meadows and other CHADS sites. The charity will be compensated for this loss of income in line with the Compensation Code.
- 2.2.7 There is also the potential for noise and visual impacts during construction. These effects may reduce the value of the site for therapeutic outdoor activities, and result in **disproportionate** and **differential effects** for children, older people and disabled people.

## 2.3 Colwich to Yarlet area

- 2.3.1 This section provides further details on some of the equality issues affecting the Colwich to Yarlet area (community area 2).

### Ingestre Park Golf Club

- 2.3.2 Ingestre Park Golf Club is a private members club with approximately 650 members. In addition to an 18-hole course, there is a club house that is used for a variety of social and recreational events. There are limited alternative facilities nearby.
- 2.3.3 An area covering seven holes of the golf course will be either lost or severed from the clubhouse during construction. This loss of land will mean that the club will be unable to function as it currently does.
- 2.3.4 There is the potential for **differential effects** for members of the golf club with protected characteristics, including older people who use the club and clubhouse facility. We are continuing to engage with the operators of the golf club to identify mitigation measures.

### St Leonard's Church

- 2.3.5 St Leonard's Church in Marston currently holds weekly services on Sunday mornings. The church is likely to be affected by increased noise during operation, which could disturb activities within the church. This could result in **disproportionate** or **differential effects** on Christians using the church. We will engage with stakeholders at the church to identify mitigation measures.

## Mayfield Children's Home

- 2.3.6 Mayfield Children's Home provides residential care for children and young people aged 8-19 who have been diagnosed with autism. Residents of the home travel to Rugeley School in community area 1 during term times.
- 2.3.7 The home is likely to be affected by visual impacts and increased noise during construction and operation. Children living at Mayfield Children's Home are severely autistic, and are likely to be more sensitive to change in the sensory environment. There is the potential for residents of the home to experience **differential effects**. We are continuing to engage with the operators of the home to identify mitigation measures.

## Upper Moreton Farm

- 2.3.8 Upper Moreton Farm provides educational visits, rural therapy and care farming for people with mental health problems, learning difficulties, autism spectrum disorders, emotional difficulties, and people who have experienced abuse or neglect.
- 2.3.9 Some of the land used for activities at the farm will be required during construction, and some will be lost permanently. This will restrict the range of activities that can be carried out on the site. The farm is also likely to be affected by visual impacts and increased noise during construction and operation.
- 2.3.10 Users of Upper Moreton Farm include school children and people with learning difficulties, autism, and mental health issues, many of whom may be sensitive to change. There is the potential for these groups to experience **differential effects** as a result of the impacts on the farm and the reduction in the range of services available. We are continuing to engage with the operators of the farm to identify mitigation measures.

## 2.4 Stone and Swynnerton area

- 2.4.1 There are no further specific equality issues affecting the Stone to Swynnerton area (community area 3).

## 2.5 Whitmore Heath to Madeley area

- 2.5.1 There are no further specific equality issues affecting the Whitmore Heath to Madeley area (community area 4).

## 2.6 South Cheshire area

- 2.6.1 There are no further specific equality issues affecting the South Cheshire area (community area 5).

## 3 What do I need to do now?

- 3.1.1 You are welcome to send us your comments on how these changes will affect you – we'd like to know what you think. Your comments will go to the response analysis company and then come to us at HS2 Ltd to be considered as we design, plan, deliver, manage and operate HS2 Phase 2a.
- 3.1.2 You can comment on the EQIA for Phase 2a at <https://ipsos.uk/HS2Phase2aEQIA> or download the response form from [www.gov.uk/hs2](http://www.gov.uk/hs2). Please provide as much detail as possible and let us know if you think anything has been missed from the assessment.
- 3.1.3 Before you comment, please read the confidentiality and data protection conditions that apply, as set out in the response form.
- If you respond online, you can follow the instructions at: <https://ipsos.uk/HS2Phase2aEQIA> or [www.gov.uk/hs2](http://www.gov.uk/hs2)
  - If you download the response form from our website at [www.gov.uk/hs2](http://www.gov.uk/hs2) you can either:
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    - post your response to: FREEPOST HS2 PHASE 2A EQIA.
- 3.1.4 If you post your response, you don't need to add any more address information and you don't need a stamp. Please be sure to use UPPER CASE when writing this address.
- 3.1.5 If you'd like to send your response by recorded delivery or special delivery, please call our helpdesk on **08081 434 434** and they will be happy to assist.
- 3.1.6 You can also call our helpdesk to ask for this summary in an alternative format.
- 3.1.7 This consultation closes at **23:45** on **30 September 2017**.

## 4 How to find out more

4.1.1 HS2 Ltd has published a number of policies that help to reduce equality effects and meet the requirements of the Public Sector Equality Duty. These include:

- HS2 Ltd's Equality, Diversity and Inclusion Policy (Information Paper H1). This shows how HS2 includes people from different backgrounds in the workforce and in how it plans, designs, builds and operates the new railway;
- HS2 Ltd's Skills and Employment (Information Paper H2). This shows how HS2 trains and employs people to build and operate the railway and is committed to equal opportunities for local, disadvantaged or under-represented groups; and
- the HS2 property compensation package, which includes provision for atypical properties and special circumstances.

4.1.2 You can find all of these policies online at [www.gov.uk/hs2](http://www.gov.uk/hs2) where you will also find a copy of the full EQIA report: 'HS2 Phase 2a: West Midlands to Crewe – Equality Impact Assessment Report.'

If you have any questions  
or you'd like to find out more,  
you can get in touch with us:



TELEPHONE  
08081 434 434



EMAIL  
[HS2enquiries@hs2.org.uk](mailto:HS2enquiries@hs2.org.uk)



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High Speed Two (HS2) Limited  
Two Snowhill  
Snow Hill Queensway  
Birmingham B4 6GA

08081 434 434  
[HS2Enquiries@hs2.org.uk](mailto:HS2Enquiries@hs2.org.uk)