

Heckington Fen Solar Park

EN010123

Equality Impact Assessment

Applicant: Ecotricity (Heck Fen Solar) Limited

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Equality Impact Assessment

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Contents.

1. Introduction.....	5
2. Overview of Site Location and Proposed Development.....	7
3. Methodology.....	10
4. Policy and Legislative Context.....	13
5. Baseline.....	21
6. Impact Assessment.....	24
7. Action Plan of Recommended Measures.....	28
8. Summary and Conclusion.....	29
Appendix I: Baseline.....	31
Appendix II: Detailed Impact Assessment.....	32
Appendix III: Action Plan of Recommended Measures.....	33



Executive Summary

A proportionate and relevant approach has been applied to the method used for this EqIA of the Proposed Development based on the Applicant's understanding of the Equality Act 2010, The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and Technical Guidance on the Public Sector Equality Duty: England.

The EqIA approach considers available information on the Protected Characteristics (inclusive of Age; Disability; Gender Reassignment; Pregnancy & Maternity; Marriage & Civil Partnership; Race; Religion or Belief; Sex; and Sexual Orientation) and applies a qualitative impact assessment using professional judgment. The overall intention is to provide sufficient information to inform the Examining Authority and Secretary of State in its decision-making and to demonstrate that the Public Sector Equality Duty ("PSED") has been met.

The key stages of this EqIA are policy and legislative context, baseline review, impact assessment considering engagement activities, construction, operational and decommissioning phases, and identification of recommended mitigation and enhancement measures.

A positive impact is identified in respect of Age (estimated 16–25 years) in relation to employment opportunities during each of the development phases, which will be enhanced by a detailed Supply Chain, Employment and Skills Plan (SCESP) (to be secured through Requirement 16 of the Draft DCO (document reference 3.1/ REP2-008)). The Applicant's intention is to use local labour, where commercially viable and available, and provide opportunities for employment and training creating opportunities for people of varying ages.

Negative impacts are identified in relation to Age (estimated 4–15 years) and Disability in respect of engagement activities, as well as during the construction and decommissioning phases. This will be mitigated by way of a detailed Construction and Environmental Management Plan (CEMP) (to be secured through Requirement 13 of the Draft DCO (document reference 3.1/REP2-008)), which includes for best practice techniques as well as appropriate management of potential noise impacts and associated engagement with Build-A-Future East Heckington school.

While there is potential for significant negative effects relating to landscape and visual amenity, there is a positive effect during the construction phase relating to access through reinstatement of Public Footpath Heck/15/1 and subsequent extension with the permissive path, plus the creation of a Community Orchard, both of which are expected to be appropriate for use by a range of ages and differently abled persons. These proposals will be managed via the detailed CEMP, as well as the detailed Landscape and Environmental Management Plan (LEMP) (to be secured through Requirement 8 of the Draft DCO (document reference 3.1 / REP2-008)) in addition to Requirement 17 (Permissive path) and Requirement 21 (Community orchard) of the DCO (document reference 3.1 / REP2-008).

Impacts on all other Protected Characteristics (Gender Reassignment; Pregnancy & Maternity; Marriage & Civil Partnership; Race; Religion or Belief; Sex; and Sexual Orientation) are positive in relation to engagement activities, and neutral in relation to construction, operation and decommissioning phases.



The Applicant will be the responsible party for all proposed measures. The final agreed documents will need to be in place prior to commencement of construction.



1. Introduction

Purpose

- 1.1. This Equality Impact Assessment (EqIA) has been prepared by Pegasus Group Ltd on behalf of Ecotricity (Heck Fen Solar) Limited ('the Applicant'). It supports an application for a Development Consent Order (DCO) for the construction, operation, and decommissioning for Ground Mounted Solar Panels, Energy Storage Facility, Below Ground Grid Connection, and extension at, Bicker Fen Substation and all associated infrastructure works ('the Proposed Development').
- 1.2. Whilst the Applicant is not a public sector body specified in the Equality Act 2010¹ as being subject to the Public Sector Equality Duty (PSED)², s149(2) of the Act provides that a *"person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard"* to the PSED.
- 1.3. The Proposed Development constitutes a Nationally Significant Infrastructure Project (NSIP) and therefore requires an application for a DCO to be submitted to the Planning Inspectorate for determination by the Secretary of State for Energy Security and Net Zero (Secretary of State). The Secretary of State is a public authority to which the PSED applies, as prescribed in Schedule 18 of the Equality Act 2010.
- 1.4. This EqIA is being submitted as part of a range of supplementary documents that support the Application, following the Examining Authority's First Written Questions issued on 17th October 2023, in response to question GEN1.13 and also NV1.2 [ExA.ResponseFWQ-D2.V1]. This EqIA is being submitted at Deadline 3 of the Examination on 5 December 2023.
- 1.5. This EqIA demonstrates the Applicant's commitment to consider the interests of people who share Protected Characteristics, as defined by Equality Act 2010 and set out in Sections 3 and 4 of this EqIA. An EqIA is a systematic assessment of the effects of plans, policies, or proposals on groups with Protected Characteristics as defined by the Equality Act 2010 and outlined under Section 2.3. This EqIA provides a consideration of potential direct and indirect equality impacts (both adverse and beneficial) associated with the construction, operational, and decommissioning phases of the Proposed Development. The approach draws on evidence from the Environmental Statement submitted as part of the application (document reference 6.1-6.3), secondary data sources as well as feedback from consultation and engagement processes.
- 1.6. This EqIA will assist the Secretary of State's decision-making process by demonstrating that due regard has been paid to the needs of Protected Characteristic groups in line with the Equality Act 2010 and the PSED.

¹ Equality Act (2010), which can be found online on the Government's webpage entitled UK Public General Acts, within the year 2010.

² Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 No. 343, which can be found online on the Government's webpage entitled UK Draft Statutory Instruments. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 No. 0000 have replaced the Equality Act 2010 (Specific Duties) Regulations 2011 No. 2260.

Report Structure

1.7. The structure of the remainder of this report is as follows:

- **Section 2: Overview of Site Location and Proposed Development** – this section sets out a summary of the site location, its immediate surroundings, and overview of the proposals.
- **Section 3 Methodology** – this section provides details as to the process taken in undertaking the assessment.
- **Section 4 Policy and Legislative Context** – this section sets out the policy, standards and guidance at the national and local level in respect of equality in development.
- **Section 5 Baseline** – this section presents relevant baseline information including, but not limited to population trends and projects, age profiles, and deprivation.
- **Section 6 Impact Assessment** – this section identifies the applicable Protected Characteristics in the context of the Proposed Development, and considers the positive and negative impacts as well as appropriate mitigation or enhancement measures, as applicable, during engagement activities, construction, operation and decommissioning phases.
- **Section 7 Monitoring and Evaluation** – this section indicates the process of monitoring and evaluation that will be undertaken to ensure proposed recommendations are undertaken as the project progresses through construction, operation and decommissioning.
- **Section 8 Conclusion** – this section summarises the impacts identified as a result of the assessment and any recommended mitigation and enhancement measures.

2. Overview of Site Location and Proposed Development

Site Location

- 2.1. The Order limits is a term that is used to describe the land required to deliver the components of the Proposed Development. The land within the Order limits extends to approximately 644.79 hectares (ha) encompassing the entire Proposed Development, shown in Figure 2.1 below. The Energy Park extends to approximately 524 ha as one site and is shown on Figure 2.2.

Figure 2.1: Order Limits (Figure 1.1 of Document Reference 6.21 / APP-074)

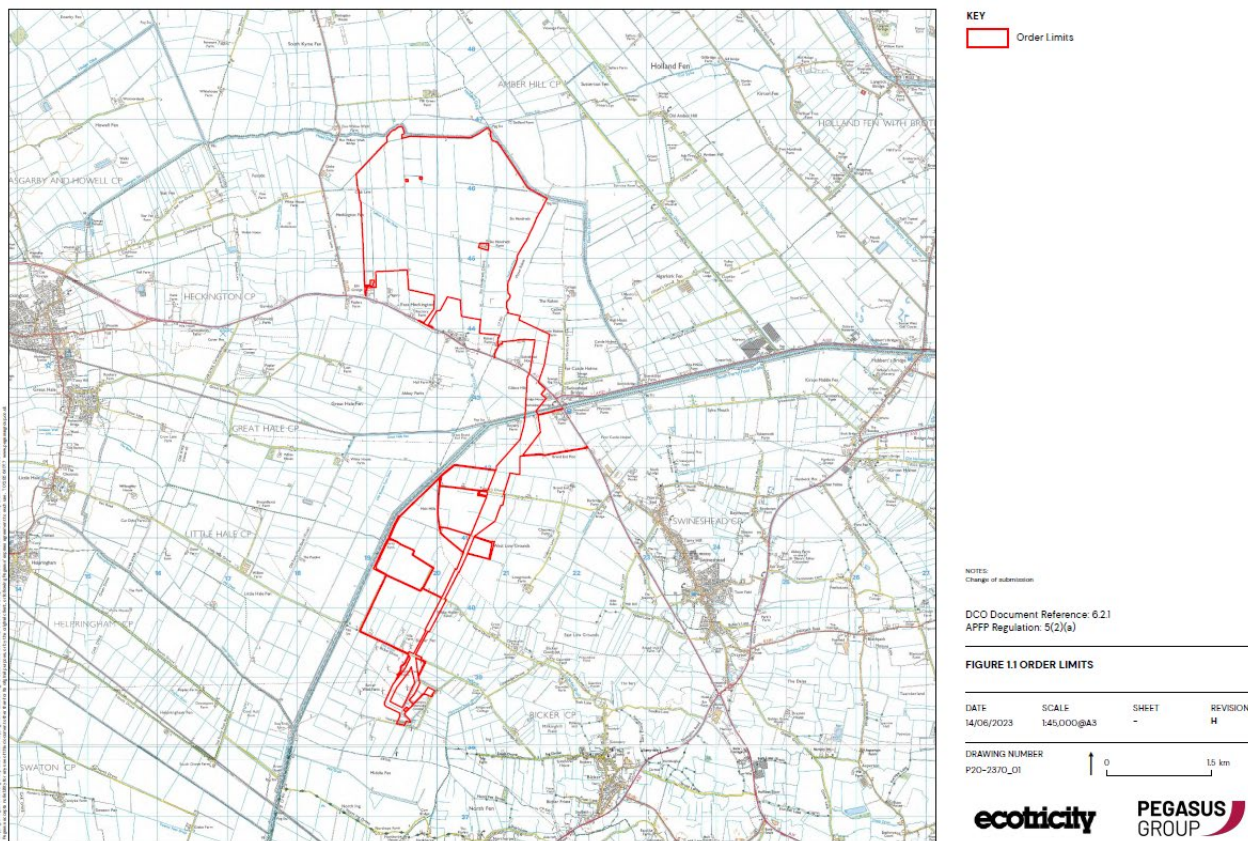
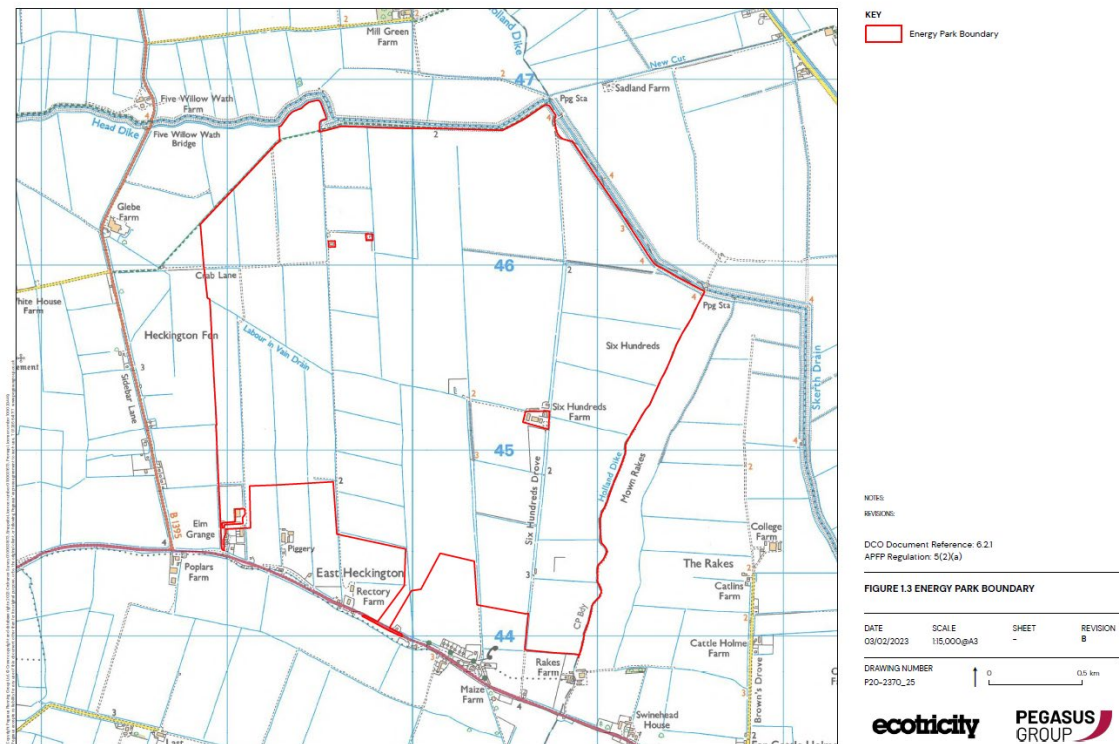


Figure 2.2: Energy Park Boundary (Figure 1.3 of Document Reference 6.2.1 / APP-076)



- 2.2. The Energy Park is comprised of agricultural land subdivided into rectilinear parcels by long linear drainage ditches. The Energy Park is located within East Heckington, approximately 3.7km east of the village of Heckington and 8.9km west of the town of Boston, Lincolnshire. The closest major city is Lincoln approximately 32km north-west of the Proposed Development. The village of Heckington is separated from the Energy Park site by agricultural land within the surrounding fenland landscape.
- 2.3. The Energy Park site lies wholly within the administrative district of North Kesteven, abutting Boston Borough Council administrative boundary along the eastern edge of the Energy Park site. The Cable Route Corridor spans across Boston Borough Council and North Kesteven District Council administrative area, with a section within the Energy Park running from the Onsite Substation in the Energy Storage Compound, south through the Energy Park site and then off-site for a short distance once it has left the Energy Park site. At this point it leaves the administrative boundary of North Kesteven and enters Boston Borough Council.
- 2.4. The Cable Route leaves the Energy Park on the southeastern boundary crossing agricultural land as it travels towards National Grid Bicker Fen Substation. To reach Bicker Fen National Grid Substation the Cable Route Corridor crosses the Viking Link and Triton Knoll connections before heading south. Within the Cable Route Corridor crossings are required for the A17, the South Forty Foot Drain, the railway, a high-pressure gas pipe and a number of watercourses.
- 2.5. Further detail regarding the Site location is presented in ES Chapter 3 [document reference 6.1.3 / PS-053].



Proposed Development

2.6. The Proposed Development includes the following key components:

- Solar PV panels and mounting structures.
- Inverters and transformers.
- Cabling (including below ground for the grid connection to Bicker Fen, and in trenches and/or behind the panels on the Energy Park).
- Energy Storage Systems (ESS).
- Onsite 400kV Substation.
- A Community orchard and new permissive path.
- Extension of the National Grid Bicker Fen Substation (including the Additional Works (AW1/AW2) and installation of above ground equipment).
- Associated works including fencing, gatehouses, security measures, access tracks and works to highways to facilitate access, landscaping and new habitat areas, construction compounds and worker facilities.

3. Methodology

Context

- 3.1. The Equality Act does not define how an EqlA should be carried out or what it should include. Technical Guidance on the Public Sector Equality Duty: England (August 2014)³ (hereafter referred to as the 'PSED Guidance (2014)') advises that organisations have found it useful to prepare an EqlA in respect of a plan or specific project, and that, if an EqlA is undertaken, an established impact assessment approach may be adapted to consider all of the Protected Characteristics. It further advises to take **"a proportionate approach to assessing impact on equality"**. This means taking an approach that is suitable to the size, resources and functions of the organisation, and to the relevance of applicable policy to equality and good relations.
- 3.2. EqlA practice in the UK has evolved to consider the main purpose and aims of the plan or project, the relevant published baseline information available for the area/site, then seeks to identify any negative or positive impacts on any of the protected groups and subsequently identify any appropriate mitigation measures for negative impacts so that they are no longer identifiable, or otherwise so that they are reasonably justified, and also enhancement measures for positive impacts.
- 3.3. The magnitude, scale, duration and significance of such impacts is difficult to quantify and, instead, established practice uses professional judgement with a qualitative assessment of likely impacts, seeking to identify positive or negative impacts, and any uncertainties. For development project proposals, some impacts are inherently more difficult to quantify, or for a planning development consent to influence. For example, the physical effects of construction or decommissioning activities may affect certain Protected Characteristics. However, other impacts on equality would depend on the future use of the land within and immediately surrounding the Order Limits, not all of which can be determined or controlled through the DCO process.
- 3.4. Thus, a proportionate and relevant approach has been applied to the method used for this EqlA of the Proposed Development based on the following key considerations:
 - The Applicant's understanding of the Equality Act 2010.
 - The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.
 - Technical Guidance on the Public Sector Equality Duty: England (Equality and Human Rights Commission, 2023).

³ Equality and Human Rights Commission (2023). Technical guidance on the Public Sector Equality Duty: England. This can be found on Equality and Human Rights Commission webpage entitled 'Guidance – Technical guidance on the Public Sector Equality Duty: England', published on 1st August 2014 and last updated 14 April 2023.

Approach

- 3.5. The EqIA approach considers available information on the Protected Characteristics in the area of the Proposed Development and applies a qualitative impact assessment using professional judgement, with the overall intent of providing sufficient information to inform the Examining Authority in its decision-making and to demonstrate that PSED has been met. In summary, the key stages of this EqIA are as follows:
- Policy and Legislative Context – including review of relevant national and regional policies and legislative documents.
 - Baseline review – including review of national and local datasets to develop an equalities baseline profile of groups with Protected Characteristics within and surrounding the Proposed Development including Census 2021 data.
 - Impact assessment – this involves consideration of impacts in respect of each Protected Characteristics (inclusive of Age; Disability; Gender Reassignment; Pregnancy & Maternity; Marriage & Civil Partnership; Race; Religion or Belief; Sex; and Sexual Orientation) in the context of this Proposed Development in respect of the engagement activities, construction, operational and decommissioning phases.
 - Recommended mitigation and enhancement measures.
- 3.6. The assessment considers both disproportionate and differential impacts on groups with Protected Characteristics. A disproportionate equality effect arises when an impact has a proportionately greater effect on Protected Characteristic groups than on the general population overall at a particular location. For the purposes of this EqIA, disproportionality arises:
- Where an impact is predicted for the study area, where Protected Characteristic groups are known to make up a greater proportion of the affected resident population than their representation in the Study Area or England; or
 - Where an impact is predicted on a community resource which is predominantly or heavily used by Protected Characteristic groups (e.g., primary schools attended by children; care homes catering for elderly people).
- 3.7. In some cases, Protected Characteristic groups are subject to both disproportionate and differential equality effects. The EqIA considers impacts on groups of people and not those on specific individuals.
- 3.8. The criteria used to determine disproportionate or differential impacts with respect of Protected Characteristics groups include:
- People who share a Protected Characteristic form a disproportionately large number of those adversely affected by the proposals.
 - Amongst the population affected by the proposals, people who share Protected Characteristics are particularly vulnerable or sensitive to a possible impact in relation to their possessing a specific protected characteristic.

- The proposals may either worsen or improve existing disadvantage (e.g., housing deprivation or economic disadvantage) affecting people who share a Protected Characteristic.
- People with shared Protected Characteristics amongst the affected population may not have an equal share in the benefits arising from the proposals. This can be either due to direct or indirect discrimination or where the groups experience particular barriers to realising such benefits, unless suitable mitigations are proposed to overcome those barriers.
- The proposals may worsen existing community cohesion amongst the affected local population or exacerbate conflicts with community cohesion policy objectives.

3.9. This approach allows a qualitative positive or negative impact to be assigned with all effects captured in the summary of impacts.

Limitations and Assumptions

- 3.10. The scale at which baseline data is analysed varies depending on multiple factors. For some data, such as crime statistics or Sport England data, the lowest scale at which data is recorded is a local authority scale, whereas other data is available at a lower scale but would not be appropriate to analyse at such a scale due to the scale of the Proposed Development. For example, looking at Census data at a scale lower than a district scale would not necessarily accurately support the conclusions reached in respect of the impacts of the Proposed Development.
- 3.11. Baseline information is derived from the latest available statistics, however there is often a time-lag associated with the publication of this data. As such, a process of triangulation is utilised wherever possible and relevant whereby baseline data is collated and presented from a range of sources to ensure that as full and up to date a picture as possible is presented.

4. Policy and Legislative Context

The Equality Act (2010) & Public Sector Equality Duty (PSED)

4.1. The Equality Act (2010) identifies nine Protected Characteristics of people – Age; Disability; Gender Reassignment; Pregnancy & Maternity; Marriage & Civil Partnership; Race; Religion or Belief; Sex; and Sexual Orientation; and seeks to eliminate conduct that is prohibited by the Act, including discrimination, harassment and victimisation. Section 149 of the Act states that:

“(1) A public authority must, in the exercise of its functions, have due regard to the need to—

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

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

(2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).

(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

(a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low”.

4.2. The Applicant aims to present sufficient information within the EqIA in order to demonstrate that their Public Sector Equality Duty (PSED) has been fulfilled.

Human Rights Act 1988

- 4.3. The Human Rights Act (1988)⁴ gives individuals and groups legal protection of their human rights. Each right is referred to as a separate article, for example, Article 1: deprivation of possessions. The Act sets out the expectations and a legal framework which is important when ensuring that all groups of society are protected.
- 4.4. The rights included within the Act come from the European Convention on Human Rights and are protected under the Human Rights Act if you live in the UK. This includes if you are a foreign national, detained in a hospital or in prison.
- 4.5. All public authorities need to follow the Human Rights Act, this includes Local Authorities and their employees.
- 4.6. The potential infringement of human rights is outweighed by the significant benefits of the Proposed Development relating to the Applicant's compelling case in the public interest (ref Article 1 (Possessions). This is evidenced in 7.3 – Statement of Need and Planning Statement (doc reference 7.3/ REP2-O60).
- 4.7. The Applicant has also sought to minimise the land over which rights are required through the design of the Proposed Development and has sought to agree such rights voluntarily. The Applicant has also considered all reasonable alternatives and considers the seeking of rights to be proportionate. This is evidenced in Chapter 3– Site Description, Site Selection, Iterative Design Process (document reference 6.1.13/ PS-O53).

Planning Act 2008

- 4.8. The Planning Act 2008⁵ is an Act of Parliament which was introduced with the intention of speeding up the process for approving major new infrastructure projects such as energy facilities, airports, roads etc.
- 4.9. The key points of the act are as follows:
- Decision making is to be undertaken by the Secretary of State, who would base decisions on National Policy Statements.
 - Hearing and the decision-making process would be timetabled.
- 4.10. The Act precedes the Equality Act 2010 but sets the framework for consideration of equality in relation to Nationally Significant Infrastructure Projects, for example in the context of needing to consult with the communities and groups representative of Protected Characteristics, as well as in consideration of human rights under compulsory acquisition.

⁴ Human Rights Act (1998), which can be found online on the Government's webpage entitled UK Public General Acts, within the year 1998.

⁵ Planning Act (2008), which can be found online on the Government's webpage entitled UK Public General Acts, within the year 2008.



National Policy Statements

Designated EN-1 (2011)

- 4.11. Reference is made to equality in one specific paragraph within Designated EN-1 (2011)⁶ as follows:

'Para 4.2.2 To consider the potential effects, including benefits, of a proposal for a project, the IPC will find it helpful if the applicant sets out information on the likely significant social and economic effects of the development, and shows how any likely significant negative effects would be avoided or mitigated. This information could include matters such as employment, equality, community cohesion and well-being.'

- 4.12. The requirement of Designated EN-1 (2011) Para 4.2.2 is met by way of the assessment presented within this EqlA, which allows for all potential positive and negative effects on all Protected Characteristics, and identifies relevant enhancement or mitigation measures, as applicable.

Draft EN-1 (November 2023)

- 4.13. Reference is made to equality in two paragraphs within Draft EN-1 (2023)⁷ as follows:

'Para 4.3.4 To consider the potential effects, including benefits, of a proposal for a project, the applicant must set out information on the likely significant environmental, social and economic effects of the development, and show how any likely significant negative effects would be avoided, reduced, mitigated or compensated for, following the mitigation hierarchy. This information could include matters such as employment, equality, biodiversity net gain, community cohesion, health and well-being.'

'Para 4.4.6 Opportunities should be taken to mitigate direct impacts, by promoting local improvements to encourage health and wellbeing, this includes potential impacts on vulnerable groups within society and impacts on those with protected characteristics under the Equality Act 2010, i.e. those groups which may be differentially impacted by a development compared to wider society as a whole.'

- 4.14. The requirement of Draft EN-1 (November 2023) Para 4.3.4 and 4.4.6 are met by way of the assessment presented within this EqlA, as noted at para 4.12 of this report.

Designated EN-3 (2011)

- 4.15. Reference is made to equality in one specific paragraph within Designated EN-3 (2011)⁸ as follows:

⁶ Designated EN-1 (2011), which can be found at the Government webpage entitled 'Corporate report – National Policy Statements for energy infrastructure, under the topic of Business and industry.

⁷ Draft EN-1 (November 2023), which can be found at the Government webpage entitled 'Collection – National Policy Statements for energy infrastructure', at website pathway Business and industry / Business regulation / Energy industry and infrastructure licensing and regulation.

⁸ Designated EN-3 (2011), which can be found at the Government webpage entitled 'Corporate report – National Policy Statements for energy infrastructure, under the topic of Business and industry.

'Para 1.7.2 Key point from the AoS [Appraisal of Sustainability] for EN-3...

Through supporting the transition to a low carbon economy, EN-3 is considered likely to have positive effects on the climate change objective in the medium and long term, and both positive and negative effects on equality through the provision of affordable energy. There are positive effects on Economy and Skills for onshore and biomass/EfW, and both positive and negative effects from offshore wind. Biomass/EfW is associated with positive and negative effects on raw materials and resources....'

- 4.16. Consenting of solar energy schemes such as the Proposed Development will contribute to avoiding dependence on imports and, by association, facilitates greater control of energy costs. Furthermore, the final draft EN-1 recognises solar as "Critical National Priority" in respect of delivering net zero and helping to achieve energy security.

Draft EN-3 (November 2023)

- 4.17. No specific reference is made to equality or Protected Characteristics within the Draft EN-3 (November 2023)⁹. As such, there is no content which applies to the EqlA undertaken in respect of the Proposed Development.

National Planning Policy Framework

- 4.18. The National Planning Policy Framework (NPPF, updated September 2023)¹⁰ identifies the three overarching objectives – economic, social and environmental – that are interdependent and need to be pursued in mutually supportive ways in order to achieve sustainable development (paragraph 8). The social objective should support:

"strong, vibrant and healthy communities... by fostering well-designed, beautiful and safe places, with accessible services and open spaces that reflect current and future needs and support communities' health, social and cultural well-being".

- 4.19. Section 8 covers promoting healthy and safe communities, acknowledging that planning policies and decisions should aim to achieve healthy, inclusive and safe places which:

"a) promote social interaction, including opportunities for meetings between people who might not otherwise come into contact with each other – for example through mixed-use developments, strong neighbourhood centres, street layouts that allow for easy pedestrian and cycle connections within and between neighbourhoods, and active street frontages.

"b) are safe and accessible, so that crime and disorder, and the fear of crime, do not undermine the quality of life or community cohesion – for example through the use of clear and legible pedestrian routes, and high quality public space, which encourage the active and continual use of public areas; and

⁹ Draft EN-3 (November 2023), which can be found at the Government webpage entitled 'Collection – National Policy Statements for energy infrastructure', at website pathway Business and industry / Business regulation / Energy industry and infrastructure licensing and regulation.

¹⁰ National Planning Policy Framework (2023), which can be accessed via Government webpage entitled Policy Paper: National Planning Policy Framework, found at webpage pathway Housing, local and community / Planning and building / Planning System.

“c) enable and support healthy lifestyles, especially where this would address identified local health and well-being needs – for example through the provision of safe and accessible green infrastructure, sports facilities, local shops, access to healthier food, allotments and layouts that encourage walking and cycling.” (paragraph 92).

4.20. Social, recreational and cultural facilities and services should be:

“a) plan positively for the provision and use of shared spaces, community facilities ... and other local services to enhance the sustainability of communities and residential environments.

b)...support the delivery of local strategies to improve health, social and cultural wellbeing for all sections of the community.

c) guard against the unnecessary loss of valued facilities and services...

d) ensure that established shops, facilities and services are able to develop and modernise, and are retained for the benefit of the community...

e) ensure an integrated approach... (paragraph 93).

4.21. Public safety should be promoted and:

“take into account wider security and defence requirements” (paragraph 97).

4.22. Comment regarding access to open space and associated physical activity is made, notably:

“Access to a network of high quality open spaces and opportunities for sport and physical activity is important for the health and wellbeing of communities” (paragraph 98).

4.23. Section 9 covers promotion of sustainable transport where patterns of movement can contribute to ...***“high quality places”*** (paragraph 104) and this ***“can help improve air quality and public health”*** (paragraph 105). Section 11 - ***“An effective use of land should be promoted in meeting the need for homes and other uses, while safeguarding and improving the environment and ensuring safe and healthy living conditions”*** (paragraph 119). Section 12 Achieving well-designed places where developments should ***“create places that are safe, inclusive and accessible and which promote health and wellbeing...”*** (paragraph 130).

4.24. Section 12 provides an overview of how established and tested design codes are the key to sustainable development, whilst acknowledging their contribution to:

A) ‘The creation of high quality, beautiful and sustainable buildings and places’ that are a result of ‘effective engagement between applicants, communities, local planning authorities and other interests throughout the process’ (paragraph 126).

B) ‘Provide maximum clarity about design expectations at an early stage, all local planning authorities should prepare design guides or codes consistent with principles set out in the National Design Code and National Model Design Code, and which reflect local character and design preferences’ (paragraph 128).

C) Reinforce 'planning policies and decisions' to 'optimise the potential of the site to accommodate and sustain an appropriate amount and mix of development (including green and other public space) and support local facilities and transport networks'. (paragraph 130).

Central Lincolnshire Local Plan

4.25. The Central Lincolnshire Local Plan (adopted April 2023)¹¹ has been developed for the combined areas of the City of Lincoln, North Kesteven and West Lindsey. It outlines the vision of the districts and the aims and objectives they to enable development in Central Lincolnshire. The Plan sets out the vision that:

'Central Lincolnshire will be a prosperous and desirable place to live, work and visit.'

4.26. Within this vision, there is the aim that:

'Through growth, current issues such as health inequalities, community deprivation, infrastructure deficit and low skills... will be tackled and addressed.'

4.27. In order to achieve the vision, set out in the plan a number of objectives have been developed. In total there are 15 objectives which are focused on key issues such as housing, employment, health. The third objective listed within the plan focuses on social equality and community and sets out the following:

'To stimulate regeneration that maximises benefits for the most deprived areas and communities in Central Lincolnshire. To ensure equitable outcomes for all, particularly those most at risk of experiencing discrimination, poverty and social exclusion.'

Boston Borough Council Corporate Strategy 2020 to 2024

4.28. The Boston Borough Council's (BBC) Corporate Strategy¹² sets out the Council's focus for the years 2020–2024. The Strategy focuses on four priorities:

1. People
2. Future prosperity and inclusive growth
3. Environmental awareness and accountability
4. Delivering high quality services and maximising the use of technology to support residents.

4.29. BBC want Boston to be a place where people want to live and can thrive in their local communities whilst feeling safe and welcome. BBC will aim to provide affordable and accessible opportunities for all and want Boston to be a diverse and vibrant town.

4.30. The Strategy states that BBC want to grow Boston's economy so that it can continue to thrive and people choose to live in, work in, and visit the town – in order for this to be the

¹¹ Central Lincolnshire Local Plan (Adopted April 2023), can be found at North Kesteven District Council's webpage entitled 'Central Lincolnshire Local Plan – Adopted Local Plan 2023'.

¹² Corporate Strategy 2020 to 2024, published by Boston Borough Council, can be found at Lincolnshire Chamber of Commerce webpage entitled 'Boston Borough Council: Our Plan for Your Future'.

case the Strategy recognises that it is important to understand the needs of communities and achieve growth in a way that is inclusive.

North Kesteven District Council Equality, Diversity and Inclusion Policy

- 4.31. The North Kesteven District Council Equality, Diversity and Inclusion Policy¹³ sets out the NKDC's commitment to providing services which embrace diversity and promote equality of opportunity. The following aims are central to the policy:
- To know the diversity of the community and understand its needs.
 - To show leadership and commitment in promoting equality and challenging inequality.
 - To work in partnership with public, private, voluntary and community organisations to reduce the equality gaps and improve lives.
 - To actively engage the community to participate in decision making processes to improve the services provided.
 - To provide services that meet the needs of the diversity of the community and are accessible to all.
 - To have a workforce where everyone is treated equally with dignity and respect, with an ongoing commitment by the Council to regularly report and review the gender pay gap.
- 4.32. The Policy goes on to explain that NKDC has five main roles as a community leader, service provider, commissioner of services, employer, and partner.

¹³ Equality, Diversity and Inclusion Policy, published by North Kesteven District Council, can be accessed at NKDC webpage entitled 'Equality, Diversity and Inclusion' at website pathway Council and Democracy / Facts and Figures about the Council.

5. Baseline

Study Area and Indicators

5.1. The study area and baseline indicators applicable to this EqlA is presented in Table 5.1.

Table 5.1: Baseline Study Area

Topic	Relevant Study Area	Justification for Study Area
Population – Estimates and Projections	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.
Sex & Gender – Census data	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.
Deprivation – Index of Multiple Deprivation (IMD) domains of deprivation	Lower Super Output Area (LSOA) Scale	Data is analysed at a LSOA scale and contextualized within the wider district.
Ethnic Diversity – Census data	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.
Marital Status – Census data	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.
Sexual Orientation – Census data	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.
Religious Affiliation – Census data	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.
Pregnancy and Maternity – Office of National Statistics (ONS) & Office for Health Improvements & Disparities	County Scale	Data is not available at the District scale but the county of Lincolnshire covers both North Kesteven & Boston.
Employment – Business Register and Employment Survey	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.
Skills and qualifications – Highest level of qualification data from annual population survey	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.
Claimant Count – ONS	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.

Topic	Relevant Study Area	Justification for Study Area
Income – Annual Survey of Hours and Earnings	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.
Health & Disability Profile – Office for Health Improvements & Disparities	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.
Physical activity – Sport England Active Lives Survey	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.
Crime – LG Inform crime data	District Scale	Data is analysed at a district scale to provide an accurate representation of those impacted due to the significant size of the Proposed Development.
Community facilities – Existing community facilities in proximity to the Site	Within 2 miles of the Order Limits	Consideration of facilities within 2 miles of Site allows for potential receptors to be identified and addressed.

Baseline of Protected Characteristics

5.2. A summary of observations related to each Protected Characteristic identified through the detailed baseline study undertaken as part of this EqlA and presented in **Appendix I** is as follows:

- Age (younger and older persons) – Between 2011 and 2021 North Kesteven saw population increase by the largest proportion for those aged 65+ with a 21.7% increase, whilst Boston saw the largest increase in those aged 0-15 with an increase 13.6%. Projections between 2018 and 2038 show that both North Kesteven (41.4%) and Boston (37.5%) will see significant growth in those aged 65+, there is therefore an ageing population in both districts. There are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Proposed Development including, but not limited to, 2no. Special Needs Education facilities, primary (state and non-state) education facilities, secondary education facility, and GP surgery.
- Disability (physical disability incl. but not limited to sensory impairments, and learning disability & autism, and mental health) – In North Kesteven, 18.7% of residents are classified as being disabled under the equality act, this is higher than the proportion in Boston (17.8%). North Kesteven has a lower proportion of residents who reported to have no long term physical or mental health conditions at 73.1% whilst in Boston this proportion is 76.3%. There are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Proposed Development including, but not limited to, 2no. Special Needs Education facilities, and GP surgery.
- Gender reassignment – North Kesteven has the higher proportion of residents whose gender identity is the same as their sex registered at birth with 95%, this is lower in Boston at 90.37%, however Boston has a significantly higher proportion of residents who did not answer at 9%.

- Pregnancy and Maternity (incl. maternity and associated rights) – Lincolnshire has a lower conception rate per 1,000 women (62.4) compared to the East Midlands (68.8) and England & Wales (71.5). Despite this Lincolnshire had a slightly higher rate of conceptions at ages under 16 at 2.3 compared to a rate of 2 for the East Midlands and 2.1 for England & Wales. There are community facilities which could be associated with this Protected Characteristics, including, but not limited to, a GP surgery.
- Marriage and Civil Partnership – North Kesteven has a lower proportion of residents who have never married and never registered a civil partnership at 28.2%, this compares to 34.3% in Boston. There is a higher proportion of residents who are married or in a registered civil partnership in North Kesteven at 52.6% compared to 44.7% of Boston residents.
- Race (nationality and ethnicity incl. Travellers) – North Kesteven and Boston had a higher proportion of residents who are white at 97.2% and 94.7% respectively compared to 85.7% for the East Midlands and 81.7% for England & Wales. This also means that North Kesteven and Boston have lower proportions of residents who identify with minority ethnic groups.
- Religion or Belief or Faith Groups – Boston had the highest proportion of residents who identify as Christian (59.8%) compared to North Kesteven (53.5%), the East Midlands (45.4%), and England & Wales (46.2%). Consequently, there is a smaller proportion of residents in Boston who have no religious affiliation (31.3%), whilst this figure is 39.5% in North Kesteven. There are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Proposed Development including a number of places of worship.
- Sex (incl. men, women and gender non-conforming) – All areas had a higher proportion of female residents with North Kesteven and England and Wales both having 51% female residents and 49% male residents, while Boston and the East Midlands had 50.8% female residents and 49.2% male residents.
- Sexual Orientation – North Kesteven has a higher proportion of residents who identify as straight or heterosexual at 91.3%, compared to 88.1% for Boston, 89.8% for the East Midlands, and 89.4% for England & Wales. Boston did have a higher proportion of residents who did not answer for this topic at 9.7%.

6. Impact Assessment

- 6.1. Potential impacts of each activity or stage of the Proposed Development are considered in respect of each of the Protected Characteristics (inclusive of Age; Disability; Gender Reassignment; Pregnancy & Maternity; Marriage & Civil Partnership; Race; Religion or Belief; Sex; and Sexual Orientation). A detailed assessment is presented in **Appendix II**, and a summary is presented in this Section 6 of the EqIA.
- 6.2. The activities and stages of development include:
- Engagement – differential impacts on people with Protected Characteristics with regard to consultation activities undertaken by the Applicant (see **Appendix II**, Table 1, refs E1–E9).
 - Construction – differential impacts on people with Protected Characteristics with regard to amenity resulting of disturbance during the construction period (see **Appendix II**, Table 2, refs C1–C9).
 - Operation – differential impacts on people with Protected Characteristics with regard to features of the Proposed Development, including uses, built design and associated infrastructure (see **Appendix II**, Table 3, refs O1–O9).
 - Decommissioning – differential impacts on people with Protected Characteristics with regard to amenity resulting of disturbance during the decommissioning period (see **Appendix II**, Table 4, refs D1–D9).

Engagement Activities

- 6.3. The Consultation Report (document reference 5.1/APP–O22) details the consultation activities carried out for the Proposed Development. The Applicant carried out three rounds of public consultation. In summary, this included over 100 days of consultation over three phases, distribution of more than 20,000 mail drops and 10 events attended by over 340 people.
- 6.4. The first round ran from 22 October 2021 to 17 December 2021, introducing the Proposed Development to the local community and seeking their views on the proposals. It represented the informal (non–statutory) consultation.
- 6.5. The second round, which ran from 30 June 2022 to 1 September 2022, introduced a new site layout to the public, sought additional views and, where possible, addressed concerns. The project proposals put forward during this second round of consultation responded to, and helped to resolve, some of the issues that consultees raised previously (including on the fencing, culverts, permissive path, and size of the substations). This round represented the formal (statutory) public consultation on behalf of the Project ahead of the DCO application submission.
- 6.6. The third round ran from 11 November 2022 to 18 December 2022. It comprised a further stage of targeted consultation on localised (non–material) changes to the proposals that were made after the formal public consultation closed.

- 6.7. The Applicant considered the views raised during these consultation rounds throughout the development of the Proposed Development and addressed issues wherever possible. In addition, the Applicant directly responded to feedback within these periods (and between them) to ensure key points of interest and concern were addressed. The Applicant continued consultation and dialogue with statutory and non-statutory consultees throughout the development process.
- 6.8. Following a change to the Order Limits at Bicker Fen Substation, a targeted consultation was undertaken between July and August 2023. This is summarised in a shorter Consultation Report (document reference Pre-ExA.ChangeApp.CCR.V1/PS-004).
- 6.9. The option to have consultation documentation converted into accessible format has been available to all consultees, but has not been requested. Hard copies of documentation was also available, but, again, have not been requested. Copies were made available in local viewing venues. Hearing loops as well as live transcripts are provided during the Examination Hearing process.
- 6.10. The impact assessment presented in Appendix II concludes that there are negative effects in respect of Age and Disability and engagement activities. This relates to potential for noise effects on students at nearby Build-A-Future East Heckington school based at Elm Grange. Mitigation is recommended via a detailed CEMP (Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071), which will ensure best practice construction techniques are implemented, including appropriate management of potential noise impacts and associated engagement with Build-A-Future East Heckington school.
- 6.11. Impacts on all other Protected Characteristics (Gender Reassignment; Pregnancy & Maternity; Marriage & Civil Partnership; Race; Religion or Belief; Sex; and Sexual Orientation) are found to be positive in relation to engagement activities. Given that the distribution of information about the Proposed Development and opportunity for involvement in engagement activities was so widespread within the local area, it is considered that each of these Protected Characteristics has been sufficiently included within this extension of invitation. No specific mitigation or enhancement measure is identified as being required in relation to any of these Protected Characteristics.

Construction Phase

- 6.12. A positive impact is identified in respect of Age (estimated 16 – 25 years) in relation to employment opportunities during the construction phase. The Outline Supply Chain, Employment and Skills Plan (document reference 7.12/APP-243) details the Applicant's intention to use local labour, where commercially viable and available, which would contribute to reduction of potential issues linked to an ageing population within North Kesteven and Boston by providing employment opportunities within the district for the younger generation thereby increasing chance of retention within the workforce and local area. In addition, the Outline Supply Chain, Employment and Skills Plan (document reference 7.12/APP-243) indicates the Applicant's intention to provide opportunities for employment and training, including apprenticeships, facilitated through local partnerships, for example, with Greater Lincolnshire Local Enterprise Partnership, Elm Grange School, Colleges in Boston and Sleaford, other further education colleges and universities. It is noted that practical demonstration of the trial trenching has already taken place on site with students from Build-A-Future East Heckington based at Elm Grange and a further event at

Heckington Village Hall for members of the public, which evidences the intention to create opportunities for people of varying ages. Enhancement of this positive impact is identified in the form of a final, agreed Supply Chain, Employment and Skills Plan.

- 6.13. Negative effects are identified overall in relation to Age (estimated 4–15 years) and Disability during the construction phase as a result of potential for noise effects on students at nearby Build-A-Future East Heckington school based at Elm Grange, as well as potential for significant negative landscape and visual amenity effects on local residents and users of local amenities, such as footpaths. Mitigation is recommended and secured via a detailed CEMP (in accordance with the Outline CEMP (document reference 7.7)), which will ensure best practice construction techniques are implemented, including appropriate management of potential noise impacts and associated engagement with Build-A-Future East Heckington school. In addition, mitigation is proposed via a final detailed Landscape Ecological Management Plan (an Outline LEMP is included with the Application (document reference 7.8 and secured by Requirement 8 of the DCO)), which will detail how the Applicant will successfully establish the new Community Orchard (to be secured through Requirement 21 of the Draft DCO (document reference 3.1 / REP2-008)), as well as a range of other planting and biodiversity proposals.
- 6.14. Although overall there is significant negative effect relating to landscape and visual amenity effects during the construction phase as identified in ES Chapter 6 (document reference 6.1.6 / PS-059) it is noted that there is a positive effect relating to access. Public Footpath Heck/15/1 is not currently accessible. Once reinstated following construction, this public footpath will remain open to the public at all times and connect into the PROW network (to be secured through Requirement 17 of the Draft DCO (document reference 3.1 / REP2-008)). The path will be grassed, and generally flat, similar to that of the paths in the existing PROW network in the immediate vicinity of the Site, which will facilitate access for people of varying ages and levels of mobility.
- 6.15. Impacts on all other Protected Characteristics (Gender Reassignment; Pregnancy & Maternity; Marriage & Civil Partnership; Race; Religion or Belief; Sex; and Sexual Orientation) during the construction phase are found to be neutral. It is expected that construction employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of Protected Characteristics. No specific mitigation or enhancement measure is identified as being required in relation to any of these Protected Characteristics.

Operational Phase

- 6.16. As is the case for construction, a positive impact is identified in respect of Age (estimated 16 – 25 years) in relation to employment opportunities during the operational phase, related to the provision of employment opportunities within the district for the younger generation. The Outline Supply Chain, Employment and Skills Plan (document reference 7.12) details the Applicant's intention to use local labour, where commercially viable and available, as well as the intention to provide opportunities for employment and training including apprenticeships, facilitated through local partnerships.
- 6.17. Impacts on all other Protected Characteristics (Disability; Gender Reassignment; Pregnancy & Maternity; Marriage & Civil Partnership; Race; Religion or Belief; Sex; and Sexual Orientation) during the operational phase are found to be neutral. It is expected that construction employment opportunities will be compliant with the Equality Act 2010 which



provides for specific expectations in respect of Protected Characteristics. No specific mitigation or enhancement measure is identified as being required in relation to any of these Protected Characteristics.

Decommissioning Phase

- 6.18. The impacts identified in relation to the decommissioning phase closely mirror those of the construction phase.
- 6.19. A positive impact is identified in respect of Age (estimated 16–25 years) in relation to employment opportunities during the decommissioning phase, related to the provision of employment opportunities within the district for the younger generation. The Outline Supply Chain, Employment and Skills Plan (document reference 7.12/APP-243) details the Applicant’s intention to use local labour, where commercially viable and available, and provide opportunities for employment and training creating opportunities for people of varying ages. Enhancement of this positive impact is identified in the form of a final, agreed Supply Chain, Employment and Skills Plan, as far as practicably possible given the time lag between preparation of the Plan and commencement of decommissioning.
- 6.20. Negative effects are identified in relation to Age (estimated 4–15 years) and Disability during the construction phase as a result of potential for noise effects on school children at nearby Build–A–Future East Heckington school based at Elm Grange. Mitigation is recommended via the decommissioning and restoration plan (in accordance with the outline decommissioning and restoration plan (document reference 7.9) and secured by Requirement 18 of the DCO) which will ensure best practice decommissioning techniques are implemented, including appropriate management of potential noise impacts and associated engagement with Build–A–Future East Heckington school.
- 6.21. Impacts on all other Protected Characteristics (Gender Reassignment; Pregnancy & Maternity; Marriage & Civil Partnership; Race; Religion or Belief; Sex; and Sexual Orientation) during the decommissioning phase are found to be neutral. It is expected that decommissioning employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of Protected Characteristics. No specific mitigation or enhancement measure is identified as being required in relation to any of these Protected Characteristics.

7. Action Plan of Recommended Measures

- 7.1. Section 6 has identified the range of impacts on Protected Characteristics relevant to engagement activities undertaken and during each of the development phases. Mitigation measures are identified to minimise any negative impact, or otherwise enhancement measures are proposed to maximise any positive impacts. Section 7 of this EqlA sets out a plan to action these recommendations, including the likely responsible party, the timeframe in which the recommendations would be actioned, and the method in which the recommendation is to be secured in the context of this application. The detailed plan is presented in **Appendix III**, and a summary is presented in Section 7.
- 7.2. Overall, three measures are identified as being needed to address potential impacts resulting from the Proposed Development. These are as follows:
- Mitigation measures:
 - Final detailed CEMP, ensuring that appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, is had in respect of timings of the proposed construction and decommissioning works, to be secured through Requirement 13 of the Draft DCO (document reference 3.1 / REP2-008).
 - Final detailed LEMP, to be secured through Requirement 8 of the Draft DCO (document reference 3.1 / REP2-008).
 - Enhancement measures:
 - Final detailed Supply Chain, Employment and Skills Plan will be agreed with all relevant stakeholders, to be secured through Requirement 16 of the Draft DCO (document reference 3.1 / REP2-008).
 - Permissive path, to be secured through Requirement 17 of the Draft DCO (document reference 3.1 / REP2-008).
 - Community Orchard, to be secured through Requirement 21 of the Draft DCO (document reference 3.1 / REP2-008).
- 7.3. The Applicant and/or its appointed contractor will be the responsible party for all measures. The final agreed documents will need to be in place prior to commencement of the relevant phase of construction or as otherwise outlined in Schedule 2 of the DCO.

8. Summary and Conclusion

- 8.1. A positive impact is identified in respect of Age (estimated 16–25 years) in relation to employment opportunities during the construction, operational and decommissioning phases. The Outline Supply Chain, Employment and Skills Plan (document reference 7.12) details the Applicant’s intention to use local labour, where commercially viable and available, and provide opportunities for employment and training creating opportunities for people of varying ages. Practical demonstration of the trial trenching has already taken place on site with students from the Keys Group – Elm Grange School, which evidences the Applicant’s intention to create such opportunities.
- 8.2. Negative impacts are identified in relation to Age (estimated 4–15 years) and Disability in respect of engagement activities, as well as during the construction and decommissioning phases. This is as a result of potential for noise effects on school children at nearby Build-A-Future East Heckington school based at Elm Grange, as well as potential for overall significant negative landscape and visual amenity effects on local residents and users of local amenities, such as footpaths. It is noted that, while there is potential for significant negative effects relating to landscape and visual amenity, there is a positive effect during the construction phase relating to access through reinstatement of Public Footpath Heck/15/1 and subsequent extension with the permissive path, plus the creation of a Community Orchard, both of which are expected to be appropriate for use by a range of ages and differently abled persons.
- 8.3. Impacts on all other Protected Characteristics (Gender Reassignment; Pregnancy & Maternity; Marriage & Civil Partnership; Race; Religion or Belief; Sex; and Sexual Orientation) in relation to engagement activities, as well as during construction, operation and during the decommissioning phases are found to be neutral. It is expected that decommissioning employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of each of the Protected Characteristics.
- 8.4. Overall, three measures are identified as being needed to address potential impacts resulting from the Proposed Development. These are as follows:
- Mitigation measures:
 - Final detailed CEMP, best practice techniques are implemented, including appropriate management of potential noise impacts and associated engagement with Build-A-Future East Heckington school in respect of timings of the proposed construction and decommissioning works, to be secured through Requirement 13 of the Draft DCO (document reference 3.1/REP2-008).
 - Final detailed LEMP, to be secured through Requirement 8 of the Draft DCO (document reference 3.1/REP2-008), which will detail how the Applicant will successfully establish new Community Orchard, as well as a range of other planting and biodiversity value proposals.
 - Enhancement measures:



- Final detailed Supply Chain, Employment and Skills Plan will be agreed with all relevant stakeholders, to be secured through Requirement 16 of the Draft DCO (document reference 3.1/ REP2-008).
- Permissive path, to be secured through Requirement 17 of the Draft DCO (document reference 3.1 / REP2-008).
- Community Orchard, to be secured through Requirement 21 of the Draft DCO (document reference 3.1 / REP2-008).

8.5. The Applicant and/or its appointed contractor will be the responsible party for all measures. The final agreed documents will need to be in place prior to commencement of the relevant phase of construction or as otherwise outlined in Schedule 2 of the DCO.



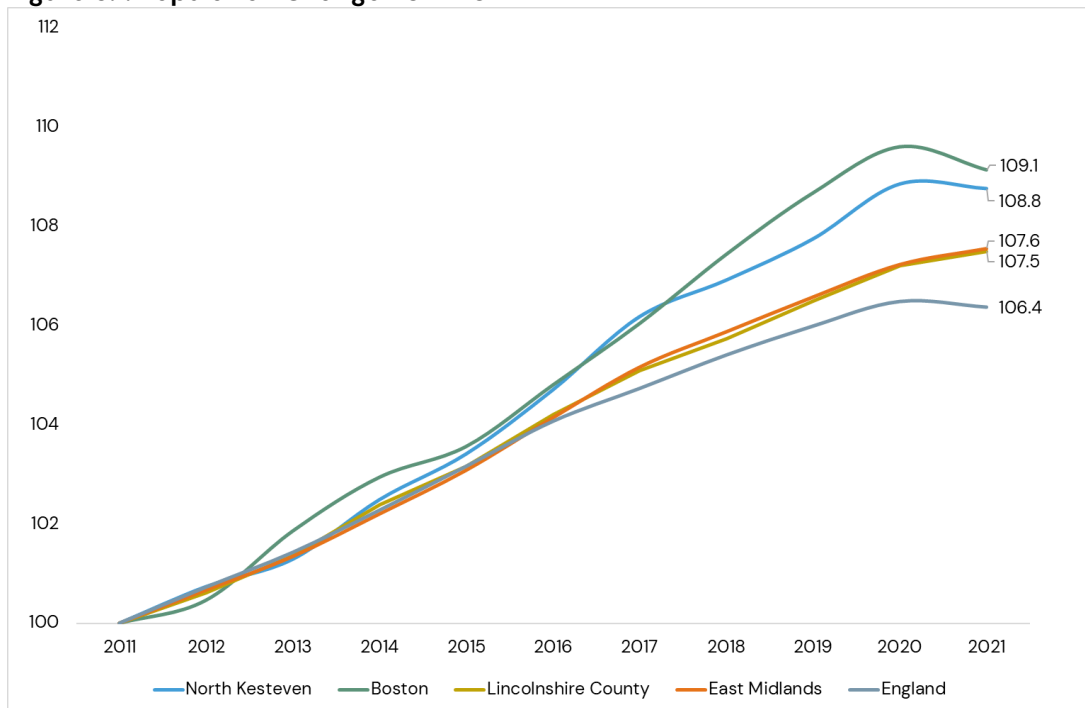
Appendix I: Baseline

Appendix I: Baseline

Population

- 1.1. Data from the 2021 Census estimates show the total population of North Kesteven District is around 118,075 and the population of Boston Borough is around 70,500. Figure 5.1 presents population change between 2011 and 2021. Over this timeframe, North Kesteven’s population increased by 8.8% – equating to 9,557 more people, whilst the population growth seen in Boston was relatively higher at 9.1% (5,888). The corresponding population increases for Lincolnshire County and the East Midlands were 7.5% and 7.6% respectively and the growth in England over the same period was 6.4%.

Figure 5.1: Population Change 2011-2021



Source: ONS, Mid-Year Population Estimates

- 1.2. Data on population change by age in North Kesteven show that from 2011 to 2021, the young dependant population group (aged 0–15) increased by around 910 (4.8%), the number of economically active people (16–64) grew by 3,719 (5.6%) and people aged 65+ increased by around 4,928 (a rise of 21.7% – see Table 5.2). Table 5.3 shows that in Boston the fastest growing age group between 2011 and 2020 were those aged 0–15, with an increase of 13.6% (1,551). In the same time period, Boston saw a growth of 12.1% (1,551) in those aged 65+ and an increase of 6.9% (2,786) in those aged 16–64. All three age groups experienced growth over the same timeframe in Lincolnshire County, the East Midlands and England, however it was the 65+ cohort that grew the fastest in all areas by 20.8% in Lincolnshire County, 22.1% in the East Midlands and 19.1% in England.

Table 5.2: North Kesteven Population Change by Age, 2011–21

	2011	2021	Absolute Change	% Change
0–15	19,148	20,058	910	4.8%
16–64	66,688	70,407	3,719	5.6%
65+	22,682	27,610	4,928	21.7%
Total	108,518	118,075	9,557	8.8%

Source: ONS, Mid-Year Population Estimates

Table 5.3: Boston Population Change by Age, 2011–21

	2011	2021	Absolute Change	% Change
0–15	11,367	12,918	1,551	13.6%
16–64	40,393	43,179	2,786	6.9%
65+	12,855	14,406	1,551	12.1%
Total	64,615	70,503	5,888	9.1%

Source: ONS, Mid-Year Population Estimates

1.3.

Data from the ONS 2018–based population projections shows that between 2018 and 2038 the population of North Kesteven is projected to grow by 13.1%, with the age group 65+ projected to grow by the largest proportion (41.4%). Those aged 0–15 are expected to increase by 5.7% and the working age population (16–64) is expected to increase by 4.1%. The population of Boston is projected to increase by 16.3%, with those aged 65+ projected to increase by 37.5%. The 0–15 age group (6.3%) and the working age population (12.2%) are expected to increase by larger proportions in Boston compared to North Kesteven. The projected population increases for North Kesteven and Boston are larger than those projected at a regional level (12%) and the national level (8.6%). More information is set out in tables 5.4–5.7.

Table 5.4: North Kesteven Population Projections, 2018–2038

	2018	2038	Absolute Change	% Change
0–15	20,293	21,441	1,148	5.7%
16–64	68,546	71,366	2,820	4.1%
65+	27,146	38,397	11,251	41.4%
Total	115,985	131,202	15,217	13.1%

Source: ONS, 2018–Based Subnational Population Projections.

Table 5.5: Boston Population Projections, 2018–2038

	2018	2038	Absolute Change	% Change
0–15	13,221	14,049	828	6.3%
16–64	41,712	46,805	5,093	12.2%
65+	14,433	19,840	5,407	37.5%
Total	69,366	80,693	11,327	16.3%

Source: ONS, 2018–Based Subnational Population Projections.

Table 5.6: East Midlands Population Projections, 2018–2038

	2011	2021	Absolute Change	% Change
0–15	893,824	905,068	11,244	1.3%
16–64	2,983,294	3,149,389	166,095	5.6%
65+	927,031	1,326,829	399,798	43.1%
Total	4,804,149	5,381,271	577,122	12.0%

Source: ONS, 2018–Based Subnational Population Projections.

Table 5.7: England Population Projections, 2018–2038

	2011	2021	Absolute Change	% Change
0–15	10,748,458	10,370,237	-378,221	-3.5%
16–64	35,049,467	36,066,076	1,016,609	2.9%
65+	10,179,253	14,329,964	4,150,711	40.8%
Total	55,977,178	60,766,251	4,789,073	8.6%

Source: ONS, 2018–Based Subnational Population Projections.

Sex & Gender

- 1.4. Table 5.8 shows the proportion of population by sex in North Kesteven, Boston, The East Midlands and England & Wales according to the 2021 Census. All areas had a higher proportion of female residents with North Kesteven and England and Wales both having 51% female residents and 49% male residents, while Boston and the East Midlands had 50.8% female residents and 49.2% male residents.

Table 5.8: Proportion of Population by Sex, 2021

	Male	Female
North Kesteven	49.0%	51.0%
Boston	49.2%	50.8%
East Midlands	49.2%	50.8%
England & Wales	49.0%	51.0%

Source: Census 2021, ONS

- 1.5. Table 5.9 outlines detail on gender identity according to the 2021 Census for North Kesteven, Boston, the East Midlands, and England & Wales. The data show that North Kesteven has the highest proportion of residents whose gender identity is the same as their sex registered at birth with 95%, this is lower in Boston at 90.37%, however Boston has a significantly higher proportion of residents who did not answer. In the East Midlands 93.44% of residents state that their gender identity is the same as their sex registered at birth, while across England and Wales this figure is 93.46%.

Table 5.9: Gender Identity, 2021

Gender identity	North Kesteven	Boston	East Midlands	England and Wales
Gender identity the same as sex registered at birth	95.00%	90.37%	93.44%	93.46%
Gender identity different from sex registered at birth but no specific identity given	0.12%	0.39%	0.22%	0.24%
Trans woman	0.04%	0.10%	0.08%	0.10%
Trans man	0.05%	0.09%	0.09%	0.10%

All other gender identities	0.06%	0.06%	0.09%	0.10%
Not answered	4.73%	9.00%	6.08%	6.00%

Source: ONS, Census 2021

Deprivation

- 1.6. The 2019 Index of Multiple Deprivation provides an indication of the average levels of deprivation for Lower Layer Super Output Areas (LSOAs) across England. The index provides an overall assessment of the average levels of deprivation as well as an assessment against domains of deprivation. In total, England has 32,844 LSOAs, with 57 in North Kesteven.
- 1.7. The Energy Park Site falls within the LSOA North Kesteven O12B, which is ranked 15,660 and placed it in the top 50% most deprived LSOAs in England. Looking at the individual domains of deprivation, North Kesteven has its highest level of deprivation for the barriers to housing and services domain where it has a rank of 5,238, placing it in the top 20% most deprived LSOAs for this indicator. It has its lowest rank in crime with a rank of 31,762, putting it in the top 10% least deprived LSOAs for this domain. Table 5.10 shows the rank of each domain in detail.

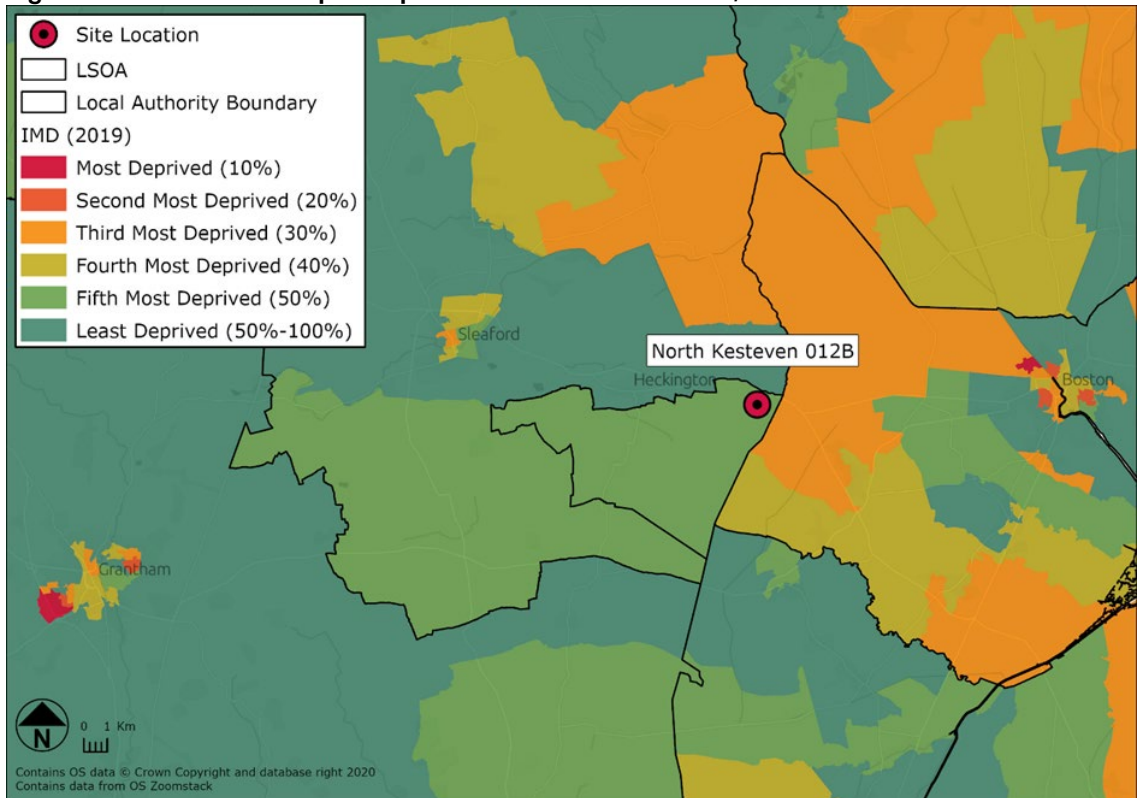
Table 5.10: Index of Multiple Deprivation (IMD) for North Kesteven O12B

IMD 2019 Domain	North Kesteven O12B Rank (out of 32,844, 1 being the most deprived)
Overall IMD	15,660
Income	14,791
Employment	15,772
Education & Training	10,606
Health	28,462
Crime	31,762
Barriers to Housing and Services	5,238
Living Environment	7,640

Source: Ministry for Housing, Communities & Local Government

- 1.8. Figure 5.2 maps the overall level of deprivation in North Kesteven O12B and its neighbouring LSOAs. As can be seen from Figure 11.3 that many LSOAs the east of the site fall within the top 30% most deprived LSOAs in the country, where the majority to the west are the top 50% least deprived LSOAs in the country. However, there is a pocket of deprivation to the west of the site, with some LSOAs falling into the top 10% most deprived areas.

Figure 5.2: Index of Multiple Deprivation for Site Location, 2019



Source: Ministry of Housing, Communities & Local Government

Ethnic Diversity

- 1.9. According to the 2021 Census, both North Kesteven and Boston had a higher proportion of residents who are white at 97.2% and 94.7% respectively compared to 85.7% for the East Midlands and 81.7% for England & Wales. This also means that North Kesteven and Boston have lower proportions of residents who identify with minority ethnic groups. More detail is included in Table 5.11.

Table 5.11: Ethnic Diversity, 2021

	North Kesteven	Boston	East Midlands	England & Wales
White	97.2%	94.7%	85.7%	81.7%
Asian, Asian British or Asian Welsh	1.0%	2.0%	8.0%	9.3%
Black, Black British, Black Welsh, Caribbean or African	0.4%	0.7%	2.7%	4.0%
Mixed or Multiple ethnic groups	1.2%	1.4%	2.4%	2.9%
Other ethnic group	0.3%	1.2%	1.2%	2.1%

Source: ONS, Census 2021

Marital Status

- 1.10. Table 5.12 sets out the marital status of the population in North Kesteven, Boston, the East Midlands, and England & Wales. North Kesteven has a lower proportion of residents who have never married and never registered a civil partnership at 28.2%, this compares to 34.3% in Boston, 36.1% in the East Midlands and 37.9% across England & Wales. North Kesteven has a higher proportion of residents who are married or in a

registered civil partnership at 52.6% compared to 44.7% for Boston, 45.8% for the East Midlands and 44.6% for England & Wales.

Table 5.12: Marital Status, 2021

	North Kesteven	Boston	East Midlands	England & Wales
Never married and never registered a civil partnership	28.2%	34.3%	36.1%	37.9%
Married or in a registered civil partnership	52.6%	44.7%	45.8%	44.6%
Separated, but still legally married or still legally in a civil partnership	2.2%	2.4%	2.2%	2.2%
Divorced or civil partnership dissolved	10.0%	11.4%	9.5%	9.1%
Widowed or surviving civil partnership partner	7.0%	7.2%	6.4%	6.1%

Source: ONS, Census 2021

Sexual Orientation

- 1.11. North Kesteven has a higher proportion of residents who identify as straight or heterosexual at 91.3%, compared to 88.1% for Boston, 89.8% for the East Midlands, and 89.4% for England & Wales. Boston did have a higher proportion of residents who did not answer for this topic at 9.7%. More detail can be found in Table 5.13 below.

Table 5.13: Sexual Orientation, 2021

	North Kesteven	Boston	East Midlands	England & Wales
Straight or Heterosexual	91.3%	88.1%	89.8%	89.4%
Gay or Lesbian	1.1%	1.0%	1.3%	1.5%
Bisexual	1.0%	0.9%	1.3%	1.3%
All other sexual orientations	0.2%	0.3%	0.3%	0.3%
Not answered	6.4%	9.7%	7.4%	7.5%

Source: ONS, Census 2021

Religious Affiliation

- 1.12. Table 5.14 shows the proportion of residents who are affiliated to certain religions for North Kesteven, Boston, the East Midlands, and England & Wales. Boston had the highest proportion of residents who identify as Christian (59.8%) compared to North Kesteven (53.5%), the East Midlands (45.4%), and England & Wales (46.2%). Consequently, there is a smaller proportion of residents in Boston who have no religious affiliation (31.3%). North Kesteven (0.4%) and Boston (1.4%) each have a smaller proportion of residents who identify as Muslim relative to the East Midlands (4.3%) and England & Wales (6.5%).

Table 5.14: Religious Affiliation 2021

	North Kesteven	Boston	East Midlands	England & Wales
No religion	39.5%	31.3%	40.0%	37.2%
Christian	53.5%	59.8%	45.4%	46.2%
Buddhist	0.2%	0.2%	0.3%	0.5%
Hindu	0.2%	0.3%	2.5%	1.7%
Jewish	0.1%	0.1%	0.1%	0.5%
Muslim	0.4%	1.4%	4.3%	6.5%
Sikh	0.1%	0.0%	1.1%	0.9%
Other religion	0.5%	0.4%	0.5%	0.6%
Not answered	5.6%	6.5%	5.9%	6.0%

Source: ONS, Census 2021

Pregnancy and Maternity

- 1.13. Table 5.15 show data from both the ONS and the Office for Health Improvement & Disparities on conception and pregnancy indicators. The data available for Districts (North Kesteven & Boston) is extremely limited, therefore data for the County of Lincolnshire has been used. Lincolnshire has a lower conception rate per 1,000 women (62.4) compared to the East Midlands (68.8) and England & Wales (71.5). Despite this Lincolnshire had a slightly higher rate of conceptions at ages under 16 at 2.3 compared to a rate of 2 for the East Midlands and 2.1 for England & Wales.

Table 5.15: Data on Pregnancy

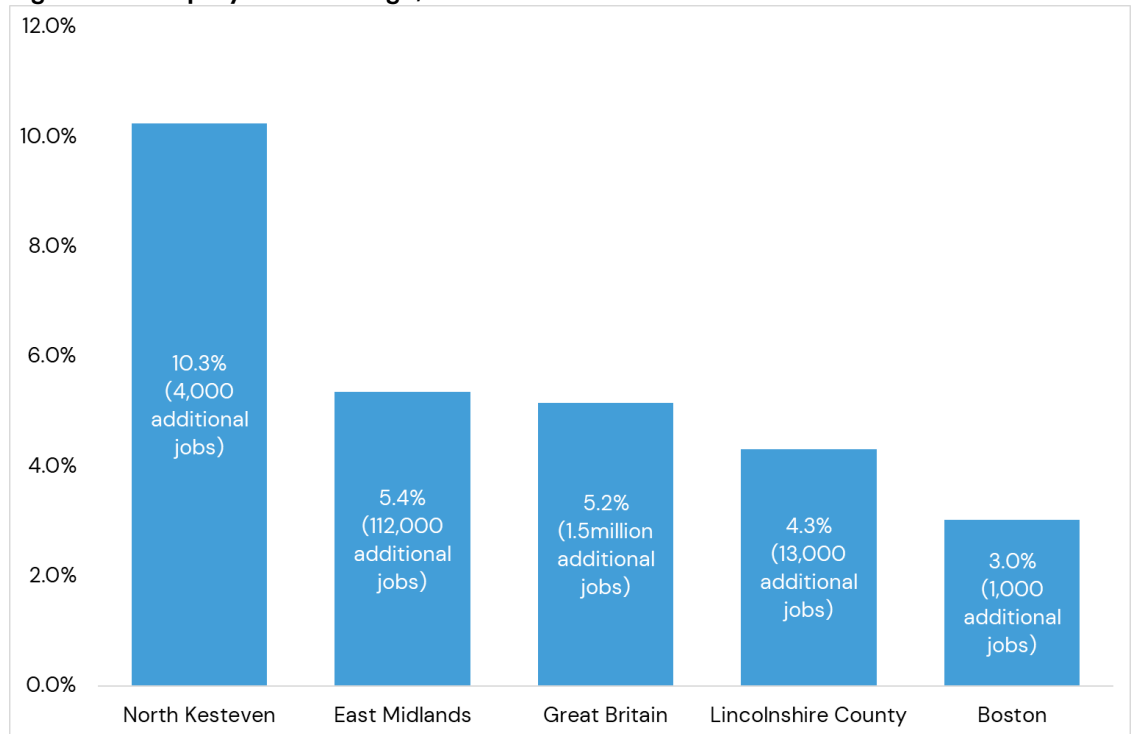
	Lincolnshire	East Midlands	England
Conception rate per 1,000 women - 2021	62.4	68.8	71.5
Percentage of conceptions leading to abortion - 2021	21.3%	25.1%	26.5%
Conceptions at ages under 16 (rate per 1,000 women in age-group) - 2021	2.3	2.0	2.1
Percentage of conceptions at ages under 16 leading to abortion - 2021	53.6%	56.5%	59.8%
Early Access to maternity care - 2018/19	69.6%	64.7%	57.8%
Obesity in early pregnancy - 2018/19	25.5%	24.2%	22.1%
Smoking in early pregnancy - 2018/19	18.1%	16.4%	12.8%

Source: ONS & the Office for Health Improvement & Disparities

Employment

- 1.14. Based on jobs data sourced from the ONS Business Register and Employment Survey, in absolute terms, North Kesteven saw job numbers increase by around 4,000 between 2015 and 2021 (growing from 39,000 to 43,000 – see Figure 5.3). In relative terms, this equated to a rise of 10.3%. North Kesteven's growth rate was above that for Boston (3%), Lincolnshire County (4.3%), the East Midlands (5.4%) and Great Britain (5.2%).

Figure 5.3: Employment Change, 2015–2021



Source: ONS, Business Register and Employment Survey

- 1.15. The largest sector in North Kesteven as of 2021 is public administration, education and health, with 10,250 jobs – representing 24% of total employment. Job numbers in the sector increased by 500 between 2015 and 2021, equating to growth of 5.1%. This sector also accounted for the largest proportion of total employment in Boston at 26%, supporting 8,700 jobs and growing by 650 (8.1%) jobs between 2015 and 2021.
- 1.16. In terms of overall size, public administration, education and health is followed by the wholesale and retail in North Kesteven. In 2021, the sector supporting 7,250 jobs in North Kesteven and accounted for 17% of employment. In Boston the second largest sector was business, financial and professional services accounting for 18.2% of employment and supporting 6,100 jobs in 2021. The construction sector, which is likely to see increased employment opportunities during the Proposed Development’s build phase, supports around 3,000 jobs in North Kesteven. This represents 7% of total employment in the District, above the proportion of total jobs in Lincolnshire County (5.1%), the East Midlands (4.9%) and Great Britain (5%). In Boston, the construction sector accounted for 3.7% of employment and supported 1,250 in 2021. Table 5.16 shows total employment by sector in more detail.

Table 5.16: Employment by Sector, 2021

	North Kesteven	Boston	Lincolnshire County	East Midlands	Great Britain
Agriculture, mining, utilities etc.	5.7%	9.5%	6.2%	3.3%	2.8%
Manufacturing	14.1%	11.9%	11.5%	11.6%	7.4%
Construction	7.0%	3.7%	5.1%	4.9%	5.0%
Wholesale & retail	17.0%	17.9%	17.3%	16.2%	14.4%
Transport & storage	3.5%	5.2%	4.2%	6.4%	5.1%
Accommodation & food services	5.9%	3.7%	8.0%	6.6%	7.5%
Information & communication	3.5%	1.0%	1.9%	2.9%	4.3%
Business, financial & professional services	14.6%	18.2%	15.8%	18.2%	23.0%
Public admin, education & health	24.0%	26.0%	25.6%	25.6%	26.3%
Arts, entertainment, recreation & other services	4.7%	2.7%	4.5%	4.4%	4.3%

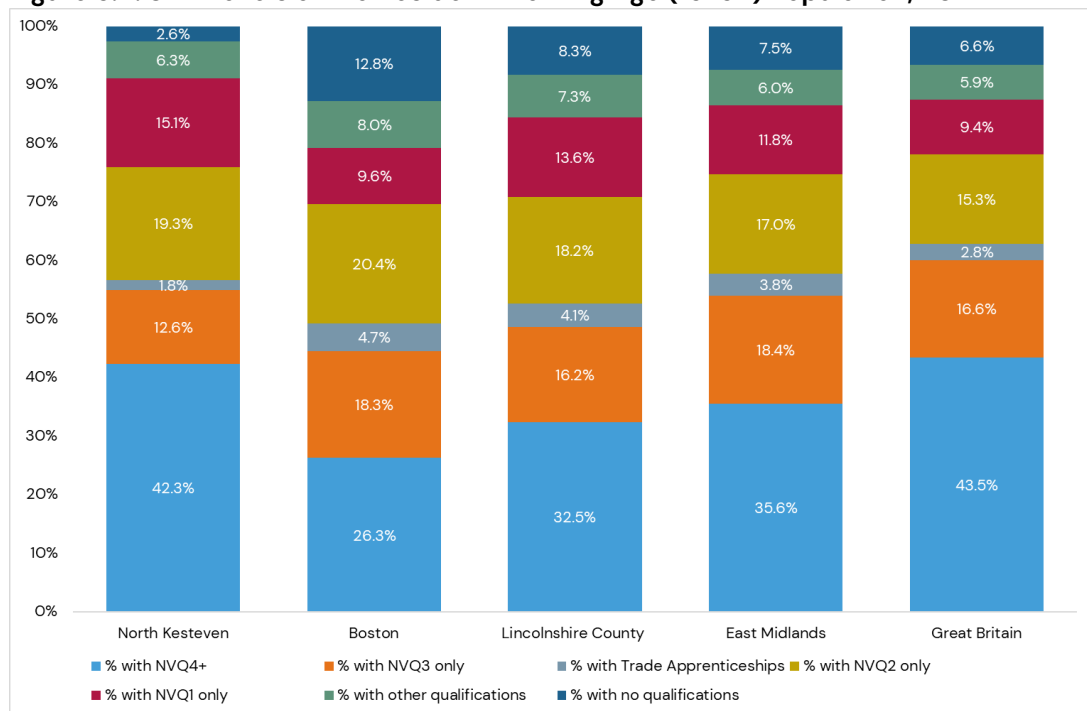
Source: ONS, Business Register & Employment Survey

Skills and Qualifications

1.17.

In 2021, 42.3% of working age residents (16–64) in North Kesteven had a degree level qualification or higher (NVQ4+); 12.6% had NVQ3 only, which equates to 2 A Levels and 4 AS Levels; and 19.3% had NVQ2 only (5+ GCSEs or equivalent). Around 2.6% of the area’s population had no qualifications. Of all comparator areas, Boston had the lowest proportion of those aged 16–64 that had a degree level qualification at 26.3%, and it also had the highest proportion with no qualifications at 12.8%. Lincolnshire County and the East Midlands had a slightly higher proportion of people aged 16–64 with higher level (NQF4+) qualifications at 32.5% and 35.6% respectively. Figure 5.4 shows the full skills breakdown.

Figure 5.4: Skill Levels of the Resident Working Age (16–64) Population, 2021

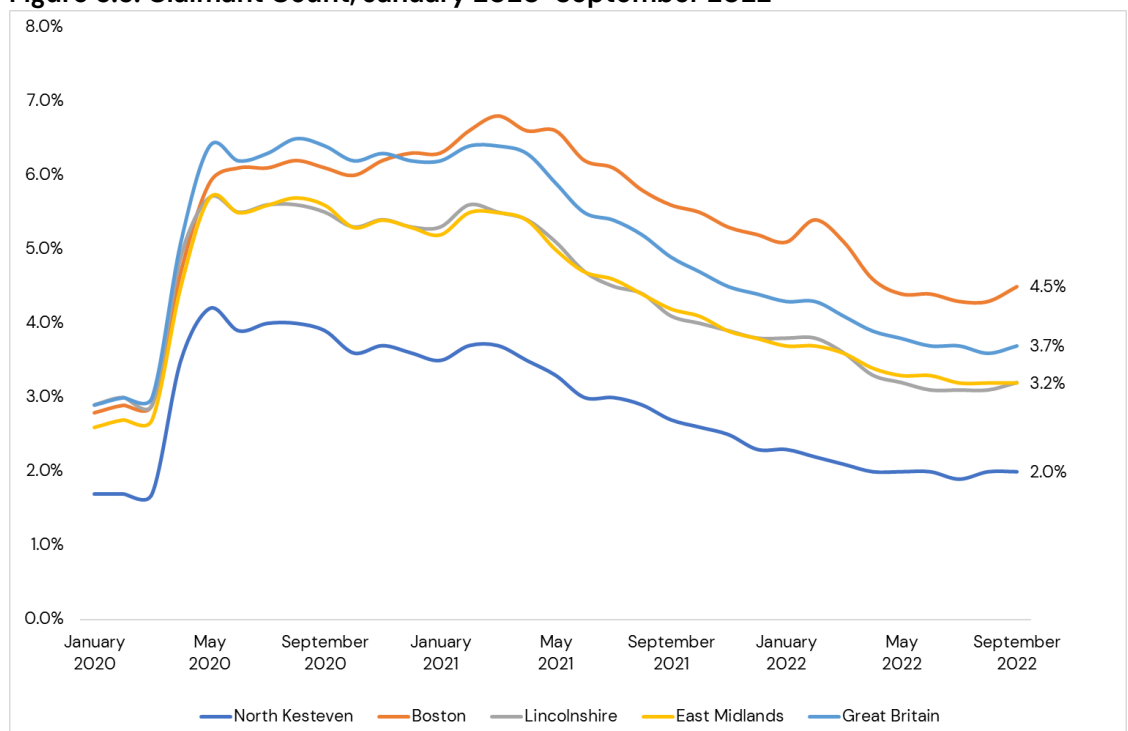


Source: Annual Population Survey, January – December 2021

Claimant Count

- 1.18. The claimant count records the number of people claiming Jobseeker's Allowance plus those who claim Universal Credit and are required to seek work and be available for work.
- 1.19. Figure 5.5 shows the claimant count as a proportion of people aged 16–64 in North Kesteven, Boston, Lincolnshire County, the East Midlands and Great Britain for the period January 2020 to September 2022, for all residents aged 16+. A sharp rise is evident in the claimant count between March and April 2020, which will be down to the impact of Covid-19. This is down in part to more people claiming unemployment-related benefits and also because of changes made to the system by government which means more people are eligible to claim benefits. Further details on this are provided below.
- 1.20. ONS state that enhancements to Universal Credit as part of the UK Government's response to Covid-19 mean that an increasing number of people became eligible for unemployment-related benefit support despite still being in work. Consequently, changes in the claimant count will not be wholly because of changes in the number of people who are not in work. It is not possible to identify to what extent people who are employed or unemployed have affected the numbers.
- 1.21. In January 2020, the claimant count in Boston was 2.8%, by September 2022 it had risen to 4.5%. This is an increase of 735 more people claiming benefits. This is currently above all other comparator areas. In January 2020, the claimant count in North Kesteven was 1.7% and by September 2022 it had risen to 2%, which represented an increase of 275 more people claiming benefits. However, in this period the claimant count has consistently been below the rates seen in Lincolnshire County and the East Midlands which are both currently 3.2%, compared to the overall average for Great Britain which is 3.7%.

Figure 5.5: Claimant Count, January 2020–September 2022

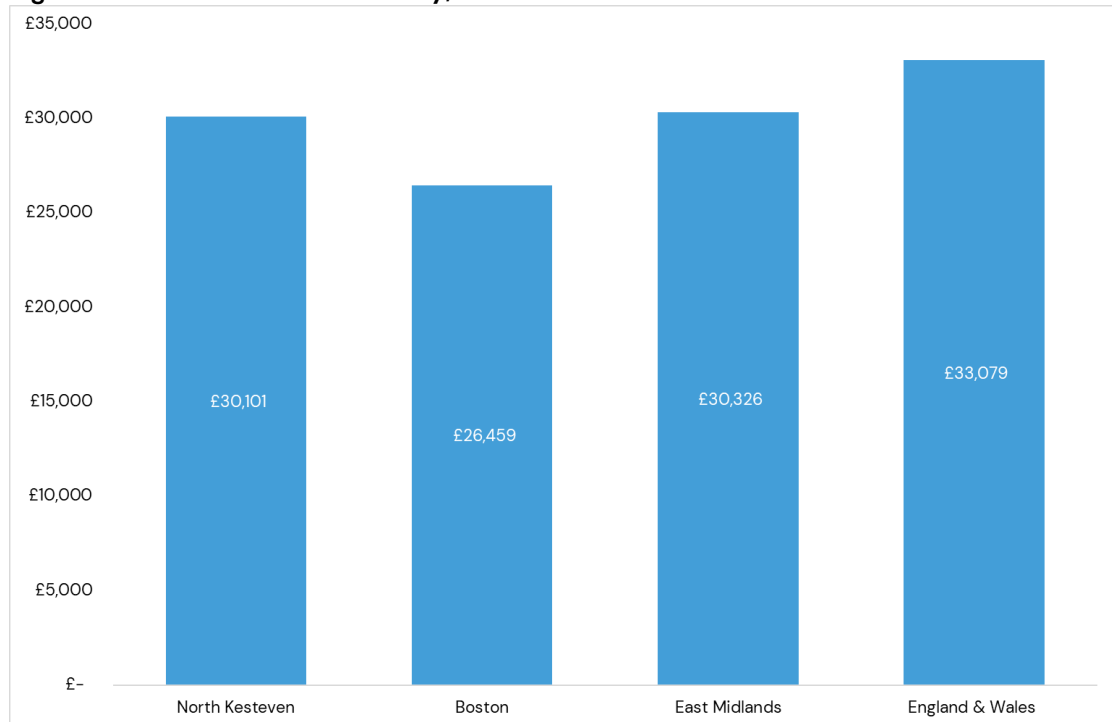


Source: ONS

Income

- 1.22. Figure 5.6 shows the median annual pay in North Kesteven, Boston, the East Midlands, and England & Wales for 2022. Both North Kesteven (£30,101) and Boston (£26,459) have lower median salaries than the regional and national comparators which equate to £30,326 and £33,079 respectively.

Figure 5.6: FTE Median Annual Pay, 2022



Source: Annual Survey of Hours and Earnings, ASHE

Health & Disability Profile

- 1.23. Table 5.17 sets out a health profile for North Kesteven and Boston, alongside regional and national comparators. For most of the indicators North Kesteven figures are in line with or better than the regional and national figures, whereas for Boston most of the indicators are worse off than at a regional and national level. In North Kesteven life expectancy is higher for both males (80.5) and females (84.4) than it is in Boston (77.2 for males and 82 for females), the East Midlands (78.4 and 82.4) and England (72.3 and 78.6). Boston has a significantly higher under 75 mortality rate from all causes compared to North Kesteven and the regional and national comparators, as well as a higher suicide rate, higher obesity rates and a higher proportion of children in relative low income families. More detail is shown in the table below.

Table 5.17: Health Profiles

	North Kesteven	Boston	East Midlands	England
Male life expectancy at birth - 2021	80.5	77.2	78.4	72.3
Female life expectancy at birth - 2021	84.4	82	82.4	78.6
Under 75 mortality rate from all causes (per 100,000) - 2021	292	411.2	372.7	363.4
Suicide rate (per 100,000) - 2019-21	11.5	13.8	10.3	10.4
Emergency Hospital Admissions for Intentional Self harm (per 100,000) - 2021/22	117.5	146.9	162	163.9
Percentage of adults classified as overweight or obese - 2021/22	70.6%	71.60%	67%	63.8%
Year 6 prevalence of obesity - 2022/23	16.2%	28.7%	22.6%	22.7%
Children in relative low income families - 2021/22	16.9%	31.1%	25.4%	19.9%

Source: OHID, Local Authority Health Profiles

- 1.24. Table 5.18 sets out detail regarding the disability status of residents in North Kesteven, Boston, the East Midlands and England & Wales. In North Kesteven, 73.1% of

residents experience no long term physical or mental health conditions, this is lower than the figure for Boston (76.3%), the East Midlands (74.6%) and England and Wales (75.7%).

Table 5.18: Disability, 2021

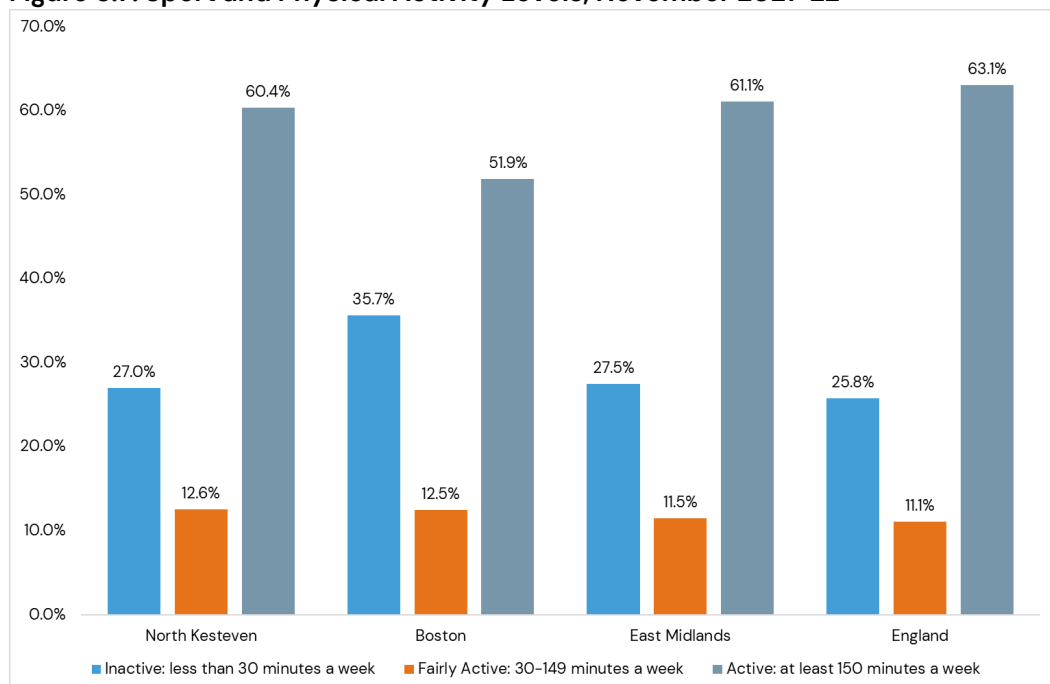
	North Kesteven	Boston	East Midlands	England
Disabled under the Equality Act: Day-to-day activities limited a lot	7.4%	7.7%	7.7%	7.5%
Disabled under the Equality Act: Day-to-day activities limited a little	11.3%	10.1%	10.7%	10.0%
Disabled under the Equality Act	18.7%	17.8%	18.3%	17.5%
Not disabled under the Equality Act: Has long term physical or mental health condition but day-to-day activities are not limited	8.2%	5.8%	7.1%	6.8%
Not disabled under the Equality Act: No long term physical or mental health conditions	73.1%	76.3%	74.6%	75.7%
Not disabled under the Equality Act	81.3%	82.2%	81.7%	82.2%

Source: ONS, 2021 Census

Physical Activity

1.25. Sport England reports on levels of sport and physical activity across the country. Individuals are categorised as inactive, meaning they are active for less than 30 minutes a week, fairly active, 30-149 minutes a week, and active, at least 150 minutes a week. North Kesteven has a fairly similar profile of physical activity when compared to the East Midlands and England, with 60.4% of people categorised as active compared to 61.1% at the regional scale and 63.1% at the national scale. Boston has a lower level of people who are active at 51.9%. More detail is shown in Figure 5.7.

Figure 5.7: Sport and Physical Activity Levels, November 2021-22



Source: Sport England

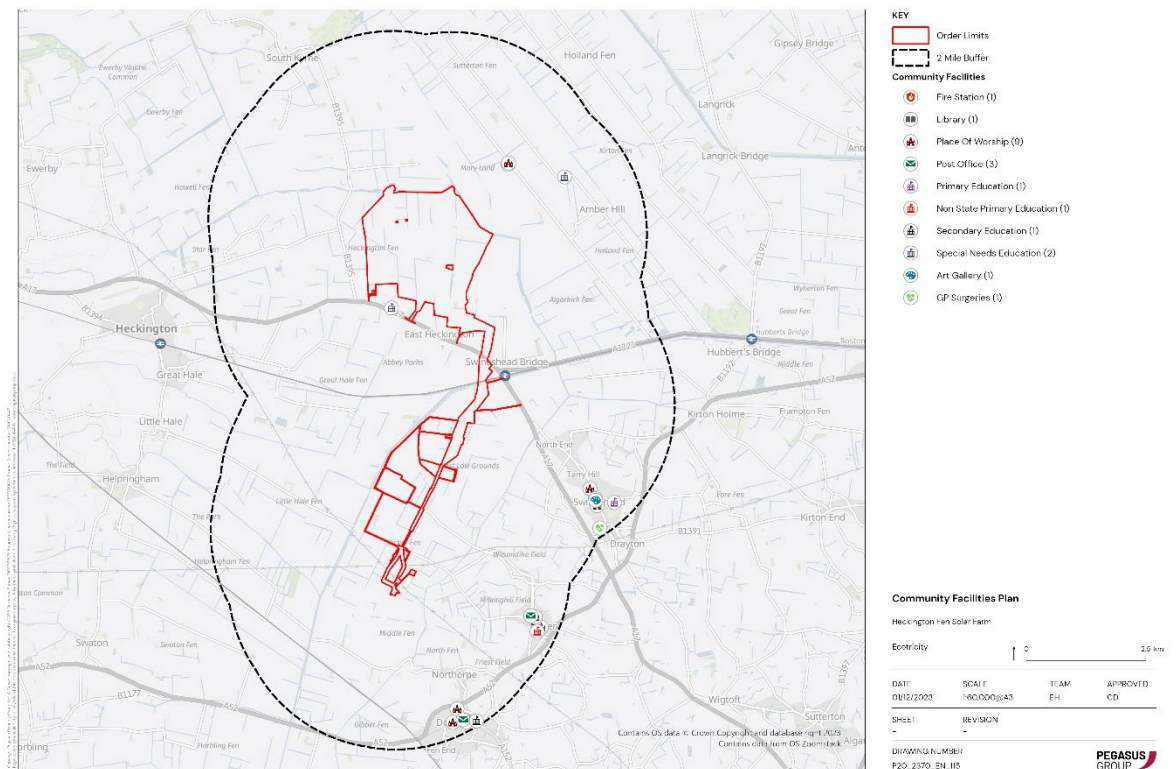
Crime

- 1.26. LG Inform¹ provides ONS data on crime for local authority district across England. For the year ending 2023 Q1 there was a total recorded offences per 1,000 residents of 44.4, equating to a total of 5,265 offences for this time period. This figure has increased since the year ending 2022 Q1, for this period there were 38.3 total recorded offences per 1,000 residents in North Kesteven. The figure for Boston for the year ending 2023 Q1 was significantly higher at 83.6, a total of 5,917 offences. This has decreased since the year ending 2022 Q1 when the rate was 80.3.

Facilities Used By Protected Groups

- 1.27. Figure 5.8 shows the range of community facilities which are within a two-mile buffer of the Proposed Development's Order Limits. These include facilities which are likely to be important to, and frequently used by, people who fall within certain protected characteristics. For example, places of worship will be used by followers of a religion, schools will be used by children and parents etc.

Figure 5.8 Community Facilities within two miles of the Proposed Development



¹ Available at: [Total recorded offences \(excluding fraud\) \(offences per 1,000 population\) in North Kesteven | LG Inform \(local.gov.uk\)](https://www.local.gov.uk)



Appendix II: Detailed Impact Assessment

Table 1 Impact Assessment of protected characteristics during engagement activities

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential Impact	Mitigation / Enhancement Measure	Status
E1	Age (younger and older persons)	<p>Between 2011 and 2021 North Kesteven saw population increase by the largest proportion for those aged 65+ with a 21.7% increase, whilst Boston saw the largest increase in those aged 0-15 with an increase 13.6%. Projections between 2018 and 2038 show that both North Kesteven (41.4%) and Boston (37.5%) will see significant growth in those aged 65+, there is therefore an ageing population in both districts.</p> <p>As noted on Figure 5.8, there are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Site including, but not limited to, 2no. Special Needs Education facilities, primary (state and non-state) education facilities, secondary education facility, and GP surgery.</p>	<p>Estimated 4-15 years age group:</p> <p>Much effort was made by the Applicant to ensure that consultation was had with groups that represented all ages. For example, as well over 20,000 mail drops at local addresses, posters including details of the consultation, how to access Project information, and how to get involved, was displayed at well-used public locations which included, but not limited to, parish notice boards, local shops and village halls within the core and wider consultation zone.</p> <p>It is noted in ES Chapter 12 [document reference 6.1.12 / PS-069] that Build-A-Future East Heckington school based at Elm Grange will accommodate young people with Autistic Spectrum Disorder (ASD) or special education needs. The Applicant made contact with the school and no concerns were raised with regard to noise effects on pupils. Nevertheless, the Applicant commits to ongoing engagement with the school to ensure that communication regarding construction timings are shared to minimise any potential adverse effect pupils attending the school.</p>	Negative (estimated 4-15 years age group)	<p>A final detailed CEMP (Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071) to include for:</p> <ul style="list-style-type: none"> Appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, in respect of timings of the proposed piling works, through provisions made within the final detailed CEMP. This is reflected in paragraph 1.2.9 of Appendix G– Outline Construction Noise Management Plan of the Outline Construction Environmental Management Plan (document reference 7.7/REP2-071). 	<p>To be implemented after RPA approval of the detailed CEMP (secured through Requirement 13 of the Draft DCO (document reference 3.1/REP2-008)</p> <p>Linked to E2 / C1 / C2 / D1 / D2.</p>
E2	Disability (physical disability incl. but not limited to sensory impairments, and learning disability & autism, and mental health)	In North Kesteven, 18.7% of residents are classified as being disabled under the Equality Act, this is higher than the proportion in Boston (17.8%). North Kesteven has a lower proportion of residents who reported to have no long term physical or mental health conditions at 73.1%	The option to have consultation documentation converted into accessible format has been available to all consultees, but has not been requested. Hard copies of documentation could also be available, but again have not been requested. Hearing loops are provided during the Examination process.	Negative	<p>A final detailed CEMP (Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071) to include for:</p> <ul style="list-style-type: none"> Appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, 	<p>To be implemented after RPA approval of the detailed CEMP (secured through Requirement 13 of the Draft DCO</p>

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential Impact	Mitigation / Enhancement Measure	Status
		<p>whilst in Boston this proportion is 76.3%.</p> <p>As noted on Figure 5.8, there are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Site including, but not limited to, 2no. Special Needs Education facilities, and GP surgery.</p>	<p>It is noted in ES Chapter 12 [document reference 6.1.12 / PS-069] that Build-A-Future East Heckington school based at Elm Grange will accommodate young people with Autistic Spectrum Disorder (ASD) or special educational needs. The Applicant made contact with the school and no concerns were raised with regard to noise effects on pupils. Nevertheless, the Applicant commits to ongoing engagement with the school to ensure that communication regarding construction timings are shared to minimise any potential adverse effect pupils attending the school.</p>		<p>in respect of timings of the proposed piling works, through provisions made within the final detailed CEMP. This is reflected in paragraph 1.2.9 of Appendix G- Outline Construction Noise Management Plan of the Outline Construction Environmental Management Plan (document reference 7.7/REP2-071).</p>	<p>(document reference 3.1/REP2-008). Linked to E2 / C1 / C2 / D1 / D2.</p>
E3	Gender Reassignment	<p>North Kesteven has the higher proportion of residents whose gender identity is the same as their sex registered at birth with 95%. This is lower in Boston at 90.37%, however Boston has a significantly higher proportion of residents who did not answer at 9%.</p>	<p>Given that the distribution of information about the Proposed Development and opportunity for involvement in engagement activities was so widespread within the local area, it is considered that the Protected Characteristic of Gender Reassignment has been sufficiently included within this extension of invitation.</p>	Positive	None identified to be necessary	Not applicable
E4	Pregnancy and Maternity (incl. maternity and associated rights)	<p>Lincolnshire has a lower conception rate per 1,000 women (62.4) compared to the East Midlands (68.8) and England & Wales (71.5). Lincolnshire overall had a slightly higher rate of conceptions at ages under 16 at 2.3 compared to a rate of 2 for the East Midlands and 2.1 for England & Wales.</p> <p>As noted on Figure 5.8, there are community facilities which could be associated with this Protected Characteristics, including, but not limited to, a GP surgery.</p>	<p>Given that the distribution of information about the Proposed Development and opportunity for involvement in engagement activities was so widespread within the local area, it is considered that the Protected Characteristic of Pregnancy and Maternity has been sufficiently included within this extension of invitation. For example, events were held at various times of day, for example a Saturday morning, an evening, and a weekend, to provide range of options that could allow flexibility around childcare.</p>	Positive	None identified to be necessary	Not applicable

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential Impact	Mitigation / Enhancement Measure	Status
E5	Marriage and Civil Partnership	North Kesteven has a lower proportion of residents who have never married and never registered a civil partnership at 28.2%, this compares to 34.3% in Boston. There is a higher proportion of residents who are married or in a registered civil partnership in North Kesteven at 52.6% compared to 44.7% of Boston residents.	Given that the distribution of information about the Proposed Development and opportunity for involvement in engagement activities was so widespread within the local area, it is considered that the Protected Characteristic of Marriage and Civil Partnership has been sufficiently included within this extension of invitation.	Positive	None identified to be necessary	Not applicable
E6	Race (nationality and ethnicity incl. Travellers)	North Kesteven and Boston had a higher proportion of residents who are white at 97.2% and 94.7% respectively compared to 85.7% for the East Midlands and 81.7% for England & Wales. This also means that North Kesteven and Boston have lower proportions of residents who identify with minority ethnic groups.	Given that the distribution of information about the Proposed Development and opportunity for involvement in engagement activities was so widespread within the local area, it is considered that the Protected Characteristic of Race has been sufficiently included within this extension of invitation.	Positive	None identified to be necessary	Not applicable
E7	Religion or Belief or Faith Groups	Boston had the highest proportion of residents who identify as Christian (59.8%) compared to North Kesteven (53.5%), the East Midlands (45.4%), and England & Wales (46.2%). Consequently, there is a smaller proportion of residents in Boston who have no religious affiliation (31.3%), whilst this figure is 39.5% in North Kesteven. As noted on Figure 5.8, there are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Site including a number of places of worship.	Given that the distribution of information about the Proposed Development and opportunity for involvement in engagement activities was so widespread within the local area, it is considered that the Protected Characteristic of Religion, Belief or Faith Groups has been sufficiently included within this extension of invitation.	Positive	None identified to be necessary	Not applicable

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential Impact	Mitigation / Enhancement Measure	Status
E8	Sex (incl. men, women and gender non-conforming)	All areas had a higher proportion of female residents with North Kesteven and England and Wales both having 51% female residents and 49% male residents, while Boston and the East Midlands had 50.8% female residents and 49.2% male residents.	Given that the distribution of information about the Proposed Development and opportunity for involvement in engagement activities was so widespread within the local area, it is considered that the Protected Characteristic of Sex has been sufficiently included within this extension of invitation.	Positive	None identified to be necessary	Not applicable
E9	Sexual Orientation	North Kesteven has a higher proportion of residents who identify as straight or heterosexual at 91.3%, compared to 88.1% for Boston, 89.8% for the East Midlands, and 89.4% for England & Wales. Boston did have a higher proportion of residents who did not answer for this topic at 9.7%.	Given that the distribution of information about the Proposed Development and opportunity for involvement in engagement activities was so widespread within the local area, it is considered that the Protected Characteristic of Sexual Orientation has been sufficiently included within this extension of invitation.	Positive	None identified to be necessary	Not applicable

Table 2: Impact assessment of protected characteristics at construction phase

	Protected Characteristic	Baseline	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
C1	Age (younger and older persons)	<p>Between 2011 and 2021 North Kesteven saw population increase by the largest proportion for those aged 65+ with a 21.7% increase, whilst Boston saw the largest increase in those aged 0-15 with an increase 13.6%. Projections between 2018 and 2038 show that both North Kesteven (41.4%) and Boston (37.5%) will see significant growth in those aged 65+, there is therefore an ageing population in both districts.</p> <p>As noted on Figure 5.8, there are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Site including, but not limited to, 2no. Special Needs Education facilities, primary (state and non-state) education facilities, secondary education facility, and GP surgery.</p>	<p>Estimated 16-25 years age group:</p> <p>The economic contribution supported by the construction phase of the Proposed Development could boost the local economy and attract more working age people to the area. It is estimated that the construction phase could support 1,016 temporary jobs, both direct jobs on-site and indirect/induced roles in the wider economy.</p> <p>The Applicant intends for local labour to be used where commercially viable and available. Therefore, these jobs could potentially reduce potential issues linked to an ageing population within North Kesteven and Boston.</p> <p>Opportunities for employment and training will be provided as a result of the Proposed Development. Such opportunities will be facilitated through local partnerships, for example, with Greater Lincolnshire Local Enterprise Partnership, Elm Grange School, Colleges in Boston and Sleaford, other further education colleges and universities which might be further afield, such as Lincoln and Grantham, Jobcentre Plus and PeoplePlus. This is described further in the Outline Supply Chain, Employment and Skills Plan (document reference 7.12 Revision 2).</p> <p>It is noted that practical demonstration of the trial trenching has already taken place on site with students from the Build-A-Future East Heckington and a meeting for members of the public at Heckington Village Hall, which evidences the intention to create opportunities for people of varying ages.</p>	Positive (estimated 16-25 years age group)	Outline Supply Chain, Employment and Skills Plan (document reference 7.12 Revision 2) is submitted. A final detailed Supply Chain, Employment and Skills Plan will be agreed with all relevant stakeholders.	To be implemented after RPA approval of the detailed SCESP (secured through Requirement 16 of the Draft DCO (document reference 3.1/REP2-008)) Linked to O1 / D1

Protected Characteristic	Baseline	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
		<p>Estimated 4-15 years age group:</p> <p>Significant, adverse residual effects are identified in ES Chapter 6 (document reference 6.1.6 / PS-059) during the construction phase in terms of landscape and visual amenity effects on residential receptors and users of the local PROW network. These effects will be temporary, due to the transient nature of the construction works. The effects are due to the changes in surface landform, landcover, presence of construction machinery and the associated activity which is required to implement the Proposed Development. Once the construction phase has ended, the effects associated with these activities will no longer be felt by the identified receptors. Best practice construction techniques and management of the construction site will be necessary to minimise effects throughout this period.</p> <p>Although overall there is significant negative effect relating to landscape and visual amenity effects, it is noted that there is a positive effect relating to access. Public Footpath Heck/15/1 is not currently accessible because three footbridges over the watercourse/drains are no longer in existence. Two of these footbridges will be reinstated so that the public footpath will be useable between Sidebar Lane (to the west of the site) and the point which it meets the watercourse/drain in the north east corner of the field. The public footpath will be temporarily stopped up during construction of the development. Once reinstated following construction, this public footpath will remain open to the public at all times.</p>	<p>Negative</p> <p>(estimated 4-15 years age group)</p>	<p>A final detailed CEMP (Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071) to include for:</p> <ul style="list-style-type: none"> • Best practice construction techniques to minimise any adverse effects of the construction phase. • Appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, in respect of timings of the proposed piling works, through provisions made within the final detailed CEMP. This is reflected in paragraph 1.2.9 of Appendix G- Outline Construction Noise Management Plan of the Outline Construction Environmental Management Plan (document reference 7.7/REP2-071). 	<p>To be implemented after RPA approval of the detailed CEMP (secured through Requirement 13 of the Draft DCO (document reference 3.1/REP2-008). Linked to E1 / E2 / C2 / D1 / D2.</p>

	Protected Characteristic	Baseline	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
			<p>This is detailed in Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071).</p> <p>It is noted in ES Chapter 12 [document reference 6.1.12 / PS-069] that Build-A-Future East Heckington school based at Elm Grange will accommodate young people with Autistic Spectrum Disorder (ASD) or special educational needs. The Applicant made contact with the school and no concerns were raised with regard to noise effects on pupils. Nevertheless, the Applicant commits to ongoing engagement with the school to ensure that communication regarding construction timings are shared to minimise any potential adverse effect on pupils attending the school.</p>			
C2	Disability (physical disability incl. but not limited to sensory impairments, and learning disability & autism, and mental health)	<p>In North Kesteven, 18.7% of residents are classified as being disabled under the Equality Act, this is higher than the proportion in Boston (17.8%). North Kesteven has a lower proportion of residents who reported to have no long term physical or mental health conditions at 73.1% whilst in Boston this proportion is 76.3%.</p> <p>As noted on Figure 5.8, there are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Site including, but not limited to, 2no. Special Needs Education facilities, and GP surgery.</p>	<p>Construction employment opportunities will be compliant with the Equality Act 2010 which states that adjustments should be made to ensure that those who are disabled can access employment.</p> <p>It is noted in ES Chapter 12 [document reference 6.1.12 / PS-069] that Build-A-Future East Heckington school based at Elm Grange will accommodate young people with Autistic Spectrum Disorder (ASD) or special educational needs. The Applicant made contact with the school and no concerns were raised with regard to noise effects on pupils. Nevertheless, the Applicant commits to ongoing engagement with the school to ensure that</p>	Neutral	None identified to be necessary	Not applicable
				Negative	<p>A final detailed CEMP (Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071) to include for:</p> <ul style="list-style-type: none"> • Best practice construction techniques to minimise any adverse effects of the construction phase. 	To be implemented after RPA approval of the detailed CEMP (secured through Requirement 13 of the Draft DCO (document

Protected Characteristic	Baseline	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
		<p>communication regarding construction timings are shared to minimise any potential adverse effect on pupils attending the school.</p> <p>Although overall there is significant negative effect relating to landscape and visual amenity effects as identified in ES Chapter 6 (document reference 6.1.6 / PS-059) it is noted that there is a positive effect relating to access. Public Footpath Heck/15/1 is not currently accessible because three footbridges over the watercourse/drains are no longer in existence. Two of these footbridges will be reinstated so that the public footpath will be useable between Sidebar Lane (to the west of the site) and the point which it meets the watercourse/drain in the north east corner of the field. The public footpath will be temporarily stopped up during construction of the development. Once reinstated following construction, this public footpath will remain open to the public at all times and connect into the PROW network. This is detailed in Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071).</p> <p>The path will be grassed, and generally flat, similar to that of the paths in the existing PROW network in the immediate vicinity of the Site. This would be accessible for those with disabilities depending on the disability. The new bridge will be step-free (subject to agreement with Black Sluice IDB and LCC as</p>		<ul style="list-style-type: none"> Appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, in respect of timings of the proposed piling works, through provisions made within the final detailed CEMP. This is reflected in paragraph 1.2.9 of Appendix G- Outline Construction Noise Management Plan of the Outline Construction Environmental Management Plan (document reference 7.7/REP2-071). <p>A final detailed Landscape and Management Plan (Outline LEMP (document reference Deadline 2 Submission – 7.8 – Outline Landscape and Environmental Management Plan – Rev3 (Clean)) / REP2-073.</p>	<p>reference 3.1/REP2-008). Linked to E1 / E2 / C1 / D1 / D2.</p>

	Protected Characteristic	Baseline	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
			<p>the Highway Authority), have sturdy side guards and a bit a minimum of 1.5m wide.</p> <p>The proposed Community Orchard will be flat and grassed and gates will be of a nature where they are accessible, for example self-closing and easy latches.</p>			
C3	Gender Reassignment	North Kesteven has the higher proportion of residents whose gender identity is the same as their sex registered at birth with 95%, this is lower in Boston at 90.37%, however Boston has a significantly higher proportion of residents who did not answer at 9%.	Construction employment opportunities will be compliant with the Equality Act 2010, which provides for specific expectations in respect of the protected characteristic, Gender Reassignment.	Neutral	None identified to be necessary	Not applicable
C4	Pregnancy and Maternity (incl. maternity and associated rights)	<p>Lincolnshire has a lower conception rate per 1,000 women (62.4) compared to the East Midlands (68.8) and England & Wales (71.5). Despite this Lincolnshire had a slightly higher rate of conceptions at ages under 16 at 2.3 compared to a rate of 2 for the East Midlands and 2.1 for England & Wales.</p> <p>As noted on Figure 5.8, there are community facilities which could be associated with this Protected Characteristics, including, but not limited to, a GP surgery.</p>	ES Chapter 14 (document reference 6.114 / PS-073) indicates that short-term negative transport effects during the construction phase will be negligible. By association, no negative impacts are expected in relation to parents being able to access childcare/schools as a result of construction activities.	Neutral	None identified to be necessary	Not applicable
C5	Marriage and Civil Partnership	North Kesteven has a lower proportion of residents who have never married and never registered a civil partnership at 28.2%, this compares to 34.3% in Boston. There is a higher proportion of residents who are married or in a registered civil partnership in North Kesteven at 52.6% compared to 44.7% of Boston residents.	Construction employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Marriage and Civil Partnership.	Neutral	None identified to be necessary	Not applicable

	Protected Characteristic	Baseline	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
C6	Race (nationality and ethnicity incl. Travellers)	North Kesteven and Boston had a higher proportion of residents who are white at 97.2% and 94.7% respectively compared to 85.7% for the East Midlands and 81.7% for England & Wales. This also means that North Kesteven and Boston have lower proportions of residents who identify with minority ethnic groups.	Construction employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Race.	Neutral	None identified to be necessary	Not applicable
C7	Religion or Belief or Faith Groups	Boston had the highest proportion of residents who identify as Christian (59.8%) compared to North Kesteven (53.5%), the East Midlands (45.4%), and England & Wales (46.2%). Consequently, there is a smaller proportion of residents in Boston who have no religious affiliation (31.3%), whilst this figure is 39.5% in North Kesteven. As noted on Figure 5.8, there are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Site including a number of places of worship.	Construction employment opportunities and onsite provision for construction workers will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Religion, Belief or Faith.	Neutral	None identified to be necessary	Not applicable
C8	Sex (incl. men, women and gender non-conforming)	All areas had a higher proportion of female residents with North Kesteven and England and Wales both having 51% female residents and 49% male residents, while Boston and the East Midlands had 50.8% female residents and 49.2% male residents.	Construction employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Sex.	Neutral	None identified to be necessary	Not applicable
C9	Sexual Orientation	North Kesteven has a higher proportion of residents who identify as straight or heterosexual at 91.3%, compared to 88.1% for Boston, 89.8% for the East Midlands, and 89.4% for England &	Construction employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in	Neutral	None identified to be necessary	Not applicable

	Protected Characteristic	Baseline	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
		Wales. Boston did have a higher proportion of residents who did not answer for this topic at 9.7%.	respect of the protected characteristic, Sexual Orientation.			

Table 3 Impact assessment of protected characteristics at operational phase

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
O1	Age (younger and older persons)	<p>Between 2011 and 2021 North Kesteven saw population increase by the largest proportion for those aged 65+ with a 21.7% increase, whilst Boston saw the largest increase in those aged 0-15 with an increase 13.6%. Projections between 2018 and 2038 show that both North Kesteven (41.4%) and Boston (37.5%) will see significant growth in those aged 65+, there is therefore an ageing population in both districts.</p> <p>As noted on Figure 5.8, there are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Site including, but not limited to, 2no. Special Needs Education facilities, primary (state and non-state) education facilities, secondary education facility, and GP surgery.</p>	<p>Estimated 16-25 years age group:</p> <p>The economic contribution supported by the operational phase of the Proposed Development could boost the local economy and attract more working age people to the area. It is estimated that the operational phase could support 15.5 jobs in North Kesteven and/or Boston and in the wider economy.</p> <p>The Applicant intends for local labour to be used where commercially viable and available. Therefore, these jobs could potentially reduce potential issues linked to an ageing population within North Kesteven and Boston.</p> <p>Opportunities for employment and training will be provided as a result of the Proposed Development. Such opportunities will be facilitated through local partnerships, for example, with Greater Lincolnshire Local Enterprise Partnership, Elm Grange School, Colleges in Boston and Sleaford, other further education colleges and universities which might be further afield, such as Lincoln and Grantham, Jobcentre Plus and PeoplePlus. This is described further in the Outline Supply Chain, Employment and Skills Plan (document reference 7.12 Revision 2).</p> <p>It is noted that practical demonstration of the trial trenching has already taken place on site with students from Build-A-Future East Heckington, which evidences the intention to</p>	Positive (estimated 16-25 years age group)	Outline Supply Chain, Employment and Skills Plan (document reference 7.12Revision 2) is submitted. A final detailed Supply Chain, Employment and Skills Plan will be agreed with all relevant stakeholders.	To be implemented after RPA approval of the detailed SCESP (secured through Requirement 16 of the Draft DCO (document reference 3.1/REP2-008). Linked to C1 / D1

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
			create opportunities for people of varying ages.			
O2	Disability (physical disability incl. but not limited to sensory impairments, and learning disability & autism, and mental health)	<p>In North Kesteven, 18.7% of residents are classified as being disabled under the Equality Act, this is higher than the proportion in Boston (17.8%). North Kesteven has a lower proportion of residents who reported to have no long term physical or mental health conditions at 73.1% whilst in Boston this proportion is 76.3%.</p> <p>As noted on Figure 5.8, there are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Site including, but not limited to, 2no. Special Needs Education facilities, and GP surgery.</p>	Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Disability.	Neutral	None identified to be necessary	Not applicable
O3	Gender Reassignment	North Kesteven has the higher proportion of residents whose gender identity is the same as their sex registered at birth with 95%, this is lower in Boston at 90.37%, however Boston has a significantly higher proportion of residents who did not answer at 9%.	Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Gender Reassignment.	Neutral	None identified to be necessary	Not applicable
O4	Pregnancy and Maternity (incl. maternity and associated rights)	Lincolnshire has a lower conception rate per 1,000 women (62.4) compared to the East Midlands (68.8) and England & Wales (71.5). Despite this Lincolnshire had a slightly higher rate of conceptions at ages under 16 at 2.3 compared to a rate of 2 for the East Midlands and 2.1 for England & Wales.	ES Chapter 14 (document reference 6.114/PS-073) indicates that long-term negative transport effects during the operational phase will be negligible. By association, no negative impacts are expected in relation to parents being able to access childcare/schools as a result of operational activities.	Neutral	None identified to be necessary	Not applicable

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
		As noted on Figure 5.8, there are community facilities which could be associated with this Protected Characteristics, including, but not limited to, a GP surgery.				
O5	Marriage and Civil Partnership	North Kesteven has a lower proportion of residents who have never married and never registered a civil partnership at 28.2%, this compares to 34.3% in Boston. There is a higher proportion of residents who are married or in a registered civil partnership in North Kesteven at 52.6% compared to 44.7% of Boston residents.	Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Marriage and Civil Partnership.	Neutral	None identified to be necessary	Not applicable
O6	Race (nationality and ethnicity incl. Travellers)	North Kesteven and Boston had a higher proportion of residents who are white at 97.2% and 94.7% respectively compared to 85.7% for the East Midlands and 81.7% for England & Wales. This also means that North Kesteven and Boston have lower proportions of residents who identify with minority ethnic groups.	Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Race.	Neutral	None identified to be necessary	Not applicable
O7	Religion or Belief or Faith Groups	Boston had the highest proportion of residents who identify as Christian (59.8%) compared to North Kesteven (53.5%), the East Midlands (45.4%), and England & Wales (46.2%). Consequently, there is a smaller proportion of residents in Boston who have no religious affiliation (31.3%), whilst this figure is 39.5% in North Kesteven. As noted on Figure 5.8, there are a number of community facilities which could be associated with this Protected	Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Religion, Belief, or Faith.	Neutral	None identified to be necessary	Not applicable

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
		Characteristic within 2 miles of the Site including a number of places of worship.				
O8	Sex (incl. men, women and gender non-conforming)	All areas had a higher proportion of female residents with North Kesteven and England and Wales both having 51% female residents and 49% male residents, while Boston and the East Midlands had 50.8% female residents and 49.2% male residents.	Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Sex.	Neutral	None identified to be necessary	Not applicable
O9	Sexual Orientation	North Kesteven has a higher proportion of residents who identify as straight or heterosexual at 91.3%, compared to 88.1% for Boston, 89.8% for the East Midlands, and 89.4% for England & Wales. Boston did have a higher proportion of residents who did not answer for this topic at 9.7%.	Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Sexual Orientation.	Neutral	None identified to be necessary	Not applicable

Table 4 Impact assessment of protected characteristics during decommissioning phase

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
D1	Age (younger and older persons)	<p>Between 2011 and 2021 North Kesteven saw population increase by the largest proportion for those aged 65+ with a 21.7% increase, whilst Boston saw the largest increase in those aged 0-15 with an increase 13.6%. Projections between 2018 and 2038 show that both North Kesteven (41.4%) and Boston (37.5%) will see significant growth in those aged 65+, there is therefore an ageing population in both districts.</p> <p>As noted on Figure 5.8, there are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Site including, but not limited to, 2no. Special Needs Education facilities, primary (state and non-state) education facilities, secondary education facility, and GP surgery.</p>	<p>Estimated 16-25 years age group:</p> <p>The economic contribution supported by the decommissioning phase of the Proposed Development could boost the local economy and attract more working age people to the area. It is estimated that the decommissioning phase could support 508 temporary jobs, both direct and indirect.</p> <p>The Applicant intends for local labour to be used where commercially viable and available. Therefore, these jobs could potentially reduce potential issues linked to an ageing population within North Kesteven and Boston.</p> <p>Opportunities for employment and training will be provided as a result of the Proposed Development. Such opportunities will be facilitated through local partnerships, for example, with Greater Lincolnshire Local Enterprise Partnership, Elm Grange School, Colleges in Boston and Sleaford, other further education colleges and universities which might be further afield, such as Lincoln and Grantham, Jobcentre Plus and PeoplePlus. This is described further in the Outline Supply Chain, Employment and Skills Plan (document reference 7.12 Revision 2).</p> <p>It is noted that practical demonstration of the trial trenching has already taken</p>	Positive (estimated 16-25 years age group)	Outline Supply Chain, Employment and Skills Plan (document reference 7.12 Revision 2) is submitted. A final detailed Supply Chain, Employment and Skills Plan will be agreed with all relevant stakeholders.	<p>To be implemented after RPA approval of the detailed SCESP (secured through Requirement 16 of the Draft DCO (document reference 3.1/REP2-008).</p> <p>Linked to C1 / O1</p>

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
			place on site with students from the Keys Group – Elm Grange School, which evidences the intention to create opportunities for people of varying ages.			
			<p>Estimated 4-15 years age group:</p> <p>It is noted in ES Chapter 12 [document reference 6.1.12 / PS-069] that Build-A-Future East Heckington school based at Elm Grange will accommodate young people with Autistic Spectrum Disorder (ASD) or special educational needs. The Applicant made contact with the school and no concerns were raised with regard to noise effects on pupils. Nevertheless, the Applicant commits to engagement with the school to ensure that communication regarding decommissioning timings, at such point that decommissioning is scheduled to take place, are shared to minimise any potential adverse effect on pupils attending the school.</p>	Negative (estimated 4-15 years age group)	<p>A final detailed CEMP (Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071) to include for:</p> <ul style="list-style-type: none"> • Best practice construction techniques to minimise any adverse effects of the construction phase. • Appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, in respect of timings of the proposed piling works, through provisions made within the final detailed CEMP. This is reflected in paragraph 1.2.9 of Appendix G- Outline Construction Noise Management Plan of the Outline Construction Environmental Management Plan (document reference 7.7/REP2-071). 	<p>To be implemented after RPA approval of the detailed CEMP (secured through Requirement 13 of the Draft DCO (document reference 3.1/REP2-008).</p> <p>Linked to E1 / E2 / C1 / C2 / D2.</p>
D2	Disability (physical disability incl. but not limited to sensory impairments, and	In North Kesteven, 18.7% of residents are classified as being disabled under the equality Act, this is higher than the proportion in Boston (17.8%). North Kesteven has a lower proportion of residents who	Decommissioning employment opportunities will be compliant with the Equality Act 2010 which states that adjustments should be made to ensure that those who are disabled can access employment.	Neutral	None identified to be necessary	Not applicable

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
	learning disability & autism, and mental health)	<p>reported to have no long term physical or mental health conditions at 73.1% whilst in Boston this proportion is 76.3%.</p> <p>As noted on Figure 5.8, there are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Site including, but not limited to, 2no. Special Needs Education facilities, and GP surgery.</p>	<p>It is noted in ES Chapter 12 [document reference 6.1.12 / PS-069] that Build-A-Future East Heckington school based at Elm Grange will accommodate young people with Autistic Spectrum Disorder (ASD) or special educational needs. The Applicant made contact with the school and no concerns were raised with regard to noise effects on pupils. Nevertheless, the Applicant commits to ongoing engagement with the school to ensure that communication regarding decommissioning timings, at such point that decommissioning is scheduled to take place, are shared to minimise any potential adverse effect on pupils attending the school.</p>	Negative	<p>A final detailed CEMP (Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071) to include for:</p> <ul style="list-style-type: none"> • Best practice construction techniques to minimise any adverse effects of the construction phase. • Appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, in respect of timings of the proposed piling works, through provisions made within the final detailed CEMP. This is reflected in paragraph 1.2.9 of Appendix G- Outline Construction Noise Management Plan of the Outline Construction Environmental Management Plan (document reference 7.7/REP2-071). 	<p>To be implemented after RPA approval of the detailed CEMP (secured through Requirement 13 of the Draft DCO (document reference 3.1/REP2-008).</p> <p>Linked to E1 / E2 / C1 / C2 / D1</p>
D3	Gender Reassignment	<p>North Kesteven has the higher proportion of residents whose gender identity is the same as their sex registered at birth with 95%, this is lower in Boston at 90.37%, however Boston has a significantly higher proportion of residents who did not answer at 9%.</p>	<p>Decommissioning employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Gender Reassignment.</p>	Neutral	None identified to be necessary	Not applicable
D4	Pregnancy and Maternity (incl.	<p>Lincolnshire has a lower conception rate per 1,000 women (62.4) compared to the East Midlands</p>	<p>ES Chapter 14 (document reference 6.1.14/PS-073) indicates that short-term negative transport effects during the</p>	Neutral	None identified to be necessary	Not applicable

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
	maternity and associated rights)	(68.8) and England & Wales (71.5). Despite this Lincolnshire had a slightly higher rate of conceptions at ages under 16 at 2.3 compared to a rate of 2 for the East Midlands and 2.1 for England & Wales. As noted on Figure 5.8, there are community facilities which could be associated with this Protected Characteristics, including, but not limited to, a GP surgery.	construction phase will be negligible. By association, no negative impacts are expected in relation to parents being able to access childcare/schools as a result of construction activities.			
D5	Marriage and Civil Partnership	North Kesteven has a lower proportion of residents who have never married and never registered a civil partnership at 28.2%, this compares to 34.3% in Boston. There is a higher proportion of residents who are married or in a registered civil partnership in North Kesteven at 52.6% compared to 44.7% of Boston residents.	Decommissioning employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Marriage or Civil Partnership.	Neutral	None identified to be necessary	Not applicable
D6	Race (nationality and ethnicity incl. Travellers)	North Kesteven and Boston had a higher proportion of residents who are white at 97.2% and 94.7% respectively compared to 85.7% for the East Midlands and 81.7% for England & Wales. This also means that North Kesteven and Boston have lower proportions of residents who identify with minority ethnic groups.	Decommissioning employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Race.	Neutral	None identified to be necessary	Not applicable
D7	Religion or Belief or Faith Groups	Boston had the highest proportion of residents who identify as Christian (59.8%) compared to	Decommissioning employment opportunities will be compliant with the Equality Act 2010 which provides for	Neutral	None identified to be necessary	Not applicable

Ref	Protected Characteristic	Baseline summary	Impact commentary	Overall potential impact	Mitigation / Enhancement Measure	Status
		<p>North Kesteven (53.5%), the East Midlands (45.4%), and England & Wales (46.2%). Consequently, there is a smaller proportion of residents in Boston who have no religious affiliation (31.3%), whilst this figure is 39.5% in North Kesteven.</p> <p>As noted on Figure 5.8, there are a number of community facilities which could be associated with this Protected Characteristic within 2 miles of the Site including a number of places of worship.</p>	specific expectations in respect of the protected characteristic, Religion, Belief, or Faith.			
D8	Sex (incl. men, women and gender non-conforming)	All areas had a higher proportion of female residents with North Kesteven and England and Wales both having 51% female residents and 49% male residents, while Boston and the East Midlands had 50.8% female residents and 49.2% male residents.	Decommissioning employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Sex.	Neutral	None identified to be necessary	Not applicable
D9	Sexual Orientation	North Kesteven has a higher proportion of residents who identify as straight or heterosexual at 91.3%, compared to 88.1% for Boston, 89.8% for the East Midlands, and 89.4% for England & Wales. Boston did have a higher proportion of residents who did not answer for this topic at 9.7%.	Decommissioning employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Sexual Orientation.	Neutral	None identified to be necessary	Not applicable



Appendix III: Action Plan of Recommended Measures

Table 1 Recommendations made in relation to protected characteristics

Ref	Protected Characteristic	Mitigation / Enhancement Measure to be implemented	Responsible Party	Timeframe	Secured via (by Design / by DCO requirement)
ENGAGEMENT					
E1	Age	<p>Estimated 4-15 years age group:</p> <p>A final detailed CEMP (building further on the Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071) to include for:</p> <ul style="list-style-type: none"> • Best practice construction techniques to minimise any adverse effects of the construction phase. • Appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, in respect of timings of the proposed piling works, through provisions made within the final detailed CEMP. This is reflected in paragraph 1.2.9 of Appendix G- Outline Construction Noise Management Plan of the Outline Construction Environmental Management Plan (document reference 7.7/PS-146). 	The Applicant	Prior to commencement of construction activities.	To be secured through Requirement 13 of the Draft DCO (document reference 3.1/PS-024).
E2	Disability	<p>A final detailed CEMP (building further on the Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071) to include for:</p> <ul style="list-style-type: none"> • Best practice construction techniques to minimise any adverse effects of the construction phase. • Appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, in respect of timings of the proposed piling works, through provisions made within the final detailed CEMP. This is reflected in paragraph 1.2.9 of Appendix G- Outline Construction Noise Management Plan of the Outline Construction Environmental 	The Applicant	Prior to commencement of construction activities.	To be secured through Requirement 13 of the Draft DCO (document reference 3.1/PS-024).

Ref	Protected Characteristic	Mitigation / Enhancement Measure to be implemented	Responsible Party	Timeframe	Secured via (by Design / by DCO requirement)
		Management Plan (document reference 7.7/PS-146).			
E3	Gender Reassignment	None identified to be necessary	Not applicable	Not applicable	Not applicable
E4	Pregnancy and Maternity	None identified to be necessary	Not applicable	Not applicable	Not applicable
E5	Marriage and Civil Partnership	None identified to be necessary	Not applicable	Not applicable	Not applicable
E6	Race	None identified to be necessary	Not applicable	Not applicable	Not applicable
E7	Religion or Belief or Faith Groups	None identified to be necessary	Not applicable	Not applicable	Not applicable
E8	Sex	None identified to be necessary	Not applicable	Not applicable	Not applicable
E9	Sexual Orientation	None identified to be necessary	Not applicable	Not applicable	Not applicable
CONSTRUCTION PHASE					
C1	Age	Estimated 16–25 years age group: Outline Supply Chain, Employment and Skills Plan (document reference 7.12/APP-243) is submitted. A final detailed Supply Chain, Employment and Skills Plan will be agreed with all relevant stakeholders.	The Applicant	Prior to commencement of construction activities.	To be secured through Requirement 16 of the Draft DCO (document reference 3.1/PS-024).
		Estimated 4–15 years age group: A final detailed CEMP (building further on the Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071) to include for:	The Applicant	Prior to commencement of construction activities.	To be secured through Requirement 13 of the Draft DCO (document reference 3.1/PS-024).

Ref	Protected Characteristic	Mitigation / Enhancement Measure to be implemented	Responsible Party	Timeframe	Secured via (by Design / by DCO requirement)
		<ul style="list-style-type: none"> Best practice construction techniques to minimise any adverse effects of the construction phase. Appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, in respect of timings of the proposed piling works, through provisions made within the final detailed CEMP. This is reflected in paragraph 1.2.9 of Appendix G- Outline Construction Noise Management Plan of the Outline Construction Environmental Management Plan (document reference 7.7/PS-146). 			
C2	Disability	<p>A final detailed CEMP (building further on the Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071) to include for:</p> <ul style="list-style-type: none"> Best practice construction techniques to minimise any adverse effects of the construction phase. Appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, in respect of timings of the proposed piling works, through provisions made within the final detailed CEMP. This is reflected in paragraph 1.2.9 of Appendix G- Outline Construction Noise Management Plan of the Outline Construction Environmental Management Plan (document reference 7.7/PS-146). 	The Applicant	Prior to commencement of construction activities.	To be secured through Requirement 13 of the Draft DCO (document reference 3.1/PS-024).
		<p>A final detailed Landscape and Management Plan (building further on the Outline LEMP (document reference Deadline 2 Submission – 7.8 – Outline Landscape and Environmental Management Plan – Rev3 (Clean)).</p>	The Applicant	Prior to commencement of construction activities.	To be secured through Requirement 8 of the Draft DCO (document reference 3.1/PS-024).

Ref	Protected Characteristic	Mitigation / Enhancement Measure to be implemented	Responsible Party	Timeframe	Secured via (by Design / by DCO requirement)
C3	Gender Reassignment	None identified to be necessary	Not applicable	Not applicable	Not applicable
C4	Pregnancy and Maternity	None identified to be necessary	Not applicable	Not applicable	Not applicable
C5	Marriage and Civil Partnership	None identified to be necessary	Not applicable	Not applicable	Not applicable
C6	Race	None identified to be necessary	Not applicable	Not applicable	Not applicable
C7	Religion or Belief or Faith Groups	None identified to be necessary	Not applicable	Not applicable	Not applicable
C8	Sex	None identified to be necessary	Not applicable	Not applicable	Not applicable
C9	Sexual Orientation	None identified to be necessary	Not applicable	Not applicable	Not applicable
OPERATIONAL PHASE					
O1	Age	Estimated 16–25 years age group: Outline Supply Chain, Employment and Skills Plan (document reference 7.12/APP-243) is submitted. A final detailed Supply Chain, Employment and Skills Plan will be agreed with all relevant stakeholders.	The Applicant	Prior to commencement of decommissioning activities.	To be secured through Requirement 16 of the Draft DCO (document reference 3.1/PS-024).
O2	Disability	None identified to be necessary	Not applicable	Not applicable	Not applicable
O3	Gender Reassignment	None identified to be necessary	Not applicable	Not applicable	Not applicable
O4	Pregnancy and Maternity	None identified to be necessary	Not applicable	Not applicable	Not applicable
O5	Marriage and Civil Partnership	None identified to be necessary	Not applicable	Not applicable	Not applicable

Ref	Protected Characteristic	Mitigation / Enhancement Measure to be implemented	Responsible Party	Timeframe	Secured via (by Design / by DCO requirement)
O6	Race	None identified to be necessary	Not applicable	Not applicable	Not applicable
O7	Religion or Belief or Faith Groups	None identified to be necessary	Not applicable	Not applicable	Not applicable
O8	Sex	None identified to be necessary	Not applicable	Not applicable	Not applicable
O9	Sexual Orientation	None identified to be necessary	Not applicable	Not applicable	Not applicable
DECOMMISSIONING PHASE					
D1	Age	<p>Estimated 16–25 years age group:</p> <p>Outline Supply Chain, Employment and Skills Plan (document reference 7.12/APP-243) is submitted. A final detailed Supply Chain, Employment and Skills Plan will be agreed with all relevant stakeholders.</p>	The Applicant	Prior to commencement of decommissioning activities.	To be secured through Requirement 16 of the Draft DCO (document reference 3.1/PS-024).
		<p>Estimated 4–15 years age group:</p> <p>A final detailed CEMP (building further on the Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071) to include for:</p> <ul style="list-style-type: none"> • Best practice construction techniques to minimise any adverse effects of the construction phase. • Appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, in respect of timings of the proposed piling works, through provisions made within the final detailed CEMP. This is reflected in paragraph 12.9 of Appendix G- Outline Construction Noise Management Plan of the Outline Construction Environmental 	The Applicant	Prior to commencement of decommissioning activities.	To be secured through Requirement 13 of the Draft DCO (document reference 3.1/PS-024).

Ref	Protected Characteristic	Mitigation / Enhancement Measure to be implemented	Responsible Party	Timeframe	Secured via (by Design / by DCO requirement)
		Management Plan (document reference 7.7/PS-146).			
D2	Disability	<p>A final detailed CEMP (building further on the Outline CEMP (document reference Deadline 2 Submission – 7.7 – Outline Construction Environmental Management Plan – Rev 4 (Clean) / REP2-071) to include for:</p> <ul style="list-style-type: none"> • Best practice construction techniques to minimise any adverse effects of the construction phase. • Appropriate engagement with the Build-A-Future East Heckington school, Elm Grange, in respect of timings of the proposed piling works, through provisions made within the final detailed CEMP. This is reflected in paragraph 1.2.9 of Appendix G- Outline Construction Noise Management Plan of the Outline Construction Environmental Management Plan (document reference 7.7/PS-146). 	The Applicant	Prior to commencement of decommissioning activities.	To be secured through Requirement 13 of the Draft DCO (document reference 3.1/PS-024).
D3	Gender Reassignment	None identified to be necessary	Not applicable	Not applicable	Not applicable
D4	Pregnancy and Maternity	None identified to be necessary	Not applicable	Not applicable	Not applicable
D5	Marriage and Civil Partnership	None identified to be necessary	Not applicable	Not applicable	Not applicable
D6	Race	None identified to be necessary	Not applicable	Not applicable	Not applicable
D7	Religion or Belief or Faith Groups	None identified to be necessary	Not applicable	Not applicable	Not applicable
D8	Sex	None identified to be necessary	Not applicable	Not applicable	Not applicable

Ref	Protected Characteristic	Mitigation / Enhancement Measure to be implemented	Responsible Party	Timeframe	Secured via (by Design / by DCO requirement)
D9	Sexual Orientation	None identified to be necessary	Not applicable	Not applicable	Not applicable

Town & Country Planning Act 1990 (as amended)
Planning and Compulsory Purchase Act 2004

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