

# A303 – Amesbury to Berwick Down

TR010025

## 7.3 Equality Impact Assessment

Volume 7

APFP Regulation 5(2)(q)

Planning Act 2008

Infrastructure Planning (Applications: Prescribed  
Forms and Procedure) Regulations 2009

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# 1 Introduction

## 1.1 Purpose

- 1.1.1 This report sets out the Equality Impact Assessment (EqIA) for the A303 Amesbury to Berwick Down scheme (the proposed scheme). An EqIA is a predictive assessment tool which contributes to enabling Highway England's compliance with current national legislation set out under the Equality Act 2010 (Ref 1) and associated Public Sector Equality Duty (PSED). It is designed to ensure that projects do not discriminate against or disadvantage people, and also considers how equality can be advanced.
- 1.1.2 This EqIA considers the potential effects of the proposed scheme on 'protected characteristic groups' (PCGs) defined as having 'protected characteristics' under the Equality Act 2010. These protected characteristics relate to age, sex, race, religion or faith, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, and sexual orientation. In addition to the statutory protected characteristic groups, this EqIA also includes an assessment of vulnerable and non-motorised users (NMUs) of the highway network, including pedestrians, cyclists, motorcyclists and equestrians.
- 1.1.3 Highways England's guidance on EqIA has been used in preparation of the assessment (Ref 2) which is to be submitted as part of the application for development consent for the proposed scheme. A range of evidence sources have been used to identify potential impacts for this EqIA including the Environmental Statement (ES) (Ref 3), WebTAG Distributional Impacts Appraisal report (Ref 4) and feedback and responses from engagement and consultation with the public and stakeholders.

## 1.2 Scheme context

- 1.2.1 The A303 Amesbury to Berwick Down scheme ("the Scheme") forms part of a programme of improvements for upgrading the A303/A358 corridor, improving this vital connection between the South West and London and the South East and including the upgrade of remaining single carriageway sections on the route to dual carriageway. This investment is stated as a priority project in the National Infrastructure Plan and Government's commitment is confirmed in the Road Investment Strategy (2015-2020). Subject to achieving an approved Development Consent Order ("DCO"), preliminary works are planned to start in 2020 with the main construction works following in 2021, and the Scheme is due to open to traffic in 2026.
- 1.2.2 Objectives for the Scheme have been formulated both to address identified problems and to take advantage of the opportunities that new infrastructure would provide. The objectives are defined by the Department for Transport ("DfT"):
- a) **Transport** - To create a high quality reliable route between the South East and the South West that meets the future needs of traffic;
  - b) **Economic Growth** - to enable growth in jobs and housing by providing a free flowing and reliable connection between the South East and the South West.

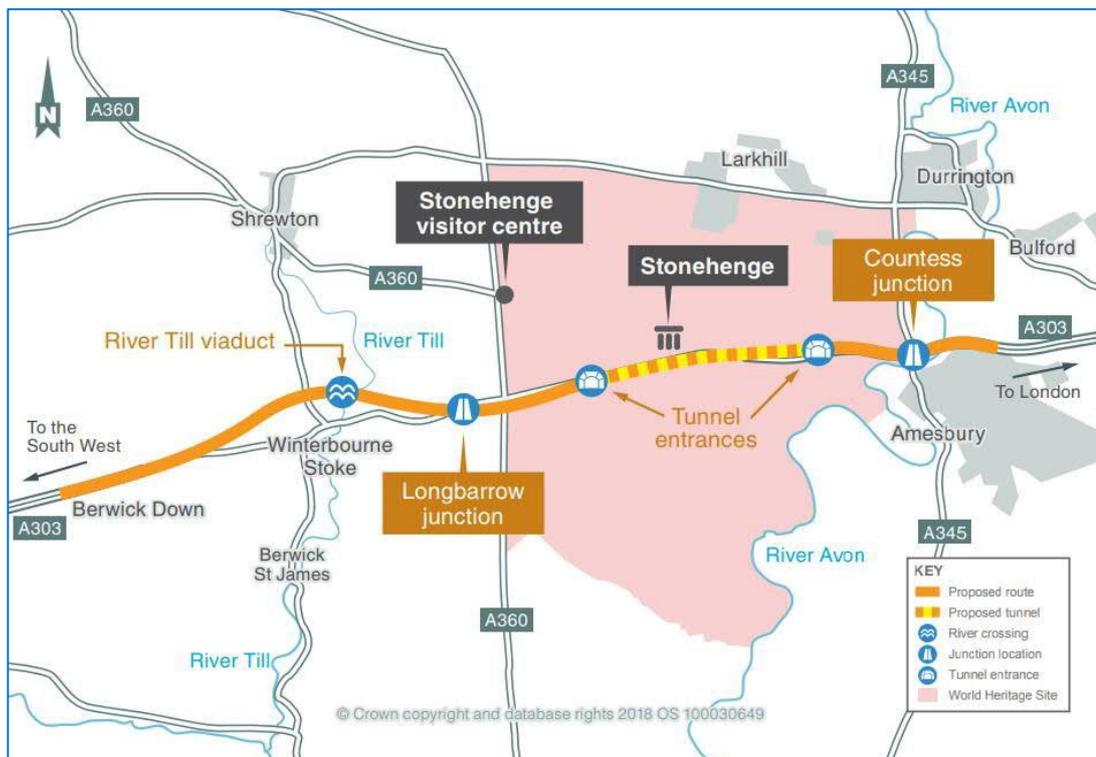
- c) **Cultural Heritage** - To help conserve and enhance the World Heritage Site and to make it easier to reach and explore; and
- d) **Environment and Community** - To improve biodiversity and provide a positive legacy for nearby communities.

1.2.3 The objectives would be achieved by providing a high quality, two-lane dual carriageway on the A303 trunk road between Amesbury and Berwick Down in Wiltshire. The Scheme would resolve traffic problems and, at the same time, protect and enhance the Stonehenge, Avebury and Associated Sites World Heritage Site (“WHS”). The Scheme would be approximately 8 miles (13km) long and comprise the following key components:

- a) A northern bypass of Winterbourne Stoke with a viaduct over the River Till valley;
- b) A new junction between the A303 and A360 to the west of and outside the WHS, replacing the existing Longbarrow roundabout;
- c) A twin-bore tunnel approximately 2 miles (3.3km) long, past Stonehenge; and
- d) A new junction between the A303 and A345 at the existing Countess roundabout.

1.2.4 Figure 1 provides an overview of the proposed scheme.

**Figure 1: The proposed scheme**



### 1.3 Project management assurance - compliance with the PSED

1.3.1 Whilst working on the preliminary design stage the project has given due regard to the PSED in relation to the management of the workforce and in the proposed scheme design process. Evidence of this includes:

- a) Equality, Diversity and Inclusion (EDI) training including learn at lunch sessions for employees, with EDI information materials available for all on SharePoint, the project's collaborative platform for document storage and information;
- b) use of DRMB guidance, with particular reference to Vol. 0 author's guidance which contains advice on the PSED;
- c) regular meetings/communication with Highways England's EDI advocate for major projects; and
- d) continued interaction between the project engagement team and the equalities lead.

1.3.2 All of the above actions have been incorporated into an Inclusion Action Plan for the project which has been reviewed and updated on a quarterly basis and submitted as evidence to support Highways England's reporting requirements with regard to equalities.

## 2 Equality Impact Screening and Assessment

### 2.1 Overview

2.1.1 This section incorporates the assessment of equality effects of the proposed scheme using Highway England’s standard EqIA, Screening Analysis and Monitoring template. The assessment considers how the proposed scheme could directly impact and contribute to equality effects for PCGs.

## Equality Impact Assessment (EqIA) Screening Analysis and Monitoring Template

Before carrying out an Equality Impact Screening or Assessment familiarise yourself with Highways England’s guidance on the subject. The Equality Impact Screening and Assessment procedure applies in terms of employment and the delivery of services.

The term ‘Policy/Practice’ is used throughout the document. This applies to all policy/practice/project/schemes/building considerations/initiatives/guidance and functions across all areas of our business.

EQUALITY IMPACT SCREENING AND ASSESSMENT			
<b>Name of Practice/Policy</b>	<b>A303 Amesbury to Berwick Down</b>	<b>Proposed or Current</b>	<b>Proposed</b>
<b>Person Completing the Assessment</b>		<b>Laura Walker (AmW)</b>	
<b>Directorate</b>			
<b>Date: August 2018</b>		<b>Eql Register Ref No:</b>  (Obtained from the EDI Advocate)	<b>MP 66</b>
<b>A: In this section, outline the aims, purpose, desired benefits and expected outcomes of the practice/policy, identifying the customers, staff or stakeholders involved or affected.</b>			

## The Proposed Scheme

### Overview

The Scheme would be approximately 8 miles (13km) long and comprise the following key components:

- a) A northern bypass of Winterbourne Stoke with a viaduct over the River Till valley;
- b) A new junction between the A303 and A360 to the west of and outside the WHS, replacing the existing Longbarrow roundabout;
- c) A twin-bore tunnel approximately 2 miles (3.3km) long, past Stonehenge; and
- d) A new junction between the A303 and A345 at the existing Countess roundabout.

The Scheme is described briefly below in three route sections:

- a) Western section - Winterbourne Stoke bypass to Longbarrow junction.
- b) Central section - within the World Heritage Site.
- c) Eastern section - Countess junction to just beyond the Solstice Park junction.

The following is a summary of the elements of the Scheme relevant to the EqIA. A full description of the Scheme can be found in the Case for the Scheme (Application Document 7.1).

### Western section

The Scheme would commence on the existing A303 approximately at Yarnbury Castle and would closely follow the existing A303 alignment, south of Parsonage Down NNR. It would then continue in a north easterly direction providing a bypass to the north of the village of Winterbourne Stoke.

A 'green bridge' would be constructed over the new A303 northwest of Scotland Lodge Farm near the southeast corner of Parsonage Down. This bridge would provide ecological and landscape connectivity across the Scheme and would form part of a non-motorised user (NMU) route and agricultural access route which would run from adjacent to a layby on the existing A303 to Parsonage Down and Yarnbury Castle. An area east of Parsonage Down would be used to create chalk grassland habitat using excavated chalk material arising from construction.

Local access from Winterbourne Stoke, northwards towards Shrewton, would be provided by the B3083. This access would be maintained by the provision of a single span bridge to carry the new A303 over the B3083. The proposed new bridge would be located approximately 50m to the west of the existing B3083. This location would necessitate the realignment of some 400m of the B3083 but would enable the B3083 to be kept open to traffic throughout the construction period other than for discrete periods to allow short duration specific activities to be undertaken (e.g. construction of tie-ins etc.). The clear span of the bridge would accommodate both the re-aligned B3083 and a segregated verge on the east side to allow cattle movements and equestrian use across the new alignment. The minimum headroom would be 5.35m.

The Scheme would continue in an easterly direction, crossing the River Till valley on a new twin deck viaduct. The River Till viaduct would carry the proposed A303 over the River Till SAC and SSSI and its floodplain. The viaduct would be designed to minimise impacts on the river below while balancing other environmental considerations, such as landscape and visual impacts. It would be a twin deck structure, with each deck approximately 14m wide

and 210m long, and with a gap of approximately 7m between the decks. The road level on the bridge would be approximately 10m above the River Till where it crosses the river channel. The location of the piers would not be within the SAC or SSSI and would allow the existing bridleway (WST04) from Winterbourne Stoke to remain at its current location. An environmental screen, approximately 1.5m in height, would be installed on the southern parapet to help screen vehicle movements from locations to the south.

A second green bridge at the Winterbourne Stoke Public Right of Way (PRoW) WST06B would maintain the existing PRoW over the new A303 alignment and as with other green bridges would provide for ecological and landscape connectivity across the Scheme. Continuing to the east, the Scheme would cross the line of the existing A303 approximately 700m west of the existing A360 Longbarrow Roundabout. A new grade separated junction with the A360 is proposed to the west of the WHS boundary. This junction, known as the Longbarrow junction, would accommodate free-flowing traffic movements between the A360 and the A303. The junction would consist of two roundabouts connected by a short length of dual carriageway, carried over the A303 on a new green bridge with earth bunds on each side, to help mitigate visual impact and to provide ecological connectivity. The structure would be a single span bridge, with headroom of at least 5.35m. The roundabouts would be set below existing ground level.

Traffic lights would be required at the Longbarrow junction. The traffic lights could be used during both day and night. A link to the de-trunked A303 to the west, accessing Winterbourne Stoke, would also be provided from the new Longbarrow Junction.

## Central section

As the Scheme crosses the line of the existing A360, it would enter into the WHS where it then follows closely the line of the existing A303.

The proposed alignment over the first c.1.0km of this section would generally be in a cutting varying in depth between approximately 7m and 10m. Approximately 2.5m to the top of the cutting would have a 1 in 2 grassed slope. The bottom of the cutting would comprise vertical retaining walls.

However, shortly after entering the WHS there would be a further green bridge (also known as a 'land bridge') that would be approximately 150m in length and would start approximately 150m from the western boundary of the WHS. In addition to an NMU route, this bridge would also provide visual and landscape connectivity between barrow groups to the north and south of the Scheme. The existing A303 through the WHS would be converted to a restricted byway.

The western tunnel portal would be located within the WHS, north west of Normanton Gorse, approximately 1.0km east of the existing Longbarrow roundabout and immediately to the south of the existing A303. The tunnel would commence with a fully grassed approximately 200m long over cut and cover tunnel before it becomes a bored tunnel. Tunnel service buildings would be located outside the tunnel portal.

The Scheme would then continue in tunnel in an easterly direction following an alignment that is broadly similar to the existing A303 but at a depth of up to approximately 50m.

The tunnel would be a twin-bore structure, approximately 1.9 miles (approximately 3 km) in length, and each tunnel bore would have an internal diameter of approximately 11.5m. The two bores would be connected underground by a series of cross passages at regular intervals to allow for the safe evacuation of road users in the event of an incident in one of the bores.

The tunnel would contain a number of mechanical and electrical, operational and safety systems. The items of plant required to power and control these systems would predominantly be housed at the tunnel service buildings located outside of the tunnel. The tunnel would emerge at the eastern tunnel portal through a short section of cut and cover tunnel approximately 85m in length extending eastwards from the bored tunnel section. The eastern tunnel portal would be located to the east of the King Barrow Ridge and The Avenue and just to the north of the existing A303. The portal approach would be in deep cutting formed with 1 in 2 grassed slopes.

The Scheme would then closely follow the line of the existing A303 to Countess Roundabout.

### **Eastern section**

A new flyover above the existing roundabout would separate traffic going east-west along the A303 from traffic going north-south along the A345 Countess Road, with slip roads accommodating traffic movements between the two roads. The new flyover would include two single span bridges that would accommodate the existing roundabout traffic lanes. The minimum headroom of the bridges would be 5.35m.

Retaining walls would be required at this junction to support the A303 between the slip-roads. Noise barriers, approximately 1.8m high, would be installed along both sides of the flyover to help screen vehicle and to help attenuate vehicle noise at nearby houses. There are two existing subways between the proposed eastern tunnel portal and Countess Junction, which would be removed. Two new pedestrian crossings would be created around the existing Countess roundabout to provide north/south connectivity along Countess Road under the A303.

The Scheme would tie in with the existing A303 close to the existing River Avon Bridge, to the west of Solstice Park junction.

To the east of the Solstice Park Junction there would be a number of changes to existing rights of way and to points of access to and from the A303.

## Existing A303

The existing A303 would be subject to changes between the western tie-in with the new alignment and the eastern tunnel portal. The overall approach would be to downgrade the route, but this would vary across the length depending upon local requirements, for example, the need to maintain local access. From west to east, the proposed approach at each section can be summarised as:

- a) Western tie-in to existing layby west of Winterbourne Stoke: This stretch of the existing A303 would be downgraded to a byway open to all traffic (BOAT).
- b) Layby west of Winterbourne Stoke to the east of the proposed Longbarrow Junction: The A303 would be de-trunked, but retained for local access to Winterbourne Stoke and properties as far west as the layby, with a new tie-in to the southern side of the new Longbarrow junction. A segregated bridleway would be provided between the east of Winterbourne Stoke and the new Longbarrow Junction.
- c) Proposed Longbarrow Junction to existing Longbarrow Roundabout: This short length of the existing road would largely be removed and lost within the new junction and associated landscaping works. A new bridleway would be created along the southern boundary of the proposed A303, to link with the proposed restricted byway along the line of the old A360 (see sub-section on PRoW below).
- d) Within the WHS: The existing A303 would be converted to a restricted byway accessible to pedestrians, wheelchairs and mobility scooters, cyclists, equestrians and horse drawn carriages. Authorised agricultural, emergency service and maintenance vehicles would also be permitted. The restricted byway would provide safe access for the above user groups, compliant with the Equalities Act and with the aim of providing increased recreational opportunities across the WHS. This restricted byway would extend along the stopped-up section of Stonehenge Road.

In line with the Environmental Statement, for the purposes of this assessment, it is assumed that the restricted byway will consist of:

- i. a 4 metre wide chalk grassland habitat, accessible to pedestrians and horse riders; and
- ii. a 4 metre bound surface, to replace the existing A303 surface.

The restricted byway would comprise a bound surface adjacent to chalk grassland habitat. The chalk grassland habitat would be mainly bare chalk at year 1 of operation, but by year 15 it would consist of an established grass sward. The bound surface would be suitably coloured at year 1 of operation to be visually recessive and sympathetically integrated within the WHS, to a visually acceptable level. At year 15 of operation, the bound surface tone would have softened, to further aid its integration within the landscape.

In order to integrate the restricted byway within the landscape, it would not include hard edging, raised kerbs, surface markings, signage, lighting, benches, litter bins

or other such street furniture in order to retain an open character. The adjacent fencing would be visually unobtrusive.

The choice of the bound surface colour would be established through consultation between Highways England and relevant Stakeholders. The stretch of the existing A303 to the east of the current junction with Stonehenge Road would not form part of the restricted byway and would only be required for occasional maintenance and agricultural access. As such the existing surface would be broken up and a grassed surface treatment provided.

### **Public Rights of Way**

The proposed scheme would cut across a number of existing PRoWs including Byways Open to All Traffic (BOATs), bridleways and public footpaths. Provision is made within the Scheme to maintain the existing function of the PRoWs with suitably located overbridges. However, the Scheme also includes new PRoW routes to improve accessibility and connectivity for communities including Winterbourne Stoke and Amesbury. From west to east, these are:

- a) a new restricted byway on the northern side of the new alignment, west of Winterbourne Stoke to Yarnbury Castle, which would tie in to PRoW SLAN3 north of the A303;
- b) a new restricted byway with Private Means of Access (PMA) rights along the southern side of the new alignment, which would tie in with PRoW SLAN3 south of the A303 and with bridleway BSJA3 to the east (which will become a BOAT). To the east of BSJA3 a new BOAT will extend to meet the old A303.
- c) a new restricted byway with agricultural access from the existing layby on the A303, running north across a new green bridge north-west of Scotland Lodge Farm, which would enable access to the arable land parcels on the north side of the new alignment;
- d) a new bridleway, east from Winterbourne Stoke to the new Longbarrow Junction, connecting with the new restricted byway through the WHS via the new green bridge to the east of the existing Longbarrow roundabout. The new bridleway and the new NMU route through the WHS would enable NMU journeys between Winterbourne Stoke and Amesbury;
- e) a new restricted byway route along the existing A360 alignment, where removed, crossing the new A303 alignment on a new green bridge to the east of the existing Longbarrow Roundabout, and extending to the Stonehenge Visitor Centre to the north and restricted byway BSJA9 to south. South of this point a bridleway extends to meet PRoW 12; and
- f) a new restricted byway open to NMUs, and authorised agricultural and statutory utility vehicles would be created through the WHS along the route of the existing A303, connecting with Stonehenge Road at the eastern end of the Scheme.

It is currently possible to gain access between byways AMES11 and AMES12 along the existing A303; however this vehicular access would be removed by the placement of this section of the A303 in tunnel. NMU access between AMES 11 and 12 will be feasible along new restricted byway along the line of the old A303, but vehicular access would not be retained.

### **High load route**

The existing A303 in the proposed scheme area is identified as a high load route for vehicles with a maximum height of 6.1m. A restriction on abnormal height vehicles in the new tunnel would mean that only normal height vehicles can use the new tunnel. The high load route would therefore be diverted from the new Longbarrow Junction, north on the A360 and B3086, then east on The Packway and A3028, and south on Salisbury Road to Solstice Park. To enable the free flow of traffic between the B3086 and the Packway, it has been necessary to reconfigure the junction at Rollestone Corner at the north-west corner of the WHS.

### **Diversionsary route**

In the event of the emergency closure of both bores of the proposed tunnel, traffic would be diverted along the high load route, but using the A345 (Countess Road) rather than the A3028 to re-join the A303 at Countess Roundabout.

### **Intelligent transport system**

Equipment to enable operational monitoring and control of traffic during incidents and maintenance would be located along the length of the scheme and in accordance with the relevant design standards. The equipment would include CCTV cameras (on columns of up to 15m in height) and variable message signs (on columns of up to 9m in height), in compliance with Highways England design standards.

### **Emergency/maintenance crossing points**

When one tunnel bore is closed during planned maintenance or an incident occurs in a bore, the vehicles that would usually travel through that bore would be diverted into contra flow travelling in the open bore. Cross over points would therefore be required to allow this. These would be located on the main carriageway at both Longbarrow Junction and Countess Junction. To support the operation of these cross overs, temporary lighting and signage would be provided as required.

### **Lighting**

Given the WHS context, dark skies are an important consideration within the proposed scheme design. There would be no permanent surface lighting associated with the Scheme, outside of the tunnel and Green Bridge Four, within the WHS. The tunnel would be lit and the existing lighting provision at Countess roundabout would be replaced with a modern system that would reduce light spill. The proposed Longbarrow Junction would be unlit, except for the provision of traffic lights. To the west of Longbarrow Junction the Scheme would be unlit.

<b>B: <u>SCREENING (Stage 1)</u></b>  <b>Questions considered to establish impacts from the outset for new or changing policies/practices</b>	Sex	Religion or Belief	Age	Disability	Race	Sexual Orientation	Gender Re-assignment (include transsexual and transgender)	Pregnancy & Maternity	Marriage & Civil Partnership
1: Is there any indication or evidence that different groups have different needs, experiences, issues or priorities in relation to the practice/policy?	Y	Y	Y	Y	Y	U	U	Y	N
2: Is there evidence or an indication of higher or lower uptake by different groups?	U	Y	Y	Y	Y	U	U	U	N
3: Do people have different levels of access? Are there social or physical barriers to participation (e.g. language, format, physical access)?	Y	Y	Y	Y	Y	U	U	Y	N
4: Is there an opportunity to advance equality or foster good relations by altering the policy/practice?	Y	Y	Y	Y	Y	U	U	Y	N
5: Is there an opportunity to advance equality or foster good relations by working or engaging with other organisations or the wider community?	Y	Y	Y	Y	Y	U	U	Y	N
6: Is there stakeholder (staff, Trade Unions or public) concern about the policy/practice in terms of actual, perceived or potential discrimination against a particular group?	U	Y	U	U	U	U	U	U	N
7: Is there potential for, or evidence that any part of this policy/practice may adversely affect equality of opportunity for all or may harm good relations between different groups?	U	Y	U	U	U	U	U	U	N
8: Is there any potential for, or evidence that any part of the policy/practice could discriminate indirectly or directly? (Consider those who implement it on a daily basis).	Y	Y	Y	Y	Y	U	U	Y	N

## **C: The rationale behind the rating (at Section B) and details of the evidence utilised to inform the screening decision.**

If all answers are 'No' an EqlA is not required, the reasons and monitoring requirements should be summarised.

If the answers are 'Yes' or 'Unknown', the judgement on the need to gather further evidence to reach an informed decision via an EqlA should be explained.

If there is confidence that the effect of the policy/practice will not be different for different groups then this is summarised below.

### **Equalities Baseline**

#### **Introduction**

The equalities baseline provides a profile of residents living in the area surrounding the proposed scheme. It draws upon the Census 2011 and other datasets from the Office for National Statistics (ONS) to identify, in particular, the level and distribution of people with protected characteristics living within the area.

The WHS is of national and international importance to visitors, faith groups and others who have an interest in the site and therefore this baseline profile also takes into consideration the protected characteristics of these groups.

The new road will be an upgrade to a high-quality dual two-lane carriageway. Subsequently many of the users of the road (identified as Highways England's customers) will be travelling through the area and are neither residents nor visiting the WHS. Therefore this baseline, and subsequent assessment, also includes information on the protected characteristics of Highway England's customers where available.

#### **Study area**

The baseline data, collected at parish level, presents data on groups with protected characteristics for the key populated settlements in the area including Winterbourne Stoke, Amesbury, and Berwick St James. Data for Wiltshire has also been included for comparison purposes.

Additionally, maps have been produced showing data on protected characteristic groups at the Lower Super Output Area level (LSOA) for the three parishes and surrounding areas. LSOAs are a geographic hierarchy designed to improve the reporting of small area statistics in England and Wales. They are standardized geographies designed to be as consistent in population as possible, with each LSOA containing between 1,000 to 3,000 people. The maps are presented in Appendix A.

#### **Protected characteristic groups**

##### **Age**

Table 2.1 outlines the age breakdown for children (aged 16 and under), younger people (16-25 years of age) and older people (aged 65 and over) for each parish area and for Wiltshire.

**Table 2.1 Age profile of residents in the study area**

Aged under 16	21.3%	9.9%	19.0%	19.3%
Aged 16-25	10.4%	7.0%	6.8%	10.1%
Aged 65+	14.2%	29.6%	19.0%	18.2%

Amesbury has the highest proportion of under 16s in the area (21.3%). In contrast, both Winterbourne Stoke and Berwick St James have lower proportions of those aged under 16 (19.0%) and (9.9%) respectively.

Figure A-1 (Appendix A) shows the population of under 16s living in the area as a percentage of the total population at LSOA level and compared to the average for Wiltshire. There are higher than average rates of under 16s living within Amesbury, Bulford and Larkhill with lower than average rates of children living in more rural areas including Berwick St James. Figure A-2 shows the study area has a higher than average percentage of children dependents compared to the rate for Wiltshire overall. Higher percentages of households with dependent children are found within Bulford and Larkhill whilst a lower than average percentage are to the west of the propose scheme in more rural areas such as Berwick St James.

Figure A-3 shows the distribution of young people (aged 16 to 25) in the study area at the LSOA level based upon data from the 2011 census compared to the average for Wiltshire. The study area in general has lower concentrations of young people than the Wiltshire average. Larkhill, however has a higher than average percentage of younger people, likely reflecting the presence of the military base in the area.

With regards to older people (those aged 65 and over), Berwick St James has a significantly higher proportion at 29.6% of the resident population compared with the Wiltshire population of 18.2%. Figure A-4 shows the distribution of older people (aged 65 and over) living in the study area based upon data from the 2011 census compared to the average for Wiltshire. This shows a concentration of older people living within the LSOA in which Countess Roundabout is located; likely aligning with a cluster of retirement and nursing homes in this area. Lower than average levels of older people are found in the villages to the north of the scheme.

### Sex

Table 2.2 shows that there is a slightly higher female population compared with males across the study area which is line with the rate for Wiltshire.

**Table 2.2 Population breakdown by sex and geographical area**

	Geography	Sex	
		Male	Female
	Amesbury	49.0%	51.0%
	Berwick St. James	47.2%	52.8%
	Winterbourne Stoke	48.8%	51.2%
	Wiltshire	49.2%	50.8%

## Race

As outlined in Table 2.3, the proportion of residents identifying as White British in Amesbury (94.1%), Berwick St James (95.8%), and Winterbourne Stoke (99.5%) is slightly higher than the Wiltshire average of 93.4%. There are generally very low percentages of residents identifying as belonging to different ethnic groups within Amesbury, Berwick St James or Winterbourne Stoke.

Other notable groups in Amesbury include 'Other' White (2.0%) White and Asian (0.4%), Indian (0.4%), and African (0.6%). Groups other than White British in Berwick St James are limited to only Irish (0.7%), and 'Other' White (3.5%). In Winterbourne Stoke, the only other ethnic group other than White British is White / Black Caribbean (0.5%).

**Table 2.3 Population breakdown by ethnic group and geographical area**

Ethnic group		Amesbury	Berwick St James	Winterbourne Stoke	Wiltshire
White	British	94.1%	95.8%	99.5%	93.4%
	Irish	0.3%	0.7%	0.0%	0.5%
	Gypsy or Traveller	0.1%	0.0%	0.0%	0.2%
	Other	2.0%	3.5%	0.0%	2.6%
Mixed/ Multiple Ethnic Groups	White/ Black Caribbean	0.4%	0.0%	0.5%	0.4%
	White and Black African	0.1%	0.0%	0.0%	0.1%
	White and Asian	0.4%	0.0%	0.0%	0.4%
	Other	0.3%	0.0%	0.0%	0.3%
Asian/ Asian British	Indian	0.4%	0.0%	0.0%	0.3%
	Pakistani	0.1%	0.0%	0.0%	0.1%
	Bangladeshi	0.1%	0.0%	0.0%	0.1%
	Chinese	0.4%	0.0%	0.0%	0.3%
	Other	0.6%	0.0%	0.0%	0.6%
Black/ African/ Caribbean/ Black British	African	0.4%	0.0%	0.0%	0.3%
	Caribbean	0.2%	0.0%	0.0%	0.2%
	Other Black	0.1%	0.0%	0.0%	0.1%
Other Ethnic Group	Arab	0.0%	0.0%	0.0%	0.1%
	Other	0.1%	0.0%	0.0%	0.2%

Figure A-5 shows the proportion of Black and Minority Ethnic (BAME) population as a percentage of the total population for LSOAs in the study area. This shows that overall the area is line with the rates for Wiltshire with the exception of LSOAs in Larkhill (more than 5% above Wiltshire rate) and the Bulford Camp area which has over 10% more BAME residents than the Wiltshire average. The proportion of residents within the study area who

follow religions other than Christianity is much lower, with the next highest proportion of residents not belonging to any religion or not stating a religion.

### Religion/Belief

Table 4.2 shows that in comparison to the Wiltshire average of 64.1%, the percentage of residents who identify as Christian is higher in Amesbury (66.6%) and Berwick St James (76.1%) but lower in Winterbourne Stoke (61.0%).

**Table 2.4 Population by religion or belief and geographical area**

Religion	Amesbury	Berwick St James	Winterbourne Stoke	Wiltshire
Christian	66.6%	76.1%	61.0%	64.1%
Buddhist	0.2%	0.0%	0.0%	0.3%
Hindu	0.2%	0.0%	0.5%	0.3%
Jewish	0.0%	0.0%	3.9%	1.1%
Muslim	0.3%	0.0%	0.0%	0.4%
Sikh	0.0%	0.0%	0.0%	0.1%
Other religion	0.6%	0.0%	0.5%	0.5%
No religion	25.0%	19.0%	24.9%	26.6%
Religion not stated	7.1%	4.9%	12.7%	7.7%

It should be noted that Stonehenge is of significant importance to Pagans and Druids. While any Pagans and Druids living within the study area will be recorded under the 'other religion' category, the Stonehenge site is also of importance to Pagans and Druids both in a wider national and international context. The 2011 Census records that 56,620 people in England and Wales identified as Pagan which includes Wicca (11,766) and Druids (4,189). English Heritage states that 'Stonehenge continues to have a role as a sacred place of special religious and cultural significance for many, and inspires a strong sense of awe and humility for thousands of visitors who are drawn to the site every year'.

### Disability

Table 2.5 shows the resident population by their limiting long-term illness status. Those who feel their day to day activities are limited in some form – either 'limited a little' or 'limited a lot' in Amesbury (15.7%), and Winterbourne Stoke (15.1%), is broadly comparable to the average for Wiltshire (16.0%), although the proportion of residents within Berwick St James is slightly higher (16.9%).

**Table 2.5 Population by limiting long term illness or disability and geographical area**

Population	Amesbury	Berwick St James	Winterbourne Stoke	Wiltshire
Day-to-day activities limited a lot	6.9%	4.2%	6.3%	6.7%
Day-to-day activities limited a little	8.8%	12.7%	8.8%	9.3%
Day-to-day activities not limited	84.3%	83.1%	84.9%	84.0%

Conversely, the severity of limitation in Berwick St James is shown to be slightly lower, with only 4.2% of residents reporting that their activities are 'limited a lot' compared to 6.9% of residents in Amesbury, 6.3% of residents in Winterbourne Stoke, and 6.7% of residents across Wiltshire as a whole.

Figure A-6 shows the percentage of Disability Living Allowance (DLA) Claimants as a percentage of the working age population by LSOA. This shows that DLA claimants within the study area aligns closely with the average levels for Wiltshire, with no clusters of higher concentrations identified.

### Deprivation

Deprivation can often be used as a proxy measure for identifying areas of vulnerable groups including those belonging to protected characteristic groups. The Index of Multiple Deprivation (IMD) 2015 is an overall relative measure of deprivation constructed by combining seven domains of deprivation. These are as follows:

- a) **Income:** The proportion of the population experiencing deprivation relating to low income, including those individuals that are out-of-work and those that are in work but who have low earnings (satisfying the respective means tests).
- b) **Employment:** The proportion of the working-age population in an area involuntarily excluded from the labour market, including those individuals who would like to work but are unable to do so due to unemployment, sickness or disability, or caring responsibilities.
- c) **Education, skills and training:** The lack of attainment and skills in the local population.
- d) **Health, deprivation and disability:** The risk of premature death and the impairment of quality of life through poor physical or mental health. Morbidity, disability and premature mortality are also considered, excluding the aspects of behaviour or environment that may be predictive of future health deprivation.
- e) **Crime:** The risk of personal and material victimisation at local level.
- f) **Barriers to housing and services:** The physical and financial accessibility of housing and local services, with indicators categorised in two sub-domains:
  - i. 'Geographical Barriers': relating to the physical proximity of local services
  - ii. 'Wider Barriers': relating to access to housing, such as affordability.
- g) **Living environment:** The quality of the local environment, with indicators falling categorised in two sub-domains:
  - i. 'Indoors Living Environment' measures the quality of housing.

- ii. 'Outdoors Living Environment' measures air quality and road traffic accidents.

For the purposes of comparison in the IMD, LSOAs are ranked out of the 32,844 LSOAs in England and Wales, with 1 being the most deprived. Ranks are normalized into deciles, with a value of 1 reflecting the top 10% most deprived LSOAs in England and Wales.

The LSOA in Berwick St James is within the 40% least deprived LSOAs in the country. Specifically, it scores very highly in terms of the employment and education, skills and training domains, where it is within the 10% least deprived in the country. However, it scores poorly in terms of the barriers to housing and services, and the living environment domains, where it is within the 10% most deprived and 30% most deprived in the country respectively.

Overall, the LSOA which comprises Winterbourne Stoke parish is within the 10% least deprived in the country. This can be seen across the majority of domains, with the exceptions of the crime domain (where it is within the 20% most deprived), the barriers to housing and services domain (where it is within the 40% most deprived) and the living environment domain (where it is within the 40% most deprived).

Amesbury comprises six LSOAs, broadly speaking these LSOAs are within the 30% least deprived in the country, with LSOA 048D being within the 20% least deprived. However, it is of note that LSOA 048B is within the 30% most deprived in the country. In particular, this LSOA is within the 30% most deprived with regards to the income and crime domains, and it is within the 10% most deprived within the education skills and training Domain.

### **NMUs and Vulnerable users**

This EqIA also includes an assessment of NMUs and vulnerable users, many of which have protected characteristics.

NMU's refer to pedestrians, cyclists, and equestrians either using the highway network or on the PRoW network. Vulnerable road users also include NMUs in particular children and older people as well as motorised vehicle users who are more 'at-risk' such as young male drivers and motorcyclists.

STATS19 accident data (Ref 6) for the scheme section of the A303 and a 3km buffer based upon data from a 10 year period from 2007 to 2016 shows that accidents involving at-risk groups on the existing A303 scheme section are generally below national averages. This is with the exception of those involving older people, which are above the national average. Concentrations of accidents involving children, older people and pedestrian casualties (at-risk groups) have also been identified within north-west Amesbury and other urban parts of the study area.

Households without access to a car as a percentage of all households by LSOA are shown in Figure A-7. This indicates that the study area generally has lower proportions of no-car households than the Wiltshire average. Higher concentrations of no car households are found in the settlements of Amesbury and Durrington.

### Other Groups with Protected Characteristics

It is not envisaged that the proposed scheme would result in any differential impacts on groups with the following protected characteristics; gender reassignment, sexual orientation and marriage/civil partnership and as such, these groups have not been included in the baseline.

### Consultation

Table 2.6 summarises the key consultation events to date for the proposed scheme and the main purpose of each event.

**Table 2.6 Timescale of Consultation Events**

Date	Consultation Event	Purpose
2015/2016	Initial engagement to support options appraisal	Extensive programme of early engagement to proactively involve stakeholders in the scheme development process prior to any formal consultations. Included series of information events held along the A303/A358 corridor to raise public awareness of the planned schemes along the corridor, including the A303 Amesbury to Berwick Down scheme.
12th Jan to 5th Mar 2017	Non-statutory consultation on route options	Non-statutory consultation to understand the views of would-be statutory consultees, the wider public and other interested parties on the route options identified via the options appraisal process. Although non-statutory in nature, the consultation in early 2017 was conducted in accordance with the principles of pre-application statutory consultation set out in the PA 2008. Would-be statutory consultees were identified and those parties potentially directly affected or likely to be interested and invited them to provide feedback on the scheme proposals. The responses to the consultation informed the choice of the preferred route that was then taken forward for further design development and through the statutory consultation process that has informed the proposals submitted for development consent.
8th Feb to 6th Apr 2018	Statutory consultation on proposed scheme	To seek the views of statutory consultees, the local community and other interested groups and individuals on the scheme proposals which had evolved following the preferred route announcement in September 2017. The consultation also sought feedback on the preliminary environmental information which had been reported for the scheme.
17th Jul to 14th Aug 2018	Supplementary consultation	A further supplementary consultation has been undertaken from 17th July to the 14th August 2018 to share design updates developed in response to the feedback from the statutory consultation process. This included provision of a supplementary consultation booklet.

### Hard-to-reach groups

To ensure that as many hard-to-reach groups and individuals were aware of the consultation and able to take part as possible, a range of communications techniques were used to encourage their involvement, including:

- a) information distributed to consultees was written in plain English;
- b) all meetings and public information events were held at times and places convenient and accessible to as many people as possible;
- c) posters publicising the consultation were displayed at appropriate public locations;
- d) media releases about the consultation were issued to local and regional press;
- e) advertisements were placed in local newspapers/publications;
- f) information was sent directly to people's homes in the consultation zone;
- g) hard copies of documents and information were made easily available at information points and public information events;
- h) key information documents were made available in alternative formats on request, including large print and Braille; and
- i) social media was used to disseminate information on the consultation including the dates and times of events.

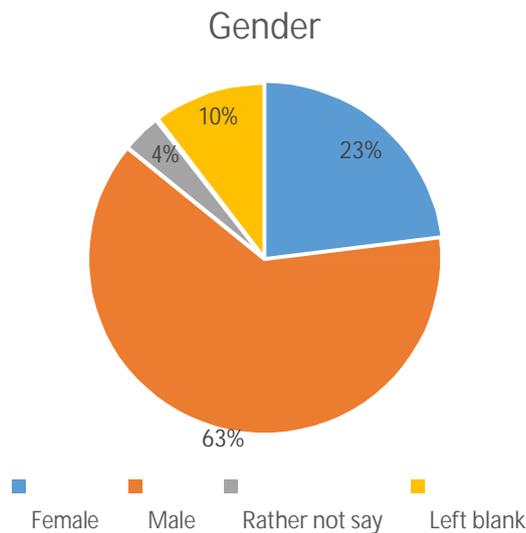
Representatives of hard-to-reach groups were also contacted directly by members of the project team prior to the launch of the consultation to establish the best means of communication with their group. Wherever possible, the representatives were contacted by telephone. Where the project team failed to make contact by phone, or where a number was not available, an email was sent.

### **Diversity Monitoring**

Feedback forms included diversity monitoring to capture information on demographics of those taking part in the consultation and monitor appropriate representative uptake.

Figure 2 shows that most respondents (63%) identified their gender to be male, 23% of respondents were female. 4% of respondents chose 'prefer not to say' and 10% of survey respondents left this section blank. This indicates an overrepresentation of people identifying as male in comparison with the rate for Wiltshire and an underrepresentation of respondents identifying as female.

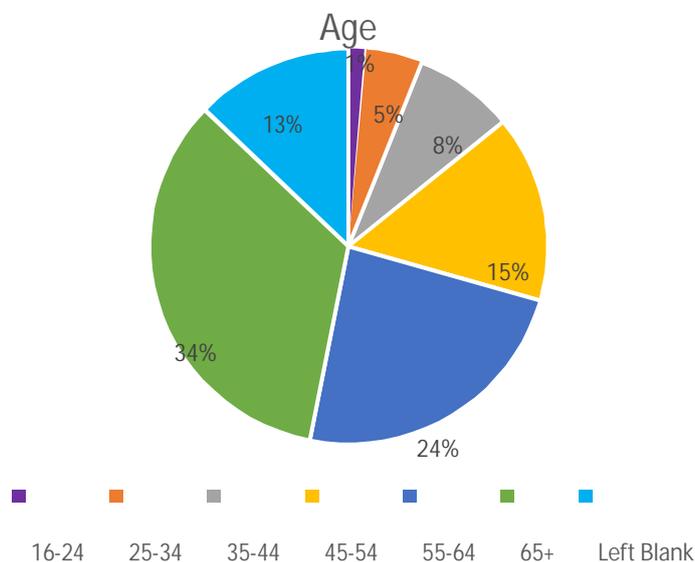
**Figure 2 Gender of consultation respondents**



Source: A303 Amesbury to Berwick Down Consultation Report (2018)

Figure 3 shows the age breakdown of respondents, with 34% of respondents stating they were 65+, 24% aged 55-64, 15% aged 45-54, 5% aged 25-34 and 1% of respondents were aged 16-24. 13% of survey respondents chose to leave this section blank. This indicates an overrepresentation of older people responding to the survey and an underrepresentation of responses from younger people.

**Figure 3 Age Group of Consultation Respondents**



Source: A303 Amesbury to Berwick Down Consultation Report (2018)

### **Consultation responses relating to equalities issues**

A summary of consultation responses from statutory and non-statutory stakeholders and the public in relation to protected characteristic groups. The responses include both those from stakeholders representing protected characteristic groups and/or where this issue raised is associated with the potential impact of the proposed scheme on these groups.

#### **Druid Order**

**Engagement activity:** Walk through the landscape took place on the 18<sup>th</sup> April 2018 to highlight significant places of spiritual ritual or memory.

The following elements of the landscape were particularly significant to them:

- i. The Avenue, particularly the western bend towards Stonehenge Circle;
- ii. Stonehenge Circle, the Station Stones and the Heel Stone ;
- iii. The Sun Barrow, a prominent barrow in the Normanton Down group located on the solstitial alignment of the midsummer sunrise towards Stonehenge;
- iv. The 'mother mound', a Bronze Age barrow (burial mound) on Normanton Down, southeast of Normanton Gorse. Normanton Gorse is the location of overnight vigils, partly due to solstitial alignments and prominent barrows, but also for practical reasons, due to the landowner's permission and the presence of a standpipe in Normanton Gorse; and
- v. The King Barrows, which they call 'Seven Kings mounds', east of Stonehenge, in particularly the New King Barrows that are particularly prominent, north of Stonehenge Cottages

#### **Amesbury Druids**

**Engagement activity:** Walk through the landscape took place on the 11<sup>th</sup> April 2018 to highlight significant places of spiritual ritual or memory. The following elements of the landscape particularly significant:

- i. Woodhenge, which represents the circle of life. Gifts of flowers / crystals are left on child's grave at Woodhenge, acknowledging the child as an ancestor;
- ii. Stonehenge, which has energy lines running out from its centre;
- iii. The Southern Mound at Stonehenge (within the henge but outside the Stone Circle) – where the Amesbury Druids undertake ceremonies at Solstices;
- iv. Burials may be guardian spirits / guarding spiritual places;

- v. There may be energy lines / ley-lines, energy hotspots and energy vortices, and along routes where the ancestors walked. Ley lines were last mapped by dowsing in the 1960s; and
- vi. An annual lantern parade is held at winter solstice, going from Stonehenge along the Avenue to King Barrow ridge and then using tracks/ roads to Bluestonehenge by the Avon and then on to Amesbury Visitor Centre. Blick Mead is also important.

### **Walking, Cycling and Horse Riding consultees**

Engagement Activity: Walking Cycling and Horse Riding Workshop on the 24th July 2018

The purpose of the workshop was to capture feedback and enable the Walking Cycling and Horse Riding (WCHAR) Review Team to raise/ develop opportunities from key stakeholders for the WCHAR Review Report. This ongoing process records the design decisions relating to the provision of walking, cycling and horse-riding facilities. The workshop included discussion on accessible bound surfacing in relation to the existing A303, safety issues for equestrians and provision of alternative routes for NMUs unable to use the tunnel.

### **Screening evidence conclusions**

Stonehenge is a site of religious significance for druids and the pagan community, and they will need to be fully engaged throughout the scheme development process. It will be very important to ensure that works are not detrimental to the site (especially during construction, noise and air pollution should be minimised, and access should be maintained as much as possible, especially during significant festivals such as Solstices). This will be an opportunity to foster good relations and facilitate the participation of druids and the pagan community in the scheme development to enable the protection of this significant site. Some initial engagement has already been undertaken, with project representatives attending the recent Summer Solstice in order to better understand the religious use and significance of the site.

Feedback from engagement on the use of the site has been used to develop the preferred route and minimise visual impacts. For example, an alternative location for the western portal of the tunnel was identified to avoid a direct impact on the Winter Solstice Sunset Alignment (viewed from Stonehenge), therefore removing any negative impact on pagans and druid using the site for religious and spiritual purposes.

Stonehenge is also a significant international tourist site, and will be important to consider how best to communicate with visitors who may not speak English as a first language, including potential use of community representatives and interpreters, and ensuring that online material is in a format suitable for translating tools (e.g. not including important information only in images). Whilst it may be difficult to engage tourists throughout the whole process due to their transient nature, consideration will need to be given to how best communicate any disruption in advance, and during construction in a range of languages and media.

Any proposed changes to networks and facilities for pedestrians and cyclists will have impacts for equalities, especially those that are less likely to have access to a car, such as young people but also leisure travellers including ramblers and leisure cyclists. The predicted removal of significant levels of traffic from the existing road alignment through

Winterbourne Stoke and reduction of “rat-running” traffic through other local communities such as Larkhill and Amesbury may reduce severance and have beneficial impacts for local communities, pedestrians and cyclists. However any new road alignments could also cause severance elsewhere. Downgrading the A303 existing alignment to allow access and use by pedestrians, cyclists and equestrians will mean motorised vehicles sharing space with vulnerable users, which can cause issues for people with visual and hearing impairments. Any shared use paths as part of the scheme could potentially also cause issues for those with hearing or visual impairments, as they will be less aware of approaching cyclists. It will be important to ensure that such relevant groups are engaged throughout the design process (and all outputs from the engagement fully captured) to make sure that the final design is as inclusive and safe as possible.

Connections from new road alignments to the existing A303 may be by grade separated junctions which could necessitate underpasses or footbridges. It will be important to ensure that these are accessible for all, including those with mobility impairments, pregnant women and people with pushchairs, and these people should be engaged throughout the design process.

The use of underpasses and footbridges could also have an impact on the perception of security, which will have a particular impact on women, black and ethnic minority people, children and older people. It will be important to engage with them to ensure that lighting and visibility is considered in the design.

Users of the proposed scheme will have different needs associated with protected characteristics. For example, older, younger, disabled and pregnant drivers may have more concerns about driving in tunnels, on upgraded and faster roads or have concerns about areas to stop in an emergency.

In order to make sure that PCGs are represented during engagement, it will be important to assess the accessibility of locations used in engagement and public consultation. Accessibility and risk assessments were undertaken at venues selected for statutory consultation events in Spring 2018. Liaison with Wiltshire Council has been taking place to identify any groups that could potentially have specific requirements in terms of attending consultation events. This could include making sure facilities such as hearing induction loops and provision for service dogs is available.

**Confirmation – State whether a full equality impact assessment is required**

**(Tick box as appropriate)**

<b>Yes</b>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> <li>• Adjustment required to prevent potential discriminatory practice and to remove barriers to equality of opportunity.</li> <li>• Further evidence/consultation required to enable a sound equality decision.</li> </ul> <p><b>Proceed to Sections D – H</b></p>
<b>No</b>		<ul style="list-style-type: none"> <li>• The policy/practice is robust in terms of equality.</li> <li>• The impact on different groups is considered to be ‘neutral’ with no risk of discrimination and any minor impacts can be justified.</li> </ul> <p><b>Proceed to Section E1 and Sign-off at H</b></p>

## **D: ASSESSMENT (Stage 2)**

**The level of impact on protected characteristics gauged from available information, research, consultation**

### **Overview**

This section sets out the potential impacts of the proposed scheme on protected characteristic groups during construction and operation. An assessment is made of the equality effects of potential impacts identified in the following chapters of the ES for the proposed scheme(Ref 3):

- a) Air Quality (Chapter 5)
- b) Cultural Heritage (Chapter 6)
- c) Landscape (Chapter 7)
- d) Noise (Chapter 9)
- e) People and Communities (Chapter 13)
- f) Assessment of Cumulative Effects (Human Health) (Chapter 15)

The findings from the following documents have also been reviewed to identify further impacts on protected characteristic groups:

- g) Economic Appraisal Report (Ref 7)
- h) Distributional Impact Appraisal (Ref 4)
- i) Heritage Impact Assessment (HIA) (Ref 8) (Application Document 6.3, Appendix 6.1)
- j) Outline Environmental Mitigation Plan (OEMP) (Ref 9) (Application Document 6.3, Appendix 2.2)

The assessment considers both disproportionate and differential impacts. A disproportionate equality effect arises when an impact has a proportionately greater effect on protected characteristic groups than on members of the general population at a particular location. For the purpose of this EqIA, disproportionality is defined in the following ways:

- Where an impact is predicted for the area in which an equality group are known to make up a greater proportion of the affected resident population than their representation in the wider local authority district and/or county/region; or
- Where an impact is predicted on a community resource predominantly or heavily used by an equality group (e.g. primary schools attended by children; care homes catering for very elderly people).

A differential equality effect is one which affects members of an equality group differently from the rest of the general population because of specific needs, or a recognised sensitivity or vulnerability associated with their protected characteristic. In some cases, protected characteristic groups could be subject to both disproportionate and differential equality effects. The EqIA considers impacts on groups of people rather than on individuals.

The assessment identifies embedded mitigation for the proposed scheme that assists with minimising potential equality effects.

## Construction effects

### Improved setting of landscape and heritage assets with spiritual significance

The HIA shows a combination of potential adverse and beneficial impacts on heritage assets in the area. However, the construction of the proposed scheme will not have a direct physical impact on the setting of any heritage assets that are considered spiritually significant to the pagan and druid groups consulted during the preparation of the HIA (see Table 6). The proposed scheme is likely to have beneficial effects on the setting of several heritage asset groups with spiritual significance, as identified in the HIA as follows:

- a) The scheme will place the existing A303 in tunnel adjacent to Stonehenge, removing the current visual and aural impact of the route and its traffic fumes.
- b) The solstitial alignment between Stonehenge and the Sun Barrow, and other solstitial alignments, are considered spiritually significant. The Scheme will restore solstitial alignments and has been designed to minimise light spill to reduce impacts on the surrounding landscape and 'dark skies'.
- c) The scheme has been designed to reconnect the Avenue where it is severed by the existing A303, and enable the restoration of physical connectivity along much of the length of this important prehistoric ceremonial route.
- d) It is assessed that Woodhenge would experience negligible positive Change, resulting in a Slight Beneficial effect.

Peoples' spiritual experiences of the landscape are not confined only to cultural heritage assets. Archaeological sites, combined with flora and fauna, landforms, places of personal and collective memory, and peoples' individual beliefs, contribute to a landscape which, for some, fosters contemplation and spiritual practices. Although the new tunnel introduces modern infrastructure into the land, with deep cuttings and portals, it is assessed that the removal of the existing A303 surface route would result in a beneficial impact on spiritual experiences and practices within the landscape as a whole.

Highways England will continue to consult with druid, pagan and other spiritual groups prior to with regards to construction schedules with the aim of minimising adverse impacts through construction activities. It is important to note that these groups (and individuals) have no single leader or spokesperson, and it may be necessary to involve a representative range of spiritual practitioners in consultation and any eventual ceremonies.

## **Removal of community severance caused by the existing A303 and rat running**

Overall the proposed scheme would provide benefits to local communities in terms of severance. Winterbourne Stoke in particular would experience reduced severance due to the removal of the existing A303 from the village. This benefit would be shared by groups with protected characteristics who may be more vulnerable to crossing busy roads including children, older people and NMUs on the whole. This could provide increased community cohesion by enabling improved access to facilities between the north and south of the village.

The severance assessment undertaken as part of the Distributional Impacts Appraisal (Ref 4) shows that Larkhill and Shrewton would also benefit from reduced traffic levels during the summer months. This would potentially provide a reduction in severance and allow for all protected characteristic groups to experience easier access to local amenities and bus stops within the area.

Improved pedestrian access facilities across the A303 could also help to reduce severance issues caused by the existing A303, particularly benefitting under 16s living north of the A303 who need to cross the road to attend schools located in Amesbury. The replacement of underpasses with at grade crossing will help to alleviate security and safety perceptions for NMUs.

## **New and realigned NMU routes**

The proposed scheme includes the provision of new PRowS and NMU routes including:

- a) new PRowS created in the western section along the de-trunked/downgraded A303, including a new restricted byway on the north and new route for other users on the south side of the new alignment both tying in with PRow SLAN3, and a new bridleway east from Winterbourne Stoke to the new Longbarrow Junction;
- b) 'green bridges' providing realigned or new NMU routes; and
- c) the tunnelling of the A303 and downgrading the current road in that section to a route open to NMUs only and extending to the Stonehenge Visitor Centre to the north and AMES12 to the south.

These new NMU facilities will help to improve connectivity for pedestrians and cyclists between local settlements as well as increasing opportunities for active travel and the associated benefits to health. This is a beneficial impact that can be shared by groups with protected characteristics including children, young people, older people and people with disabilities.

## **Changes to existing PRowS resulting in increased journey times for NMUs**

Changes to journey times, local travel patterns, and certainty of route for NMUs will arise from the temporary closures and diversions of PRowS through direct land take and provision of access routes required for the construction of the proposed scheme.

A wider network of alternative routes is available complete their journeys which should result in minimal disruption.

However, even minimal disruption can have an adverse impact on groups with mobility issues such as older people and people with disabilities. As such, any diversions would undergo consultation with the local community, especially where there are high levels of these groups with protected characteristics. An example of this is the area surrounding the Countess Roundabout which has a disproportionately rate of older people in comparison to the county average.

An independently chaired Community Forum has been set up to facilitate engagement with the local community. This Forum, in addition to Walking, Cycling and Horse Riding workshops will be used to consult on issues associated with PRowWs.

### **Noise from construction activities**

The proposed scheme is likely to result in temporary adverse noise effects of construction activities for residential properties in close proximity to the works, such as at Countess roundabout and the northern edge of Winterbourne Stoke.

The area surrounding Countess Roundabout has a disproportionately high level of older people. This group may be more susceptible to changes in noise due them more likely to being at home during the day when construction activities are taking place.

### **Opportunities for construction employment**

Jobseekers in the area should be able to share in direct and indirect newly created employment opportunities and be supported to ensure that they aware of job opportunities in the area. This is of particular importance in Amesbury where areas are shown to be in the 10% most deprived for education, skills and training and opportunities for construction related apprenticeships and training could be well received.

Highways England will examine the possibility of developing a local employment and procurement policy which could help ensure that recruitment involving contractors during the construction stage and businesses at the operation stage is inclusive and that opportunities are available to all PCGs. The potential for a local information centre for the project is also being investigated, and this can be used for local employment information.

### **Community engagement and participation**

Consultation and engagement has been ongoing and inclusive allowing full community participation and involvement in the DCO design of the scheme. Stakeholders including PCGs have been engaged through a range of methods and the diversity of respondents has been monitored.

Consultation and engagement with affected stakeholders and the local community will continue going forward and a Stakeholder Engagement and Communications strategy for ongoing wide-ranging stakeholder engagement is currently being developed alongside the Communications Plan for the project.

## Operational effects

### Reduction in road accidents and casualties

Despite a forecast increase in traffic levels, the proposed scheme is anticipated to reduce the number of road accidents and casualties due to safer road design than the existing road.

The Distributional Impacts Appraisal Report (Ref 4) shows that the scheme is anticipated to result in accident benefits for routes parallel to the A303, but dis-benefits for existing sections of the A303. Overall, accident forecasts in the Distributional Impact Appraisal show slight beneficial impacts for all at risk groups, with the exception of older people, where a moderate beneficial impact is predicted.

### Motorised travellers - driver stress

Changes to the A303 arising from the proposed scheme will result in reduced journey times, more efficient functioning of the road network, improved route certainty and reduced fear of potential accidents.

The proposed tunnel and highway would be constructed to higher standards than the existing carriageway. A new flyover above the existing roundabout would separate traffic going east-west along the A303 from traffic going north-south along the A345 Countess Road. This will help reduce congestion and also maintain connectivity between local roads and should contribute to a reduction in driver fear. Modern signage will be provided throughout the proposed scheme which would also help inform drivers about route changes and restrictions.

Vehicle travellers taking local journeys would be able to use the local access roads and avoid exposure to the high volumes of heavy good vehicles on the trunk road, which should lead to a reduction in driver stress in terms of driver frustration, fear of accidents and uncertainty in relation to the route followed.

This would potentially have positive differential effects for those who are more likely to fear driving in stressful conditions such as women (including pregnant women), younger people, older people and disabled people. However, the EqIA for the Future Managed Motorways Concept (Ref 10) identified issues for some PCGs associated with additional stress or fear where mobility and confidence are barriers to driving. In particular, disabled drivers and drivers who are pregnant may have concerns about emergency stopping and the construction of the tunnel could arise in driver stress for these groups. As part of the benefits realisation plan for the project, Highways England will look into understanding the needs of PCGs with regards to specific aspects of the scheme including driving in tunnels and upgrading of the existing highway.

### Changes in levels of noise for residents and visitors

The proposed scheme is forecast to have adverse noise effects for properties along Church Street and High Street in Amesbury due to the closure of Stonehenge Road. Amesbury has higher rates of children compared to other settlements in the study area and such this adverse effect could have both a disproportionate impact

Research also shows that children are more vulnerable to the effects of traffic noise than the population overall and exposure at home may result in more adverse impacts than exposure at school (Ref 10). Children spend more time at home than at school and night-

time exposure can be associated with sleep disturbance, with regard to both quality and quantity. In children sleep disturbance and sleep problems may affect behaviour. Therefore, increased noise levels may also have a differential adverse impact on children.

Furthermore, older people living in the area may also be more vulnerable to traffic noise exposure due to spending more time at home than the population overall.

However, beneficial noise effects are predicted for residents of Winterbourne Stoke located in close proximity to the existing A303 through the centre of the village due to a forecast reduction in traffic. Traffic noise levels are also expected to decrease for residents of properties living between Shrewton and Chitterne. This impact will be particularly beneficial for children and older people living within residential properties in these areas who are more susceptible to exposure to traffic noise.

Noise levels within the WHS are predicted to decrease during operation of the proposed scheme due to the replacement of the existing A303 with the tunnel. This will have benefits for PCGs including visitors, NMUs and those visiting the area for spiritual reasons.

## Conclusions

The proposed scheme is likely to provide a range of benefits that can be shared by groups with protected characteristics. This includes direct benefits such as improved walking and cycling provision and conditions for drivers. The proposed scheme should also create an increased opportunity for active travel along the existing A303.

There are no direct physical impacts on any heritage assets that are considered spiritually significant to pagan and druid or other spiritual groups and it is assessed in the HIA that the scheme will have beneficial impacts in terms of the setting of specific spiritually significant asset, particularly in relation to the removal of the existing A303. This includes the assets themselves as well as spiritual experience formed by a combination of archaeological sites combined with flora fauna, landforms, places of personal and collective memory and peoples' individual beliefs.

The decrease in traffic noise levels within the WHS will add to the experience of visiting to the area. This benefit can be shared by residents and visitors PCGs including NMUs and those visiting the area for its spiritual significance.

The scheme is anticipated to result in accident benefits for routes parallel to the A303 and certain sections of the A303. Overall, accident forecasts in the Distributional Impact Appraisal show slight beneficial impacts for all at risk groups with older people forecast to receive the most benefit in terms of reduced road accident casualties.

Construction of the proposed scheme will provide direct employment opportunities which can be shared by local people with protected characteristics

The EqIA has identified a number of impacts of the proposed scheme where groups with protected characteristics may experience disproportionate or differential effects. These include:

- i. Increase in noise levels during construction and operation of the proposed scheme for some residential properties in the area. This

may disproportionately and/or differentially affect children and older people.

- ii. Temporary diversions and closures to PRoWs and footpaths as well as permanent changes to routes involving crossings of the proposed scheme. This may have a differential impact on people with mobility issues and footpaths that have a higher use of groups with protected characteristics.
- iii. Potential differential effects for drivers using the network including drivers with disabilities, younger people, older people and women (including pregnant women)

The OEMP provides mitigation measures for minimising adverse impacts including noise. It is considered that these measures and the actions should help to minimise against potential negative impacts for PCGs.

Effective continued consultation and engagement with affected stakeholders and the local community is important to ensure that all groups with protected characteristics can benefit from the propose scheme, especially with regards to design issues and construction activities. A Stakeholder Engagement and Communications strategy for ongoing wide-ranging stakeholder engagement is currently being developed alongside the Communications Plan for the project.

Further evidence gathering on the needs of drivers with protected characteristics, specific to the proposed scheme will seek to ensure inclusive design going forward. This will also identify additional areas for minimising against adverse impacts and enhancing equality of opportunity and benefits through both the detailed design and construction of the proposed scheme.

## References

**Ref 1** Equality Act (2010) <https://www.legislation.gov.uk/ukpga/2010/15/contents>

**Ref 2** Highways England (2017) Equality Impact Screening and Assessment (EqIA) Overview and Guidance: Helping You to Consider the Needs of People

**Ref 3** A303 Amesbury to Berwick Down Environmental Statement (2018)

**Ref 4** A303 Amesbury to Berwick Down Distributional Impact Appraisal Report (2018)

**Ref 5** National Infrastructure Delivery Plan 2016 -2021 (2017)  
<https://www.gov.uk/government/publications/national-infrastructure-delivery-plan-2016-to-2021>

**Ref 6** STATS19 – Road Safety Data (2017) DfT. <https://data.gov.uk/dataset/cb7ae6f0-4be6-4935-9277-47e5ce24a11f/road-safety-data>

**Ref 7** A303 Amesbury to Berwick Down Economic Appraisal Report (2018)

**Ref 8** A303 Amesbury to Berwick Down Heritage Impact Appraisal Report (2018)

**Ref 9** A303 Amesbury to Berwick Down Construction Environmental Mitigation Plan

**Ref 10** Highways England (2012). Future Managed Motorways Concept Equality Impact Assessment Report, April 2012 <http://assets.highways.gov.uk/about-us/equality-and-diversity-equality-impact-assessments/Future%20Managed%20Motorway%20Concept.pdf>

**Ref 11** Hjortebjerg D et al (2015) Exposure to Road Traffic Noise and Behavioral Problems in 7-Year-Old Children: A Cohort Study in Environ Health Perspect. Feb 2016

Equality Group (Protected Characteristics)	Positive Impact	Negative Impact	Neutral Impact	Summary of reasons and evidence sources (data research and consultation) supporting this analysis
Sex			<b>x</b>	
Religion or Belief	<b>x</b>	<b>x</b>		<p>The proposed scheme is likely to result in an improved setting for many of the heritage assets, landscapes and features that have been noted by spiritual groups as having spiritual significance within the WHS.</p> <p>There is potential that construction works could adversely affect the experience of those who use the WHS for spiritual reasons in terms of increased noise levels.</p>
Age	<b>x</b>	<b>x</b>		<p>Older people and younger people will benefit from a forecast reduction in road accident casualties in the area. Older people may disproportionately be affected by diversions to footpaths due to potential longer journey lengths but may also experience benefits of safer crossing facilities and new PRoW routes. Children and older people may be disproportionately and differentially affected by changes in levels of noise.</p>
Disability	<b>x</b>	<b>x</b>		<p>Disabled people may benefit from new NMU routes and safer crossings. In particular the existing A303 will use accessible surfacing and can be used by people with mobility issues.</p> <p>Disabled drivers have different needs to drivers overall and as such the impact of this group of an upgraded highway and tunnels should be examined further, especially in relation to emergency refuge areas.</p>
Race			<b>x</b>	
Sexual Orientation			<b>x</b>	

Gender Reassignment (Incl. Transsexual and Transgender)			X	
Pregnancy & Maternity		X		<p><b>Mobility restrictions suffered by pregnant women (particularly in the later stages of pregnancy) such as chronic back/pelvic/joint pain, pelvic instability, breathlessness and rib pain, differentiate them from the general population. These restrictions can affect mobility in accessing/leaving a vehicle and may also influence their capability and willingness to drive.</b></p> <p>Scheme design specific issues that could also increase anxiety or create issues for pregnant women or women driving with young children using the new scheme could include driving through tunnels and the frequency and location of safe stopping locations.</p>
Marriage & Civil Partnership			X	

**Potential Risks Identified – Including insufficient information to make robust decisions (Yes/No ticked as appropriate)**

<b>No</b>		
<b>Yes (Mitigating action shown in Section F)</b>		<p><b>Identified Risks:</b></p> <ul style="list-style-type: none"> <li>• Impacts of driver stress on vulnerable drivers including pregnant women and disabled drivers.</li> <li>• Noise and visual impacts of construction activities on groups with protected characteristics including those who use the landscape for religious or spiritual purposes</li> <li>• Diversion of footpaths and new crossing facilities resulting in longer journeys, particularly for those with mobility issues such as older people and disabled people</li> <li>• Ongoing community engagement and communications with hard to reach groups including those with protected characteristics.</li> </ul>

**E: Options: The rationale behind the decision reached.**

<p><b>E1:</b> Proceed with the policy/practice because:</p> <ul style="list-style-type: none"> <li>○ the decision can be justified (At screening or in Section D)</li> <li>○ there is no reasonable alternative</li> <li>○ the Senior Reporting Officer/Programme Delivery Director is content to defend any potential challenge and is willing to sign-off in</li> </ul> <p>1. Section H</p> <p><b>(There are no unjustified negative impacts and the policy/practice is compliant in terms of the equality duty )</b></p>	
<p><b>E2:</b> Make adjustments</p> <ul style="list-style-type: none"> <li>○ to demonstrate how activities will lead to a fair outcome (Ensure further evidence is gathered to ensure any barriers are removed and referenced in Sections F and G)</li> </ul> <p><b>(Opportunities were identified to advance equality, foster good relations and prevent discrimination)</b></p>	<p><b>X</b></p>
<p><b>E3:</b> Withdraw it because there is obvious detriment</p> <p><b>(Sign Off in Section H)</b></p> <p><b>(A negative impact has been identified that cannot be justified)</b></p>	

**F: Description of additional evidence, research and consultation undertaken, required, ongoing or captured. This is to ascertain how the policy or practice will advance equality, foster good relations and/or eliminate discrimination. Reference the evidence sources**

**(Include how internal scoping tools such as EDIT have been utilised and how this work has influenced other assessments such as the social aspects of environmental assessments)**

The activities below demonstrate current commitment that will help to advance equality through the proposed scheme. They are ongoing activities and will continue on to the detailed design and construction stages of the proposed scheme.

Activities to address any potential negative impacts or risks to deliver positive impacts	Provide activity completion dates
<p>A <b>Stakeholder Engagement and Communications strategy</b> for ongoing wide-ranging stakeholder engagement is currently being developed. Engagement activities will continue to be inclusive and accessible and take into account any specific needs associated with groups with protected characteristics in the area so that they are able to fully participate. Clear diversity monitoring of engagement events and activities will be undertaken to ensure equal representation.</p>	
<p>An independently chaired <b>Community Forum</b> has been set up for the project. This is formed of local community organisations and is open to organisations representing protected characteristics groups. Highways England will engage with relevant stakeholders including the Community Forum on detailed design matters that arise as a result of the refinement of the scheme design secured by the DCO. This includes issues of particular relevance to protected characteristic groups including diversions, safety, access and space for NMUs on PRow network.</p>	
<p>Highways England is currently exploring the feasibility of opening an <b>information centre</b> for the project. This would help to engage the local community directly about the scheme, construction and potentially employment opportunities. It could also provide a base for visitors and scheme presentations.</p>	
<p>Highways England will liaise with Wiltshire County Council with respect to continued engagement with <b>hard to reach groups</b>. This includes identifying ways to engage with a range of <b>Druid, Pagan and other spiritual groups</b> to ensure sufficient notice regarding construction works in light of any spiritual ceremonies taking place within the WHS.</p>	
<p>A benefit of the proposed scheme relates to skills creation in the local area. Jobseekers in the area should be able to share in direct and indirect newly created employment opportunities and be</p>	

<p>supported to ensure that they aware of job opportunities in the area. Highways England will examine the possibility for a local employment and procurement policy would help to ensure that recruitment involving contractors during the construction stage and businesses at the operation stage is inclusive and that opportunities are available to all groups with protected characteristics. All employees should receive health and wellbeing and fairness, inclusion and respect training.</p>	
<p>The construction of the proposed scheme would be subject to measures and procedures defined within the Outline Environmental Management Plan (OEMP). This includes ‘embedded mitigation’ to consider the impacts of construction on protected characteristic groups. This includes engagement with school children on the dangers of construction sites and measures for implementing Fairness, Respect and Wellbeing training across the construction workforce.</p>	
<p>As part of the Benefits Realisation Plan there will be an objective to improve customer service. Highways England will look into the needs of their customers with respect to the scheme including vulnerable users and identify appropriate measures to reduce the differential adverse impacts relating to different users.</p>	

**Summary of the findings, including details of consultation with communities/customers/groups/stakeholders/staff/professional organisations. Explain how this has shaped the development of the practice or policy.**

It is considered that the developed embedded mitigation measures in combination with the ongoing commitments outlined above should provide benefits for those groups with protected characteristics and help to minimise any adverse impacts of the proposed scheme. Ongoing to development of the EqIA throughout the remaining development and construction stages of the proposed scheme will ensure that the activities are addressing the needs of PCGs as well as identifying additional areas for minimising against adverse impacts and enhancing equality of opportunity. This will help to continuous demonstration of Highways England’s due regard to the PSED in the design, construction and operation of the proposed scheme.

**Only where available and only where appropriate in line with General Data Protection Regulation (GDPR) include photographic evidence or links to the difference made via the EqIA activity. E.g. images of a successful installation of footbridges, shared accessible footpaths. (Ignore if not appropriate or where no**

permissions to use images could be provided) (For Highways England internal records):

Where appropriate - Link to evidence of communication/inclusion action plans, environmental assessments or EDIT exercises.

**(For Highways England internal records):**

The **EDIT tool** used for the assessment can be found here:  
<http://share/Share/llisapi.dll?func=ll&objaction=overview&objid=65102480>

The **Communications Plan** can be found here:  
<http://share/Share/llisapi.dll?func=ll&objaction=overview&objid=57414745>

**Accessibility and risk assessment** for consultation venues can be found here:  
<http://share/Share/llisapi.dll?func=ll&objaction=overview&objid=65102479>

**G: Monitoring (Stage 3)**

**Detail how you will monitor the actual outcomes of the policy/practice throughout the project lifecycle and explain how/when you will review them.**

**Agreed actions to implement the findings of this assessment.**

**(For relevant schemes, this includes planned Post Opening Project Evaluations/Implementation/Investment Reviews and compliance with other internal monitoring systems such as the Project Control Framework).**

Monitoring Action	By Whom	By When

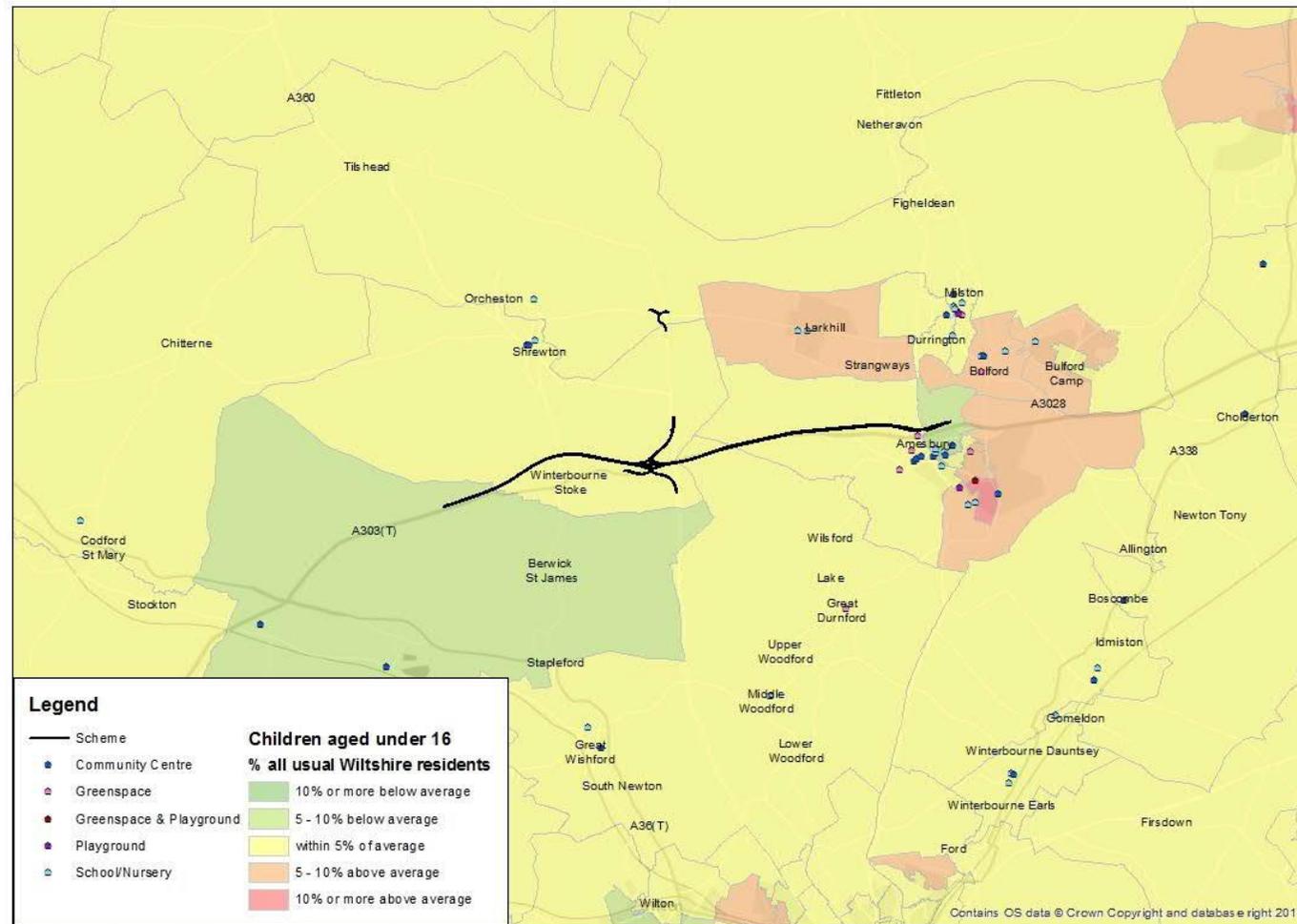
**H: Sign-off by Highways England Senior Responsible Owner (SRO), or for Major Project schemes, the Programme Delivery Director (PDD), (or the Programme Internal Sponsor or Project Sponsor if the PDD has delegated sign-off).**

<b>(This does not have to be a physical signature but approval is required)</b>		
<b>Name</b>		<b>Date</b>
<b>Job Title</b>		
<b>In submitting this EqIA the SRO/PDD has:</b>		
<ul style="list-style-type: none"> <li>• <b>Approved all activity including monitoring actions</b></li> <li>• <b>Submitted documentation to the <a href="#">Directorate's Equality, Diversity and Inclusion Advocate</a> for quality assurance and registration.</b></li> <li>• <b>For all MP schemes please contact <a href="#">MP Representative for the Highways England Diversity Group</a></b></li> <li>• <b>Considered the documentation as robust and suitable for publication</b></li> <li>• <b>Checked that the documentation is saved in the EqIA area of the internal filing system and is retained as a record as part of good governance.</b></li> </ul>		

Revision date: 27 November 2017

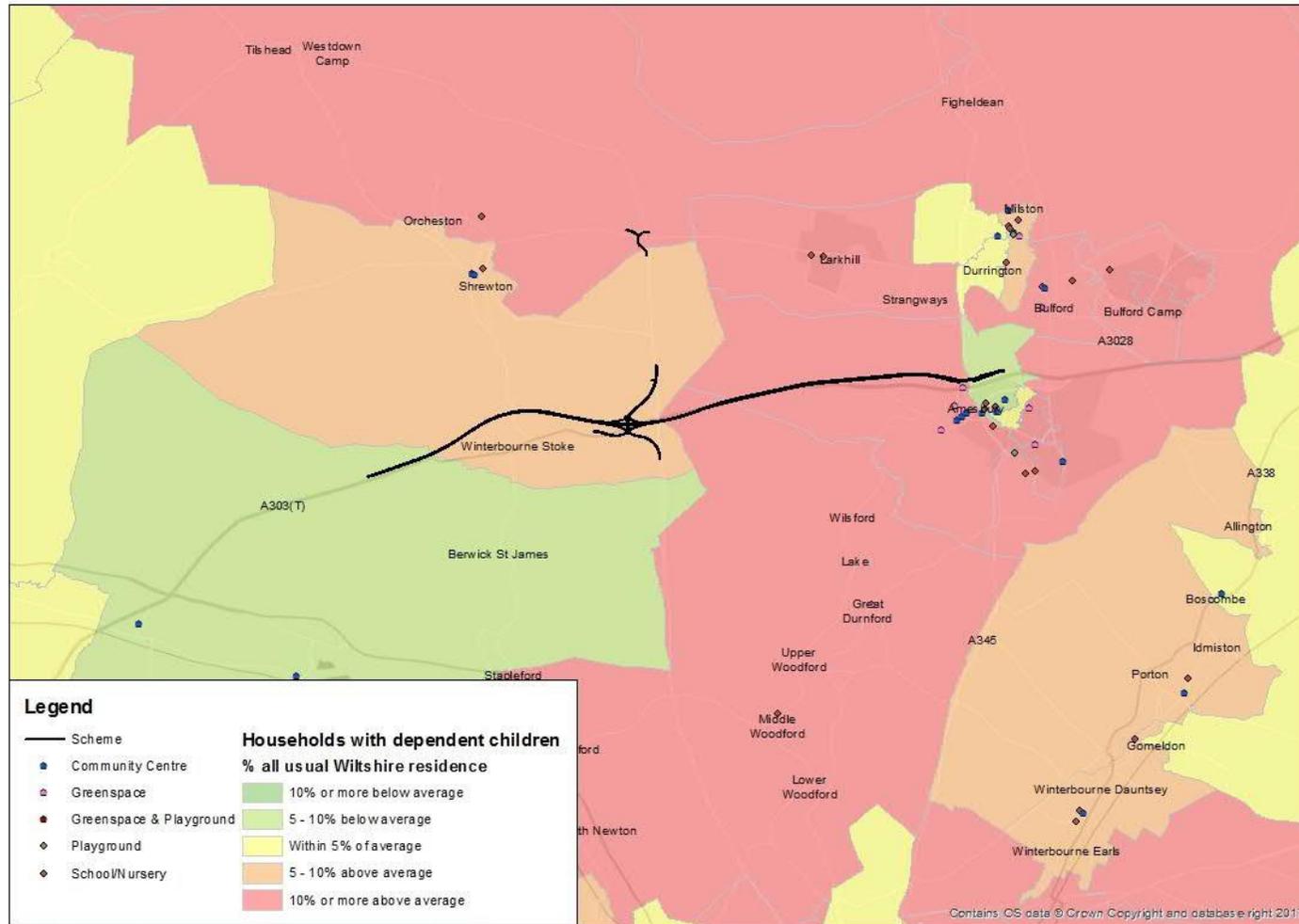
## Appendix A – Baseline maps

Figure A-1 Population aged under 16



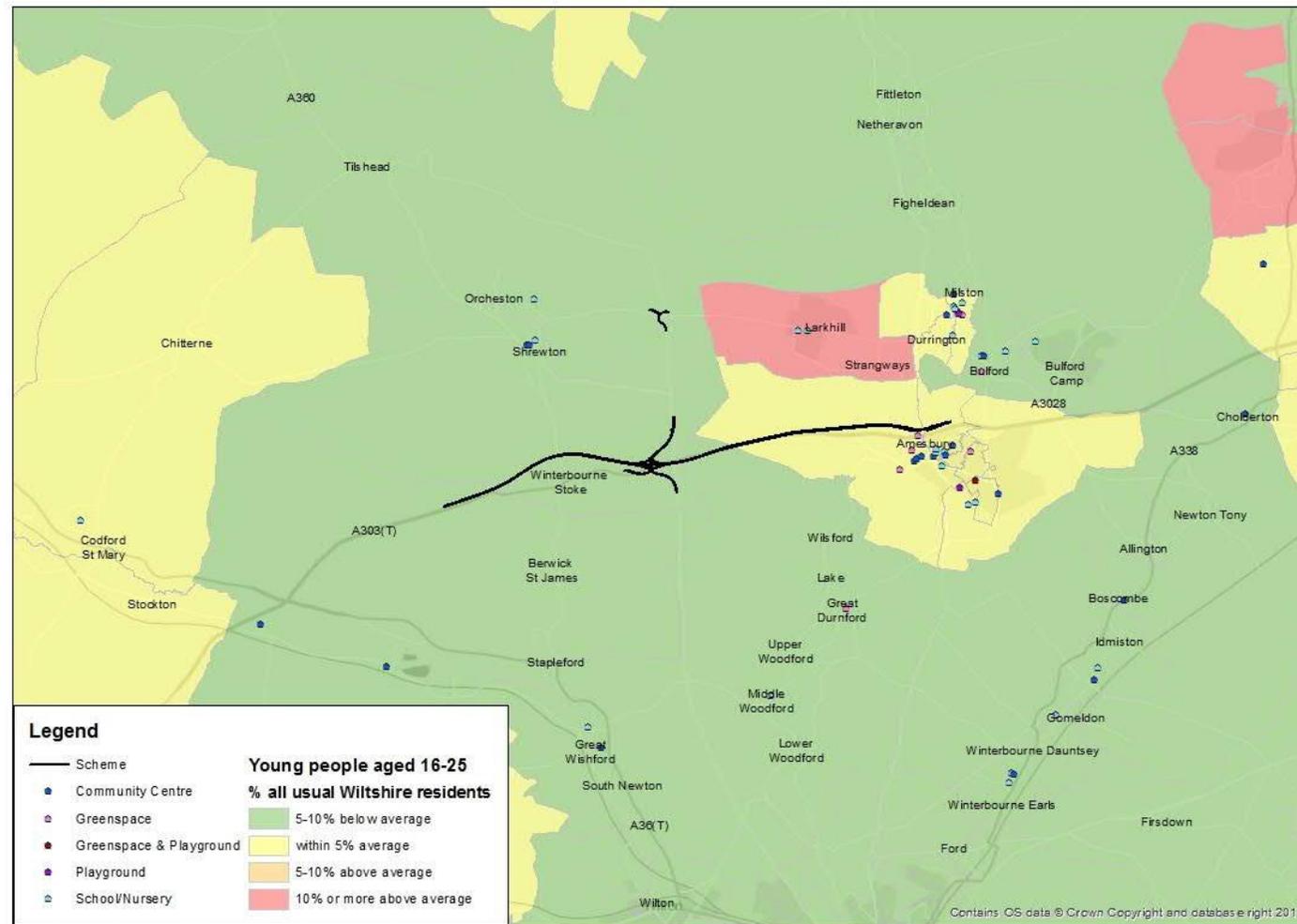
Source: 2011 Census

**Figure A-2 Distribution of households with dependent children**



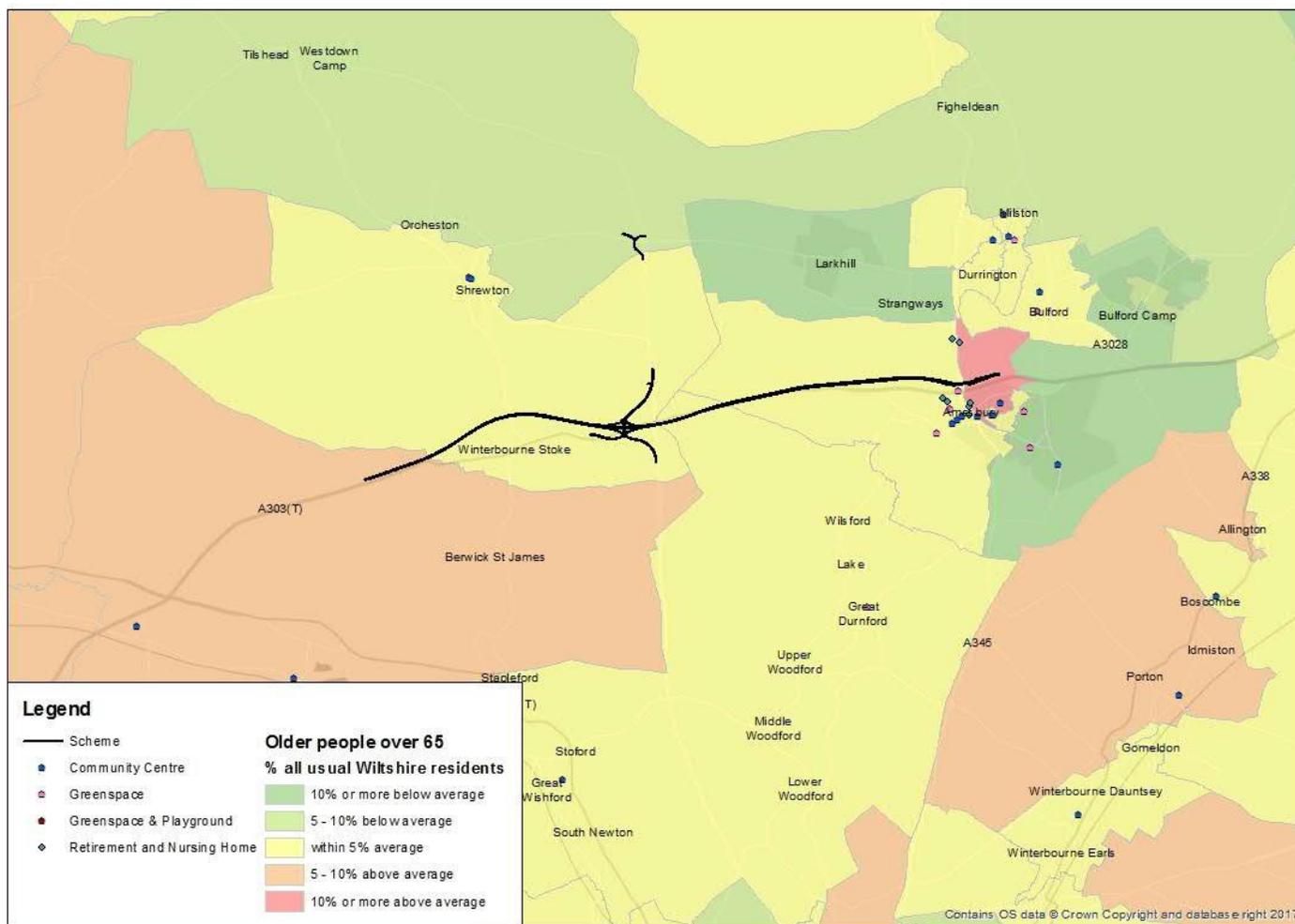
Source: 2011 Census

Figure A-3 Population aged between 16 and 25



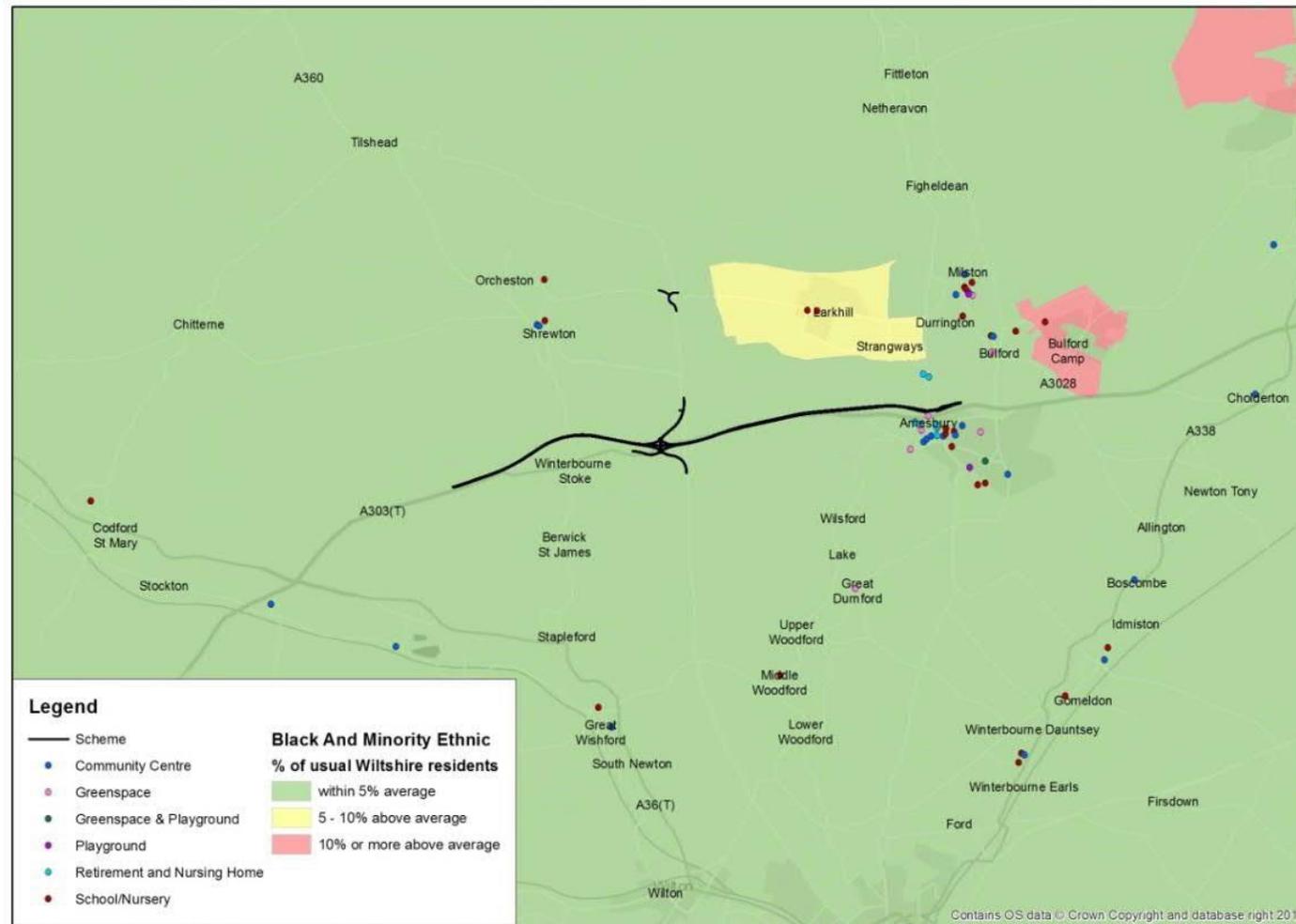
Source: 2011 Census

Figure A-4 Population aged over 65



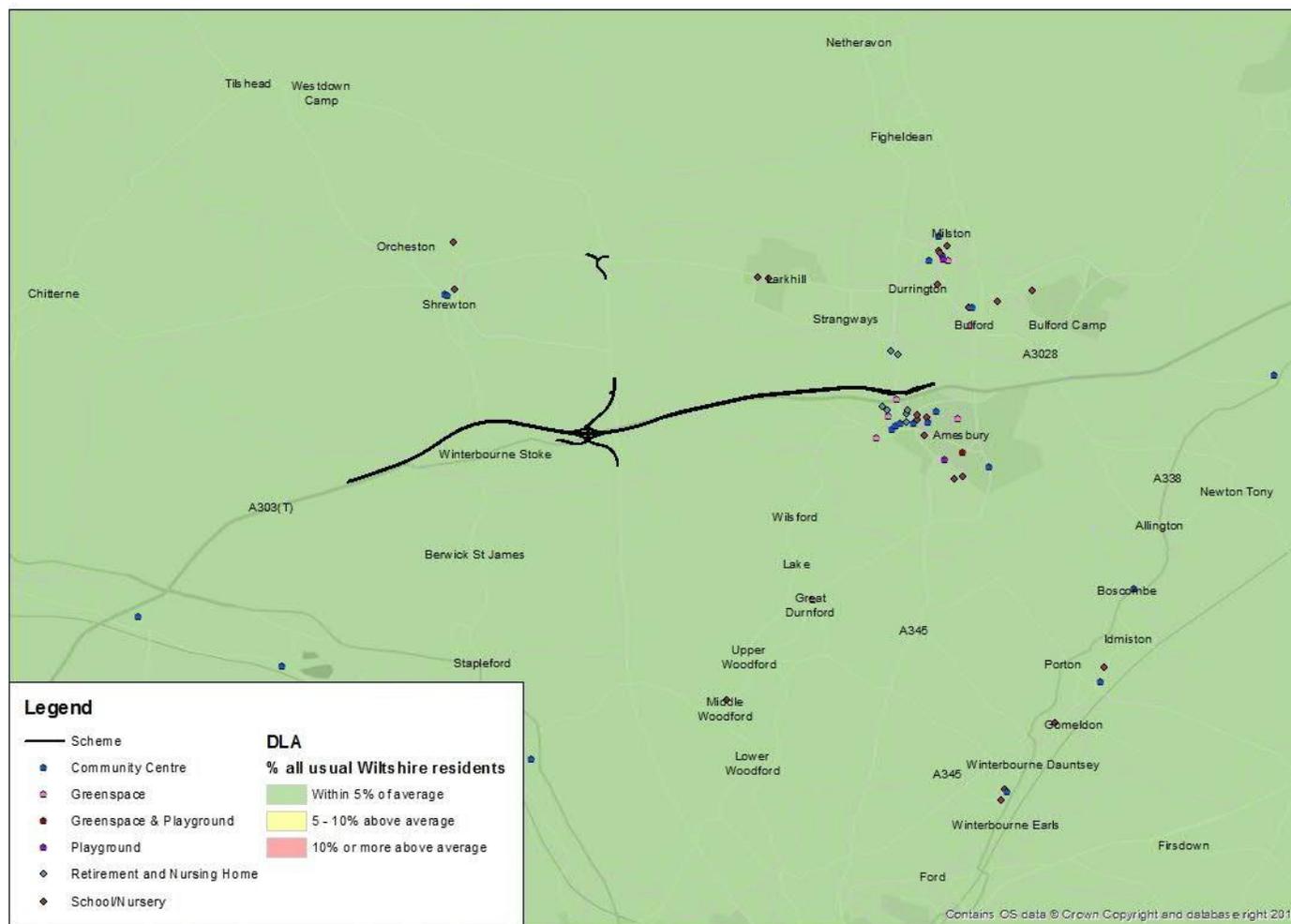
Source: 2011 Census

Figure A-5 Distribution of BAME residents



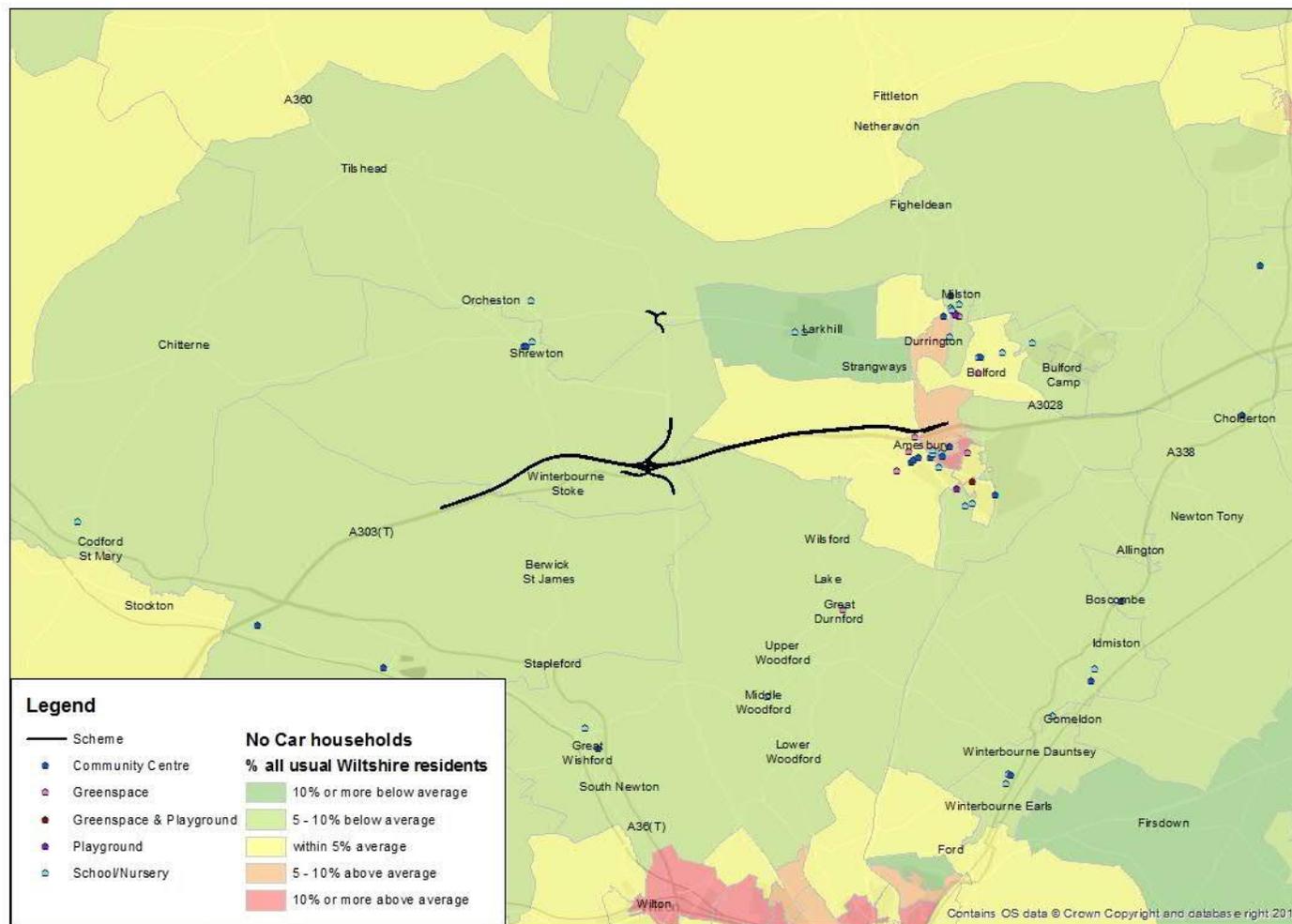
Source: 2011 Census

**Figure A-6** Distribution of DLA claimants



Source: 2011 Census

**Figure A-7** Distribution of No Car Households



Source: 2011 Census

