



Department
for Transport



Equality Assessment

Change Log

June 2018

Document	Paragraph	Old Text	Revised Text
Equality Assessment	Front	CONSULTATION DRAFT AIRPORTS NATIONAL POLICY STATEMENT	AIRPORTS NATIONAL POLICY STATEMENT
Equality Assessment	Front	OCTOBER 2017	JUNE 2018
Equality Assessment	Cover Sheet	CONSULTATION DRAFT AIRPORTS NATIONAL POLICY STATEMENT	AIRPORTS NATIONAL POLICY STATEMENT
Equality Assessment	Cover Sheet	Consultation Draft	N/A
Equality Assessment	Cover Sheet	October 2017	June 2018
Equality Assessment	1.1.7	The Government's policy is being set out in a Draft Airports National Policy Statement (NPS). The draft NPS sets out the basis for determining planning consent for nationally significant infrastructure projects. It is a statutory requirement in the Planning Act 2008 to consult on a draft NPS.	The Government's policy is set out in the Airports National Policy Statement (NPS). The NPS sets out the basis for determining planning consent for nationally significant infrastructure projects. It is a statutory requirement in the Planning Act 2008 to consult on a draft NPS.
Equality Assessment	1.1.8	A draft Airport NPS and supporting AoS were published on 2 February 2017 alongside which a 16 week public consultation was launched. Feedback from the consultation has informed this updated version of the Equality Assessment previously published as an 'Interim' draft.	The draft Airports NPS and supporting AoS were published previously on 2 February 2017 following which a 16 week public consultation was undertaken. A further consultation lasting 8 weeks on a revised draft Airports NPS and supporting AoS was launched on 24 October 2017. Feedback from both consultations has informed the Equality Assessment.

Equality Assessment	1.1.9	On publishing the draft Airports NPS, the Government made a commitment to continue updating its evidence base on airport capacity, including revised passenger demand forecasts and the impact of publication of the final Air Quality Plan (the UK plan for tackling roadside nitrogen dioxide concentrations). In order to provide clarity, the Government has revised the draft Airports NPS and some of the other documents which were published alongside it, on the basis of these changes to the evidence base and as a result of initial consideration of the responses to the February consultation and other broader Government policy changes which have arisen during this period.	On publishing the draft Airports NPS, the Government made a commitment to continue updating its evidence base on airport capacity, including revised passenger demand forecasts and the impact of publication of the final Air Quality Plan (the UK plan for tackling roadside nitrogen dioxide concentrations). In order to provide clarity, the Government updated the draft Airports NPS and some of the other documents which were published alongside it, on the basis of these changes to the evidence base and as a result of initial consideration of the responses to the February consultation and other broader Government policy changes which arose during that period.
Equality Assessment	1.3.4	The incorporation of this feedback means that the assessment is no longer considered 'Interim', although the assessment and the provisional conclusions on LHR-NWR remain subject to consultation in Autumn 2017.	The incorporation of this feedback means that the assessment is no longer considered 'Interim' and can be considered the final assessment to be published alongside the Airports NPS.
Equality Assessment	1.3.10	The Public Sector Equality Duty has informed the carrying out of an Interim Equality Assessment for the shortlisted schemes and express consideration to the duty is provided in relation to the preferred scheme at the end of this document. Implementation of the duty has continued through consultation on the Draft NPS (2 February – 25 May 2017) and mitigation in	The Public Sector Equality Duty has informed the carrying out of an Interim Equality Assessment for the shortlisted schemes and express consideration to the duty is provided in relation to the preferred scheme at the end of this document. Implementation of the duty has continued through consultations on the draft NPS (2 February – 25 May 2017) and revised draft NPS (24 October – 19 December) and

		the Draft NPS.	mitigation in the NPS.
Equality Assessment	1.3.11	<p>A Health Impact Analysis³ has also been undertaken for the Draft NPS. This has considered the potential for the following additional types of impacts to various groups, including the same priority groups shown in Table 4.1:</p> <ul style="list-style-type: none"> * Level of Income * Access to leisure, recreation services, facilities and utilities * Participation in the Community * Community Severance * Housing Conditions * Housing Tenure * Air Quality * Exercise and physical activity. 	<p>A Health Impact Analysis³ has also been undertaken for the NPS. This has considered the potential for the following additional types of impacts to various groups, including the same priority groups shown in Table 4.1:</p> <ul style="list-style-type: none"> * Level of Income * Access to leisure, recreation services, facilities and utilities * Participation in the Community * Community Severance * Housing Conditions * Housing Tenure * Air Quality * Exercise and physical activity.

Equality Assessment	2.3.1	<p>The following methodology has been used to conduct the Equality Assessment:</p> <ul style="list-style-type: none"> * an initial review of existing baseline information to gather data and understand the communities which may be affected by each of the shortlisted developments. This includes review of previously published documents, Census 2011 data and information held by each local authority; * a review of the Equality Screening Assessment previously undertaken for the AC Final Report which identifies protected priority groups which may be affected by the development of each of the proposed expansion schemes, together with the likely impacts as a result of the shortlisted schemes; * identification of the priority groups to be considered within this assessment, which have the potential to experience impacts as a result of development of the shortlisted schemes; * feedback from the February consultation on the Draft Airports NPS; * assessment of the potential positive and negative impacts on each priority group for each of the schemes; and * identification of mitigation measures proposed by the scheme promoter to achieve equality objectives and reduce and avoid the identified potential equality impacts. The action plan also comprises 	<p>The following methodology has been used to conduct the Equality Assessment:</p> <ul style="list-style-type: none"> * An initial review of existing baseline information to gather data and understand the communities which may be affected by each of the shortlisted developments. This includes review of previously published documents, Census 2011 data and information held by each local authority; * A review of the Equality Screening Assessment previously undertaken for the AC Final Report which identifies protected priority groups which may be affected by the development of each of the proposed expansion schemes, together with the likely impacts as a result of the shortlisted schemes; * Identification of the priority groups to be considered within this assessment, which have the potential to experience impacts as a result of development of the shortlisted schemes; * Feedback from the February and October consultations on the draft Airports NPS and revised draft Airports NPS; * Assessment of the potential positive and negative impacts on each priority group for each of the schemes; and * Identification of mitigation measures proposed by the scheme promoter to achieve equality objectives and reduce and avoid the identified potential equality impacts. The action plan also comprises measures to support the delivery of equality benefits. Such measures
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		<p>measures to support the delivery of equality benefits. Such measures will be considered in the identification of the preferred scheme for the Draft NPS. The next steps are also indicated.</p>	<p>will be considered in the identification of the preferred scheme for the NPS. The next steps are also indicated.</p>
<p>Equality Assessment</p>	<p>2.8.5</p>	<p>The consultation document asked questions about the impacts of the draft policy and the principles that will be used to assess an application for a Northwest Runway (including equalities):</p> <p>Question 1 asked: The Government believes there is the need for additional airport capacity in the South East of England by 2030. Please tell us your views.</p> <p>Question 3 asked: The Secretary of State will use a range of assessment principles when considering any application for a Northwest Runway at Heathrow Airport. Please tell us your views.</p>	<p>The consultation document asked questions about the impacts of the policy and the principles that will be used to assess an application for a Northwest Runway (including equalities):</p> <p>Question 1 asked: The Government believes there is the need for additional airport capacity in the South East of England by 2030. Please tell us your views.</p> <p>Question 3 asked: The Secretary of State will use a range of assessment principles when considering any application for a Northwest Runway at Heathrow Airport. Please tell us your views.</p> <p>Question 9 asked:</p>

		<p>Question 9 asked: The Government has a public sector equality duty to ensure protected groups have the opportunity to respond to consultations. Please tell us your views on how the consultation has achieved this.</p>	<p>The Government has a public sector equality duty to ensure protected groups have the opportunity to respond to consultations. Please tell us your views on how the consultation has achieved this.</p>
Equality Assessment	2.8.6	<p>The Consultation Report⁹ notes that responses received included views on: * the accessibility of the consultation to priority groups; * the impacts of the proposed scheme on priority groups; and * The requirement on the applicant regarding Equality Assessment in the Draft NPS.</p>	<p>The Consultation Report⁹ notes that responses received included views on: * The accessibility of the consultation to priority groups; * The impacts of the proposed scheme on priority groups; and * The requirement on the applicant regarding Equality Assessment in the NPS.</p>
Equality Assessment	4.1.2	<p>Feedback from consultation on the draft Airports NPS (Spring 2017) supported this screening identifying potential for impacts on ethnic groups, elderly, children, religious groups, gender and people with low incomes.</p>	<p>Feedback from consultations on the Airports NPS from February to May 2017 and the revised draft Airports NPS from October to December 2017 supported this screening identifying potential for impacts on ethnic groups, elderly, children, religious groups, gender and people with low incomes.</p>

Equality Assessment	5.1.3	<p>A total of 6 educational facilities, 4 of which are children’s nurseries or crèches, two places of worship, two community services (Trent House Care Home and Outreach 3 Way), and one park also lie within the predicted LGW-2R expansion land take and could need to be compulsory purchased. In total, in terms of recreation and leisure land, including open space, up to 31.8 ha is expected to be lost to land take as a result of airport expansion and 0.3 ha as a result of improved surface access, with approximately 28.0 ha being taken within the Crawley District, and 3.8 ha in the Horsham District. With regard to community services, 0.9ha is expected to be lost in total as a result of the airport expansion, all within the Crawley District. In terms of industry and business land take, the Crawley District is to expect a loss of up to 51.4 ha.</p>	<p>A total of 7 educational facilities, 5 of which are children’s nurseries or crèches, two places of worship, two community services (Trent House Care Home and Outreach 3 Way), and one park also lie within the predicted LGW-2R expansion land take and could need to be compulsory purchased. In total, in terms of recreation and leisure land, including open space, up to 31.8 ha is expected to be lost to land take as a result of airport expansion and 0.3 ha as a result of improved surface access, with approximately 28.0 ha being taken within the Crawley District, and 3.8 ha in the Horsham District. With regard to community services, 0.9ha is expected to be lost in total as a result of the airport expansion, all within the Crawley District. In terms of industry and business land take, the Crawley District is to expect a loss of up to 51.4 ha.</p>
Equality Assessment	Table 5.1, Column 2 (potential impacts), Row: Gender, pregnancy and maternity	<p>With the loss of housing and relocation of some community facilities such as day-care and nurseries, potential additional journey times may differentially affect mothers travelling to nurseries with their children and may impact on primary carers of young children who are predominantly women³⁶. For the Gatwick scheme, four pre-schools and nurseries are likely to be lost, which may lead to disruption and difficulties finding appropriate child-care potentially impacting on the mothers’ employment, and/or</p>	<p>With the loss of housing and relocation of some community facilities such as day-care and nurseries, potential additional journey times may differentially affect mothers travelling to nurseries with their children and may impact on primary carers of young children who are predominantly women³⁶. For the Gatwick scheme, five pre-schools and nurseries are likely to be lost, which may lead to disruption and difficulties finding appropriate child-care potentially impacting on the mothers’ employment, and/or additional journey times to</p>

		additional journey times to relocated/new nurseries.	relocated/new nurseries.
Equality Assessment	Footer 37	See: WSP Parsons Brinckerhoff, 2017. <i>AoS Appendix A-8, Air Quality</i> , Section 8.9.9, published as part of the draft Airports NPS Consultation documentation.	See: WSP, 2017. <i>AoS Appendix A-8, Air Quality</i> , Section 8.9.9, published as part of the draft Airports NPS Consultation documentation.
Equality Assessment	Footer 46	See: WSP Parsons Brinckerhoff, 2017. <i>AoS Appendix A-8, Air Quality</i> , Section 8.9.9, published as part of the draft Airports NPS Consultation documentation.	See: WSP, 2017. <i>AoS Appendix A-8, Air Quality</i> , Section 8.9.9, published as part of the draft Airports NPS Consultation documentation.
Equality Assessment	Table 6.1, Column 1, Row 5	N/A	Loss of industrial/employment land
Equality Assessment	Table 6.1 Column 2, Row 5	N/A	Ethnicity and Race Age Disability Low Income Groups
Equality Assessment	Table 6.1 Column 3, Row 5	N/A	Financial compensation and relocation
Equality Assessment	Table 6.1 Column 4, Row 5	N/A	Partial, if planning does not permit relocation of businesses to suitable sites close to airport, transport network and other businesses

Equality Assessment	Table 6.1, Column 1, Row 8	Four pre-schools/nurseries	Five pre-schools/nurseries
Equality Assessment	Table 6.2, Column 1, Row 8	N/A	Public rights of way
Equality Assessment	Table 6.2, Column 2, Row 8	N/A	Pregnancy and Maternity Religion or Belief Ethnicity and Race Age Disability Low Income Groups
Equality Assessment	Table 6.2, Column 3, Row 8	N/A	Provision of new links to maintain connectivity
Equality Assessment	Table 6.2, Column 4, Row 8	N/A	Full once operational, partial during construction
Equality Assessment	Table 6.2, Column 1, Row 9	N/A	Cycle routes
Equality Assessment	Table 6.2, Column 2, Row 9	N/A	Pregnancy and Maternity Religion or Belief Ethnicity and Race Age Disability Low Income Groups

Equality Assessment	Table 6.2, Column 3, Row 9	N/A	Provision of new cycle routes once airport operational
Equality Assessment	Table 6.2, Column 4, Row 9	N/A	Full once operational, partial during construction
Equality Assessment	Table 6.3, Column 1, Row 4	N/A	Loss of industrial/employment land
Equality Assessment	Table 6.3, Column 2, Row 4	N/A	Ethnicity and Race Age Disability Low Income Groups
Equality Assessment	Table 6.3, Column 3, Row 4	N/A	Financial compensation and relocation
Equality Assessment	Table 6.3, Column 4, Row 4	N/A	Partial, if planning does not permit relocation of businesses to suitable sites close to airport, transport network and other businesses
Equality Assessment	Table 6.3, Column 1, Row 9	Nursery schools in Longford and Sipson	Nursery schools in Longford, Harmondsworth and Sipson
Equality Assessment	Table 6.3, Column 1, Row 10	White Horse pub at Longford	White Horse, and Kings Arms pubs at Longford
Equality Assessment	Table 6.3, Column 1, Row 13	N/A	Public rights of way

Equality Assessment	Table 6.3, Column 2, Row 13	N/A	Pregnancy and Maternity Religion or Belief Ethnicity and Race Age Disability Low Income Groups
Equality Assessment	Table 6.3, Column 3, Row 13	N/A	Provision of new links to maintain connectivity
Equality Assessment	Table 6.3, Column 4, Row 13	N/A	Full once operational, partial during construction
Equality Assessment	Table 6.3, Column 1, Row 14	N/A	Cycle routes
Equality Assessment	Table 6.3, Column 2, Row 14	N/A	Pregnancy and Maternity Religion or Belief Ethnicity and Race Age Disability Low Income Groups
Equality Assessment	Table 6.3, Column 3, Row 14	N/A	Provision of new cycle routes once airport operational
Equality Assessment	Table 6.3, Column 4, Row 14	N/A	Full once operational, partial during construction

Equality Assessment	Table 6.3, Column 1, Row 15	N/A	Severance of section of the Colne Valley Way
Equality Assessment	Table 6.3, Column 2, Row 15	N/A	Pregnancy and Maternity Religion or Belief Ethnicity and Race Age Disability Low Income Groups
Equality Assessment	Table 6.3, Column 3, Row 15	N/A	Diversion
Equality Assessment	Table 6.3, Column 4, Row 15	N/A	Full
Equality Assessment	7.1.3	Pregnancy and maternity – Each scheme will result in the loss of community facilities specific to young children, such as nurseries, schools and community playground facilities, which may have a differential effect on primary carers of young children, who are predominantly women . LGW-2R will require the relocation of four nurseries or crèches and LHR-NWR will require the relocation of one primary school. LHR-ENR will not require any relocation of educational facilities and fewer community facilities directly affected, comprising two playgrounds. Each scheme will also result in the relocation of housing, which could also	Pregnancy and maternity – Each scheme will result in the loss of community facilities specific to young children, such as nurseries, schools and community playground facilities, which may have a differential effect on primary carers of young children, who are predominantly women . LGW-2R will require the relocation of five nurseries or crèches and LHR-NWR will require the relocation of one primary school. LHR-ENR will not require any relocation of educational facilities and fewer community facilities directly affected, comprising two playgrounds. Each scheme will also result in the relocation of housing, which could also have a differential effect on mothers through

		<p>have a differential effect on mothers through additional journey times to relocated or new nurseries. LGW-2R is expected to require the relocation of 168 residential properties, LHR-ENR the relocation of 242 residential properties and LHR-NWR the relocation of 783 residential properties.</p>	<p>additional journey times to relocated or new nurseries. LGW-2R is expected to require the relocation of 168 residential properties, LHR-ENR the relocation of 242 residential properties and LHR-NWR the relocation of 783 residential properties.</p>
Equality Assessment	7.2	PROVISIONAL CONCLUSION FOR LHR-NWR	CONCLUSION FOR LHR-NWR
Equality Assessment	7.2.1	<p>On 25 October 2016, the Government announced that its preferred scheme to meet the need for new airport capacity in the South East of England was a Northwest Runway at Heathrow Airport. The Government believes that the LHR-NWR scheme, of all the three shortlisted schemes, is the most effective and most appropriate way of meeting the requirement for additional capacity. A range of factors have been taken into account. These are set out in Section 3 of the Draft NPS.</p>	<p>On 25 October 2016, the Government announced that its preferred scheme to meet the need for new airport capacity in the South East of England was a Northwest Runway at Heathrow Airport. The Government believes that the LHR-NWR scheme, of all the three shortlisted schemes, is the most effective and most appropriate way of meeting the requirement for additional capacity. A range of factors have been taken into account. These are set out in Section 3 of the NPS.</p>

<p>Equality Assessment</p>	<p>7.2.2</p>	<p>The following provides a provisional conclusion on LHR-NWR prior to consultation, and takes account of both, the mitigation proposed with the AC and promoter reports, and the additional mitigation shown in the Draft NPS as follows:</p> <ul style="list-style-type: none"> * A surface access strategy to achieve public transport, cycling and walking to achieve a public transport mode share of at least 50% by 2030, and at least 55% by 2040 for passengers, with annual reporting against these targets; * The promoter to secure upgrading or enhancing of road, rail or other transport networks or services which are physically needed to be completed to enable the additional runway to operate, including works to the M25, local road diversions and improvements including the diversion of the A4 and A3044 and on-airport station works and safeguarding; * A package of air quality mitigation measures to be identified by the promoter in consultation with communities and implemented, and which may involve improvements to pollution hotspots beyond the immediate locality; and * A noise envelope and a runway alternation scheme, and a package of other noise measures, to be identified and implemented. 	<p>The following provides a conclusion on LHR-NWR prior to consultation, and takes account of both, the mitigation proposed with the AC and promoter reports, and the additional mitigation shown in the NPS as follows:</p> <ul style="list-style-type: none"> * A surface access strategy to achieve public transport, cycling and walking to achieve a public transport mode share of at least 50% by 2030, and at least 55% by 2040 for passengers, with annual reporting against these targets; * The promoter to secure upgrading or enhancing of road, rail or other transport networks or services which are physically needed to be completed to enable the additional runway to operate, including works to the M25, local road diversions and improvements including the diversion of the A4 and A3044 and on-airport station works and safeguarding; * A package of air quality mitigation measures to be identified by the promoter in consultation with communities and implemented, and which may involve improvements to pollution hotspots beyond the immediate locality; and * A noise envelope and a runway alternation scheme, and a package of other noise measures, to be identified and implemented.
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<p>Equality Assessment</p>	<p>7.2.11</p>	<p>Public Sector Equality Duty - this Equality Assessment is for a public authority in the exercise of publishing a National Policy Statement and therefore the Public Sector Equality Duty may be engaged. Due regard has been had to each of the provisions of section 149 of the Equality Act 2010 as follows:</p> <p>* (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.</p> <p>It is not considered that LHR-NWR will give rise to these and other prohibited conducts.</p> <p>* (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p> <p>LHR-NWR would not prevent the advancing of equality of opportunity. The identification of mitigation, and further mitigation to be identified, assists in reducing or preventing impacts on persons or groups sharing a protected characteristic. This mitigation will advance equality of opportunity amongst these persons, likely at an area level. The creation of jobs that correspond to the skills and locations of some BAME communities is expected to provide opportunities for employment for these groups. Further mitigation identified in 6.2 includes seeking views and attitudes of priority groups on community relations and access to</p>	<p>Public Sector Equality Duty - this Equality Assessment is for a public authority in the exercise of publishing a National Policy Statement and therefore the Public Sector Equality Duty may be engaged. Due regard has been had to each of the provisions of section 149 of the Equality Act 2010 as follows:</p> <p>* (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.</p> <p>It is not considered that LHR-NWR will give rise to these and other prohibited conducts.</p> <p>* (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. LHR-NWR would not prevent the advancing of equality of opportunity. The identification of mitigation, and further mitigation to be identified, assists in reducing or preventing impacts on persons or groups sharing a protected characteristic. This mitigation will advance equality of opportunity amongst these persons, likely at an area level. The creation of jobs that correspond to the skills and locations of some BAME communities is expected to provide opportunities for employment for these groups. Further mitigation identified in 6.2 includes seeking views and attitudes of priority groups on community relations and access to opportunities created. Mitigation in the NPS includes air quality measures to be developed in consultation with communities and a surface</p>
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opportunities created. Mitigation in the Draft NPS includes air quality measures to be developed in consultation with communities and a surface transport strategy with targets for increased public transport and sustainable travel modes with annual public reporting against the targets.

* (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

LHR-NWR would not prevent the fostering of good relations. The identification of mitigation, and further mitigation to be identified, assists in reducing or preventing impacts on persons or groups sharing a protected characteristic. This mitigation will assist in fostering good relationships between priority groups and non-priority groups, likely at an area level. Further mitigation identified in 6.2 includes seeking views and attitudes of priority groups on community relations and access to opportunities created. Mitigation in the Draft NPS includes air quality measures to be developed in consultation with communities and a surface transport strategy with targets for increased public transport with annual public reporting against the targets.

transport strategy with targets for increased public transport and sustainable travel modes with annual public reporting against the targets.

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LHR-NWR would not prevent the fostering of good relations. The identification of mitigation, and further mitigation to be identified, assists in reducing or preventing impacts on persons or groups sharing a protected characteristic. This mitigation will assist in fostering good relationships between priority groups and non-priority groups, likely at an area level. Further mitigation identified in 6.2 includes seeking views and attitudes of priority groups on community relations and access to opportunities created. Mitigation in the NPS includes air quality measures to be developed in consultation with communities and a surface transport strategy with targets for increased public transport with annual public reporting against the targets.