

# HS2

## High Speed Two Phase 2a (West Midlands - Crewe)

Equality Impact Assessment Update Report

# HS2

## **High Speed Two Phase 2a (West Midlands - Crewe)**

Equality Impact Assessment Update 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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# 1 Introduction

## 1.1 Background

- 1.1.1 The High Speed Rail (West Midlands – Crewe) Bill ('the Bill') was submitted to Parliament together with the High Speed Two (HS2) Phase 2a (West Midlands – Crewe) Environmental Statement ('the main ES') in July 2017. If enacted by Parliament, the Bill will provide the powers to construct, operate and maintain Phase 2a of HS2. This phase of HS2 will provide a high speed railway line from the end of the Phase One route at Fradley, to Crewe. The Bill scheme submitted in July 2017 is referred to throughout this document as 'the original scheme'.
- 1.1.2 An Equality Impact Assessment report (the EQIA (2017)) was also published in July 2017, along with an EQIA summary report. The EQIA (2017) described the understanding at that time of the equality effects that were considered likely to arise from construction and operation of the original scheme, and the measures to be applied in future to reduce or offset them. The EQIA (2017) included a commitment by HS2 Ltd to keep the potential effects reported under review and, where appropriate, to conduct further appraisal to inform relevant future decisions.
- 1.1.3 Since the deposit of the Bill, a number of scheme amendments (i.e. changes that require amendments to the Bill) have been promoted in Parliament through two additional provisions (APs) – 'AP1' in March 2018 and 'AP2' in February 2019. In addition to these amendments, a number of other changes which do not require amendments to the Bill are reported in two Supplementary Environmental Statements (SEs) – 'the SES1' in March 2018 and 'the SES2' in February 2019.

## 1.2 This EQIA update

- 1.2.1 This report provides a route-wide update of the EQIA (2017), which covered all potential equality effects arising from the construction and operation of the Phase 2a route, and therefore should be read in conjunction with the EQIA (2017). It takes account of the changes and amendments to the original scheme, as reported in the SES reports and the AP ES reports. The original scheme as altered by the changes and amendments is referred to in this report as the 'revised scheme'. This term covers the entire Phase 2a route and therefore includes those parts of the original scheme, submitted in July 2017, that have not been changed.
- 1.2.2 This EQIA update takes account of any further mitigation measures agreed by HS2 Ltd and of the Undertakings and Assurances<sup>1</sup> made by the Secretary of State for Transport and published in December 2018.
- 1.2.3 This EQIA update includes the following potential equality effects:

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<sup>1</sup> Undertakings and Assurances are forms of Commitments offered during the parliamentary process for the Bill. Assurances are given to petitioners in letters or given in the HS2 information papers. Undertakings may also be made between petitioners and the Secretary of State for Transport. See Register of Undertakings and Assurances at: <https://www.gov.uk/government/publications/hs2-phase-2a-register-of-undertakings-and-assurances>. The fact that a specific assurance or undertaking is not referred to should not be construed as meaning that it is no longer in place.



1. those reported in the EQIA (2017) which have now been removed due to changes resulting from the revised scheme or from further mitigation measures or assurances;
2. those reported in the EQIA (2017) which are changed in extent or severity, due to changes and amendments to the scheme or from specific measures or assurances; and
3. those newly arising from the revised scheme.

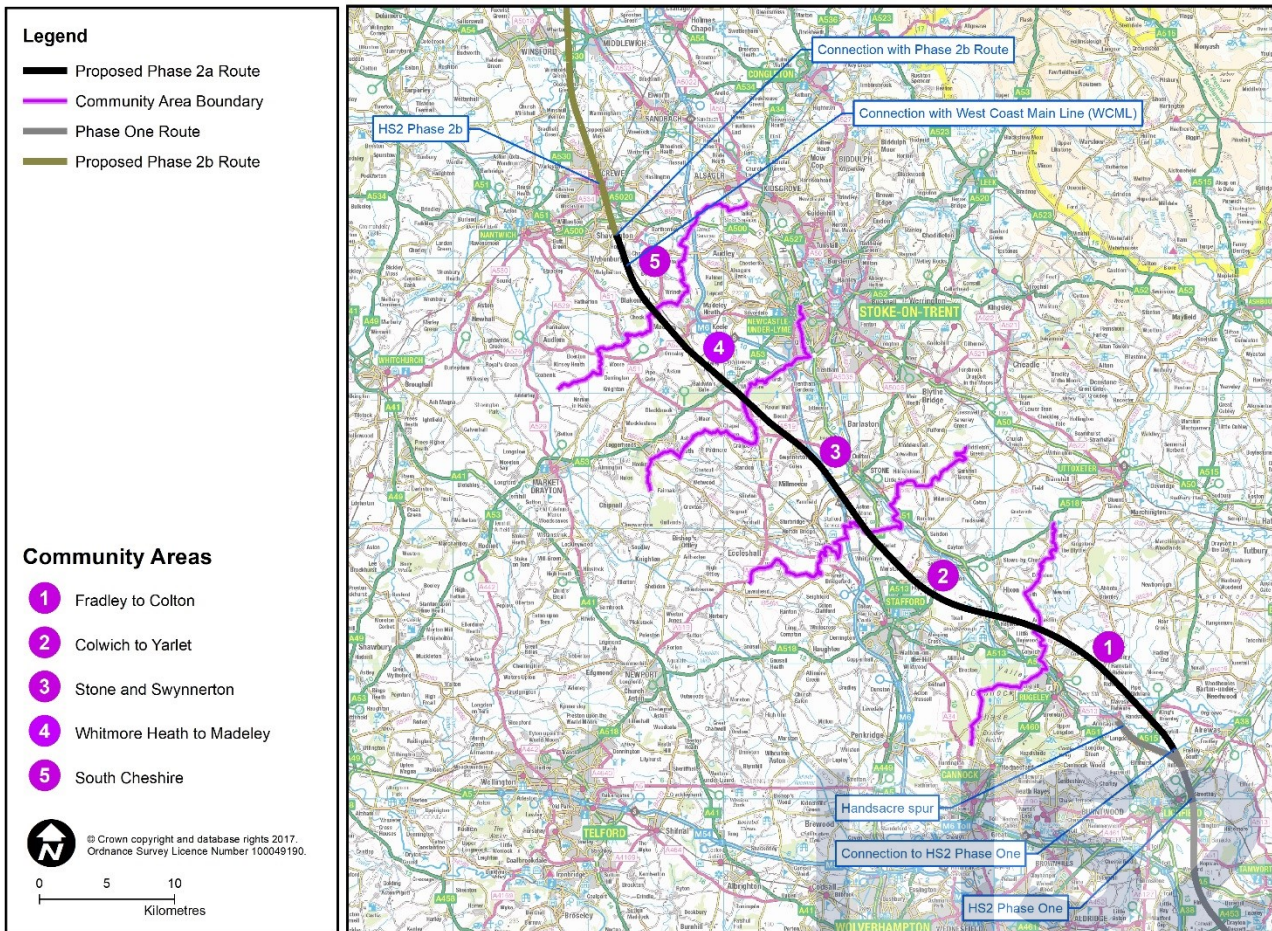
- 1.2.4 This EQIA update reports potential effects on groups of people with protected characteristics. It does not report potential effects on individuals or individual households. HS2 Ltd will continue to work with individuals to address specific equality impacts where appropriate.
- 1.2.5 Consideration of equality issues has been, and will continue to be, an integral part of the planning, design, construction and operation of HS2 Phase 2a.
- 1.2.6 This report also provides an update to the appendices that were included in the EQIA (2017).

### **Structure of the EQIA update**

- 1.2.7 Section 2 of this report outlines the approach used to identify and assess relevant equality effects. This section also sets out the commitments and mitigation measures that HS2 Ltd will implement to reduce potential equality effects.
- 1.2.8 Section 3 provides a summary of the main changes in the revised scheme. It describes the main changes to the original scheme and the development of changes reported in SES and AP ES reports, as necessary.
- 1.2.9 Section 4 provides a tabular summary of all differences in effects reported as compared to the EQIA (2017). It lists effects that are removed, changed or additional to those reported in the EQIA (2017).
- 1.2.10 Section 5 provides an update of the route-wide equality effects of the revised scheme. It reports changes to route-wide equality effects as reported in the equivalent Section 5 of the EQIA (2017). General equality effects that were reported in the EQIA (2017) but which have not changed are therefore not reported.
- 1.2.11 Sections 6 to 10 cover specific equality effects of the revised scheme. Separate consideration is given to each community area. These are:
- Community Area 1 (Fradley to Colton);
  - Community Area 2 (Colwich to Yarlet);
  - Community Area 3 (Stone and Swynnerton);
  - Community Area 4 (Whitmore Heath to Madeley); and
  - Community Area 5 (South Cheshire).

# Equality impact assessment update: CA1 Fradley to Colton to CA5 South Cheshire

Figure 1: Community areas



## 1.3 Equality Act 2010 and the Public Sector Equality Duty

1.3.1 Under Section 149 of the Equality Act 2010 ('the Act')<sup>2</sup>, a public authority, in the exercise of its functions (and a person exercising public functions) is subject to the Public Sector Equality Duty (PSED). The PSED requires public bodies to have due regard to three aims, to:

- eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act<sup>3</sup>;
- advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it; and
- foster good relations between people who share a relevant protected characteristic and those who do not share it.

1.3.2 The Act explains that the second aim (advancing equality of opportunity) involves, in particular, having due regard to the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics;

<sup>2</sup> Equality Act 2010. London, Her Majesty's Stationery Office.

<sup>3</sup> For the protected characteristic of marriage and civil partnership, only the first requirement of the PSED applies.

- take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people; and
- encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

1.3.3 In addition, Section 20 of the Act requires decision-makers to make reasonable adjustments in certain circumstances. Where a disabled person is at a substantial disadvantage in comparison with people who are not disabled, there is a duty to take reasonable steps to remove that disadvantage by (i) changing provisions, criteria or practices; (ii) altering, removing or providing a reasonable alternative means of avoiding physical features; and (iii) providing auxiliary aids<sup>4</sup>. The Act makes it lawful to treat a person with a protected characteristic more favourably than others. In the case of a disabled person, the Act requires service providers to anticipate their needs by considering who might use a service and making appropriate reasonable adjustments before a request is received. The EQIA enables HS2 Ltd to identify where such adjustments may be required, such as noise insulation or maintaining accessible routes, in order to meet its anticipatory duty.

### Protected characteristics and protected groups

1.3.4 The Act consolidated previous legislation designed to prohibit discrimination on the grounds of protected characteristics. The Act identifies nine protected characteristics. These are<sup>5</sup>:

- 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: this refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex<sup>6</sup>;
- marriage and civil partnership: marriage can be between a man and a woman or between two people of the same sex. Same-sex couples can also have a civil partnership. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act);
- 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;

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<sup>4</sup> Equality and Human Rights Commission (EHRC) (2014), *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>.

<sup>5</sup> 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>.

<sup>6</sup> *Equality Act 2010*. London, HMSO.

- race: refers to a group of people defined by their colour, nationality (including citizenship) ethnic or national origins;
- religion and belief: religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief including lack of belief (such as atheism).
- sex<sup>7</sup>: 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.

1.3.5 The Equality Act 2010, as adopted, does not specify socio-economic status as a protected characteristic.

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

## **1.4 Relationship to the Phase 2a Environmental Statements**

1.4.1 This EQIA update considers the equality effects of the revised scheme based on the information described in the Environmental Statements produced to date for Phase 2a, namely:

- the main ES published in July 2017, which accompanied the Bill;
- the SES1 and AP1 ES, submitted in March 2018; and
- the SES2 and AP2 ES, submitted in February 2019.

1.4.2 This EQIA update draws on information provided in all of these Environmental Statements. However, it does not use the same assessment process or significance criteria to judge the significance of effects. It uses a more qualitative approach to identify whether or not there is potential for a differential or disproportionate effect on protected characteristic groups (see Section 2.2).

1.4.3 The EQIA and ESs have shared data gathering across assessment topics, particularly with regard to the community and health baseline data. The EQIA update has also drawn on baseline evidence and assessment from other ES topics where relevant. The EQIA update assesses whether any of the effects identified in the health, sound, noise and vibration, air quality, landscape and visual, socio-economic and community assessment sections of the ESs could have disproportionate or differential effects on groups with protected characteristics.

## **1.5 Further steps to fulfil the Public Sector Equality Duty**

1.5.1 The PSED is an ongoing process requiring consideration of equality issues by public bodies. This report contributes to fulfilling that obligation, by reporting findings of potential effects on equality as a result of the revised scheme, based on the available information about people with protected characteristics in affected communities.

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<sup>7</sup> Sex is the protected characteristic and not gender.

## Equality impact assessment update: CA1 Fradley to Colton to CA5 South Cheshire

As the scheme progresses, further equality issues may be identified and will require consideration in decision-making by HS2 Ltd and may have implications for other public bodies, including the Department for Transport (DfT).

- 1.5.2 HS2 Ltd will ensure that potential effects identified in this EQIA update are kept under review, and where appropriate, further stakeholder engagement will be undertaken. Information gathered from engagement and the appraisal of potential effects will be used to inform future decisions.
- 1.5.3 HS2 Ltd has an equality lead responsible for overseeing monitoring and reporting of equality effects during the construction of the revised scheme and all phases of HS2. The HS2 Equalities, Diversity and Inclusion (EDI) team will continue to bring equality issues to the attention of the project team and is responsible for reporting on the effectiveness of measures taken to mitigate potential or actual negative effects as well as positive actions to promote equality.

## 2 EQIA approach

### 2.1 Introduction

2.1.1 The EQIA update follows the approach set out in the Phase 2a EQIA SMR<sup>8</sup> and employed in the EQIA (2017), with reference to updated information where available.

### 2.2 Identifying potential equality effects

2.2.1 This report identifies whether people with protected characteristics are likely to be affected disproportionately and/or differentially by impacts arising as a result of the construction and operation of the revised scheme.

2.2.2 The EQIA does not assess significance of effects. Equality effects are defined as where an impact is identified as likely to have disproportionate or differential effects on groups of people on the grounds of their protected characteristics. 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 in a particular location. For the purposes of this EQIA update, disproportionality can arise in two main ways, either:

- where an impact is predicted on a residential area and protected characteristic groups are known to make up a greater proportion of the affected resident population than their representation in the wider local authority (LA) 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).

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

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

2.2.5 Where the characteristics of those affected is not known, then the EQIA is unable to judge whether there is a disproportionate or differential effect. In such cases, where it is considered, based on professional judgement, that there is the potential for equality effects to occur, these are reported as 'route-wide' effects in Section 5 of this report.

### 2.3 Baseline context

2.3.1 A full literature review was published as an appendix to the EQIA (2017). The literature review has been updated in line with relevant evidence since the EQIA (2017) was published and forms Appendix A of this report.

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<sup>8</sup> HS2 Ltd (2016), *HS2 Phase 2a: West Midlands to Crewe Equality Impact Assessment Scope and Methodology Report*. Available online at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/552546/HS2\\_Phase\\_2a\\_EQIA\\_SMR.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/552546/HS2_Phase_2a_EQIA_SMR.pdf)

- 2.3.2 The baseline context comprises both qualitative and statistical information concerning people with protected characteristics and the makeup of affected communities. A full community baseline was published as an appendix to the EQIA (2017). The community baseline has been updated in line with the revised scheme, to include new geographical areas now relevant to the scheme. This forms Appendix B of this report.

## **2.4 Assessment of impacts and effects**

- 2.4.1 Prior to assessing the environmental effects of the revised scheme, a scoping exercise based on a precautionary approach was undertaken. This determined whether the changes and amendments had the potential to result in any additional, different or removed equality effects. Those identified were then subject to further assessment work.
- 2.4.2 The assessment of the potential equality effects arising from the revised scheme has taken account of the baseline context described earlier in this section, as well as the environmental effects and the committed and proposed mitigation as set out in the relevant ES documents.
- 2.4.3 HS2 Ltd has developed a range of commitments and mitigation measures, which will serve to reduce potential negative equality effects and seek to enhance any potential positive effects of the revised scheme. These general measures are described in Section 5.3.

## 3 Summary of main changes to the scheme

### 3.1 Introduction

3.1.1 This section of the report provides a brief summary of the main changes to the original scheme that now form part of the revised scheme.

3.1.2 The potential for all of the changes included in the revised scheme to give rise to equality effects has been considered. Where changes in the revised scheme are considered likely to give rise to additional, different or removed equality effects these are described further in Section 4.

### 3.2 Main changes to the scheme

#### Changes to HS2 Phase One at Handsacre

3.2.1 The High Speed Rail (London to West Midlands) Act 2017 provides for a connection between HS2 and the West Coast Main Line (WCML) south of Handsacre, within the Phase One Whittington to Handsacre community forum area (CFA22).

3.2.2 A review of this connection has refined the junction design at Handsacre, with a revised rail connection into the WCML 'slow' lines being provided. This will reduce the extent of works required to the WCML, thereby reducing disruption to rail passengers using the WCML. Adverse environmental effects of the Phase One scheme at Handsacre are also likely to be avoided or reduced as a result of these changes. The geographical extent and community baseline for the Phase 2a Fradley to Colton area (community area 1), in Appendix B to this report, has been updated to reflect the new geographical areas which are relevant to the revised junction.

3.2.3 Since additional land is required for the works to refine the junction at Handsacre, these changes are being proposed as an AP2 amendment to the HS2 Phase 2a Bill. An additional 10.1ha of land will be required during construction for the connection south of Handsacre. It is assumed that 3.6ha of the additional land will be returned to its existing use following construction.

3.2.4 This change will mean that 32.9ha of land identified for the Handsacre junction connection in the High Speed Rail (London to West Midlands) Act 2017 is no longer required.

#### Traction power supply

3.2.5 In the original scheme, the traction power<sup>9</sup> supply for trains running on Phase 2a would be from the Newlands Lane auto-transformer feeder station (ATFS) on the northern side of the railway. The ATFS would be connected via three 132kV circuits to supply power to the National Grid at a substation on the site of the decommissioned Rugeley Power Station in the Fradley to Colton area (community area 1).

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<sup>9</sup> Electricity supplied for train operation.



- 3.2.6 Through development of the traction power design, it is now understood that meeting both HS2 and National Grid requirements would not be achievable under the original scheme and a replacement source of traction power supply has been identified. A proposal for an 132kV overhead power supply connection at Parkgate, west of Newborough, located in the Fradley to Colton area (community area 1), has been developed. This power supply will connect to HS2 via a new Parkgate substation and a new substation alongside the Newlands Lane ATFS, which will remain in the original location. The new power supply will require the erection of two lines of pylons with overhead lines and access areas for future maintenance. An additional 233.4ha of land beyond the land required in the original scheme has been identified as a corridor to allow for the construction of the Parkgate grid supply point connection. The siting of the pylons will be finalised during detailed design, which will allow the extent of the land actually required during construction to be reduced considerably.
- 3.2.7 The pylon construction corridor has been selected to avoid residential properties and key environmental constraints, however it runs through land not previously affected by the HS2 route and its associated infrastructure. The geographical extent and community baseline for the Fradley to Colton area (community area 1), in Appendix B to this report, has been updated to reflect the new geographical areas which this alternate power supply route will run through.
- 3.2.8 This change will mean that 83ha of land originally required for a power supply connection for the scheme from the former Rugeley Power Station is no longer required.

### **Reconfiguration of Ingestre Park Golf Club**

- 3.2.9 Ingestre Park Golf Club is located in the Colwich to Yarlet area (community area 2). Additional land has been identified for the reconfiguration of Ingestre Park Golf Club to replace the land lost and severed by the HS2 route, which will allow the golf club to continue as a community asset in its present location.
- 3.2.10 Ingestre Park Golf clubhouse and the part of the course to the north of the HS2 route, containing six holes, will be retained as part of the reconfigured golf course layout. An additional 61ha area of agricultural land to the east and north of Ingestre village will be required permanently to allow for a further 12 holes to be created. The clubhouse is expected to be able to remain open during construction to continue to provide wider social and recreational functions in the community.
- 3.2.11 More detail on this change and its potential equality effect is provided in Section 7.3.

### **Replacement residential facility for Mayfield Children's Home**

- 3.2.12 A replacement residential facility will be provided for Mayfield Children's Home, currently located at Moreton House in the Colwich to Yarlet area (community area 2). The replacement residential facility will be adjacent to Rugeley School, on the former site of the Westwood School, which is on the outskirts of Blithbury, in the Fradley to Colton area (community area 1). The requirement for a replacement residential facility for Mayfield Children's Home has been agreed with the Priory Group, the operator of both Mayfield Children's Home and Rugeley School, in order to reduce the environmental impacts and equality effects during construction and to avoid the

effects that would arise during the operation of HS2 on the existing Mayfield Children's Home, which were identified in the EQIA (2017).

- 3.2.13 The new residential facility is intended to be a replacement of the provision at Moreton House, in a modern building and grounds, to be operated in conjunction with the educational and other facilities of the adjacent Rugeley School. Children who reside in the residential facility will attend Rugeley School. An additional 2.3ha of land will be required permanently for the replacement facility.
- 3.2.14 More detail on this change and its potential equality effects is provided in Section 7.4.

### **Whitmore Heath and Madeley tunnels**

- 3.2.15 Changes have been made to the design of the scheme in the Whitmore Heath to Madeley area (community area 4). An additional 15ha of land will be required for the works, including changes to the track alignment and the southern extension of the Whitmore Heath tunnel, which will also avoid the need to temporarily realign the A53 Newcastle Road. It is assumed that all of the additional land will be returned to its existing use following construction.
- 3.2.16 Power connections will be required to operate the tunnel boring machines for the construction of the Whitmore Heath and Madeley tunnels. These power connections will be retained permanently to be used for the operation of the tunnel.
- 3.2.17 The power supply for Whitmore tunnel will be provided via a 33kV underground cable from an existing Western Power Distribution sub-station, located between Meaford Road and the Trent and Mersey canal to the east of the HS2 route. The power supply for Madeley tunnel will be provided via a 33kV underground cable from an existing Western Power Distribution sub-station at Newcastle, located to the east of the HS2 route and the east of the M6. These works together will require 35.5ha of additional land during construction, most of which is within existing highways. It is assumed that all of the additional land will be returned to its existing use following construction.

### **Changes to earthworks design, construction programme and movement of materials**

- 3.2.18 The revised scheme also includes changes to the earthworks design, the construction programme and the movement of materials across the route. While there will still be the need to transport and dispose of surplus excavated materials off-site using road transport, in order to reduce the overall surplus and associated transport, 20 sites, within the land already required for construction of the scheme, have been identified as suitable areas for the permanent placement of surplus excavated material (local placement areas). The material will be graded so that the placement areas can be returned to agricultural use.
- 3.2.19 HS2 Ltd will continue to seek opportunities to reduce the environmental effects arising from earthworks and the movement of materials, as the scheme design is developed.

### **Other changes included in the revised scheme**

- 3.2.20 As part of the revised scheme, the need for other changes has been identified. These include changes to utilities and railway systems works, highway modifications,

## Equality impact assessment update: CA1 Fradley to Colton to CA5 South Cheshire

including public rights of way, and changes to site haul and maintenance access routes.

3.2.21 Specific changes included in the revised scheme that are relevant to the EQIA include:

- the lowering of Kings Bromley viaduct, Bourne embankment and River Trent viaduct in the Fradley to Colton area (community area 1);
- an amendment to provide car parking provision to the east of Staffordshire County Showground in the Colwich to Yarlet area (community area 2); and
- the introduction of a noise fence barrier at Upper Moreton Farm in the Colwich to Yarlet area (community area 2).

## 4 Summary of changes to effects

### 4.1 Summary of additional, different or removed equality effects

4.1.1 Table 1 lists the additional, different or removed equality effects as a result of the revised scheme, taking into account any relevant assurances given, in ascending community area order. It enables readers to quickly identify scheme changes, amendments and/or assurances relative to the EQIA (2017). This table does not include those effects reported in the EQIA (2017) which remain unchanged.

Table 1: List of additional, different or removed equality effects due to design changes or amendments to the original scheme and/or assurances

Location	Type of effect	Description of additional, changed or removed effect	Additional, different or removed	Reference in EQIA (2017)	Relevant SES change, AP amendment or Assurance <sup>10</sup>
Four Seasons Nature Study Centre, community area 1	Construction noise effects	The proposed lowering of Kings Bromley viaduct, Bourne embankment and River Trent viaduct, combined with changes to the construction programme, will cause an increase in the duration of construction noise at Four Seasons Nature Study Centre. This may give rise to adverse equality effects for groups with protected characteristics. See Section 6.3 for more detail.	Different	6.2	SES2-001-003 and changes to the construction programme
Four Seasons Nature Study Centre, community area 1	Construction traffic affecting access and noise disturbance	The proposed changes in traffic flows in the revised scheme will increase the duration of HGVs using the A513 Rugeley Road on which the Four Seasons Study Centre is located. This may give rise to adverse equality effects for groups with protected characteristics. See Section 6.3 for more detail.	Different	6.2	Cumulative SES2 changes and AP2 amendments causing changes in traffic volumes
Trentside Meadows, community area 1	Construction traffic affecting access to green space and noise disturbance	The proposed changes in traffic flows in the revised scheme will increase the duration of HGVs using the A513 Rugeley Road on which Trentside Meadows is located. This may give rise to adverse equality effects for groups with protected characteristics. See Section 6.2 for more detail.	Different	6.3	Cumulative SES2 changes and AP2 amendments causing changes in traffic volumes

<sup>10</sup> Reference numbers for SES changes and AP amendments can be found in the Volume 2 reports of the relevant SES and AP ES reports (SES1 and AP1 ES and SES2 and AP2 ES)

Location	Type of effect	Description of additional, changed or removed effect	Additional, different or removed	Reference in EQIA (2017)	Relevant SES change, AP amendment or Assurance <sup>10</sup>
Henry Chadwick Community Primary School, community area 1	Risk of disruption to facility	The Secretary of State for Transport has given Henry Chadwick Primary School an Assurance that the presence of Large Goods Vehicle construction traffic on School Lane in Hill Ridware will be restricted.	Although no equality effects are predicted these measures provide reassurance equality effects will not arise	No reference	Assurance to Henry Chadwick Primary School
Rugeley School, community area 1	Construction noise and health effects	<p>The proposed amendment to construct a replacement residential facility for Mayfield Children's Home will result in adverse construction noise and health effects at Rugeley School in Blithbury. This has the potential to give rise to adverse equality effects for children attending the school, all of whom have autism spectrum disorder (ASD) and may be more sensitive to changes to the noise environment.</p> <p>After construction, a new permanent beneficial health effect has been identified through the provision of the new residential accommodation. The replacement facility will remove the need for children to travel between the residential accommodation and the school. See Section 6.4 for more detail.</p>	Additional	No reference	AP2-002-001
Mayfield Children's Home, community area 2	Noise, visual and health effects	<p>The proposed amendment to provide a replacement facility for Mayfield Children's Home will reduce the duration of the adverse noise, visual and health impacts during construction on children with ASD, who are resident in the existing facility. It will remove the noise, visual and health impacts on children with ASD from the operation of the revised scheme.</p> <p>The proposed amendment has the potential however, to result in some children being exposed to construction impacts at both their school and residential accommodation during the construction period of the new facility. This may exacerbate the existing adverse health effect by reducing the opportunities for respite in a tranquil location.</p> <p>The phased relocation of children to the replacement facility also has the potential to result in a new temporary adverse health effect. This is associated with changes to the children's familiar routines during this time. See Section 7.4 for more detail.</p>	<p>Removed – adverse noise, visual and health effect during operation</p> <p>Different – reduced adverse noise, visual and health effects during construction</p> <p>Additional – adverse health effect during construction</p>	5.3.9 & 7.4	AP2-002-001

Location	Type of effect	Description of additional, changed or removed effect	Additional, different or removed	Reference in EQIA (2017)	Relevant SES change, AP amendment or Assurance <sup>10</sup>
Little Ingestre House Care Home, community area 2	Noise effects and vehicular access	The Secretary of State for Transport has given assurances to Little Ingestre House Care Home relating to vehicular access, managing potential construction noise impacts and operational noise monitoring.	Although no equality effects are predicted these measures provide reassurance equality effects will not arise	No reference	Assurance to Little Ingestre House Care Home
Staffordshire County Showground, community area 2	Loss of parking	The proposed amendment will provide equivalent car parking at Staffordshire County Showground to that which is required by the original scheme. This will allow the facility to function without impairment and remove the potential temporary and permanent equality effects at this facility. See Section 5.2 for more detail.	Removed	5.3.9	AP2-002-013
Yarlet School, community area 2	Noise, visual and traffic effects	<p>The AP1 ES reported that Yarlet School would experience adverse noise and visual impacts during construction as a result of a permanent utility diversion (AP1-002-106).</p> <p>The proposed changes to the construction programme in the revised scheme will result in a new noise impact at Yarlet School. Changes to the construction traffic flows in this area will also result in an increase in the number of HGVs using the A34 Stone Road, on which Yarlet School is located.</p> <p>The combined visual, noise and traffic impacts from construction have the potential to give rise to adverse equality effects for children attending Yarlet School. See Section 7.2 for more detail.</p> <p>An assurance has been provided to the school relating to managing potential construction noise impacts.</p>	Additional	No reference	<p>AP1-002-106</p> <p>Cumulative SES2 changes and AP2 amendments causing changes in traffic volumes and changes to the construction programme</p> <p>Assurance to Yarlet School</p>

Location	Type of effect	Description of additional, changed or removed effect	Additional, different or removed	Reference in EQIA (2017)	Relevant SES change, AP amendment or Assurance <sup>10</sup>
Ingestre Park Golf Club, community area 2	Loss of community facility	The proposed amendment to provide additional land for the reconfiguration of Ingestre Park Golf Club will replace the land lost and severed by the HS2 route. This amendment will allow the club house to remain open during construction and to continue to provide wider social and recreational functions in the community. The potential disproportionate and differential equality effects on members and other users of the golf club with protected characteristics will therefore be removed. See Section 7.3 for more detail.	Removed	5.3.9 & 7.2	AP2-002-010
Upper Moreton Farm, community area 2	Noise effects	The proposed noise fence barrier will reduce the operational noise impact at this location. This change will reduce the potential for adverse equality effects arising from operational noise for people, including those with ASD, using indoor and outdoor learning spaces, including classrooms, at Upper Moreton Farm. See Section 7.5 for more detail.	Different	7.5	SES2-002-001

## 5 Assessment of route-wide effects of the revised scheme

### 5.1 Introduction

5.1.1 This section reports changes to route-wide equality effects arising from the revised scheme during construction and operation. It also sets out general mitigation measures that would serve to reduce those adverse equality outcomes or would enhance potential beneficial equality outcomes.

### 5.2 Potential effects during construction and operation

5.2.1 This section reports on changes to potential differential and disproportionate equality effects that may arise along the route of the revised scheme, during construction and operation.

5.2.2 More detailed assessments of specific equality effects, where the protected characteristics of those people or groups of people affected are known, are provided separately for each of the five community areas in Sections 6 to 10 of this report.

#### Housing and communities

##### *Loss of housing*

5.2.3 There will be the loss of one additional house as a result of the revised scheme. Displaced residential owner occupiers may be eligible for compensation in accordance with the measures outlined in Section 5.3.

5.2.4 There may be the potential for loss of housing to result in impacts on community cohesion, particularly in rural communities, which could give rise to equality effects. No additional, different or removed community cohesion effects have been identified beyond those reported in the EQIA (2017).

##### *Isolation*

5.2.5 No additional, different or removed isolation effects have been identified beyond those reported in the EQIA (2017).

##### *Noise*

5.2.6 People living in some properties close to the route of the revised scheme may potentially experience noise effects due to a change in the acoustic environment, both during construction and once the revised scheme is operational. Within the demographic potentially affected, there may be people who are more or less sensitive to noise. The composition of groups affected in these areas is unknown and it is, therefore, not possible to assess whether there may be the potential for disproportionate or differential effects.



## **Business and employment**

### *Loss of existing employment*

- 5.2.7 The EQIA (2017) reported that there would be an estimated 40 jobs lost and 140 jobs relocated along the route from businesses directly and indirectly affected during the construction phase. As a result of changes in the revised scheme, the estimated number of jobs lost and relocated along the Phase 2a route will reduce to 25 and 130 respectively. Businesses displaced by the revised scheme will be eligible for compensation in accordance with the National Compensation Code (the Code). HS2 Ltd recognises the importance of displaced businesses being able to relocate to suitable alternative premises and will provide additional support to facilitate this.

### *Effects on existing businesses*

- 5.2.8 Businesses along the route of the revised scheme will be impacted directly and indirectly both during construction and operation. While the demographic profile of all affected business owners and employees is not known, there may be the potential for business owners to experience differential or disproportionate equality effects, where they are owned by people with protected characteristics, or where they provide employment for, training opportunities for, or services specific to the needs of, people with protected characteristics.
- 5.2.9 Among the businesses affected, there are a number that may experience differential equality effects as a result of the nature of the business. Businesses that will experience different effects as a result of changes identified in the revised scheme are Mayfield Children's Home (community area 2) and Ingestre Park Golf Club (community area 2). Further information on these impacts is provided in Section 7 of this report. Staffordshire County Showground (community area 2) will no longer experience equality effects as a result of the revised scheme, as equivalent car parking will now be provided which will allow the facility to function without impairment.
- 5.2.10 Businesses along the route of the revised scheme may also experience air quality, noise and vibration, or traffic impacts which could, in combination, amount to a significant change in the environment experienced by these businesses. Mayfield Children's Home (community area 2) could experience in-combination effects during the construction of the revised scheme and may experience equality effects as a result of the nature of the business (see Section 7 of this report).
- 5.2.11 HS2 Ltd is continuing to engage with affected businesses to identify reasonably practicable measures to mitigate the effects associated with the construction and operation of the revised scheme.

### *Construction employment*

- 5.2.12 There will be no changes to the construction employment opportunities described in the EQIA (2017) as a result of the revised scheme.

### *Operational employment*

- 5.2.13 There will be no changes to the operational employment opportunities described in the EQIA (2017) as a result of the revised scheme.

## Schools and educational facilities

- 5.2.14 Additional or different disproportionate and differential effects for students at Rugeley School (community area 1), Yarlet School (community area 2) and residents of Mayfield House Children's Home (community area 2) are discussed in Section 6 and Section **Error! Reference source not found.** respectively.
- 5.2.15 Children, in particular younger children, are generally considered to be more sensitive than adults to the potential effects of noise on their concentration and ability to learn, with implications for educational attainment. Noise during construction and when the revised scheme is operational, therefore, has the potential to differentially and disproportionately affect children engaging in both indoor and outdoor learning at affected schools.
- 5.2.16 Any effects on journey times and the safety and/or ease of reaching schools arising from impacts on the road network during construction and once the revised scheme is operational could also have the potential for differential or disproportionate effects for children.

## Places of worship

- 5.2.17 There are no different, additional or removed effects in relation to places of worship beyond those identified in the EQIA (2017) as a result of the revised scheme.

## Open space and community facilities

- 5.2.18 Trentside Meadows (community area 1) is identified as an open space that would be affected by the revised scheme. This is discussed in further detail in Section 6.3 of this report.
- 5.2.19 Children and young people, for whom public open space and play areas are important for play, health, fitness and social interaction may be differentially and disproportionately affected by the temporary and permanent loss or severance of the public open spaces, though this would vary for individual sites, according to the extent to which they are used by children and young people. Older people and disabled people may also be differentially and disproportionately affected by the loss of public open space, where this reduces their access to local outdoor recreation areas.
- 5.2.20 The Four Seasons Nature Study Centre (community area 1), Ingestre Park Golf Club (community area 2) and Upper Moreton Farm (community area 2) are identified as community facilities that could be affected by the construction and operation of the revised scheme. The Four Seasons Nature Study Centre is discussed in Section 6.2 of this report, and Ingestre Park Golf Club and Upper Moreton Farm in Sections 7.3 and 7.5 respectively.
- 5.2.21 There could also be the potential for differential or disproportionate effects as a result of impacts on community facilities, such as health, sports and recreational facilities, where these are used by, or provide services to, people with protected characteristics.

## Transport

- 5.2.22 In the revised scheme there will be changes to construction traffic using local roads to access compounds and worksites which may increase traffic flows, resulting in

increased congestion and delays on some roads and increased traffic severance effects for non-motorised users, such as difficulties in crossing roads. There may be the potential for differential effects for children, older people and disabled people, who may be more likely to experience severance and increased journey times as barriers to accessing services and engaging in social activities<sup>11</sup>.

### *Diversion, realignment and closure of roads*

- 5.2.23 The revised scheme includes a number of changes to the temporary and permanent diversion or realignment of roads identified at various points along the route of the revised scheme, and a limited number of permanent closures. In some cases, the diversion, realignment or closure of roads will increase journey distance and time for traffic and for non-motorised users, and may result in differential equality effects for people with protected characteristics. Older people and disabled people may be more likely to experience any increase in travel distance as a barrier to accessing services and social activities.
- 5.2.24 The diversion, realignment and closure of roads also has the potential to result in changes in traffic flows. This could affect traffic-related severance experienced by non-motorised users, such as pedestrians, with potential differential effects for children, older people and disabled people. In other cases, diversions could result in a reduction in traffic on the existing road network, which could reduce traffic severance and result in a beneficial effect for these groups.

### *Diversion, realignment and closure of PRow and footpaths*

- 5.2.25 There will be temporary and permanent diversion or realignment of PRow and footpaths at various points along the length of the revised scheme, and a limited number of permanent closures. In some cases, the diversion, realignment or closure of PRow or other footpaths would increase journey distance and time for non-motorised users and may result in differential equality effects for people with protected characteristics. Exercise and access to the outdoors is particularly important for children, while older and disabled people may experience greater difficulties than other users when making use of longer and potentially more complex alternative routes<sup>12</sup>. In other cases, there could be a reduction in journey distance, with the potential for beneficial effects for these groups.

## **5.3 Commitments and mitigation measures**

### **General**

- 5.3.1 HS2 Ltd has developed a range of general measures, which will serve to reduce potential negative equality effects and to enhance the potential positive effects of the revised scheme during its construction and operation. HS2 Ltd has produced a

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<sup>11</sup>ACRE (2014), *Older people: policy position paper* (available online at: <http://www.acre.org.uk/cms/resources/policy-papers/new-acre-older-people-ppp-rgb-2014.pdf>) and Scope (2012) *Over-looked communities, over-due change* (available online at: <http://www.scope.org.uk/Scope/media/Images/Publication%20Directory/Over-looked-communities-over-due-change.pdf?ext=.pdf>)

<sup>12</sup>Play England (2006), *Planning for play: guidance on the planning and implementation of a local play strategy*. Available online at: [http://www.playengland.org.uk/media/120480/planning\\_for\\_play.pdf](http://www.playengland.org.uk/media/120480/planning_for_play.pdf)

number of information papers and policies which further assist in reducing equality effects and in meeting the requirements of the PSED.

### **Environmental Minimum Requirements**

- 5.3.2 As with HS2 Phase One, the Secretary of State will establish a set of environmental controls known as the Environmental Minimum Requirements (EMRs), which will include the Code of Construction Practice (CoCP), as well as policies setting out the approach to managing specific aspects of the revised scheme, such as land acquisition and disposal, noise mitigation and property compensation arrangements; and any undertakings and assurances given to petitioners and to Parliament during the passage of the hybrid Bill. The nominated undertaker will be responsible for implementing the EMRs.

### **Draft Code of Construction Practice**

- 5.3.3 The draft CoCP (see the main ES, Volume 5, Appendix CT-003-000), sets out measures to provide effective planning, management and control of environmental issues and issues affecting people during construction. In addition, a Local Environmental Management Plan (LEMP) will be produced for each community area. The draft CoCP and LEMP will be the means of managing the construction works associated with the revised scheme, and will set out monitoring requirements, with the objective of ensuring that the effects of the works on people and the natural environment are reduced as far as reasonably practicable.
- 5.3.4 The draft CoCP uses the term 'nominated undertaker' to describe the body or bodies that will be appointed, in due course, to construct and maintain the revised scheme. As required in the draft CoCP, the nominated undertaker and its contractors will produce and implement a community engagement framework and provide appropriately experienced community relations personnel to implement it, to provide appropriate information and to be the first point of contact to resolve community issues.
- 5.3.5 The appointed community relations personnel will be aware of equality and diversity issues relevant to the local community. The community engagement framework would include a mechanism for community relations personnel to report on newly arising issues concerning equality, as part of the ongoing monitoring and implementation of measures relating to equality. HS2 Ltd and the nominated undertaker will take all reasonable steps to engage with the community, particularly focusing on those who may be affected by construction impacts, including local residents, businesses, land owners and community resources, and the specific needs of protected characteristic groups.
- 5.3.6 The nominated undertaker will maintain a construction operations website (which will include an email function or the latest communication technique) and telephone helpline staffed 24 hours a day, seven days a week, to handle enquiries from the general public and local businesses regarding construction activities. It will also act as a first point of contact for information in case of any emergency or an incident. The helpline will be widely promoted and displayed on site signboards and hoardings. It will also be possible to contact the HS2 helpline service via the HS2 website email function. Information for the public will also be provided using other methods

(e.g. social media, email alerts, local radio and newspapers), as appropriate. The service will also be available in different languages and alternative formats, on a case-by-case basis as agreed by the nominated undertaker.

- 5.3.7 The nominated undertaker and its contractors will ensure that local residents, occupiers, businesses, local authorities and parish councils affected by the proposed construction works will be informed in advance of works taking place by methods identified in the community engagement framework.

### Communication with residents

- 5.3.8 As the HS2 project progresses, there will be an ongoing need for open and transparent communication with all residents who are affected by it and for an impartial monitor to oversee this. The HS2 Residents' Charter<sup>13</sup> sets the standard for communicating with people who live along or near the HS2 route. An independent Residents' Commissioner<sup>14</sup> has been appointed. The Residents' Commissioner will:

- produce a periodic report, published online;
- oversee and monitor communication standards with regard to property measures; and
- provide a mechanism by which people's concerns can be put directly to the Chairman of HS2 Ltd.

### HS2 Ltd Equality, Diversity and Inclusion Policy

- 5.3.9 HS2 Ltd's Equality, Diversity and Inclusion Policy Information Paper (H1) (published July 2017)<sup>15</sup> addresses HS2 Ltd's approach to embedding inclusion in its workforce and in the planning, design, construction and operation of the scheme. A key principle of the policy is that the scheme will be a catalyst for the delivery of transport systems and infrastructure that will be inclusive. To this end, HS2 Ltd will embed equality, diversity and inclusion in all its activities; work with stakeholders, including communities and affected tenants; minimise the potential for discrimination, harassment and bullying; and create opportunities for local, disadvantaged and underrepresented people and companies to benefit from the investment in HS2.

### Residential property compensation and assistance schemes

- 5.3.10 Individuals whose properties have to be acquired for construction of the revised scheme will be eligible for compensation in line with the provisions of the Code. Compensation may also be available under the Code once the revised scheme is in

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<sup>13</sup> HS2 Ltd (2015), *HS2 Residents' Charter*. Available online at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/704895/CS959\\_Community\\_Engagement\\_Residents\\_Charter\\_26\\_4.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/704895/CS959_Community_Engagement_Residents_Charter_26_4.pdf)

<sup>14</sup> As the HS2 project progresses, there is a need for open and transparent communication with all residents who are affected by it, and for an impartial monitor to oversee this. The Residents' Commissioner can be contacted by email on [residentscommissioner@hs2.org.uk](mailto:residentscommissioner@hs2.org.uk)

<sup>15</sup> HS2 Ltd (2017), *Equality, Diversity and Inclusion Policy Information Paper H1*. Available online at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/627100/H1\\_Equality\\_Diversity\\_and\\_Inclusion\\_Policy\\_v1.0.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/627100/H1_Equality_Diversity_and_Inclusion_Policy_v1.0.pdf)

operation for people who have had no land acquired but can demonstrate that their homes are physically affected by its operation.

- 5.3.11 In addition, the Government has implemented long-term property compensation and assistance schemes for Phase 2a which include express purchase, a need to sell scheme, rent back, and an extended homeowner protection zone to safeguard properties where changes to the route occur, but the route remains in close proximity<sup>16</sup>. Eligibility for these schemes depends on the location of the affected property. Further information about the property compensation schemes in place for HS2 Phase 2a can be found online<sup>17</sup>. In addition, the compensation and assistance schemes allow for the use of local valuers<sup>18</sup>.
- 5.3.12 The property compensation package includes provision for atypical properties and special circumstances, which allows wider consideration to be given to an applicant's health and mobility, and the suitability of their current property.
- 5.3.13 Further measures have been implemented in rural areas where the line runs on the surface in recognition that in general the effects on communities during construction and operation can reasonably be expected to be much more marked in these areas. This 'rural support zone' (RSZ) covers the area outside safeguarding up to 120m from the centre line of the railway. The RSZ for Phase 2a runs from the connection with Phase One near Fradley to the A500 south of Crewe. The two schemes available to those who meet the location criterion for RSZ are a cash offer scheme and voluntary purchase.
- 5.3.14 Following Royal Assent, a Home Owner Payment scheme will be implemented as is currently in place on Phase One. This will apply to properties within 120m and 300m from the centre line of the railway, and operate as a cash payment scheme for owner-occupiers. The scheme will apply in three fixed payment bands, which would decrease in value as distance from the line increases. Eligibility criteria will be similar to the RSZ.
- 5.3.15 Households affected by noise during construction may also be eligible for noise insulation or temporary re-housing in accordance with the noise insulation and temporary rehousing policy set out in HS2 Phase 2a Information Paper E13: Control of construction noise and vibration<sup>19</sup>. There may be circumstances, however, in which the buildings and/or their occupants may not be adequately protected by the noise and vibration thresholds detailed in the policy. The nominated undertaker will consider, on a case by case basis, applicants who may have special circumstances, supported by evidence, for noise insulation or temporary rehousing as a result of construction noise (airborne or ground borne) or vibration.

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<sup>16</sup> HS2 Ltd (2016), *Financial help for property owners affected by HS2 extended route to Crewe*. Available online at:

<https://www.gov.uk/government/news/financial-help-for-property-owners-affected-by-hs2-extended-route-to-crewe>

<sup>17</sup> HS2 Ltd (2017), *HS2 Phase 2a (West Midlands – Crewe), Property Schemes: Guide to HS2 property schemes, Phase 2a*. Available online at:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/637090/hs2\\_phase\\_2a\\_property\\_schemes\\_guide.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/637090/hs2_phase_2a_property_schemes_guide.pdf)

<sup>18</sup> HS2 Ltd (2018), *Need to Sell scheme: Guidance notes and frequently asked questions*. Available online at:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/717018/Need\\_to\\_Sell\\_scheme\\_-\\_Guidance\\_-\\_CS954a1\\_FINAL\\_1\\_.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/717018/Need_to_Sell_scheme_-_Guidance_-_CS954a1_FINAL_1_.pdf)

<sup>19</sup> HS2 Ltd (2017), *HS2 Phase 2a (West Midlands – Crewe) Information Paper E13: Control of Construction Noise and Vibration*. Available online at: <https://www.gov.uk/government/organisations/high-speed-two-limited>

- 5.3.16 Examples of the types of building and/or their occupants which the nominated undertaker will consider as 'special cases' include residential buildings where noise insulation does not represent a viable option, including houseboats or mobile homes; night works; people who regularly work from home needing a quiet environment to work in and those who have a medical condition that will be seriously aggravated by construction noise.

### **Community infrastructure and public open spaces**

- 5.3.17 The nominated undertaker will be required to provide information on public open space changes, including closures, through community liaison officers and in accordance with the measures contained within the draft CoCP.
- 5.3.18 The nominated undertaker will be required to maintain, where reasonably practicable, PRow, including diversions, for pedestrians, cyclists and equestrians affected by the revised scheme. Where reasonably practicable, this will include reasonable adjustments to maintain existing inclusive access or achieve new inclusive access measures. The nominated undertaker will install appropriate signage to communicate all temporary and permanent diversions of PRow to the local community.
- 5.3.19 On completion of construction works in a particular location, the nominated undertaker will be required to reinstate public open spaces that have been occupied temporarily during construction. In cases where replacement facilities are to be provided, this will be done as soon as is reasonably practicable in the circumstances of the particular case. This will involve working with third parties, including relevant local authorities and community groups, to facilitate delivery.
- 5.3.20 The draft CoCP includes additional provisions relating to construction activity near schools including, where reasonably practicable, the avoidance of HGVs operating adjacent to schools during drop off and pick up periods.

### **Employment and businesses**

- 5.3.21 Businesses displaced by the revised scheme will be eligible for compensation in accordance with the Code. HS2 Ltd recognises the importance of displaced businesses being able to relocate to alternative premises. This will be guided by the Phase 2a Information Paper C7 Business Relocation<sup>20</sup>.
- 5.3.22 HS2 Ltd has adopted a series of strategic aims, which include reference to SEE outputs. The HS2 Ltd Skills, Employment and Education Strategy<sup>21</sup> sets out how this objective will be delivered. The Strategy's aims will extend through the supply chain using procurement and contractual requirements. All major contracts will contain contractual requirements to provide SEE outputs, including apprenticeships, workless job starts and schools' engagement. These requirements have the potential to identify and provide opportunities to workless people and members of protected

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<sup>20</sup> HS2 Ltd (2018), *HS2 Phase 2a Information Paper C7 Business Relocation*. Available online at:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/701202/C7\\_Business\\_relocation\\_v2.0\\_.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/701202/C7_Business_relocation_v2.0_.pdf)

<sup>21</sup> HS2 Ltd (2018), *HS2 Skills, Employment and Education Strategy*. Available online at: <https://www.hs2.org.uk/documents/hs2-skills-employment-and-education-strategy/>

characteristic groups who are more likely to experience employment-related disadvantage.

- 5.3.23 For each relevant contract, HS2 Ltd will set EDI requirements. These requirements have the potential to be positive for equality. Contract bids will be evaluated against a range of EDI criteria. Contractors are encouraged to adjust recruitment models and criteria where barriers to equality are identified. Contractors are required to monitor aspects of EDI, including recruitment and retention, to inform targeted efforts to address under-representation.
- 5.3.24 The SEE requirements and the procurement strategy identify appropriate positive actions, to the extent permitted by the Act, to promote equal opportunities for protected characteristic groups who are under-represented in the construction sector. This will contribute to the promotion of equal opportunity for groups of people with protected characteristics, building on existing initiatives within the construction industry and lessons learned from comparable major schemes, including the London 2012 Olympic Park and Crossrail. Children in low-income households where adults benefit from new employment will also potentially benefit, as a result of increased household income.
- 5.3.25 HS2 Ltd has committed to providing a minimum of 2,000 apprenticeships over the lifetime of the entire project<sup>22</sup>, (which includes Phase One and Phase Two). The vast majority of these apprenticeships will be delivered through the supply chain across a wide range of trades and professions from construction to accountancy, quantity surveying to business administration.

### Traffic, transport and accessibility

- 5.3.26 In the design and construction of the revised scheme, the nominated undertaker will be required to comply with all relevant accessibility requirements set out in the DfT Design Standards for Accessible Railway Stations<sup>23</sup>, and the Design Manual for Roads and Bridges<sup>24</sup>.
- 5.3.27 HS2 Information Paper D6: Inclusive Design Policy<sup>25</sup> outlines the approach to inclusive design, which will apply to all publicly accessible elements of the HS2 rail network. HS2 Ltd's objective is to design and provide a service that can be used safely, independently, easily and with dignity by everyone.
- 5.3.28 The design will comply with the European Railway Agency's Persons of Reduced Mobility Technical Specification for Interoperability (PRM TSI), which sets standards for accessible trains, stations and other facilities, and with applicable UK standards.

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<sup>22</sup> As stated in the HS2 corporate plan: HS2 Ltd (2017), *HS2 Corporate Plan 2017-2020*. Available online at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/629028/HS2\\_Corporate\\_Plan\\_2017-2020\\_Online\\_interactive.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/629028/HS2_Corporate_Plan_2017-2020_Online_interactive.pdf)

<sup>23</sup> DfT and Transport Scotland (2015), *Design Standards for Accessible Railway Stations*. Available online at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/425977/design-standards-accessible-stations.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/425977/design-standards-accessible-stations.pdf)

<sup>24</sup> Highways Agency (2007), *Design Manual for Roads and Bridges*. Available online at: <http://www.standardsforhighways.co.uk/ha/standards/dmrb/>.

<sup>25</sup> HS2 Ltd (2017), *HS2 Information Paper D6: Inclusive Design Policy*. Available online at: [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/627941/D6\\_Inclusive\\_Design\\_Policy\\_v1.0.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/627941/D6_Inclusive_Design_Policy_v1.0.pdf)



- 5.3.29 The draft CoCP sets out various mitigation measures to reduce the impact of construction traffic. These include:
- traffic management measures and plans, which will be prepared in consultation with the highway authorities and emergency services, where required;
  - an approach to reduce the impacts of temporary road and PRow closures or disruption to railways or navigable waterways;
  - use of internal site haul routes for construction vehicles to reduce the need to use public roads;
  - workplace travel plans to reduce employee movements to/from construction sites and compounds;
  - various management procedures intended to reduce the impact of construction traffic; and
  - agreed routes for construction vehicles (HGVs), keeping to the main road network (e.g. motorways and strategic trunk roads and other 'A' roads).
- 5.3.30 Traffic management mitigation to be used during construction and utility works may include temporary lane closures, junction signal retiming, temporary traffic signals, reduced lane widths and overnight/weekend (instead of daytime/weekday) road closures. Traffic diversions will be provided where temporary road closures are required. New highway crossings of the revised scheme would be built offline, where reasonably practicable, so that they can be completed prior to closure of the existing road. This will avoid or substantially reduce disruption to road users. A diversionary route and temporary bus stops (where necessary) will be identified for bus routes affected by temporary road closures.
- 5.3.31 Where reasonably practicable, maintenance of PRow (including diversions) affected by the revised scheme will be undertaken, including reasonable adjustments to maintain or achieve inclusive access. Inclusive access (including for people with reduced mobility) will also be maintained to services and buildings where they have been temporarily disrupted during the work, as far as is reasonably practicable. Where the normal means of access has to be diverted or blocked off, alternative safe routes for people with reduced mobility will be identified, taking into account existing hazards and obstructions such as pavement kerbs and street lighting standards.
- 5.3.32 Where a need is identified (e.g. through stakeholder engagement with relevant local organisations or community liaison processes), HS2 Ltd will review access and routes. These reviews will indicate where additional measures or reasonable adjustments may be required for the purposes of ensuring accessibility for disabled people or those with reduced mobility.
- 5.3.33 The contractors will be required to have full regard to the safety of other road users including pedestrians and cyclists. Specific measures will be included in the LEMP that outline steps to ensure the safety of other road users, including pedestrians and cyclists, giving particular attention to providing signage and identifying safe places to cross roads especially where the needs of protected groups require special attention,

including those identified in the EQIA (2017) and this Update. A Route-Wide Traffic Management Plan will be produced, including measures such as contractor implementation of driver training programmes, and vehicle safety measures including signage, mirrors, prevention of under-running and use of technology to remove blind spots, according to vehicle size.

- 5-3-34 The draft CoCP includes measures that seek to reduce the impacts and effects of deliveries of construction materials and equipment, including reducing construction HGV trips during peak background traffic periods. The draft CoCP also includes clear controls on vehicle types, hours of site operation and routes for HGVs to reduce the impact of road based construction traffic. Generic and site specific traffic management measures will be implemented.
- 5-3-35 Where reasonably practicable, the number of private car trips to and from the site (both workforce and visitors) will be reduced by encouraging alternative modes of transport or vehicle sharing. Site haul routes will be provided through the land required for the revised scheme, which will reduce the numbers of construction vehicles having to use public roads to access the works. Overnight accommodation for construction staff will be provided at a number of compounds. This accommodation will help to reduce daily travel for those workers not normally based locally.

## Noise

- 5-3-36 The draft CoCP sets out principles and management processes to avoid or mitigate the impact of construction noise and vibration. Noise insulation will be offered for qualifying buildings as defined in the noise insulation and temporary re-housing policy set out in the draft CoCP and HS2 Phase 2a Information Paper E13: Control of construction noise and vibration. Buildings qualifying for noise insulation or residents qualifying for temporary rehousing will be identified early enough so that noise insulation can be installed, or temporary re-housing provided, before the start of the works predicted to exceed noise insulation or temporary re-housing criteria, subject to all necessary approvals being obtained.
- 5-3-37 The development of the revised scheme has sought to reduce noise impact as far as reasonably practicable. Through the procurement process for the trains and the track, the use of proven international technology will enable the railway to be quieter than required by current minimum European standards. In addition, the revised scheme will incorporate noise barriers, in the form of landscape earthworks and/or noise fence barriers, to avoid or reduce significant airborne noise effects. Significant noise effects from the operational static sources such as line-side equipment will be avoided through their design and the specification of noise emission requirements.
- 5-3-38 HS2 Ltd will continue to seek reasonably practicable measures to further reduce or avoid effects on schools as a result of construction noise, above and beyond the measures provided for in the CoCP. In doing so, HS2 Ltd will continue to engage with stakeholders to fully understand the affected receptors, their use and the benefit of mitigation measures. The outcome of these activities will be reflected in the EMRs. HS2 Ltd will ensure that measures within the draft CoCP and LEMP designed to ensure the safety of pedestrians are implemented where appropriate.

### **Air quality**

- 5.3.39 Emissions to the atmosphere will be controlled and managed during construction through the route-wide implementation of the CoCP. The draft CoCP includes a range of mitigation measures that are considered generally sufficient to avoid any significant effects from dust during construction.

## 6 Community area 1 (Fradley to Colton) assessment

### 6.1 Introduction

6.1.1 Route-wide effects of the revised scheme are discussed under the relevant headings in Section 5.2. This section provides a detailed discussion of specific equality effects on receptors, where it is known that people with protected characteristics are likely to be affected. Environmental effects reported in this section are drawn from the SES2 and AP2 ES, and further information can be found in the SES2 and AP2 ES Volume 2 community area report for the Fradley to Colton area.

### 6.2 The Four Seasons Nature Study Centre

#### Introduction

6.2.1 The Four Seasons Nature Study Centre, located on the A513 between Handsacre and Kings Bromley, is operated by CHADS, a registered charity based in Handsacre. The society aims to support access to wildlife and the countryside for disabled people, and manages five sites in the Handsacre area. The centre is located to the south of the Proposed Scheme, and consists of a hall, which is used by the group and is also available for hire, and outside activity areas.

6.2.2 The whole site is fully wheelchair accessible, with the visitor centre acting as the focal point for many of the activities undertaken by the charity. The users of the Four Seasons Nature Study Centre include school groups (including The Croft, Hayes Meadows and Queens Cross special schools); groups of older people from local residential homes; people with conditions including arthritis, multiple sclerosis, stroke; and members of the public attending the site for various activities run on Wednesdays (the site is not open for general admittance at other times). Facilities at the nature study centre are available for hire for functions and are used by local groups for yoga and meditation.

#### Effects due to original scheme

6.2.3 As part of the original scheme, the A513 Rugeley Road would be used as a construction traffic route to access the River Trent viaduct and Bourne embankment satellite compounds. The use of the A513 Rugeley Road as a construction traffic route would result in a noticeable increase in HGVs passing the Four Seasons Nature Study Centre site.

6.2.4 The EQIA (2017) reported that there would be noise impacts for users of the main hall and external activity areas during construction. It was also predicted that there would be visual impacts from some areas of the site as a result of the construction activities associated with the River Trent viaduct. Considering the profile of users at this site, it was reported that these impacts may affect activities taking place here, potentially giving rise to differential and disproportionate equality effects for children, older people and disabled people.

- 6.2.5 The EQIA (2017) also predicted that noise and visual effects during operation of the original scheme have the potential to affect users taking part in activities at the site. Considering the profile of users at this site, it was reported that these impacts may affect activities taking place here, potentially giving rise to differential and disproportionate equality effects for children, older people and disabled people.

### **Effects due to revised scheme**

- 6.2.6 The lowering of Kings Bromley viaduct, Bourne embankment and River Trent viaduct will increase the duration of the construction period and associated noise impacts at Four Seasons Nature Study Centre by seven months. The potential for equality effects for children, older people and disabled people associated with construction noise will remain but may occur for an increased period of time.
- 6.2.7 As part of the revised scheme, there will be changes to traffic volumes in the Fradley to Colton area. These changes in traffic flows will increase the duration of time that the A513 Rugeley Road is used by HGVs during construction by one month. The potential disproportionate and differential effects on children, older people and disabled people associated with reduced access and disturbance to the sound environment at the facility will remain but may occur for an increased period of time.

## **6.3 Trentside Meadows**

### **Introduction**

- 6.3.1 Trentside Meadows is a Local Wildlife Site owned and managed by CHADS. Trentside Meadows is a 27.5ha site located between the River Trent and the A513 Rugeley Road, and was the first site to be acquired by CHADS. The ecological value of the site is intrinsically linked to the reason why people visit Trentside Meadows. Visits to Trentside Meadows are by appointment only, and generally only take place on average about once a month. Trentside Meadows is predominately used as grazing land.

### **Effects due to original scheme**

- 6.3.2 The EQIA (2017) reported that approximately 4.1ha of Trentside Meadows would be located within land required for the construction of the River Trent viaduct. An additional area (approximately 4.8ha) would also be isolated from the rest of the nature reserve throughout construction. Overall, approximately 32% of Trentside Meadows (including the area lost and the area isolated) would be temporarily inaccessible to the public during the construction period of the original scheme for approximately three years and three months.
- 6.3.3 The EQIA (2017) identified that users of the site include disabled people, who may be less able to access nearby alternative facilities. The temporary loss of approximately one third of the open space for the construction period of the original scheme, therefore, has the potential to give rise to differential and disproportionate equality effects for disabled people during construction.
- 6.3.4 As part of the original scheme, the A513 Rugeley Road would be used as a construction traffic route to access the River Trent viaduct and Bourne embankment satellite compounds. The use of the A513 Rugeley Road as a construction traffic route

would result in a noticeable increase in HGVs passing Trentside Meadows. The main ES identified that this increase in construction traffic may reduce the amenity value of outdoor activities at this site and temporarily reduce access from the A513 Rugeley Road. The EQIA (2017) also identified that a reduction in access and disturbance to the sound environment and tranquillity may disproportionately and differentially affect children, older people and disabled people during construction. This would reduce the value of the site for therapeutic outdoor activities during both construction and operation of the original scheme. This reduction in access to green space and services may therefore impact on the opportunities for children, older people and disabled people to engage in activities that are beneficial for their education, health and wellbeing.

### **Effects due to revised scheme**

- 6.3.5 The revised scheme will cause changes to traffic volumes in the Fradley to Colton area. These changes will increase the duration of time that the A513 Rugeley Road is used by HGVs during construction by one month. The potential disproportionate and differential effect on children, older people and disabled people associated with reduced access and disturbance to the sound environment at the facility will remain but may occur for an increased period of time.

## **6.4 Rugeley School**

### **Introduction**

- 6.4.1 Rugeley School is an independent specialist residential school owned and operated by the Priory Group, serving up to 52 residential and day pupils between the ages of five and 19. The school is located on the outskirts of Blithbury.
- 6.4.2 All of the pupils at Rugeley School have severe ASD with complex needs. Many have communication, learning and behavioural needs and all require one to one care. Rugeley School accepts residential pupils from across the UK, as well as day pupils who commute daily to and from the school. The school provides a 40 week education programme, which is supplemented for some students with a care programme that can be up to 52 weeks a year.

### **Effects due to original scheme**

- 6.4.3 The EQIA (2017) did not report any specific equality effects during construction or operation at Rugeley School.

### **Effects due to revised scheme**

- 6.4.4 The revised scheme includes an amendment to construct a replacement residential facility for Mayfield Children's Home at the former Westwood School site, adjacent to Rugeley School. The replacement site has been selected by the Priory Group and provides an on-site, purpose built residential facility, reducing the adverse environmental impacts and equality effects that would arise during construction on the existing Mayfield Children's Home and avoiding those during operation. This will also avoid the need to transport pupils from Mayfield Children's Home to Rugeley School. This change is discussed in further detail in Section 7.4.

- 6.4.5 Construction of the replacement facility will take place over a period of approximately one year and three months, and is likely to commence in 2021. During this period, pupils at Rugeley School will be exposed to periodic construction noise, traffic, and visual impacts, resulting in a change to the existing environmental conditions within the school. The impacts of construction will be noticeable on the approach to the school, and in parts of the school buildings and grounds.
- 6.4.6 Changes in the environmental conditions at the school and on-site residential facilities are likely to adversely affect pupils' wellbeing, given the sensitivity of children with ASD at the school. In particular, people with ASD can be hypersensitive to noise, and sometimes to specific frequencies of sound. Sounds can become magnified, distorted or muddled, and affected individuals may struggle to cut-out background noises, which can lead to difficulties in concentrating<sup>26</sup>.
- 6.4.7 The pupils at Rugeley School have individual plans and routines, which may be changed as a result of the construction activity, since it may be necessary to alter the way in which internal and external spaces are used. Although each child is different, children with autism are generally very sensitive to change, and are therefore likely to experience adverse effects on their wellbeing as a result of impacts on their daily routines.
- 6.4.8 The combined impacts from construction noise and potential changes to the daily routine of the children may result in adverse effects on their wellbeing. These changes have the potential to give rise to disproportionate and differential equality effects for children with ASD attending the school.
- 6.4.9 However, after the phased transfer of children to the replacement residential facility is complete, the provision of the new purpose built accommodation adjacent to Rugeley School will result in beneficial effects for children using this facility. This replacement facility will remove the need for children to travel between their school and their accommodation. This has the potential to give rise to beneficial equality effects for children with ASD attending Rugeley School and living at Mayfield Children's Home.
- 6.4.10 HS2 Ltd will engage with the Priory Group to develop mitigation measures that will reduce or avoid impacts on vulnerable pupils during the construction works of the new residential facility adjacent to Rugeley School, if these are undertaken by HS2 Ltd. Issues to be considered will include altering the way in which the school facilities are used, construction techniques, working hours, and engaging pupils in the design and construction process.

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<sup>26</sup> The National Autism Society; [www.autism.co.uk](http://www.autism.co.uk)

## 7 Community area 2 (Colwich to Yarlet) assessment

### 7.1 Introduction

7.1.1 Route-wide effects of the revised scheme are discussed under the relevant headings in Section 5.2. This section provides a detailed discussion of specific equality effects on individual receptors, where it is known that people with protected characteristics are likely to be affected. Environmental effects reported in this section are drawn from the SES<sub>1</sub> and AP<sub>1</sub> ES and SES<sub>2</sub> and AP<sub>2</sub> ES, and further information can be found in the Volume 2 community area reports for the Colwich to Yarlet area.

### 7.2 Yarlet School

#### Introduction

7.2.1 Yarlet School is located to the east of the A<sub>34</sub> Stone Road, and provides independent education for children aged between two and 13 years old. The school grounds include a chapel, and overnight accommodation for part time boarding.

#### Effects due to original scheme

7.2.2 The EQIA (2017) did not report any specific equality effects during construction or operation at Yarlet School.

#### Effects due to revised scheme

7.2.3 Yarlet School will experience new adverse visual and noise impacts during construction of the revised scheme. Views of construction works associated with permanent utility diversion works will be visible from the school. Furthermore, changes to the construction programme will result in a new noise impact at Yarlet School during construction for six months. The combined visual and noise impacts at the school may disrupt the use of internal and external spaces for up to seven months, potentially giving rise to disproportionate and differential equality effects for children attending Yarlet School.

7.2.4 As part of the revised scheme, changes to the construction traffic flows in this area will also result in a new traffic impact at the school. There will also be an increased number of HGVs using the A<sub>34</sub> Stone Road, which provides access to the school. A separate change to provide a new access to Yarlet School as part of the revised scheme will reduce any effects on the school from the increased HGV movements. Access to the school will be maintained throughout construction and it is considered that the school will be able to continue functioning normally.

### 7.3 Ingestre Park Golf Club

#### Introduction

7.3.1 Ingestre Park Golf Club is a private members' club located in the village of Ingestre. It has approximately 650 members. In addition to an 18-hole course, there is a club house that includes a bar, restaurant and pro-shop. The club house facilities are used



for a variety of social and recreational events, including the local bridge club, and can cater for up to 200 people. It is understood that membership includes non-playing members who use the facilities primarily for social purposes.

### Effects due to original scheme

- 7.3.2 In the original scheme, the Trent North embankment, Brancote South cutting and associated landscaping would require a total of approximately 24.5ha (approximately 47%) of Ingestre Park Golf Club to be either lost, or severed from the clubhouse during construction. This would result in the facility being unable to function in its current arrangement.
- 7.3.3 The EQIA (2017) highlighted that there are alternative golf clubs in easy travelling distance, however, the club serves wider recreational functions, for which there are no alternative facilities within Ingestre. Therefore there is the potential for differential and disproportionate equality effects for members of the golf club with protected characteristics. The loss of long standing social links and recreational functions could be particularly important for groups including older people who use the club and clubhouse facility, particularly as there are limited alternative social and recreational facilities in the immediate locality.

### Effects due to revised scheme

- 7.3.4 The proposed amendment to provide additional land for the reconfiguration of Ingestre Park Golf Club will replace the land lost and severed by the HS2 route. If the Bill powers are used to provide for the reconfigured golf course, it is assumed the works will take place over a period of one year and three months and will commence in 2021, with the reconfigured golf course brought into use during 2023. It is assumed that the club house will remain open during construction of the revised scheme.
- 7.3.5 With the club house remaining open during construction, wider social and recreational functions will continue to be provided to the community. Therefore any potential disproportionate and differential equality effects on members and other users of the club house with protected characteristics will not arise.

## 7.4 Mayfield Children's Home

### Introduction

- 7.4.1 Mayfield Children's Home, located at Moreton House on Bishton Lane, is a specialist residential children's home operated by the Priory Group for young people with ASD. It provides residential care for children and young people aged 8-19, with capacity for 21 residents and two respite facilities.
- 7.4.2 Residents are referred to the home by their local authority or health service. The building is occupied 24 hours a day, throughout the year, with some residents staying only part of the year and others living there all year round. Mayfield Children's Home is operated in conjunction with Rugeley School (located in community area 1, see Section 6.4), an independent specialist school located on the outskirts of Blithbury, which is registered to provide residential and day care placements for up to 50 children and young people with ASD and moderate to severe learning difficulties.

- 7.4.3 Bishton Lane provides the main access in and out of Mayfield Children's Home. All residents travel to Rugeley School during term time between the hours of 08:30 – 16:00 (school hours and travel times vary according to each individual's health and development plan). Two routes are used, with both taking approximately 20 minutes, and minibuses make the trip at least four times each weekday. These routes are also used at weekends and during holidays, and residents use local roads for walks and for regular trips by minibus to access services and recreation facilities in nearby towns and villages.
- 7.4.4 The location of Mayfield House was selected due to its quiet, secure and rural environs. Outdoor activities are an important part of the curriculum, and the outside space is used throughout the year. Facilities include a small outdoor playground, a football pitch, a trampoline area, gardening areas and a sensory garden with driveways that the residents use to ride bikes.

### Effects due to original scheme

- 7.4.5 During construction of the original scheme, noise impacts at Mayfield Children's Home were identified. These impacts may result in daytime disturbance to the residents of the centre, within both internal and external spaces. Adverse noise impacts during operation were also identified, which may result in daytime disturbance to the residents, within both internal and external spaces, and night-time sleep disturbance.
- 7.4.6 There would also be adverse visual impacts at the facility with close range views of large scale construction works. In addition, the removal of mature vegetation and the widening of Bishton Lane would result in changes to views during the operation of the original scheme. Whilst some of the construction works would be partially screened by the local topography, the works would be visible in close proximity, and there would be direct, close range views of construction works from the upper storeys at Moreton House.
- 7.4.7 Children living at Mayfield Children's Home have severe ASD, and therefore have particular health and wellbeing requirements with respect to their living conditions and environment. People on the autistic spectrum can be very sensitive to change, particularly in the sensory environment. Without mitigation, noise and visual impacts on the quality of the environment around Mayfield Children's Home could result in adverse effects on the health and wellbeing of pupils living there, both during construction and once the original scheme was in operation, and could affect the long term suitability of the site for the purpose of housing children with ASD.
- 7.4.8 The EQIA (2017) reported that it was likely that some residents would experience specific types of response to noise and a change in the landscape in proximity to the Home. This could include distress and/or symptoms such as inability to concentrate or communicate. Furthermore, noise during construction and operation of the original scheme could be perceived as variable and unpredictable in character, which could make it more difficult for residents to become familiar with it. Therefore, while each child will respond differently, there is the potential for construction and operational noise and visual impacts associated with the original scheme to give rise to a differential effect for children with ASD residing at Mayfield Children's Home.

- 7.4.9 Noise impacts at the Home during both construction and operation could reduce the usability of these areas for residents who experience distress or other symptoms in response to noise. Access to the natural environment<sup>27</sup> and opportunities for physical activity can be beneficial for young people with ASD. The National Autistic Society advises that some individuals with ASD use physical exercise, such as running, as an effective way of relieving stress<sup>28</sup>. Therefore any reduction in access to outdoor space for exercise and physical activity associated with the original scheme could potentially lead to a further differential effect.

### Effects due to revised scheme

- 7.4.10 The revised scheme includes an amendment to provide a replacement residential facility for Mayfield Children's Home at the former Westwood School site, adjacent to Rugeley School, in Blithbury. The new residential facility will be in a modern building and grounds with appropriate facilities, to be operated in conjunction with the educational and other facilities of the adjacent Rugeley School.
- 7.4.11 HS2 Ltd is working with the Priory Group in providing the replacement facility. The Priory Group is seeking separate planning permission that would allow construction of the replacement facility to be completed in advance of HS2 construction works in the vicinity of Mayfield Children's Home. This process has the potential to allow the facility to be built sooner than assessed, thereby avoiding the adverse environmental impacts and equality effects.
- 7.4.12 For the purpose of this assessment, however, it has been assumed that if the Priory Group is unable to achieve their own consent for a replacement facility, Mayfield Children's Home will relocate to the replacement facility provided by the nominated undertaker approximately six months after HS2 construction work in the area begins, with the phased transfer to the new facility lasting a further three months. This will result in a reduction in the duration of the adverse noise, visual and health impacts described in the EQIA (2017) during construction and the removal of the permanent operational noise, visual and health impacts. The potential for adverse equality effects for children as a result of construction will therefore be reduced to nine months during construction and then will be permanently removed.
- 7.4.13 During construction of the replacement facility however, some children may be exposed to noise, visual and health impacts at Rugeley School (described in Section 6.4), whilst also experiencing effects from construction impacts of the revised scheme at Mayfield Children's Home (during construction of the replacement facility). For those that attend Rugeley School and reside at Mayfield Children's Home, there will be little opportunity for respite from construction impacts which may exacerbate the adverse health effects described in the EQIA (2017).
- 7.4.14 Furthermore, the phased transfer of children from Mayfield Children's Home to the replacement facility has the potential to result in a new temporary adverse health effect, associated with changes to the children's familiar routine (see Section 6.4). The potential impacts on health and wellbeing may give rise to new disproportionate

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<sup>27</sup> Natural England Commissioned Report (2013). *Engaging children on the autistic spectrum with the natural environment: Teacher insight study and evidence review*.

<sup>28</sup> National Autistic Society (2018), *Guidance on Environment and Surroundings*. Available online at: <http://www.autism.org.uk/environment>

and differential equality effects for children with ASD living at Mayfield Children's Home and attending Rugeley School.

## 7.5 Upper Moreton Farm

### Introduction

- 7.5.1 Upper Moreton Farm is a Community Interest Company (CIC) that provides care services alongside being a working farm. It is part of the Care Farming UK initiative, and provides educational visits for local schools, and rural therapy and care farming for people with mental health problems, multiple learning difficulties, ASD, emotional difficulties, and people who have experienced abuse or neglect<sup>29</sup>. Regular users of the site include local special needs schools and adult learning disability groups, and the site also has links with Derby College. A seven week Health and Wellbeing Project for people with enduring mental health needs is delivered on behalf of Staffordshire County Council. The farm has a strong focus on supporting people to secure jobs, and offers volunteering opportunities and work placements.
- 7.5.2 The farm includes a teaching space, a therapeutic garden and polytunnel, a barn used for woodwork projects, and more traditional farm buildings which house a variety of animals. Users of the facility also use local PRoW. Features of the farm include medieval ridge and furrow land and unimproved grassland. The vast majority of activities take place outside, and activities are also often undertaken at the nearby Lount Farm Meadows Local Wildlife Site, which are species rich. The site is accessed via Bishton Lane.

### Effects due to original scheme

- 7.5.3 As part of the original scheme, a total of approximately 3.1ha of land (12% of the farm) would be required for the construction. Of this, 0.2ha would be required temporarily for construction for approximately one month and would be returned to Upper Moreton Farm, while the remaining 2.9ha (11% of the farm) would be removed permanently for the original scheme. This loss would limit the areas in which some activities could be undertaken, but would not impede the ability of the farm to undertake the majority of its activities. Access would be maintained to Upper Moreton Farm throughout construction works.
- 7.5.4 The EQIA (2017) reported that some users of Upper Moreton Farm may experience difficulties in accessing and using other parts of the farm. In addition, an area of wildflower meadow at Lount Farm would be located entirely within the land required for the original scheme. This area is used for nature walks and ecology training by Upper Moreton Farm and these activities would, no longer be able to continue in situ. These are only a small proportion of the activities undertaken at the farm, but they are important for the training programmes as they are currently designed.
- 7.5.5 Noise impacts during both construction and operation of the original scheme were also identified at Upper Moreton Farm. During construction, this may take the form of activity disturbance to individuals within the classroom. Once operational, this may

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<sup>29</sup> Upper Moreton Farm (2018), *Care Farming and Rural Activities*. Available online at: <http://www.uppermoretonfarm.co.uk/what-we-offer/care-farming/>

take the form of activity disturbance to the pupils within the classroom and outdoor teaching areas.

- 7.5.6 During construction of the original scheme, there would be close range views of large scale construction works. In addition, the removal of mature vegetation and the widening of Bishton Lane would result in changes to views during both construction and operation. Whilst some of the construction works would be partially screened by the local topography, a large extent of the works would be visible in close proximity across the majority of the view.
- 7.5.7 The EQIA (2017) reported that the loss of land at the farm and at neighbouring Lount Farm is likely to restrict the activities which can be undertaken on site and, in particular, would remove the opportunity for ecology training and wildlife walks using an area of wildflower meadow at Lount Farm. This could have differential and disproportionate effects for users of the facility who currently benefit from these activities, including children who attend on school trips and those attending the farm as part of a health and wellbeing project, which caters for people who are recovering from mental health problems.
- 7.5.8 The EQIA (2017) also reported that many users of Upper Moreton Farm may be sensitive to change. The majority of activities take place outside and include nature walks and walking for health, mindfulness meditation and wellbeing counselling, animal care activities and farm work experience for young adults. The tranquillity of the site and its natural surroundings are important to the therapeutic aspect of these activities. There may be the potential for the noise and visual impacts at Upper Moreton Farm to restrict the activities in which some users of the facility feel able to participate. This could give rise to a differential equality effect, particularly for those with ASD, who may be particularly sensitive to changes in the sensory environment.
- 7.5.9 As part of the original scheme, the loss of land and impacts on the farm environment could reduce the numbers of referrals, and may lead to uncertainty around the long-term viability of the facility. Without mitigation, it was identified that the reduction in the range and quality of services available at the Farm may adversely affect the health and wellbeing of some users, by limiting the opportunities for therapeutic activities.

### Effects due to revised scheme

- 7.5.10 A noise fence barrier will be provided from Moreton South embankment to Moreton North embankment which will reduce the operational noise impacts at Upper Moreton Farm. This change will reduce the disturbance to the outside noise environment and bring noise levels within classrooms to within an acceptable standard for teaching. This change will therefore reduce the potential for disproportionate and differential equality effects associated with operational noise for users of the facility including people with ASD, people with mental health problems, and children using indoor and outdoor learning spaces, including classrooms, at Upper Moreton Farm.

## **8 Community area 3 (Stone and Swynnerton) assessment**

- 8.1.1 Route-wide effects of the revised scheme are discussed under the relevant headings in Section 5.2.
- 8.1.2 The EQIA (2017) did not report any specific equality effects in the Stone and Swynnerton area, and there are no specific equality effects identified as a result of the revised scheme.

## **9 Community area 4 (Whitmore Heath to Madeley) assessment**

- 9.1.1 Route-wide effects of the revised scheme are discussed under the relevant headings in Section 5.2.
- 9.1.2 The EQIA (2017) did not report any specific equality effects in the Whitmore Heath to Madeley area, and there are no specific equality effects identified as a result of the revised scheme.

## **10 Community area 5 (South Cheshire) assessment**

- 10.1.1 Route-wide effects of the revised scheme are discussed under the relevant headings in Section 5.2.
- 10.1.2 The EQIA (2017) did not report any specific equality effects in the South Cheshire area, and there are no specific equality effects identified as a result of the revised scheme.



## 11 Glossary

Additional Provision	A package of proposed amendments to a hybrid Bill.
Additional Provision Environmental Statement	A report on the likely significant environmental effects of the amendments in the additional provision.
Baseline	Existing conditions against which future changes can be measured or predicted.
Compensation Code	The collective term for the principles derived from both statute and case law, relating to compensation for compulsory acquisition of land or interests in land.
Department for Transport	Government department responsible for transport policy in the UK (where powers have not been devolved).
The Equality Act	Act of Parliament that consolidates previous legislation – including the Sex Discrimination Act 1975, the Race Discrimination Act 1976, and the Disability Discrimination Act 1995 – designed to prohibit discrimination on the grounds of those protected characteristics described in the Act.
Equality Impact Assessment	A predictive assessment of the possible equality effects of the scheme during construction and operation on protected characteristic groups.
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 would also have particular effects on specific individuals or groups.
Land required for the revised scheme/land required for the construction of the revised scheme	The land required for the project is defined on the plans accompanying the SES and AP ES reports. The land is needed for the permanent works, construction activities, access rights and for off-site mitigation.
Mitigation	The measures put forward to avoid, prevent or reduce the likely effects on the environment, individuals and communities.
Nominated Undertaker	The body or bodies appointed to implement the powers of the hybrid Bill to construct and maintain the revised scheme.
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.

## Equality impact assessment update: CA1 Fradley to Colton to CA5 South Cheshire

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.
Revised scheme	The revised high speed rail line and associated infrastructure between Birmingham and Crewe incorporating the changes and amendments made in the SES and AP ES reports.
Protected characteristics	<p>Nine groups identified in the Equality Act 2010 as sharing a particular characteristic against which it is illegal to discriminate:</p> <ul style="list-style-type: none"><li>- age;</li><li>- disability;</li><li>- gender reassignment;</li><li>- marriage and civil partnership;</li><li>- pregnancy and maternity;</li><li>- race;</li><li>- religion and belief;</li><li>- sex; and</li><li>- sexual orientation.</li></ul>
Public Sector Equality Duty (PSED)	<p>The PSED requires public bodies to have due regard to three aims:</p> <ul style="list-style-type: none"><li>- to eliminate discrimination, harassment and victimisation;</li><li>- to advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it; and</li><li>- to foster good relations between people who share a relevant protected characteristic and those who do not share it.</li></ul>
Supplementary Environmental Statement	A report on the likely significant environmental effects of changes to the original scheme that do not require Bill powers.

Undertakings and Assurances Undertakings and Assurances are forms of commitments offered during the parliamentary process for the High Speed Rail (West Midlands to Crewe) Bill. Assurances are given to petitioners in letters or given in the HS2 information papers. Undertakings may also be made between petitioners and the Secretary of State for Transport. See Register of Undertakings and Assurances at: <https://www.gov.uk/government/publications/hs2-phase-2a-register-of-undertakings-and-assurances>.

West Coast Main Line Inter-urban rail line connecting London, Birmingham, Manchester, Liverpool and Glasgow.

## List of acronyms

ASD	Autism Spectrum Disorder
AP	Additional Provision
ATFS	Auto-transformer Feeder Station
BAME	Black, Asian and Minority Ethnic
CCG	Clinical Commissioning Group
CIC	Community Interest Company
CoCP	Code of Construction Practice
DfT	Department for Transport
EDI	Equality, diversity and inclusion
EMR	Environmental Minimum Requirements
EQIA	Equality Impact Assessment
ES	Environmental Statement
HGV	Heavy Goods Vehicle
HS2	High Speed Two
IoMD	Index of Multiple Deprivation
JSA	Job Seeker's Allowance
LA	Local Authority
LEMP	Local Environmental Management Plan
LGBT	Lesbian, Gay, Bisexual and Transgender
ONS	Office for National Statistics
PRoW	Public right(s) of way
PSED	Public Sector Equality Duty
RSZ	Rural Support Zone
SEE	Skills, Employment and Education
SES	Supplementary Environmental Statement
SMR	Scope and Methodology Report
U&A	Undertakings and Assurances
UK	United Kingdom
WCML	West Coast Main Line

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The National Autism Society; [www.autism.co.uk](http://www.autism.co.uk)

# Appendix A: Literature Review

## 1 Introduction

### 1.1 Purpose of this literature review

1.1.1 This literature review provides an updated summary of the key research evidence drawn from national and regional evidence reviews, research findings and policy documents, since the EQIA (2017) was published. Evidence is reported only when there have been new publications, updates to existing evidence or when other relevant evidence has been found. This review helps to inform understanding of the sensitivity of protected characteristic groups<sup>30</sup> to potential effects of the revised scheme, and their specific needs in relation to potential effects.

### 1.2 Structure of this literature review

1.2.1 This literature review is divided into the following sections, which correspond with the categories of impacts reported in the route-wide assessment:

- Community infrastructure and open spaces;
- Employment and business;
- Traffic, transport and accessibility;
- Noise, air quality, and other environmental effects;
- Crime, safety and personal security; and
- Social capital and community cohesion.

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<sup>30</sup> As defined by the Equality and Human Rights Commission (EHRC) (2014), *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>.

## 2 Community infrastructure and open space

### 2.1 Introduction

2.1.1 There is updated evidence for children and young people and Black, Asian and Minority Ethnic (BAME) and religious groups in relation to community infrastructure and open space.

2.1.2 Community infrastructure and open spaces enable people to sustain social networks, to socialise and to participate in their community, with benefits for well-being and community cohesion<sup>31</sup>.

### 2.2 Children and young people

2.2.1 Recent evidence has shown that access to the natural environment and opportunities for physical activity can be particularly beneficial for young people with ASD<sup>32</sup>.

### 2.3 BAME and religious groups

2.3.1 Access to places of worship is also an important consideration for some BAME groups. At 48%, regular churchgoing is more than three times higher among adults of Black ethnic origin than among White adults (15%)<sup>33</sup>. While research shows a general decline in Church of England attendances, there is evidence showing that the number of people attending black majority churches (BMCs), many of which are Pentecostal in denomination, has increased rapidly in recent decades, particularly in London and other large cities including Leeds, Manchester and Birmingham<sup>34</sup>.

2.3.2 Places of worship also provide an important function in terms of support networks and community cohesion, and it is recognised that faith-based organisations can support social interaction in local communities and play a role in providing welfare and public services<sup>35</sup>. Research by the Joseph Rowntree Foundation has suggested that religious organisations can also help to build links between faith communities, particularly in urban areas where multiple religious groups may be present and there are opportunities to share networks and buildings<sup>36</sup>.

2.3.3 Research by the Church Urban Fund, an agency of the Church of England, found that churches can offer a range of services to meet community needs, including help to

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<sup>31</sup> New Economics Foundation (2012), *Well-being evidence for policy: A review*. Available online at: [http://b3cdn.net/nefoundation/10b8aabdqoc5771ff9\\_aom6bv5a.pdf](http://b3cdn.net/nefoundation/10b8aabdqoc5771ff9_aom6bv5a.pdf).

<sup>32</sup> Natural England (2013), *Engaging children on the autistic spectrum with the natural environment: teacher insight study and evidence review*. Available online at: <http://publications.naturalengland.org.uk/publication/11085017>.

<sup>33</sup> Tearfund (2007), *Churchgoing in the UK: a research report from Tearfund on church attendance in the UK*. Available online at: [http://news.bbc.co.uk/1/shared/bsp/hi/pdfs/03\\_04\\_07\\_tearfundchurch.pdf](http://news.bbc.co.uk/1/shared/bsp/hi/pdfs/03_04_07_tearfundchurch.pdf).

<sup>34</sup> A. Rogers (2016), *How are black majority churches growing in the UK? A London Borough case study*. Available online at: <http://blogs.lse.ac.uk/religionglobalsociety/2016/12/how-are-black-majority-churches-growing-in-the-uk-a-london-borough-case-study/>

<sup>35</sup> A McCabe, H Buckingham, S Miller and M Musabyimana (2016), *Belief in Social Action: Exploring faith groups' responses to local needs*, Third Sector Research Centre, Working Paper 137. Available online at: <https://www.birmingham.ac.uk/generic/tsrc/documents/tsrc/working-papers/working-paper-137.pdf>

<sup>36</sup> Joseph Rowntree Foundation (JRF) (2006), *Faith as social capital*. Available online at: <https://www.jrf.org.uk/sites/default/files/jrf/migrated/files/9781861348388.pdf>



meet basic material needs, employment and life skills support, and children and youth services<sup>37</sup>. This research also highlighted the role of churches in promoting 'neighbourliness' and a sense of community. Work by the Third Sector Research Centre at Birmingham University has also shown that other faith organisations can perform a similar role, citing DCLG research on Muslim communities in England that shows that mosques and other Islamic establishments offer a range of services to the Bangladeshi and Pakistani Muslim communities<sup>38</sup>.

- 2.3.4 A key point is that places of worship often serve a community beyond the immediate neighbourhood in which they are located. Research into BMCs in the London Borough of Southwark, for example, shows that congregants travel to churches in the borough from across London<sup>39</sup>.

## 3 Employment and business

### 3.1 Introduction

- 3.1.1 There have been updates to unemployment data for young people and evidence focused on the impact of socio-economic factors for young people, disabled people, BAME groups and women, pregnant women and mothers of new-born babies.
- 3.1.2 Certain protected characteristic groups experience low socio-economic status and poor standards of living due to differences in economic activity, employment rates, type of work and remuneration. Income poverty particularly affects groups such as women with children, ethnic minority groups, and families with disabled members<sup>40</sup>. There has been a recent increase in material deprivation across Britain, with younger people, people from some ethnic minorities, women and disabled people particularly affected<sup>41</sup>.

### 3.2 Young people

- 3.2.1 As of November 2017, 11.1% of 16-24 year olds in England were not in employment, education or training (NEET), of whom 37.9% were unemployed<sup>42</sup>. The rates of youth unemployment recorded in the West Midlands and North West of England are amongst the highest in the UK<sup>43</sup>, and young people from certain BAME communities are particularly likely to be affected<sup>44</sup>. Young people in rural communities also

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<sup>37</sup> P Bickley (2014), Churches Urban Fund and Theos, *Good Neighbours: How churches help communities flourish*. Available online at: <https://cuf.org.uk/learn-about/publications/good-neighbours>

<sup>38</sup> McCabe et al (2016), *Belief in Social Action*.

<sup>39</sup> University of Roehampton, Southwark for Jesus, and Churches Together South London (2013), *Being Built Together: A story of new black majority churches in the London Borough of Southwark*. Available online at: <https://www.roehampton.ac.uk/globalassets/documents/humanities/being2obuilt2otogethersb203-7-33.pdf>

<sup>40</sup> EHRC (2010), *How Fair is Britain?*

<sup>41</sup> EHRC (2015), *Is Britain Fairer? The state of equality and human rights 2015*. Available online at: <https://www.equalityhumanrights.com/sites/default/files/is-britain-fairer-2015.pdf>

<sup>42</sup> Office for National Statistics (ONS) (2017), *Young people not in education, employment or training (NEET): November 2017*. Available online at: <https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/november2017>.

<sup>43</sup> ONS (2012), *Characteristics of young unemployed people*. Available online at:

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<sup>44</sup> Trade Union Congress (TUC) (2012), *Youth unemployment and ethnicity*. Available online at: <https://www.tuc.org.uk/>.

experience particular barriers to accessing employment and training, including access to transport, careers advice, employment and training support, and youth services<sup>45</sup>.

- 3.2.2 The construction industry faces a skills shortage, with one in six employers reporting in 2016 that they did not have enough skilled workers for at least some of the last year, and nearly half of all employers recruiting skilled staff reporting difficulties in filling these positions<sup>46</sup>. Efforts are being made by charities such as the Prince's Trust and the Construction Youth Trust, as well as government and industry, to encourage young people into work, training and apprenticeships in the industry.

### 3.3 Disabled people

- 3.3.1 Disabled people are more likely to be in low-paid work. Among people with a degree-level qualification, 13% of disabled people are considered to be low-paid, compared with 10% of non-disabled people. The gap is greater among those with lower qualifications: 30% of disabled adults with a level 3 qualification and 44% with lower level or no qualifications are considered low-paid, compared with 21% and 35% of non-disabled adults<sup>47</sup>.

### 3.4 BAME groups

- 3.4.1 National evidence suggests that school pupils from Black and Pakistani ethnic backgrounds experience gaps in attainment relative to pupils from Asian, Indian and White ethnic backgrounds<sup>48</sup>. This is reflected in persistent ethnic segregation in the labour market: unskilled jobs are most likely to be taken by African (23%) and Bangladeshi men (21%)<sup>49</sup>. Evidence also suggests that some ethnic groups are under-represented at senior levels in both the private and public sectors<sup>50</sup>.

### 3.5 Women, pregnant women and mothers of new-born babies

- 3.5.1 Occupational segregation is a key factor in explaining pay differences, particularly in the private and voluntary sectors where at age 40 men are earning, on average, 27% more than women<sup>51</sup>. This is thought to be partly explained by the higher proportion of women in part-time employment compared with men: women account for three-quarters of the part-time workforce, which is particularly at risk of low pay, and more than 60% of those in low paid work<sup>52</sup>. Women are also less likely than men to be self-employed<sup>53</sup>.

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<sup>45</sup> Commission for Rural Communities (2012), *Barriers to education, employment and training for young people in rural areas*. Available online at: <http://dera.ioe.ac.uk/15199/1/Barriers-to-education-employment-and-training-for-young-people-in-rural-areas.pdf>

<sup>46</sup> Construction Industry Training Board (CITB) (2016), *Skills and Training in the Construction Industry 2016*. Available online at: [https://www.citb.co.uk/documents/research/citb%20skills%20and%20training%20in%20the%20construction%20industry\\_2016%20final%20report.pdf](https://www.citb.co.uk/documents/research/citb%20skills%20and%20training%20in%20the%20construction%20industry_2016%20final%20report.pdf)

<sup>47</sup> McInnes et al (2015), *Monitoring poverty and social exclusion 2015*.

<sup>48</sup> Department for Business, Innovation and Skills (2013), *Youth unemployment: review of training for young people with low qualifications*. Available online at: [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/70226/bis-13-608-youth-unemployment-review-of-training-for-young-people-with-low-qualifications.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/70226/bis-13-608-youth-unemployment-review-of-training-for-young-people-with-low-qualifications.pdf)

<sup>49</sup> EHRC (2010), *How fair is Britain?*

<sup>50</sup> EHRC (2015), *Is Britain Fairer?*

<sup>51</sup> EHRC (2010), *How fair is Britain?*

<sup>52</sup> EHRC (2015), *Is Britain Fairer?*

<sup>53</sup> EHRC (2010), *How fair is Britain?*

## 4 Traffic, transport and accessibility

### 4.1 Introduction

4.1.1 New evidence is available on access to transport for protected characteristic groups including women and disabled people while data on injuries and fatalities for children has also been updated.

4.1.2 The availability of transport is of particular importance to certain protected characteristic groups, especially where access to a car is limited. Research by the DfT shows that children, younger people, older people and disabled people may be less likely to have access to private transport<sup>54</sup>. A persistent barrier to employment for various disabled groups, for example, is the lack of appropriate transport. In addition, some groups can be particularly sensitive to the effects of road traffic, which disproportionately affects socially excluded areas<sup>55</sup>.

### 4.2 Children and young people

4.2.1 Many young people rely on public transport in order to access education and employment. The proportion of young adults (aged 17-20) with a full driving licence has decreased since the 1990s, and people in this age group now make more trips by bus than other age groups, and twice as many as the average person. For women aged 17-20, around 16% of trips are made by bus, and for men in this age group around 10% of trips are made by bus. By comparison, trips made by bus account for around 6% of trips made by men and women across all age groups<sup>56</sup>.

4.2.2 Busy roads can divide and damage local communities and restrict walking, particularly for children and young people. The number of children that have been killed or seriously injured in traffic accidents has generally been decreasing over time, although the year from 2015 to 2016 saw a 28% increase in fatalities (from 54 to 69 in Great Britain). The total number of children seriously injured in reported road traffic accidents was 2,033, an increase of 6% on the 2015 figure, although this should be interpreted with caution due to changes in the systems for reporting severity used by some police forces. The same period saw a 2% decrease in children who were slightly injured<sup>57</sup>.

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<sup>54</sup> DfT (2013), *Valuing the social impacts of public transport*. Available online at: <http://www.socialvalueuk.org/app/uploads/2016/07/DfT-final-report.pdf>

<sup>55</sup> Social Exclusion Unit (2003), *Making the connections: final report on transport and social exclusion*. Available online at:

[http://www.ilo.org/wcmsp5/groups/public/@ed\\_emp/@emp\\_policy/@invest/documents/publication/wcms\\_asist\\_8210.pdf](http://www.ilo.org/wcmsp5/groups/public/@ed_emp/@emp_policy/@invest/documents/publication/wcms_asist_8210.pdf).

<sup>56</sup> DfT (2014), *National travel survey: England 2015*. Available online at:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/551437/national-travel-survey-2015.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/551437/national-travel-survey-2015.pdf)

<sup>57</sup> DfT (2017), *Reported road casualties in Great Britain 2016: complete report*. Available online at:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/668504/reported-road-casualties-great-britain-2016-complete-report.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/668504/reported-road-casualties-great-britain-2016-complete-report.pdf)

## 5 Noise, air quality and other environmental effects

### 5.1 Introduction

- 5.1.1 The evidence describing the impact of noise, air quality and other environmental effects has been updated for disabled people and older people.

### 5.2 Disabled people

- 5.2.1 Disabled people have specific access needs. The National Travel Survey (NTS) for England defines someone with mobility difficulties as someone who has difficulties travelling on foot, by bus, or both. The NTS for 2015 reported that 9% of adults in the survey sample had a mobility difficulty. This increases with age to 30% of those aged 70 and over, and is more marked among women than men<sup>58</sup>.

- 5.2.2 Romany Gypsy and Irish Traveller communities may also be at increased risk of harmful effects from air quality and noise impacts, due to the poor environment on some sites and the proximity of some sites to busy roads and industrial areas<sup>59</sup>. Noise transference through the walls of trailers and caravans can be greater than through the walls of conventional housing<sup>60</sup>, so there is an additional risk of increased noise impacts for Gypsy and Traveller communities living in caravans or mobile homes.

### 5.3 Older people

- 5.3.1 There could be the potential for older people living in mobile park homes to experience a greater risk of increased noise impacts, due to higher levels of noise transference. Legally, park homes are classed as caravans. They are usually single storey structures that resemble bungalows, and are often hidden under a brick 'skirt' or wooden structure<sup>61</sup>. Park homes can be an attractive housing option for retirement, and it is estimated that up to 68% of the 160,000 people who live in park homes in England are aged 60 and over<sup>62</sup>.

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<sup>58</sup> DfT (2016), *National Travel Survey: England 2015*.

<sup>59</sup> The Traveller Movement (2016), *Impact of insecure accommodation and the living environment on Gypsies' and Travellers' health*. Available online at: [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/490846/NIHB\\_-\\_Gypsy\\_and\\_Traveller\\_health\\_accs.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/490846/NIHB_-_Gypsy_and_Traveller_health_accs.pdf).

<sup>60</sup> DCLG (2008), *Designing Gypsy and Traveller Sites: Good practice guide*. Available online at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/11439/designinggypsiesites.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/11439/designinggypsiesites.pdf)

<sup>61</sup> Housing Learning and Improvement Network (2014), *Viewpoint 67: Park Home Living – a good housing option for later life?* Available online at: [https://www.housinglin.org.uk/\\_assets/Resources/Housing/Support\\_materials/Viewpoints/HLIN\\_Viewpoint67\\_ParkHomes.pdf](https://www.housinglin.org.uk/_assets/Resources/Housing/Support_materials/Viewpoints/HLIN_Viewpoint67_ParkHomes.pdf)

<sup>62</sup> W. Wilson (2016), *Housing of Commons Briefing no. 01080, Mobile (Park) Homes*. Available online at: [https://www.housinglin.org.uk/\\_assets/Resources/Housing/OtherOrganisation/House\\_of\\_Commons\\_Library-Briefing\\_Paper-Mobile\\_Park\\_Homes-Jan\\_2016.pdf](https://www.housinglin.org.uk/_assets/Resources/Housing/OtherOrganisation/House_of_Commons_Library-Briefing_Paper-Mobile_Park_Homes-Jan_2016.pdf)

## 6 Crime, safety and personal security

### 6.1 Introduction

- 6.1.1 The evidence assessing the impact of crime, safety and personal security concerns has been updated in relation to specific protected characteristic group groups, including disabled people, BAME groups and religious groups, and LGBT people.
- 6.1.2 The construction of the revised scheme is likely to lead to changes in the streetscape, such as around construction sites, as well as changes to local road networks and increased HGV movements in some areas along the HS2 route. Members of some protected characteristic groups can have higher than average levels of concern about crime, while others can be disproportionately likely to be affected by accidents such as road traffic accidents.

### 6.2 Disabled people

- 6.2.1 A hate crime is defined as any criminal offence perceived by the victim or any other person to be motivated by hostility or prejudice based on the victim's disability, race, religion or belief, sexual orientation, or transgender identity<sup>63</sup>. In 2016/17, the police in England and Wales recorded 5,558 hate crimes related to a person's disability, around 7% of the total<sup>64</sup>. Research by Civitas has found that hate crimes are more likely to affect some groups of disabled people than others, particularly those with learning difficulties, visual impairments, or mental health difficulties<sup>65</sup>.

### 6.3 BAME groups and religious groups

- 6.3.1 In 2016/17, there were 80,393 hate crimes recorded by the police in England and Wales, an increase of 29% compared with 2015/16. Racially aggravated hate crimes were the most commonly recorded strand of hate crime in all 44 police force areas in England and Wales, and accounted for close to 80% of all hate crimes. Of all of the recorded hate offences, 62,685 fell into this category, an increase of 27% compared with 2015/16. Religiously aggravated offences also increased, by 35% to 5,949 in 2016/17<sup>66</sup>.
- 6.3.2 Increases in recorded hate crime since 2012/13 are explained partly by improvements in crime recording by the police and in the identification of offences that are hate crime related. However, there is also evidence of a genuine increase in race hate crime since 2015/16, particularly around the time of the EU Referendum in June 2016 and the Westminster bridge terrorist attack in March 2017. Racially and religiously

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<sup>63</sup> CIVITAS Institute for the Study of Civil Society (2016), *Hate crime: the facts behind the headlines*. Available online at: <http://www.civitas.org.uk/content/files/hatecrimethefactsbehindtheheadlines.pdf>

<sup>64</sup> Home Office (2017), *Hate Crime, England and Wales, 2016/17*. Available online at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/652136/hate-crime-1617-hosb1717.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/652136/hate-crime-1617-hosb1717.pdf)

Increases since 2015/16 are attributed primarily to improvements in hate crime identification and recording.

<sup>65</sup> CIVITAS (2012), *Crime fact sheets - hate crime*.

<sup>66</sup> Home Office (2017), *Hate Crime*.

aggravated offences reached a peak in July 2016, when the level of recorded offences was 44% higher than the previous July<sup>67</sup>.

## 6.4 LGBT people

- 6.4.1 Hate crime against the LGBT community accounts for around 13% of all recorded hate crime. In 2016/17, the police in England and Wales recorded 9,157 sexual orientation hate crime offences, and 1,248 transgender hate crime offences<sup>68</sup>. Research by Stonewall suggests that hate crime experienced by LGBT people may be underreported, with four in five of those who experienced a hate crime or incident related to their sexual orientation or gender identity stating that they did not report it to the police<sup>69</sup>.
- 6.4.2 According to a report published by Stonewall in 2017, 16% of lesbian, gay and bisexual people and 41% of transgender people have experienced a hate crime or incident because of their sexual orientation or gender identity in the last 12 months<sup>70</sup>. The most common form of crime motivated or aggravated by sexual orientation or gender identity are offences against the person and public order offences<sup>71</sup>. Stonewall found that 87% of LGBT people who had experienced a hate incident had been insulted, pestered, intimidated or harassed; 26% had received unwanted sexual contact; 21% had been threatened with violence or use of force; and 11% had been physically assaulted<sup>72</sup>.

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<sup>67</sup> Home Office (2017), *Hate Crime*.

<sup>68</sup> Home Office (2017), *Hate Crime*. Increases since 2015/16 are attributed primarily to improvements in hate crime identification and recording.

<sup>69</sup> Stonewall (2017), *LGBT in Britain: Hate crime and discrimination*. Available online at:

[https://www.stonewall.org.uk/sites/default/files/lgbt\\_in\\_britain\\_hate\\_crime.pdf](https://www.stonewall.org.uk/sites/default/files/lgbt_in_britain_hate_crime.pdf)

<sup>70</sup> Stonewall (2017), *LGBT in Britain*.

<sup>71</sup> Home Office (2017), *Hate Crime*.

<sup>72</sup> Stonewall (2017), *LGBT in Britain*.

## 7 Social capital

### 7.1 Introduction

7.1.1 Evidence looking at the impact of changes to social capital for protected characteristic groups was not collected in the EQIA (2017).

7.1.2 Social capital refers to '*social connections and all the benefits they generate*'<sup>73</sup>. As part of its Measuring National Well-being (MNW) programme, the Office for National Statistics (ONS) measures social capital across four domains: personal relationships, social support networks, civic engagement, and trust and cooperative norms<sup>74</sup>.

7.1.3 Social capital is a recognised determinant of health. Evidence suggests that it can make a positive contribution to aspects of well-being including personal well-being, health and crime rates, and that these benefits can occur at individual, community, regional and national levels<sup>75</sup>. The ONS cites evidence to suggest that:

*'People with a good range and frequency of social contact report higher levels of life satisfaction and happiness, but also better mental health. However, people with poorer health, particularly mental health, have been reported to have significantly smaller social networks. Personal relationships are important for individual well-being, but can also have positive outcomes for firms and organisations, and at a community level*'<sup>76</sup>.

The evidence also suggests that '*more socially isolated people are more at risk of risky behaviours such as smoking, drinking, physical inactivity and poor diet*'<sup>77</sup>.

### 7.2 Social capital, health inequality and protected characteristic groups

7.2.1 An article published in the International Journal for Equity in Health by Uphoff *et al* in 2013 describes social capital, at an individual level, as focusing on personal resources that emerge from social networks where individuals have good access to information, services and support. The article cites research by Bourdieu that argues that a lack of economic and cultural capital can act as a barrier to the acquisition of social capital, and that social capital can, therefore, reproduce inequality for subgroups of society who may not have access to these networks and resources<sup>78</sup>.

7.2.2 Research by Glasgow Caledonian University and Glasgow Centre for Population Health, for example, found that family and community social capital are associated with differences in children's and adolescents' experiences of health and wellbeing, and that children and adolescents who are able to acquire social capital in and through

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<sup>73</sup> V. Siegler, (2014), *Measuring Social Capital*. ONS. Available online at:

[http://webarchive.nationalarchives.gov.uk/20160107115718/http://www.ons.gov.uk/ons/dcp171766\\_371693.pdf](http://webarchive.nationalarchives.gov.uk/20160107115718/http://www.ons.gov.uk/ons/dcp171766_371693.pdf)

<sup>74</sup> ONS (2017), *Statistical bulletin: Social capital in the UK, May 2017*.

<https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/bulletins/socialcapitalintheuk/may2017>

<sup>75</sup> Siegler, (2014), *Measuring Social Capital*.

<sup>76</sup> Ibid.

<sup>77</sup> Ibid.

<sup>78</sup> E. Uphoff, K. Pickett, B. Cabieses, N. Smith and J. Wright (2013), *A systematic review of the relationships between social capital and socioeconomic inequalities in health a contribution to understanding the psychosocial pathway of health inequalities*, International Journal for Equity in Health, 12:54. Available online at: <https://equityhealth.biomedcentral.com/articles/10.1186/1475-2875-12-54>

their local communities have the potential for much better health and wellbeing than those who are not<sup>79</sup>. Analysis by Disability Rights UK similarly suggests that the mechanisms for and benefits of enhancing social capital are not equally accessible, especially for disabled people who may experience physical or attitudinal barriers<sup>80</sup>.

7.2.3 The Uphoff article reports that '*people with lower socio-economic status generally have lower levels of social capital, and that lack of social capital is related to socioeconomic inequalities in health*'. However, it also finds that the negative effects of low socioeconomic status on health can be reduced (or 'buffered') by the social capital developed amongst close relations or tight-knit communities, including deprived communities and ethnic minorities. This reflects research on 'ethnic density', which suggests that people from ethnic minorities living in neighbourhoods where there is a high proportion of residents from the same ethnic background generally have better health outcomes than would be expected, based on their socioeconomic status<sup>81</sup>.

7.2.4 An example of the 'buffer effect' of social capital on health inequality is from a study of Jewish communities in the United States, which found that social ties according to religion were related to better self-rated health<sup>82</sup>. Research in the UK has found that places of worship and faith communities can provide support networks and strong 'bonding' social capital for their members<sup>83</sup>. For older people in particular, membership of a faith community can reduce social isolation and have positive effects on wellbeing:

*'Faith communities can offer a range of support to older people including continuity of social contacts, opportunities to both give and receive informal care, [and] additional sources of services.'*<sup>84</sup>

7.2.5 Research into LGBT communities in the UK has also found evidence of a clear link between a strong sense of community, and reported wellbeing, with benefits including combating isolation, heightening confidence and self-esteem, and helping to improve or maintain physical health. A need for 'safe spaces' in which LGBT people feel able to avoid 'self-censorship' was also seen as important in driving a desire for community<sup>85</sup>.

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<sup>79</sup> McPherson, K., Kerr, S., McGee, E., Cheater, F. and Morgan, A. (2013), *The Role and Impact of Social Capital on the Health and Wellbeing of Children and Adolescents: a systematic review*. Glasgow Caledonian University and Glasgow Centre for Population Health. Available online at: [http://www.gcph.co.uk/assets/0000/3647/Social\\_capital\\_final\\_2013.pdf](http://www.gcph.co.uk/assets/0000/3647/Social_capital_final_2013.pdf).

<sup>80</sup> Disability Rights UK (2014), *Inclusive Communities: A research report*. Available online at: <https://www.disabilityrightsuk.org/sites/default/files/pdf/3.%20InclusiveCommunitiesResearch.pdf>

<sup>81</sup> Uphoff et al, *A systematic review of the relationships between social capital and socioeconomic inequalities*.

<sup>82</sup> Ibid.

<sup>83</sup> EHRC (2010), *How fair is Britain? Research reports: Wellbeing*. <https://www.equalityhumanrights.com/en/how-fair-britain/full-report-and-evidence-downloads/how-fair-britain-research-reports>

<sup>84</sup> Ibid.

<sup>85</sup> E. Formby (2012), *Solidarity but not similarity? LGBT communities in the twenty-first century*, Sheffield Hallam University. Available online at: <http://www.lgbtcommunityresearch.co.uk/wp-content/uploads/2012/11/LGBT-communities-final-report-Nov2012.pdf>



# Appendix B: Baseline community profile

## 1 Introduction

### 1.1 Purpose of this appendix

1.1.1 This appendix presents baseline information and data relevant to the EQIA update for HS2 Phase 2a.

### 1.2 Structure of this appendix

1.1.2 This appendix is divided into the following sections:

- Section 1 – the purpose and structure of this appendix; and
- Section 2 – baseline conditions to inform the EQIA update, which consists of a description of information and data collected to date, for the Fradley to Colton area only. Changes to the scheme in this area have necessitated an update to the baseline information.

## 2 Baseline to inform the EQIA

### 2.1 Desk study

- 2.1.1 The aim of collecting baseline information for the EQIA update is to understand the differing susceptibilities to negative or positive equality impacts and the receiving of benefits as a result of variations in social and demographic statuses and relative deprivation in areas affected by the revised scheme.
- 2.1.2 Communities subject to inequality can be found in most areas, even in relatively affluent ones. Hence the baseline addresses this by mapping 'hot spot' areas of higher inequality.
- 2.1.3 Baseline data has been collected for each additional ward<sup>86</sup> in the area that the route would pass through, taking account of the amendments and changes to the original scheme, as reported in the SES1 and SES2 reports and the AP1 ES and AP2 ES reports. Local and national level data has also been provided as a comparison.
- 2.1.4 Where possible, statistical data has been presented in relation to the nine protected characteristic groups, which include: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex and sexual orientation. In addition data on employment and the economy and education, skills and training has been included to help profile the community and understand areas of inequality.

### 2.2 Data sources

#### Office for National Statistics Census data

- 2.2.1 A large proportion of the data presented is based on the latest Office for National Statistics Census of Population (ONS), ('the Census') data, undertaken in 2011. Whilst the Census was undertaken some seven years ago, it remains the single best source of information for individual communities and for comparison purposes.
- 2.2.2 In addition, 2015 Index of Multiple Deprivation (IMD) data, which ranks every Lower Super Output Area (LSOA)<sup>87</sup> in England from 1 (most deprived) to 32,844 (least deprived) is presented.

#### Index of Multiple Deprivation data

- 2.2.3 Deprivation is not a protected characteristic, however, people possessing certain protected characteristics (e.g. disabled people, certain BAME groups, and children) tend to be at greater risk than other people of experiencing deprivation or of living in areas of high deprivation. Therefore, an understanding of where deprivation is concentrated can help to identify where people who possess protected characteristics may be at greater risk of inequality.

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<sup>86</sup> Wards are used mainly for electoral and are local authority areas used by the Office for National Statistics. A detailed description of ward level statistic use is provided here: <https://www.ons.gov.uk/methodology/geography/ukgeographies/censusgeography>

<sup>87</sup> An LSOA is a statistical unit used by the Office of National Statistics, including for the Census. Each LSOA comprises approximately 1,500 people and 650 households.

- 2.2.4 IMD measures deprivation across seven 'domains': income; employment; education, skills and training; health deprivation and disability; crime; barriers to housing and services, and living environment. These are weighted and combined to provide a reliable means of comparing multiple deprivation across areas, which can be used to identify particular concentrations of deprivation.
- 2.2.5 The income domain of deprivation measures the proportion of the population experiencing deprivation relating to low income. The definition of low income includes those that are out-of-work and those that are in work but who have low earnings.
- 2.2.6 The employment domain of deprivation measures involuntary exclusion from the labour market in the working age population. The proportion of the working age population that fall into this category include those who would like to work but are unable to do so due to disability, caring responsibilities, or unemployment.
- 2.2.7 The education, skills and training domain of deprivation is a further measure that is combined with other deprivation domains to produce an overall relative measure of deprivation. This specific domain covers the lack of attainment and skills in the resident population and uses two indicators to measure this variable: one relating to adult skills; and one relating to the skills of children and young people.
- 2.2.8 The health and disability domain of deprivation measures the risk of premature death and the impairment of quality of life through poor physical or mental health. The domain measures morbidity, disability and premature mortality.
- 2.2.9 The barriers to housing and services domain of deprivation addresses the financial and physical accessibility of local services and housing to the resident population. There are two indicators for this domain: 'geographical barriers', which reflect the proximity of local services physically; and 'wider barriers', which covers broader social and economic barriers to access to housing, such as affordability and homelessness.
- 2.2.10 The living environment domain of deprivation is made up of two indicators: the 'indoors' living environment assesses the quality of housing; while the 'outdoors' living environment utilises measures of road traffic accidents and air quality.

### **Local authority equality and diversity strategies**

- 2.2.11 Where available, a review of local authority's equality and diversity strategies has been undertaken and summarised in each community area baseline. Information for Lichfield District has been reported in the EQIA (2017). Under the Equality Act 2010, all local authorities in the UK are required to:
- publish information to show compliance with the Public Sector Equality Duty on an annual basis; and
  - publish equality objectives at least every four years, which are specific and measurable.

## **2.3 Information/data gaps**

- 2.3.1 The Census does not collect data on sexual orientation, and there is very little data available at local level. Nationally, it is estimated that around 5-7% of people of the

population describe themselves as lesbian, gay or bisexual<sup>88</sup>. In the absence of reliable local data, estimates have not been provided for community areas. In addition, the Census does not collect data on gender reassignment and there is no official estimate of the transgender population<sup>89</sup>.

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<sup>88</sup> ONS; Sexual Orientation and the 2011 Census – background information, 2006.

<sup>89</sup> Equality and Human Rights Commission; Trans research review, 2009. Available online at: [https://equalityhumanrights.com/sites/default/files/research\\_report\\_27\\_trans\\_research\\_review.pdf](https://equalityhumanrights.com/sites/default/files/research_report_27_trans_research_review.pdf).

### 3 Community area 1 – Fradley to Colton

- 3.1.1 CA1 is within Staffordshire County, East Staffordshire borough, Lichfield and Cannock Chase district councils. The revised scheme has necessitated an update to the community baseline for the EQIA. Where appropriate, information for England and Lichfield district have been updated.
- 3.1.2 In addition to the wards identified in the EQIA (2017) community baseline, changes in the revised scheme to the HS2 Phase One scheme at Handsacre junction may potentially affect some areas in the wards of Chadsmead, Curborough, Longdon, and Stowe, all within Lichfield district. The revised scheme also includes the Parkgate grid supply point connection, which means that some areas in the wards of Bagots, Crown and Yoxall, within East Staffordshire borough, may potentially be affected. These are shown in Figure 2 and Table 2 with their respective Lower Super Output Area (LSOA)<sup>90</sup> codes.

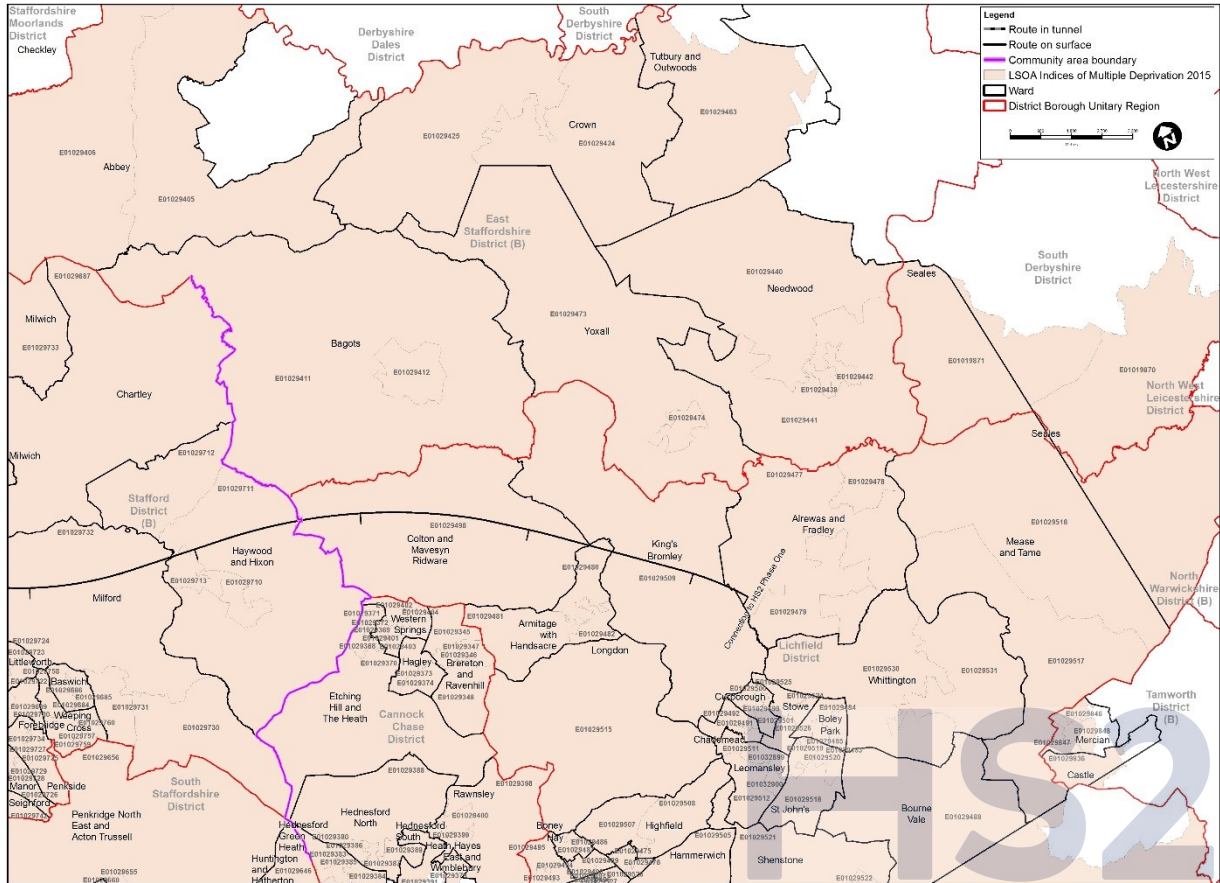
Table 2: CA1 with ward, local authority and LSOA

Local authority	Ward	LSOA
Lichfield district	Chadsmead	E01029492
	Curborough	E01029500
	Longdon	E01029515 E01029507 E01029508
	Stowe	E01029525
East Staffordshire borough	Bagots	E01029411 E01029412
	Crown	E01029424 E01029425
	Yoxall	E01029473

<sup>90</sup> An LSOA is a statistical unit used by the Office of National Statistics, including for the Census. Each LSOA comprises approximately 1,500 people and 650 households.

# Equality impact assessment update: CA1 Fradley to Colton to CA5 South Cheshire

Figure 2: CA1 with ward (black) and local authority (red) boundaries



## Population and deprivation

- 3.1.3 Table 3 provides total population and population density figures for the relevant wards in the area, in comparison to Lichfield district, East Staffordshire borough, and England. This data establishes the total number of people living in each ward as well as how densely or sparsely populated the area is. Population density is measured by dividing the total population of each ward by its area in hectares.
- 3.1.4 The more urban areas of Chadsmead, Curborough and Stowe are located close to the centre of the city of Lichfield. They have higher population densities compared with the average for the district and the more rural area of Longdon, which has less than one person per hectare.
- 3.1.5 The wards of Bagots, Crown and Yoxall are also more rural in nature and all have less than one person per hectare. This is considerably lower than both the borough and national averages.

## Equality impact assessment update: CA1 Fradley to Colton to CA5 South Cheshire

Table 3: CA1 Population density

	Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
Total population	3,780	5,037	1,823	5,051	103,500	2,638	3,389	2,621	117,600	55,619,400
Persons per hectare	30.1	42.0	0.7	26.9	3.0	0.4	0.8	0.7	2.9	4.1

Source: ONS, Census, 2011 and Mid-Year Population Estimates, 2017

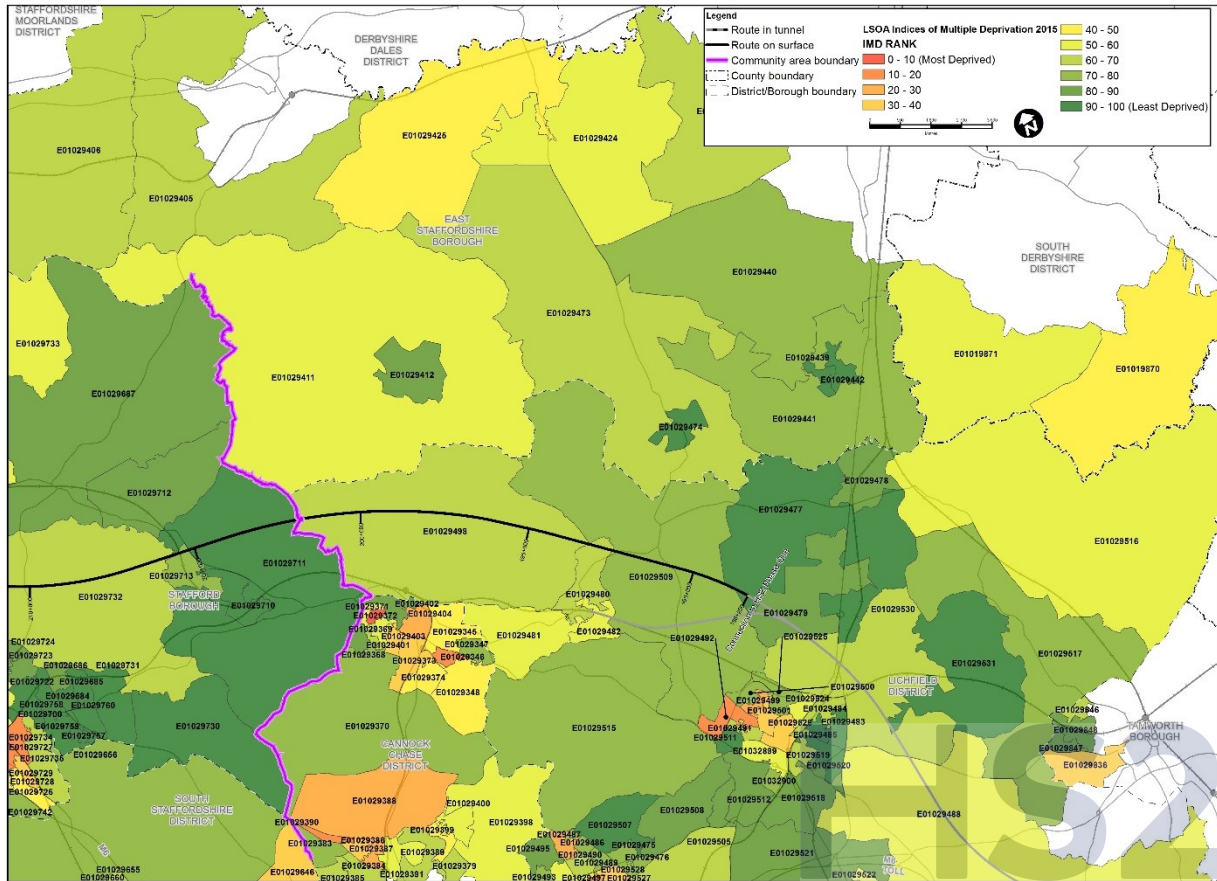
### Overall IMD

- 3.1.6 Figure 3 illustrates overall multiple deprivation by decile<sup>91</sup> for each LSOA across the area (IMD data is available for LSOAs, but not for wards). Levels of deprivation are generally low across the area, although an LSOA in the ward of Chadsmead falls into the 10% most deprived in England and an LSOA in Crown is in the 50% most deprived.

<sup>91</sup> A decile represents each of ten equal groups into which a population can be divided according to the distribution of values of a particular variable.

# Equality impact assessment update: CA1 Fradley to Colton to CA5 South Cheshire

Figure 3: Overall multiple deprivation, CA1



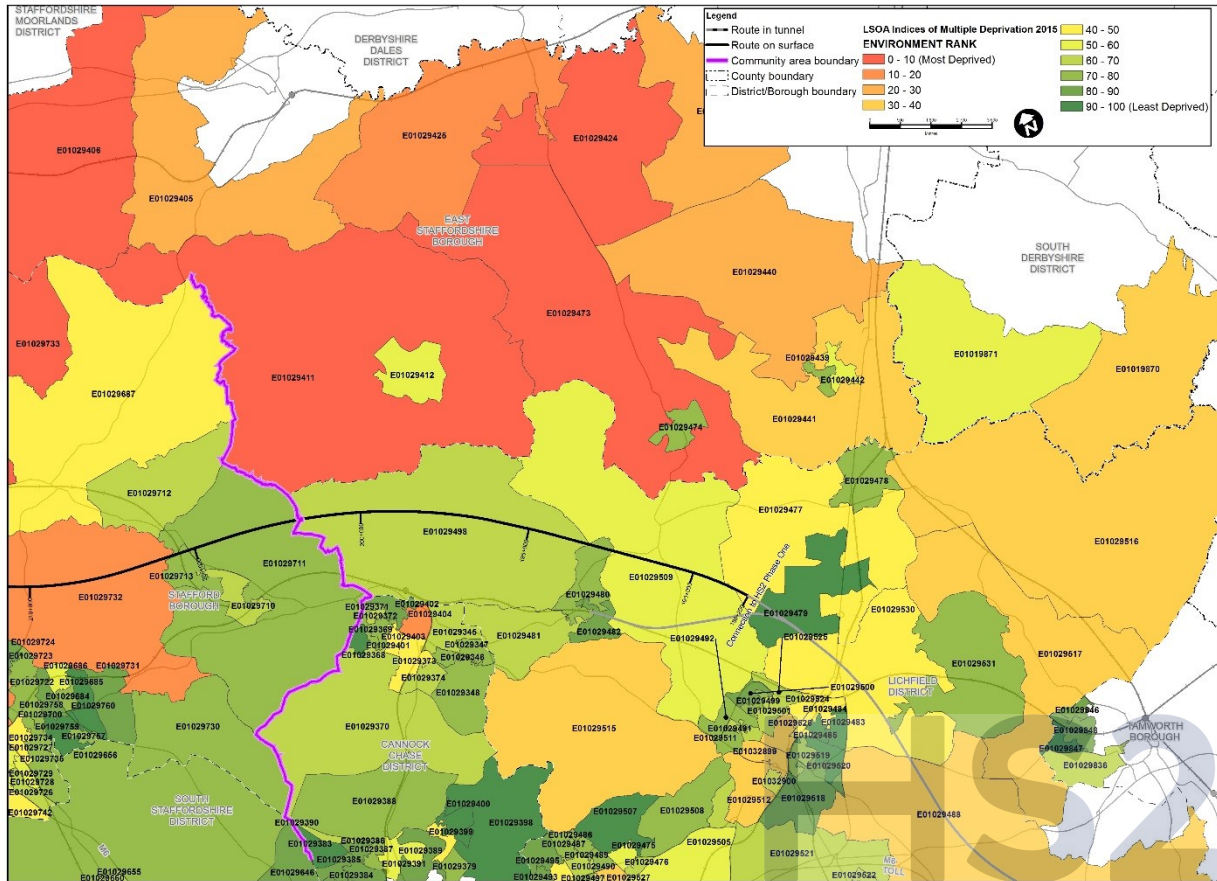
## Living environment deprivation

3.1.7 Figure 4 illustrates living environment deprivation across the area. LSOAs in Bagots, Yoxall and Crown are in the 10% most deprived nationally for living environment deprivation. The LSOAs in the ward of Longdon are in the 30% most deprived in England for this domain.



# Equality impact assessment update: CA1 Fradley to Colton to CA5 South Cheshire

Figure 4: Living environment deprivation, CA1



## Age

- 3.1.8 Table 4 details the size of the resident population for each ward by broad age groups relative to the averages for Lichfield district, East Staffordshire borough and England.
- 3.1.9 Longdon has lower than average proportions of young people compared with the other wards and the average for the district with 12.5% of residents falling into the 0-15 category compared with 17.5% across Lichfield. The population in this ward has above average numbers of residents in both the 45-64 and 65-84 age categories, therefore suggesting that there is the potential for elderly people living in this area to experience disproportionate effects. While the other three wards in Lichfield are broadly in line with the district and national averages, in Stowe 21% of residents are in the 65-84 age group compared with 17.9% in Lichfield district and 14.1% nationally.
- 3.1.10 In East Staffordshire borough, all three wards have lower than average levels of young people with 11.6% of residents in the ward of Crown aged 0-15 compared with an average of 19.2% in the borough and 18.9% nationally. Bagots and Yoxall have higher averages of elderly people. This is particularly notable in Yoxall where 3.5% of residents are aged 85 and over compared with 2.1% in the borough and 2.3% nationally. All three wards have above average proportions of residents aged 45-64 and 65-84.

## Equality impact assessment update: CA1 Fradley to Colton to CA5 South Cheshire

Table 4: CA1 Age composition of resident population

	Chads-mead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
0-15	22.0%	17.6%	12.5%	14.4%	17.5%	17.3%	11.6%	17.7%	19.2%	18.9%
16-24	12.0%	11.5%	7.9%	10.6%	9.9%	8.9%	10.3%	6.8%	10.9%	11.9%
25-44	26.9%	23.5%	16.5%	24.2%	24.1%	19.5%	30.2%	18.7%	26.4%	27.5%
45-64	23.1%	28.4%	34.7%	26.8%	28.4%	32.3%	29.9%	32.5%	26.7%	25.4%
65-84	14.5%	17.2%	26.0%	21.0%	17.9%	20.4%	15.9%	20.8%	14.8%	14.1%
85 and over	1.5%	1.9%	2.3%	2.9%	2.3%	1.6%	2.2%	3.5%	2.1%	2.3%

Source: ONS, Census 2011

### Race

- 3.1.11 Table 5 details the size of the proportion of the resident population by ethnic group for each of the seven wards in the area, compared with the averages for Lichfield district, East Staffordshire borough and England.
- 3.1.12 All of the wards have larger or equal proportions of white residents compared with the district and national averages. In Longdon, the population is 98.4% white, considerably higher than the average for England (85.4%).
- 3.1.13 Proportions of other ethnic groups are low, although there are small concentrations of Black or Black British people in Crown (1.7%) and Asian or Asian British people in Crown and Chadsmead (1.9% and 1.3% respectively). These averages are consistently lower when compared with the districts and nationally. Chadsmead and Stowe have higher proportions of Mixed or multiple ethnic residents (1.2% and 1.4% respectively) compared with Lichfield district (1.0%) while the ward of Crown has a proportion of 1.5% of this ethnic group, which is marginally above the average for East Staffordshire (1.4%).

Table 5: CA1 Proportion of residents by ethnic group

Ethnic group		Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
White	Total	97.2%	98.0%	98.4%	96.8%	96.8%	98.2%	94.7%	98.3%	90.4%	85.4%
	British	93.0%	95.1%	96.3%	93.1%	94.6%	96.7%	92.8%	96.6%	86.2%	79.8%
	Irish	0.4%	0.4%	0.7%	0.6%	0.6%	0.6%	0.4%	0.5%	0.5%	1.0%
	Gypsy	0.0%	0.0%	0.0%	0.0%	0%	0.0%	0.3%	0.2%	0.1%	0.1%

## Equality impact assessment update: CA1 Fradley to Colton to CA5 South Cheshire

Ethnic group		Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
	Other	3.8%	2.5%	1.4%	3.1%	1.5%	0.9%	1.2%	1.1%	3.7%	4.6%
Mixed	Total	1.2%	0.5%	0.7%	1.4%	1.0%	0.7%	1.5%	0.6%	1.4%	2.3%
	White and black Caribbean	0.7%	0.2%	0.1%	0.6%	0.5%	0.2%	0.6%	0.3%	0.7%	0.8%
	White and black African	0.2%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	0.3%
	White and Asian	0.2%	0.2%	0.5%	0.4%	0.3%	0.1%	0.4%	0.1%	0.4%	0.6%
	Other mixed	0.1%	0.1%	0.1%	0.2%	0.2%	0.3%	0.4%	0.3%	0.2%	0.5%
Asian or Asian British	Total	1.3%	1.1%	0.7%	1.0%	1.6%	0.9%	1.9%	0.8%	6.9%	7.8%
	Indian	0.5%	0.3%	0.5%	0.3%	0.9%	0.0%	0.5%	0.2%	0.8%	2.6%
	Pakistani	0.3%	0.2%	0.1%	0.0%	0.2%	0.2%	1.0%	0.3%	4.9%	2.1%
	Bangladeshi	0.0%	0.0%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	0.1%	0.8%
	Chinese	0.2%	0.2%	0.1%	0.2%	0.2%	0.6%	0.0%	0.0%	0.3%	0.7%
	Other Asian	0.3%	0.3%	0.0%	0.4%	0.3%	0.0%	0.3%	0.2%	0.8%	1.5%
Black or black British	Total	0.1%	0.3%	0.3%	0.5%	0.5%	0.3%	1.7%	0.2%	0.9%	3.5%
	African	0.0%	0.1%	0.1%	0.1%	0.1%	0.2%	0.5%	0.0%	0.3%	1.8%
	Caribbean	0.1%	0.1%	0.1%	0.3%	0.3%	0.0%	0.7%	0.2%	0.4%	1.1%
	Other black	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.4%	0.0%	0.2%	0.5%
Arab or other ethnic group	Total	0.2%	0.1%	0.0%	0.3%	0.1%	0.0%	0.2%	0.1%	0.3%	1.0%
	Arab	0.1%	0.0%	0.0%	0.0%	0%	0.0%	0.1%	0.0%	0.1%	0.4%
	Other ethnic group	0.0%	0.1%	0.0%	0.3%	0.1%	0.0%	0.1%	0.0%	0.2%	0.6%

Source: ONS, Census 2011

### Disability

3.1.14 Table 6 details the proportion of households within each ward that have one or more person with a long-term health problem or disability, with or without dependent children.

## Equality impact assessment update: CA1 Fradley to Colton to CA5 South Cheshire

- 3.1.15 The wards within Lichfield district have a proportion of households with one or more person with a long-term health problem or disability that is greater than the average for the district (25.3%). The ward of Curborough has the highest proportion with 31.7% of households with one of more person with a long-term health problem or disability, which is considerably higher than that of England (25.7%).
- 3.1.16 Crown has the lowest proportion of households that have one or more person with a long-term health problem or disability (21.4%) and this is lower than the average for East Staffordshire borough and England. Most wards have proportions of households with one or more person with a long-term health problem or disability with dependent children that is consistent with the national average (4.6%). However, Chadsmead and Curborough both exceed this average with proportions of 6.7% and 5.7% respectively.

Table 6: CA1 Households that have one or more person with a long term health problem or disability

	Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
Total	27.2%	31.7%	25.5%	28.9%	25.3%	24.7%	21.4%	25.5%	25.1%	25.7%
With dependent children	6.7%	5.7%	4.3%	3.8%	4.2%	3.5%	2.4%	3.6%	4.4%	4.6%
Without dependent children	20.5%	26.0%	21.2%	25.1%	21.1%	21.2%	19.0%	21.9%	20.7%	21.0%

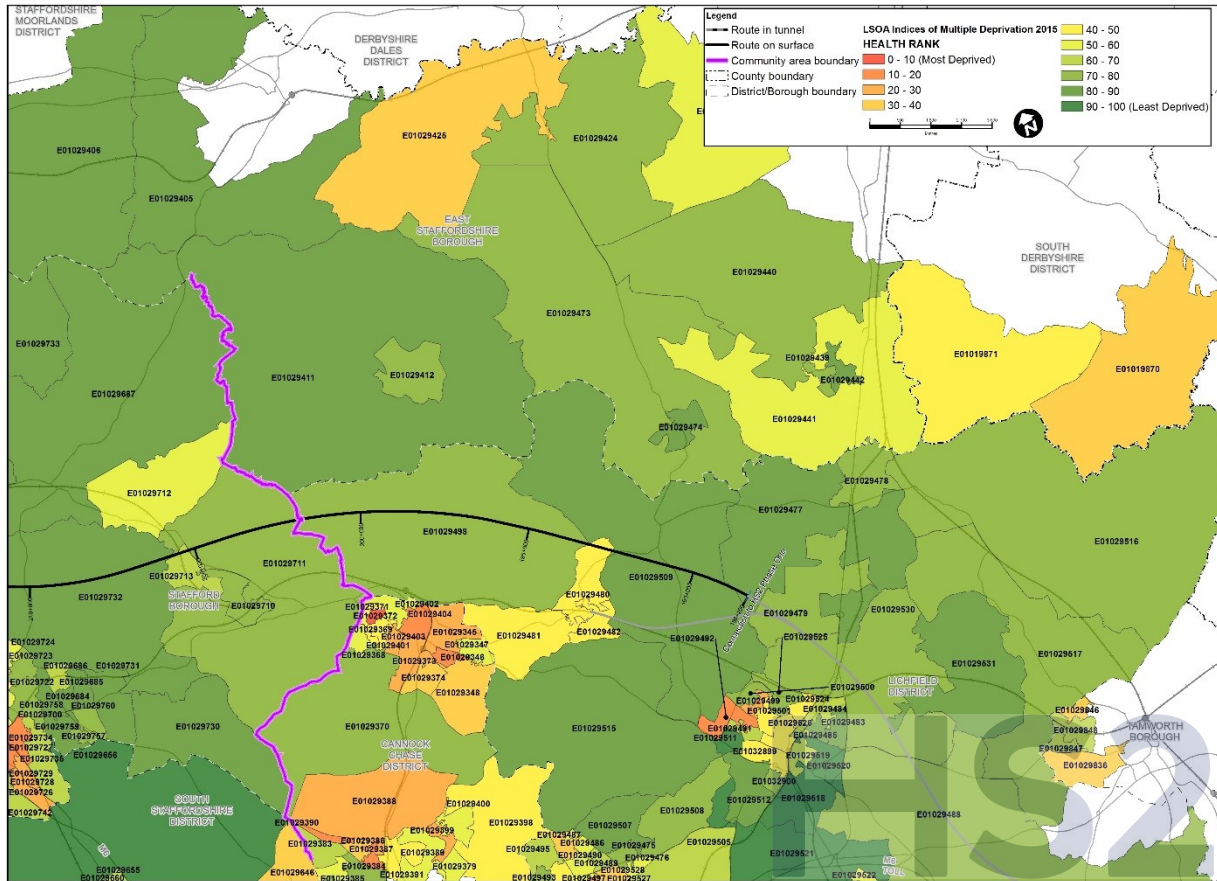
Source: ONS, Census 2011

### *Health and disability deprivation*

- 3.1.17 Figure 5 illustrates health and disability deprivation across the area. Health and disability deprivation is generally low across the area, although an LSOA close to the Parkgate grid connection and within Chadsmead ward falls within the 10% most deprived. The Handsacre change will also run through an LSOA within Crown that is in the 30% most deprived nationally.

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Figure 5: Health and disability deprivation, community area 1



## Sex

- 3.1.18 Table 7 details the proportion of residents in each ward in the area by gender, compared with the average figures for Lichfield district and East Staffordshire borough and England.
- 3.1.19 Almost all of the wards in the community area follow the national and district trend with a higher proportion of females in the resident population. In the ward of Crown however, 61.3% of the population are male. There therefore may be the potential for disproportionate impacts from the revised scheme on males in this ward.

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Table 7: CA1 Sex of the resident population

	Chadsmead	Curborough	Longdon	Stowe	Lichfield District	Bagots	Crown	Yoxall	East Staffordshire borough	England
Males	48.4%	49.7%	48.3%	49.7%	49.6%	48.8%	61.3%	48.2%	49.6%	49.2%
Females	51.6%	50.3%	51.7%	50.3%	50.4%	51.2%	38.7%	51.8%	50.4%	50.8%

Source: ONS, Census 2011

- 3.1.20 Table 8 details the proportion of lone parent households that are headed by males and by females within each of the seven wards, compared with the averages for Lichfield district and East Staffordshire borough, and England.
- 3.1.21 In Longdon, no lone-parent households are headed by males, which is considerably lower than the average for Lichfield district and England (11.4% and 9.7% respectively). Both Bagots and Yoxall have high proportions of male-headed lone parent households (16.2% and 29.0% respectively) which exceed the averages for East Stafford borough and England.

Table 8: CA1 Proportion of male and female-headed households

	Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
Male-headed lone parent households	6.7%	10.5%	0.0%	5.5%	11.4%	16.2%	2.9%	29.0%	10.2%	9.7%
Female-headed lone parent households	93.3%	89.5%	100.0%	94.5%	88.6%	83.8%	97.1%	71.0%	89.8%	90.3%

Source: ONS, Census 2011

### Marital and civil partnership status

- 3.1.22 Data from the Census shows that 54.8% of people in Lichfield and 50.1% of people in East Staffordshire are married compared with 46.6% in England.
- 3.1.23 The Census also shows that there were 105 usual residents aged 16 years old and above in registered same-sex civil partnerships, representing 0.1% of the population of Lichfield district. In East Staffordshire borough, there were 165 residents in a registered same-sex civil partnership, or 0.2% of all residents aged 16 and over.

## Pregnancy and maternity

- 3.1.24 Data for 2017 shows that there were 997 live births in Lichfield district, and 1,353 in East Staffordshire borough, giving an approximate live birth rate of 9.6 per 1,000 population in Lichfield and 11.5 per 1,000 population in East Staffordshire. In England, there were 646,794 live births and the live birth rate was 11.6 births per 1,000 population<sup>92</sup>.

## Religion or belief

- 3.1.25 Table 9 details the religion of the resident population in each ward compared with the averages for the Lichfield district and East Staffordshire borough, and England.
- 3.1.26 All seven wards have a higher than national average proportion of residents who describe themselves as Christian, while those in East Staffordshire have higher proportions compared with the borough average. Crown has a higher proportion of residents identifying as Buddhists and other religions compared with the national average, all other wards have lower averages compared with England. 29.3% of residents in Chadsmead stated they do not have a religion, which is higher than both the district and national averages.

Table 9: CA1 Religion of the resident population

	Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
Christian	62.1%	64.8%	75.8%	66.9%	68.8%	77.6%	65.5%	77.1%	64.2%	59.4%
Buddhist	0.1%	0.6%	0.0%	0.2%	0.2%	0.0%	0.9%	0.0%	0.3%	0.5%
Hindu	0.3%	0.1%	0.1%	0.1%	0.3%	0.0%	0.1%	0.1%	0.3%	1.5%
Jewish	0.1%	0.1%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%
Muslim	0.7%	0.5%	0.1%	0.3%	0.4%	0.4%	2.6%	0.8%	6.0%	5.0%
Sikh	0.3%	0.1%	0.3%	0.3%	0.5%	0.0%	0.3%	0.0%	0.3%	0.8%
Other religions	0.3%	0.4%	0.1%	0.2%	0.3%	0.4%	0.6%	0.3%	0.3%	0.4%
No religion	29.3%	26.7%	17.6%	24.8%	23.0%	15.0%	23.1%	15.4%	22.0%	24.7%
Religion not stated	6.7%	6.8%	6.0%	6.9%	6.4%	6.5%	6.9%	6.3%	6.6%	7.2%

Source: ONS, Census 2011

<sup>92</sup> ONS; Live Births by Area of Usual Residence, 2017.

## Housing

- 3.1.27 Table 10 details household tenure in each ward in comparison to the averages for Lichfield district and East Staffordshire borough, and England.
- 3.1.28 The average proportion of owner-occupied households varies significantly in Lichfield district with 84.3% in Longdon and 49.0% in Chadsmead compared with 75.6% across the district. Owner occupation is also above average in East Staffordshire borough, with 84.5% of tenures in Yoxall being of this type compared to 69.6% across the borough and 63.3% nationally.
- 3.1.29 The wards in East Staffordshire have lower proportions of tenures that are rented from the council compared with the borough and national averages. Only Longdon (0.9%) has a lower proportion of this tenure type in Lichfield compared with the district average (1.6%). In Chadsmead, 32.9% of tenures are households that rent from other social housing provides, compared with 11.6% across Lichfield district and 8.3% nationally. Only 2.9% of tenures in Yoxall are of this type.
- 3.1.30 The proportion of households that rent privately is lower than the national average in Lichfield district and East Staffordshire borough and in all seven wards across the area.

Table 10: CA1 Housing stock by tenure

	Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
Owned	49.0%	59.7%	84.3%	62.6%	75.6%	80.3%	80.7%	84.5%	69.6%	63.3%
Shared partnership	0.3%	0.6%	0.3%	1.4%	0.6%	0.5%	0.2%	0.1%	0.6%	0.8%
Rented from local authority	6.5%	3.6%	0.9%	2.1%	1.6%	1.6%	1.5%	1.3%	4.2%	9.4%
Other social rented	32.9%	29.1%	4.9%	18.1%	11.6%	5.3%	5.6%	2.9%	9.3%	8.3%
Private rented	10.6%	5.6%	7.9%	13.5%	9.5%	9.5%	10.4%	9.9%	15.1%	16.8%
Living rent-free	0.8%	1.4%	1.8%	2.3%	1.1%	2.9%	1.5%	1.3%	1.3%	1.3%

Source: ONS, Census 2011

### *Barriers to housing and services deprivation*

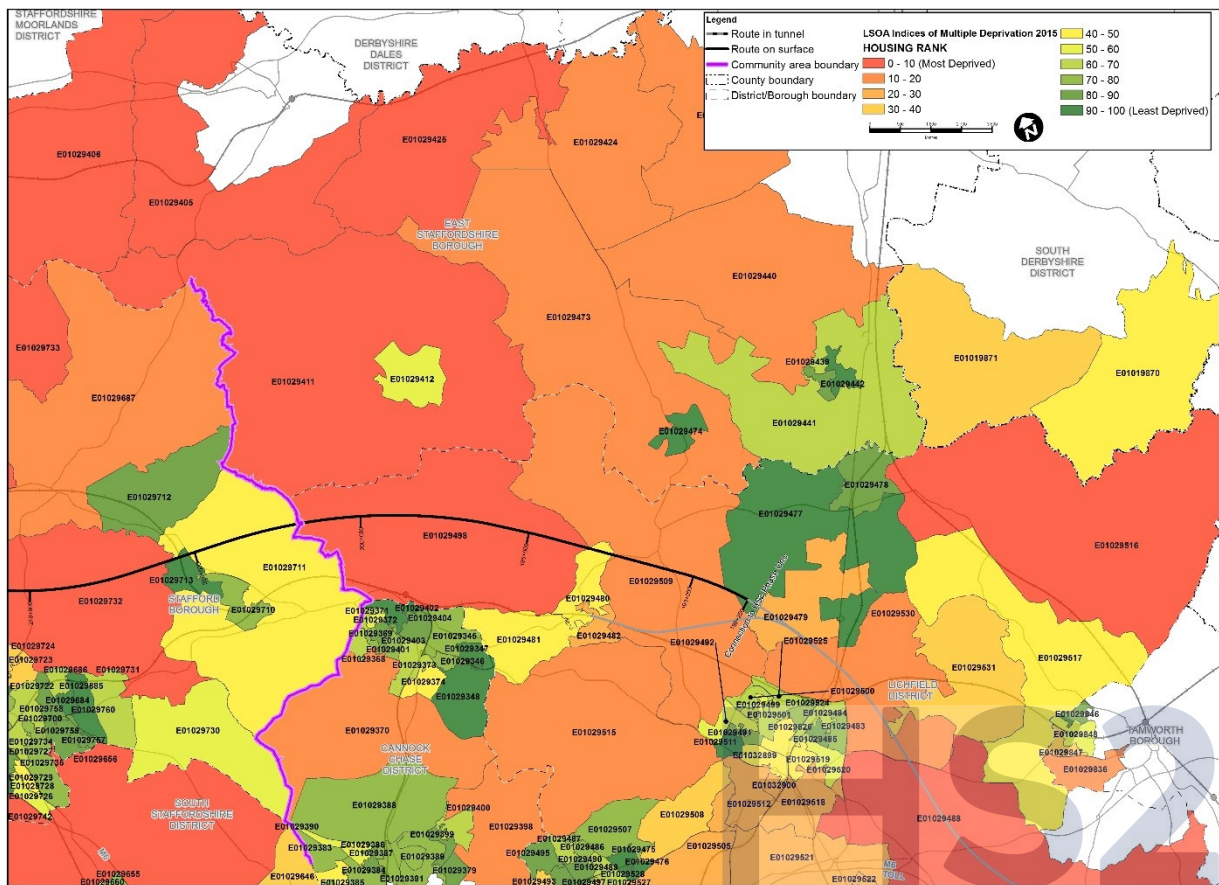
- 3.1.31 Figure 6 illustrates that LSOAs in the area experience a relatively high deprivation with regards to barriers to housing and services. Many of the LSOAs in the wards in East Staffordshire borough are in the 10% most deprived nationally while the highest ranking LSOA in these wards is in the 40-50% decile. LSOAs in Longdon are in the



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20% most deprived while the wards of Chadsmead, Curborough and Stowe experience less deprivation for this domain with one LSOA being in the 10% least deprived in England.

Figure 6: Barriers to housing and services deprivation, CA1



## Employment and economy

- 3.1.32 Table 11 details the proportion of working age residents who are economically active by gender and age group in each ward in the area, compared with the averages for Lichfield district and East Staffordshire borough, and England.
- 3.1.33 There is a higher average rate of economic activity in East Staffordshire borough than both Lichfield district and the average for England. The proportion of the labour force that is economically active in Bagots is 64.2%, the highest of any of the seven wards across the community area. Crown has the lowest level of economic activity with only 50.7% of the labour force being economically active compared with the national average of 63.6%. Economic activity is higher for males than for females in all wards excluding Crown, in line with borough and national proportions. The rate of economic activity among females is lower in all wards compared with the local and national averages.

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Table 11: CA1 Proportion of labour force economically active, by gender and age

		Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
Total		62.9%	59.5%	59.5%	59.1%	62.8%	64.2%	50.7%	61.0%	64.1%	63.6%
Gender	Male	70.2%	65.0%	65.7%	65.0%	68.4%	71.1%	48.0%	67.9%	70.4%	69.6%
	Female	56.1%	54.4%	53.6%	53.6%	57.5%	57.6%	55.3%	54.4%	58.0%	57.8%
Age band	16-24	67.9%	65.1%	68.1%	75.6%	65.9%	63.5%	56.9%	60.0%	70.2%	62.8%
	25-49	82.7%	82.4%	90.6%	87.4%	88.9%	91.0%	58.3%	88.7%	85.9%	85.5%
	50 and over	40.4%	39.6%	42.5%	35.8%	41.1%	47.7%	41.6%	44.9%	41.3%	40.1%

Source: ONS, Census 2011

3.1.34 Table 12 details the proportion of working age residents who are employed by gender and by age group in each ward in the community area, compared with the averages for Lichfield district and East Staffordshire borough, and England.

3.1.35 The rate of employment is lowest in the ward of Crown, where only 48.9% of the labour force is employed compared with an average of 60.1% across East Staffordshire and 58.9% in England. Employment rates are higher amongst males than females in all wards excluding Crown, which is consistent with the local and national figures. In Longdon, only 53.6% of women are employed, which is considerably lower than the average for Lichfield district and England (57.4% and 57.6% respectively).

Table 12: CA1 Proportion of labour force employed, by gender and age

		Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
Total		57.0%	54.9%	57.4%	60.9%	59.4%	62.1%	48.9%	58.6%	60.1%	58.9%
Gender	Male	63.0%	59.3%	63.5%	59.7%	64.2%	68.9%	45.8%	65.2%	65.7%	66.7%
	Female	56.1%	54.4%	53.6%	53.6%	57.4%	57.6%	55.3%	54.4%	58.0%	57.6%
Age band	16-24	53.4%	51.9%	58.3%	58.6%	55.5%	54.5%	50.9%	51.7%	58.7%	50.8%
	25-49	75.9%	77.1%	88.5%	82.4%	85.3%	89.2%	56.3%	86.4%	81.7%	80.4%

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		Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
	50 and over	38.5%	38.0%	41.6%	33.9%	40.1%	46.7%	40.9%	43.3%	39.8%	39.8%

Source: ONS, Census 2011

3.1.36 Table 13 details the proportion of Job Seekers Allowance (JSA) claimants by working age group for each ward in the area, compared with the averages for Lichfield district and East Staffordshire borough, and England.

3.1.37 The wards in East Staffordshire have lower proportions of JSA claimants than the borough and national average, indicating low levels of unemployment. In Lichfield district however, the proportions of JSA claimants amongst all ages in the wards of Chadsmead, Curborough and Stowe are higher than the average for the district. The highest proportion is amongst 25-49 year olds in Chadsmead, where 3.0% of working age residents are claimants, compared with 1.3% in Lichfield district and 2.2% nationally.

Table 13: CA1 Working age JSA claimants

	Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
16-24	2.2%	2.6%	0.0%	1.9%	1.7%	0.0%	0.0%	0.0%	1.3%	2.2%
25-49	3.0%	2.5%	0.0%	1.6%	1.3%	1.0%	0.0%	0.0%	1.3%	2.2%
50-64	2.3%	2.1%	0.8%	1.8%	1.1%	0.0%	0.0%	0.6%	1.0%	2.0%

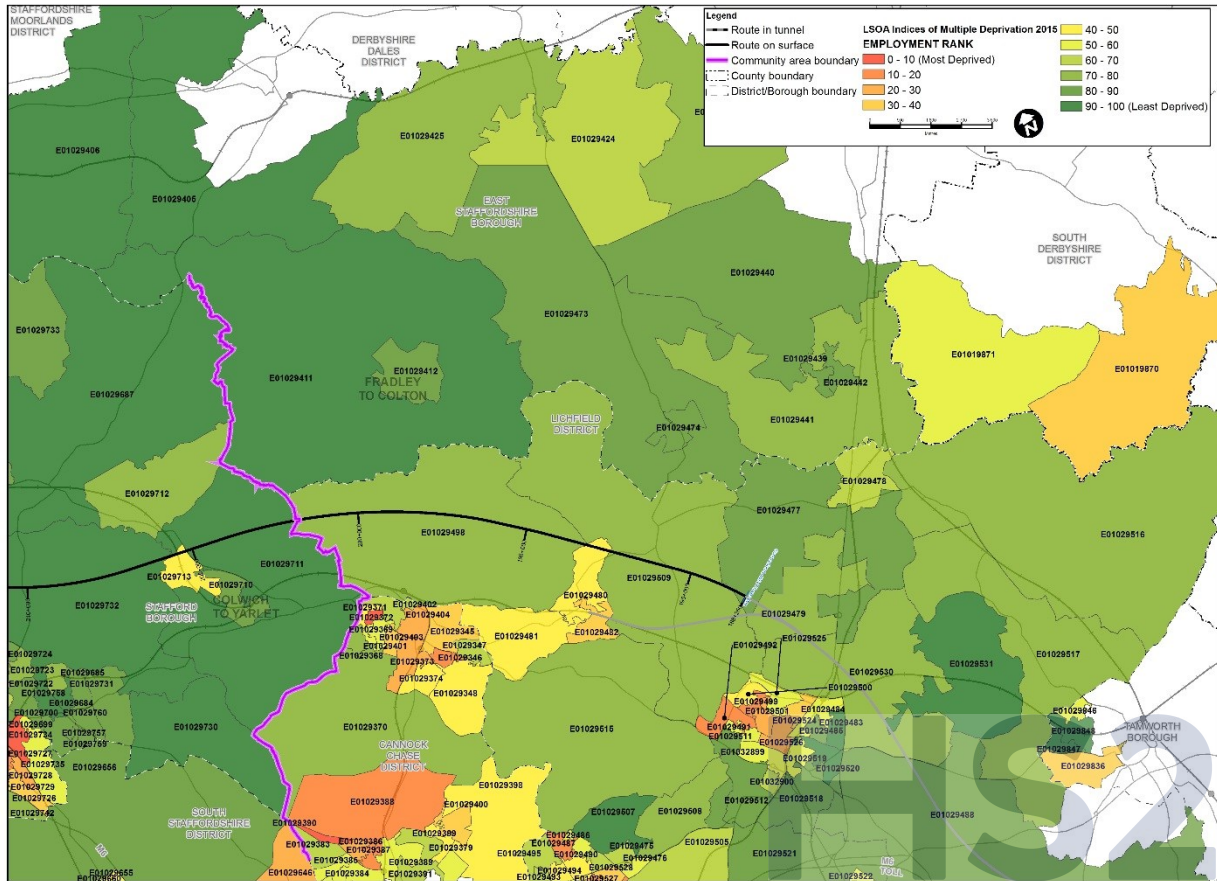
Source: ONS, Claimant Count, November 2016

### *Employment deprivation*

3.1.38 Figure 7 illustrates employment deprivation across the community area. Deprivation is generally low across the area with LSOAs in Bagots falling in the least deprived in England. However, LSOAs in Stowe and Chadsmead fall into the 20% most deprived nationally.

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Figure 7: Employment deprivation, CA1



3.1.39 Table 14 details the proportion of the resident working population by qualification for each ward in the community area compared with the averages for Lichfield district and East Staffordshire borough, and England.

3.1.40 Bagots and Yoxall have higher proportions of the resident workforce with Level 4 and above qualifications compared with the other wards in the community area, as well as the borough and national averages. These two wards also have the lowest proportions of residents with no qualifications. Curborough has the highest proportion of residents with no qualifications (29.1%), above the average for Lichfield District (22.4%) and the national average (22.5%). Apprenticeships are the highest qualification for 4.3% of the workforce in Longdon which is higher than both the district and national averages.

Table 14: CA1 Resident workforce qualifications

	Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
Level 4 and above	21.8%	22.2%	33.6%	28.9%	28.4%	37.0%	26.1%	35.8%	23.4%	27.4%
Level 3	10.4%	10.5%	11.2%	11.1%	11.8%	12.0%	9.9%	10.9%	11.7%	12.4%
Level 2	16.6%	16.5%	16.4%	15.1%	16.0%	16.1%	17.7%	15.0%	16.1%	15.2%

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	Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
Level 1	16.3%	14.7%	10.6%	13.4%	13.7%	11.1%	14.7%	12.3%	14.2%	13.3%
Apprenticeship	2.9%	3.4%	4.3%	3.0%	3.5%	3.3%	3.8%	3.7%	4.1%	3.6%
Other qualifications	4.7%	3.8%	3.7%	4.9%	4.1%	3.3%	4.9%	3.2%	5.7%	5.7%
No qualifications	27.3%	29.1%	20.2%	23.7%	22.4%	17.1%	23.0%	19.0%	24.7%	22.5%

Source: ONS, Census 2011

- 3.1.41 Table 15 details the proportion of children living in low income families in each of the seven wards in the area, compared with the averages for Lichfield district and East Staffordshire borough and for England. Low income families are defined as those in receipt of out-of-work benefits or in receipt of tax credits where their reported income is less than 60% of the UK median<sup>93</sup>.
- 3.1.42 The proportion of children living in low income families varies among the wards. Chadsmead has the highest proportion of children in this category (26.7%) which is considerably higher than the average for Lichfield district (11.0%) and England (16.6%). Stowe and Curborough in Lichfield district also record figures that are higher than the national average while Yoxall has only 3.1% of children in this category.

Table 15: CA1 Proportion of children living in families in receipt of out-of-work benefits or in receipt of tax credits

	Chadsmead	Curborough	Longdon	Stowe	Lichfield district	Bagots	Crown	Yoxall	East Staffordshire borough	England
Children in low income families	26.7%	20.4%	10.0%	17.5%	11.0%	4.9%	5.2%	3.1%	12.4%	16.6%

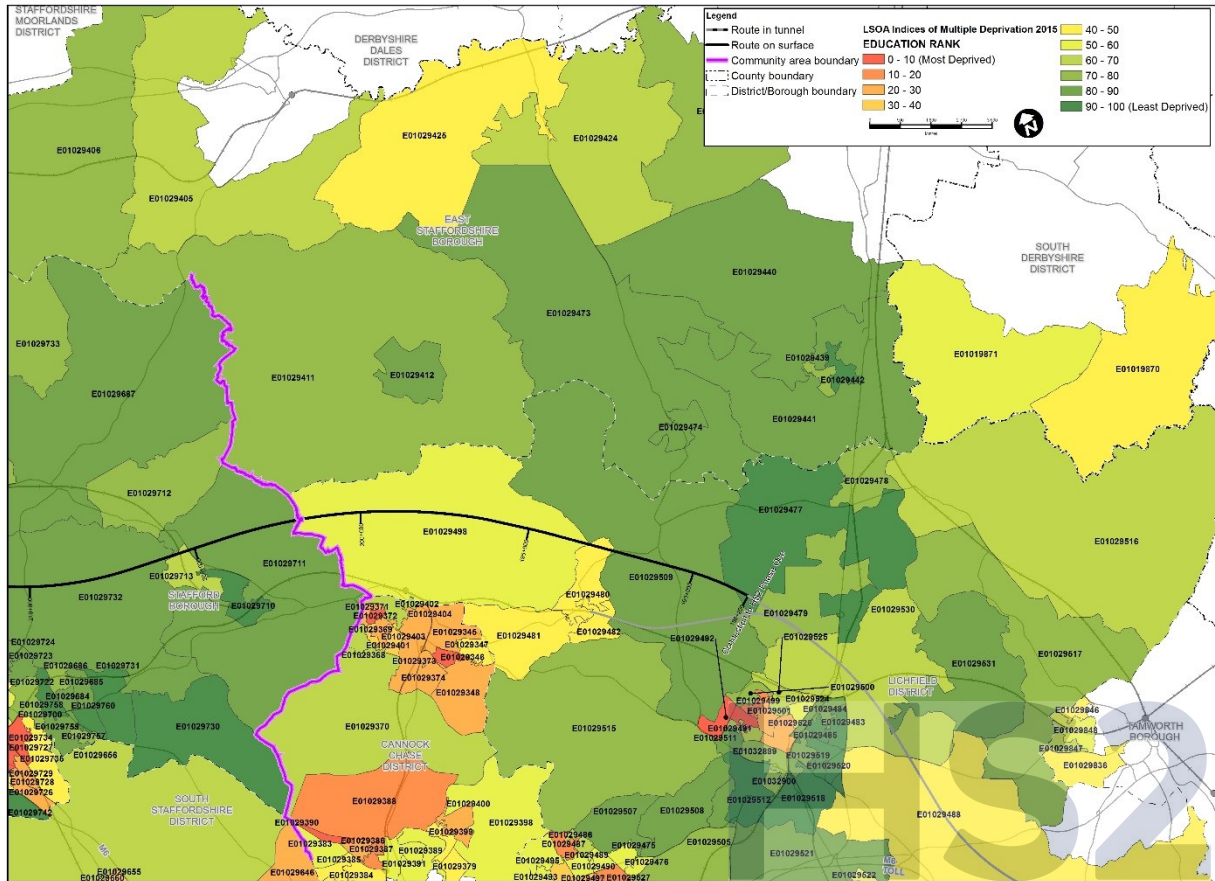
Source: HMRC, Personal tax credits: Children in low-income families local measure, snapshot as at 31 August 2015

### *Education, skills and training deprivation*

- 3.1.43 Figure 8 illustrates education, skills and training deprivation for the LSOAs across the area. LSOAs in East Staffordshire borough fall into the 50% least deprived nationally, excluding one LSOA in the ward of Crown. The LSOAs around Chadsmead and Stowe are in the 20% most deprived for this domain.

<sup>93</sup> HM Revenue and Customs (2014), *Personal tax credits: Children in low-income families local measures*. Available online at: <https://www.gov.uk/government/statistics/personal-tax-credits-children-in-low-income-families-local-measure>

Figure 8: Education, skills and training deprivation, CA1



## Health

- 3.1.44 Life expectancy provides an indicator of the general health of a population and the differences in health between different populations and socio-demographic groups. The Association of Public Health Observatories<sup>94</sup> (APHO) indicates that average life expectancy at birth 2014-2016 in England for males is 79.5 and for females, 83.1. In Lichfield, life expectancy is higher for males but slightly lower for females, at 80.7 and 83.0 respectively. In East Staffordshire, life expectancy for both males (79.2) and females (82.1) is lower than the national averages.

## Mental health and wellbeing

- 3.1.45 According to the Public Health England (PHE) Mental Health Joint Strategic Needs Assessment (JSNA) profiles<sup>95</sup>, the populations of Lichfield and East Staffordshire display mental health characteristics that are broadly similar to the England average. In both districts, severe mental health problems are below the England average (0.66% and 0.59% of adults respectively compared with 0.92%). The prevalence of depression and other mental health indicators in these areas are consistently below the national averages, as shown in Table 16.

<sup>94</sup> APHO; Public Health Profiles, 2016. Available online at: <https://fingertips.phe.org.uk/profile/health-profiles>

<sup>95</sup> Public Health England; Mental Health Joint Strategic Needs Assessment Profiles, 2015/ 2016; <https://fingertips.phe.org.uk/profile-group/mental-health/profile/MH-JSNA/data>

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Table 16: Mental health indicators by clinical commissioning group (CCG)

	Lichfield District (South East Staffs and Seisdon Peninsula CCG)	East Staffordshire Borough (NHS East Staffordshire CCG)	England
Depression recorded prevalence (Quality and Outcomes Framework - QOF): % of practice register aged 18+	8.7	7.7	9.1
Depression recorded incidence (QOF): % of practice register aged 18+	1.3	1.2	1.5
Depression and anxiety prevalence (GP Patient Survey): % of respondents (aged 18+)	12.4	11.7	13.7
Severe mental illness recorded prevalence (QOF): % of practice register (all ages)	0.66	0.59	0.92
Long-term mental health problems (GP Patient Survey): % of respondents (aged 18+)	4.9	4.2	5.7

Source: PHE mental health JSNA, 2016/17

### Crime

3.1.46 Police recorded crime data<sup>96</sup> shows that, in the year ending March 2018, the Staffordshire police force area recorded a crime rate (excluding fraud) of 75.0 per 1,000 of population. This is below the national average which is 83.0 per 1,000 population. This data is not available at lower level geographies. However, recorded crime data available for local authority areas<sup>97</sup> shows that Lichfield district recorded 5,677 crimes over the same period. Based on the 2017 mid-year population estimate for the district, this gives a crime rate of 54.9 per 1,000. East Staffordshire borough recorded 8,526 crimes, giving a rate of 72.5 per 1,000.

### Crime deprivation

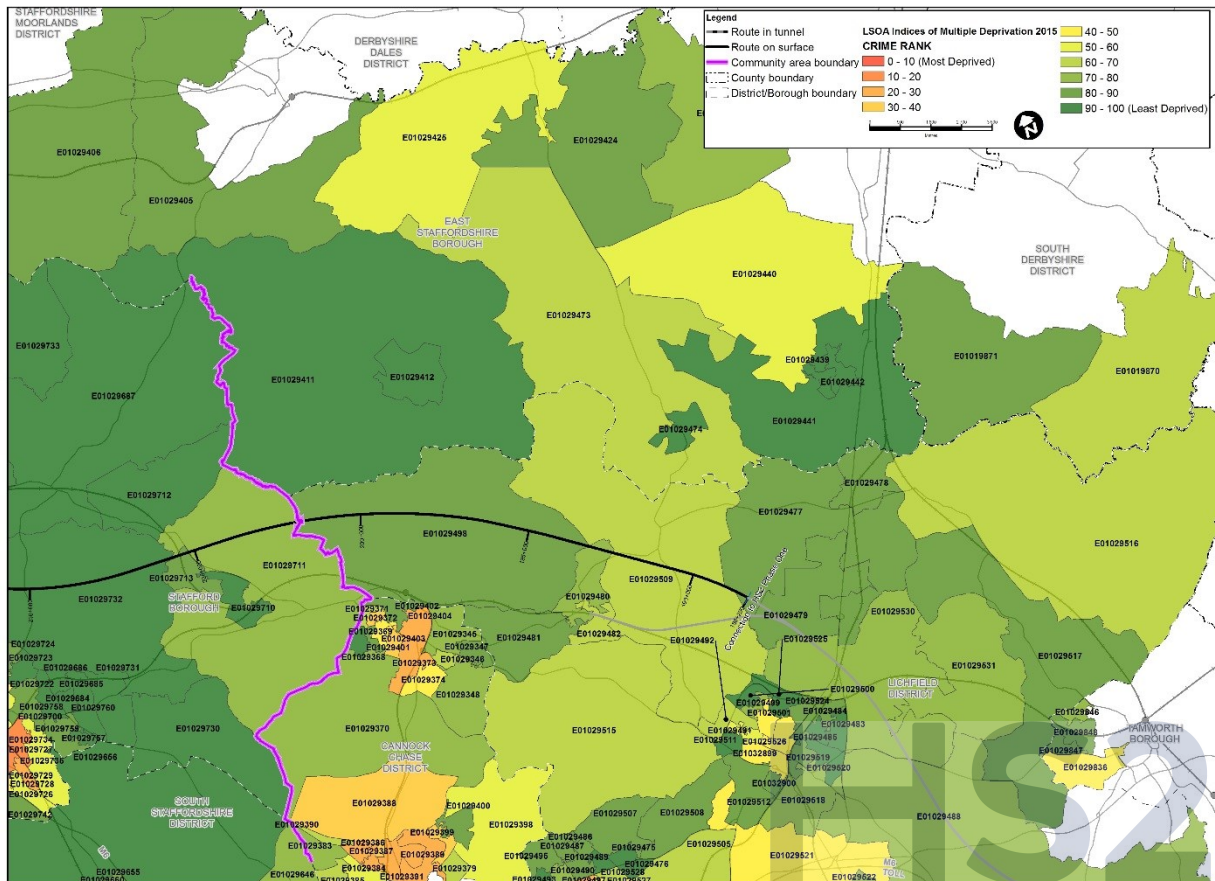
3.1.47 Figure 9 shows crime deprivation in the LSOAs across the community area. The LSOAs record low levels of crime deprivation, with all LSOAs affected by the revised scheme being in the 50% least deprived nationally. LSOAs in the wards of Curborough and Bagots are in the 10% least deprived in England for crime deprivation.

<sup>96</sup> ONS; Crime in England and Wales: Police Force Area Data Tables, 2018.

<sup>97</sup> ONS; Recorded crime data at Community Safety Partnership / Local Authority level, 2016.

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Figure 9: Crime deprivation, CA1



## Local policy review

### *East Staffordshire Equality Objectives: Progress Report 2017*

3.1.48 East Staffordshire Borough Council published a progress report in 2017<sup>98</sup> to detail the improvements that have been made in meeting their equality objectives, outlined in their Single Equality Scheme report which was published in 2015<sup>99</sup>. The Single Equality Scheme report presents how the council aims to meet the requirements of the Public Sector Equality Duty, under The Equality Act 2010. The progress report provides an overview of how the council is meeting its equality based objectives and priorities and demonstrates how equality considerations are included in the council's decision making process.

3.1.49 The council identified four main objectives in the Single Equality Scheme:

- ensuring that everyone can access their services, facilities and information;
- promoting decision making and services that are influenced by the needs of residents and communities;
- ensuring that discrimination, harassment and hate crime is not tolerated; and
- encouraging their workforce, and workforce policies, to support equality.

<sup>98</sup> [http://www.eaststaffsbc.gov.uk/sites/default/files/docs/equalities/Equality\\_Objectives\\_Progress\\_Report\\_2017.pdf](http://www.eaststaffsbc.gov.uk/sites/default/files/docs/equalities/Equality_Objectives_Progress_Report_2017.pdf)

<sup>99</sup> <http://www.eaststaffsbc.gov.uk/sites/default/files/docs/equalities/SingleEqualityScheme2015.pdf>



3.1.50 The council offers a range of services that look to support individuals with protected characteristic groups, these include:

- ensuring services and facilities throughout the borough are accessible, including leisure centres and the introduction of online access guides for restaurants, visitor attractions and hotels through a partnership with Disabled Go;
- introducing new processes such as the Housing Options service that help make communications more accessible. Utilisation of translation and interpretation services to improve accessible communications for the Council is also undertaken;
- helping to distribute envelopes of money on behalf of Staffordshire County Council to vulnerable adults, many of whom have learning disabilities, who many otherwise struggle with managing and budgeting their money;
- providing support to people with mobility or other issues that inhibit their ability to move their waste bins through the assisted collection scheme; and
- supporting a wide range of sport, art and other cultural activities that seek to include all residents. These include promoting disabled sports in schools, art sessions for people with particular needs, and information and learning workshops for the elderly.

3.1.51 Internal council strategies that seek to reduce inequalities include:

- chairing an Equality and Health Working Group, which discusses national and local equality developments and initiatives, and contributes to the Council's equality and health activities;
- developing staff members' understanding of equality through e-learning and face to face training;
- collecting, analysing and publishing equalities information from services where relevant; and
- assessing the impact of policies and projects through detailed EQIA. The Council have also delivered consultation events on new projects that have involved a range of equality stakeholders in decision making processes.

### *East Staffordshire: Locality Profile*

3.1.52 The East Staffordshire locality profile was updated and published in January 2018 and presents information at ward and district level to enable a better understanding of community characteristics, and support the effective targeting of resources<sup>100</sup>.

3.1.53 The overall population for East Staffordshire is projected to increase by 5% between 2016 and 2026 with significant growth in people aged 65 and over (23%) and aged 85 and over (41%). The rate of increase in the number of older people in East

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<sup>100</sup> Staffordshire County Council, Insight, Planning and Performance Team (2018) East Staffordshire: Locality Profile.

Staffordshire is faster than the England average and equates to an additional 1,100 residents aged 85 and over by 2026.

- 3.1.54 The dependency ratio for older people in East Staffordshire is 30 older people for every 100 people of working age, which is higher than for England. Of the 21 wards in East Staffordshire, 14 also have a higher than average dependency ratio for older people.
- 3.1.55 The proportion of East Staffordshire residents aged 60 and over living in income deprived households is significantly lower than the national average.
- 3.1.56 The number of East Staffordshire residents who die early from preventable causes is higher than the national average.
- 3.1.57 Approximately 60% of adults have excess weight (either obese or overweight), which is similar to the national average. The proportion of people who are obese in East Staffordshire is similar to the England average (approximately 25%).
- 3.1.58 The proportion of adults that meet the recommended levels of physical activity in the borough is approximately 66%. A fifth of adults are physically inactive, similar to the England average (equating to around 19,700 people).
- 3.1.59 East Staffordshire has a similar proportion of lone pensioner households compared with the national average.
- 3.1.60 Actual rates of crime in East Staffordshire are lower than the national average.
- 3.1.61 The locality profiles present an overall risk of needs index. A number of indicators have been selected across a range of themes to identify wards with higher levels of need so that resources can be targeted more effectively. Priorities are identified by assessing performance against comparators (mainly England) and direction of travel alongside the numbers of residents that are affected by the issue.
- 3.1.62 Wards are assessed based on how they compared with England for each of the indicators. Low, medium and high levels of need are identified when wards perform worse than the England average for none, one to three, or four or more indicators respectively.
- 3.1.63 These priority classifications help establish a risk index based on the following indicators:
- income deprivation, 2015;
  - eligibility for free school meals, 2017;
  - economic stress prevalence, 2016;
  - children in poverty (under 16s), 2013;
  - lone parent households, 2011;
  - lone pensioners, 2011;
  - preventable mortality (all ages), 2011-2015;
  - emergency (unplanned) admissions, 2014-2015;

- long-term adult social care users, 2016-2017;
- households affected by fuel poverty, 2015;
- out of work benefits, 2016;
- GCSE attainment (five or more A\*-C GCSEs including English and mathematics), 2015-2016;
- total recorded crime, 2016-2017;
- anti-social behaviour, 2016-2017; and
- excess weight (children aged four to five), 2013-2014 to 2015-2016.

3.1.64 These indicators are used in a ward level risk index. Bagots, Crown and Yoxall all triggered the fuel poverty indicator and were classed as medium risk on the index. No other indicators were triggered by the wards potentially impacted by the scheme.

### *Lichfield: Locality Profile*

- 3.1.65 The Lichfield locality profile was updated in January 2018 and presents information at ward and district level to enable a better understanding of community characteristics, and support the effective targeting of resources<sup>101</sup>.
- 3.1.66 The overall population for Lichfield is projected to increase between 2016 and 2026 by 4124 people with a significant growth in people aged 65 and over (19%) and aged 85 and over (63%). The rate of increase in the number of older people in Lichfield is faster than the England average and equates to an additional 1,800 residents aged 85 and over by 2026.
- 3.1.67 The dependency ratio for older people in Lichfield is 39 older people for every 100 people of working age, which is higher than for England. Of the 22 wards in Lichfield, 21 also have a higher than average dependency ratio for older people.
- 3.1.68 The proportion of Lichfield residents aged 60 and over living in income deprived households is significantly lower than the national average.
- 3.1.69 Approximately two out of three adults have excess weight (either obese or overweight), which is similar to the national average. The proportion of people who are obese in Lichfield is similar to the England average (approximately 25%).
- 3.1.70 Around six out of ten adults in Lichfield adults meet the recommended levels of physical activity. Approximately 20% of adults are physically inactive, lower than the England average (equating to around 20,700 people).
- 3.1.71 Lichfield has a higher proportion of residents with a limiting long-term illness compared to the national average.
- 3.1.72 In the overall risk of needs index, the following risk levels of the wards in question were identified:

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<sup>101</sup> Staffordshire County Council, Insight, Planning and Performance Team (2018) Lichfield: Locality Profile.

- Curborough and Chadsmead both triggered the indicators for free school meals, economic stress, out of work benefits and fuel poverty. Both wards are classed as high risk on the index;
- Curborough and Stowe triggered the indicators for emergency admissions and long term limiting illness. Stowe is also classed as high risk on the index;
- Chadsmead also triggers the indicator for lone parent households; and
- Longdon triggers the indicator for long term limiting illness and fuel poverty. This ward is classed as medium risk on the index.

### **Community facilities**

3.1.73 The lists of community facilities below are not comprehensive. The lists have been updated based on changes to the scheme and have been identified using the data collection processes outlined in the EQIA (2017) report.

#### *Schools and educational facilities*

3.1.74 The following additional schools and educational facilities have been identified in the Fradley to Colton community area:

- Nether Stowe School, located on St Chads Road, is a co-educational secondary school and sixth form providing education for approximately 600 young people aged 11-18. Stagecoach Theatre Arts School Lichfield also use this site as a performing arts centre providing classes for children and young people aged 4-18;
- St Peter and St Paul's Roman Catholic Primary School, located on Dimbles Hill, is a co-educational Roman Catholic school providing education for approximately 120 children aged 2-11;
- The Willows Primary School, located on Anglesey Road, is a co-educational school providing education for approximately 420 children aged 3-11;
- Charnwood Primary School, located on Purcell Avenue, is a co-educational school providing education for approximately 200 children aged 3-11;
- Longdon Hall School, located on Longdon Green, is a co-educational independent secondary school and sixth form providing education for approximately 70 young people aged 7-18; and
- Croft Primary School, located on Rugeley Road, is a co-educational school providing education for 200 children aged 4-11.

#### *Places of worship*

3.1.75 The following additional places of worship have been identified in the area:

- St Chad's Church;
- St Peter and St Paul Church;
- The Church of Jesus Christ of Latter-Day Saints;
- Priory Church of St Thomas; and
- St John the Baptist's Church.

#### *Healthcare facilities*

3.1.76 The following additional healthcare facilities have been identified in the area:

- West Midlands Ambulance Service, located on Eastern Avenue in Lichfield;
- Armitage Dental Practice, located on Rugeley Road in Armitage;
- The Royal British Legion, located on New Road in Rugeley;
- Care of Police Survivors (COPS), located at Curborough Hall Farm in Lichfield;
- Armitage Surgery, located on Shropshire Brook Road in Armitage; and
- Hawkesyard Priory, located on Armitage Lane in Armitage.

#### *Residential facilities*

3.1.77 One additional residential facility, Langston Care in Rugeley, has been identified within the area.

#### *Recreation and public open space*

3.1.78 The following additional areas of recreation and public open space have been identified within the area:

- Lichfield Social Club: a social club hosting entertainment events and activities that is located on Purcell Avenue in Lichfield;
- Lichfield Cricket and Hockey Club: a local cricket and hockey club with both senior and junior teams located on Eastern Avenue in Lichfield;
- Armitage Youth Centre: a local youth club providing support, advice and activities for young people located on Rugeley Road in Rugeley;
- Curborough Community Centre: a community centre with rooms available for hire located on Reynolds Close in Lichfield;
- Lichfield City Football Club: the City Ground has a capacity of 1500 and hosts Lichfield City Football Club with senior, junior and women's teams. Located on Brownsfield Road in Lichfield; and
- Curborough Countryside Centre: a working farm that hosts events and businesses located on Watery Lane in Lichfield.

#### *Village halls*

3.1.79 The following additional village halls have been identified within the community area which are used for a variety of social and recreational functions, these include:

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- Armitage with Handsacre Village Hall; and
- Elmhurst Village Hall.

### *Citizens Advice Bureau*

3.1.80 No additional Citizens Advice Bureaux have been identified within the community area.









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