

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

Equality Impact Assessment Update Report

Summary document

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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.

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A report prepared for High Speed Two (HS2) Limited:

ARUP



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

## 1.1 Background

1.1.1 High Speed Two (HS2) is a new high speed railway proposed by the Government to connect major cities in Britain. You can see a map of the route in Figure 1.

1.1.2 HS2 will be built in phases. Phase One comprises the first section of the HS2 rail network between London and the West Midlands. Phase Two of HS2 would extend the line to the north-west and north-east: to Manchester with connections to the West Coast Main Line (WCML) at Crewe and Bamfurlong (south of Wigan); and to Leeds with a connection to the East Coast Main Line approaching York. It would also connect with, and include, electrification of a section of the Midland Main Line.

1.1.3 Phase Two will also be constructed in two phases:

- Phase 2a: the western section of Phase Two between the West Midlands and Crewe; and
- Phase 2b: comprising the remainder of Phase Two, between Crewe (where it would connect with Phase 2a south of Crewe Station) and Manchester, and between the West Midlands and Leeds.

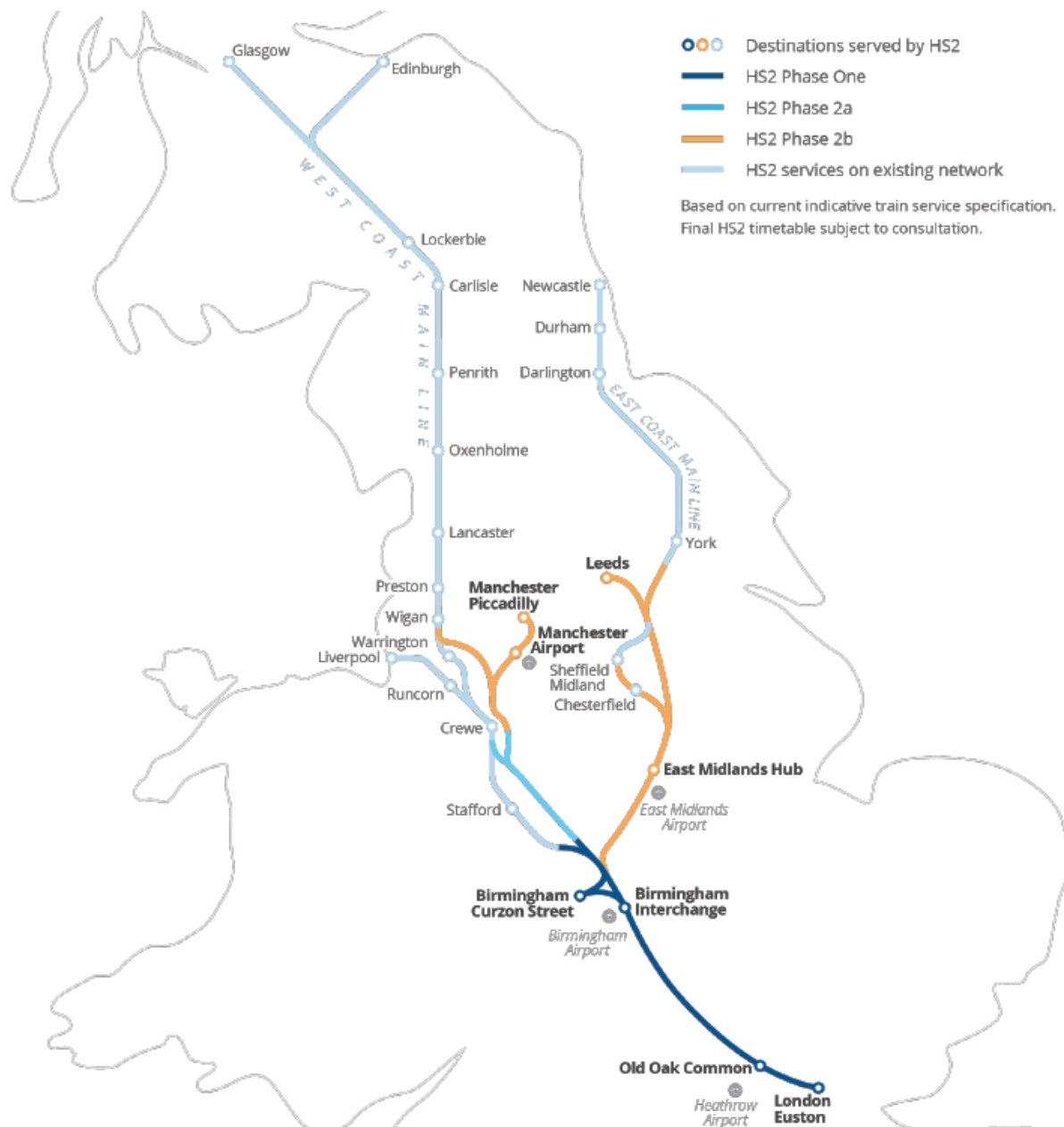
## 1.2 What is this equality impact assessment update for?

1.2.1 An equality impact assessment (EQIA) helps to show that HS2 Ltd has considered the potential equality issues of any changes before they 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.

1.2.2 An EQIA published in July 2017 considered the potential equality effects for the Phase 2a scheme.

1.2.3 There are now some changes being made to the scheme. This EQIA update tells you what the potential equality effects of those changes are likely to be, and what measures HS2 Ltd will or may take to avoid or reduce these.

Figure 1: The HS2 core network



### 1.3 People with 'protected characteristics'

- 1.3.1 This EQIA update is about how proposed changes to building and operating Phase 2a could affect people in 'protected groups' or with 'protected characteristics' – like very old or young people, or people with certain backgrounds or conditions, beliefs or lifestyles.
- 1.3.2 'Protected characteristics' has a special meaning in law. The Equality Act 2010 explains that these can be your age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation.

- 1.3.3 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>.
- 1.3.4 For people with protected characteristics who live or work along the line of route, or use affected stations, these changes could affect them more (**'disproportionately'**), or in a particular way (**'differentially'**).
- 1.3.5 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.
- 1.3.6 A **differential** effect could happen because of specific needs or a recognised sensitivity associated with one or more protected characteristics.

## **1.4 HS2 Phase 2a: Community Areas**

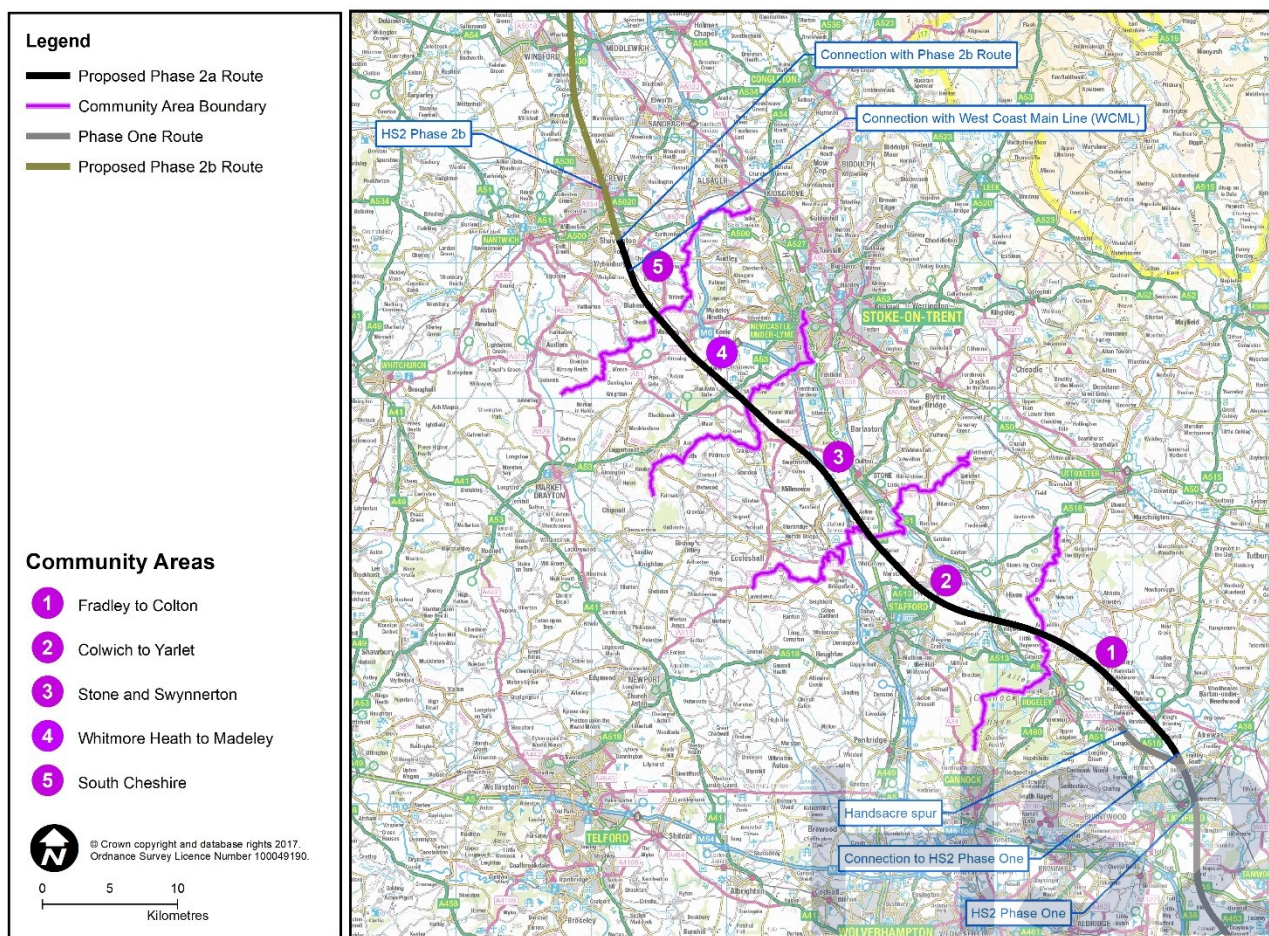
- 1.4.1 There are five community areas along the Phase 2a route. These are shown in Figure 2.

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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>



Figure 2: Community areas



## 1.5 What's changed?

- 1.5.1 HS2 Ltd has an ongoing commitment to monitor and address equality issues during the design and delivery of the revised scheme in line with the PSED.
- 1.5.2 This report provides an update of the EQIA (2017) to take into account proposed revisions to the Phase 2a scheme, which have been made since July 2017.
- 1.5.3 The main changes proposed for the Phase 2a scheme include:
- a change to the rail connection between HS2 and the West Coast Main Line (WCML), south of Handsacre (community area 1);
  - a new overhead power supply connection for HS2 trains from Parkgate in the Fradley to Colton area (community area 1);
  - the reconfiguration of Ingestre Park Golf Club to replace land lost and severed by the HS2 route in the Colwich to Yarlet area (community area 2);
  - a replacement facility for Mayfield Children's Home, currently located in the Colwich to Yarlet area (community area 2). The new facility will be next to Rugeley School on the outskirts of Blithbury, in the Fradley to Colton area (community area 1);
  - the southern extension of the Whitmore Heath tunnel to the south-east of the A53 Newcastle Road. Permanent power supply connections for both the

Whitmore Heath and Madeley tunnels will also be required in the Whitmore Heath to Madeley area (community area 4);

- changes to the earthworks and movement of materials along the route. These include the use of local placement areas for the permanent placement of surplus excavated material to reduce Heavy Goods Vehicle (HGV) journeys; and
- changes to the construction programme due to changes in the design and construction assumptions along the Phase 2a route.

1.5.4 There will also be changes to public rights of way (PRoW), roads, construction routes, utility works and environmental mitigation for the Phase 2a scheme.

1.5.5 Other changes of relevance to the EQIA include:

- the lowering of viaducts and an embankment close to Trentside Meadows and the Four Seasons Nature Study Centre, both operated by CHADS, in the Fradley to Colton area (community area 1);
- new car parking provision to the east of Staffordshire County Showground in the Colwich to Yarlet area (community area 2); and
- a new noise fence barrier at Upper Moreton Farm in the Colwich to Yarlet area (community area 2).

## 2 Here are the main findings of the updated EQIA

### 2.1 Route-wide effects

#### Housing and communities

##### *Loss of housing*

- 2.1.1 There will be the loss of one additional house as a result of changes to the Phase 2a scheme. Those residents affected may be eligible for compensation in accordance with the Compensation Code.
- 2.1.2 The loss of housing has the potential to impact on community cohesion, particularly in rural areas, which could cause equality effects. There will be no new or different effects on community cohesion as a result of changes to the Phase 2a scheme.

##### *Isolation*

- 2.1.3 There will be no new or different isolation effects as a result of changes to the Phase 2a scheme.

##### *Noise*

- 2.1.4 Some people living near construction sites and those close to the route will experience noise effects in the areas around their homes as a result of changes to the Phase 2a scheme. Households affected by noise during construction may be eligible for noise insulation or temporary re-housing.
- 2.1.5 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.

#### Business and employment

- 2.1.6 There will be no changes to the construction or operational employment opportunities, including apprenticeships, described in the EQIA (2017). However, the estimated number of jobs that could be lost from businesses directly and indirectly affected along the route will reduce from 40 to 25 as a result of changes to the Phase 2a scheme. The number of jobs that have the potential to be relocated along the route from businesses directly and indirectly affected during construction will also reduce from 140 to 130 as result of changes to the Phase 2a scheme.
- 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 as a result of changes to the Phase 2a scheme. While the demographic profile of all affected business owners and employees is not known, 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.

2.1.9 Among the businesses affected, there are a number that may experience **differential** effects as a result of the nature of the business. Businesses that are potentially affected are Mayfield Children's Home (community area 2) and Ingestre Park Golf Club (community area 2). Staffordshire County Showground (community area 2) will no longer experience equality effects as a result of changes to the Phase 2a scheme.

2.1.10 Businesses displaced by the changes to the Phase 2a scheme may be eligible for compensation in accordance with the Compensation Code. We are continuing to engage with affected businesses to identify reasonably practicable measures to mitigate potential effects during construction and operation.

### Schools and educational facilities

2.1.11 New or different **disproportionate** and **differential** effects for students at Rugeley School (community area 1), Yarlet School (community area 2) and residents of Mayfield House Children's Home (community area 2) have been identified as a result of changes to the Phase 2a scheme. These are discussed in Section 2.2 and Section 2.3 respectively.

2.1.12 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. We will also continue to engage with stakeholders to fully understand the affected receptors, their use and the benefit of potential mitigation measures.

### Places of worship

2.1.13 There will be no new or different equality effects in relation to places of worship beyond those identified in the EQIA (2017).

### Open space and community facilities

2.1.14 New or different **disproportionate** and **differential** effects for users with protected characteristics of Trentside Meadows (community area 1) have been identified as a result of changes to the Phase 2a scheme. These are discussed in Section 2.2.

2.1.15 New or different **disproportionate** and **differential** effects for users with protected characteristics of the Four Seasons Nature Study Centre (community area 1), Ingestre Park Golf Club (community area 2) and Upper Moreton Farm (community area 2) have been identified as a result of changes to the Phase 2a scheme. These are discussed in Sections 2.2 and 2.3.

2.1.16 The draft Code of Construction Practice (CoCP) includes measures designed to ensure that affected public open spaces are reinstated following construction and that information on public open spaces is shared with local people through community liaison officers.

## Transport

### *Construction traffic*

- 2.1.17 There will be changes to the flow of construction traffic as a result of changes to the Phase 2a scheme. 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 CoCP includes measures designed to reduce the impacts of construction traffic and ensure the safety of pedestrians and cyclists.

### *Diversion, realignment and closure of roads and PRow*

- 2.1.18 Changes to the Phase 2a scheme mean there will be changes to the temporary and permanent diversion or realignment of roads and footpaths at various points along the route. There will also be changes to the number of permanent closures along the route.
- 2.1.19 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.
- 2.1.20 The draft CoCP contains measures to mitigate the impacts of road and PRow closures during construction.

## Air quality and health effects

- 2.1.21 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.
- 2.1.22 Measures set out in the draft CoCP will be effective in reducing dust and construction traffic emissions. Therefore, it is not expected that changes to the Phase 2a scheme will result in any direct health and wellbeing effects associated with air quality during construction.

## 2.2 Fradley to Colton area

- 2.2.1 This section provides further detail on some of the equality issues affecting the Fradley to Colton area (community area 1) as a result of changes to Phase 2a scheme.

### **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, located on the A513 Rugeley Road. 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 The EQIA (2017) reported that there would be noise impacts for users of the main hall and external activity areas, during construction. Noise from trains during operation was also predicted to affect activities within the hall and in external activity areas. There would also be visual impacts during construction and operation. Noise and visual effects would 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.
- 2.2.4 As a result of changes to the Phase 2a scheme, the duration of construction noise at this facility will increase by seven months. There will also be changes to the traffic flows in the area meaning Heavy Goods Vehicles (HGVs) will be using the A513 Rugeley Road for a longer period of time. These changes will mean the potential **differential** and **disproportionate effects** for children, older people and disabled people who use this site may last longer.

### Trentside Meadows

- 2.2.5 Trentside Meadows is a Local Wildlife Site also owned and managed by CHADS, and located on the A513 Rugeley Road. People visit Trentside Meadows to experience the ecological value of the site and visits are made by appointment only. It is predominantly used as grazing land.
- 2.2.6 The EQIA (2017) reported that approximately 32% of Trentside Meadows would be temporarily inaccessible during construction. Disabled people that visit Trentside Meadows may be less able to access nearby facilities, meaning the temporary loss of this open space has the potential to give rise to **differential and disproportionate effects** for disabled people.
- 2.2.7 The potential for noise and visual impacts relating to traffic and other construction activities was also identified in the EQIA (2017). 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.
- 2.2.8 As a result of changes to the Phase 2a scheme, the duration of time that HGVs will be using the A513 Rugeley Road will increase by one month. This means that the potential for reduced access and noise impacts from construction traffic will last for a longer period of time. The potential **disproportionate and differential effects** for children, older people and disabled people at this site associated with construction traffic will last longer.

### Rugeley School

- 2.2.9 Rugeley School is an independent specialist residential school operated by the Priory Group, serving up to 52 residential and day pupils between the ages of five and 19. The school is located on the outskirts of Blithbury.
- 2.2.10 All of the pupils at Rugeley School have severe autism spectrum disorder (ASD) with complex needs. Many have communication, learning and behavioural needs and all require one to one care. Rugeley School accepts residential pupils from across the UK, as well as day pupils who commute daily to and from the school. The school provides a 40 week education programme, which is supplemented for some students with a care programme that can be up to 52 weeks a year.

- 2.2.11 The EQIA (2017) did not report any effects at this location.
- 2.2.12 Changes to the Phase 2a scheme include the construction of a replacement residential facility for Mayfield Children's Home at the former Westwood School site, adjacent to Rugeley School, in Blithbury. The replacement site will provide an on-site, purpose built residential facility, avoiding the need to transport pupils from Mayfield Children's Home. This change is discussed in more detail in Section 2.3.
- 2.2.13 During the construction of this facility, pupils at Rugeley School will be exposed to some construction noise, traffic, and visual impacts. Given the sensitivity of children with ASD at the school, adverse health impacts as a result of the changes to the existing environmental conditions have been identified. This includes changes to individual plans and routines for children attending the school as a result of the construction activity and changes to the way internal and external spaces are used.
- 2.2.14 People with ASD can be more sensitive to noise associated with construction activity. The combined impacts from construction noise and potential changes to the daily routine of the children may result in adverse effects on their wellbeing. These changes have the potential to give rise to **disproportionate and differential effects** for children with ASD attending the school.
- 2.2.15 Following the transfer of children to the replacement residential facility, the provision of a new purpose built accommodation next to Rugeley School will result in beneficial health effects for children using this facility. The facility will remove the need for children to travel between their school and accommodation. This has the potential to give rise to beneficial **equality effects** for children with ASD attending the school and living at Mayfield Children's Home.

## 2.3 Colwich to Yarlet area

- 2.3.1 This section provides further detail on some of the equality issues affecting the Colwich to Yarlet area (community area 2) as a result of changes to the Phase 2a scheme.

### Yarlet School

- 2.3.2 Yarlet School is located to the east of the A34 Stone Road, and provides independent education for children aged between two and 13 years old. The school grounds include a chapel, and overnight accommodation for part time boarding.
- 2.3.3 The EQIA (2017) did not report any effects at this location.
- 2.3.4 Changes to the Phase 2a scheme, including changes to the construction programme, will mean that there are new visual and noise impacts during construction at Yarlet School. The combined visual and noise impacts at the school may disrupt the use of internal and external spaces for up to seven months, potentially giving rise to **disproportionate and differential effects** for children attending Yarlet School.
- 2.3.5 There will also be an increased number of HGVs using the A34 Stone Road, which provides access to the school. Access to the school will be maintained throughout construction and it is considered that the school will be able to continue functioning normally.

## Ingestre Park Golf Club

- 2.3.6 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.
- 2.3.7 The EQIA (2017) reported that an area covering about half 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. The potential for **differential effects** for members of the golf club with protected characteristics, including older people who use the club and clubhouse facility was identified.
- 2.3.8 Changes to the Phase 2a scheme include additional land being provided to replace those parts of the course lost and severed by the HS2 route. It is assumed that the club house will now remain open, meaning that the wider social and recreational functions it provides will still be provided. The previously identified potential **disproportionate and differential effects** on members and other users of the club house with protected characteristics will therefore not arise.

## Mayfield Children's Home

- 2.3.9 Mayfield Children's Home is operated by the Priory Group and 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. All of the children living at the facility have ASD.
- 2.3.10 The EQIA (2017) reported that the facility would likely be affected by visual impacts and increased noise during construction and operation. Children living at Mayfield Children's Home are likely to be more sensitive to change in the sensory environment. The potential for residents of the home to experience **differential effects** was identified.
- 2.3.11 Changes to the Phase 2a scheme include mitigation for Mayfield Children's Home with the provision of a replacement residential facility at the former Westwood School site, adjacent to Rugeley School, in Blithbury. We are working with the Priory Group to provide this new facility. The Priory Group are seeking their own planning permission that would allow the construction of the facility to take place in advance of any HS2 construction works in the area. This has the potential to allow the new facility to be built sooner than assessed and avoid negative environmental impacts and equality effects during construction.
- 2.3.12 For the purpose of the assessment, however, it has been assumed that if the Priory Group cannot secure their own planning permission, Mayfield Children's Home will relocate to the replacement facility approximately six months after HS2 construction works in the area begins. The transfer of children to the new facility would last a further three months. This will result in a reduction in the duration of the adverse noise and visual impacts described in the EQIA (2017) during construction to nine months and the removal of the permanent operational noise and visual impacts.
- 2.3.13 There may be negative health effects for some children during construction of the replacement facility with construction impacts at both their school (Rugeley School, as described in Section 2.2) and where they live. This may mean the opportunities for



respite are reduced for some children during construction. The transfer of children from Mayfield Children's Home to the replacement facility also has the potential to disrupt children's familiar routine. These impacts have the potential to cause temporary **disproportionate** and **differential effects** for children with ASD living at Mayfield Children's Home and attending Rugeley School.

### Upper Moreton Farm

- 2.3.14 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. Users of Upper Moreton Farm include school children and people with learning difficulties, ASD, and mental health issues, many of whom may be sensitive to change.
- 2.3.15 The EQIA (2017) reported that some of the land used for activities at the farm will be required during construction, and some will be lost permanently. This would restrict the range of activities that could be carried out on the site. The farm is also likely to be affected by visual impacts and increased noise during construction and operation. The potential for users of the facility to experience **differential effects** as a result of the impacts on the farm and the reduction in the range of services available was identified.
- 2.3.16 Changes to the Phase 2a scheme include extending a proposed noise fence barrier to reduce the operational noise impacts at Upper Moreton Farm. This change will reduce the disturbance to the outside noise environment and bring noise levels within classrooms to within an acceptable standard for teaching. The potential for **differential effects** associated with operational noise for users of the facility using indoor and outdoor learning spaces, including classrooms, will therefore be reduced.

## 2.4 Stone and Swynnerton area

- 2.4.1 The EQIA (2017) did not report any specific equality effects in the Stone and Swynnerton area (community area 3), and there are no specific equality effects identified as a result of changes to the Phase 2a scheme.

## 2.5 Whitmore Heath to Madeley area

- 2.5.1 The EQIA (2017) did not report any specific equality effects in the Whitmore Heath to Madeley area (community area 4), and there are no specific equality effects identified as a result of changes to the Phase 2a scheme.

## 2.6 South Cheshire area

- 2.6.1 The EQIA (2017) did not report any specific equality effects in the South Cheshire area (community area 5), and there are no specific equality effects identified as a result of changes to the Phase 2a scheme.

## 3 How to find out more

3.1.1 HS2 Ltd has published a number of policies that help to reduce equality effects and meet the requirements of the PSED. These include:

- HS2 Ltd's Equality, Diversity and Inclusion Policy. 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, Employment and Education Strategy. 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.

3.1.2 You can find all these policies online at [www.gov.uk/hs2](http://www.gov.uk/hs2) where you will also find a copy of the EQIA (2017) report titled 'HS2 Phase 2a: West Midlands to Crewe – Equality Impact Assessment Report'<sup>2</sup> and the full EQIA update report titled 'HS2 Phase 2a: West Midlands to Crewe – Equality Impact Assessment Update'.

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<sup>2</sup> A copy of the Summary for this report is also available here: <https://www.gov.uk/government/publications/equality-impact-assessment-for-hs2-phase-2a>







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