

Rampion 2 Wind Farm
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Impact Assessment
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Executive Summary

This Equality Impact Assessment (EqIA) has been undertaken in support of Rampion Extension Development Limited's (RED's) ('the Applicant') obligation under UK equality legislation, including the Equality Act 2010, and in particular the Public Sector Equality Duty (PSED), which encourages organisations delivering public functions to understand how different people will be affected by their activities.

This EqIA has identified the potential impacts of Rampion 2 (the 'Proposed Development') on people with characteristics protected under legislation. The findings set out within this EqIA are based on a desk-based evidence review and on available information pertaining to the Proposed Development. The EqIA considers the potential effects (both positive and negative) arising from the Proposed Development and sets out management and mitigation considerations to ensure the Applicant effectively plans for and can manage the equality effects of the Proposed Development.

The assessment of effects was undertaken in light of sensitive receptors (such as users of education, community and medical facilities, residential institutions and places of worship), referring to people with characteristics protected under the Equality Act 2010. The sensitivity of affected parties (such as local residents, business owners and employees) to the Proposed Development were also considered in the assessment, with regard to people with protected characteristics.

Protected characteristic groups under the Equality Act 2010 are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race and ethnicity;
- religion and belief;
- sex; and
- sexual orientation.

Evidence gathered in relation to the Proposed Development and the above characteristics covers a range of topics, including:

- environmental changes such as noise, air quality, health, and the visual environment;
- changes to the physical environment such as public rights of way (PRoWs), open space and recreational areas; and
- changes to feelings of safety and security, and health and safety considerations.

Based on the assessment undertaken, no adverse equality effects are expected as a result of the construction, operation and maintenance, or decommissioning phases of the Proposed Development.

1. Equality Impact Assessment

1.1 Introduction

- 1.1.1 This Equalities Impact Assessment (EqIA) sets out the requirements of the Equality Act 2010 ('the Equality Act'), and the potential impacts of the Proposed Development on people with characteristics protected under this legislation. The findings set out within this EqIA are based on a desk-based evidence review and on available information pertaining to Rampion 2 (the 'Proposed Development').
- 1.1.2 The EqIA considers the potential for differential or disproportionate impacts (both positive and negative) arising from the Proposed Development and the effects this has on people from protected characteristic groups within the Study Area. Actions are identified that should be taken to ensure that the design and implementation of the Proposed Development will not create unintended adverse outcomes for people with characteristics protected under the Equality Act 2010. Where necessary, measures to manage the equality effects during construction, operation and maintenance, and decommissioning of the Proposed Development are also set out.
- 1.1.3 This EqIA should be read in conjunction with the following documents:
- **Chapter 17: Socio-economics, Volume 2** of the Environmental Statement (ES) (Document Reference: 6.2.17);
 - **Chapter 18: Landscape and visual impact, Volume 2** of the ES (Document Reference: 6.2.18);
 - **Chapter 19: Air quality, Volume 2** of the ES (Document Reference: 6.2.19);
 - **Chapter 21: Noise and vibration, Volume 2** of the ES (Document Reference: 6.2.21); and
 - **Chapter 28: Population and human health, Volume 2** of the ES (Document Reference: 6.2.28).

Report Structure

- 1.1.4 The remainder of this EqIA is structured as follows:
- **Section 1.2 – Legislative context;**
 - **Section 1.3 – Approach and methodology;**
 - **Section 1.4 – Sensitive Receptors;**
 - **Section 1.5 – Equality impact assessment;**
 - **Section 1.6 – Conclusion;**
 - **Section 2 – Glossary of terms and abbreviations;** and
 - **Chapter 3 – References.**

1.2 Legislative context

Equality Act 2010

- 1.2.1 The Equality Act 2010 ('the Equality Act') (Equality Act, 2010) replaces previous anti-discrimination legislation to simplify and strengthen the law to tackle discrimination and inequality.
- 1.2.2 A key part of this (Section 149) sets out a Public Sector Equality Duty (PSED) that requires all public bodies (including planning) to play their part in making society fairer by having due regard to:
- eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act;
 - advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
 - foster good relations between people who share a protected characteristic and people who do not share it.
- 1.2.3 In its purest sense, this means that through active consideration, all public sector decision-making is primed to identify and prevent discrimination, consider existing inequality, advance equality and tackle prejudice for the following protected characteristics outlined in Part 2 of the Equality Act 2010 (Government Equalities Office, 2011):
- age;
 - disability;
 - gender reassignment;
 - marriage and civil partnership (but only in respect of eliminating unlawful discrimination);
 - pregnancy and maternity;
 - race – this includes ethnic or national origins, colour or nationality;
 - religion or belief – this includes lack of belief;
 - sex; and
 - sexual orientation.
- 1.2.4 Overall, the PSED is intended to support good decision-making. It encourages organisations to understand how different people will be affected by their activities. This helps to ensure projects being delivered are appropriate and accessible to all and meet different people's needs. Rampion Extension Development Limited (RED) (the 'Applicant') has had due regard to the aims of the PSED so as to inform the decision-making process for the Proposed Development. The decision-making process must take into account those with protected characteristics outlined above.

1.3 Approach and methodology

Scope of assessment

Technical scope

- 1.3.1 This EqIA provides a systematic assessment of the likely or actual effects of policies or policies or proposals on social groups with protected characteristics (as defined by the Equality Act), set out in **Table 1-1**.

Table 1-1 Protected characteristics

Protected characteristic	Equality and Human Rights Commission (EHRC) definition
Age	A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds).
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	The process of transitioning from one sex to another.
Marriage and civil partnership	Marriage is a union between a man and a woman or between a same-sex couple. Couples can also have their relationships legally recognised as 'civil partnerships'. 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 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, and this includes treating a woman unfavourably because she is breastfeeding.
Race	Refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion and belief	Religion and belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect someone's life choices or the way they live for it to be included in the definition.
Sex	A man or woman.
Sexual Orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Source: (Equality Act, 2010)

- 1.3.2 For the purposes of this EqIA, more specific protected characteristic groups have been identified within the abovementioned group categories based on the desk-based evidence review to improve the assessment.
- Within ‘age’, all age ranges are considered, but specific protected characteristic groups include children (aged under 16 years), younger people (16-24 years), and older people (those aged 65 or over).
 - Within ‘disability’, all disabilities are considered, including visible and invisible, physical, mental, and psychological.
 - Within ‘pregnancy and maternity’, pregnant women are reported as a protected characteristic group where the effect only relates to pregnancy.
 - Within ‘race’, all races and ethnicities are considered, but ‘ethnic minority backgrounds’ refer to all non-White British communities.
 - Within ‘religion and belief’, all religious and belief groups are considered, but the term ‘Minority faith groups’ refers to religious groups who are not Christian (Buddhist, Hindu, Jewish, Muslim, Sikh, and ‘other’¹). The protected characteristic group ‘no-religion’ is also considered.
 - Within ‘sex’, the protected characteristic groups of men and women are used.
 - Within ‘sexual orientation’ and ‘gender reassignment’, all sexual orientations and gender statuses are considered, but the ‘Lesbian, Gay, Bisexual, Transgender +’ (LGBT+) community is considered together.
- 1.3.3 The findings from key information on the Proposed Development and other technical disciplines are reviewed to inform the EqIA. In addition to the conclusions of the human health assessment (detailed in **ES Chapter 28: Population and human health, Volume 2** of the ES (Document Reference: 6.2.28)), the ES technical aspects of socio-economics, landscape and visual impact, air quality, and noise and vibration have been reviewed to understand where significant environmental and social effects are being reported, and any potential for equality effects.
- 1.3.4 **Table 1-2** summarises the impact themes addressed in the EqIA, and which phase of the Proposed Development they are relevant to, providing a rationale where scoped out.

¹ ‘Other religion’ option in Census is an invitation to self-expression, including alternative religions and non-traditional ways of practicing belief systems.

Table 1-2 Impact themes scoped in and out of the equality appraisal

Impact theme	Construction phase	Operation and maintenance phase	Decommissioning phase
Changes in noise and vibration exposure	Scoped in	Scoped in	Scoped in
Changes to air quality	Scoped in	Scoped out – changes to air quality as a result of air pollutants from traffic, plant, or equipment during the operation and maintenance phase is considered to be limited due to the occasional works required which is not significant in EIA terms. Therefore, the operation and maintenance assessment for this has been scoped out of the EIA (see ES Chapter 19: Air quality, Volume 2, Section 19.4 of the ES (Document Reference: 6.2.19) for further details).	Scoped in
Changes to landscape and visual environment	Scoped in	Scoped in	Scoped in
Changes in traffic flow	Scoped in	Scoped in	Scoped in
Changes to human health	Scoped in	Scoped in	Scoped in
Potential generation of employment associated with the Proposed Development	Scoped in	Scoped in	Scoped in

Impact theme	Construction phase	Operation and maintenance phase	Decommissioning phase
Presence of construction workforce within the local area	Scoped in	N/A – no construction activities to take place during the operation and maintenance phase	Scoped in
Feelings of personal safety and security	Scoped in	Scoped out – once operational, only intermittent onshore maintenance would be required, which would have limited potential to cause any change in attitude amongst communities	Scoped in
Health and safety risks	Scoped in	Scoped in	Scoped in
Impacts on open space, ProWs and recreational areas	Scoped in	Scoped in	Scoped out – decommissioning works are likely to be undertaken in reverse to the sequence of construction works and involve similar levels of equipment. However, it is proposed that all onshore and offshore subsurface cable infrastructure will be left <i>in situ</i> , which will limit potential impacts on open space, ProWs and recreational spaces

Geographic scope

- 1.3.5 The geographic scope of the EqIA remains consistent with the ES technical aspects that have informed the appraisal.
- 1.3.6 While this is the case, an exercise has been undertaken to identify specific sensitive receptors within 500m of the Proposed Development. The results of this exercise are provided in **Section 1.4**.

Approach to identifying equality effect

- 1.3.7 The assessment of impacts across the EqIA process is qualitative. Using significant effects reported in the ES as a basis, the EqIA considers and describes whether an equality effect is adverse, beneficial, or neutral, and the cause of the impact. The impact assessment also considers the permanence of an effect and the size and extent of protected characteristic groups who may be vulnerable to the change (both adversely and beneficially).

Types of equality effect

- 1.3.8 Equality effects arise disproportionately, and differentially. For people with protected characteristics who live or work in the Study Area, or the wider area, changes could affect them more ('disproportionately'), or in a particular way ('differentially').

Disproportionate effects

- 1.3.9 Disproportionate effects occur where there is likely to be a comparatively greater effect on people from a particular protected characteristic group than on other members of the general population. Disproportionate effects may occur if the affected community comprises a higher-than-average proportion of people with a particular protected characteristic, or because people from a particular protected characteristic group are the primary users of an affected resource.
- 1.3.10 Identifying disproportionate effects involves determining the demographic composition of the area where impacts are expected to arise. This identifies the numbers and proportions of people from protected characteristic groups around the Study Area with local, regional, and national data used as comparators.

Differential effects

- 1.3.11 Differential effects occur where people with protected characteristics are likely to be affected in a different way to other members of the general population. This may be because groups have specific needs or are susceptible to the impact due to their protected characteristics. These effects are not dependent on the number of people affected.
- 1.3.12 Desk-based research and stakeholder engagement findings are analysed to explore the potential impact of the Proposed Development. The output of this work identifies those protected characteristic groups that are likely to differentially experience impacts arising from the Proposed Development and explains why.

1.4 Sensitive receptors

1.4.1 OS AddressBase data has been used to identify sensitive receptors (i.e. specific receptors which are likely to house or be used by individuals with protected characteristics) within 500m of the DCO Order Limits. The types of sensitive receptors included comprise those detailed in **Table 1-3**.

Table 1-3 Sensitive receptor descriptions

Sensitive receptor	Definition	Relevance to equality appraisal
Place of worship	A building for religious services, such as a church, temple, etc.	Those using places of worship are assumed to follow a religion, which is a protected characteristic.
Residential institution	Relates to residential care homes, hospitals, nursing homes, boarding schools, residential colleges, and training centres.	<p>Care homes, hospitals and nursing homes are likely to be used by a high proportion of individuals who are either disabled, pregnant, or who are more sensitive than the general population (i.e. the young and elderly). 'Disability', 'pregnancy and maternity', and 'age' are all protected characteristics.</p> <p>In addition, boarding schools, residential colleges, and training centres are likely to be used by a high proportion of young people. As previously mentioned, 'age' is a protected characteristic.</p>
Medical facility	A place where sick or injured people are given care or treatment (as a hospital, urgent care centre, or a clinic).	Medical facilities are likely to be used by a high proportion of individuals who are either disabled, pregnant, or who are more sensitive than the general population (i.e. the young and elderly). 'Disability', 'pregnancy and maternity', and 'age' are all protected characteristics.
Education facility	Any building used principally for educational purposes in which a school is located or a course of	Education facilities are likely to be used by a high proportion of young people. As previously

Sensitive receptor	Definition	Relevance to equality appraisal
Community facility	<p>instruction or training program is delivered.</p> <p>Relates to community centres, village halls, youth centres, scout huts, and cadet drill halls and headquarters.</p> <p>While technically considered community facilities, public toilets, recycling points, car parks and H M Ford Prison have been excluded as they are not deemed sensitive in the context of this EqlA.</p>	<p>mentioned, 'age' is a protected characteristic.</p> <p>Community facilities such as scout huts and youth centres are likely to be used by a high proportion of young people. Community centres and village halls are likely to be used by a high proportion of elderly people. As previously mentioned, 'age' is a protected characteristic.</p>

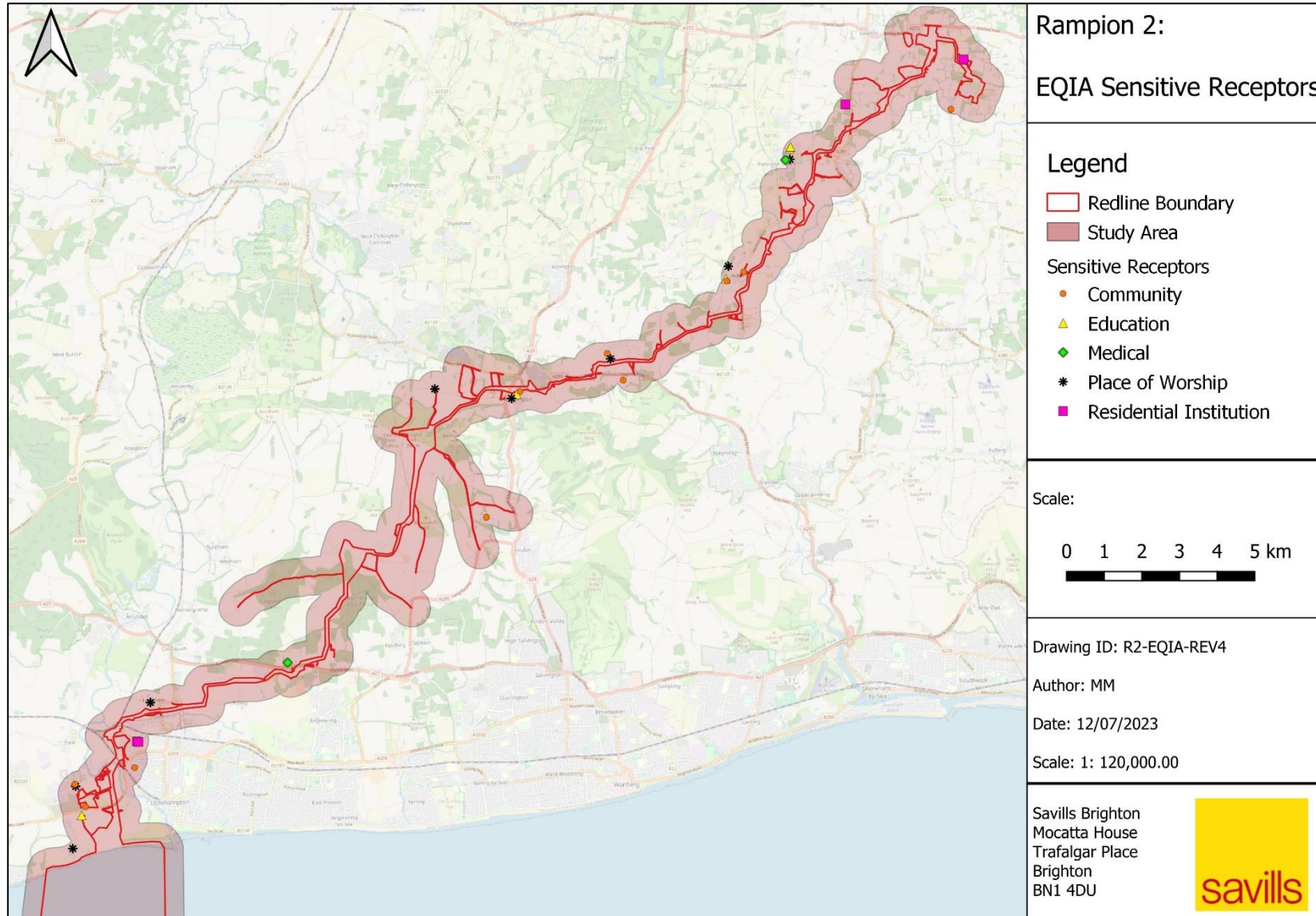
1.4.2 As shown in **Figure 1-1**, the following 30 sensitive receptors have been identified within the study area:

- eight places of worship, all of which relate to the Christian faith;
- four residential institutions, comprising one nursing home, a monastery and two care facilities for young people with learning disabilities;
- three medical facilities, comprising one GP surgery, one dental practice and one children’s hospice;
- five education facilities, four of which are primary schools and one nursery; and
- ten community facilities, comprising a crematorium, six village halls, one church hall, one clubhouse and one youth centre.



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Figure 1-1 Location of sensitive receptors across study area



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1.5 Equality Impact Assessment

Overview

- 1.5.1 The appraisal tables (**Table 1-4** to **Table 1-6**) provided in this Section outline the impact theme, which equality groups may be affected by each effect, the geographical area expected to experience each type of effect, and the duration and relationship of the impact. The tables also include project-specific evidence of the effect, proposed mitigation or enhancement measures, and a conclusion of the overall equalities effect.
- 1.5.2 The concluding 'overall equalities effect' column is colour coded as follows:
- positive effect on equality (no action required): **green**;
 - no equality effect (no action required): **blue**; and
 - negative effect on equality (action required): **orange**.

Construction phase

- 1.5.3 **Table 1-4** sets out potential equality effects arising during the construction phase.



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Table 1-4 Construction phase equality appraisal

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Changes in noise and vibration exposure	Children Older people Disabled people	Temporary / direct	<p>As stated in Chapter 21: Noise and vibration, Volume 2 of the ES (Document Reference: 6.2.21), separate noise and vibration assessments were undertaken for different elements of the construction phase.</p> <p>Temporary noise effects during the construction phase are reported to be not significant from the construction, operation and maintenance, and deconstruction of the temporary construction compounds; the landfall works and trenchless crossings; from onshore substation construction; from onshore cable installation (trenched); from construction and use of temporary and permanent accesses; and from construction road traffic.</p>	<p>As described in Chapter 21: Noise and vibration, Volume 2 of the ES (Document Reference: 6.2.21), best practice measures would be followed during the construction phase.</p> <p>Additionally, embedded environmental measures C-22, C-26 and C-33 outlined in the Commitments Register (Document Reference: 7.22) will be implemented to minimise the disturbance of noise on sensitive receptors, including those with protected characteristics. These environmental measures will be secured through implementation of the Outline CoCP (Document Reference: 7.2).</p>	Noise and vibration impacts from the construction of the Proposed Development are unlikely to result in adverse effects on people with protected characteristics due to the application of best practice mitigation measures.

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			<p>Vibration effects could be significant within close proximity to HDD activities and where HGVs travel over irregularities. While this is the case, such changes would be temporary, intermittent and are reported to occur only at residential properties rather than at receptors which cater to specific equality groups.</p> <p>On the above basis, it is not anticipated that any disproportionate or differential effects would occur.</p>	<p>Such mitigation measures are relevant to all population groups, including those with protected characteristics.</p>	
Changes to air quality	<p>Children Older people Disabled people Pregnant people People with ethnic minority backgrounds</p>	<p>Temporary / direct</p>	<p>As stated in Chapter 19: Air quality, Volume 2 of the ES (Document Reference: 6.2.19), the construction phase will involve several activities which have the potential to impact local air quality. These include activities that could generate dust and odour during construction and air pollutant emissions (NO₂, PM₁₀ and PM_{2.5}) from additional road vehicle</p>	<p>As stated in Chapter 19: Air quality, Volume 2 of the ES (Document Reference: 6.2.19), best practice air quality management measures will be applied as described in the Institute of Air Quality Management (IAQM) (2016) Guidance on the Assessment of Dust from Demolition and Construction 2016, v1.1 (C-24).</p>	<p>Air quality impacts from the construction of the Proposed Development are unlikely to result in adverse effects on people with protected characteristics due to the application of best practice</p>

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Changes to landscape and visual environment	Children Older people Disabled people	Temporary / direct	<p>movements and on-site construction equipment.</p> <p>Emissions of air pollutants from construction traffic on roads and from construction equipment on site (NO₂, PM₁₀ and PM_{2.5}) are classified as negligible and below Department for Environment, Food and Rural Affairs (Defra) Air Quality Objectives and World Health Organisation (WHO) guidelines for all modelled human receptors. Emissions from dust and odour from construction are also classified as negligible following environmental measures.</p> <p>On the basis that there are no significant air quality effects during the construction phase, there is no potential for disproportionate or differential effects.</p>	This environmental measure is relevant to all population groups, including those with protected characteristics.	mitigation measures.
			Some significant effects on landscape character and visual receptors (settlements, transport routes and recreational routes) are		

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
	Pregnant people People with ethnic minority backgrounds	The duration of residual effects will be short-term (four years)	<p>reported during the construction phase.</p> <p>While this is the case, such landscape areas/routes/resources can be accessed by anyone. On this basis, there is no particular protected characteristic group which are the primary user of these affected resources. As such, there is limited potential for people with protected characteristics to experience disproportionate or differential effects.</p>	<p>Reference: 5.8) to cover the onshore elements of the Proposed Development.</p> <p>From an overall design perspective, the extent of construction activity within the SDNP has been limited as far as possible to avoid the most sensitive locations such as ancient woodland, the brows of hills and to have due regard to landscape patterns for example field boundaries (C-67).</p> <p>Other specific measures include reduction to the working width of the onshore cable corridor to 15-25m, developing a phasing plan and avoiding removing landscape elements (C-1, C-2, C-3, C-5, C-6, C-7, C-9, C-20, C-21, C-23, C-27, C-113, C-114, C-115, C-128, C-174).</p>	<p>landscape character and visual receptors (such as settlements, transport routes and recreational routes), these can be used by anyone. Therefore, no specific equality groups would be affected disproportionately or differentially.</p>

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Changes in traffic flow	Children Older people Disabled people	Temporary / direct	<p>A detailed environmental assessment has been undertaken in Chapter 23: Transport, Volume 2 of the ES (Document Reference: 6.2.23) for the following three highway links:</p> <ul style="list-style-type: none"> • Link 3 (Ford Road), which will experience an increase in HGV traffic of 11.7%. • Link 13 (A24/A27, Offington (Warren Road)), which will experience an increase in HGV traffic of 10.8%. • Link 26 (Wineham Lane, South of the A272), which will experience an 	<p>Such environmental measures are relevant to all population groups, including those with protected characteristics.</p> <p>Appropriate levels of mitigation will be secured and implemented through the Outline Code of Construction Practice (CoCP) (Document Reference: 7.2) and the Outline Construction Traffic Management Plan (CTMP) (Document Reference: 7.6).</p> <p>Embedded environmental measures to minimise the impacts on local and strategic highways and key local villages and settlements include C-5, C-18, C-157, C-159 and C-168 in the Commitments Register (Document Reference: 7.22).</p>	<p>Overall changes in traffic flows during the construction of the Proposed Development are unlikely to result in adverse effects on people with protected characteristics due to following the application of best practice mitigation measures.</p>

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			<p>increase in HGV traffic of 71.6%.</p> <p>No significant effects are reported on any highways link. As a result, there is no potential for disproportionate or differential effects.</p>	<p>Such environmental measures are relevant to all population groups, including those with protected characteristics.</p>	

<p>Potential generation of employment associated with the Proposed Development</p>	<p>Young people Disabled people People with ethnic minority backgrounds Men</p>	<p>Temporary / direct and indirect</p>	<p>As stated in Chapter 17: Socio-economics, Volume 2 of the ES (Document Reference: 6.2.17), the potential employment supported by the Proposed Development at the UK level is estimated to average around 4,060 full time equivalent (FTE) jobs per annum. This is split into 2,270 direct jobs (FTE) and 1,790 indirect jobs (FTE). At the Sussex level, the potential employment supported by the construction phase of the Proposed Development is estimated to average around 80 FTE jobs; 70 direct jobs (FTE) and 10 indirect jobs (FTE). Overall, construction employment effects are not considered to be significant.</p> <p>While job opportunities would be concentrated in manufacturing and engineering, construction, transport, and professional services, within the sector itself, no disproportionate or differential effects are anticipated. In addition, construction employment associated with the Proposed Development helps respond to a broader issue that underpins equality and socio-economic deprivation.</p>	<p>No mitigation is required.</p>	<p>For those working within the manufacturing and engineering, construction, transport, and professional sectors, it is unlikely that any specific protected characteristic group would experience equality effects.</p>
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Potential impacts on population health

Children
Young people
Disabled people
Older people

Temporary / direct and indirect

To identify and potential for associated population health effects, **Chapter 28: Population and human health, Volume 2** of the ES (Document Reference: 6.2.28) draws from and builds upon key outputs from:

- **Chapter 17: Socio-economics, Volume 2** of the ES (Document Reference: 6.2.17);
- **Chapter 19: Air quality, Volume 2** of the ES (Document Reference: 6.2.19);
- **Chapter 20: Soils and agriculture, Volume 2** of the ES (Document Reference: 6.2.20);
- **Chapter 21: Noise and vibration, Volume 2** of the ES (Document Reference: 6.2.21);
- **Chapter 23: Transport, Volume 2** of the ES (Document Reference: 6.2.23);
- **Chapter 24: Ground conditions, Volume 2** of the ES (Document Reference: 6.2.24); and

No mitigation is required.

Impacts on population health are not significant and therefore, it is unlikely that any specific protected characteristic group would experience equality effects.

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			<ul style="list-style-type: none"> • Chapter 18: Landscape and visual, Volume 2 of the ES (Document Reference: 6.2.18) <p>On the basis that there are no significant effects on human health during the construction phase, there is no potential for disproportionate or differential effects.</p>		
Presence of construction workforce within the local area	Older people Disabled people Women	Temporary / direct	<p>The presence of construction workers may give rise to local people feeling unsettled, and their perceptions of their community may change. There may be a concern for local communities in close proximity to the Proposed Development with regard to the presence of a construction workforce affecting social cohesion. Such effects are most likely to be felt by those living adjacent to construction sites, or by those who use local facilities near construction sites.</p>	<p>Routing of the onshore cable corridor has sought to avoid settlements. Furthermore, all construction compounds would have facilities to support the direct needs of the workforce. As a result, the presence of the construction workforce within local areas is likely to be minimal.</p>	<p>It is unlikely that the construction workforce will cause a negative effect on any protected characteristic group.</p>

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Feelings of personal safety and security	Young people Older people Disabled people People with ethnic minority backgrounds LGBTQ+ people	Permanent / indirect	The Proposed Development has the potential to change perceptions of personal safety and security during the construction phase. There is potential for trespass, anti-social behaviour (such as vandalism) and crime if this is unmanaged, resulting in equality effects on vulnerable groups. In addition, potential lack of lighting in and around the onshore sites of the proposed development (cable corridor and onshore substation) may further increase the fear of crime and anti-social behaviour at night.	<p>As stated in Chapter 4: The Proposed Development, Volume 2 of the ES (Document Reference: 6.2.4), fencing will be used to mark out the onshore cable corridor area. Access to all construction sites will be managed by the construction contractor, with suitable supervision provided at access points to the onshore cable route and temporary construction compounds.</p> <p>External lighting of the construction site for both the onshore cable corridor and onshore substation will be directional.</p> <p>Such mitigation measures are relevant to all population groups, including those with protected characteristics.</p>	Safety and security risks from construction are unlikely to be adverse, given the proposed mitigation and best practice safety measures.

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Health and safety risks	Children Older people Disabled people	Temporary / indirect	<p>Temporary construction activities have the potential to cause a degradation of water quality to main and ordinary watercourses through surface water run-off and associated soil erosion, accidental release of sediment during works affecting water courses, from accidental spills or leaks from active construction areas.</p> <p>The potential for health and safety risks could not in any way be targeted to a specific receptor and is determined by the nature of the source, pathway of exposure and location of receptors. As such, no disproportionate or differential effects are anticipated.</p>	<p>Construction will be performed with the commitment to a safe work site and to minimise potential impacts as much as practicable.</p> <p>Appropriate mitigation measures are detailed within the Outline CoCP (Document Reference: 7.2) and include C-8, C-14, C-24 and C-167 outlined in the Commitments Register (Document Reference: 7.22).</p> <p>Such mitigation measures are relevant to all population groups, including those with protected characteristics.</p>	<p>In line with legislative requirements, it is unlikely that potential health and safety risks during the construction phase would cause material impacts on local communities or would affect any specific equality groups.</p>
Impacts on open space, PRowS and recreational areas/activities	Children Young people Older people Disabled people	Temporary / direct	<p>During construction of the Proposed Development, a total of 578.33ha of agricultural land and 13.53ha of non-agricultural land would be temporarily required.</p>	<p>RED has committed to several embedded environmental measures aimed at reducing disruption caused by construction activity (see C-32, C-66,</p>	<p>While construction of the Proposed Development would temporarily impact some PRow, open</p>

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			<p>The loss of agricultural land would not result in any adverse effects to people with protected characteristics as the land is not publicly accessible. Any non-agricultural land within the DCO Order Limits will be crossed by HDD and so there will be no direct interruption to access during the works.</p> <p>As detailed in the Outline Public Rights of Way Management Plan (Document Reference: 7.8), 60 PRow will be impacted by construction of the Proposed Development. It should be noted that no PRow will be permanently affected by the Proposed Development. While this is the case, such resources can be used for recreation by anyone. Therefore, there is no particular protected characteristic group which are the primary user of these affected resources.</p>	<p>C-161, C-162, C-163, C-164 and C-168 in the Commitments Register (Document Reference: 7.22)). Additionally, an Outline Public Right of Way Management Plan (Document Reference: 7.8) will be followed.</p> <p>Such mitigation measures are relevant to all population groups, including those with protected characteristics.</p>	<p>space and recreational areas, these can be used by anyone. Therefore, no specific equality groups would be affected disproportionately or differentially.</p>

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			<p>As detailed in Chapter 17: Socio-economics, Volume 2 of the ES (Document Reference: 6.2.17), the following areas used for recreation would be impacted: Sullington Hill (Open Access Land); Bines Green Common (Open Access Land); Washington Recreation Ground; Jockey’s Meadow; and Climping Beach SSSI (West Beach LNR). While this is the case, such resources can be used for recreation by anyone. Therefore, there is no particular protected characteristic group which are the primary user of these affected resources. Furthermore, alternative commons, recreation grounds and beaches are available locally. As such, there is limited potential for people with protected characteristics to experience disproportionate or differential effects.</p> <p>Chapter 17: Socio-economics, Volume 2 of the ES (Document</p>		

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			<p>Reference: 6.2.17) assesses the potential impact on recreational activities such as bathing, surfing, canoeing, paddleboarding, kayaking, scuba diving, recreational angling, recreational sailing, and boating. In all instances, the effect is not anticipated to be significant. As such, there is limited potential for people with protected characteristics to experience disproportionate or differential effects.</p>		

Operation and maintenance phase

- 1.5.4 **Table 1-5** sets out potential equality effects arising during the operation and maintenance phase.

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Table 1-5 Operation and maintenance phase equality appraisal

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Changes in noise and vibration exposure	Children Older people Disabled people	Permanent / direct	<p>As assessment of the operational noise generated by the onshore substation at Oakendene has been conducted in Chapter 21: Noise and vibration, Volume 2 of the ES (Document Reference: 6.2.21).</p> <p>Following implementation of environmental measures, worst-case predicted ambient noise levels would be 0.1 dB L_{Aeq,T}, which is not significant and considered to be below the no observed adverse effect level (described as noise exposure below which no effect at all on health or quality of life can be detected (Ministry of Housing Communities and Local Government, 2019)).</p> <p>On the basis that there are no significant noise effects during the operation and maintenance phase, there is no potential for disproportionate or differential effects.</p>	<p>As stated in Chapter 21: Noise and Vibration, Volume 2 of the ES (Document Reference: 6.2.21), transformer noise enclosures (as per the National Grid – Generic Electricity Design Manual TS 2.10.07, April 2017) and harmonic filter damping are specific mitigation measures that will be implemented (C-26 in the Commitments Register, Volume</p>	<p>Overall, no adverse effects are likely due to noise from the normal operation of the Proposed Development, and therefore no equality effects are anticipated.</p>

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Changes to landscape and visual environment	Children Older people Disabled people	Permanent / direct	<p>Some significant effects on landscape character and visual receptors (settlements, transport routes and recreational routes) are reported during the operation and maintenance phase.</p> <p>While this is the case, such landscape areas/routes/resources can be accessed by anyone. On this basis, there is no particular protected characteristic group which are the primary user of these affected resources. As such, there is limited potential for people with protected characteristics to experience disproportionate or differential effects.</p>	<p>2 (Document Reference: 7.22)).</p> <p>An Indicative Landscape Plan has been provided within the Design and Access Statement (Document Reference: 5.8) to cover the onshore elements of the Proposed Development.</p> <p>Measures include avoiding removal of landscape elements; ensure remaining vegetation is protected where required; and ensure all new</p>	<p>While operation and maintenance of the Proposed Development would impact landscape character and visual receptors (such as settlements, transport routes and recreational routes), these can be used by anyone. Therefore, no specific equality groups would be affected disproportionately or differentially.</p>

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Changes in traffic flow	Children Older people Disabled people	Permanent / direct	<p>Chapter 23: Transport, Volume 2 , Volume 2 of the ES (Document Reference: 6.2.23) sets out the onshore impacts of offshore works from the operation and maintenance phase.</p> <p>Results show that no highways link would have an increase in traffic flow of 30% or more; therefore, the residual effect on the local highways network and transport receptors would not be significant.</p> <p>On the basis that no significant effects have been identified, there is no</p>	<p>planting is established within 5 years and appropriate maintenance and management plans provided; (C-21, C-23, C-115, C-174, C-199).</p> <p>No mitigation required, although an Outline Operational Travel Plan, Volume 2 (Document Reference: 7.5) is provided alongside the DCO Application to reduce potential traffic impacts associated with the Proposed Development.</p>	<p>Effects due to the increase in traffic during operation and maintenance would be very limited and would not result in adverse effects on people with protected characteristics.</p>

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Potential generation of employment associated with the Proposed Development	Young people Disabled people People with ethnic minority backgrounds Men	Permanent / direct and indirect	Chapter 17: Socio-economics, Volume 2 , Volume 2 of the ES (Document Reference: 6.2.17) states that although it is not possible to quantify the exact number of direct jobs that will be supported by the Proposed Development at this stage, it is estimated that an offshore wind farm the size of Rampion 2 will require between 40 to 50 direct FTE jobs (all within Sussex). Indirect and supply chain expenditure will support an additional 500 FTE jobs nationally, of which 60 jobs would be based in Sussex. Overall, operational employment effects are not considered to be significant.	No mitigation required.	For those working within the supply chain for Rampion 2, it is unlikely that any specific protected characteristic group would experience equality effects.

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Potential impacts on population health	Children Young people Older people Disabled people	Permanent / direct and indirect	<p>The majority of jobs supported during the operation and maintenance phase will be through the Proposed Development’s supply chain expenditure, providing essential goods and services to the Proposed Development’s day-to-day operations. Overall, no disproportionate or differential effects are anticipated within the supply chain. In addition, any employment associated with the Proposed Development helps respond to a broader issue that underpins equality and socio-economic deprivation.</p> <p>During the operation and maintenance phase, Chapter 28: Population and human health, Volume 2 , Volume 2 of the ES (Document Reference: 6.2.28) draws from and builds upon key outputs from Chapter 21: Noise and vibration, Volume 2 , Volume 2 of the ES (Document Reference: 6.2.21) and Chapter 18: Landscape and visual, Volume 2 , Volume 2 of the ES (Document Reference: 6.2.18). It also looks at potential health effects from</p>	No mitigation required.	Impacts on population and health are not significant and therefore it is unlikely that any specific protected characteristic group would experience equality effects.

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Health and safety risks	Children Older people Disabled people	Permanent / direct	<p>changes in exposure to Electromagnetic Fields (EMF).</p> <p>Impacts on human health from noise, EMF and landscape and visual changes are found to be not significant. On this basis, there is no potential for disproportionate or differential effects.</p>	<p>As outlined in Chapter 4: The Proposed Development, Volume 2 of the ES (Document Reference: 6.2.4), the Proposed Development will be designed to follow health, safety, security and environmental (HSSE) legislation and best practice.</p>	<p>In line with legislative requirements, it is unlikely that potential health and safety risks during the operational phase would cause material impacts on local communities or would affect any specific equality groups.</p>
			<p>When operational, health and safety risks may arise from operation and maintenance associated with high voltage equipment.</p> <p>Firstly, the Proposed Development is subject to relevant statutory and regulatory controls and additional mitigation and safeguards. In addition, as demonstrated in Chapter 28: Population and human health, Volume 2 of the ES (Document Reference: 6.2.28), the levels of EMF from both the 275kV and 400kV cable circuits would be well below the guideline public exposure reference levels, set to protect health.</p>		

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Impacts on open space, PRowS and recreational areas/activities	Children Young people Older people Disabled people	Permanent / direct	<p>Following the construction phase, the only permanent land take is associated with the proposed Oakendene substation and Oakendene substation permanent access, and the existing National Grid Bolney substation extension works. However, this infrastructure does not impact PRow or open space. As such, there is no potential for any associated impacts on access to open space, or any disproportionate or differential effects.</p> <p>Regarding recreation, as stated in Chapter 17: Socio-economics, Volume 2 of the ES (Document Reference: 6.2.17), there are no activities are planned during the operation and maintenance phase that are likely to have any significant impact on onshore recreation receptors. Similarly, any maintenance to offshore components is not anticipated to add significantly to the number of ship movements, and would not have any significant effect on scuba diving, recreational angling and recreational sailing/boating activities. As</p>	No mitigation required.	Impacts on open space, PRowS and recreational areas / activities are not significant and therefore it is unlikely that any specific protected characteristic group would experience equality effects.

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			such, there is no potential for disproportionate or differential effects.		

Decommissioning phase

- 1.5.5 **Table 1-6** sets out potential equality effects arising during the decommissioning phase.



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Table 1-6 Decommissioning phase equality appraisal

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Changes in noise and vibration exposure	Children Older people Disabled people	Temporary / direct	As set out in Chapter 21: Noise and vibration, Volume 2 of the ES (Document Reference: 6.2.21), the effect of noise during decommissioning would not be significant. On the basis that no significant effects have been identified, there would be no opportunity for disproportionate or differential effects.	Embedded environmental measures C-22, C-26 and C-33 outlined in the Commitments Register (Document Reference: 7.22) will be adopted to minimise the disturbance to noise sensitive receptors.	Overall, no adverse effects are likely due to noise from the decommissioning phase of the Proposed Development, and therefore no equality effects are anticipated.

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Changes to air quality	Children Older people Disabled people Pregnant people People with ethnic minority backgrounds	Temporary / direct	<p>As stated in Chapter 19: Air quality, Volume 2 of the ES (Document Reference: 6.2.19), potential air quality effects associated with the decommissioning phase are likely to be less than during the construction phase. As a result, the overall effect would also not be significant.</p> <p>On this basis that no significant effects have been identified, there would be no opportunity for disproportionate or differential effects.</p>	As stated in Chapter 19: Air quality, Volume 2 of the ES (Document Reference: X.X.X), best practice air quality management measures will be implemented (C-24 in the Commitments Register (Document Reference: 7.22)).	As no adverse effects are likely due to changes in air quality from the decommissioning phase, no equality effects are anticipated.

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Changes in traffic flow	Children Older people Disabled people	Temporary / direct	<p>As detailed in Chapter 23: Transport, Volume 2 of the ES (Document Reference: 6.2.23), the only affected highway link associated with decommissioning of onshore works (specifically, the onshore substation) would be Highways Link 27 (A272, West of A23).</p> <p>The change in transport nature and flow rate on this road link would not be significant.</p> <p>On the basis that no significant effects have been identified, there is no opportunity for disproportionate or differential effects.</p>	No mitigation required.	Overall, no adverse effects due to traffic during the decommissioning phase of the Proposed Development are identified, and therefore no equality effects are anticipated.

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
<p>Potential generation of employment associated with the Proposed Development</p>	<p>Young people Disabled people People with ethnic minority backgrounds Men</p>	<p>Temporary / direct and indirect</p>	<p>As described in Chapter 17: Socio-economics, Volume 2 of the ES (Document Reference: 6.2.17), employment associated with the decommissioning phase is likely to be less than during the construction phase. As a result, the overall effect would also not be significant.</p> <p>On the basis that no significant effects have been identified, there is not opportunity for disproportionate or differential effects.</p>	<p>No mitigation required.</p>	<p>As no adverse effects are likely, no equality effects are anticipated.</p>

<p>Potential impacts on population health</p>	<p>Children Young people Older people Disabled people</p>	<p>Temporary / direct and indirect</p>	<p>To identify and potential for associated population health effects, Chapter 28: Population and human health, Volume 2 of the ES (Document Reference: 6.2.28) draws from and builds upon key outputs from:</p> <ul style="list-style-type: none"> • Chapter 17: Socio-economics, Volume 2 of the ES (Document Reference: 6.2.17); • Chapter 19: Air quality, Volume 2 of the ES (Document Reference: 6.2.19); • Chapter 21: Noise and vibration, Volume 2 of the ES (Document Reference: 6.2.21); • Chapter 23: Transport, Volume 2 of the ES (Document Reference: 6.2.23); • Chapter 24: Ground conditions, Volume 2 of the ES (Document Reference: 6.2.24); and • Chapter 18: Landscape and visual, Volume 2 of the ES 	<p>No mitigation required.</p>	<p>Impacts on population and health are not significant and therefore it is unlikely that any specific protected characteristic group would experience equality effects.</p>
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Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			(Document Reference: 6.2.18). On the basis that there are no significant effects as a result of decommissioning phase of the Proposed Development, there is no opportunity for disproportionate or differential effects.		

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Presence of decommissioning workforce within the local area	Older people Disabled people Women	Temporary / direct	<p>The presence of decommissioning workers may give rise to local people feeling unsettled, and their perceptions of their community may change. There may be concern for local communities in close proximity to the Proposed Development with regard to the presence of a decommissioning workforce affecting social cohesion.</p> <p>Such effects are most likely to be felt by those who use local facilities near the onshore substation, which will be the main site for decommissioning due to leaving underground structures in situ.</p>	<p>Routing of the onshore cable corridor has sought to avoid settlements. Furthermore, as per the construction phase it is anticipated that any compounds required for decommissioning would have facilities to support the direct needs of the workforce.</p> <p>As a result, the presence of the decommissioning workforce within local areas is likely to be minimal.</p>	Overall, it is unlikely that the decommissioning workforce will cause a negative impact on protected characteristic groups.

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Feelings of personal safety and security	Young people Older people Disabled people People with ethnic minority backgrounds LGBTQ+ people	Permanent / indirect	<p>The Proposed Development has the potential to change perceptions of personal safety and security during the decommissioning phase. There is potential for trespass, anti-social behaviour (such as vandalism) and crime if this is unmanaged, resulting in equality effects on several vulnerable groups.</p> <p>Such effects are most likely to be felt by those who use local facilities near the onshore substation, which will be the main site for decommissioning due to leaving underground structures <i>in situ</i>.</p>	<p>As stated in Chapter 4: The Proposed Development, Volume 2 of the ES (Document Reference: 6.2.4), access to decommissioning sites will be managed by the construction contractor, with suitable supervision provided at access points.</p> <p>External lighting for the onshore substation will be directional.</p>	Safety and security risks from the decommissioning phase are unlikely to be adverse, given the proposed mitigations and best practice safety measures.

Impact theme	Equality groups that could be affected	Duration / relationship (direct / indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Health and safety risks	Children Older people Disabled people	Temporary / indirect	<p>As stated in Chapter 4: The Proposed Development, Volume 2 of the ES (Document Reference: 6.2.4), at the end of the operational lifetime of the Proposed Development, it is anticipated that all structures above the seabed or ground level be removed. The decommissioning sequence will generally be the reverse of the construction sequence and so the same health and safety risks apply.</p> <p>The potential for health and safety risks could not in any way be targeted to a specific receptor and is determined by the nature of the source, pathway of exposure and location of receptors. As such, no disproportionate or differential effects are anticipated.</p>	<p>Decommissioning will be performed with the commitment to a safe work site and to minimise potential impacts as much as practicable.</p> <p>Appropriate mitigation measures for the construction phase are detailed within the CoCP (Document Reference: 7.2) and the decommissioning works will be undertaken to similar appropriate mitigation measures. A Decommissioning Plan will be provided prior to the decommissioning phase that will specific these measures.</p>	<p>In line with legislative requirements, it is unlikely that potential health and safety risks during the decommissioning phase would cause material impacts on local communities, or would affect any specific equality groups.</p>

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1.6 Conclusion

- 1.6.1 The assessment of impacts across the EqIA process is qualitative. Using significant effects reported in the ES as a basis, the EqIA considers and describes whether an impact is adverse, beneficial, or neutral, and the cause of the impact. The impact assessment also considers the permanence of an impact and the size and extent of protected characteristic groups who may be vulnerable to the change (both adversely and beneficially).
- 1.6.2 Based on the assessment undertaken, no adverse equality effects are expected as a result of the construction, operation and maintenance or decommissioning phases of the Proposed Development. Therefore, no additional mitigation measures (beyond the embedded environmental measures outlined in the **Commitments Register** (Document Reference: 7.22)) are required to manage equality effects.



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2. Glossary of terms and abbreviations

Term (Acronym)	Definition
Development Consent Order (DCO) Application	An application for consent under the Planning Act 2008 to undertake a Nationally Significant Infrastructure Project made to the Planning Inspectorate who will consider the application and make a recommendation to the Secretary of State, who will decide on whether development consent should be granted for the Proposed Development.
Embedded environmental measures	Equate to ‘primary environmental measures’ as defined by Institute of Environmental Management and Assessment (2016). They are measures to avoid or reduce potential impacts and subsequent effects that are directly incorporated into the design of the Proposed Development.
EMF	Electromagnetic Field
EqIA	Equality Impact Assessment
FTE	Full time equivalent
HGV	Heavy goods vehicle
IAQM	Institute of Air Quality Management
LGBTQ+	Lesbian, gay, bisexual, transgender, and queer (or questioning)
Proposed Development	The development that is subject to the application for development consent, as described in Chapter 4: The Proposed Development, Volume 2 of the ES (Document Reference: 6.2.4).
PRoW	Public Right of Way



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3. References

Institute of Air Quality Management (IAQM), (2020). *A guide to the assessment of air quality impacts on designated nature conservation sites. Version 1.1, May 2020.* [Online] Available at: <https://iaqm.co.uk/text/guidance/air-quality-impacts-on-nature-sites-2020.pdf> [Accessed 14 June 2023].

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