

HS2 Phase Two: West Midlands to Crewe

Equality Impact Assessment Scope and Methodology Report Draft for consultation

A report to HS2 Ltd by Arup / ERM

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ARUP



Contents

Contents	ii
Executive summary	iii
1 Introduction	1
1.1 Purpose of this draft EQIA SMR	1
1.2 Structure of this draft EQIA SMR	1
2 The Proposed Scheme	2
2.1 Introduction to HS2	2
2.2 HS2 Phase 2a route description	5
2.3 Phase 2a interfaces	6
2.4 Hybrid Bill powers	7
3 EQIA Scope and Methodology	8
3.1 Introduction	8
3.2 Establishment of baseline	11
3.3 Stakeholder engagement and public consultation	12
3.4 Key aspects of the Proposed Scheme for consideration	13
3.5 Scope of assessment	13
3.6 Assessment methodology and reporting	14
3.7 Assumptions	17
3.8 Reporting	17
References	18
Glossary of terms	19
Annex A – List of Consultees	22
Annex B – Route Maps	24
Annex C – List of acronyms	25

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 the 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* and *Rebalancing Britain*) recommended accelerating the Phase Two section of the route from the West Midlands to Crewe to deliver 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 draft Scope and Methodology Report (SMR) outlines the proposed approach to the development of the Equality Impact Assessment (EQIA) and subsequent report (EQIA Report) for Phase 2a (West Midlands to Crewe) of HS2 (the 'Proposed Scheme'). The EQIA Report will be published separately around the time of the deposit of the hybrid Bill in Parliament.
- The EQIA will 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 draft EQIA 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 Spring 2016, HS2 Ltd will consult on this draft EQIA SMR (see Annex A – for List of Consultees) to enable consultees to comment on the approach proposed. Following consultation, consideration will be given to the comments received for the development of a final EQIA SMR for Phase 2a.

1 Introduction

1.1 Purpose of this draft EQIA SMR

- 1.1.1 This draft Scope and Methodology Report (SMR) outlines the proposed scope and methodology for the Equality Impact Assessment (EQIA) and subsequent 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 draft EQIA 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 draft EQIA 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 In Spring 2016, HS2 Ltd will consult on this draft EQIA SMR (see Annex A – for List of Consultees) to enable consultees, as well as other stakeholders, to comment on the proposed approach. Following consultation, consideration will be given to the comments received for the development of a final EQIA SMR for Phase 2a. The subsequent EQIA Report will be published separately around the time of the deposit of the Phase 2a hybrid Bill in Parliament.
- 1.1.5 This draft EQIA SMR does not define the Proposed Scheme in detail at any location, nor the construction works and ancillary features associated with the Proposed Scheme. The design of the Proposed Scheme is currently being developed and will be made available for public consultation.
- 1.1.6 This draft EQIA SMR provides the overarching methodology for conducting the EQIA.

1.2 Structure of this draft EQIA SMR

- 1.2.1 The remainder of this draft EQIA 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.
- 1.2.2 The annexes to the draft EQIA SMR include a list of consultees and a series of maps showing the Proposed Scheme.

2 The Proposed Scheme

2.1 Introduction to HS2

- 2.1.1 HS2 Ltd is a company wholly owned by the Department for Transport (DfT) and is charged with the design, construction and operation of high speed rail (HS2), on behalf of the Government.
- 2.1.2 HS2 is planned to be a Y-shaped high speed rail network with stations in London, Birmingham, Leeds, Manchester, South Yorkshire and the East Midlands, with a capacity to convey up to 18 trains per hour, at speeds of up to 225 miles per hour (mph) (360 kilometres per hour). On some sections of the route speeds will be lower than 225 mph and speeds above 225 mph will not be allowed unless the impacts of operation could be demonstrated to be no worse than assumed for operation at 225 mph. Beyond the dedicated high speed track high speed trains will 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 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 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.
- 2.1.4 HS2 will be built in phases. Phase One will involve construction of a new railway line of approximately 230 kilometres (km) (143 miles) between London and Birmingham by 2026. Stations will be developed at Euston, Old Oak Common, Birmingham Interchange and Birmingham Curzon Street. Some of the services will continue on the existing rail network to serve directly the North West and Scotland, through a connection with the WCML near Lichfield.
- 2.1.5 Phase Two will 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. There will be new stations in Manchester and Leeds with intermediate stations to serve the East Midlands and South Yorkshire. Phase Two will be completed seven years after Phase One in 2033.
- 2.1.6 In January 2012, the Government announced its intention to develop a Y shaped high speed rail network. 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 the 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. The Bill is currently proceeding through Parliament with the aim of achieving Royal Assent by the end of 2016 and commencing construction in 2017.

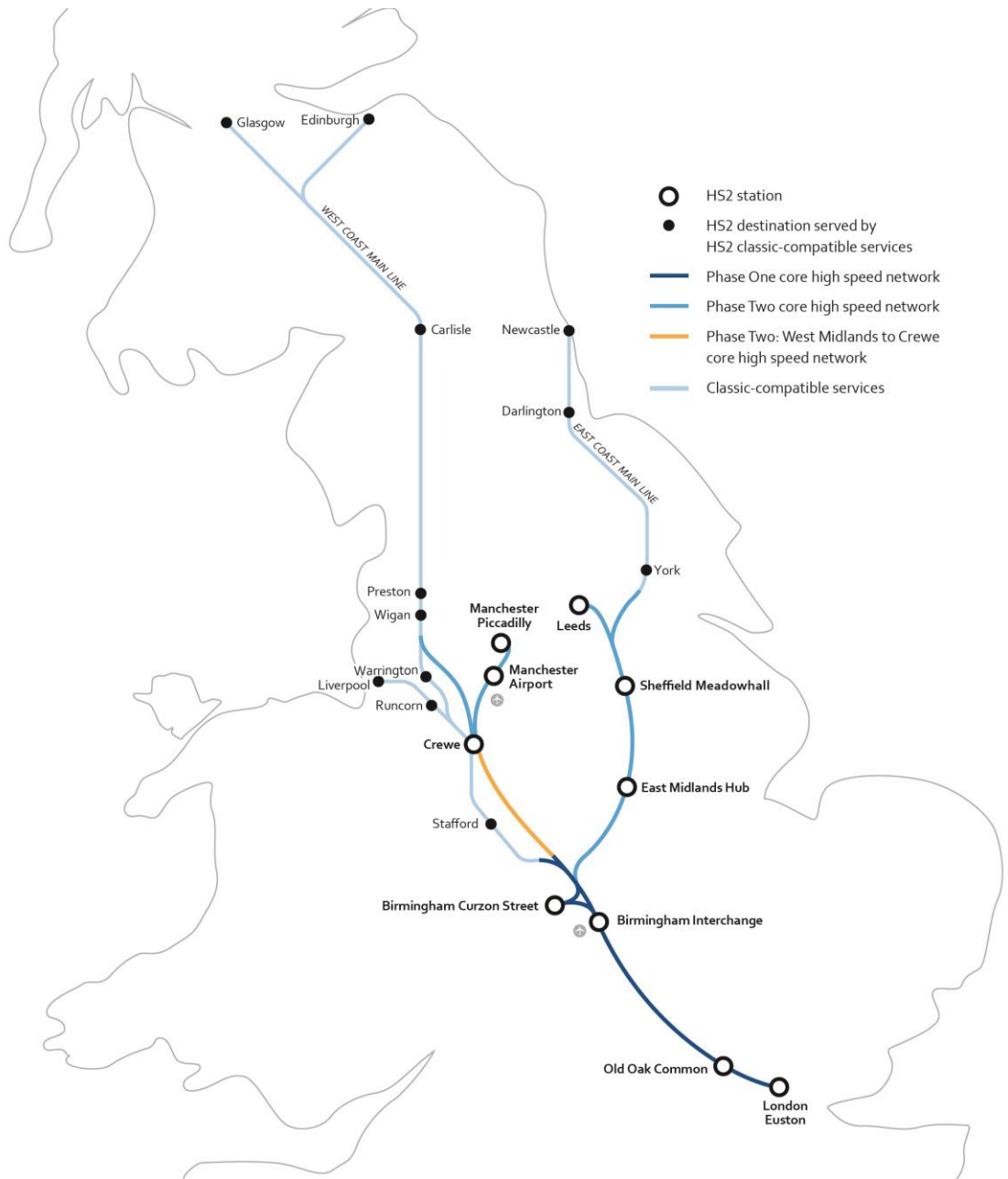
- 2.1.7 In January 2013, the Government announced its initially preferred route for Phase Two between the West Midlands, Leeds and Manchester. Following some minor amendments, in July 2013, the proposed route was consulted on for seven months until January 2014. An announcement on the preferred line of route for Phase Two to Manchester and Leeds is expected in Autumn 2016.
- 2.1.8 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)¹.
- 2.1.9 Sir David Higgins, in his reports in 2014 (HS2 Plus² and Rebalancing Britain³) recommended accelerating the Phase Two section of the route from the West Midlands to Crewe to deliver 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 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 2a¹. 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.

¹ High Speed Two: East and West, The next steps to Crewe and beyond. November 2015. Available online at https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/480712/hs2-east-and-west.pdf

² HS2 Plus A report by David Higgins, HS2 Ltd. 2014, Available online at: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374695/HS2_Plus_-_A_report_by_David_Higgins.pdf

³ Rebalancing Britain – From HS2 towards a national transport strategy, HS2 Ltd. 2014. 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

Figure 1 - The HS2 core network



- 2.1.10 The powers for this section will be sought through a separate hybrid Bill with the aim of achieving Royal Assent by 2019. Construction would commence in 2020 and the section is planned to be operational in 2027, six years earlier than originally planned.
- 2.1.11 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, improving the reliability and performance on the existing main line and also opening up more capacity, including for freight.
- 2.1.12 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, North and South Wales.

2.2 HS2 Phase 2a route description

- 2.2.1 The following sections provide a summary description of the route of the Proposed Scheme. Annex B 'Route Maps' of this draft EQIA SMR contains a series of Phase 2a route maps. Further detailed maps of the Proposed Scheme are available on HS2 Ltd's website.⁴
- 2.2.2 The Phase 2a route will comprise a high speed railway line from the end of the Phase One route at Fradley up to Crewe, running northeast of Stafford and southwest of Stone, crossing a mainly rural area with small settlements in Staffordshire and Cheshire East.
- 2.2.3 Phase 2a will connect with Phase One at Fradley, to the north-east of Lichfield, and continue northwards passing through the River Trent floodplains on a viaduct up to 14m in height and approximately 1.9km in length and crossing the river near the village of King's Bromley.
- 2.2.4 Maintenance loops will be located near Pipe Ridware, comprising two additional sections of track, one on either side of the mainline, and each approximately 1.4km long. These loops will be on an embankment up to 13m high at the southern end, descending into shallow cutting at the northern end. The route will then pass between the villages of Stockwell Heath (to the east) and Colton (to the west) on embankment up to 12m high.
- 2.2.5 Continuing north, the route will cross over Moreton Brook on viaduct and continue past Moreton House, a Grade II listed building. The route will cross the Trent Valley floodplain for the second time close to Great Haywood, including Great Haywood Marina, on a viaduct approximately 670m long. The route will then cross Lion Lodge Covert (deciduous woodland) and to the south of Pasturefields Salt Marsh Special Area of Conservation (SAC) and Site of Special Scientific Interest (SSSI).
- 2.2.6 Continuing north, the route will go into a cutting up to 17m deep through Ingestre Golf Course then pass through a section of Staffordshire Showground, including an historic landfill. The route will pass close to Hopton in a false cutting, and within the vicinity of Hopton Heath registered battlefield.
- 2.2.7 The route will continue northwest past Marston in a mixture of cuttings and embankments and cross the A34 near Yarlet.
- 2.2.8 From there, the route will follow the M6 motorway in part, crossing Filly Brook floodplain and then make a skewed crossing of the M6 motorway with embankments up to 17m high near Stone and Yarnfield.
- 2.2.9 Passing Swynnerton on an embankment, the route will pass close to the Swynnerton groundwater abstraction point and an area of historic landscape, including listed

⁴ <https://www.gov.uk/government/publications/west-midlands-to-crewe-route-engineering-report>

buildings, a conservation area and Swynnerton Historic Parkland. Continuing north, the route will pass Swynnerton Old Park in a cutting up to 18m deep.

- 2.2.10 From here the route will come near the WCML in a mixture of cuttings and embankments and cross Meece Brook Valley floodplain on a viaduct 270m long, before cutting through the hills west of Whitmore and close to the Whitmore groundwater abstraction point.
- 2.2.11 To the southeast of Whitmore Heath, the route will cross the A53 in a cut and cover tunnel of 350m in length, followed by twin tunnels of 710m under the settlement of Whitmore Heath. The route will then pass through Whitmore Wood ancient woodland with a retained cut on the northeast side. The route will enter the valley of the River Lea where there are several historical landscape features, including Hey House, a Grade II listed building, and Old Madeley Manor Scheduled Monument (SM). The route will continue on a viaduct over the WCML, up to 16m in height.
- 2.2.12 Moving northwards to Crewe, the route will enter a bored tunnel, 720m in length, to the west of Madeley close to Bar Hill ancient woodland. The route will continue in a mixture of shallow cuttings and embankments, crossing Checkley Brook and the River Lea floodplain on a viaduct approximately 120m long.
- 2.2.13 At this point the route will run parallel to WCML and pass the new settlement of Chorlton. It will rise onto a viaduct to pass over a connection with the Basford Hall sidings before joining the WCML with a grade separated junction.
- 2.2.14 The mainline route will then continue northbound dropping down into a cutting. The route will terminate at a southerly tunnel portal at Crewe, approximately 1.5km north of the A500. This will accommodate the Crewe tunnel proposed as part of the Phase Two route to Manchester.
- 2.2.15 An Infrastructure Maintenance Depot (IMD) will be constructed to the west of the route alongside the existing Basford Hall sidings, to provide a central store, supply point and facilities for future maintenance and renewals for the whole Phase Two route to Manchester.

2.3 Phase 2a interfaces

Phase One and 2a interface

- 2.3.1 The Phase 2a route starts at the northern end of Phase One at 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 at Fradley.

Phase 2a and Phase Two interface

- 2.3.3 A new junction will be constructed with the WCML which will allow classic compatible trains using the Phase 2a route to access Crewe Station and onward connections to the existing network towards 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, as part of the Phase Two route. The Phase 2a route terminates at 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 of the draft EQIA SMR 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 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 Policy Information Paper (G5) (updated June 2015)⁵, which outlines HS2 Ltd's approach to embedding inclusion in its workforce and in the planning, design, construction and operation of the Proposed Scheme.

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

- 3.1.4 The Equality Act (2010) ('the Act') consolidated previous legislation designed to prohibit discrimination on the grounds of protected characteristics.⁶ The Act identifies nine protected characteristics. These are:
- age: this refers to persons defined by either a particular age or a range of ages;⁷
 - 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;⁸
 - 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;⁹
 - 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 couples;¹⁰

⁵ HS2 Limited, 2015, Information Paper G5: 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

⁶ Government Equalities Office, 2015, Equality Act 2010: Guidance. Available online at: <https://www.gov.uk/guidance/equality-act-2010-guidance>

⁷ Equality and Human Rights Commission, 2013, Equality Act 2010: Technical Guidance on the Public Sector Equality Duty England. Available online at:

http://www.equalityhumanrights.com/sites/default/files/publication_pdf/Technical%20Guidance%20on%20the%20PSED%20England.pdf

⁸ Ibid

⁹ Ibid

¹⁰ Ibid

- 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;¹¹
- race: the Equality Act defines race as encompassing colour, nationality (including citizenship) and ethnic or national origins.¹² 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 affiliation¹³ 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.

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

3.1.6 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.¹⁴

3.1.7 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

¹¹ Ibid

¹² HM Government, 2010, Equality Act 2010. Available online at: http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf

¹³ Census 2011 religious affiliation main categories are Christian, Buddhist, Hindu, Jewish, Muslim, and Sikh

¹⁴ For marriage and civil partnership, only the first requirement of the PSED – to eliminate discrimination, harassment and victimisation – applies.

- Government Equalities Office, Equality Act 2010: Public Sector Equality Duty What Do I Need To Know? A Quick Start Guide for Public Sector Organisations.

The purpose of the EQIA

- 3.1.8 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.
- 3.1.9 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 protected characteristic groups’ specific needs 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 will 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.
- 3.1.10 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.
- 3.1.11 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)

- 3.1.12 Reflecting the evolution of good practice and learning from Phase One, the approach to the EQIA and Environmental Impact Assessment (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.

- 3.1.13 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.

Equality screening processes

- 3.1.14 An Equality Analysis screening study was conducted on behalf of HS2 Ltd in July 2013,¹⁵ as part of an appraisal of sustainability 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.
- 3.1.15 A Department for Transport (DfT) EQIA screening report on High Speed Rail,¹⁶ published in 2010, also identified key aspects of the scheme relevant for the assessment of equality impacts.
- 3.1.16 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. This is described in more detail 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 chapters 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 existing profile of those with protected characteristics in communities along the length of the route, and relevant equality issues.

¹⁵ 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.

¹⁶ Department for Transport (DfT), 2011, *High Speed Rail: Investing in Britain's Future - Equality Impact Screening*. London, Her Majesty's Stationary Office (HMSO).

- 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 Consulting on the draft EQIA SMR will give people the opportunity to comment on the methodology proposed. In addition it can uncover potential data sources which would not otherwise be available and ensures a more robust and defensible assessment.

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 EDI Policy, all general stakeholder engagement activities undertaken as part of the EIA 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.
 - Alongside general stakeholder engagement activity undertaken as part of the EIA, there will be an additional layer of targeted, equality specific engagement to inform the EQIA. This process will involve engagement with 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 and/or operation of the Proposed Scheme, including loss of residential and commercial property, public open space, public rights of way, 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, 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 public rights of way, direct and indirect employment and regeneration, and direct and indirect impacts on community facilities and resources; and
- mitigation, including air, 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 appraisal of sustainability, 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.¹⁷ 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 EIA and the professional experience and judgement of the EQIA team. 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.

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 3.1.6, 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;¹⁸
 - Home Office Government Office for Women and Equalities guidance;¹⁹ and

¹⁷ For example, a community outside the land requirements could be impacted by the loss of key community facilities on which they rely.

¹⁸ EHRC, 2012, The Essential Guide to the Public Sector Equality Duty. Available online at:

http://www.equalityhumanrights.com/uploaded_files/EqualityAct/PSED/essential_guide_update.doc; 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

- DfT Design Standards for Accessible Stations.²⁰

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 this EQIA will draw on lessons learned from HS2 Phase One, as well as previous EQIAs undertaken for comparable major infrastructure projects.

Assessment criteria

3.6.7 Due to the difficulties in quantifying equality effects, the EQIA will not seek to differentiate the 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.

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, this will be used in two main ways:

- 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; and
- 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.

¹⁹ 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>

²⁰ DfT, 2015, Design Standards for Accessible Railway Stations. Available online at: <https://www.gov.uk/government/publications/accessible-railway-stations-design-standards>

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 appraisal of sustainability, it is anticipated that potential equality effects will include the following:

- Housing:
 - effects on existing housing related disadvantage and specific needs of protected characteristic groups 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, 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 (as above) due to demolition, disruption from construction activity, construction employment, indirectly created employment, and induced investment.
- Traffic, transport and physical accessibility:
 - road safety effects for vulnerable 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 public rights of way and other pedestrian routes particularly relied on by protected characteristic groups for equal participation in daily living;
 - effects on accessibility resulting from the Phase 2a transport 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.

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 EQIA Report is currently under consideration. The intention is that it will identify the equality effects of the Proposed Scheme. The 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.

3.8.2 The EQIA Report will be available in alternative formats, including the provision of material in alternative languages and presentational format upon request.

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https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/400830/p2c07_appendix_a_equality_analysis_050713.pdf

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
Birmingham Interchange	Interchange station on the HS2 Phase One route which will allow access to Birmingham International railway station, the National Exhibition Centre and Birmingham Airport
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 GB rail network
Classic Rail	The existing GB 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,
Environmental Impact Assessment (EIA)	Assessment of environmental effects of certain public and private projects under Directive 2011/92/EU
The Equality Act	Act 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 interest in a manner different from the private interest 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. The next steps to Crewe and beyond (November 2015)
Protected characteristic	Nine protected characteristic groups identified through the Equality Act (2010) include, <ul style="list-style-type: none">• age• disability• gender reassignment• marriage and civil partnership• pregnancy and maternity• race• religion and belief• sex• sexual orientation

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">• to eliminate discrimination, harassment and victimisation;• 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.
Scoping	<p>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</p>
West Coast Main Line (WCML)	<p>Intercity railway route in the UK connecting London, Birmingham, Manchester, Liverpool and Glasgow</p>

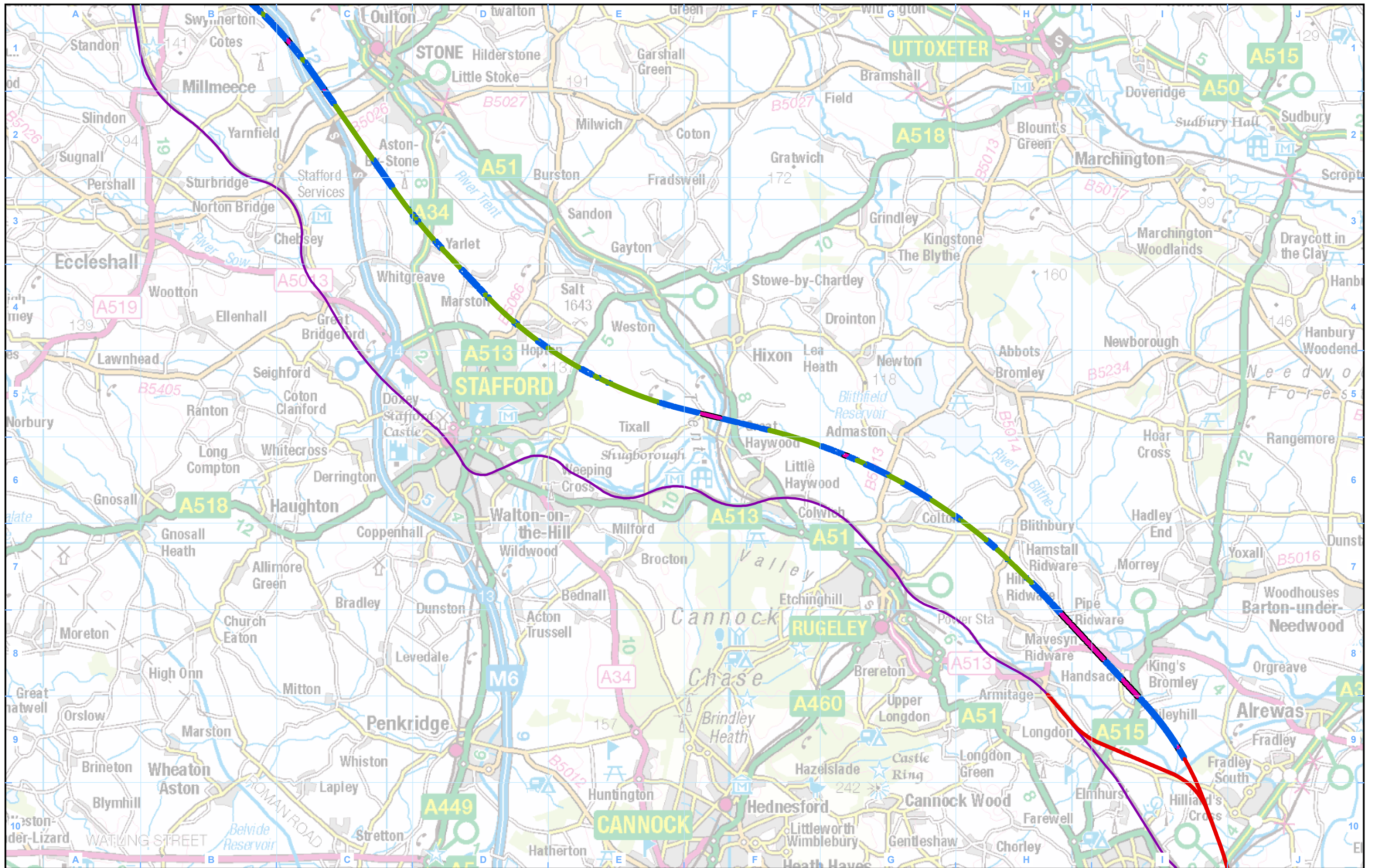
Annex A – List of Consultees

- The following table sets out a list of consultees who will be consulted on the content of this Scope and Methodology Report. This includes statutory consultees as well as non-statutory equality organisations.
- Consultees are not limited to this list and responses received from others, will be taken into account where relevant to the Scope and Methodology consultation.

Alrewas Parish Council
Armitage with Handsacre Parish Council
Arriva
British Transport Police Authority
Campaign for Better Transport
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
Colton Parish Council
Colwich Parish Council
The Commission for Rural Communities
Crewe Town Council
Department for Communities and Local Government (DCLG)
Department for Environment, Food & Rural Affairs (Defra)
Design Council
The Disabled Persons Transport Advisory Committee
Doddington and District Parish Council
East Staffordshire Borough Council
Equality and Human Rights Commission (EHRC)
Fradley and Streethay Parish Council
Hamstall Ridware Parish Council
Health and Safety Executive (HSE)
Highways England
Hopton and Coton Parish Council
Ingestre and Tixall Parish Council
International Union of Railways
Kings Bromley Parish Council
Lichfield City Council
Lichfield District Council
Local Government Association (LGA)
Madeley Parish Council
Marston Parish Council
Mavesyn Ridware Parish Council
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
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)
Weston and Basford Parish Council
Whitgreave Parish Council
Whitmore Parish Council
Wynbunbury Parish Council

Annex B – Route Maps



Legend

Route on embankment	HS2 Phase 1
Route in bored tunnel	West Coast Mainline
Route in Cutting	Indicative Infrastructure Maintenance Depot location
Route in green tunnel	
Route in retaining wall	
Route in station	
Tunnel portal	
Viaduct	

Map Name
Proposed route of Phase 2a

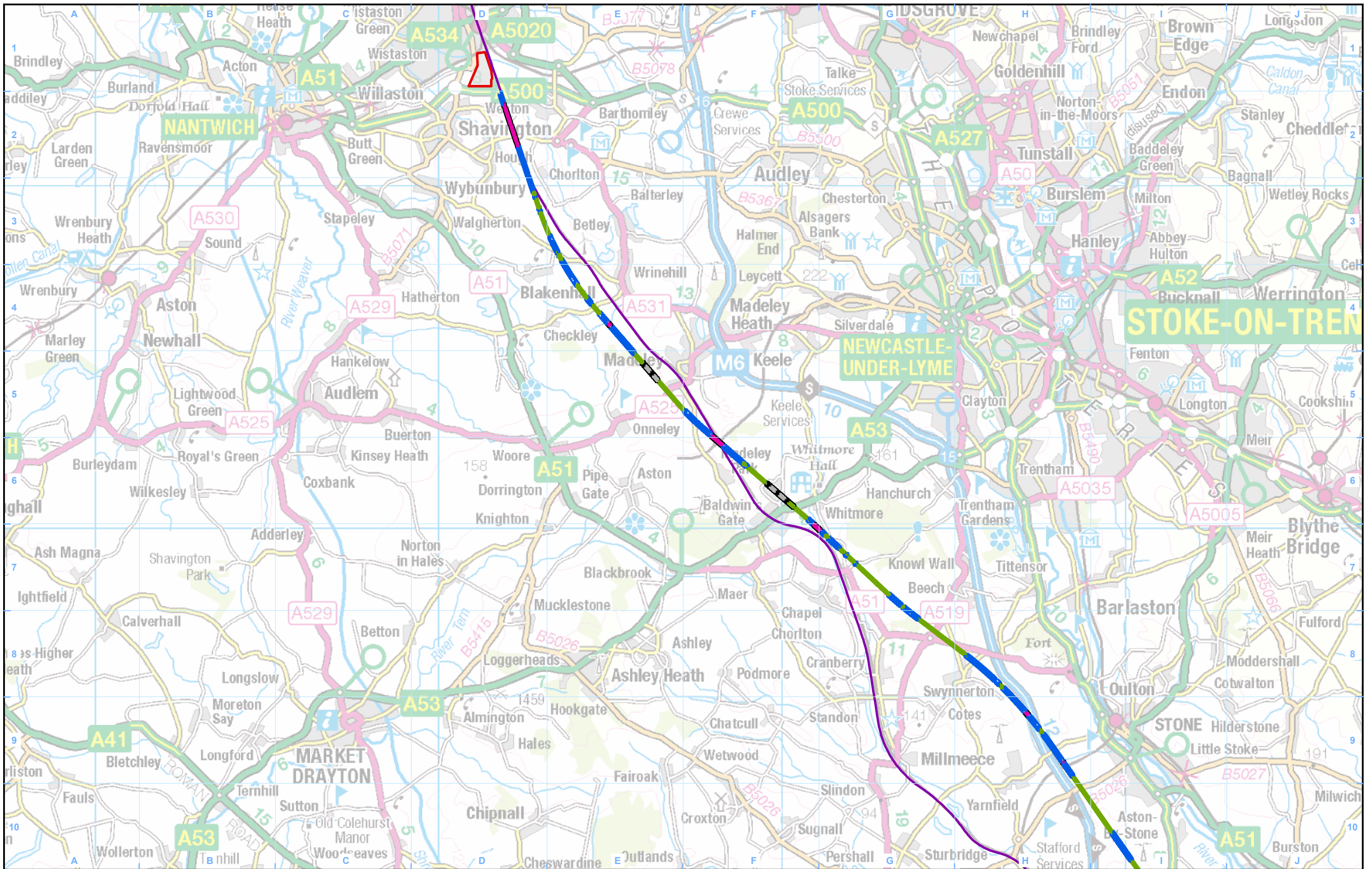
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Legend

	Route on embankment		Indicative Infrastructure Maintenance Depot location
	Route in bored tunnel		West Coast Mainline
	Route in Cutting		
	Route in green tunnel		
	Route in retaining wall		
	Route in station		
	Tunnel portal		
	Viaduct		

Map Name
Proposed route of Phase 2a

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List of acronyms

Abbreviations

AoS	Appraisal of Sustainability
CA	Community Area
DCLG	Department of Communities and Local Government
DfT	Department for Transport
DMRB	Design Manual for Roads and Bridges
EDI	Equality, diversity and inclusion
EHRC	Equality and Human Rights Commission
EIA	Environmental Impact Assessment
EqIA	Equality Impact Assessment
GWML	Great Western Main Line
HGV	Heavy Goods Vehicle
HIA	Health Impact Assessment
HS2	High Speed Two
HSR	High Speed Rail
ONS	Office for National Statistics
NOMIS	Service provided by the Office for National Statistics to provide UK labour market statistics
PROW	Public rights of way
PSED	Public Sector Equality Duty
SMR	Scope and Methodology Report
SSSI	Sites of Special Scientific Interest
UK	United Kingdom
WCML	West Coast Main Line
WebTAG	Web Transport Appraisal Guidance

