



Community: Impact Assessment

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Contents

- 1. Community: Impact Assessment** **5**
- 2. Gatwick Airport Second Runway (LGW 2R)** **7**
- 3. Heathrow Airport Extended Northern Runway (LHR ENR)** **14**
- 4. Heathrow Airport Northwest Runway (LHR NWR)** **21**

1. Community: Impact Assessment

The objectives of the Community assessment are twofold:

- To manage and reduce the effects of housing loss on local communities
- To reduce or avoid disproportionate impacts on any social group

1.1 This is an assessment of impacts on those communities closest to the airport, into which and close to which the extended airports will physically encroach, with implications for housing and community cohesion. There will be other impacts on these and on wider communities – in terms of noise, air pollution, health and employment. These impacts are assessed in their respective modules.

1.2 This assessment initially uses official statistics¹ to present a current baseline of the local community affected. It then describes the Airports Commission's view of community impacts from airport expansion based on the information currently available, including an assessment of how effective mitigation measures might be in ensuring neutral outcomes from these impacts. Wider knock-on effects, such as relocated households' impacts on their new communities, are not considered in detail, but should be addressed as detailed plans are taken forward. The assessment summarises the corresponding views of the scheme promoters on these matters, including their mitigation suggestions/proposals.

1.3 As the *Appraisal Framework* sets out, schemes have been subjected to an equalities screening, to ascertain whether a full equalities impact assessment (EqIA) is necessary. The purpose of the screening is to identify any disproportionate effects of the scheme on 'protected' characteristics related to age, gender, religion or belief, disability, ethnicity, sexual orientation, gender reassignment, and pregnancy and maternity. There is some overlap with DfT-recommended distributional analysis, which will also involve an initial screening, although the latter does not cover all the protected groups. The methodology used for an equalities screening can vary. Our high-level screening considers certain identified impacts on these groups.

1

Data at this level are mainly from the 2011 Census unless otherwise mentioned.

- 1.4** On the basis of our screening we do not consider it necessary to carry out a full EqIA at this stage. However, not all the appropriate data are currently available for a full screening. At a high level we have identified *potential* disproportionate impacts on some groups, which a more detailed screening might confirm or dismiss. Therefore a full EqIA may be necessary once more detailed plans have been worked up and appropriate data have been gathered.
- 1.5** This assessment does not consider different demand-forecasting scenarios. Impacts felt at the construction stage are independent of levels of operation. Nor are different levels of operation likely to significantly alter the scale of these impacts. The effect of different scenarios on other impacts, such as noise and air quality, are discussed in the relevant modules.

2. Gatwick Airport Second Runway (LGW 2R)

Community Profile

2.1 Gatwick Airport is situated in a largely rural area, with the urban centre of Crawley to the south. The current airport site sits in the Langley Green and Pound Hill North wards of Crawley. The expanded airport would require land take in these two wards as well as Crawley's Northgate ward, plus the Rusper and Colgate ward within the district of Horsham. There is no direct land take in Horley to the north, but the Horley Central ward (within Reigate and Banstead district) is included in the profile. Visual details of the land take are provided at Annex 1. To get a picture of the local community, this profile considers indicators at both LA district and ward level.

2.2 This immediate community plus surrounding areas of Sussex and Surrey will also be impacted in terms of noise, air quality, jobs and quality of life. These impacts are picked up in other assessments.

Age, ethnicity and religion

2.3 The population of Crawley is younger than the national average, although there are variations within its three wards directly affected. Rusper and Colgate residents are generally older. Half the population are female. Of Crawley females aged 16-74, almost 60% work either full time or part time, compared to just over 52% nationally.

	Langley Green	Northgate	Pound Hill North	Crawley (District)	Rusper and Colgate	Horley Central	England
Mean age	35.9	37.5	39	36.8	40.6	40.6	39.3
Median age	33	34	39	35	43	39	39
Proportion 44 or younger %	66	65	59	64	53	58	58
Proportion 45 or over %	34	35	41	36	47	42	42
Female %	49	49	49	51	50	50	49
Females 16-74 working full time %	34	41	36	38	32	32	21
Females 16-74 working part time %	19	21	24	22	24	22	31

Source: 2011 Census

2.4 Crawley has a predominantly white population – almost 80% state their ethnicity as white – although this is lower than the national average. However, there is variation in the proportion of residents from ethnic minorities across local wards - 40% in Langley Green against 3% in Rusper and Colgate. In Crawley there is a higher share of Hindus, Muslims and Sikhs than nationally.

	Langley Green	Northgate	Pound Hill North	Crawley (District)	Rusper and Colgate	Horley Central	England
Population	8,255	5,298	6,733	106,597	2,722	8,297	53,012,456
White %	60	74	84	79.9	96.7	90.0	85.5
BAME ¹ % (including mixed)	40	26	16	20.1	3.3	10.0	14.5
Christian %	43.9	51.4	56.7	54.2	68.8	59.8	59.4
Hindu %	10.3	7.9	3.8	4.6	0.2	1.3	1.5
Muslim %	19.2	9.3	5	7.2	0.5	2.2	5
Sikh %	0.9	1	1.6	0.7	0	0.2	0.8
None %	17.9	23.7	25.3	26	23.4	28.3	24.7

Source: 2011 Census.

Life expectancy, economic activity and qualifications

2.5 Life expectancy at birth in Crawley is 79.4 for males and 83.6 for females, compared to 79.2 and 83.0 in England². In Horsham the figures are 81.5 and 84.4, and in Reigate and Banstead 80.8 and 84.0.

2.6 Crawley has a higher proportion of people employed in elementary occupations³ than at the national level, and within Crawley the shares in two of the three affected wards are higher. In these wards the unemployment rate is noticeably above the national rate, although the rate for Crawley is generally in line.

	Langley Green	Northgate	Pound Hill North	Crawley (District)	Rusper and Colgate	Horley Central	England
Elementary occupations %	22.2	17.1	9.9	14.4	7.7	10.0	11.1
Unemployment rate %	5.5	4.9	3.5	4.5	1.5	2.8	4.4

Source: 2011 Census.

² <http://www.ons.gov.uk/ons/rel/subnational-health4/life-expec-at-birth-age-65/index.html>

³ Based on ONS SOC2010 Standard Occupational Classifications

2.7 22% of Crawley residents have Level 4 or above qualifications⁴, lower than the national average of 27%. However, the share with no qualifications is lower than nationally, and there is a much higher share of residents with other qualifications, such as vocational/work related or foreign qualifications.

	Langley Green	Northgate	Pound Hill North	Crawley (District)	Rusper and Colgate	Horley Central	England
No qualifications %	24.2	21.2	14.4	20.1	14.6	19.6	22.5
Level 4 and above %	17.7	21.3	28.9	21.5	33.1	25.6	27.4
Other qualifications %	13.9	11.1	6.4	8.5	3.8	7.2	5.7

Source: 2011 Census.

2.8 Educational attainment in terms of GCSE passes has been increasing in Crawley and its neighbouring districts since 2005, in line with national improvements. In 2012, 81.8% of Crawley pupils achieved 5 or more A*-C passes, the same rate as in England⁵.

Impacts on the Community

2.9 The table below summarises community impacts we have identified, ways of mitigating these impacts, and the extent to which the Airports Commission believes that such mitigation will ensure a neutral outcome.

Community Facility/ Service	Proposed mitigation	Likely extent of mitigation
<ul style="list-style-type: none"> 168 residential properties likely to be demolished for airport expansion 	<ul style="list-style-type: none"> financial compensation 	<ul style="list-style-type: none"> partial, unless planning permits relocation of displaced communities en masse...
<ul style="list-style-type: none"> up to 37 residential properties could be demolished for surface access, since they fall within the buffer zone for construction works 	<ul style="list-style-type: none"> financial compensation 	<ul style="list-style-type: none"> partial, unless planning permits relocation of displaced communities en masse
<ul style="list-style-type: none"> potential secondary impacts of relocated households on existing communities 	<ul style="list-style-type: none"> provision of community services to meet additional demand 	<ul style="list-style-type: none"> full if effects are subsumed within wider effects associated with airport-related development
<ul style="list-style-type: none"> Trent House care home 	<ul style="list-style-type: none"> financial compensation and relocation 	<ul style="list-style-type: none"> full, assuming alternative facilities large enough

4 Level 4 and above qualifications cover: Degree (BA, BSc), Higher Degree (MA, PhD, PGCE), NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher level, Professional Qualifications (Teaching, Nursing, Accountancy).

5 http://www.education.gov.uk/inyourarea/results/gor_J_las_3.shtml

Community Facility/ Service	Proposed mitigation	Likely extent of mitigation
<ul style="list-style-type: none"> two places of worship – a church used by 7th Day Adventists, and a Hindu temple 	<ul style="list-style-type: none"> financial compensation and relocation 	<ul style="list-style-type: none"> full – alternative facilities available nearby
<ul style="list-style-type: none"> one charity facility - Outreach 3 Way, which helps people with learning difficulties 	<ul style="list-style-type: none"> financial compensation and relocation 	<ul style="list-style-type: none"> full, since charity has alternative facilities nearby
<ul style="list-style-type: none"> four pre-schools/ nurseries 	<ul style="list-style-type: none"> financial compensation and relocation 	<ul style="list-style-type: none"> partial, unless replacement facilities are similarly close to families new dwellings. Two alternative facilities nearby could be affected by noise.
<ul style="list-style-type: none"> Crawley Rugby club, with its sporting and social facilities 	<ul style="list-style-type: none"> financial compensation and relocation 	<ul style="list-style-type: none"> full, but dependent on successful planning process which could throw up secondary issues
<ul style="list-style-type: none"> The northern part of Rowley Wood 	<ul style="list-style-type: none"> financial compensation or provision of alternative community facilities 	<ul style="list-style-type: none"> full
<ul style="list-style-type: none"> public rights of way 	<ul style="list-style-type: none"> provision of new links to maintain connectivity 	<ul style="list-style-type: none"> full once operational, partial during construction
<ul style="list-style-type: none"> cycle routes 	<ul style="list-style-type: none"> provision of new cycle routes once airport operational 	<ul style="list-style-type: none"> full once operational, partial during construction
<ul style="list-style-type: none"> Impacts on local journey times, either from severance or increased traffic 	<ul style="list-style-type: none"> re-alignment of roads and traffic management measures, and improved public transport access 	<ul style="list-style-type: none"> Partial, due to uncertainty of journey times for those displaced and/or using re-provided facilities

Gatwick Airport Limited's view of mitigation

2.10 GAL conducted its own assessment of these potential impacts, describing how it proposed to mitigate them, based on local consultation. GAL estimates a loss of 163 homes plus 9 hotels/guest houses. 161 of these are in the safeguarded development area. GAL says that no more than 8 properties will need to be vacated for the surface access proposals. GAL proposes financial compensation for housing, with house values in the safeguarded area protected by a 2005 agreement. All compensation would be paid prior to construction.

2.11 GAL provided an assessment of the impacts on loss of community facilities, without any mitigation and with mitigation measures proposed. Regarding the care home, the places of worship and the charity premises, financial support and availability of facilities nearby would ensure a neutral outcome. Regarding the nurseries, GAL mentions two others that would be located close to the revised boundary that

would remain operational, and that there are alternatives available. GAL does not consider the need to mitigate loss of part of Rowley Wood, because there are sufficient alternatives available. GAL identifies potentially positive impacts from the relocation of the rugby club, because the new facilities would be of a higher quality.

- 2.12** In addition GAL mentions that there could be impacts on facilities close to the new boundary, including the Cherry Lane sports facilities (which is home to a number of sports clubs), and some that tree felling would be necessary to accommodate planes landing on the new runway.
- 2.13** There would be no loss of hospitals, doctors' surgeries, primary or secondary schools. Nor are there any village or community halls in the affected area. Access to two local hospitals would not be affected by the change in traffic movements, indeed GAL argues that maintaining access between Crawley and East Surrey hospital in Redhill will ensure 2040 peak period journey times between Crawley and Horley remain at 2012 levels. Access between local settlements would be maintained, so the severance affect would be 'slight' according to GAL. In addition GAL will put in place measures to manage congestion on local roads.

Equalities screening

- 2.14** The purpose of equalities screening is to identify any disproportionate effects of the scheme on 'protected' characteristics related to age, gender, religion or belief, disability, ethnicity, sexual orientation, gender reassignment, and pregnancy and maternity. Should the screening exercise suggest this to be the case, then a full equalities impact assessment can be carried out.
- 2.15** We conducted a high-level equalities screening, based on the current community profile and the impacts that have been identified so far. The loss of community facilities *could* disproportionately impact some of the groups, depending on the extent to which alternative accessible facilities can be provided. Our high-level analysis suggested some protected groups *might* be disproportionately affected, but only a more detailed screening would confirm this or not. For example, with relocation of housing and of some community facilities, we considered the additional journey times for members of certain faith groups to places of worship, for young mothers to nurseries, and for elderly people. In addition, young children could be impacted by noise from construction and operation.
- 2.16** A fuller screening exercise would be more informative at a later date, when more detailed plans have been worked up and when sufficient data on all the protected groups have been collected.

GAL's equalities screening

- 2.17** GAL's own screening methodology involves a project profile, a community profile, equalities screening appraisal and presentation of findings and recommendations. The project profile identified impacts during the construction and operational phase, and their likely distribution. For example, land acquisition and housing demolition would have local impacts, as would property blight once the second runway was operational. The baseline conditions for the equalities screening relate to the assets identified as being affected, as discussed above.
- 2.18** GAL concludes that the construction and operation does not present any disproportionate impact on any protected group, and that therefore a full impact assessment is not required. GAL does not explicitly address each impact on each protected group (in some cases the data do not exist without carrying out a specific survey), but they do identify where there might be impacts, and how these can be mitigated. For example, people with learning disabilities affected by the closure of the Outreach 3 Way facility will have other facilities available locally, including those run by Outreach 3 Way who will be financially compensated. Also, where there are traffic effects, these may disproportionately impact the older, the younger and the infirm. A construction traffic management plan is intended to prevent this from happening.
- 2.19** The conclusion that no further impact assessment is required is partly based on the assertion that many of the impacts are defined spatially (e.g. acquisition and displacement of residential properties, and changes in surface traffic) and so do not discriminate. GAL also considers that proposed mitigation will be sufficient to make the overall impact on particular groups neutral, hence no need for a fuller EqIA.

Conclusion

- 2.20** GAL concludes that the overall community impacts would be ADVERSE in the absence of any mitigation, and NEUTRAL when its proposed mitigation measures are considered. Much of this analysis is based on an availability of alternative community facilities in the local area. GAL will provide financial support to ensure this provision can continue. In addition GAL will support Crawley Rugby Club in finding a new home, although with the likely new location being on greenfield land, the effectiveness and timeliness of this measure depends on a supportive planning process.

- 2.21** The largest community impact is the loss of housing, for which GAL will provide compensation. A supportive planning process will again be necessary to ensure that households can be relocated, set against a background of increased housing demand – both underlying and related to airport expansion. This additional demand could soak up some of the knock-on effects of relocating communities closest to the airport. Those relocated who are airport employees will be faced with longer journeys to work.
- 2.22** The implications for homes not in the land take are not fully clear. GAL asserts that there will be no severance issues, although that seems to be based on an analysis of journey times between existing settlements. What is not clear is whether there is any significant impact in terms of journey times to the new pre-schools and nurseries (for staff and for parents), to the places of worship and to the charity.

3. Heathrow Airport Extended Northern Runway (LHR ENR)

Community profile

- 3.1** Heathrow Airport lies within an urban area on the edge of West London. It is situated within the Heathrow Villages ward of the London Borough of Hillingdon. Unlike the LHR NWR option, this option does not require relocating the M25/M4 junction. Harmondsworth, Sipson and Harlington would not experience land take, and so would be less affected, but there would be some land take in Longford. The main impact from the extension of the existing northern runway would be in the village of Poyle, situated to the west within the borough of Slough. Areas within the boroughs of Spelthorne and Windsor and Maidenhead would also be directly affected. Visual details of the land take are provided at Annex 3. This profile considers some baseline indicators at both LA district and ward level.
- 3.2** This section concentrates on the immediate local community in terms of those living closest to the airport, although those living slightly further away could potentially be affected by the knock-on effects of proposed mitigation measures.
- 3.3** This immediate community plus surrounding areas of West and South West London, Berkshire, Buckinghamshire, Surrey and Oxfordshire will also be impacted in terms of noise, air quality, jobs and quality of life. These impacts are picked up in other assessments.

Age, ethnicity and religion

3.4 Colnbrook with Poyle residents are younger than the national average, with a median age of 32. 20% of its residents are less than 15 years old, and only 7% at least 65. Half the population are female. Of females aged 16-74, almost 60% work either full time or part time, compared to 53% in Slough and 52% nationally.

	Colnbrook with Poyle	Slough	Hillingdon	Hounslow	England
Mean age	33.6	33.5	36.4	35.2	39.3
Median age	33	32	35	33	39
Proportion 44 or younger	71	71	64	68	58
Proportion 45 or over	29	29	36	32	42
Female %	51	50	50	50	49
Females (16-74) working full time %	42	36	34	36	21
Females 16-74 working part time %	17	17	18	15	31

Source: 2011 Census.

3.5 Colnbrook and Poyle's ethnic mix differs from the rest of Slough and from the rest of the country. Less than 60% are white. Christianity is the main religion, but there is a higher share of Hindus, Muslims and Sikhs than nationally, and a lower share of people with no religion.

	Colnbrook and Poyle	Slough	Hillingdon	Hounslow	England
Population	6,157	140,205	273,936	253,957	53,012,456
White %	58.9	4.7	61	51	85.5
BAME % (including mixed)	41.1	54.3	39	49	14.5
Christian %	49	41.2	49.2	42	59
Hindu %	5.6	6.2	8	10.3	1.5
Muslim %	11.6	23.3	10.6	14	5
Sikh %	11	10.6	6.7	9	0.8
None %	15.9	12.1	17	15.9	24.7

Source: 2011 Census.

Life expectancy, economic activity and qualifications

3.6 In Slough life expectancy at birth is lower for males (78.5 versus 79.2) and higher for females (83.3 versus 83.0) than nationally⁶. Nearby corresponding figures are 79.9 and 83.5 in Hillingdon, and 79.5 and 83.3 in Hounslow.

3.7 Colnbrook with Poyle has a higher proportion of people employed in elementary occupations than at the national level, and is in line with the rest of Slough. The unemployment rate is above the national rate.

	Colnbrook with Poyle	Slough	Hillingdon	Hounslow	England
Elementary occupations %	15.5	15.6	11	13.1	11.1
Unemployment rate %	5.7	5.4	4.3	4.6	4.4

Source: 2011 Census.

3.8 25% of residents of Colnbrook with Poyle (and 20% of those in wider Slough) have Level 4 or above qualifications, lower than the national average of 27%. However, the share with no qualifications is lower than nationally, and there is a much higher share of residents with other qualifications, such as vocational/work related or foreign qualifications.

	Colnbrook with Poyle	Slough	Hillingdon	Hounslow	England
No qualifications %	16.9	20.1	19.1	17.3	22.5
Level 4 and above %	24.6	25.8	28	34.6	27.4
Other qualifications	13.4	13.7	9.2	13.4	5.7

3.9 Educational attainment in terms of GCSE passes has been increasing in Slough since 2005, in line with national improvements. In 2012, 87.4% of pupils achieved 5 or more A*-C passes, above the England average of 81.8%⁷.

6 <http://www.ons.gov.uk/ons/rel/subnational-health4/life-expec-at-birth-age-65/index.html>

7 http://www.education.gov.uk/inyourarea/results/lea_871_wards_3.shtml

Impacts on the Community

3.10 The table below summarises community impacts we have identified, ways of mitigating these impacts, and the extent to which the Airports Commission believes that such mitigation will ensure a neutral outcome.

Community Facility	Proposed mitigation	Likely extent of mitigation
<ul style="list-style-type: none"> 242 residential properties likely to demolished for airport expansion 	<ul style="list-style-type: none"> financial compensation and relocation assistance 	<ul style="list-style-type: none"> partial, unless planning permits relocation of displaced communities en masse
<ul style="list-style-type: none"> up to 165 residential properties could be demolished for surface access, since they fall within the potential buffer zone for construction works 	<ul style="list-style-type: none"> financial compensation and relocation assistance 	<ul style="list-style-type: none"> partial, unless planning permits relocation of displaced communities en masse
<ul style="list-style-type: none"> potential secondary impacts of relocated households on existing communities 	<ul style="list-style-type: none"> provision of community services to meet additional demand 	<ul style="list-style-type: none"> full if effects are subsumed within wider effects associated with airport-related development
<ul style="list-style-type: none"> loss of industrial/employment land 	<ul style="list-style-type: none"> financial compensation and relocation assistance 	<ul style="list-style-type: none"> partial, unless planning permits relocation of businesses to suitable sites close to airport, transport network and other businesses
<ul style="list-style-type: none"> loss of Punch Bowl pub during construction 	<ul style="list-style-type: none"> financial compensation and provision of alternative community facility during construction 	<ul style="list-style-type: none"> full, assuming suitable location available
<ul style="list-style-type: none"> noise implications for Pippins Primary school 	<ul style="list-style-type: none"> provision of suitable noise insulation 	<ul style="list-style-type: none"> partial, unless outdoor provision of similar facilities. Children still exposed to noise to and from school
<ul style="list-style-type: none"> severance of section of the Colne Valley Way running from Colnbrook to Horton 	<ul style="list-style-type: none"> diversion 	<ul style="list-style-type: none"> full
<ul style="list-style-type: none"> severance of Poyle Road, which currently links Poyle and Colnbrook with Wraysbury and Horton 	<ul style="list-style-type: none"> traffic diverted via Horton Road instead 	<ul style="list-style-type: none"> partial – longer local journey times
<ul style="list-style-type: none"> severance of route to Poyle from the west along Bath Road 	<ul style="list-style-type: none"> provision of alternative route 	<ul style="list-style-type: none"> partial, dependent on new journey patterns

Heathrow Hub Limited's view of mitigation

- 3.11** HHL says that it will continue to engage with local communities. It states that permanent land take would affect about 250 residential properties, mostly in Poyle. Ideally the households relocated from Poyle would move together to minimise loss of community cohesion. HHL identifies possible relocation to the north of Poyle or to the edge of Colnbrook, but much of this local area is designated as Green Belt, and is constrained by flood risk. In addition relocation here would impact local amenity and recreational facilities in the Colne Valley. Currently no sites are allocated for development within the immediate vicinity. Some sites further afield have been identified, but these may not all be suitable for development.
- 3.12** For businesses there would be financial compensation and areas for relocation would be identified. HHL acknowledges the importance of proximity to the airport for some businesses, but that access to the motorway network and proximity to similar companies and sectors (agglomeration benefits) are also important. Therefore alternative sites need to be nearby and of sufficient size. But HHL assumes that no commercial buildings would be replaced in close proximity to the airport. HHL discusses potentially available employment land, as well as the increase in demand for such land from airport expansion.
- 3.13** HHL considers that the noise implications at Pippins school are 'not severe enough to prevent school from operating', and that it is 'reasonably likely' that the school could continue. However HHL acknowledges that a reduction in pupil numbers (due to housing loss) could affect the viability of the school.
- 3.14** HHL says that no community infrastructure falls within the land take apart from a section of the Colne Valley Way, running from Colnbrook to Horton, and which HHL suggests would need to be diverted. There would be no loss of hospitals or doctors' surgeries, although the impact of Heathrow Villages' depopulation on surgeries in Harlington is uncertain. Similarly, the impacts of relocation on access to places of worship are uncertain, even though none of these would be demolished. Some pubs may act as community meeting points. None would be affected, with the exception of the Punch Bowl during construction.
- 3.15** HHL acknowledges that there would be some severance impacts, suggesting road diversions (such as via Horton Road), and that the severed western access to Poyle is replaced by access from the A4 west of the M25.
- 3.16** HHL advocates ongoing support for some existing community projects currently provided by HAL.

Equalities screening

- 3.17** The purpose of equalities screening is to identify any disproportionate effects of the scheme on ‘protected’ characteristics related to age, gender, religion or belief, disability, ethnicity, sexual orientation, gender reassignment, and pregnancy and maternity. Should the screening exercise suggest this to be the case, then a full equalities impact assessment can be carried out.
- 3.18** We conducted a high-level equalities screening, based on the current community profile and the impacts that have been identified so far. The loss of community facilities could disproportionately impact some of the groups, depending on the extent to which alternative and convenient facilities can be provided. Our high-level analysis suggested some protected groups might be disproportionately affected, but only a more detailed screening would confirm this or not. For example, with relocation of housing and of some community facilities, we considered the additional journey times for members of certain faith groups to places of worship, for young mothers to nurseries, and for elderly people. In addition, young children could be impacted by noise from construction and operation.
- 3.19** A fuller screening exercise would be more informative at a later date, when more detailed plans have been worked up and when sufficient data on all the protected groups have been collected.

HHL’s equalities screening

- 3.20** Rather than carrying out an explicit equalities screening exercise, HHL provides an overview of the equality issues, along with consideration of possible mitigation measures. HHL only outlines issues where impacts are considered likely to be disproportionate on certain groups. The analysis is largely generic, with no data provided to back up the possible impacts identified.

	Likely to be adversely impacted
employment	young people, BAME groups, women and disabled people, but these groups could also benefit from increased employment opportunities
housing	Large proportion of Asian households within Poyle
schools	Increases in journey times and changes to the ‘outdoor learning environment’. Many children from BAME groups
pedestrian circulation routes	Potential loss of access or severance, could affect children, older people and the disabled
Punch Bowl Pub – used as a community meeting facility	Older people, disabled people and women
Isolation	Children and older people, disabled, BAME
Noise and air quality	Children, older people, disabled people

- 3.21** HHL concludes that a full equality impact assessment should be carried out once the scheme design is finalised. The exercise would need to gather data on protected groups, some of which are not currently available.

Conclusion

- 3.22** There remains significant uncertainty for the residents of Poyle, some of whom may face the prospect of having both their home and job relocated. This will impact their finances through additional travel costs. Relocating a whole community en masse will present challenges, especially set against a background of increasing housing demand associated with airport expansion.
- 3.23** For those remaining in Poyle, issues of severance will need to be considered further. For example there are currently two doctors' surgeries in Colnbrook and none in Poyle, so the loss of the Old Bath Road may impact on journey times for Poyle residents, especially the elderly. The same may apply in terms of Poyle residents accessing Colnbrook Village Hall. Works to put the M25 in a tunnel may result in disruption to flows during the transition period, which could lead to increased congestion on local roads in Poyle, Stanwell Moor and Stanwell. Also during the transition period, there is a possibility of increased congestion on local roads from non-local motorists avoiding the M25/M4 interchange.
- 3.24** Further south, southern rail access may have severance implications for residents of Stanwell, depending on the details to be worked up.

4. Heathrow Airport Northwest Runway (LHR NWR)

Community Profile

- 4.1** Heathrow Airport lies in an urban area on the edge of West London. The current airport site is situated within the Heathrow Villages ward of the London Borough of Hillingdon. Of these villages, Harmondsworth, Longford and Sipson would be directly affected by land take, as might Harlington due to road diversion. The village of Stanwell on the southern boundary could lose land to facilitate rail access. The Colnbrook with Poyle ward of Slough, situated to the west, would be affected by the provision of a new access road from the diverted A4. Visual details of the land take are provided at Annex 2. To get a picture of the local community, this profile considers indicators at both LA district and ward level.
- 4.2** This immediate community plus surrounding areas of West and South West London, Berkshire, Buckinghamshire, Surrey and Oxfordshire will also be impacted in terms of noise, air quality, jobs and quality of life. These impacts are picked up in other assessments.

Age, ethnicity and religion

- 4.3** Heathrow Villages residents are younger than the national average, with a median age of 33. 70% of residents are less than 44 years old, and only 9% at least 65. Half the population are female. Of females aged 16-74, almost 57% work either full time or part time, compared to 52% in Hillingdon and 52% nationally.

	Heathrow Villages	Hillingdon	Hounslow	Slough	England
Mean age	34.6	36.4	35.2	33.5	39.3
Median age	33	35	33	32	39
Proportion 44 or younger	69	64	68	71	58
Proportion 45 or over	31	36	32	29	42
Female %	52	50	50	50	49
Females 16-74 working full time %	40	34	36	36	21
Females 16-74 working part time %	17	18	15	17	31

4.4 Ethnic mix differs from the rest of Hillingdon, and more so from the rest of the country. About 50% of residents are white. Christianity is the main religion, but less dominant than elsewhere. There is a higher share of Hindus, Muslims and Sikhs than nationally, and a lower share of people with no religion.

	Heathrow Villages	Hillingdon	Hounslow	Slough	England
Population	12,199	273,936	253,957	140,205	53,012,456
White %	50	61	51	4.7	85.5
BAME % (including mixed)	50	39	49	54.3	14.5
Christian %	45.8	49.2	42	41.2	59
Hindu %	8	8	10.3	6.2	1.5
Muslim %	14.2	10.6	14	23.3	5
Sikh %	9.8	6.7	9	10.6	0.8
None %	13.7	17	15.9	12.1	24.7

Source: 2011 Census.

Life expectancy, economic activity and qualifications

4.5 Life expectancy at birth is higher in Hillingdon than nationally for both males (79.9 versus 79.2) and females (83.5 versus 83). Nearby corresponding figures are and 79.5 and 83.3 in Hounslow, and 78.5 and 79.2 in Slough.

4.6 Heathrow Villages has a higher proportion of people employed in elementary occupations than at the national level, and higher than the rest of Hillingdon. The unemployment rate is above the national rate.

	Heathrow Villages	Hillingdon	Hounslow	Slough	England
Elementary occupations %	20.1	11	13.1	15.6	11.1
Unemployment rate %	5	4.3	4.6	5.4	4.4

Source: 2011 Census.

4.7 19% of Heathrow Villages residents have Level 4 or above qualifications, lower than the national average of 27%. However, the share with no qualifications is lower than nationally, and there is a much higher share of residents with other qualifications, such as vocational/work related or foreign qualifications.

	Heathrow Villages	Hillingdon	Hounslow	Slough	England
No qualifications %	19.2	19.1	17.3	20.1	22.5
Level 4 and above %	24.2	28	34.6	25.8	27.4
Other qualifications %	16.7	9.2	13.4	13.7	5.7

4.8 Educational attainment in terms of GCSE passes has been increasing in Hillingdon since 2005, in line with national improvements. In 2012, 86.6% of Hillingdon pupils achieved 5 or more A*-C passes, above the England average of 81.8%⁸.

Impacts on the Community

4.9 Permanent land take would mean the demolition of residential properties in Harmondsworth, Longford and Sipson. Other properties will become much closer to the revised airport boundary. 48 hectares of recreation and open space (including Harmondsworth Moor) would be lost, as would 49 hectares of employment land.

4.10 The table below summarises community impacts we have identified, ways of mitigating these impacts, and the extent to which the Airports Commission believes that such mitigation will ensure a neutral outcome.

Community Facility	Proposed mitigation	Likely extent of mitigation
<ul style="list-style-type: none"> 783 residential properties likely to be demolished for airport expansion 	<ul style="list-style-type: none"> financial compensation and relocation assistance 	<ul style="list-style-type: none"> partial, unless planning permits relocation of displaced communities en masse
<ul style="list-style-type: none"> up to 289 residential properties could be demolished for surface access, since they fall within the potential buffer zone for construction works 	<ul style="list-style-type: none"> financial compensation and relocation assistance 	<ul style="list-style-type: none"> partial, unless planning permits relocation of displaced communities en masse
<ul style="list-style-type: none"> potential secondary impacts of relocated households on existing communities 	<ul style="list-style-type: none"> provision of community services to meet additional demand 	<ul style="list-style-type: none"> full if effects are subsumed within wider effects associated with airport-related development
<ul style="list-style-type: none"> Harmondsworth Primary school 	<ul style="list-style-type: none"> relocation 	<ul style="list-style-type: none"> partial, dependent on location and accessibility for relocated families

8 http://www.education.gov.uk/inyourarea/results/lea_312_las_3.shtml

Community Facility	Proposed mitigation	Likely extent of mitigation
<ul style="list-style-type: none"> Harmondsworth Community hall (including the Wonderland day nursery) 	<ul style="list-style-type: none"> relocation 	<ul style="list-style-type: none"> partial, dependent on location and accessibility for relocated families
<ul style="list-style-type: none"> Sipson community centre 	<ul style="list-style-type: none"> relocation 	<ul style="list-style-type: none"> partial, dependent on location and accessibility for relocated users
<ul style="list-style-type: none"> Heathrow special needs centre in Longford 	<ul style="list-style-type: none"> relocation 	<ul style="list-style-type: none"> partial, dependent on location and accessibility for relocated users
<ul style="list-style-type: none"> Nursery schools in Longford and Sipson 	<ul style="list-style-type: none"> relocation 	<ul style="list-style-type: none"> partial, dependent on location and accessibility for relocated families
<ul style="list-style-type: none"> White Horse pub at Longford 	<ul style="list-style-type: none"> financial compensation and relocation assistance 	<ul style="list-style-type: none"> full
<ul style="list-style-type: none"> Sipson recreation ground and facilities 	<ul style="list-style-type: none"> relocation 	<ul style="list-style-type: none"> partial, dependent on location and accessibility for relocated families
<ul style="list-style-type: none"> other formal and informal recreation sites 	<ul style="list-style-type: none"> relocation/re-provision 	<ul style="list-style-type: none"> full
<ul style="list-style-type: none"> part of the Colne Valley regional park 	<ul style="list-style-type: none"> relocation 	<ul style="list-style-type: none"> full
<ul style="list-style-type: none"> impacts on local journey times and severance from A4/M25/Southern Rail Access works 	<ul style="list-style-type: none"> traffic management measures during construction re-alignment of roads to segregate local from airport and other through traffic, and improved public transport access 	<ul style="list-style-type: none"> partial, due to uncertainty of journey times for those displaced and/or using re-provided facilities

Heathrow Airport Limited's view of mitigation

4.11 According to HAL, respondents to its consultation saw compensation as a critical measure to address effects such as direct loss, blight and changes to the character of local communities. HAL plans to extend its current community investment programme, with support for local priorities such as employment, education and community facilities.

4.12 HAL estimates the compulsory purchase of 750 homes for demolition, with compensation paid 25% above un-blighted market value, with legal fees and stamp duty costs also paid. For those houses remaining, compensation would be provided in the form of noise insulation, or HAL would provide support in relocating those in the highest noise areas near the airport.

- 4.13** HAL proposes to provide a new primary and nursery school strategically to serve Harmondsworth and Sipson, with high quality facilities and effective noise mitigation technology. In addition HAL proposes re-provision of lost community facilities in one of the villages north of the airport, with a new community centre at St. Mary's Church. The special needs centre (formerly the special needs farm) will be re-provided in the Colne Valley.
- 4.14** There would be no loss of hospitals or doctors' surgeries, although the impact of Heathrow Villages' depopulation on surgeries in Harlington is uncertain. Similarly, the impacts of relocation on access to places of worship are uncertain, even though none of these would be demolished.
- 4.15** Recreation facilities (such as at Sipson) would be re-provided in consultation with the local community. HAL also proposes to increase the amount of publicly accessible green space around the airport, including creating green corridors to link existing outdoor recreation areas. Loss of part of the Colne Valley regional park would be re-provided elsewhere in the Colne Valley, with improved connections to Harmondsworth. HAL would work with residents and stakeholders to agree improvements to the new park.
- 4.16** HAL would divert the A4 to the north of the airport, as dual carriageway with existing bus priority measures. This road will by-pass Sipson. To replace the lost section of the A3044 to the west of the airport, there will be a link from the A4 to Poyle, avoiding local re-routing. HAL intends to undertake more detailed traffic impact assessments to identify where localised improvements to capacity might be required.

Equalities screening

- 4.17** The purpose of equalities screening is to identify any disproportionate effects of the scheme on 'protected' characteristics related to age, gender, religion or belief, disability, ethnicity, sexual orientation, gender reassignment, and pregnancy and maternity. Should the screening exercise suggest this to be the case, then a full equalities impact assessment can be carried out.
- 4.18** We conducted a high-level equalities screening, based on the current community profile and the impacts that have been identified so far. The loss of community facilities *could* disproportionately impact some of the groups, depending on the extent to which alternative and convenient facilities can be provided. Our high-level analysis suggested some protected groups *might* be disproportionately affected, but only a more detailed screening would confirm this or not. For example,

with relocation of housing and of some community facilities, we considered the additional journey times for members of certain faith groups to places of worship, for young mothers to nurseries, and for elderly people. In addition, young children could be impacted by noise from construction and operation.

- 4.19** A fuller screening exercise would be more informative at a later date, when more detailed plans have been worked up and when sufficient data on all the protected groups have been collected.

HAL's equalities screening

- 4.20** HAL has not carried out an explicit equalities screening exercise, although it is experienced in such matters, having produced a joint Health Impact Assessment and Equalities Impact Assessment as part of their recent planning application to remove the Cranford agreement. That exercise concluded that a full equalities assessment was necessary, based on answers to five health-related questions, with regard to the designated protected characteristics. It was identified that the key issues for that exercise were likely to be the effects on the population associated with noise and air quality.
- 4.21** An equalities screening for this exercise might also consider other impacts on protected groups from construction and operation – such as land acquisition and demolition of property (residential and community), land clearance and construction activity, noise impacts from surface transport, and income and employment (displaced and created). The exercise would need to gather data on protected groups, some of which are not currently available.

Conclusion

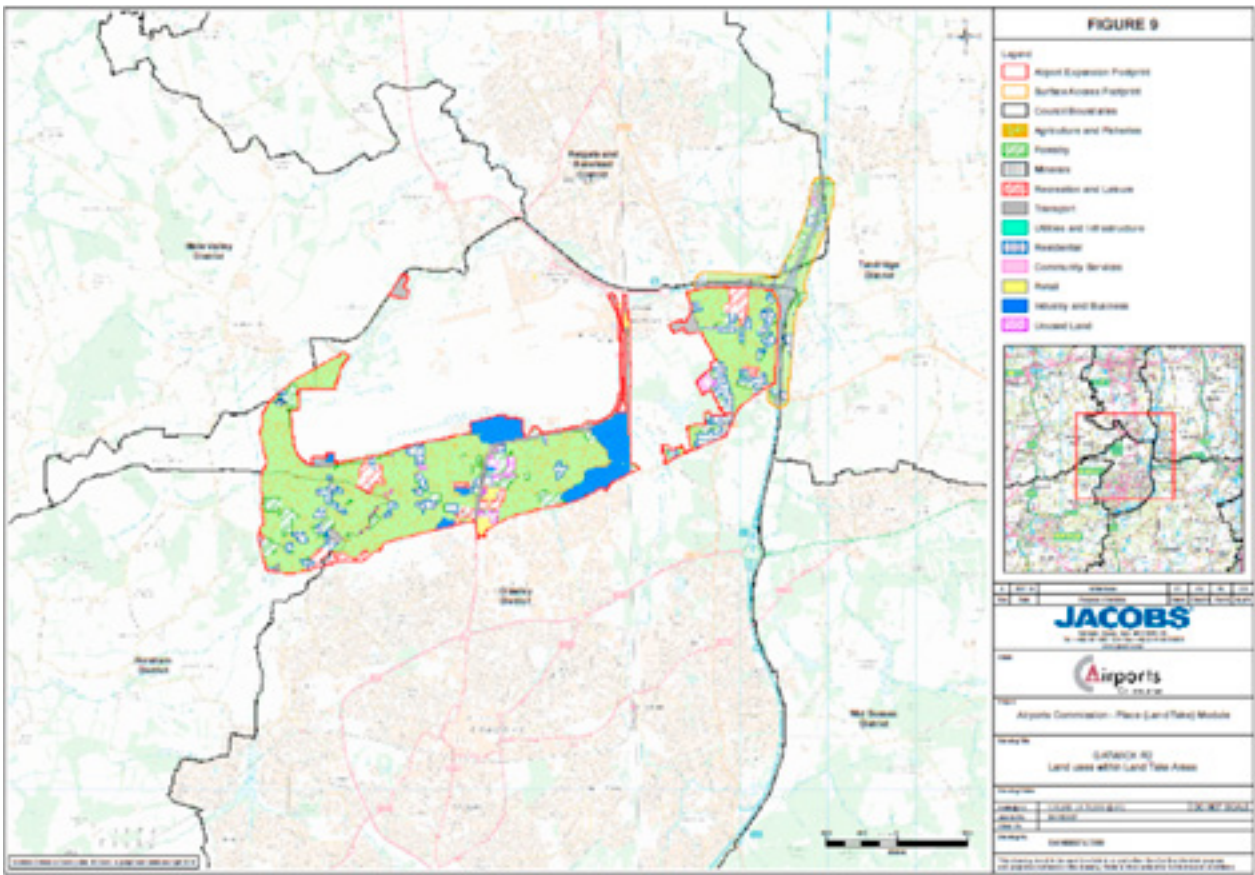
- 4.22** Because of the scale of physical impacts on the community immediately north of the airport, and the timescale over which land clearance, preparation and construction would take place, the effects on the community probably needs to be judged on two levels. At the very local level it is difficult to see any existing community cohesion being maintained, unless entire communities and their facilities could be moved en masse at the same time⁹. But that would imply an equal willingness to move at the same time, and sufficient local availability of suitable land for housing and community facilities. However some households may choose to move earlier than others. For those households not in the land take, the prospect

⁹ The ONS output area Hillingdon 031A contains the existing airport site as well as Longford and parts of Harmondsworth. According to the 2011 Census, this area contains 625 households, 63 of which contain one person over the age of 65, and 146 contain dependent children. The vast majority, if not all of these households would have to move.

of a shrinking local community may encourage them to move, if compensation is suitable. Where these households go has implications for where community facilities should be built. For example, the success of a relocated Harmondsworth primary school assumes that Harmondsworth residents will be relocated nearby.

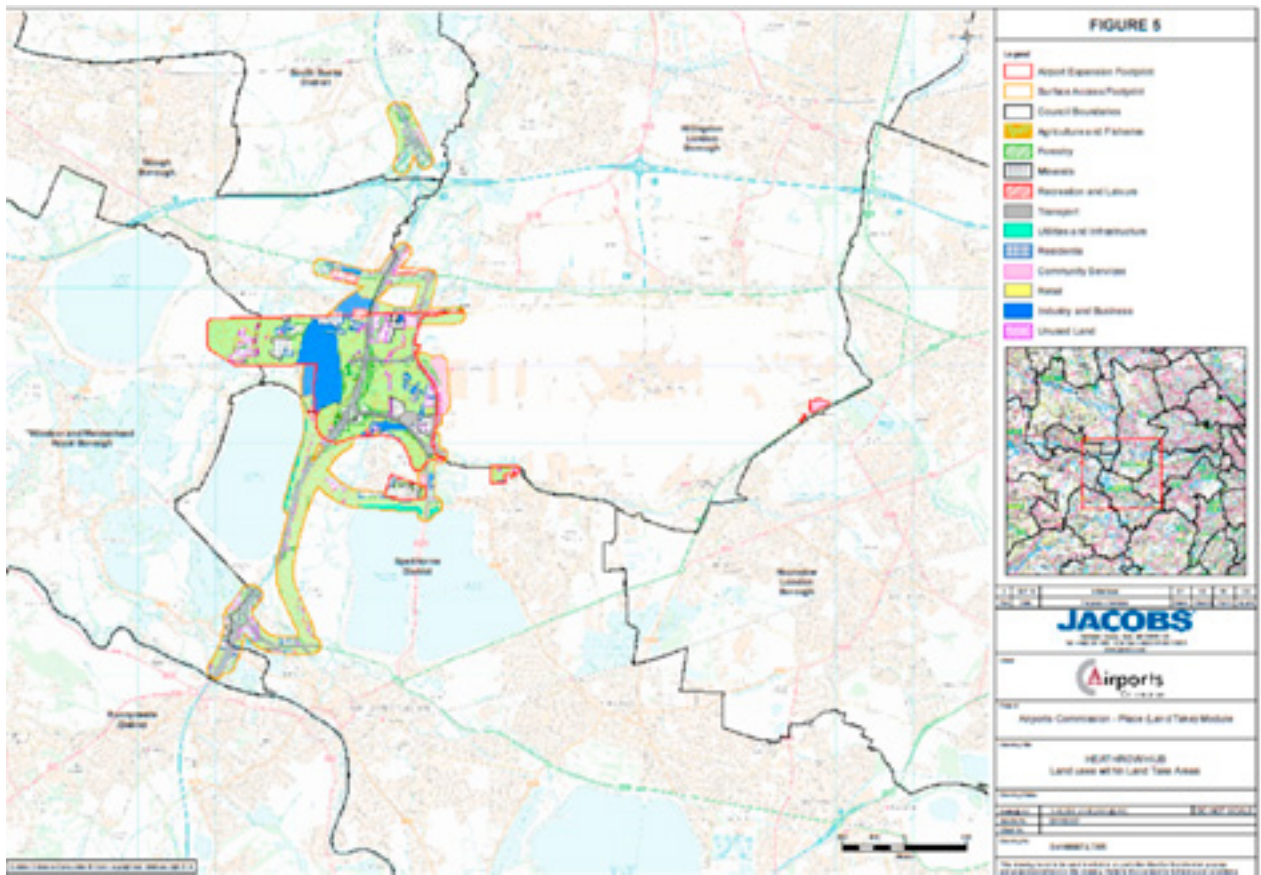
- 4.23** Linked to this, relocation of the A4 to the north of the airport will impact those houses not in the current land take in Harmondsworth, Sipson and Harlington – they may need to be demolished or residents’ reduction in quality of life may make relocation necessary.
- 4.24** Considering community at a higher level, there would need to be sufficient facilities available to support those displaced, and to mitigate the knock-on effects on communities elsewhere where applicable. The promoter is confident that this can be achieved, building on the work already done in the community.
- 4.25** Elsewhere there could be additional impacts from increased local congestion. Southern rail access may have severance implications for residents of Stanwell, depending on the details to be worked up. Works to put the M25 in a tunnel may result in disruption to flows during the transition period, which could lead to increased congestion on local roads in Poyle, Stanwell Moor and Stanwell. Also during the transition period, there is a possibility of increased congestion on local roads from non-local motorists avoiding the M25/M4 interchange.

Annex 1 – LGW 2R



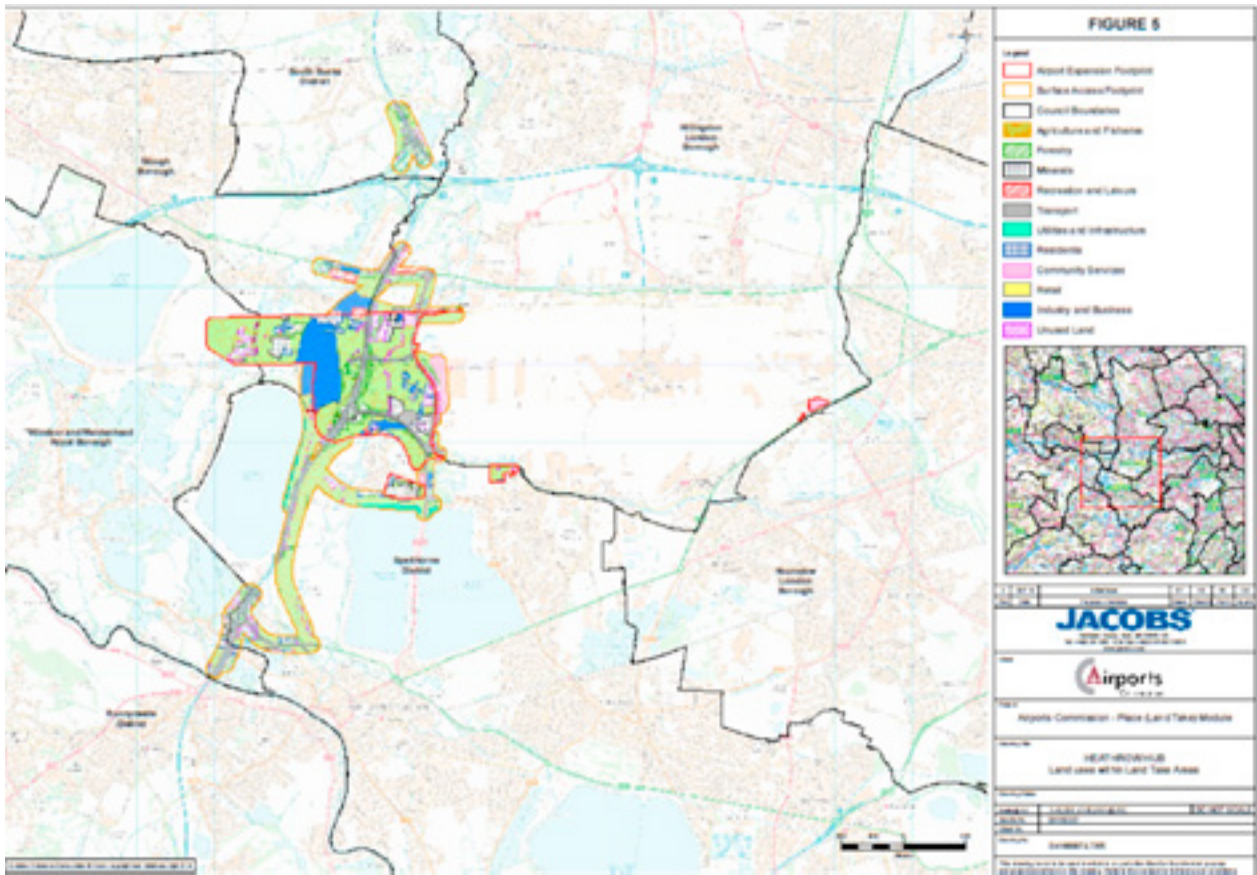
Source: Airports Commission analysis

Annex 2 – LHR NWR



Source: Airports Commission analysis

Annex 3 – LHR ENR



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