

HS2 Phase 2b: Crewe to Manchester and West Midlands to Leeds

Equality Impact Assessment

Scope and Methodology Report

HS2 Phase 2b: Crewe to Manchester and West Midlands to Leeds

**Equality Impact Assessment
Scope and Methodology Report**



Department
for Transport

High Speed Two (HS2) Limited has been tasked by the Department for Transport (DfT) with managing the delivery of a new national high speed rail network. It is a non-departmental public body wholly owned by the DfT.

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Executive summary

High Speed Two (HS2) is the Government's planned new, high speed railway to link new high speed stations in London, Birmingham, the East Midlands, Leeds and Manchester. HS2 will not just connect the cities of Birmingham, Manchester, Leeds and London – it will run services to more than 25 stations across Britain and integrate with the rest of the rail and transport network, delivering faster, more frequent and more reliable services whilst connecting major cities in Britain.

HS2 will provide train services which travel at speeds of up to 360 kilometres per hour (kph) (225 miles per hour (mph)).

HS2 will be delivered in phases. Phase One comprises the first section of the HS2 network of approximately 230km (143 miles) between London and the West Midlands that will commence operations in 2026. It was the subject of an Environmental Statement (ES) deposited with the High Speed Rail (London - West Midlands) Bill in November 2013. Supplementary ES were deposited with Additional Provisions to that Bill in 2014 and 2015. The High Speed Rail (London - West Midlands) Bill received Royal Assent in February 2017 and initial works on Phase One have commenced.

Phase Two of HS2 will extend the route from Phase One in the West Midlands to the north-west to Manchester (approximately 143km) (89miles) with connections to the West Coast Main Line (WCML) at Crewe and Golborne, and to the north-east to Leeds with a connection to the Erewash Valley Line south-east of Chesterfield and the East Coast Main Line (ECML) approaching York (approximately 198 km (123 miles)), completing what is known as the 'Y network'.

Phase Two of HS2 is being taken forward in two stages, referred to as Phase 2a and Phase 2b. Phase 2a of HS2 includes the section of the route between the West Midlands and Crewe. Phase 2a was taken forward in advance of the rest of Phase Two (Phase 2b) following reports by the Chairman of HS2 Ltd, Sir David Higgins (*HS2 Plus¹ and Rebalancing Britain²*) which recommended accelerating the delivery of the Phase Two section of the route between the West Midlands and Crewe to deliver some of the benefits that HS2 will bring to the North sooner. The High Speed Rail (West Midlands - Crewe) Bill, together with an ES and Equality Impact Assessment (EQIA), was prepared for the Phase 2a section and proposals which were deposited in Parliament in July 2017 followed by a subsequent ES deposited with an Additional Provision to that Bill in March 2018.

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; to foster good relations between people who share a protected characteristic and those who do not.

¹ 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

² 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

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This Scope and Methodology Report (SMR) sets out the methodology and criteria to be used for assessing and determining likely equality effects arising as a result of the Proposed Scheme. It provides an outline description of the Proposed Scheme, as well as outlining the proposed scope of the EQIA, identifying the issues to be addressed, the geographical coverage and the periods in time for which impacts will be assessed.

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) reported in the working draft EQIA report and subsequently in the formal EQIA report for HS2 Phase 2b (Crewe to Manchester and West Midlands to Leeds), referred to hereafter as the 'Proposed Scheme'. A SMR for the Environmental Statement (ES) and a working draft ES have been published alongside this report.
- 1.1.2 This SMR provides a brief description of the Proposed Scheme and sets out the overarching methodology for conducting the EQIA. It outlines: the issues addressed by the EQIA, the types of equality effects and the criteria used in assessing them, the geographical coverage of the assessment (i.e. the spatial scope) and the periods in time which the issues are assessed for (i.e. the temporal scope), during construction and operation.
- 1.1.3 Between 17 July and 29 September 2017, HS2 Ltd consulted on a draft of this SMR to enable consultees and other stakeholders to comment on the proposed approach to the EQIA. Following consultation, the draft SMR was revised, taking into consideration the comments received where appropriate, to produce this report. The Phase 2b EQIA Scope and Methodology Report: Consultation Summary Report³ summarises the consultation feedback and the project's response, and is published alongside this report.
- 1.1.4 A working draft EQIA report has been published, of which this SMR is a supporting document. The working draft EQIA report provides an initial assessment of the potential equality effects the Proposed Scheme based upon the emerging design. This is an interim assessment relating primarily to the equality effects arising from the land required for the Proposed Scheme. This working draft EQIA report has been made available for public consultation, the purpose of which is to inform the scheme design and further assessment, in advance of the publication of the formal EQIA alongside the submission of the Phase 2b hybrid Bill.
- 1.1.5 The formal EQIA will reflect revisions to the design of the Proposed Scheme and will additionally include an assessment of likely equality effects arising from a wider range of environmental impacts including, for example, noise, traffic and transport and socio-economic, as well as take into account feedback received on the working draft EQIA. Engagement with stakeholders will continue both before and after the publication of the formal EQIA.

1.2 Structure of this SMR

- 1.2.1 The remainder of this SMR is divided into two parts:
- Section 2: an introduction to the Proposed Scheme and an outline of the

³ HS2 Phase 2b Crewe to Manchester and West Midlands to Leeds, Environmental Impact Assessment Scope and Methodology Report: Consultation Summary Report

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hybrid Bill process; and

- Section 3: a description of the scope and methodology for the EQIA.

1.2.2 The annexes of this SMR include a series of maps showing the Proposed Scheme (Annex A); a list of acronyms (Annex B); the HS2 Sustainability Policy, the HS2 Environment Policy, and the HS2 Equality, Diversity and Inclusion (EDI) Policy (Annex C).

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 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, Manchester, East Midlands and Leeds. It will have a capacity to convey up to 18 trains per hour in each direction, at speeds of up to 360 kilometres per hour (kph) (225 miles per hour (mph))⁴.
- 2.1.3 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 route, high speed trains would also connect with the existing West Coast Main Line (WCML) and East Coast Main Line (ECML) to serve passengers beyond the HS2 network on these lines including Glasgow, York, Newcastle, and Edinburgh. In South Yorkshire, high speed trains would connect onto the existing rail network to serve passengers in Chesterfield and Sheffield.
- 2.1.4 HS2 trains will be up to 400 metres (m) long with the capacity of around 1,100 seats. From 2033, HS2 could be used by two types of train. '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 United Kingdom (UK) conventional trains. 'Conventional 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 conventional rail stations and travel under existing bridges. They will be used to operate high speed services on HS2, and then continue on the existing conventional rail 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 conventional railway, will use conventional compatible trains. When running on the existing rail network, the HS2 conventional compatible trains (200m long) will run at speeds achievable on this network.
- 2.1.5 HS2 will be delivered in phases. Phase One comprises the first section of the HS2 network of approximately 230km (143 miles) between London and the West Midlands that will commence operations by 2026. Stations will be developed at London Euston, London 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.

⁴ 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.

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Phase One was the subject of an ES deposited with the High Speed Two (London – West Midlands) Bill in 2013 and Supplementary ES deposited with Additional Provisions to that Bill in 2014 and 2015. The High Speed Two (London - West Midlands) Bill was granted Royal Assent in February 2017 and initial works on Phase One have commenced.

- 2.1.6 Phase Two of HS2 would extend the Phase One 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’.
- 2.1.7 In January 2013, the Government announced its initial 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.
- 2.1.8 In two reports, *Hs2 Plus* and *Rebalancing Britain*, Sir David Higgins recommended accelerating the section of the Phase Two route between the West Midlands and Crewe. By opening the section of Phase Two to Crewe by 2027 instead of 2033, the benefits of HS2 would be brought to the North sooner than originally planned. In the November 2015 Command Paper *High Speed Two: East and West, The Next Steps to Crewe and Beyond*, the Government announced its intention to bring forward the route between the West Midlands and Crewe, and set out the preferred line of route for the Proposed Scheme. Phase 2a will involve construction of the first approximately 58km 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.
- 2.1.9 Phase 2a 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 Phase 2a would commence in 2020 with operation planned to start in 2027. This is six years earlier than originally planned, bringing some of the benefits of HS2 to the North sooner. The powers for Phase 2a are being sought through the High Speed Rail (West Midlands – Crewe) Bill.
- 2.1.10 As noted in the Strategic Case for Phase 2a⁵, the Government’s original programme for delivery of Phase One in 2026 (with a link to the conventional network at Handsacre) and of Phase Two in 2033 would help build a stronger, more balanced economy, capable of delivering growth and economic benefits. Accelerating the delivery of Phase 2a will:
- mean that the North West and Scotland will see more of the benefits of HS2 more quickly, and this will bring economic benefits sooner. Some of these economic benefits will come from businesses being more accessible to one another leading to greater interaction between them (agglomeration benefits)
- as well as offering improved accessibility to labour markets, and affecting the

⁵ Department for Transport (2015), *HS2 Phase 2a Strategic Outline Business Case: Strategic Case*. Available online at: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/570472/hs2-phase-2a-strategic-case.pdf

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overall level of labour supply;

- 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;
- 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
- deliver faster journeys between London, Crewe, Manchester, Liverpool, Preston, Warrington, Wigan and Glasgow sooner, by allowing long distance trains to run further on high speed route to Crewe before re-joining the conventional network (as opposed to using the connection to the WCML at Handsacre).

2.1.11 Phase 2a will therefore deliver further journey time savings of up to 13 minutes in addition to the journey time savings already delivered by Phase One.

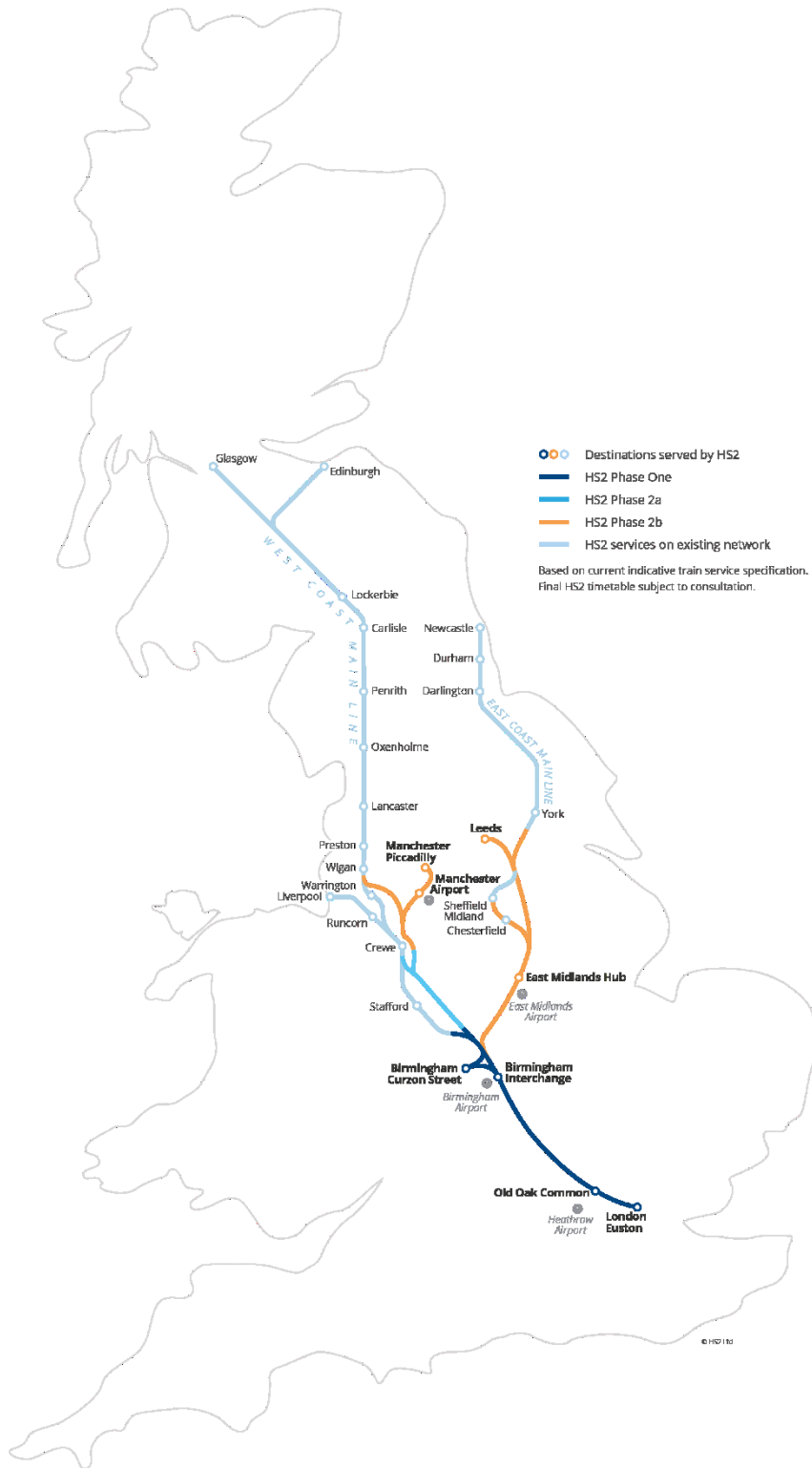
2.1.12 Given the added benefits of bringing the high speed route to Crewe much earlier than originally planned, the Government decided to pursue Phase 2a.

2.1.13 In relation to the rest of Phase Two, the Government set out the majority of its preferred route from Crewe to Manchester and from the West Midlands to Leeds, referred to as Phase 2b, on 15 November 2016. A public consultation was launched at that time, which sought feedback on proposals for seven remaining areas of the route where substantial changes had been made since the previous consultation. In July 2017, the Government confirmed the seven remaining areas of the Phase 2b route⁶. The powers for Phase 2b will be sought through a separate hybrid Bill and with an accompanying ES that is expected to be laid before Parliament in 2020. Construction of Phase 2b would commence in approximately 2023, with operation planned to start in 2033. This SMR relates to Phase 2b of the HS2 network. The proposed HS2 network is shown in Figure 1.

⁶ The Government launched a new public consultation on the location of the eastern leg rolling stock depot in July 2017

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Figure 1 - The HS2 network



2.2 Description of the HS2 Phase 2b 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 A of this report contains the proposed Phase 2b route maps.

Western Leg

2.2.2 The route of the Proposed Scheme from Crewe to Manchester forms the northern 85km (53 miles) section of the western leg of Phase Two. This section would commence to the south of the existing Crewe Station, to the south of the A500, where it would join the Phase 2a route.

2.2.3 The route of the Proposed Scheme would continue beneath Crewe in tunnel before emerging to the north of the town near the B5076 Bradfield Road. The route would then run parallel to the east of the WCML corridor before bearing north, away from the WCML. Where the route of the Proposed Scheme diverges from the WCML, a rolling stock depot (RSD) would be provided on land between the HS2 main line and the existing WCML.

2.2.4 The route of the Proposed Scheme would continue north passing between the towns of Winsford and Middlewich on a series of embankments and viaducts to the west of Lostock Green and east of Rudheath, Lostock Gralam and Higher Wincham. The route would then cross the M6 before diverging at Hoo Green where the HS2 main line would continue north towards Golborne and the Manchester Spur would continue east towards Manchester.

2.2.5 The Manchester spur would be located to the north of Rostherne Mere, running broadly parallel to the M56 before turning north to pass beneath the M56 at Warburton Green and through to Manchester Airport High Speed station to the north-west of Manchester Airport. The Manchester spur would then enter into tunnels near Davenport Green, passing beneath south Manchester and re-emerging in the Ardwick area where it would continue on viaduct approach before terminating at Manchester Piccadilly High Speed station.

2.2.6 The HS2 main line would continue north from the Manchester spur to pass beneath the M56 and then cross the Manchester Ship Canal to the east of Hollins Green on viaduct. The HS2 main line would then continue north to cross the M62 and pass to the west of Culcheth, before continuing through Lowton and connecting with the WCML at Bamfurlong, south of Wigan.

Eastern Leg

2.2.7 The eastern leg of the route of the Proposed Scheme would run from the West Midlands to Leeds with a total route length of 198km (123 miles).

2.2.8 It would provide a connection to the MML via the Erewash Valley Line, to the south-east of Chesterfield, and would also connect to the conventional network at Church Fenton, south-west of York, before joining the ECML.

2.2.9 The eastern leg would begin to the north-east of Birmingham where it would connect to Phase One of HS2 near Marston. The route of the Proposed Scheme would connect

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with the Phase One route, and follow the M42 and A42 corridor to Kegworth, near the East Midlands Airport. After Kegworth the route would curve on viaduct in a northerly direction, passing over the flood plain of the River Soar and River Trent. Following this, the route would pass through Long Eaton to the new East Midlands Hub station at Toton. The route would then follow the M1 corridor, to the east of the motorway.

- 2.2.10 Prior to Tibshelf, there would be a spur to provide a connection to the existing conventional rail network near Clay Cross. The spur would be located near the A38 and Hilcote and would pass under the M1 south of Newton, before joining the existing Erewash Valley Line east of Stonebroom. The spur would enable HS2 services to connect to the MML to serve the existing Chesterfield Station and Sheffield Midland Station. This section of the MML would be electrified as part of the Proposed Scheme.
- 2.2.11 From Tibshelf, the HS2 main line would pass Hardwick Hall on a short section of embankment and travel north via Stainsby and Heath, mainly following the M1 alignment in cutting. In the Bolsover area, the route would be on embankment and in cutting as it passes Sutton Scarsdale, Staveley and Shuttlewood.
- 2.2.12 A spur would diverge from the HS2 main line near Barlborough. The spur would be on a combination of cuttings and embankments and would follow an existing disused railway to the proposed Staveley Infrastructure Maintenance Depot (IMD). The IMD would be located on the former Staveley Chemical Works site. The spur would then connect to the existing conventional Chesterfield to Bighton Railway.
- 2.2.13 North of the spur at Staveley, the HS2 main line would be on embankment and in cutting, following a narrow corridor alongside the M1 and passing close to several communities including Barlborough, Wales, and Aston.
- 2.2.14 At Thurcroft, the route of the Proposed Scheme would cross over a delta junction of the M1 and the M18 on two viaducts. It would then run in cutting and on embankment between Bramley and Mexborough. The route would then pass to the east of Barnburgh on embankment and Hickleton in deep cutting, before heading north-west to pass north of Thurnscoe and Clayton on a viaduct over the existing railway.
- 2.2.15 To the north of Clayton, a spur would allow trains travelling north from Sheffield Midland Station on the MML to continue on the HS2 main line. The route would then travel north-west towards Hemsworth and Crofton, passing through rolling countryside on a series of cuttings and embankments.
- 2.2.16 North of the village of Crofton the route of the Proposed Scheme would travel between Wakefield and Normanton and would pass over a viaduct (the first of two) east of Methley Junction. At this location, the route would divide with the HS2 main line travelling north to Swillington and with a spur moving north-west towards the existing Leeds Station.
- 2.2.17 The HS2 main line would cross a long viaduct (the second of two) and would proceed northwards to the west of Swillington and then east towards Church Fenton, where it would join the existing York to Church Fenton Line prior to joining the ECML. The approach to the existing conventional network would be on a long viaduct.

2.2.18 The spur towards the existing Leeds Station would start at Methley and would proceed towards Woodlesford where it would pass through a tunnel under the village. The route of the spur would exit the tunnel before travelling west within the existing conventional rail corridor on a series of cuttings and embankments.

2.2.19 The route of the Proposed Scheme would pass through the southern outskirts of Leeds prior to approaching the new high speed station adjacent to the River Aire. A common concourse would connect the new high speed station with the existing Network Rail station. To the east of Leeds city centre, near the M1 junction 45, there would be a new RSD.

2.3 Interfaces between Phase 2b and other phases of HS2

2.3.1 The eastern leg of Phase 2b would continue from the Phase One route near Marston. The Phase One route terminates in cutting on a short spur off the Phase One main line and the Phase 2b route would continue in a north-easterly direction from the end of this cutting.

2.3.2 The Phase 2a main line would terminate at a portal headwall⁷, which would form the southern end of the tunnel that would continue underneath Crewe towards Manchester as part of the Proposed Scheme. Provision has been made in the design for the Proposed Scheme for this purpose. Phase 2a would also run on spurs from the main line connecting to the WCML and into Crewe Station.

2.4 Hybrid Bill powers

2.4.1 The Government will deposit a hybrid Bill for Phase 2b for consideration by Parliament in 2020. Upon Royal Assent the Bill would become an Act of Parliament conferring powers, including deemed planning permission, to build the railway line and thereafter to operate and maintain it. The powers are likely to include:

- authority to nominate an undertaker to build, operate and maintain the railway line;
- authority 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;
- powers over rights of way;
- powers to carry out works to listed buildings and buildings in conservation areas; and

⁷ A supporting, protecting or retaining wall built at the front or top of a structure or area

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- powers to carry out protective works to buildings and third party infrastructure.

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 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 2b route.
- 3.1.3 It will also take into account HS2 Ltd's corporate policies. It is considered likely that the policies adopted by HS2 Ltd for Phase One and Phase 2a will also apply to Phase 2b. The EQIA will be undertaken on this basis. Relevant policies include HS2 Ltd's Equality, Diversity and Inclusion (EDI) Policy, included in Annex C of this SMR, 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's Sustainability Policy (2017), included in Annex C of this SMR, sets out its priority for sustainable design, which will help to reduce adverse environmental effects. The Sustainability Policy sets out the following principles for sustainability in:
- Spreading the benefits: Economic growth and community regeneration;
 - Opportunities for all: Skills, employment and education;
 - Safe at heart: Health, safety and wellbeing;
 - Respecting our surroundings: Environmental protection and management; and
 - Standing the test of time: Design that is future-proof.
- 3.1.5 Each of the Sustainability Policy principles is further described in the HS2 Sustainability Approach Document⁸.
- 3.1.6 Beneath the Sustainability Policy, an Environmental Policy, included in Annex C of this SMR, states HS2 Ltd's commitment to "developing an exemplar project, and to limiting negative impacts through design, mitigation and by challenging industry standards whilst seeking environmental enhancements and benefits". The policy also sets out HS2 Ltd's principles for environmental sustainability, covering the following environmental topics: biodiversity; landscape; noise and vibration; carbon; climate change combined effects; air quality; water resources; historic environment; soils and agriculture; and sustainable materials and waste.

⁸ HS2 Limited (2014), *HS2 Supplier Guide*. Available online at: <https://www.gov.uk/government/publications/hs2-supplier-guide>

The Equality Act 2010 and the Public Sector Equality Duty

3.1.7 The Equality Act 2010 ('the Act') consolidated previous legislation designed to prohibit discrimination on the grounds of protected characteristics. The Act identifies nine protected characteristics. These are⁹:

- age: this refers to a person belonging to a particular age or range of ages;
- disability: a person has a disability if she or he has a physical or mental impairment that has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities;
- gender reassignment: people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) for the purpose of reassigning their sex¹⁰;
- 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 (except where permitted by the Equality Act)¹¹;
- pregnancy and maternity: pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth;
- race: refers to a group of people defined by their colour, nationality (including citizenship) ethnic or national origins;
- religion or belief: religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical beliefs including lack of belief (such as Atheism);
- sex¹²: this refers to a man or to a woman, or to a group of people of the same sex; and
- sexual orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

3.1.8 This SMR uses the term 'protected characteristic groups' to refer to groups of people who share a particular protected characteristic. The Equality Act 2010 does not specify socio-economic status as a protected characteristic.

⁹ Unless otherwise stated, definitions are based on those provided by the Equality and Human Rights Commission (EHRC). EHRC (2017), *Protected Characteristics*. Available online at: <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

¹⁰ *Equality Act 2010*. London, HMSO

¹¹ In relation to marriage and civil partnership, a body subject to the duty only needs to comply with the first aim of the duty (eliminate discrimination, harassment, victimisation) and only in relation to work. This is because the parts of the Act covering services and public functions, premises, and education do not apply to that protected characteristic

¹² Sex is the protected characteristic and not gender

- 3.1.9 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 Act¹³;
 - 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.
- 3.1.10 Relevant guidance on fulfilling the PSED includes:
- Equality and Human Rights Commission¹⁴ (EHRC) *The Essential Guide to the Public Sector Equality Duty*¹⁵;
 - EHRC, *Engagement and the Equality Duty and guide for public authorities*¹⁶;
 - EHRC, *Equality Act 2010: Technical Guidance on the Public Sector Equality Duty England*¹⁷;
 - EHRC, *Meeting the Equality Duty in Policy and Decision-Making England (and non-devolved public authorities in Scotland and Wales)*¹⁸; and
 - Government Equalities Office, *Equality Act 2010: Public Sector Equality Duty What Do I Need To Know? A Quick Start Guide for Public Sector Organisations*¹⁹.

The purpose of the EQIA

- 3.1.11 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.

¹³ For marriage and civil partnership, only the first requirement of the PSED – to eliminate discrimination, harassment and victimisation – applies

¹⁴ Equality and Human Rights Commission (2012), *Public sector equality duty*. Available online at: <https://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty>

¹⁵ Equality and Human Rights Commission (2014) *The essential guide to the public sector equality duty*. Available online at: https://www.equalityhumanrights.com/sites/default/files/psed_essential_guide_-_guidance_for_english_public_bodies.pdf

¹⁶ Equality and Human Rights Commission (2011), *Engagement and the equality duty*. Available online at: <https://www.equalityhumanrights.com/en/publication-download/engagement-and-equality-duty>

¹⁷ Equality and Human Rights Commission (2014), *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>

¹⁸ Equality and Human Rights Commission (2014). *Meeting the equality duty in policy and decision-making England (and non-devolved public authorities in Scotland and Wales)*. Available online at: <https://www.equalityhumanrights.com/en/publication-download/meeting-equality-duty-policy-and-decision-making-england-and-non-devolved>

¹⁹ Government Equalities Office (2011), *Equality Act 2010: Public sector equality duty what do I need to know? A quick start guide for public sector organisations*. Available online at: <https://www.gov.uk/government/publications/public-sector-quick-start-guide-to-the-public-sector-equality-duty>

3.1.12 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.

3.1.13 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.

Relationship with the environmental impact assessment

3.1.14 The EQIA will seek to assess whether significant effects identified in the relevant ES assessments (e.g. community; health; socio-economic; traffic and transport; air quality; sound, noise and vibration; or landscape and visual) would have disproportionate or differential impacts on groups with protected characteristics.

3.1.15 Reflecting the evolution of good practice and learning from Phase One and Phase 2a, the EQIA will draw on common baseline evidence from relevant environmental impact assessment (EIA) technical disciplines.

Equality screening process

3.1.16 A Department for Transport (DfT) EQIA screening report on High Speed Rail²⁰, published in 2010, identified key aspects of the Proposed Scheme relevant for the assessment of equality impacts.

²⁰ Department for Transport (DfT) (2011), *High Speed Rail: Investing in Britain's Future - Equality Impact Screening*. Available online at: <http://webarchive.nationalarchives.gov.uk/+/http://highspeedrail.dft.gov.uk/library/documents/equality-impact-screening>

3.2 Establishment of baseline

Characteristics of communities

- 3.2.1 An Equality Analysis was conducted on behalf of HS2 Ltd in July 2013²¹, 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 analysis was updated in 2016²², and identified key equality concerns and potential impacts for protected characteristic groups, and 'clusters' of protected characteristics groups along the Phase Two route.
- 3.2.2 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.

Baseline data collection

- 3.2.3 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 analysed to identify where there is disproportionate representation of protected characteristic groups, in comparison to regional and route-wide averages.
- 3.2.4 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.
- 3.2.5 Stakeholder engagement will be used to address gaps in baseline information about relevant protected characteristic groups. The approach to stakeholder engagement for Phase 2b is set out in Section 3.3 of this SMR.

3.3 Stakeholder engagement

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 circumstances of local communities and stakeholders that contribute to the assessment of 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

²¹ 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

²² HS2 Ltd (2016), *High Speed Rail: HS2 Phase 2b preferred route. Sustainability Statement including Post Consultation Update, Appendix A – Equality Analysis*. Available online at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/568165/C331_Sustainability_Statement_Update_Post_Consultation_Appendix_A_Equality_Analysis_WEB_VERSION.pdf

consultation and engagement – and the feedback which this generates – can also be instrumental in influencing the development of a project.

Method for stakeholder engagement

3.3.3 For the purposes of the EQIA, the integrated approach to engagement for Phase 2b will incorporate a dual approach:

- in line with HS2 Ltd's EDI Policy²³, 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 community groups, service providers and other organisations working with particular protected characteristic groups along the Phase 2b route, identified through parish councils, local authorities and other relevant organisations, and through consultation on the working draft EQIA.

3.3.4 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.

3.3.5 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, publicly accessible open space, public right(s) of way (PRoW) and other routes, land or property used for sport/leisure, community, cultural and faith uses;

²³ HS2 Limited (2015), *Information Paper G5: 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)

- environmental impacts on residential properties or community resources (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, stations and depots, the presence of physical structures (potentially causing severance), severance or re-routing of roads, PRow and other routes, 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 and Phase 2a 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;
- crime, safety and personal security; and
- health related equality effects.

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 requirements²⁴. 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 by professional experience and judgement. There are 28 community areas employed for the EIA:

²⁴ For example, a community outside the land requirements could be impacted by the loss of key community facilities on which they rely

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Western Leg:

- MA01 Hough to Walley's Green;
- MA02 Wimboldsley to Lostock Gralam;
- MA03 Pickmere to Agden and Hulseheath;
- MA04 Broomedge to Glazebrook;
- MA05 Risley to Bamfurlong;
- MA06 Hulseheath to Manchester Airport;
- MA07 Davenport Green to Ardwick; and
- MA08 Manchester Piccadilly Station.

Eastern Leg:

- LA01 Lea Marston to Tamworth;
- LA02 Birchmoor to Austrey;
- LA03 Appleby Parva to Ashby-De-La-Zouch;
- LA04 Coleorton to Kegworth;
- LA05 Ratcliffe -on-soar to Long Eaton;
- LA06 Stapleford to Nuthall;
- LA07 Hucknall to Selston;
- LA08 Pinxton to Newton and Huthwaite;
- LA09 Stonebroom to Clay Cross;
- LA10 Tibshelf to Shuttlewood;
- LA11 Staveley to Aston;
- LA12 Ulley to Bramley;
- LA13 Ravenfield to Clayton;
- LA14 South Kirkby to Charlston Common;
- LA15 Warmfield to Swillington and Woodlesford;
- LA16 Garforth and Church Fenton;
- LA17 Stourton to Hunslet;
- LA18 Leeds Station;
- MML01 Danesmoor to Brierley Bridge; and
- MML02 Unstone Green to Sheffield Station.

Temporal scope

- 3.5.5 Equality effects will be considered for the construction period (2023 – 2033) and operational period, starting in 2033.

3.6 Assessment methodology and reporting

Legislation

- 3.6.1 The Equality Act 2010 imposes the 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

- 3.6.2 There is a limited range of guidance available that is specifically driven by practical application of EQIA, and none of which is statutory guidance. Relevant guidance on fulfilling the PSED is listed in Section 3.1.8 of this report. In addition to this, the EQIA will also take into account accessibility guidance, including DfT guidance on Inclusive Mobility²⁵, and relevant British Standards²⁶.
- 3.6.3 Meeting the Equality Duty in Policy and Decision Making²⁷ 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.
- 3.6.4 The methodology for the EQIA will draw on lessons learned from HS2 Phase One and Phase 2a.

Assessment criteria

- 3.6.5 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 effect on groups of people on the grounds of their protected characteristics.
- 3.6.6 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

²⁵ DfT (2005), *Inclusive Mobility*. Available online at: <https://www.gov.uk/government/publications/inclusive-mobility>

²⁶ For example, BS8300, *Design of an accessible and inclusive built environment*

²⁷ Equality and Human Rights Commission (2014). *Meeting the equality duty in policy and decision-making England (and non-devolved public authorities in Scotland and Wales)*. Available online at: <https://www.equalityhumanrights.com/en/publication-download/meeting-equality-duty-policy-and-decision-making-england-and-non-devolved>

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).

3.6.7 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, irrespective of the number of people affected.

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

3.6.9 The EQIA will consider impacts on groups of people rather than on individuals. Individuals may experience equality effects but these are not reported, due to data protection considerations.

Equality effects to be considered

3.6.10 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 and Phase 2a 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 or 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 facilitate 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:
 - effects due to demolition and disruption from construction activity for businesses or charitable organisations providing a service or product aimed specifically at one or more protected characteristic groups; and
 - training and employment opportunities for protected characteristic groups, including construction and operational 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 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 differentially affected protected characteristic groups or on disproportionately affected protected characteristic groups; and
 - residual noise and air quality effects on 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 differentially affected protected characteristic groups; and
 - personal security effects for differentially affected protected characteristic groups.
- health related equality effects arising from:
 - impacts of exposure to noise and air emissions during construction and operation;
 - any changes in the local visual environment; and
 - impacts on wellbeing associated with a loss of social capital as a result of displacement of occupants from residential properties, impacts on community facilities and spaces, and reduced connectivity or isolation.

3.6.11 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 2b.

- 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. Where information on forecast changes to population characteristics or planned community facilities are available, these will be incorporated into the future baseline where relevant.

3.8 Reporting

- 3.8.1 There is no legally prescribed form or structure for the content of an EQIA Report. 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 and drawing on lessons from Phase One and Phase 2a. It is intended that it will contain appropriate signposting and web-links (in the case of the electronic version) to facilitate navigation through the document for those seeking information relevant to their needs. Alternative formats (e.g. Braille, audio and translations into different languages) will be made available upon request on a case by case basis.

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5 Glossary of terms

baseline	Existing environmental conditions present on, or near a site, against which future changes can be measured or predicted.
conventional compatible trains	Trains that are designed to run on both the new High Speed Two rail network and the existing rail network.
conventional line	The existing UK rail network (excluding High Speed One).
Department for Transport	Government department responsible for transport issues in the UK (where powers have not been devolved).
East Coast Main Line	The existing rail route connecting London King's Cross, Peterborough, Doncaster, Wakefield, Leeds, York, Darlington, Newcastle and Edinburgh.
environmental impact assessment	A process of systematically assessing the likely environmental effects of proposed development projects. EIA is a legal requirement for certain public and private projects in EU countries under Directive 2014/52/EU. This directive is transposed into English legislation by the Town and Country Planning (Environmental Impact Assessment) Regulations 2017 (SI 2017/571).
The Equality Act 2010	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	A predictive assessment of the possible equality effects of the Proposed Scheme during construction and operation on protected characteristic groups.
Erewash Valley Line	A railway which runs from Trent junction near Long Eaton northwards to Clay Cross south of Chesterfield.
High Speed One	High speed rail line from St Pancras International Station in London to the Channel Tunnel. Formerly known as the Channel Tunnel Rail Link.
High Speed Two	Proposed high speed rail line network connecting London with the West Midlands ('Phase One') in 2026, with Crewe ('Phase 2a') in 2027, and with Manchester and Leeds ('Phase 2b') in 2033.
High Speed Two Limited	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	Hybrid Bills mix the characteristics of public and private bills. The provisions in a hybrid Bill would affect the general public, but

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	would also have particular effects on specific individuals or groups.
infrastructure maintenance depot	A facility providing logistical support for the maintenance and repair of the HS2 railway route and associated infrastructure (excluding trains).
Midland Main Line	The route running from London St Pancras to Sheffield, via Luton, Bedford, Corby, Leicester, East Midlands Parkway, Derby, Nottingham and Chesterfield.
mitigation	The proposed means to avoid, prevent or reduce the likely adverse effects of development on the environment
Phase 2a	The section of the Phase Two route between the West Midlands and Crewe. It will include a connection with Phase One at Fradley, to the north-east of Lichfield, and a connection with the West Coast Main Line south of Crewe.
Phase 2b	The section of the Phase Two route from Crewe to Manchester and West Midlands to Leeds, with intermediate stations at Manchester Airport and the East Midlands, and with connections onto the West Coast Main Line at Golborne and East Coast Main Line at Church Fenton
Phase One	Phase One of the proposed HS2 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 stations at London Euston, Old Oak Common (West London), Birmingham Interchange (near the National Exhibition Centre and Birmingham Airport) and Curzon Street (Birmingham city centre).
Phase Two	Phase Two of the proposed HS2 network extends the high speed railway beyond the West Midlands to Manchester and Leeds with connections to conventional railway lines via the West Coast and East Coast Main Lines.
Proposed Scheme	Proposed high speed rail line and associated infrastructure between Crewe and Manchester and the West Midlands and Leeds (i.e. Phase 2b of HS2).
protected characteristic groups	Groups identified in the Equality Act 2010 as sharing a particular characteristic against whom it is illegal to discriminate.
public right(s) of way	A highway where the public has the right to walk; and, depending on its class, use for other modes of travel. It can be a footpath (used for walking only), a bridleway (used for walking, riding a horse and cycling), a restricted byway (as a bridleway, but use by non-motorised vehicles also permitted) or a byway that is open to all traffic (include motor vehicles).
Public Sector Equality Duty (PSED)	The PSED requires public bodies to have due regard to three aims:

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- 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.

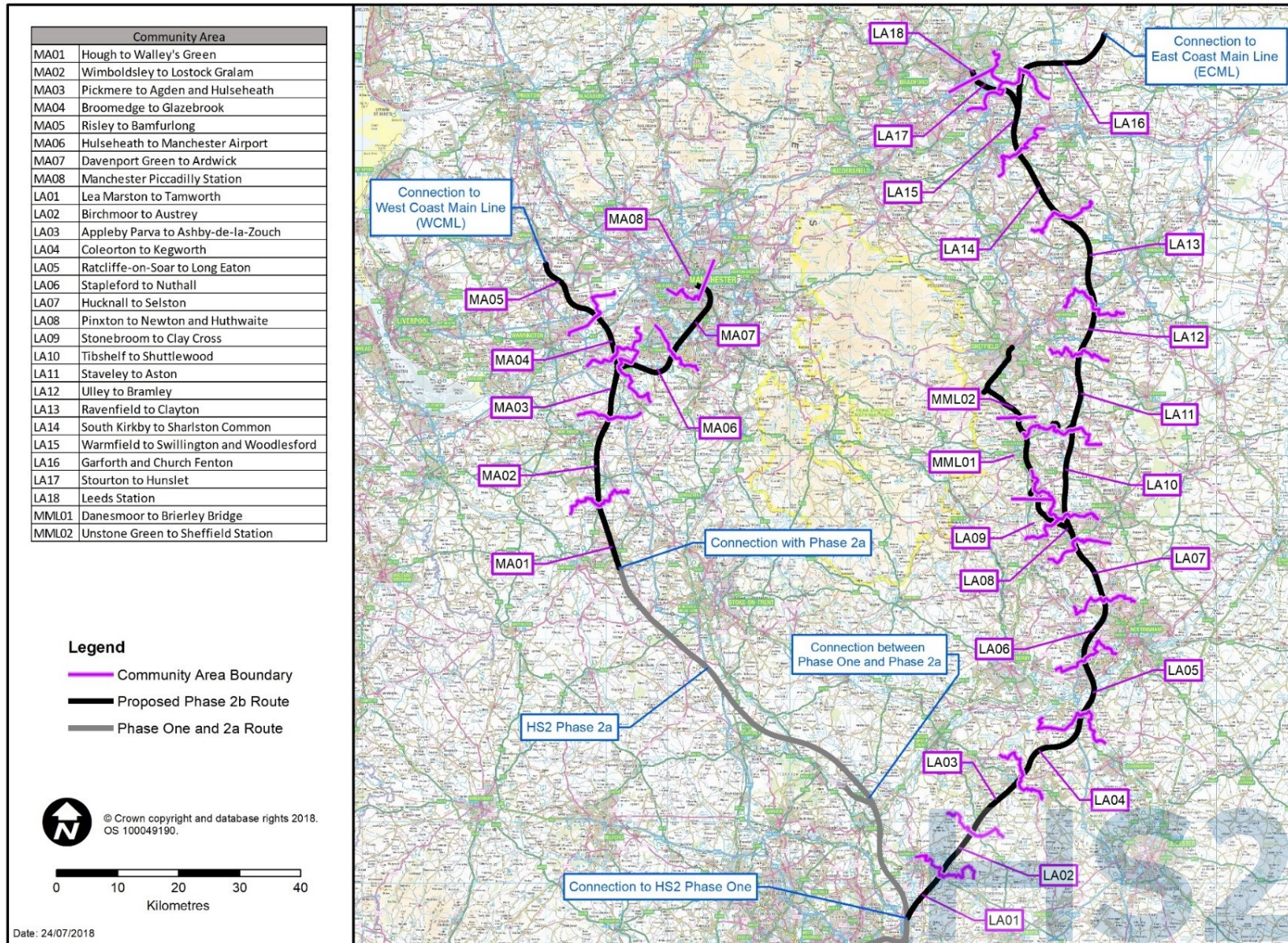
West Coast Main Line

Inter-urban rail line connecting London, Birmingham, Manchester, Liverpool and Glasgow.

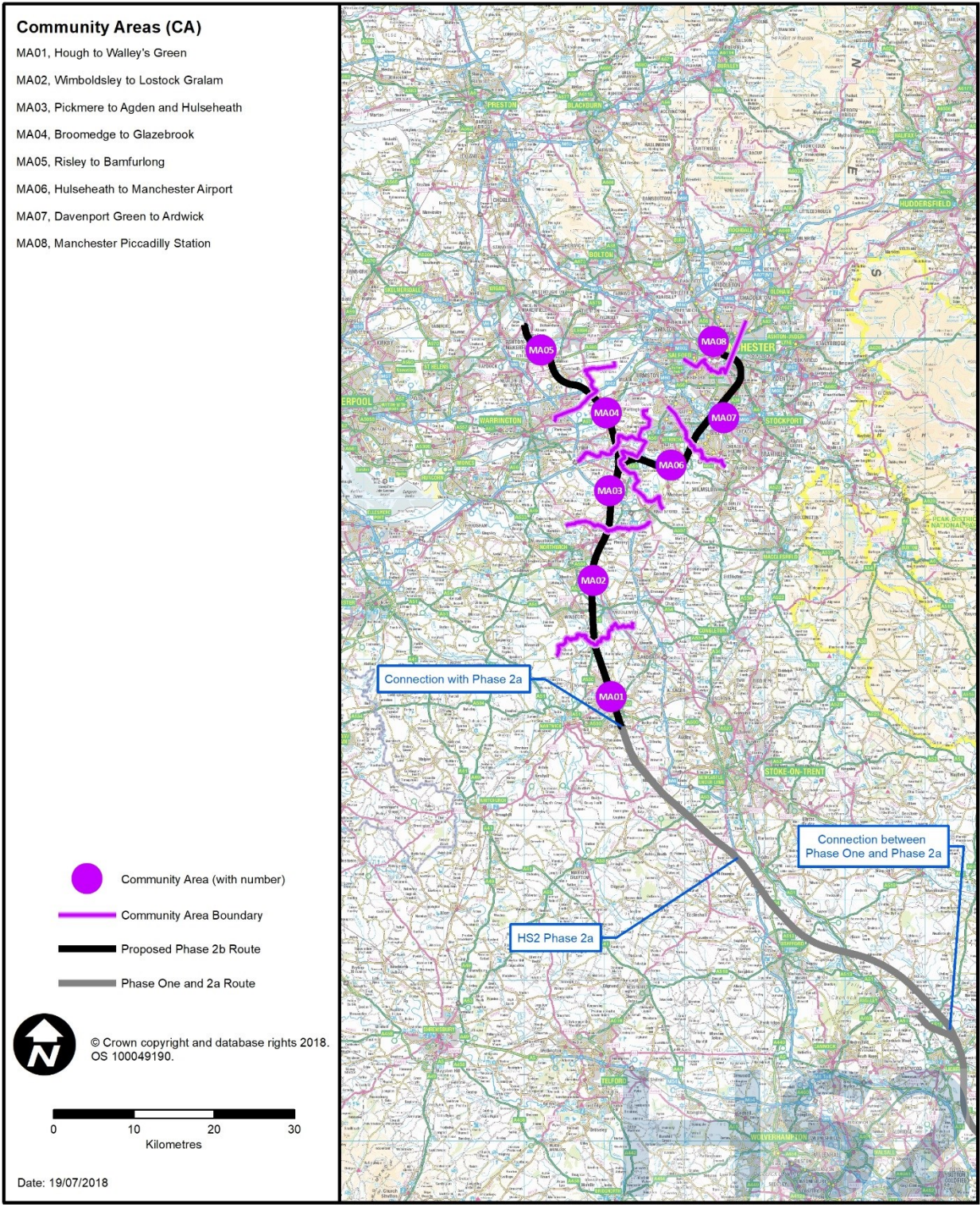
Y network

Completed HS2 network (both Phase One and Two), comprising a high speed rail line between London and the West Midlands, then splitting into two lines, one continuing to Manchester and the other to Leeds via the East Midlands.

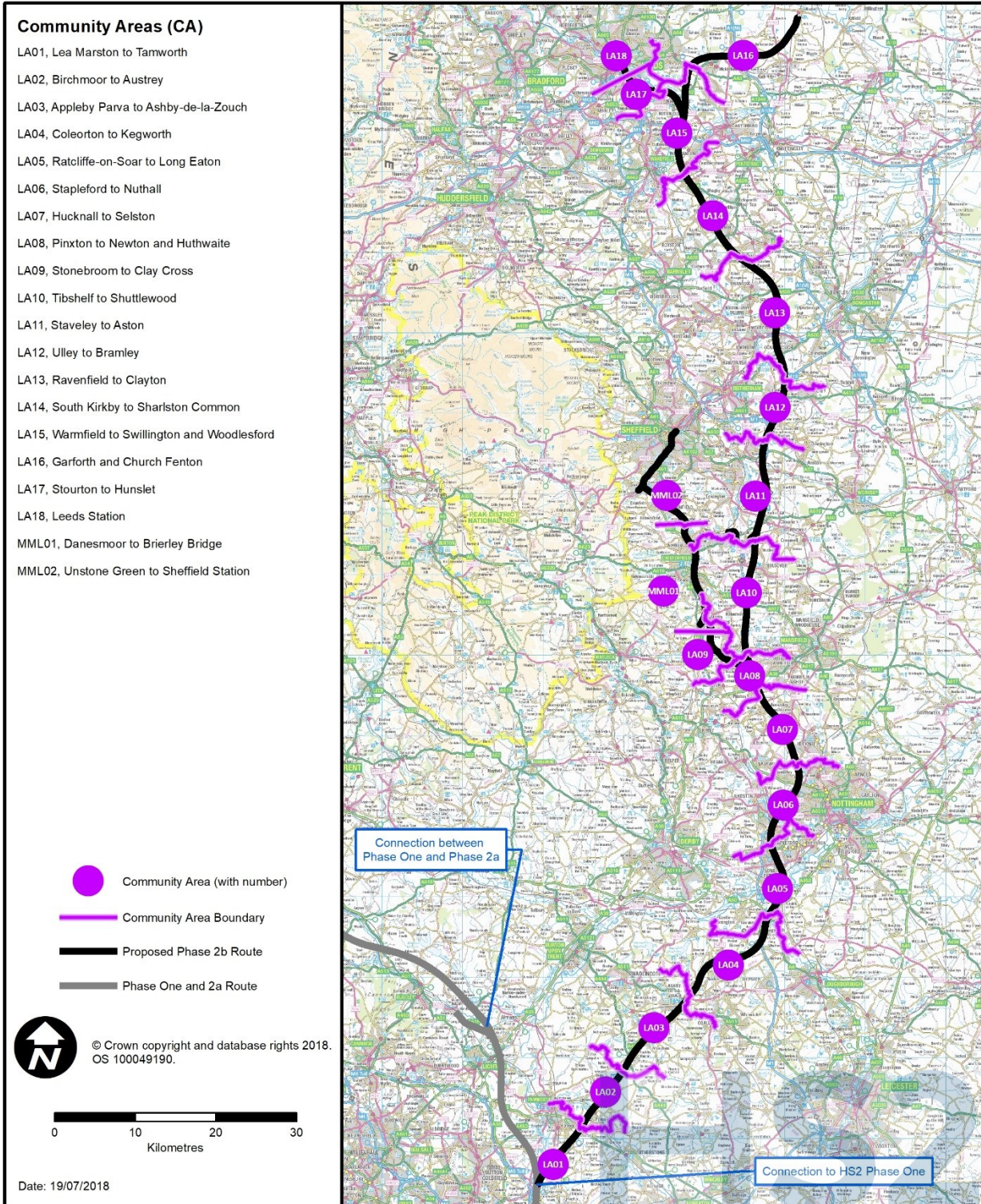
Annex A – Route maps



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Annex B – List of acronyms and initialisms

AoS	appraisal of sustainability
DfT	Department for Transport
ECML	East Coast Main Line
EDI	equality, diversity and inclusion
EHRC	Equality and Human Rights Commission
EIA	environmental impact assessment
EMH	East Midlands Hub
EQIA	equality impact assessment
ES	Environmental Statement
HGV	heavy goods vehicle(s)
HS2	High Speed Two
IMD	infrastructure maintenance depot
MML	Midland Main Line
ONS	Office for National Statistics
PRoW	public right(s) of way
PSED	Public Sector Equality Duty
SMR	Scope and Methodology Report
UK	United Kingdom
WCML	West Coast Main Line

Annex C – HS2 Sustainability Policy, Environment Policy, and Equality, Diversity and Inclusion Policy

Sustainability Policy



Purpose:

This policy sets out HS2 Ltd.'s ambition to build the most sustainable high speed railway of its kind in the world. We want a high speed railway network which changes the mode of choice for inter-city journeys, reinvigorates the rail network, supports the economy, creates jobs, reduces carbon emissions and provides reliable travel in a changing climate throughout the 21st century and beyond.

Principles:

Sustainability at HS2 is about delivering social, environmental and economic benefits. This includes delivering value to the UK taxpayer and passenger through taking decisions that seek to get the **best value for money** through the whole operating life of the railway.

Our sustainability approach at HS2 groups our work into five themes reflecting the economic, environmental and social aspects of sustainability. These themes support the HS2 vision of being a **catalyst for growth across Britain** and our mission, which includes being an **exemplar project in our approach to engagement with communities, sustainability and respecting the environment**.

Our five sustainability themes are:



Spreading the benefits: Economic growth and community regeneration

Being a nationwide catalyst for regeneration and economic growth through development of an integrated transport system, maximising the benefits to communities and individuals and minimising any potential negative impacts.

Opportunities for all: Skills, employment and education

Providing rewarding jobs and careers that are open to all in society, setting new standards for equality, diversity and inclusion and providing a legacy of skills, learning, expertise, and experience.

Safe at heart: Health, safety and wellbeing

Creating a world-class 'safe at heart' culture where no one gets hurt, and which prioritises the health and wellbeing of those who build, operate, use and host HS2 services and infrastructure.

Respecting our surroundings: Environmental protection and management

Breaking new ground wherever possible on environmental standards including resource use, waste, carbon minimisation, the protection of the natural and historic environment and safeguarding communities.

Standing the test of time: Design that is future-proof

Building a network that is resilient to climate change in the long term, adaptable to future trends and demands, and built around the needs of the people who will use it, in line with our Design Vision.

We will only be successful in this huge undertaking if sustainability is embedded in our DNA. Sustainability is a way of working within the HS2 culture, alongside innovation and collaboration. We will promote **innovation** to find sustainable solutions focussing on ideas and technologies for improving sustainability. We cannot deliver our ambition alone; we will work with our contractors to engender a **collaborative** culture to ensure we get the innovation we need to deliver a sustainable railway.

Executive Owner: The Technical Director is the Executive Owner of this policy and is responsible for maintaining the accuracy and relevance of its contents and for periodic review and update to reflect the changing circumstances.

Please also refer to:

- HS2 Sustainability Approach Document
- HS2 Equality Diversity and Inclusion Policy
- HS2 Environmental Policy
- HS2 Health & Safety Policy
- HS2 Circular Economy Principles

Approved on: 18 May 2017

Mark Thurston, Chief Executive Officer, HS2 Ltd

Environmental Policy



Purpose:

This policy provides a framework for environmental protection and management for HS2 and its operations. It also acts to fulfil the environmental commitments established through HS2's Sustainability Policy and our strategic goal of creating an environmentally sustainable solution and being a good neighbour to local communities.

HS2 Ltd., in its planning, construction and operation of the railway, is committed to developing an exemplar project, and to limiting negative impacts through design, mitigation and by challenging industry standards whilst seeking environmental enhancements and benefits.

In addition, HS2 Ltd. commits to protecting the environment through the avoidance and prevention of pollution, and by meeting all compliance obligations.

HS2 Ltd. commits to continuously improving environmental performance, by means of establishing relevant objectives appropriate to the nature, scale and environmental impacts of the organisation and the project.

Our Environmental Principles:

Environmental Protection and Management is one of five key themes established in HS2's Sustainability Policy. In order to guide and manage our potential environmental impacts, we will seek to:

- achieve no net loss in biodiversity, reducing impacts on species and creating and enhancing habitats;
- design visible elements of the built and landscaped environment in both rural and urban areas to be sympathetic to their local context, environment and social setting;
- effectively manage and control noise and vibration to avoid significant adverse impacts on health and quality of life;
- minimise the carbon footprint of HS2 and deliver low-carbon, long-distance journeys that are supported by low-carbon energy;
- minimise the combined effect of the project and climate change on the environment;
- avoid pollutant emissions to air or reduce such emissions, and minimise public and workforce exposure to any such pollutant emissions;
- protect water resources and ensure no material increase of flooding to communities;
- reduce harm to the historic environment and deliver a programme of heritage mitigation including knowledge creation through investigation, reporting, engagement and archiving;
- reinstate agricultural land to its original quality where it has been disturbed as a result of construction; and
- source and make efficient use of sustainable materials, reduce waste and maximise the proportion of material diverted from landfill.

Executive Owner:

The Technical Director is the Executive Owner of this policy and is responsible for maintaining the accuracy and relevance of its contents and for periodic review and update to reflect the changing circumstances.



Mark Thurston
Chief Executive Officer
HS2 Ltd

Approved on: 11 April 2017

Equality, Diversity and Inclusion Policy

Purpose:

High Speed Two (HS2) Limited ('HS2 Ltd') is committed to developing, maintaining and supporting a culture of equality, diversity and inclusion in its workforce and in the planning, design, construction and operation of the HS2 programme.

Scope:

This policy applies to all workers including employees, consultants, temporary workers, agency staff, secondees and other third parties working on behalf of HS2 Ltd. It applies to the Board of HS2 Ltd in the discharge of their duties. It also applies to suppliers, sub-contractors and agencies in our supply chain. This Policy sets out how HS2 Ltd will address the needs of people and communities who have protected characteristics as specified within Equality Act 2010¹.

General principles:

The HS2 programme will be inclusive by: engaging with all stakeholders fairly; delivering value through effective management of the design and building and operating a safe, sustainable and reliable system to provide exceptional levels of service to passengers creating a diverse, inclusive and skilled workforce at all levels; building a diverse supply chain that promotes fair employment practices and brings economic benefits to all.

Applicability, implementation and resources

This policy will be implemented as follows:

Delivering HS2:

HS2 Ltd will seek to:

- **embed** equality, diversity and inclusion in all its activities
- work with **stakeholders**, including:
 - other transport providers;
 - affected parties including but not limited to tenants, landowners, occupiers and their representatives;
 - communities and interest groups; and
 - local and national government, professional bodies and industry.

¹ The Equality Act 2010 describes 'protected characteristics' as: age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership

- approach its activities **proactively** by:
 - minimising the potential for discrimination, harassment and bullying;
 - seeking out opportunities to promote inclusive development;
 - seeking out the views of stakeholders; and
 - taking necessary steps so that people with protected characteristics do not experience disproportionate disadvantage as a result of the planning, design, construction and operation of the HS2 programme.
- create **opportunities** for local, disadvantaged and underrepresented people and companies to benefit from the investment in HS2 by:
 - increasing equal opportunity, skills and employment; and
 - promote equal outcomes in the services the HS2 programme will provide

Workforce:

HS2 Ltd is committed to equality, diversity and inclusion in all aspects of recruitment and employment. We will seek to achieve this in the following ways:

- develop and implement recruitment and selection processes that are open and fair and that enable the selection of the best talent;
- aim to build a workforce that reflects the communities it serves;
- promote an environment free from discrimination, harassment, bullying and victimisation and tackle any behaviour that breaches this;
- provide training support and encouragement to employees and workers so that they can develop their careers and enhance their contribution to the organisation;
- make all employees and workers aware of their responsibility for promoting equality diversity and inclusion in their work; and
- involve employees and workers and their representatives in the development implementation monitoring and review of human resources policies, procedures and flexible working arrangements.

Procurement and supply chain diversity:

HS2 Ltd requires that contractors and suppliers of services comply with this policy. A copy of this policy will be provided to all sub contractors, consultants and suppliers appointed to work for the HS2 programme. All such organisations are required make available the resources to comply with this policy, in the delivery of services they are providing. Failure to comply with the requirements of this policy may result in them being removed from HS2 Ltd approved list of suppliers.

Complaints:

All employees and workers should treat each other with dignity and respect whilst at work. Any employee who feels they have not been treated in accordance with this policy is entitled to raise the matter through the Grievance Policy and Procedure or the Harassment and Bullying Policy. We encourage informal resolution and will provide a helpline for people to call for help and advice.

All complaints will be taken seriously and will be dealt with promptly and confidentially. If an employee or worker is found to have breached the Equality, Diversity and Inclusion Policy, they may be subject to disciplinary action which could result in dismissal.

Members of the public who wish to make a complaint about HS2 Ltd can do so using our Complaints Procedure which can be found on the HS2 website. All complaints will be dealt with fairly and respectfully, regardless of the protected characteristic of the individual making the complaint.

Assistance will be given to people who wish to make a complaint but require support or a different format to do so.

Monitoring and Review:

We will regularly collect, monitor and analyse diversity data; including information about the gender, age, ethnicity, sexual orientation, religion and belief or disability information provided by employees and job applicants to make sure our employment processes are fair and are achieving the aims of this policy.

We will undertake a formal review of this policy at regular intervals or after significant changes in our business operations or legislation and communicate the changes to those who are bound by this policy.

Implementation:

This policy will be implemented through the HS2 Management System. Implementation by suppliers, and contractors will be achieved through contracts and agreements developed by HS2 Ltd.

Executive Owner

The Human Resources Director is the Executive Owner of this policy and is responsible for maintaining the accuracy and relevance of its contents and for periodic review and update to reflect the changing circumstances.

Approved on: 15 June 2017

HS2

www.hs2.org.uk

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