



# **HS2 Phase 2a: West Midlands to Crewe**

## **Equality Impact Assessment Scope and Methodology Report**

**A report to Hs2 Ltd by Arup / ERM**

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**ARUP**



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# Executive summary

- In January 2012, the Government announced its intention to develop a Y shaped high speed rail network (HS2). The network will be brought forward in phases, with powers sought initially for a London-West Midlands high speed line. The 2012 decision also confirmed the Government's preferred route for Phase One (between London and the West Midlands), following a consultation exercise. In November 2013, HS2 Ltd deposited a hybrid Bill with Parliament to seek powers for the construction and operation of Phase One of HS2. This Bill is currently proceeding through Parliament with the aim of achieving Royal Assent by the end of 2016, and commencing construction in 2017.
- In January 2013, the Government announced its initial preferred route for Phase Two of HS2 between the West Midlands, Leeds and Manchester. Following some minor amendments, in July 2013, the proposed route was consulted on for seven months until January 2014. Sir David Higgins, in his reports in 2014 (HS2 Plus<sup>1</sup> and Rebalancing Britain<sup>2</sup>) recommended accelerating the delivery of the Phase Two section of the route from the West Midlands to Crewe to deliver some of the benefits that HS2 will bring to the North sooner. In November 2015, the Government, having considered a number of options for accelerating part of the route, announced its intention to bring forward the route to Crewe, and set out the preferred line of route for what is known as Phase 2a. A further hybrid Bill will be prepared to authorise these proposals.
- This Scope and Methodology Report (SMR) outlines the proposed approach to the development of the Equality Impact Assessment (EQIA), and subsequent formal EQIA Report for Phase 2a, the 'Proposed Scheme'. The formal EQIA Report will be published separately around the time of the deposit of the hybrid Bill in Parliament.
- The EQIA will help to inform the Proposed Scheme and will assist HS2 Ltd in the fulfilment of its ongoing Public Sector Equality Duty (the PSED), as set out under Section 149 of the Equality Act (2010). The PSED requires a public authority in the exercise of its functions to have due regard to three aims: to eliminate discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations between groups.
- This SMR sets out the methodology that is proposed for determining likely equality effects; and the criteria that will be used in assessing them. It provides an outline description of the Proposed Scheme and the hybrid Bill process, as well as outlining the proposed scope of the EQIA, including the issues to be addressed, the areas to be considered (i.e. the spatial scope) and the periods in time for which issues will be assessed (i.e. the temporal scope).
- In March 2016, HS2 Ltd consulted on a draft of this SMR (see Annex A for list of consultees) to enable consultees to comment on the approach proposed. Following consultation, the draft SMR was revised, taking into consideration comments received where appropriate. The Phase 2a EQIA Scope and Methodology Report: Consultation

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<sup>1</sup> Sir David Higgins, (2014), HS2 Plus

<sup>2</sup> Sir David Higgins, (2014), Rebalancing Britain: From HS2 towards a national transport strategy

Summary Report<sup>3</sup> summarises the consultation feedback and the project's response to them, and is published alongside this report<sup>4</sup>.

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<sup>3</sup> HS2 Phase 2a West Midlands to Crewe Equality Impact Assessment Scope and Methodology Report: Consultation Summary Report  
<sup>4</sup> <https://www.gov.uk/government/organisations/high-speed-two-limited>

# 1 Introduction

## 1.1 Purpose of this SMR

- 1.1.1 This Scope and Methodology Report (SMR) outlines the proposed scope and methodology for the Equality Impact Assessment (EQIA) and subsequent formal EQIA Report for Phase 2a (West Midlands to Crewe) (the 'Proposed Scheme') of the proposed high speed railway linking London with Birmingham, Manchester and Leeds (HS2).
- 1.1.2 This SMR provides an outline description of the Proposed Scheme and sets out the scope of the equality effects to be considered during the EQIA. It outlines the issues to be addressed, the areas to be considered (i.e. the spatial scope) and the periods in time which the issues will be assessed for (i.e. the temporal scope). Consideration is given to effects that would arise during construction and operation.
- 1.1.3 This SMR also sets out the methodology for determining the likely equality effects and the criteria that will be used in assessing them.
- 1.1.4 Between 8 March and 13 May 2016, HS2 Ltd consulted on a draft of this SMR (see Annex A for the list of consultees) to enable consultees and other stakeholders to comment on the proposed approach. Following consultation, the draft SMR was revised, taking into consideration the comments received, where appropriate, to produce this report.
- 1.1.5 The Phase 2a EQIA Scope and Methodology Report: Consultation Summary Report<sup>5</sup> summarises the consultation feedback and the project's response to it.
- 1.1.6 HS2 Ltd is consulting on a working draft EQIA Report alongside the publication of this SMR. The formal EQIA Report will be published separately around the time of the deposit of the hybrid Bill in Parliament.
- 1.1.7 This SMR does not define the Proposed Scheme in detail at any location, nor the construction works or ancillary features associated with the Proposed Scheme. The design of the Proposed Scheme is being developed. The proposals are being made available for public consultation as part of the working draft EQIA Report and working draft Environmental Impact Assessment (EIA) Report and particular changes are described in a design refinement consultation.
- 1.1.8 This SMR provides the overarching methodology for conducting the EQIA.

## 1.2 Structure of this SMR

- 1.2.1 The remainder of this SMR is divided into two main parts:
- Section 2 - an introduction to the Proposed Scheme and an outline of the hybrid Bill process; and
  - Section 3 - a description of the scope and methodology for the EQIA.

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<sup>5</sup> HS2 Phase 2a West Midlands to Crewe Equality Impact Assessment Scope and Methodology Report: Consultation Summary Report

1.2.2 The annexes to the SMR include a list of consultees (Annex A) and a series of maps showing the Proposed Scheme (Annex B).

## 2 The Proposed Scheme

### 2.1 Introduction to HS2

- 2.1.1 HS2 is a new high speed railway proposed by the Government to connect major cities in Britain. Stations in London, Birmingham, Leeds, Manchester, East Midlands and South Yorkshire will be served by high speed trains running at speeds of up to 360 kilometres per hour (kph) (225 miles per hour (mph))<sup>6</sup>.
- 2.1.2 In January 2012, the Government announced its intention to develop a Y shaped high speed rail, with a capacity to convey up to 18 trains per hour, at speeds of up to 360kph (225mph). On some sections of the route speeds would be lower than 360kph and speeds above 360kph would not be allowed unless the impacts of operation could be demonstrated to be no worse than assumed for operation at 360kph. Beyond the dedicated high speed track high speed trains would also connect seamlessly with the existing West Coast Main Line (WCML) and East Coast Main Line (ECML) to serve passengers beyond the HS2 network to places including Warrington, Wigan, Preston, Runcorn, Liverpool, Lancaster, Oxenholme, Penrith, Carlisle, Lockerbie, Carstairs, Glasgow, York, Darlington, Durham, Newcastle, and Edinburgh.
- 2.1.3 The 2012 decision also confirmed the Government's preferred route for Phase One (between the London and the West Midlands), following a consultation exercise.
- 2.1.4 When the full Phase Two route is operational, HS2 trains will be up to 400 metres (m) long with 1,100 seats during peak hours. Two types of train will operate on HS2. 'Captive' trains will only be able to run on newly built high speed lines. They will be built to European dimensions, so they will be slightly taller and wider than typical UK mainline trains. 'Classic compatible' trains will be similar in performance to captive trains, but will be built to fit the existing UK infrastructure. They will not be as tall or as wide as the captive trains. This will allow them to serve existing UK stations and travel under existing bridges. They will be used to operate high speed services on HS2, and then continue on the existing UK network to locations such as Liverpool, Newcastle and Scotland. The Southeastern Javelin trains used on High Speed 1 (HS1) are examples of high speed trains that are adapted to fit UK railway infrastructure. Services using both the HS2 network and existing rail lines, will use classic compatible trains. When running on the existing rail network, the HS2 classic compatible trains will run at speeds achievable on this network.
- 2.1.5 The case for HS2 revolves around four key elements: extra capacity; improved connectivity; local growth and direct opportunities for people and businesses. This is set out in the Command paper High Speed Two: East and West, The next steps to Crewe and beyond (November 2015) and is further reflected in Section 5 of this report.
- 2.1.6 HS2 will be built in phases. Phase One comprises the first section of the HS2 network of approximately 230km (143 miles) between London and Birmingham and the West Midlands that will become operational in 2026. It was the subject of an Environmental

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<sup>6</sup> Note that the alignment of the route has been designed to allow for train speeds of up to 400kph (250mph) in the future. Operation at up to 400kph will require demonstration that improved train design enables services to operate at that higher speed without giving rise to additional significant environmental effects

Statement (ES) deposited with the High Speed Two (London – West Midlands) Bill in 2013 and ES deposited with Additional Provisions to that Bill in 2014 and 2015. The Bill is currently proceeding through Parliament with the aim of achieving Royal Assent by the end of 2016 and commencing construction in 2017.

- 2.1.7 Phase Two of HS2 would extend the line to the north-west and north-east, to Manchester with connections to the WCML at Crewe and Golborne, and to Leeds with a connection to the ECML approaching York, completing what is known as the 'Y network'.
- 2.1.8 In January 2013, the Government announced its initially preferred route for Phase Two between the West Midlands, Leeds and Manchester. Following some minor amendments, in July 2013, the proposed route was consulted on for seven months until January 2014.
- 2.1.9 Sir David Higgins, in his reports in 2014 (HS2 Plus<sup>7</sup> and Rebalancing Britain<sup>8</sup>) recommended accelerating the delivery of the Phase Two section of the route from the West Midlands to Crewe to deliver some of the benefits that HS2 will bring to the North sooner. In the November 2015 Command Paper, the Government, having considered a number of options for accelerating delivery of part of the route, announced its intention to bring forward the route to Crewe, and set out the preferred line of route for what is known as Phase 2a. Phase 2a will involve construction of the first part of the western leg of Phase Two from the end of the Phase One route to Crewe, with a connection to the WCML at Crewe. The proposed HS2 route highlighting the route to Crewe is shown in Figure 1.
- 2.1.10 Phase 2a (the Proposed Scheme) would connect with Phase One near Fradley, to the north-east of Lichfield, and connect to the WCML south of Crewe, to provide onward services beyond the HS2 network, to the north-west of England and to Scotland. Construction of the Proposed Scheme would commence in 2020, ahead of the rest of Phase Two, with operation planned to start in 2027 one year after the opening of Phase One. This is six years earlier than originally planned bringing some of the benefits of HS2 to the North sooner.
- 2.1.11 The powers for this section will be sought through a separate hybrid Bill with the aim of achieving Royal Assent by the end of 2019.
- 2.1.12 Accelerating delivery of the Phase 2a route will provide faster journeys from London to Crewe, Manchester, Liverpool, Preston, Warrington, Wigan and Glasgow sooner. Accelerating construction of the route to Crewe means that the North West and Scotland will see more of the benefits of HS2 more quickly, and this will bring economic benefits sooner. It would also relieve pressure on bottlenecks on the existing WCML at Colwich Junction and around Stafford, which should improve the reliability and performance on the existing main line and it could also open up more capacity, including for freight.

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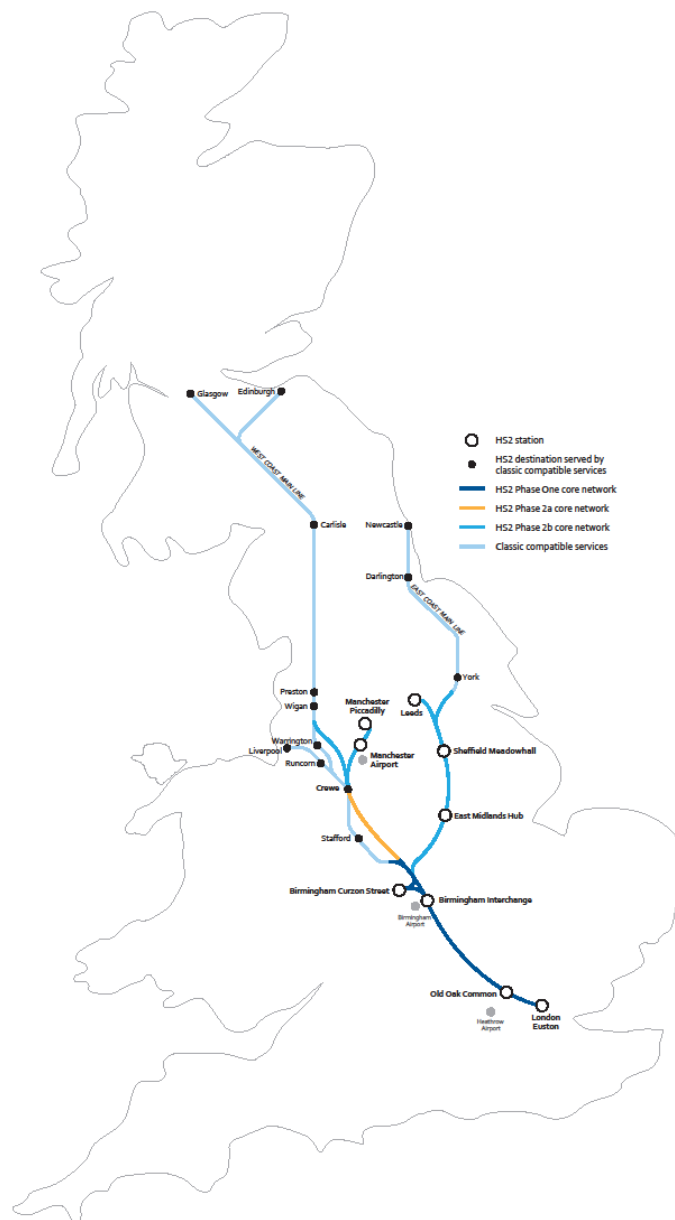
<sup>7</sup> HS2 Ltd, 2014, HS2 Plus A report by David Higgins. Available online at: [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/374695/HS2\\_Plus\\_-\\_A\\_report\\_by\\_David\\_Higgins.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374695/HS2_Plus_-_A_report_by_David_Higgins.pdf)

<sup>8</sup> HS2 Ltd, 2014, Rebalancing Britain – From HS2 towards a national transport strategy. Available online at: [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/374709/Rebalancing\\_Britain\\_-\\_From\\_HS2\\_towards\\_a\\_national\\_transport\\_strategy.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374709/Rebalancing_Britain_-_From_HS2_towards_a_national_transport_strategy.pdf)



- 2.1.13 It will also allow passengers travelling to or from a wide range of places to connect onto HS2 services given that Crewe is already a major hub on the rail network with regional and long distance connections to the wider North West, East Midlands, and North and South Wales.
- 2.1.14 An announcement on the rest of the Phase Two route from Crewe to Manchester and from the West Midlands to Leeds, referred to as Phase 2b, is expected in Autumn 2016. Construction of Phase 2b would commence in approximately 2023, with operation planned to start around 2033.

Figure 1 - The HS2 core network<sup>9</sup>



<sup>9</sup> On 7 July 2016, Sir David Higgins' report Sheffield and South Yorkshire Report 2016 was published and indicated that a different route through South and West Yorkshire should be considered, which would remove the previously proposed Meadowhall station. This is currently being considered by the Secretary of State

## 2.2 Description of the HS2 Phase 2a route

- 2.2.1 The following sections provide a summary description of the route of the Proposed Scheme based on the current stage of design. Annex B contains a series of Phase 2a route maps. Further detailed maps of the Proposed Scheme are available within the working draft EQIA Report, available at HS2 Ltd's website<sup>10</sup>.
- 2.2.2 The Phase 2a route comprises a high speed railway line from the Phase One route, near Fradley, to Crewe. It would run north-east of Stafford and south-west of Stone, crossing a mainly rural area with small settlements in Staffordshire and Cheshire East.
- 2.2.3 Phase 2a would connect with the Manchester spur that forms part of Phase One near Fradley, to the north-east of Lichfield. It would continue northwards across the River Trent floodplain, over a distance of approximately 3km, on a series of embankments and viaducts. Maintenance loop sidings would be located to the north of Pipe Ridware.
- 2.2.4 The route of the Proposed Scheme would pass between the villages of Stockwell Heath and Colton on embankment, before crossing Moreton Brook on viaduct. It would continue into a cutting with a retaining wall past Moreton House, a Grade II listed building used as a residential home for Rugeley School (The Mayfield Centre), emerging onto embankment. The route would cross the Colwich to Manchester railway, run adjacent to the Great Haywood Marina, cross the Trent and Mersey Canal and then cross the River Trent. The route would then cross Lionlodge Covert, an area of deciduous woodland and designated local wildlife site (LWS), on an embankment. At this point, the route would be approximately 1km to the south of Pasturefields Salt Marsh Special Area of Conservation (SAC) and Site of Special Scientific Interest (SSSI).
- 2.2.5 The route of the Proposed Scheme would enter a cutting through Ingestre Park Golf Club then pass through part of Staffordshire County Showground. It would pass through the village of Hopton in a false cutting behind a landscaped retaining wall, and south-west of Hopton Heath registered battlefield. It would then pass Marston on embankment and continue on a series of embankments and cuttings, following the M6 corridor and crossing Filly Brook and the Norton Bridge to Stone Railway on a viaduct. The route would cross the M6 near Stone and Yarnfield. A construction railhead is proposed to be located adjacent to the M6 to the west of Stone, utilising land both north and south of the Norton Bridge to Stone Railway.
- 2.2.6 The route would pass to the north of Swynnerton on an embankment close to an area of historic landscape that includes Swynnerton Historic Parkland. Continuing north, the route would pass Swynnerton Old Park in a cutting. It would continue into the Meece valley on an embankment and then cross Meece Brook on a viaduct, before passing through the higher ground west of Whitmore.
- 2.2.7 The route would cross the A53 Newcastle Road to the south-east of Whitmore Heath, in a cut and cover tunnel of approximately 250m in length. This would be followed by twin bored tunnels of approximately 750m in length under the settlement of Whitmore Heath. The route would emerge and pass through Whitmore Wood Ancient Woodland in a cutting with a retaining wall. The route would enter the River Lea valley

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<sup>10</sup> [www.gov.uk/hs2](http://www.gov.uk/hs2)

on an embankment, passing several historical landscape features, including Hey House, a Grade II listed building, and Old Madeley Manor Scheduled Monument. It would continue on a viaduct over the River Lea, WCML and the out of use Silverdale line of the Stoke to Market Drayton Railway.

- 2.2.8 Extending northwards towards Crewe, the route would continue in a cutting before entering a bored tunnel, approximately 670m in length, to the west of Madeley close to Barhill Ancient Woodland. The route would continue in a shallow cutting before continuing onto embankment and crossing Checkley Brook and the River Lea floodplain on a viaduct.
- 2.2.9 The route of the Proposed Scheme would then run on embankment before transitioning into a shallow cutting, passing under an overbridge and towards Den Lane.
- 2.2.10 Continuing northwards, the route of the Proposed Scheme would pass under a viaduct, which would carry two spurs over the route to connect with the WCML to the east of the Proposed Scheme. For the Proposed Scheme to integrate with the existing WCML, modifications would be required including a new section of WCML and modifications to the southern and northern parts.
- 2.2.11 The route of the Proposed Scheme would continue in a retained cut for approximately 1.5km before reaching a headwall<sup>11</sup>. This would form the boundary between the Phase 2a route and Phase 2b, and be the point from which tunnelling works for a tunnel under Crewe would be constructed, as part of the Phase 2b route to Manchester.
- 2.2.12 Access tracks to connect the route of the Proposed Scheme with an Infrastructure Maintenance Depot (IMD) would run along the western side of the route of the Proposed Scheme. It is currently anticipated that permanent maintenance facilities, in the form of an IMD would be located at the northern end of the area, on an area of approximately 37 hectares and extending for 3km to the west of the Proposed Scheme. The IMD would provide a central store and maintain high speed trains on the Phase 2a route, as well as the full western leg of Phase Two (to Manchester) once the full Y network is operational. The IMD would be supported by maintenance loop facilities at Pipe Ridware, in the Fradley to Colton area (community area 1) (see Figure 2 for a map showing the community area boundaries).
- 2.2.13 As part of the developing design, an alternative option to relocate the permanent maintenance facilities in the Stone and Swynnerton area (community area 3) at the site identified for the temporary Stone railway main compound, is being considered. This is being evaluated and should it be selected as the preferred location for permanent maintenance facilities, the impacts of this would be assessed and reported in the formal EIA Report. Any additional identified equality effects will be reported in the formal EQIA Report.

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<sup>11</sup> A wall built at the end of the retained cut

## 2.3 Phase 2a interfaces

### Phase One and 2a interface

- 2.3.1 The Phase 2a route would connect with the Manchester spur that forms part of Phase One near Fradley. This interface has been located and designed to enable Phase 2a to be constructed without adversely affecting the operation of Phase One.
- 2.3.2 As part of Phase One, a junction with the existing WCML will be developed near Handsacre. The proposed spur provided in Phase One for the Phase Two route commences alongside Fradley Park. The spur passes over the HS2 line connecting to the WCML at Handsacre (the Handsacre link). The spur will include the junction off the Phase One line and an embankment approximately 1.3km in length, with an underpass for the realigned Wood End Lane and a viaduct over the Trent and Mersey Canal. The construction of the spur will end just to the north of the Trent and Mersey Canal near Fradley. Landscape mitigation planting proposed, as part of Phase One, for the area at the end of the spur would be modified to enable the connection to the Phase 2a scheme.

### Interface between Phase 2a and Phase 2b

- 2.3.3 A new junction would be constructed with the WCML to allow classic compatible trains using the Proposed Scheme to access Crewe Station and onward connections to the existing network towards Manchester, Liverpool, Warrington and North Wales.
- 2.3.4 Provision is made in the design for the HS2 mainline tracks to later continue northwards to Manchester using a tunnel under Crewe, which would be constructed as part of the Phase 2b route. The Phase 2a route terminates at a headwall which would form the southern end of this tunnel.

## 2.4 Hybrid Bill powers

- 2.4.1 The Government will deposit a hybrid Bill for consideration by Parliament. If passed, the Bill becomes an Act of Parliament conferring powers, including deemed planning permission, to build the railway line and thereafter to operate and maintain it. The powers would include:
- authority to nominate an undertaker to build, operate and maintain the railway line;
  - a planning regime necessary for the nominated undertaker to make applications for approval of details for certain matters defined by the Act, to local planning authorities;
  - giving the nominated undertaker the rights to construct, operate and maintain the railway and associated major works as described in the Act (and its accompanying plans and sections) and other ancillary works;
  - powers of compulsory acquisition or temporary possession of land and properties required for the Proposed Scheme;
  - powers to divert or protect gas, water, telecommunications and electricity infrastructure which might be affected by the Proposed Scheme; and

- powers over rights of way.

## 3 EQIA scope and methodology

### 3.1 Introduction

- 3.1.1 This section sets out the scope and methodology to be adopted for the assessment of potential equality effects associated with the construction and operation of the Proposed Scheme.
- 3.1.2 The EQIA will help to inform the Proposed Scheme, and will assist in the fulfilment of the ongoing Public Sector Equality Duty (the PSED) during the design of the Phase 2a route.
- 3.1.3 It will also take into account HS2 Ltd's Equality, Diversity and Inclusion (EDI) Policy<sup>12</sup>, which outlines HS2 Ltd's approach to embedding inclusion in its workforce and in the planning, design, construction and operation of the Proposed Scheme.
- 3.1.4 HS2 Ltd also has a Sustainability Policy (contained in Annex D). The policy stresses HS2 Ltd's commitment to develop "*an exemplar project*", and to "*limit [the scheme's] negative impacts through design, mitigation and by challenging industry standards, [while looking] for environmental enhancements and benefits*". The policy sets out the role of HS2 in delivering sustainable economic growth and the commitment to balance community, economic and environmental issues in taking the Proposed Scheme forward.

#### The Equality Act (2010) and the Public Sector Equality Duty

- 3.1.5 The Equality Act (2010) ('the Act') consolidated previous legislation designed to prohibit discrimination on the grounds of protected characteristics<sup>13</sup>. The Act identifies nine protected characteristics. These are:
- age: this refers to persons defined by either a particular age or a range of ages<sup>14</sup>;
  - disability: a disabled person is defined as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities<sup>14</sup>;
  - gender reassignment: this refers to people who are proposing to undergo, are undergoing, or have undergone a process for the purpose of reassigning their gender identity<sup>14</sup>;
  - marriage and civil partnership: marriage can be between a man and a woman or between two people of the same sex. Same-sex couples can also have a civil partnership. Civil partners must not be treated less favourably than married

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<sup>12</sup> HS2 Limited, 2015, HS2 Equality, Diversity and Inclusion policy. Available online at:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/437449/G5 - Equality Diversity and Inclusion Policy v1.2.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/437449/G5_-_Equality_Diversity_and_Inclusion_Policy_v1.2.pdf)

<sup>13</sup> Government Equalities Office, 2015, Equality Act 2010: Guidance. Available online at:

<https://www.gov.uk/guidance/equality-act-2010-guidance>

<sup>14</sup> Equality and Human Rights Commission, 2013, Equality Act 2010: Technical Guidance on the Public Sector Equality Duty England. Available online at: <https://www.equalityhumanrights.com/en/publication-download/technical-guidance-public-sector-equality-duty-england>

couples<sup>14</sup>;

- pregnancy and maternity: pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the nonwork context, protection against maternity discrimination is for 26 weeks after giving birth<sup>14</sup>;
- race: the Equality Act defines race as encompassing colour, nationality (including citizenship) and ethnic or national origins<sup>15</sup>. Black, Asian and minority ethnic people (BAME) is a widely accepted umbrella term used in relation to this protected characteristic;
- religion and belief: religion means any religion a person follows. Belief means any religious or philosophical belief, and includes those people who have no formal religion or belief. The Office of National Statistics (ONS) uses defined terminology to identify major religious affiliation<sup>16</sup> as well as for relevant subgroups of main religious groups;
- sex: this refers to a man or to a woman or a group of people of the same sex, whilst gender refers to the wider social roles and relationships that structure men's, women's, boys' and girls' lives; and
- sexual orientation: a person's sexual orientation relates to their emotional, physical and/or sexual attraction and the expression of that attraction.

3.1.6 This EQIA SMR uses the term 'protected characteristic groups' to refer to groups of people who share a particular protected characteristic.

3.1.7 Under Section 149 of the Act, a public authority in the exercise of its functions – or an individual who exercises public functions – is subject to the PSED. The PSED requires public bodies to have due regard to three aims:

- to eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act;
- to advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it; and
- to foster good relations between people who share a relevant protected characteristic and those who do not share it<sup>17</sup>.

3.1.8 Relevant guidance on fulfilling the PSED includes:

- Equality and Human Rights Commission (EHRC), Equality Act 2010: Technical Guidance on the Public Sector Equality Duty England;
- EHRC, Meeting the Equality Duty in Policy and Decision-Making England (and non-devolved public authorities in Scotland and Wales); and
- Government Equalities Office, Equality Act 2010: Public Sector Equality Duty

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<sup>15</sup> HM Government, 2010, Equality Act 2010. Available online at: [http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga\\_20100015\\_en.pdf](http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf)

<sup>16</sup> Census 2011 religious affiliation main categories are Christian, Buddhist, Hindu, Jewish, Muslim, and Sikh

<sup>17</sup> For marriage and civil partnership, only the first requirement of the PSED – to eliminate discrimination, harassment and victimisation – applies



## The purpose of the EQIA

- 3.1.9 The EQIA contributes towards both enabling and documenting HS2 Ltd's active compliance with its legal duties under the PSED during the design stage of the Proposed Scheme. It is a predictive assessment, considering in advance of implementation, the potential impacts arising from the construction and operation of the Proposed Scheme, and the likely or possible effects of these impacts for protected characteristic groups. The EQIA serves to inform design, mitigation and other relevant project-related decisions.
- 3.1.10 The objectives underpinning the EQIA are to:
- identify the presence of protected characteristic groups along the route, in particular where such groups are disproportionately represented amongst those most likely to be affected by the Proposed Scheme;
  - draw on engagement with stakeholders to inform understanding of the likely needs of protected characteristic groups relevant to identified potential impacts;
  - assess the likely effects of the Proposed Scheme's construction and operation for groups sharing protected characteristics, including how the Proposed Scheme could affect relations between groups;
  - identify measures to avoid, minimise and/or mitigate possible negative equality effects for protected characteristics groups; and
  - identify relevant measures which, as part of the Proposed Scheme design or mitigation, can further enhance equality, address existing disadvantage or support good relations between protected characteristic groups and other people.
- 3.1.11 The EQIA will consider relevant evidence, including baseline data, feedback from stakeholder engagement and published research on equality issues; record how that information was collected and analysed; and report potential equality effects. It will also provide a documented record of HS2 Ltd's consideration of equality during the design and operation of HS2 Phase 2a.
- 3.1.12 It should be noted that whilst EQIAs are not a statutory requirement, they are a recommended tool for public bodies to demonstrate their fulfilment of the PSED. It is therefore important that the EQIA be comprehensive in scope and follow a robust and defensible methodology.

## Relationship with the Environmental Impact Assessment (EIA)

- 3.1.13 Reflecting the evolution of good practice and learning from Phase One, the approach to the EQIA and EIA will incorporate shared data gathering across assessments, particularly in regard to the community baseline data used in the EQIA and in the EIA health assessment. The EQIA and EIA health assessment will draw on baseline evidence and assessment from EIA disciplines, where relevant.

- 3.1.14 The approach to the EQIA will also reflect the emphasis on integrated stakeholder engagement for Phase 2a. This approach is outlined in Section 3.3.
- 3.1.15 The EQIA will seek to assess whether any of the effects identified in the EIA health assessment will have disproportionate or differential impacts on groups with protected characteristics.

### **Equality screening processes**

- 3.1.16 An Equality Analysis screening study was conducted on behalf of HS2 Ltd in July 2013<sup>18</sup>, as part of an Appraisal of Sustainability (AoS) of the proposed Phase Two route from the West Midlands to Manchester, Leeds and beyond, and the main alternatives. This screening identified potential effects for protected characteristic groups, and 'clusters' of protected characteristics groups along the Phase Two route.
- 3.1.17 A Department for Transport (DfT) EQIA screening report on High Speed Rail<sup>19</sup>, published in 2010, also identified key aspects of the Proposed Scheme relevant for the assessment of equality impacts.
- 3.1.18 The scope of the EQIA takes into consideration relevant findings and recommendations from both the Equality Analysis screening report and the DfT High Speed Rail EQIA screening report. The EQIA scope is discussed further in Section 3.5.

## **3.2 Establishment of baseline**

### **Characteristics of communities**

- 3.2.1 The EQIA will build on the evidence collected during the Equality Analysis to develop a more detailed understanding of protected characteristic groups in potentially affected communities. The reporting will reflect on the rural and urban spatial context and the disparities that may exist between communities along the route.
- 3.2.2 Over the timescales involved in designing and constructing the Proposed Scheme, the profile and situation of affected communities will change as a result of wider economic and policy change and demographic trends. Where appropriate, and where relevant data is available, the EQIA will consider a future baseline profile.

### **Baseline data collection**

- 3.2.3 The approach will incorporate shared data gathering across the EQIA and EIA, particularly in regard to the baseline data used in the EQIA and in the community, health and socio-economic sections of the EIA.
- 3.2.4 The EQIA will include relevant baseline evidence at the local, regional and national levels, to allow the assessment to consider the potential effects of the Proposed Scheme for protected characteristic groups at varying geographical scales. At the local level, data will be collected and organised to develop an understanding of the

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<sup>18</sup> HS2 Ltd, 2013, High Speed Rail. Consultation on the route from the West Midlands to Manchester, Leeds and beyond. Sustainability Statement, Appendix A – Equality Analysis. London, HS2 Ltd

<sup>19</sup> Department for Transport (DfT), 2011, High Speed Rail: Investing in Britain's Future - Equality Impact Screening. London, Her Majesty's Stationary Office (HMSO)

existing profile of those with protected characteristics in communities along the length of the route, and relevant equality issues.

- 3.2.5 The EQIA will also use existing research to understand the needs of protected characteristic groups so that the assessment of potential equality effects can be made more robust. The baseline will include a summary of published evidence regarding how protected characteristic groups experience particular social or economic issues which may shape their sensitivity or resilience to potential effects.
- 3.2.6 Stakeholder engagement will be used to address gaps in baseline information about relevant protected characteristic groups. The approach to stakeholder engagement for Phase 2a is set out in Section 3.3.

### **3.3 Stakeholder engagement and public consultation**

#### **Purpose of stakeholder engagement**

- 3.3.1 Although local and national statistics can be applied to profile susceptibility and inequality, they will not uncover the concerns, perceptions and circumstance of local communities and stakeholders that are needed to assess all potential equality impacts.
- 3.3.2 Targeted stakeholder engagement will be used to address any gaps in baseline data and to develop a broader understanding of potential equality issues. The process of consultation and engagement – and the feedback which this generates – can also be instrumental in influencing the development of a project.
- 3.3.3 Consultation undertaken on the working draft EQIA SMR has given stakeholders the opportunity to comment on the data sources and methodology proposed for the EQIA. Stakeholders will have the opportunity to consider and comment on the working draft EQIA Report following its publication alongside this document. Details of the consultation are available on-line at [www.gov.uk/hs2](http://www.gov.uk/hs2).

#### **Method for stakeholder engagement**

- 3.3.4 For the purposes of the EQIA, the integrated approach to engagement for Phase 2a will incorporate a dual approach:
- in line with HS2 Ltd's EDI Policy<sup>20</sup>, all general stakeholder engagement activities undertaken as part of the EQIA will be designed to be inclusive and accessible. Measures will be planned and implemented to reduce and remove barriers to involvement and encourage participation by groups that HS2 Ltd may be otherwise unlikely to reach through standard consultation and engagement processes; and
  - alongside general stakeholder engagement activity undertaken as part of the EQIA, there will be an additional layer of targeted, equality specific engagement to inform the EQIA. This process will involve engagement with

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<sup>20</sup> HS2 Limited, 2015, HS2 Equality, Diversity and Inclusion policy. Available online at: <https://www.gov.uk/government/publications/hs2-equality-diversity-and-inclusion-policy>

community groups working with particular protected characteristic groups along the Phase 2a route, identified through parish councils, local authorities and other relevant organisations.

3.3.5 Geographically specific stakeholder mapping will help to manage engagement activities, and opportunities for integration will be exercised, as far as possible, in order to avoid duplication and consultation fatigue.

3.3.6 The need for equality specific stakeholder engagement will be determined on the basis of identified information gaps through the consideration of available information, including information gathered through general engagement activities. Equality specific stakeholder engagement will be proportionate and targeted where there are specific gaps in the information concerning potential impacts for particular protected characteristic groups.

### **3.4 Key aspects of the Proposed Scheme for consideration**

3.4.1 The EQIA will consider effects on protected characteristic groups during both construction and operation of the Proposed Scheme. The following aspects are likely to be particularly relevant to the EQIA:

- land required temporarily or permanently for the construction or operation of the Proposed Scheme, including loss of residential and commercial property, public open space, public rights of way (PRoW), land or property used for sport/leisure, community, cultural and faith uses;
- environmental impacts on residential properties (e.g. noise, air quality);
- construction activities, including preparation works, construction traffic and heavy goods vehicles (HGVs), and employment generation;
- aspects of the Proposed Scheme once operational, including passing trains, the presence of physical structures (potentially causing severance), severance or re-routing of roads and PRoW, direct and indirect employment and regeneration, and direct and indirect impacts on community facilities and resources; and
- mitigation, including air quality, noise and vibration control measures, visual screening and traffic management.

### **3.5 Scope of assessment**

3.5.1 The scope of the EQIA reflects the requirements of the PSED. It draws on the EQIA for Phase One of HS2, the Equality Analysis and EQIA screening reports from the Phase Two AoS, and the professional experience and judgement of the EQIA team.

3.5.2 Potential effects for people sharing particular protected characteristics will be grouped in relation to key equality concerns. They are:

- housing;
- community infrastructure and open spaces;
- employment and business;

- traffic, transport and physical accessibility;
- noise, air quality and other environmental effects; and
- crime, safety and personal security.

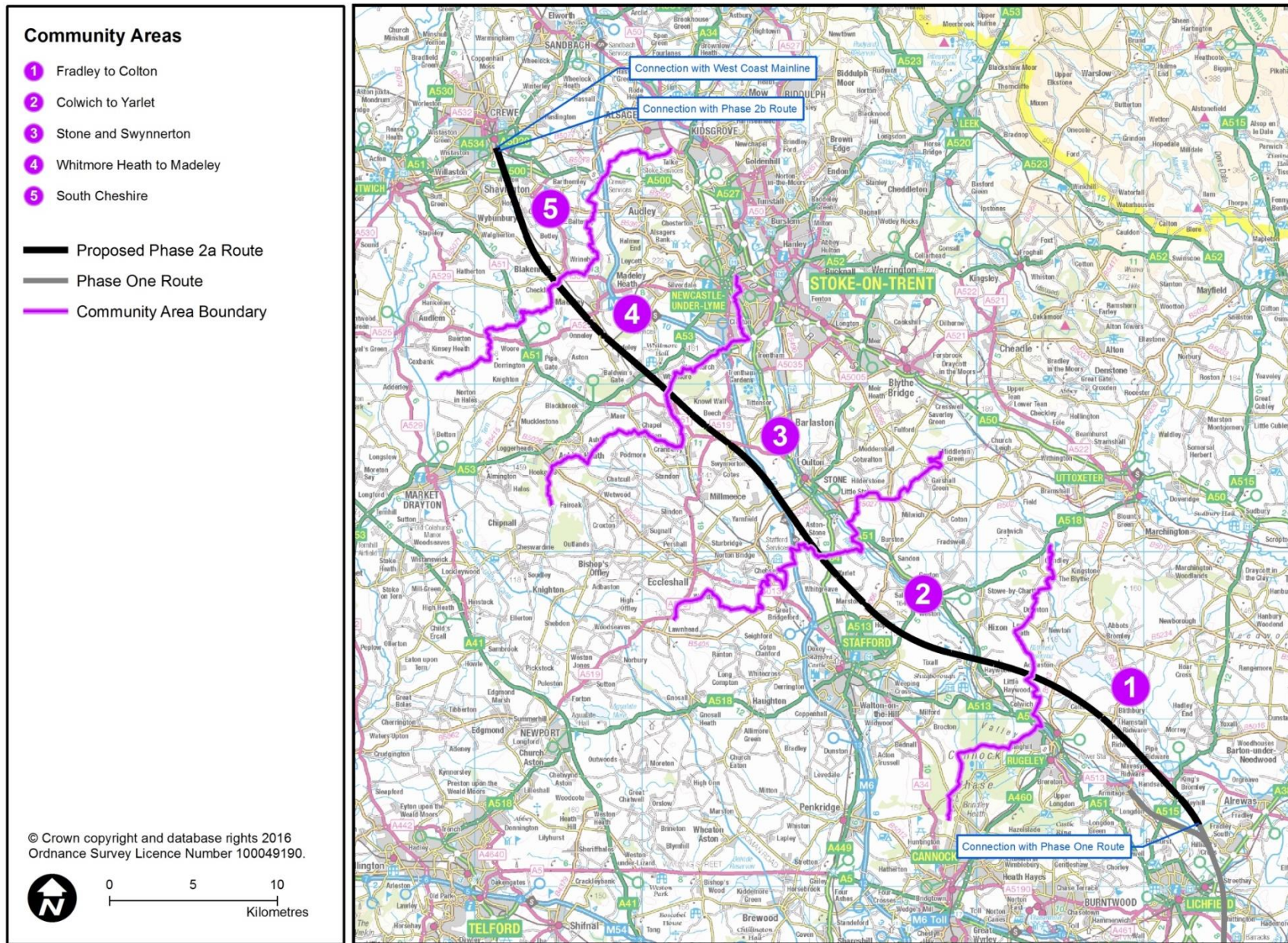
### Spatial scope

- 3.5.3 Equality effects will be considered at varying spatial levels according to the nature of the effect and the aspect of the Proposed Scheme that gives rise to the effect. For example, some effects will occur within the land temporarily or permanently required for the Proposed Scheme, with potential effects for communities both inside and outside the land requirements<sup>21</sup>. Other effects, including noise and air quality effects, will take place at varying distances from the route alignment.
- 3.5.4 The spatial scope is guided by the EQIA and professional experience and judgement. A consistent spatial approach, based around five community areas, will be used across the EQIA, environment and health assessments, supporting the integration of data collection, stakeholder engagement, assessment and reporting. The community areas, as shown in Figure 2, are:
- community area 1: Fradley to Colton;
  - community area 2: Colwich to Yarlet;
  - community area 3: Stone and Swynnerton;
  - community area 4: Whitmore Heath to Madeley; and
  - community area 5: South Cheshire.

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<sup>21</sup> For example, a community outside the land requirements could be impacted by the loss of key community facilities on which they rely

Figure 2 – Phase 2a community areas



## Temporal scope

- 3.5.5 Equality effects will be considered for the construction period (2020 – 2026) and operational period, starting in 2027.

## 3.6 Assessment methodology and reporting

### Legislation

- 3.6.1 The Equality Act (2010) consolidates previous legislation – including the Sex Discrimination Act 1975, the Race Discrimination Act 1976, and the Disability Discrimination Act 1995 – designed to prohibit discrimination on the grounds of protected characteristics.
- 3.6.2 As discussed in Section 3.1.7, the Act confers a PSED which requires public bodies and individuals exercising public functions to have due regard for the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people.

### Guidance

- 3.6.3 There is a limited range of guidance available, predominantly driven by practical application of EQIA, and none of which is statutory guidance.
- 3.6.4 Relevant guidance includes:
- EHRC, Meeting the Equality Duty in Policy and Decision-Making England (and non-devolved public authorities in Scotland and Wales);
  - EHRC non-statutory guidance<sup>22</sup>; and
  - Government Equalities Office guidance<sup>23</sup>.
- 3.6.5 Meeting the Equality Duty in Policy and Decision Making states that ‘there is no prescribed methodology for assessing the impact on equality’ but recognises that established methods of equality assessment can be useful in enabling public sector bodies to appraise and report on their consideration of equality.
- 3.6.6 The methodology for the EQIA will draw on lessons learned from HS2 Phase One, as well as previous EQIA undertaken for comparable major infrastructure projects.

### Assessment criteria

- 3.6.7 The EQIA will not assess significance of effects. Instead, qualitative descriptive judgments will be made regarding the nature of potential equality effects. Equality effects are defined as where an impact is identified as likely to have disproportionate or differential effects on groups of people on the grounds of their protected characteristics.

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<sup>22</sup> EHRC, 2012, The Essential Guide to the Public Sector Equality Duty. Available online at: <https://www.equalityhumanrights.com/en/publication-download/essential-guide-public-sector-equality-duty> EHRC, 2012, Meeting the Equality Duty in Policy and Decision-Making. Available online at: [http://www.equalityhumanrights.com/uploaded\\_files/EqualityAct/PSED/policy\\_and\\_dm\\_guide\\_update.doc](http://www.equalityhumanrights.com/uploaded_files/EqualityAct/PSED/policy_and_dm_guide_update.doc)

<sup>23</sup> Government Equalities Office, 2013, Equality Act Guidance. Available online at: <http://www.homeoffice.gov.uk/publications/equalities/equality-act-publications/equality-act-guidance/?view=Standard&pubID=902811>

3.6.8 A disproportionate equality effect arises when an impact has a proportionately greater effect on protected characteristic groups than on other members of the general population at a particular location. For the purposes of this EQIA, disproportionality can arise in two main ways, either:

- where an impact is predicted on a residential area, where protected characteristic groups are known to make up a greater proportion of the affected resident population than their representation in the wider local authority district and/or county/region; or
- where an impact is predicted on a community resource predominantly or heavily used by protected characteristic groups (e.g. primary schools attended by children; care homes catering for very elderly people).

3.6.9 A differential equality effect is one which affects members of a protected characteristic group differently from the rest of the general population because of specific needs, or a recognised sensitivity or vulnerability associated with their protected characteristic.

3.6.10 In some cases, protected characteristic groups could be subject to both disproportionate and differential equality effects.

3.6.11 The EQIA will consider impacts on groups of people rather than on individuals, and will report where it is not appropriate to consider effects for certain protected characteristic groups.

### **Equality effects to be considered**

3.6.12 The EQIA will consider potential equality effects arising during both the construction and operational phases of the Proposed Scheme. On the basis of the findings of the EQIA for Phase One of HS2, and of the Equality Analysis and EQIA screening assessments for the Phase Two AoS, it is anticipated that potential equality effects will include the following:

- housing:
  - there may be people with protected characteristics at risk of housing related disadvantage arising from demolition, compulsory purchase and severance during construction and/or operation; and
  - housing related effects for community cohesion and other secondary equality effects for protected characteristic groups.
- community infrastructure and open spaces:
  - effects on protected characteristic groups' access to community facilities and services that enable their equal participation or that meet their specific needs (includes community facilities, places of worship, key services, local high streets, schools, public open spaces, play spaces, recreational facilities) arising from road closures, diversions, project induced traffic congestion, and presence of construction activities and workforce.
- employment and business:



- equal opportunity effects for businesses owned by people with protected characteristics, where these can be identified;
  - training and employment opportunities for protected characteristic groups; and
  - effects due to demolition, disruption from construction activity, construction employment, indirectly created employment, and induced investment.
- traffic, transport and physical accessibility:
    - road safety effects for relevant protected characteristic groups (including safe routes to schools) due to construction traffic, severance, changes to local road and pedestrian networks and new transport infrastructure;
    - disruption to public transport relied upon by protected characteristic groups for equal participation in daily living;
    - severance and/or diversion of PRoW and other pedestrian routes particularly relied on by protected characteristic groups for equal participation in daily living;
    - increased journey times/delay effects for relevant protected groups due to construction traffic, and changes to the local road network; and
    - indirect community cohesion effects of severance, public transport disruption, and road safety impacts.
  - noise, air quality and other environmental effects:
    - residual noise and air quality effects from construction activities, construction traffic, train movements and induced road traffic changes on sensitive protected characteristic groups or on disproportionately affected protected characteristic groups living in areas with existing poor quality living environment; and
    - equality effects of residual noise impacts affecting schools, colleges, residential care homes, places of worship or other community facilities of particular importance for protected characteristic groups.
  - crime, safety and personal security:
    - changes in actual safety or feelings of safety at, for example, bus stops suspended or relocated by construction-related disruption, for sensitive protected characteristic groups; and
    - personal security effects for sensitive protected characteristic groups.

3.6.13 It is recognised that other potential equality effects may be identified during the assessment process.

## 3.7 Assumptions

3.7.1 Changes in public policy, economic and other wider factors will shape, in both intended and unintended ways, the social, economic and environmental conditions that influence inequality and the way it is experienced amongst affected communities. This imposes limitations on identifying the impacts directly attributable to HS2 Phase 2a.

- 3.7.2 For assessment purposes it will be necessary to assume that the baseline characteristics established during the EQIA process will remain largely unchanged. However, where it is possible to predict change, this will be incorporated into the future baseline.

## **3.8 Reporting**

- 3.8.1 There is no legally prescribed form or structure for the contents of an EQIA Report. The structure of the formal EQIA Report is currently under consideration. The intention is that it will identify the equality effects of the Proposed Scheme. The formal EQIA Report will be structured in a logical and comprehensible manner, taking account of the need for the information to be accessible, understandable and readable to a broad audience. It is intended that it will contain appropriate signposting and web-links (in the case of the electronic version) to make navigation through the document easier for those seeking information relevant to their needs.

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## Glossary of terms

Appraisal of Sustainability	Appraisal of impact of plans or policies from environmental, economic and social perspective and against objectives of sustainable development
Baseline	Existing conditions against which future changes can be measured or predicted
Classic compatible	High speed trains designed to European legislation on interoperability and also to be capable of operating services to destinations north of HS2 through connections with the existing rail network
Classic rail	The existing inter-city rail network
Department for Transport (DfT)	Government department responsible for transport policy in the UK (where not devolved)
East Coast Main Line (ECML)	Intercity railway route in the UK connecting London, Peterborough, Doncaster, Wakefield, Leeds, York, Darlington, Newcastle and Edinburgh
Environmental Impact Assessment (EIA)	Assessment of environmental effects of certain public and private projects under Directive 2014/52/EU
The Equality Act	Act of Parliament that consolidates previous legislation – including the Sex Discrimination Act 1975, the Race Discrimination Act 1976, and the Disability Discrimination Act 1995 – designed to prohibit discrimination on the grounds of protected characteristics
Equality Impact Assessment (EQIA)	A predictive assessment of the possible equality effects of the Proposed Scheme during construction and operation on protected characteristic groups
HS2 Ltd	The company set up by the Government to develop proposals for a new high speed railway line between London and the West Midlands and to consider the case for new high speed rail services linking London, northern England and Scotland
Hybrid bill	Public bill which affects a particular private interests in a manner different from the private interests of other persons or bodies of the same category or class
Infrastructure maintenance depot	Base for maintenance of infrastructure associated with the proposed high speed rail line, including track, signalling equipment, cuttings and embankments
Mitigation	The measures put forward to prevent, reduce and where possible, offset any adverse effects on the environment
Phase One	Phase One of the proposed Y network - a high speed railway between London and the West Midlands with a connection via the

	West Coast Main Line at conventional speeds to the North West and Scotland. Phase One includes four high speed rail stations at London Euston, Old Oak Common (West London), Birmingham Airport (Birmingham Interchange) and Birmingham (Curzon Street)
Phase Two	Phase Two of the proposed Y network - extending the high speed railway beyond the West Midlands to Manchester and Leeds with connections at conventional speeds via the West Coast and East Coast Main Lines
Proposed Scheme	Proposals for a high speed railway from West Midlands to Crewe announced by the Government in High Speed Two: East and West
Protected characteristic	<p>Nine protected characteristic groups identified through the Equality Act (2010) include:</p> <ul style="list-style-type: none"> <li>• age;</li> <li>• disability;</li> <li>• gender reassignment;</li> <li>• marriage and civil partnership;</li> <li>• pregnancy and maternity;</li> <li>• race;</li> <li>• religion and belief;</li> <li>• sex; and</li> <li>• sexual orientation</li> </ul>
Public Sector Equality Duty (PSED)	<p>The PSED requires public bodies to have due regard to three aims:</p> <ul style="list-style-type: none"> <li>• to eliminate discrimination, harassment and victimisation;</li> <li>• to advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it; and</li> <li>• to foster good relations between people who share a relevant protected characteristic and those who do not share it</li> </ul>
Scoping	An initial stage in determining the nature and potential scale of environmental impacts arising as a result of a development, and an assessment of what further studies are required to establish their significance
West Coast Main Line (WCML)	Intercity railway route in the UK connecting London, Birmingham, Manchester, Liverpool and Glasgow

## Annex A – List of consultees

The following table sets out the list of organisations who were contacted as part of the consultation on the draft of this SMR. This includes statutory consultees as well as non-statutory organisations.

The draft EQIA SMR was also made available on the Hs2 website and comments were invited from other stakeholders also. The Hs2 Phase 2a EQIA Scope and Methodology Report: Consultation Summary Report<sup>24</sup> sets out details of the consultation comments and the project's response to them.

Alrewas Parish Council
Armitage with Handsacre Parish Council
Arriva
British Transport Police Authority
Campaign for Better Transport
Campaign to Protect Rural England (CPRE)
CPRE – Cheshire
CPRE – North West
Canal & River Trust
Cannock Chase AONB Unit
Central Association of Agricultural Valuers
Chapel and Hill Chorlton Parish Council
Checkley-cum-Wrinehill Parish Council
Cheshire East Council
Cheshire Fire Authority
Cheshire Police Authority
Cheshire Resilience Forum
Chorlton and Hough Parish Council
Civil Aviation Authority
The Coal Authority
Coal Pro
Colton Parish Council
Colwich Parish Council
The Commission for Rural Communities
Country Land and Business Association
Crewe Town Council
Crown Estate Commissioners
Department for Culture, Media & Sport
Department for Communities and Local Government (DCLG)
Department for Energy and Climate Change (DECC)
Department for Environment, Food & Rural Affairs (Defra)
Design Council
The Disabled Persons Transport Advisory Committee
Doddington and District Parish Council

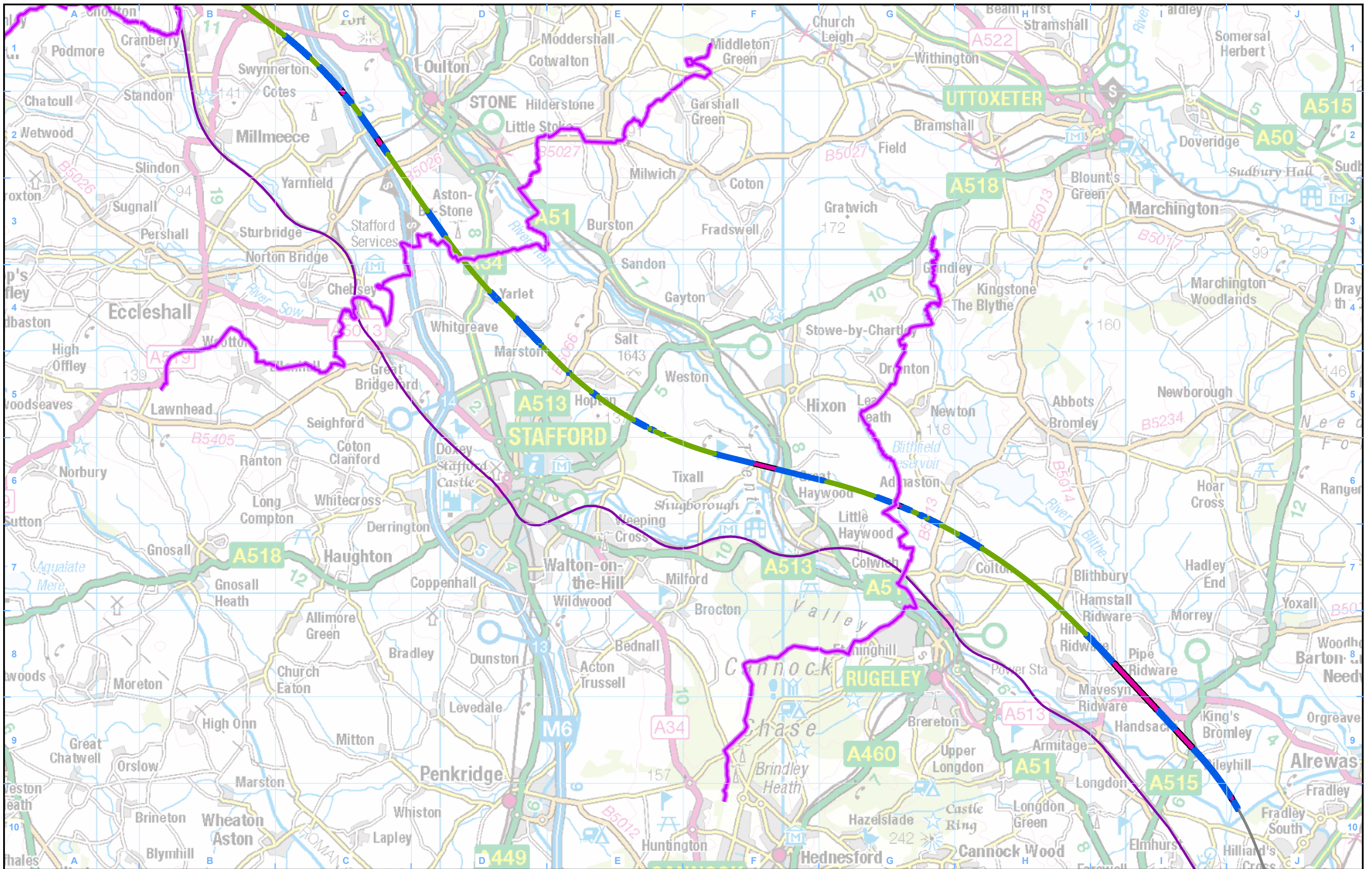
<sup>24</sup> HS2 Phase 2a West Midlands to Crewe Equality Impact Assessment Scope and Methodology Report: Consultation Summary Report

East Staffordshire Borough Council
English Heritage
Environment Agency
Equality and Human Rights Commission (EHRC)
Forestry Commission
Fradley and Streethay Parish Council
Friends of the Earth
Greenpeace
Hamstall Ridware Parish Council
Health and Safety Executive (HSE)
Heritage Alliance
Highways England
Historic Buildings & Monuments Commission for England (Historic England)
Hopton and Coton Parish Council
Ingestre and Tixall Parish Council
International Union of Railways
The Joint Nature Conservation Committee
Kings Bromley Parish Council
Lichfield City Council
Lichfield District Council
Local Government Association (LGA)
Madeley Parish Council
Marston Parish Council
Mavesyn Ridware Parish Council
Ministry of Defence
National Association of Areas of Outstanding National Beauty
National Farmers Union
National Parks England (Formerly English National Park Authorities Association)
National Trust
Natural England
Network Rail
Newcastle-under-Lyme Borough Council
NHS England Midlands & East
NHS Staffs & Surrounds CCG
The Office of Rail Regulators and Approved Operators
Public Health England (PHE)
PHE North West
PHE West Midlands
Rail Future
Ramblers Association
Royal Society for the Protection of Birds (RSPB)
RSPB Midlands
RSPB Northern England
Sports England
Stafford Borough Council
Staffordshire County Council
Staffordshire Police Authority
Staffordshire Prepared

Stoke-on-Trent and Staffordshire Fire and Rescue Authority
Stone Parish Council
Swynnerton Parish Council
Transport Focus (formerly Passenger Focus)
UK Coal
The Water Services Regulation Authority
Weston and Basford Parish Council
Whitgreave Parish Council
Whitmore Parish Council
The Wildlife Trusts
Wildlife Trust - Cheshire
Wildlife Trust - Staffordshire
Woodland Trust
Wynbunbury Parish Council



# Annex B – Route maps



**Legend**

- HS2 Phase 1
- West Coast Mainline
- Community area boundary
- Route in embankment
- Route in bored tunnel
- Route in cutting
- Tunnel portal
- Route on viaduct
- Indicative Infrastructure Maintenance Depot location

Map Name  
**Annex C - Proposed route of Phase 2a**

**hs2**

Registered in England. Registration number 06791686.  
 Registered office: Eland House, Bressenden Place,  
 London SW1E 5DU.

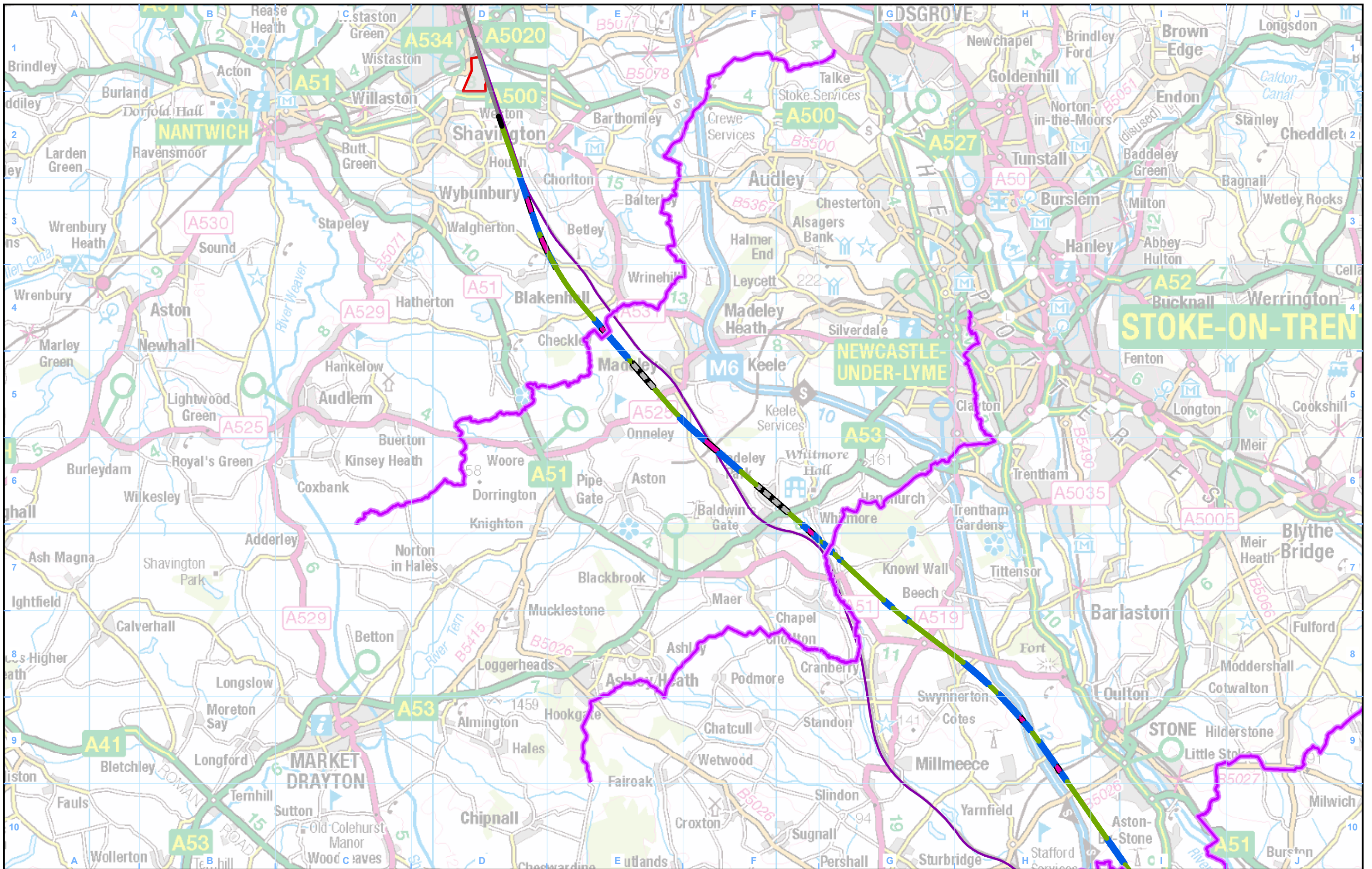
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 Metres

**Date: 06/09/16**



**Legend**

- HS2 Phase 1
- West Coast Mainline
- Community area boundary
- Route in embankment
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0 1,000 2,000 3,000 4,000  
 Metres

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## Annex C – List of acronyms

AoS	Appraisal of Sustainability
BAME	Black, Asian and minority ethnic people
DfT	Department for Transport
DMRB	Design Manual for Roads and Bridges
ECML	East Coast Main Line
EDI	Equality, diversity and inclusion
EHRC	Equality and Human Rights Commission
EIA	Environmental Impact Assessment
EQIA	Equality Impact Assessment
HGV	Heavy Goods Vehicle
HS2	High Speed Two
LWS	Local Wildlife Site
ONS	Office for National Statistics
PRoW	Public rights of way
PSED	Public Sector Equality Duty
SAC	Special Area of Conservation
SMR	Scope and Methodology Report
SSSI	Site of Special Scientific Interest
UK	United Kingdom
WCML	West Coast Main Line

# Annex D – HS2 Sustainability policy

# Sustainability Policy

HS2's purpose is to create a world class high speed rail network to support sustainable growth in the UK. It is a major opportunity to provide greater choice in the way we travel to help deliver a sustainable transport system for the UK.

Our vision is of a high speed railway network which changes the mode of choice for inter-city journeys, reinvigorates the rail network, supports economy, creates jobs, reduces carbon emissions and provides reliable travel in a changing climate throughout the 21st century and beyond.

This policy sets out HS2 Ltd's commitment to be an exemplar project. Building this network will inevitably cause some local effects on communities, the natural and the built environment. We will strive to limit the negative impacts through design, mitigation and by challenging industry standards and we will look for environmental enhancements and benefits.

Through this policy we aim to support the following Government goals:

- Create a step change improvement in transport link between regional centres and from them to London.
- Enable more equal distribution of opportunity, connect communities and encourage regeneration.
- Stimulate sustainable economic growth through increased capacity and shorter journey times between key cities.
- Support British engineering, create job opportunities and develop skills in the UK.
- Deliver lower carbon long distance travel.
- Maximise integration of HS2 with existing UK and international transport networks.
- Encourage wellbeing and protect the environment.

## What we will do

We will promote high speed rail and balance community, environmental and economy issues. We have identified key themes as a focus for our work to:

**Growth and regeneration** - Support sustainable economic development and the localism agenda for regeneration.

**Environmental change** – Commit to protection of the environment through seeking to avoid significant adverse effects on communities, businesses and the natural, historic and built environment, including the prevention of pollution. Minimise impacts where they occur and deliver enhancements as far as practicable to attain no net loss to the natural environment.

**Skills and employment** - Improve skills, jobs, education and the economy through our investment along the length of the route. Act as a driver for improvements in the sustainability of the engineering and construction sector by ensuring that the right workforce is available at the right time with the right skills and behaviours.

**Climate change** - Minimise the carbon footprint of HS2 as far as practicable and deliver low carbon long distance journeys that are supported by low carbon energy.

**Resilience** - Build network which is resilient for the long term and seek to minimise the combined effect of the project and climate change on the environment.

**Resources and waste** - Source and make efficient use of sustainable materials, maximise the proportion of material diverted from landfill and reduce waste.

**Integrated transport** - Engage with stakeholders to create seamless transport links with other modes and allow accessibility for all.

**Equality Diversity and Inclusion (EDI)** - Promote EDI in line with the [HS2 EDI Policy](#), to ensure that it is integrated into all business processes.

## How we will deliver this

To deliver our vision we will embed sustainability in our business at each phase of the project through:

**A clear plan** - Setting goals relevant to the stage of the project for design, through development, construction, operation, maintenance and renewal which stimulate innovation and enable long term enhancements. Our plan and this policy will be reviewed biennially.

**Robust processes** - Ensuring sustainability is integrated into our culture, procedures and processes. This will be managed through the implementation and continual improvement of an Environmental Management System to enhance environmental and sustainability performance. This will include development of Sustainable Design and Delivery Principles as part of a process to enable us to balance the sometimes competing elements of sustainability and to understand whole life cost. We will comply with legal and other obligations.

**Procurement** - Ensuring sustainability is integral in our procurement processes and is applied to our entire supply chain.

**Innovation** - Promoting sustainable construction practices, continually focusing ideas and technologies for improving sustainability.

**Engagement and reporting** - Engaging in dialogue about the project and working with local communities, key stakeholders and our supply chain. Openly reporting our progress in delivering the commitments we make on sustainability regularly and sharing what we learn.

HS2 is determined to embed sustainability in the DNA of this project and integrate it into all of our work