



FIVE  
ESTUARIES  
OFFSHORE WIND FARM

# FIVE ESTUARIES OFFSHORE WIND FARM

## VOLUME 9, REPORT 11 : EQUALITIES IMPACT ASSESSMENT

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## DEFINITION OF ACRONYMS

Term	Definition
CoCP	Code of Construction Practice
CTMP	Construction Travel Management Plan
DCO	Development Consent Order An order made under the Planning Act 2008 granting development consent for a Nationally Significant Infrastructure Project (NSIP) from the Secretary of State (SoS) for the Department for Energy Security and Net Zero (DESNZ).
EHRC	Equality and Human Rights Commission
ES	Environmental Statement
EqIA	Equality Impact Assessment
GVA	Gross Value Added
HGVs	Heavy Good Vehicle
OnSS	Onshore Substation
VE OWFL	Five Estuaries Offshore Wind Farm Ltd
Galloper	Galloper Offshore Wind Farm
GW	gigawatts
WTP	Workforce Travel Plan
PAMP	Public Access Management Plan
PSED	Public Sector Equality Duty
PrOW	Public Rights of Way
SEPA	Scottish Environmental Protection Agency
SoCC	Statement of Community Consultation
SoS	Secretary of State
VE	The Project Five Estuaries Offshore Wind Farm
WHIASU	Wales Health Impact Assessment Support Unit
WTGs	VE wind turbine generators



## 1 INTRODUCTION

### 1.1 CONTEXT

- 1.1.1 This Equality Impact Assessment (EqIA) report has been prepared by SLR for GoBe on behalf of Five Estuaries Offshore Wind Farm Ltd (the Applicant) who is promoting the development of the Five Estuaries Offshore Wind Farm (hereafter referred to as VE), through the submission of an application for a Development Consent Order.
- 1.1.2 VE is a proposed extension project to the operational Galloper Offshore Wind Farm (Galloper). Full details of the development proposals are set out in Volume 6, Part 3, Chapter 1: Onshore Project Description.
- 1.1.3 The new wind farm would include up to 79 wind turbine generators (WTGs), across two separate seabed areas in the southern North Sea and create enough energy each year to power hundreds of thousands of homes. VE's WTGs will be situated within two array areas to the east of the operational Galloper. The array areas will be located approximately 37 km off the coast of Suffolk, England.
- 1.1.4 VE will create job opportunities, support the UK Government's ambitions for up to 50 GW of electricity generated from offshore wind by 2030 and help meet the objectives of the UK Energy Security Strategy. The existing Galloper Offshore Wind Farm consists of 56 WTGs and supplies electricity to approximately 380,000 households annually.

### 1.2 PURPOSE OF THE EQUALITY IMPACT ASSESSMENT (EQIA)

- 1.2.1 As stated by the Planning Inspectorate (PINS) within the formal scoping opinion for the VE received on the 12 November 2021 (PINS, 2021), EqIAs are used to identify the disproportionate effects on Protected Groups (defined by the Equality Act, 2010), including health effects.
- 1.2.2 Under Section 149 of the Equality Act (the Act) public authorities are required to have due regard to equality considerations when exercising their functions. This EqIA considers the potential for VE to discriminate against effects that will have a disproportionate impact on different groups based on protected characteristics under the Act.
- 1.2.3 Therefore, the overarching aim of this report is to:
- 'Assist the Secretary of State SoS in their consideration of the public sector equality duty under Section 149'*
- 1.2.4 This aim will be achieved via the following objectives:
- > Identify and assess any likely effects of VE on relevant receptors. This includes effects during the construction, operational and decommissioning phases.
  - > Set out measures, where necessary to minimise any adverse effects on relevant receptors; and
  - > Set out measures, where necessary, to further enhance beneficial effects on relevant receptors.
- 1.2.5 This EqIA sets out the relevant overarching methodology for conducting the EqIA and assesses the likely equality effects arising from a wider range of environmental impacts. This includes noise, traffic and transport and socio-economic impacts.



1.2.6 This EqIA draws primarily upon information set out in the Environmental Statement (ES) supporting the Application. The findings of the ES are cross-examined to determine whether, and to what extent, potential effects could have a different magnitude on relevant receptors compared to the general population.

### 1.3 STRUCTURE OF THE EQIA

1.3.1 The remainder of this document is structured as follows:

- > **Section 2: Legislation** provides context of the relevant national-local policy associated with equality and human rights;
- > **Section 3: Methodology** outlines relevant guidance and sets out the approach for preparing this EqIA;
- > **Section 4: Scope of the EQIA** provides an overview of the equality effects that have been considered within the EqIA;
- > **Section 5: Assessment of Equality Effects** provides an assessment of the equality effects that have been scoped in Section 4.
- > **Section 6: Conclusions** summarises the key points of the EqIA and outlines the relevant mitigation measures proposed (if required).



## 2 LEGISLATION

### 2.1 NATIONAL PLANNING STATEMENT (NPS)

2.1.1 NPS EN-1 Overarching NPS for Energy came into force on 17 January 2024, superseding the NPSs designated in July 2011. EN1 requires nationally significant energy projects to consider the potential effects, including benefits, of a proposal for a project, on a range of matters including employment, equality, community cohesion, health, and well-being.

### 2.2 THE EQUALITY ACT 2010 AND THE PUBLIC SECTOR EQUALITY DUTY

2.2.1 The Equality Act 2010 (the 'Act') is a major piece of UK legislation which provides the framework to protect the rights of individuals against unlawful discrimination and to advance equal opportunities for all. In particular, the legislation is designed to prohibit discrimination on the grounds of protected characteristics (EHRC, 2010). This EqIA uses the term 'protected characteristic groups' to refer to groups of people who share a particular protected characteristic. The Act identifies nine protected characteristics which are listed below:

- > **Age** (a person belonging to a particular age or range of ages);
- > **Disability** (a person has a disability if she or he has a physical or mental impairment that has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities);
- > **Gender reassignment** (people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) for the purpose of reassigning their sex);
- > **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);
- > **Pregnancy and maternity** (pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth);
- > **Race** (a group of people defined by their colour, nationality (including citizenship) ethnic or national origins);
- > **Religion or belief** (religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical beliefs including lack of belief);
- > **Sex** (a man or 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).

2.2.2 Under Section 149 of the Act, a public authority in the exercise of its functions (in this case the Secretary of State (SoS) when determining this Application for a Development Consent Order (DCO)) must have regard to the three aims of the Public Sector Equality Duty (PSED):

- > To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- > To advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and



- > To foster good relations between people who share a relevant protected characteristic and those who do not.

2.2.3 The Act explains that having due regard for advancing equality involves:

- > Removing or minimising disadvantages suffered by people due to their protected characteristics;
- > Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- > Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

2.2.4 The duty covers the previously stated protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race; religion or belief (including lack of belief), sex; and sexual orientation.

2.2.5 The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.





### 3 METHODOLOGY

#### 3.1 GUIDANCE

- 3.1.1 Whilst there is guidance on the requirements of the Public Sector Equality Duty as stated in Section 2.1.2, there is only limited guidance on conducting EqIAs in the UK, in particular for individual developments. The guidance that does exist primarily relates to the assessment of policies, however, the fundamental principles can be utilised when assessing individual developments.
- 3.1.2 In the preparation of this EqIA, due regard has been given to the following documents:
- > Equality and Human Rights Commission (EHRC) The Essential Guide to the Public Sector Equality Duty (EHRC, 2014a);
  - > EHRC, Engagement and the Equality Duty and Guide for Public Authorities (EHRC, 2011);
  - > EHRC, Equality Act 2010: Technical Guidance on the Public Sector Equality Duty England (EHRC, 2014b);
  - > EHRC, Meeting the Equality Duty in Policy and Decision-Making England (and non-devolved Public Authorities in Scotland and Wales) (EHRC, 2014c); and
  - > Government Equalities Office, Equality Act 2010: Public Sector Equality Duty What do I need to know? A Quick Start Guide for Public Sector Organisations (Government Equalities Office, 2011)
- 3.1.3 Meeting the Equality Duty in Policy and Decision-Making notes that ‘there is no prescribed methodology for assessing the impact on equality’. However, it is recognised that the method is useful and allows public bodies to meet their legal obligations.
- 3.1.4 The Scottish Environmental Protection Agency (SEPA) has produced guidance for Equality Impact Assessments. The guidance is aimed at the potential impact of future policy, however, is applicable to individual developments more generally (SEPA, 2011). SEPA set out a 5-stage process, of which stages 2-4 are relevant to general EqIA:
- > “Part 2 is a screening document to identify whether there is impact. Where impact is identified, Part 3 must be completed;
  - > Part 3 is a full impact assessment, where evidence is established; and
  - > Part 4 captures what will be monitored to ensure impact is either reduced, negated or remains constant”.
- 3.1.5 Within the screening process, the relevance of policy/activity to each of the projected characteristics is considered and a justification is subsequently provided to support the conclusion of its relevance.
- 3.1.6 Guidance is also provided by The Equality Commission for Northern Ireland. The commission sets out concise guidance on “Screening and Equality Assessments” and “Practical Guidance on Equality Impact Assessment”. Of particular significance, the guidance identifies that:

“the EQIA process is intended to anticipate barriers to participation or failings in service provision”



- 3.1.7 And, identifies key indicators of adverse impact, as follows:
- > Lower participation rates compared to other groups e.g., fewer members of Protestant church-based groups applying for grants in light of objections to lottery funding;
  - > Lower success rates in selection processes e.g., fewer disabled people meeting non-essential selection criteria for jobs – driving licence;
  - > Eligibility criteria which disadvantage any groups e.g., timing of regular training courses so that those with caring responsibilities cannot take part;
  - > Access denied compared to other groups e.g., same sex partners denied pension entitlements or other benefits;
  - > Different charges applied to some groups e.g., concessionary fares extended to men and women at different ages;
  - > Upper threshold on payments or provision e.g., compensation payments capped irrespective of the number of dependant/children;
  - > Experiencing poorer quality of treatment e.g., information on fixed penalties/court summons and fines provided only in English to those who are not fluent in the language;
  - > Experiencing increased difficulty or indignity e.g., public buildings with segregated access for those with mobility disabilities; and
  - > Changing a policy which reduces benefits disproportionately for one group e.g., contracting out catering services may particularly affect females adversely.
- 3.1.8 Whilst the above guidance in this section is more relevant to policies within Scotland and Northern Island, they are a useful reference point when considering the equality impacts of an individual development.

## 3.2 ASSESSMENT METHODOLOGY

### APPROACH

- 3.2.1 This EqIA adopts a three-stage process as follows:
- > **Desk based review-** review of relevant policy and baseline evidence relating to protected characteristic groups as well as a review of all relevant submitted DCO documentation, including the ES. It should be noted that data that forms part of the baseline review for Volume 6, Part 4, Chapter 2: Human Health, Major Disasters has largely been referred to for this assessment;
  - > **Assessment of potential equality effects-** informed by the information gathered through the desk-based review and adopts a 'worst case scenario' approach. The effect during construction and operation are assessed and a subsequent judgement is made to how the scheme would contribute to the PSED or people with protected characteristics as defined in the Equality Act 2010; and
  - > **Conclusions-** concluding how due regard has been given to the PSED during the construction and operation of the scheme and how the potential for mitigation measures has been considered.
- 3.2.2 As per advice from the PINS within the November 2021 scoping opinion, the assessment, and findings of the EqIA and the ES have been cross referenced between the two documents. This is to ensure potential impacts for health and inequalities and that resulting mitigation measures are mutually supportive.



3.2.3 There is some overlap between the EqlA and Volume 6, Part 4, Chapter 2: Human Health, Major Disasters. It is advised that these documents read alongside each other.

### ASSESSMENT CRITERIA

3.2.4 The EqlA does not make an assessment of the significance of effects. Instead, qualitative judgements are made regarding the nature of potential equality effects. For the purpose of this assessment, equality effects are defined as:

- > When an impact is identified to likely have a disproportionate or differential effect on groups of people on the grounds of their protected characteristics.

3.2.5 A disproportionate equality effect accrues when an impact has a greater effect on protected characteristic groups than on other members of the general population at a particular location.

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

3.2.7 There are instances where protected characteristic groups can be subjected to both disproportionate and differential equality effects.

### RELEVANT RECEPTORS

3.2.8 The potential for equality effects is limited to the aspects of the scheme that have the potential to affect people. Where the scheme has no effect upon people, different groups cannot be affected differently, and therefore no equality impacts will arise.

3.2.9 Each category of effect, and the affected population, is described, and a description with a justification is made of the potentially relevant receptor groups to be affected differently to the general population, because of the specific characteristics of the relevant receptor group. For any identified equality effects, the potential for mitigation of adverse effects, or enhancement of beneficial effects is considered.

3.2.10 The assessment considers the impacts on groups, rather than on individuals. The term '*relevant receptors*' is used in this EqlA to refer to people who share similar characteristics. These categories will be the nine characteristics outlined in section 2.1.1 under the Equality Act 2010. This will be alongside the groups outlined in Table 3-1, which refers to a suggested guide of vulnerable groups provided by The Wales Health Impact Assessment Support Unit (WHIASU). This guidance was referred to by PINS within the scoping opinion for VE.

**Table 3-1 Guide of vulnerable groups produced by WHIASU**

Group	Subgroups
Age related groups	Children and young people
	Older people
	People on low income
	Economically inactive



Group	Subgroups
Income related groups	Unemployed/workless
	People who are unable to work due to ill health
Groups who suffer discrimination or another social disadvantage	People with physical or learning disabilities/difficulties
	Refugee groups
	People seeking asylum
	Travellers
	Single parent families
	Lesbian, gay, or transgender people
	Black and minority ethnic groups
	Religious groups
Geographical groups	People living in areas known to exhibit poor economic and/or health indicators
	People living in isolated/over-populated areas
	People unable to access services and facilities



## 4 SCOPE OF THE EQIA

### 4.1 OVERVIEW

- 4.1.1 The ES includes the population as the general receptor group, as per requirements within EIA regulations. The EqIA considers the effects on human receptor groups that have the potential to affect relevant receptor groups differently to the wider population.
- 4.1.2 As stated in section 3.2, the EqIA considered the impacts on groups of people rather than individuals.

### 4.2 EQUALITY EFFECTS CONSIDERED

- 4.2.1 The effects considered in this assessment are based upon the receptor topics from the EIA and those assessments which were shaped by the responses to pre-Application consultation with both technical and public consultation. The effects considered in this assessment reflect the requirements of the PSED and the Equality Act 2010.
- 4.2.2 The effects are considered during the construction, operational and decommissioning phases of VE. In addition, the effects are considered at an appropriate spatial scale level according to the nature of the effect and the aspects of the project that gives rise to the effect. The spatial scope is guided by the ES and by professional experience and judgment.
- 4.2.3 It is anticipated that, given the nature of VE, potential effects will be limited. Only effects upon the onshore human environment are considered, with the topics listed in Table 4-.1.
- 4.2.4 It is important to recognise that the list of topics can never be exhaustive as all stakeholders may have a different perception of impact from that characterised in the ES.

### 4.3 CONSULTATION

- 4.3.1 People who have less chance than others to get involved in the planning process and who can therefore be underrepresented have been engaged with prior to submission. In line with the groups within Table 3-1, these consultations have targeted vulnerable groups, such as young people, the elderly, the homeless, people with a disability, temporary residents and ethnic minorities.
- 4.3.2 In order to help enable these groups to engage with the consultation we have:
- > Provided a range of engagement opportunities both in-person and online;
  - > Provided summary information in clear, non-technical language;
  - > Held in-person events at a range of locations chosen for their proximity to stakeholders and checked for accessibility;
  - > Made information available online in an accessible manner, in paper copy that can be posted on request, and at information points;
  - > Considered requests for large print / braille / audio content / other language versions;
  - > Ensured that there are hearing loops at all events;



- > Operated an email and telephone contact point to enable individuals to ask questions in their own time (although feedback cannot be collected over the phone); and
- > Contacted various organisations with information about the consultation and encouraged them to share information with their members.

4.3.3 The Consultation Report (Volume 5, Report 1) sets out more information on the projects approach, particularly the activities committed to in the Statement of Community Consultation (SoCC). These included:

- > Ten in-person events were held in Essex, Suffolk and Kent; and two online webinars were held during the consultation period;
- > Information was provided in multiple level of complexity and to support the more complex information (the PEIR) a dedicated Guide and a Non-technical summary were prepared;
- > Events were chosen to be as close as possible to the proposed onshore impacts and communities. All venues were assessed ahead of the events for accessibility;
- > All information was available on the Project website from the launch of the consultation. Requests for documents were fulfilled (copies of certain documents were also available for collection at public events);
- > No requests for alternative formats were received;
- > Nineteen emails and nine phone call enquiries were received during the Stage 2 consultation period; and
- > An email was sent to all of the organisations listed in the SoCC at the start of the consultation. An example email can be found in Appendix 6.8.

**Table 4-1 Effects Screening**

Topic	Effect(s) considered in the assessment
Business, Employment and Skills	<ul style="list-style-type: none"> <li>&gt; Impacts upon on businesses and charitable organisations as a consequence of construction activities</li> <li>&gt; Training and employment opportunities for protected characteristic groups</li> </ul>
Community Infrastructure and Open Spaces	<ul style="list-style-type: none"> <li>&gt; Impacts upon Community facilities and open spaces</li> <li>&gt; Closures of community accessible land</li> <li>&gt; Road closures</li> <li>&gt; Diversions/closures of public right of ways</li> <li>&gt; Traffic congestion</li> <li>&gt; Presence of an increased workforce for construction activities</li> <li>&gt; Effects on tourism receptors</li> </ul>
Crime, Safety and Personal Security	<ul style="list-style-type: none"> <li>&gt; Changes to feelings of safety</li> </ul>



Topic	Effect(s) considered in the assessment
Traffic Transport and physical Accessibility	<ul style="list-style-type: none"><li>&gt; Road safety effects</li><li>&gt; Severance and changes to the local road network</li><li>&gt; Disruption to public transport networks</li><li>&gt; Increased journey times as a consequence of VE</li><li>&gt; Severance and/or diversion of public rights of way</li></ul>
Noise, Air Quality, and other Environmental Effects	<ul style="list-style-type: none"><li>&gt; Residual noise and air quality effects from construction activities</li><li>&gt; Residual noise and air quality effects on public and community services and facilities</li></ul>
Health related equality effects	<ul style="list-style-type: none"><li>&gt; Determinants on human health</li></ul>
Wider Climate impacts	<ul style="list-style-type: none"><li>&gt; Contributions VE has to climate change</li><li>&gt; Contributions VE has to energy supplies</li></ul>



## 5 Assessment of Impacts

**Table 5-1 Assessment of Equality Effects**

Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
<b>Business, Employment and Skills</b>				
Effects due to disruption from construction activity on businesses or charitable organisations providing a service or product aimed specifically at one or more protected characteristic groups	Yes	<p>All groups outlined in Table 3-1 have the potential to be impacted from disruption to businesses and charitable organisations. These groups generally rely more on charitable organisations.</p> <p>The construction of VE will interact with a number of routes are all formally designated as Public Rights of Way (PRoW) within the onshore Export Cable Corridor (ECC).</p> <p>The majority of the PRoW within the Onshore ECC interact with the construction of VE on a temporary basis and will require temporary control measures to be put in place including temporary diversions, crossings, signage and other management set out within the Outline Public Access Management Plan.</p> <p>Any diversions for PRoW will be within the Onshore ECC and may be up to approximately 200m in length in one or either direction of the original PRoW,</p>	<p>Any closures or diversions of roads or footpaths will be well communicated to local communities prior to closure to ensure that access to these services are not significantly impacted. An outline PAMP has been prepared (Volume 9, Report 25), which sets out the anticipated mechanisms for managing the use of ProW.</p>	<p>Volume 6, Part 1, Chapter 4: Site Selection and Alternatives</p> <p>Volume 6 Part 3, Chapter 3: Socioeconomics, Tourism and Recreation</p>





Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>depending on the site and physical constraints.</p> <p>In particular, these groups may be more vulnerable to changes to their normal routes to access these services. For example, an older person may become confused by a footpath closure.</p> <p>As part of the site selection process, engagement was made with various stakeholders to understand how VE would affect various interests. In particular, VE contacted various organisations with information about the consultation and encouraged them to share information with their members.</p> <p>Subsequently the feedback influenced the design of the scheme, and any anticipated displacement of commercial routes has been minimised. Any closures or diversions of roads or footpaths will be well communicated to local communities prior to closure to ensure that access to these services are not significantly impacted.</p> <p>There will be a positive impact on the local Gross Value Added (GVA) supply chain</p>		



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>across from the construction to decommissioning stage of the proposed development. This is because there will be likely increased direct and indirect investment in the local area.</p> <p>Beneficial impacts from increased employment and training opportunities are expected from VE during construction. There will be potential for charitable organisations to present these opportunities to hard to reach groups and help them seek training and employment opportunities.</p> <p>No significant impacts are anticipated on businesses or charitable organisations providing services or products to protected groups. Mitigation is proposed to ensure that diversions and closures to roads and footpaths are well communicated to reduce disruption to vulnerable groups needing to access these services.</p> <p>In conclusion, there are no predicted differential or disproportionate impacts to protected groups.</p>		
Training and employment	Yes	'Income related' and 'geographical related' groups outlined in Table 3-1 have the	An Outline Skills and Employment Strategy	Volume 6 Part 3, Chapter 3:



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
<p>opportunities for protected characteristic groups, including construction and operational employment, indirectly created employment, and induced investment.</p>		<p>potential to be impacted from training and employment opportunities.</p> <p>Volume 6 Part 3, Chapter 3: Socioeconomics, Tourism and Recreation has reviewed employment activity for the area. According to data from the Annual Population Survey, 17.9% of Tendring's economically inactive population want a job, which is greater than proportions in Essex (15.9%) and England (17.6%), equal to the proportion in the East of England and lower than the proportion in Suffolk (21.3%). In addition, within the wider study area, there are currently 78,800 people who are unemployed but looking for work, or are economically inactive but want a job, and on average through the economic cycle there are between 53,800 and 153,100 (ONS Annual Population Survey, 2023).</p> <p>With regards to income, in 2021, the median gross annual earnings for residents across Tendring (£30,053) was recorded to be higher than the median gross annual earnings across Suffolk (£29,222), but lower than earnings across Essex (£32,985) and England (£31,445).</p>	<p>(Volume 9, Report 27) has been developed through engagement with regional stakeholders, with measures that seek to identify and secure a greater contingent of local workforce, increasing skills locally and lowering the number of workers needed from beyond the boundaries of the WSA while supporting the regional co-ordination of major construction projects and their workforce skills delivery.</p> <p>Any additional mitigation measures that would reduce the level of any significant effects are set out within the Outline Skills and Employment Strategy and</p>	<p>Socioeconomics, Tourism and Recreation.</p> <p>Further information on the approach to identifying and promoting local employment and skills initiatives is set out within Volume 9, Report 27: Outline Skills and Employment Strategy</p>



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>Contrastingly, the median gross annual earnings for workers across Tendring (£28,014) is lower than earnings at the county, regional and national levels.</p> <p>Qualifications within the area are generally low. According to data from the 2021 Census, approximately 26% of residents above the age of 16 were recorded to have no formal qualifications, which was greater than proportions in Essex (19%), Suffolk (20%) and England (18%). The proportion of Tendring's residents with degree level qualifications or other equivalent higher education qualifications (20%) is lower than proportions in Essex (28%), Suffolk (28%) and England (34%).</p> <p>When considering the above statistics, the effect of employment and training will be beneficial. The construction and operational phase of VE will support employment and training and has the potential to generate many jobs for the area.</p> <p>In addition, there will be potential for charitable organisations to present employment and training opportunities to hard to reach groups to help and</p>	<p>considered prior to assessing residual effects.</p>	



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>encourage them to seek training and employment opportunities.</p> <p>The Applicant has developed an Outline Skills and Employment Strategy (Volume 9, Report 9.27) which aims to provide an outline strategy that can be developed further with the relevant key consultees into a Final Skills and Employment Strategy that will facilitate positive and meaningful commitments and activities within the Essex region by the Applicant.</p> <p>No significant impacts are anticipated on training and employment. Any impact will be of a positive nature.</p> <p>In conclusion, there are no predicted differential or disproportionate impacts to protected groups.</p>		
<b>Community Infrastructure and Open Spaces</b>				
Community facilities and services (community facilities, places of worship, key services, local high streets,	Yes	<p>All groups outlined in Table 3-1 have the potential to be impacted from disruption to community facilities.</p> <p>Only four identified community facilities fall within 500m of the site which include the two All Saint's Church sites on Church Lane, Great Holland Methodist Church</p>	To mitigate impacts upon recreation, Volume 9 Report 25: Outline Public Access Management Plan (PAMP) presents the measures to be put in place to protect users	<p>Volume 6 Part 1, Chapter 4: Site Selection and Alternatives</p> <p>Volume 6, Part 3, Chapter 3:</p>



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
<p>schools, public open spaces, play spaces, recreational facilities)</p>		<p>and St Mary The Virgin Church in Little Bromley. Also, within 500m of the site is Frinton Golf Club and three public open spaces – Holland Haven, Brighton Road Open Space and Haven Gardens. There are no GP surgeries or schools within 500m of the Order Limits.</p> <p>No closures are proposed to these facilities during construction or operation. However, there could be some temporary disruption with regards to delays or diversions during construction. Generally, more vulnerable groups rely on community facilities and are more likely to use them. In addition, they are more likely to impacted if there are disruption to their usual means of accessing these facilities. For example, a closure or diversion of a PROW or road may cause confusion. Some negative effects will be related to construction activity and traffic for the Bentley Road Widening Works but that this would be reduced with mitigation measures including a reduced speed limit, and activities such as the implementation of quieter equipment, relocation of plant, and the use of barriers.</p>	<p>of the Public Rights of Way (PRoW) and popular walking routes, affected by VE.</p> <p>Where direct access would be affected by a temporary road closure, the Applicant would liaise with those users directly to ensure minimal disruption as possible whilst an access is temporarily closed, which could include 24-hour working and/ or providing alternative crossing, where appropriate. This would include liaising with the emergency services, to ensure access could be maintained during the closure.</p> <p>Volume 9, Report 21: Code of Construction</p>	<p>Socioeconomics, Tourism and Recreation</p> <p>Volume 9, Report 21: Code of Construction Practice (CoCP)</p> <p>(Volume 6):</p> <p>Part 3, Chapter 2: LVIA;</p> <p>Part 3, Chapter 8: Traffic and Transport;</p> <p>Part 3, Chapter 9: Airborne Noise and Vibration; and</p> <p>Part 3, Chapter 10: Air Quality.</p>



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>Tendring DC's Proposals Map does designate an area of land affected by the construction works as being 'safeguarded open space' which would need to be temporarily closed during construction. However, this land is not known to be used by the public.</p> <p>Mitigation measures include good project design, such as careful routing onshore to avoid major tourism and recreation assets, and compliance with good practice measures, which are included in the Code of Construction Practice.</p> <p>Horizontal Directional Drilling (HDD) will be used for the installation of cables underground using a drilling rig. HDD is an established example of a trenchless cabling installation technique, which minimises disruption. The careful siting of the onshore ECC, combined with the location of almost all open-cut trenching in arable farmland and the extensive use of trenchless crossing technique at 40 locations has greatly reduced the potential for significant effects on visual receptors to arise along the length of the onshore ECC.</p>	<p>Practice (CoCP) in terms of managing construction activity including reducing potential effects on community and recreational receptors in terms of air quality, plant noise, dust and vibration.</p>	



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>No significant impacts are anticipated on community facilities and appropriate mitigation has been adopted.</p> <p>In conclusion, there are no predicted differential or disproportionate impacts to protected groups.</p>		
Closure of community accessible land	Yes	<p>All groups outlined in Table 3-1 have the potential to be impacted from closure of community accessible land.</p> <p>Community accessible land for the purpose of this assessment include beaches (the closest being Frinton Beach with Walton-on-the-Naze Beach further north and Jaywick Sands Beach further south). Bathing in the coastal waters is a popular recreational activity in Essex for all groups.</p> <p>The Order Limits do not directly intersect any beaches used for onshore recreation or bathing. However, there could be some impact to vulnerable users such as those associated with noise or air quality relating to onshore Export Cable Corridor construction noise and at landfall activities. Following additional mitigation</p>	<p>Where direct access would be affected by a temporary road closure, the Applicant would liaise with those users directly to ensure minimal disruption as possible whilst an access is temporarily closed, which could include 24-hour working and/ or providing alternative crossing, where appropriate. This would include liaising with the emergency services, to ensure access could be maintained during the closure.</p>	<p>Volume 6, Part 3, Chapter 3: Socioeconomics, Tourism and Recreation</p> <p>Volume 9, Report 9.21: Code of Construction Practice (CoCP)</p> <p>(Volume 6):</p> <p>Part 3, Chapter 8: Traffic and Transport;</p> <p>Part 3, Chapter 9: Airborne Noise and Vibration; and</p> <p>Part 3, Chapter 10: Air Quality.</p>





Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>these effects would reduce to an acceptable level.</p> <p>Although no closures are proposed to these beaches during construction or operation, there could be some temporary disruption with regards to delays or diversions during construction. Generally, more vulnerable groups rely on community facilities and are more likely to use them. In addition, they are more likely to impacted if there are disruption to their usual means of accessing these facilities. For example, a closure or diversion of a PROW or road may cause confusion. Some negative effects will be related to construction activity and traffic for the Bentley Road Widening Works but that this would be reduced with mitigation measures including a reduced speed limit, and activities such as the implementation of quieter equipment, relocation of plant, and the use of barriers.</p> <p>No significant impacts are anticipated on closure of community accessible land and appropriate mitigation has been adopted.</p>	<p>through the above measures and careful positioning of route / drilling of crossings, use of enclosures or quieter techniques where necessary.</p> <p>Volume 9, Report 21: Code of Construction Practice (CoCP) in terms of managing construction activity including reducing potential effects on community and recreational receptors in terms of air quality, plant noise, dust and vibration.</p>	



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>In conclusion, there are no predicted differential or disproportionate impacts to protected groups.</p>		
<p>Road closures (this has the impact on protected groups where routes to community health, subsistence and economic amenities are blocked/diverted to create a considerable delay)</p>	<p>Yes</p>	<p>All groups outlined in Table 3-1 have the potential to be impacted from road closures. Generally, vulnerable groups are more reliant on community services, such as access to healthcare and more vulnerable to road closures.</p> <p>The ES (at Volume 6, Part 3, Chapter 8: Traffic and Transport) considers that during the construction phase there is likely to be a negligible or minor effect on driver severance and delay as a result of the VE's construction traffic using the network (at peak hour), and a minor adverse effect on three links (Damant's Farm Lane, Payne's Lane and Barlon Road) as a result of temporary closure related to the installation of the export cable across roads using open trenching technology.</p> <p>It is noted that any temporary road closure would be for a maximum of seven days and should more than one temporary road</p>	<p>Mitigation is outlined in the Outline Construction Transport Management Plan (Volume 9, Report 24)</p> <p>A strategy for access will be produced that seeks to reduce the impact of traffic upon local communities.</p> <p>Where possible, affected roads would be kept open with traffic management measures implemented through the Outline Construction Transport Management Plan (Outline CTMP)</p>	<p>Volume 6, Part 3, Chapter 8: Traffic and Transport</p>



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>closure be required during the construction of VE, these would not be simultaneous unless agreed with Essex County Council in advance or via approval of the final CTMP.</p> <p>Where direct access would be affected by a temporary road closure, the Applicant would liaise with those users directly to ensure minimal disruption as possible whilst an access is temporarily closed, which could include 24-hour working and/or providing alternative crossing, where appropriate. This would include liaising with the emergency services, to ensure access could be maintained during the closure.</p> <p>The ES (at Volume 6, Part 3, Chapter 8: Traffic and Transport) also considers the potential for community severance – which it summarises is negligible or minor for all affected links except for Bentley Road. There are only several residential properties and no local facilities and therefore unlikely to be many pedestrian movements.</p> <p>With the implementation of travel/traffic measures to avoid disruption as a</p>	<p>(Volume 9, Report 24). This includes temporary traffic lights and the completion of road crossing in two stages to keep one traffic lane in each direction.</p>	



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>consequence of road closures, there are no predicted disproportionate impact on protected groups.</p> <p>No significant impacts are anticipated on vulnerable groups in relation to road closures and appropriate mitigation has been adopted.</p> <p>In conclusion, there are no predicted differential or disproportionate impacts to protected groups.</p>		
Diversions of public rights of way	Yes	<p>All groups outlined in Table 3-1 have the potential to be impacted from road closures. Generally, vulnerable groups are more reliant on utilising PRowS. This can be for a variety of reasons such as no access to a car, age or disabilities.</p> <p>All the Public Right of Ways (PRow) that have the potential to be affected by the VE, have been fully considered in Volume 6, Part 3, Chapter 3: Socioeconomics, Tourism and Recreation.</p> <p>No PRow's will be closed without offering a diversion or alternative route. Diversions may be up to 200m in length in one or either direction of the original PRow and</p>	The Outline PAMP has been prepared (Volume 9, Report 25) sets out the anticipated mechanisms for managing the use of PRow.	<p>Volume 6, Part 3, Chapter 3: Socioeconomics, Tourism and Recreation</p> <p>Volume 6, Part 3, Chapter 8: Traffic and Transport</p>



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>will be fenced and clearly signposted to provide safe access.</p> <p>In the instance where there would be a temporary closure or diversion, Essex County Council would be notified within a reasonable period of time. Site notices would also be erected and confirmation that the temporary diversion across land in VE OWFL's control is safe and fit for public use for all protected groups would be acquired.</p> <p>Specific measures would also be implemented to mitigate the impacts of any diversions which include:</p> <ul style="list-style-type: none"> <li>Manned crossing points</li> <li>Appropriately fenced crossing points</li> <li>Warning signage/site notices</li> <li>Information for users including maps to show any changes</li> </ul> <p>No significant impacts are anticipated on vulnerable groups in relation to PRow closures and appropriate mitigation has been adopted.</p>		



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>In conclusion, there are no predicted differential or disproportionate impacts to protected groups.</p>		
Project induced traffic congestion	Yes	<p>All groups outlined in Table 3-1 have the potential to be impacted from traffic congestion. Generally, these groups are more vulnerable to road congestion. For example, there may be delays in arriving at a hospital appointment or receiving care.</p> <p>There are several roads/ and highways where a less than 10% increase in total traffic is predicted which is considered to not have a significant impact in Volume 6, Part 3, Chapter 8: Traffic and Transport. However, there are locations where a traffic increases greater than 10% is predicted. This will be controlled through several mitigation measures as outlined in Volume 9, Report 24: Outline Construction Traffic Management Plan.</p> <p>No significant impacts are anticipated on vulnerable groups in relation to traffic congestion and appropriate mitigation has been adopted.</p>	<p>Mitigation of traffic is outlined Volume 9, Report 24: Outline Construction Traffic Management Plan. Measures includes:</p> <p>Transport associated with construction will avoid peak hours</p> <p>Communication with emergency services, local residents and the council to provide updates of any anticipated increase in traffic</p> <p>VE will consult with National Highways to warn people of potential delays</p> <p>Traffic calming measures such as</p>	<p>Volume 6, Part 3, Chapter 8: Traffic and Transport</p> <p>Outline Construction Transport Management Plan (Volume 9, Report 24)</p>



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>In conclusion, there are no predicted differential or disproportionate impacts to protected groups.</p>	<p>temporary signage and monitoring of the highway condition</p> <p>The provision of alternative routes</p> <p>The use of temporary haul roads to remove as much HGV network from the local highway as possible</p> <p>The creation of an Outline Workforce Travel Plan (Outline WTP) to limit the impacts of the workforce upon the highway</p> <p>Reduced speed limits on Bentley Road</p> <p>implementation of quieter equipment, relocation of plant, and the use of barriers.</p>	



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
Presence of construction activities and workforce	Yes	<p>All groups outlined in Table 3-1 have the potential to be impacted from the presence of construction activities and workforce. Generally, these groups are more likely to be affected by construction related disruption such as footpath closures. An influx of construction workforce may also increase demand for services required by vulnerable groups, such as GP services.</p> <p>Volume 6, Part 3, Chapter 3: Socioeconomics, Tourism and Recreation has concluded that demand for healthcare created by workers will not be significant. The non-local construction workforce is not anticipated to generate substantial demand for primary healthcare facilities in the local area that would place additional pressure on those services (for example GP services).</p> <p>Workers staying in the area temporarily during the construction phase would be living in tourist/visitor accommodation during on-shift periods and would return home during off-shift periods and weekends. These workers are unlikely to be on long-term contracts given the</p>	Volume 9, Report 26: Outline Workforce Travel Plan	<p>Volume 6, Part 3, Chapter 3: Socioeconomics, Tourism and Recreation</p> <p>Outline Workforce Travel Plan (Volume 9, Report 26)</p> <p>Volume 9, Report 21: Code of Construction Practice (CoCP)</p>





Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>technical nature of work packages and contract and would therefore not be expected to live in the area for long periods, bring their families, or change their home-based approach to primary healthcare access including prescribing and GP access.</p> <p>The project has undergone a detailed design process which in part has been to ensure the location construction activities avoid disturbance to sensitive receptors and population centres.</p> <p>An Outline Workforce Travel Plan has also been produced to reduce the number of workforce vehicles generated by the Project. . The overarching objective of the Plan is to reduce travel by single occupancy vehicles and to provide awareness of travel choice to construction workers to reduce the volume of traffic and consequent impact to local communities.</p> <p>No significant impacts are anticipated on vulnerable groups in relation to presence of construction activities and workforce and appropriate mitigation has been adopted.</p>		



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		In conclusion, there are no predicted differential or disproportionate impacts to protected groups.		
<b>Traffic Transport and physical Accessibility</b>				
Road safety effects for relevant protected characteristic groups (including safe routes to schools) due to construction traffic	Yes	<p>Age related groups and those with disabilities outlined in Table 3-1 have the potential to be impacted from road safety. Generally, these groups rely more on safe routes.</p> <p>The impact the VE will have on road safety and vulnerable users has been assessed in Volume 6, Chapter 8: Traffic and Transport</p> <p>To ensure the safety of vulnerable groups, the Outline Construction Traffic Management Plan sets out several measures including:</p> <p>Dedicated HGV access routes which avoid passing schools;</p> <p>Where there are temporary road closures, safe routes for pedestrians will be maintained. This includes keeping a safe separation between construction works and the travelling public</p> <p>Advances signage will be utilised</p>	Mitigation of traffic is outlined in Volume 9, Report 24: Outline Construction Traffic Management Plan.	Volume 6, Part 3, Chapter 8: Traffic and Transport



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>Speed limits of 15mp on all haul roads on site</p> <p>All safety/warning signage will be inspected on a daily basis</p> <p>No significant impacts are anticipated on vulnerable groups in relation to road safety providing mitigation measures outlined are adopted.</p> <p>In conclusion, there are no predicted differential or disproportionate impacts to protected groups.</p>		
<p>Disruption to public transport networks that protected characteristic groups rely upon</p>	<p>Yes</p>	<p>All groups outlined in Table 3-1 have the potential to be impacted from disruption to public transport networks as generally they rely on these services more than private modes of transport.</p> <p>The impact the VE will have on public transport has been assessed in Volume 6 Part 3, Chapter 8: Traffic and Transport.</p> <p>No significant impacts are predicted. A potential may materialise through increased traffic movement on the local road networks; however, this will be managed through the Construction Traffic Management Plan.</p>	<p>Volume 9, Report 24: Outline Construction Traffic Management Plan.</p>	<p>Volume 6, Part 3, Chapter 8: Traffic and Transport</p>



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>In conclusion, there are no predicted differential or disproportionate impacts to protected groups.</p>		
<p>Severance and/or diversion of PRoW, and other pedestrian routes relied upon by protected characteristic group</p>	<p>Yes</p>	<p>All groups outlined in Table 3-1 have the potential to be impacted from severance and closures of PRoW. Generally, vulnerable groups can be more affected by changes to PRoW. In particular, those with disabilities or the elderly may become confused by a sudden diversion or closure.</p> <p>Mitigation is proposed to ensure that diversions and closures to PRoW are well communicated to members of the public. The Outline PAMP (Volume 9, Report 25) sets out the anticipated mechanisms for managing the use of ProW,</p> <p>Volume 6, Part 3, Chapter 8: Traffic and Transport assessed the effect upon user of ProWs and concluded the no significant impacts would materialise.</p> <p>No PRoWs will be closed without offering a diversion or alternative route. Any diversions shall be well communicated prior to taking place.</p>	<p>Outline PAMP has been prepared (Volume 9, Report 25), which sets out the anticipated mechanisms for managing the use of ProW.</p>	<p>Volume 6, Part 3, Chapter 8: Traffic and Transport</p>



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		In conclusion, there are no predicted differential or disproportionate impacts to protected groups.		
<b>Noise, Air Quality and other Environmental Effects</b>				
Residual noise and air quality effects from construction activities, construction traffic and induced road traffic changes on differentially affected protected characteristic groups or on disproportionately affected protected characteristic groups.	Yes	<p>Age related groups and those with disabilities outlined in Table 3-1 have the potential to be impacted from noise and air quality impacts arising from construction.</p> <p>The VE route was selected via iterative site selection process to avoid population areas and the construction areas with likely longer potential effects (like landfall) have been sited in locations away from areas of sensitivity. A buffer distance of 250m has also been applied between the OnSS and any dwelling.</p> <p>In light of this, after the implementation of mitigation measures, no significant residual effects would accrue regarding residual noise and vibration impacts. Mitigation includes:</p> <p>Only allowing construction activities to take place during daytime and Saturday morning</p>	The creation of a Code of Construction Practice that workers should adhere to.	<p>Volume 6 Part 1, Chapter 4: Site Selection and Alternatives</p> <p>Volume 6, Part 3 Chapter 9: Airborne Noise and Vibration</p> <p>Volume 6, Part 3, Chapter 10: Air Quality</p> <p>Volume 9 Report 21: Code of Construction Practice</p>



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>Selection of quieter equipment and the use of noise barriers</p> <p>The creation of a Code of Construction Practice (CoCP) that sets high standards for workers.</p> <p>Similarly, after the implementation of mitigation measures, no significant adverse impacts in relation to air quality are expected. Mitigation is outlined in Volume 9 Report 21: Code of Construction and includes:</p> <p>The storing of aggregates in bunded areas</p> <p>Daily on-site and onsite inspections where sensitive receptors are located</p> <p>Wheel washing, road cleaning and dampening in dry weather</p> <p>Sheeting of soil and aggregate stockpiles</p> <p>Given no significant impacts on community severance is predicted and mitigation will be implemented to limit any effects, there are no predicted differential or disproportionate impact to protected groups.</p>		



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
Residual noise and air quality effect on schools, colleges, residential care homes, places of worship or other community facilities of particular importance for protected characteristic groups.	Yes	<p>Age related groups and those with disabilities outlined in Table 3-1 have the potential to be impacted from noise and air quality impacts arising from construction.</p> <p>The Airborne Noise and Vibration chapter identifies sensitive receptors near construction activities. There are some residential properties within the VE Airborne Noise and Vibration study area, however there are no schools, hospitals, residential care or any other noise sensitive uses identified. In addition, as referenced in above, several measures have been identified to minimise impacts and will be applied across the project. No significant adverse residual noise and vibration impacts have been identified upon sensitive receptors.</p> <p>Therefore, no predicted differential or disproportionate impact on protected groups is predicted.</p>	The creation of a Code of Construction Practice (CoCP) that workers should adhere to.	<p>Volume 6, Part 3 Chapter 9: Airborne Noise and Vibration</p> <p>Volume 6, Part 3, Chapter 10: Air Quality</p> <p>Volume 9 Report 21: Code of Construction Practice</p>
<b>Crime, Safety and Personal Security</b>				
Changes in actual safety or feelings of safety	Yes	Age related groups and those with disabilities outlined in Table 3-1 have the potential to be impacted from safety.	The creation of a Code of Construction Practice (CoCP) which	Volume 9 Report 21: Code of Construction



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
<p>at, for example, bus stops suspended or relocated by construction-related disruption, for differentially affected protected characteristic groups</p>		<p>As the nature of the project is predominately within rural areas and in light of the lack of impact upon transport infrastructure, there is no anticipated change in actual safety and perception safety as a result on the VE.</p> <p>The Code of Construction Practice (CoCP) will support safety measures and deter crime. Methods included within the CoCP include temporary fencing to secure compounds and limited specific entry points for health and safety purposes.</p> <p>The Outline Construction Traffic Management Plan (CTMP) also identifies safety measures to protect vulnerable groups. This includes maintaining safe routes for pedestrians that are separated at an appropriate distance from vehicles as well as the use of advanced signing.</p> <p>Given that measures within the CoCP and CTMP have been developed to protect the public, employees, and contractors across the construction stage of the VE. With the above management plans in place, there are no predicted differential or</p>	<p>sets out safety measures.</p>	<p>Volume 9, Report 24: Outline Construction Traffic Management Plan</p>





Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>disproportionate impacts on protected groups.</p> <p>In conclusion, no predicted differential or disproportionate impact on protected groups is predicted.</p>		
<b>Health related equality effects</b>				
Potential determinants on human health	Yes	<p>All groups outlined in Table 3-1 have the potential to be impacted from health determinants.</p> <p>Volume 6, Part 4, Chapter 2: Human Health and Major Disasters includes an assessment of potential impacts, the significance of effects, the requirements for mitigation and the residual and cumulative effects. The assessment has considered the existing baseline and in particular vulnerable and sensitive populations in line with Government policy and in particular 2022 EIA guidance. Following best practice (Pyper et al .2022), the Chapter considers health effects with regards to the general population and vulnerable population groups. Populations are considered at regional and local levels. The advice</p>	All the mitigation methods outlined in this table would have a positive impact upon human health.	<p>Volume 6, Part 3, Chapter 3: Socio-Economic, Tourism and Recreation</p> <p>Volume 6, Part 3, Chapter 6: Hydrology, Hydrogeology and Flood Risk</p> <p>Volume 6, Part 3, Chapter 9: Airborne Noise and Vibration</p>



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>acknowledges that EIA includes some aspects of health, for example consideration of human receptors in relation to air or water quality and noise or light disturbance. Furthermore, the socio-economics chapter (Volume 6, Part 3, Chapter 3: Socioeconomics, Tourism and Recreation) includes the implications on public services (including health services), education and employment. (as is the case for the Project).</p> <p>Section 2.5.7 of this Chapter considers vulnerable groups. In addition, the assessments in Sections 2.10 – 2.12 consider each impact on vulnerable groups.</p> <p>In line with IEMA (2022) guidance, the assessment considers effects on how the ‘general population’ may differ from ‘vulnerable group population’ which is considered when determining the scoring sensitivity, with an overview provided below:</p> <p>In terms of life stage, the general population can be characterised as including a high proportion of people who are independent, as well as those who are</p>		<p>Volume 6, Part 3, Chapter 10: Air Quality</p> <p>Volume 6, Part 4, Chapter 2: Human Health, Major Disasters</p>



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>providing some care. By contrast, the vulnerable group population can be characterised as including a high proportion of people who are providing a lot of care, as well as those who are dependant.</p> <p>The general population can be characterised as experiencing low deprivation. However, the professional judgment is that the vulnerable group population experiences high deprivation (including where this is due to pockets of higher deprivation within low deprivation areas).</p> <p>The general population can be characterised as broadly comprised of people with good health status. Vulnerable groups, however, tend to include those parts of the population reporting bad or very bad health status.</p> <p>The general population tends to include a large majority of people who characterise their day-to-day activities as not limited. The vulnerable group population tends to represent those who rate their day-to-day activities as limited a little or limited a lot.</p>		



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		<p>The Chapter concludes that no significant cumulative health impacts are anticipated and there is the potential for positive impacts when VE is taken into account with other relevant development projects. This includes positive health effects at the site-specific and local levels through the creation of new employment opportunities that can help alleviate deprivation levels.</p> <p>There are also wider-societal benefits at the regional-national levels for supporting the government's transition to net zero and consequent reduction in GHGs.</p> <p>Moreover, there is the potential for positive cumulative effects due to increase employment opportunities and associated training programmes which can contribute to alleviating groups out of deprivation.</p> <p>Human health is closely linked with many of the other ES chapters discussed throughout this EqIA. With the mitigation measures proposed throughout the EqIA and particular mitigation measures within Volume 6, Part 4, Chapter 2: Human Health and Major Disasters, there are no</p>		



Area of Consideration	Relevant to the Development?	Assessment of Equality Effect	Mitigation Measure	Document Reference
		predicted differential or disproportionate impacts on protected groups.		
<b>Wider Climate impacts</b>				
Positive contribution to climate	Yes	<p>Protected characteristic groups are disproportionately at risk to the negative impacts that accrue from climate change. The proposed wind farm will likely have a positive impact for all groups and a reduction in GHG emissions.</p> <p>There are no predicted differential or disproportionate impacts on protected groups.</p>	N/A	<p>Volume 6, Part 4, Chapter 1: Climate Change</p> <p>Volume 6, Part 4, Appendix 1.1 Greenhouse Gas Assessment</p>
Positive contribution to energy supplies	Yes	<p>Those within protected groups are disproportionately likely to attain low incomes and be at a socio-economic disadvantage. The wind farm will contribute to the provision of more affordable energy supplies and jobs which will have positive effects for all groups.</p> <p>There are no predicted differential or disproportionate impacts on protected groups.</p>	N/A	



## 6 CUMULATIVE IMPACT ASSESSMENT AND INTER-RELATIONSHIPS

- 6.1.1 By its nature, Health and Equality interacts with each of the other onshore topics assessed in this ES, due to its direct involvement as a receptor for other impacts. Of particular note regarding the potential for inter-related and cumulative, are the following ES Chapters:
- > Volume 6, Part 4, Chapter 1: Climate Change
  - > Volume 6, Part 4, Chapter 2: Human Health, Major Disasters
  - > Volume 6, Part 3, Chapter 3: Socio-Economic, Tourism and Recreation
  - > Volume 6, Part 3, Chapter 6: Hydrology, Hydrogeology and Flood Risk
  - > Volume 6, Part 3, Chapter 8: Traffic and Transport
  - > Volume 6, Part 3, Chapter 9: Airborne Noise and Vibration
  - > Volume 6, Part 3, Chapter 10: Air Quality
- 6.1.2 At this stage, the Project does not anticipate any cumulative impacts on equality except from those mentioned within the relevant technical chapters detailed above and discussed throughout this document.



## 7 CONCLUSION

### 7.1 OVERVIEW

- 7.1.1 This EqIA has used the relevant technical reports within the ES to consider whether VE would have a differential or disproportionate impact on protected groups within the Equalities Act 2010.
- 7.1.2 With the implementation of mitigation measures set out within the ES chapters and supplementary documentation, this EqIA concludes that the VE would not have a differential or disproportionate impact on people with protected characteristics, differently to the general population.
- 7.1.3 The mitigation measures that will be used for the VE are outlined in supporting documents to the ES and include:
- > The Outline Public Access Management Plan (PAMP) which will ensure recreational routes and PRoWs are appropriately managed. This includes providing temporary diversion routes where necessary, that are clearly signposted and accessible to all protected groups.
  - > The Construction Travel Management Plan (CTMP) sets out a range of methods to control traffic and ensure pedestrian safety, particularly for those who are most vulnerable.
  - > The Workforce Travel Plan (WTP) that will ensure movement associated within construction personnel is done in the most sustainable manner and reduces impact to traffic numbers on the highway.
  - > The Code of Construction Practice (CoCP) which will limit the impacts of construction. This includes setting out measures to limit noise and vibration. Construction works will be undertaken in accordance with the best practicable means (as defined in Section 72 of the Control of Pollution Act 1974) to minimise noise and vibration effects.
- 7.1.4 The Applicant has also accounted for the difficulties protected characteristic groups have in accessing consultation events and having a subsequent influence on the site selection process and best practice management of construction and operation process. VE has undergone an iterative design and site selection process and used several methods of engagement and consultation to allow those who are part of protected characteristic groups to have an input on the scheme, as outlined in Volume 6, Part 1 Chapter 4: Site Selection and Alternatives.
- 7.1.5 Furthermore, the EqIA concludes that VE has the potential to have a positive impact on people with protected characteristics. This is because the scheme will improve the regional air quality, as there will be less of a need for energy generation from combustion methods. In addition, the scheme will contribute to provision of more affordable energy supplies and jobs which is particularly important for those within protected characteristic groups as they are more likely to attain lower incomes and be at a socio-economic disadvantage.

Moreover, the general positive social contribution VE will bring will be realised through investment in the local area and via the provision of jobs. Whilst the Applicant cannot quantify the number of jobs that will be secured by local residents, qualitative analysis within the ES suggests a good level of employment will be secured.



## 8 REFERENCES

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