

A47/A11 Thickthorn Junction

Scheme Number: TR010037

Volume 7 **7.6 Equality Impact Assessment**

APFP Regulation 5(2)(a)

Planning Act 2008

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

March 2021

Infrastructure Planning

Planning Act 2008

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

The A47/A11 Thickthorn Junction
Development Consent Order 202[x]

7.6 Equality Impact Assessment

Regulation Number:	Regulation 5(2)(a)
Planning Inspectorate Scheme Reference	TR010037
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Version	Date	Status of Version
Rev 0	March 2021	Application Issue

1. INTRODUCTION

This Equality Impact Assessment (this “EqIA”) relates to an application made by Highways England (the “Applicant”) to the Secretary of State of Transport, via the Planning Inspectorate (the “Inspectorate”) under the Planning Act 2008 (PA 2008) for a Development Consent Order (DCO). If made, the DCO would grant consent for the A47/A11 Thickthorn Junction (the “Scheme”). A detailed description of the Scheme can be found in the Environmental Statement (ES) Chapter 2: The Proposed Scheme (TR010037/APP/6.1).

To comply with the Equality Act 2010 and public sector equality duty an EqIA has been undertaken during the preliminary design stage of the Scheme. The outputs from the assessment can be found in Section 2 of this EqIA.

Figure 2 within **Table 2.1** provides a specially designed Equality, Diversity and Inclusion (EDI) ‘Hotspot Map’ which covers the area within which the Scheme is located. The ‘Hotspot Map’ is designed to understand factors which may indicate EDI issues which need further consideration in developing and delivering the Scheme.

The EqIA was informed by the Equality, Diversity and Inclusion sifting Tool (EDIT). EDIT is a sifting tool developed by the Applicant to support informed decision making on how equality, diversity and inclusion are relevant to schemes.

On the completion of EDIT a score is applied to indicate the level of assessment required. Any scheme which scores above 50% should proceed with a full EqIA. The EDIT score for the Scheme was 80% indicating the requirement for a full EqIA. The EDIT highlighted equality, diversity and inclusion issues that are likely to be a factor in the effective delivery of the Scheme, and further consideration of measures to tackle these issues are required through the lifecycle of the Scheme.

The EDIT identified key elements of the Scheme which could disproportionately affect vulnerable groups. These are as follows:

- Disproportionately impact available travel options and needs.
- Have higher uptake by different groups.
- Disproportionately impact the level of access for different groups due to physical or social barriers as junction improvements require access to a vehicle.
- Adversely affect equality of opportunity for all or may harm good relations between different groups
- Discriminate indirectly or directly different groups.

2. SCHEME EQUALITY IMPACT ASSESSMENT

The EqIA for the Scheme is shown in **Table 2.1** below which has been informed by the EDIT assessment.

Table 2.1 EqIA Impact Screening and Assessment

Equality Impact Assessment (EqIA) Screening Analysis and Monitoring		
EQUALITY IMPACT SCREENING AND ASSESSMENT		
Person Completing the Assessment	[REDACTED] (Sweco)	
Directorate	Major Projects	
Date	February 2021	EqI Register Ref No: (Obtained from the EDI Advocate) MPS74
<p>A: In this section, outline the aims, purpose, desired benefits and expected outcomes of the Scheme, identifying the customers, staff or stakeholders involved or affected.</p> <p>Purpose of the Scheme</p> <p>Currently, the existing Thickthorn junction experiences delays and high levels of congestion. The situation is predicted to worsen with proposed growth in residential development in the Cringleford and Hethersett areas. Thickthorn junction connects traffic between the A11 and A47, acting as a bottleneck to traffic and leading to longer and unreliable journey times for road users. If nothing is done to improve capacity and connectivity, these delays are forecast to get worse in future years.</p> <p>The Scheme comprises of one new 1.65km long free-flowing connector road that will connect the A11 with the A47. The new slip road will re-route traffic away from the existing Thickthorn junction and direct it under new underpasses. There will be changes to the Thickthorn roundabout such as providing additional lanes for traffic, and improvements will be made to traffic signals and pedestrian crossings within the vicinity. In addition, a new 0.95km link road between Cantley Lane South and the B1172 Norwich Road will be constructed to allow continued access to the Thickthorn junction.</p> <p>The Scheme is part of the wider A47 corridor improvement programme. The A47 corridor was identified as a key area in need of investment under the Roads Investment Strategy (RIS). The A47 currently experiences high levels of congestion especially at peak times.</p> <p>In developing the Scheme, the Applicant aims to address these issues by improving the traffic flow, reducing journey times on the route, increasing the route safety and resilience and improving the environment. The Scheme is also intended to support economic growth by making journeys safer and more reliable.</p>		

Aims of the Scheme

The Scheme aims to reduce congestion related delay, improve journey time reliability and increase the overall capacity of the A47. This will help contribute to sustainable economic growth by supporting employment and residential development opportunities.

The aims and objectives of the Scheme are:

- To provide a safe and reliable network through the create of a high quality and safe interchange link
- Supporting economic growth in Norwich and surrounding areas through reducing congestion related delay and improving journey time reliability.
- Providing a more free flowing network that aims to increase the resilience of the junction in coping with incidents such as collisions, breakdowns, maintenance and extreme weather
- Protect the environment by minimising adverse impacts and where possible, improve the areas biodiversity such as planting of native habitat
- Provide an accessible and integrated network that considers local communities and their access to roads through improved safety between communities for cyclists, walkers, horse-riders (WCH) and other vulnerable users of the network
- Ensure that the Scheme is affordable and delivers value for money

Location of the Scheme

The Scheme is located to the south-west of Norwich in the County of Norfolk. The land immediately to the north-east, south-east and south-west quadrants of the existing Thickthorn junction is currently predominantly agricultural land although some parcels of land to the north-east and south-west have planning permission for housing developments. The land in the north-west quadrant accommodates Thickthorn Park and Ride and Thickthorn Services, comprising a hotel, a restaurant, an electricity substation and a petrol filling station.

There are several residential properties located to the north-west of the junction on the B1172 Norwich Road, and to the north-east along the Old Newmarket Road. The Cringleford residential area is located less than 500m to the north and east of the existing junction.

An overview of the Scheme is shown in Figure 1 below.

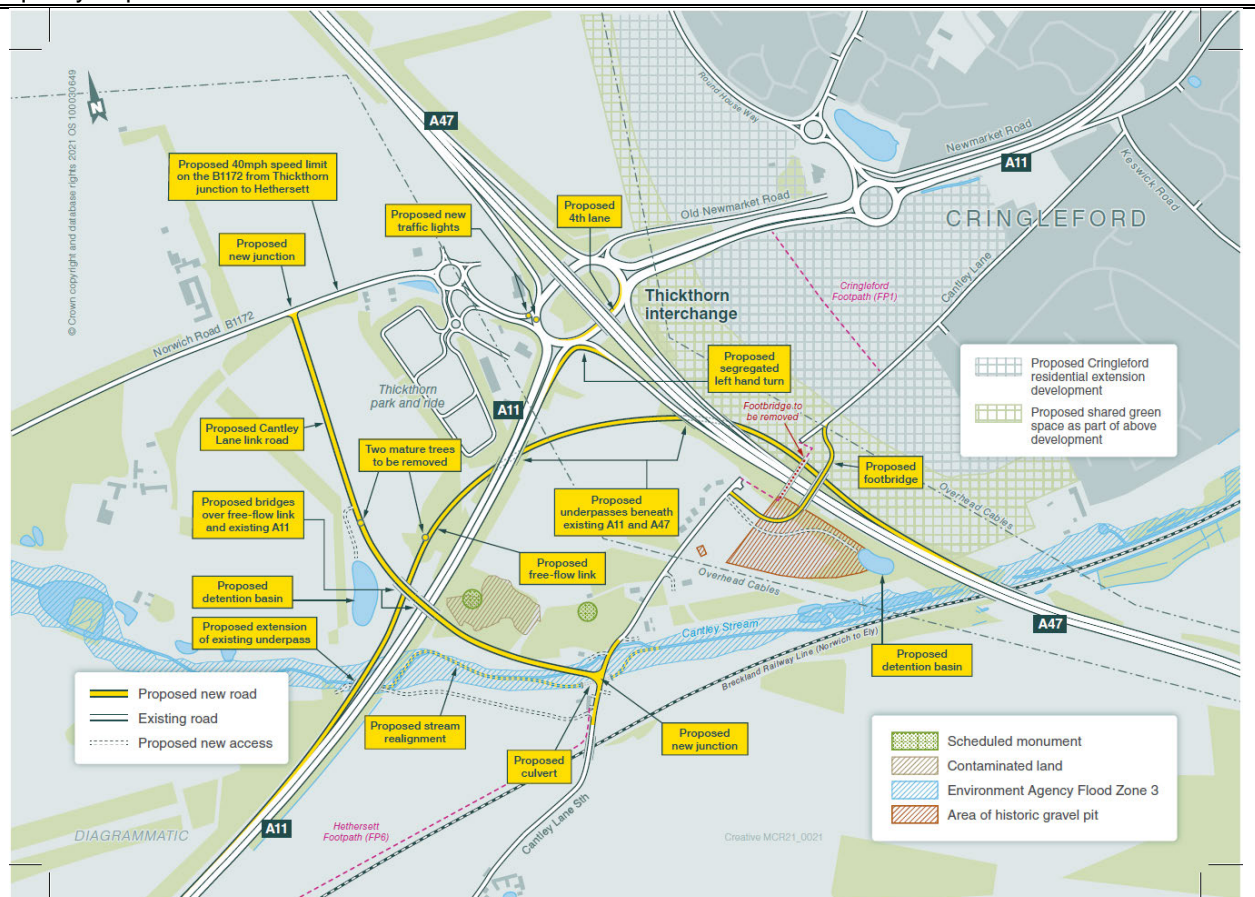


Figure 1: Overview of A47/A11 Thickthorn Junction

The Scheme was presented at public consultation events in 2017 and 2019. Further details can be found in the Consultation Report (TR010037/APP/5.1). Environmental baseline information and proposed assessment approach was detailed in the Scoping Report (TR010037/APP/6.5) submitted to the Inspectorate. The Inspectorate consulted on the Scoping Report with a wide range of consultees and the output of the consultation formed the EIA Scoping Opinion (TR010037/APP/6.6) issued by the Inspectorate. The EIA Scoping Opinion has supported the understanding and methodology of the Environmental Impact Assessment (EIA), which in turn has influenced the design of the Scheme

Study area for this assessment

The study area for the assessment is set out in the Environmental Statement (TR010037/APP/6.1). This is the area where potential likely significant effects could occur as a result of the Scheme. This is relevant to the EIA as likely significant effects could potentially disproportionately affect different groups.

Effects are also considered in combination with other developments and the methodology is explained in full in Chapter 15 Cumulative Effects Assessment of the Environmental Statement (TR010037/APP/6.1).

The study area is shown in Figure 15.1 in Chapter 15 Cumulative Effects Assessment of the Environmental Statement (TR010037/APP/6.2)

Benefits of the Scheme

Overall, the benefits of the Scheme are reducing congestion and improving journey times, which will hopefully promote sustainable economic growth. Specific benefits identified also include:

During Construction

- Opportunities for local employment to fill a demand in construction-related roles. The construction sector offers a range of opportunities across different trades and is a major source of national employment. The ripple effect of local construction can lead to positive externalities including increased employment, opportunities for businesses and more spending within the local community.

During operation

- All users including business users are expected to have journey time benefits and improved reliability once the Scheme is operational. There are also potential benefits to public transport provision that utilises the route in terms of improving reliability and reducing journey times.
- The Scheme will include the following improvements for WCH:
 - The new WCH overbridge would provide beneficial effects for WCH travelling between Cantley Lane and Cantley Lane South.
 - The shared footway and cycleway to be provided on the eastern frontage of the Cantley Lane link road would be beneficial to cyclists and pedestrians. This is proposed to be a 2.5m wide, unsegregated footway/cycleway. An additional 0.5m is incorporated to provide separation from the carriageway.
 - A new uncontrolled crossing facility for pedestrians and cyclists, comprising of a central refuge with dropped kerbs, will be provided on Norwich Road to the east of the proposed B1172 Norwich Road/Cantley Lane Link junction to facilitate a connection to the existing shared footway/cycleway provided on the northern frontage of Norwich Road. The proposed 40mph speed limit on the B1172 Norwich Road and the introduction of traffic lights would improve safety for pedestrians when accessing community facilities at Thickthorn services.
 - The proposed crossing across the B1172 will incorporate tactile paving on either side of the crossing as well as within the 3m central refuge island.
 - The central refuge island will incorporate keep left bollards at either end to highlight the island to road users.
 - The tactile paving is designed to follow Department of the Environment, Transport and the Regions (DETR) '*Guidance on the use of tactile paving surfaces*'ⁱ and will be buff in colour and will be arranged so that the blisters are aligned perpendicularly across the carriageway to aid users who are visually impaired.
 - Drop kerbs will be provided at the crossing areas with a maximum upstand of 6mm in order to accommodate wheelchair usage.

- The unsegregated path surfacing will be dished towards the drop kerbs at the crossing points at gradient no steeper than 8% to assist with wheelchair usage and others who may have mobility issues.
- Existing Toucan crossings will not be impacted by the Scheme.

Further details on the benefits the Scheme will deliver can be found in the Case for the Scheme (TR010037/APP/7.1)

Customers, staff or stakeholders involved or affected

Customers – Two key broad groups are the main customers for the Scheme

- Road users along the route and on local roads experiencing impacts, for example improvements to road infrastructure to reduce journey times.
- Users of local roads and travel routes without vehicles experiencing impacts, including WCH users. This could be from improved and new shared footway and cycleway provided as part of the project and increased connectivity.

Staff – Staff involved in construction and management of the Scheme. This may present a considerable employment opportunity in the area and can be used to maximise the social value of the Scheme.

Stakeholders – Includes local authorities, public services, local bodies and environmental agencies consulted as part of the development of the Scheme.

B: SCREENING (Stage 1)									
Questions considered to establish impacts from the outset for new or changing schemes.	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 Scheme?	Y	Y	Y	Y	Y	Y	Y	Y	N
2: Is there evidence or an indication of higher or lower uptake by different groups?	Y	Y	Y	Y	Y	Y	Y	Y	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	Y	Y	Y	N
4: Is there an opportunity to advance equality or foster good relations by altering the Scheme?	Y	Y	Y	Y	Y	Y	Y	Y	N
5: Is there an opportunity to advance equality or foster good relations by working or	Y	Y	Y	Y	Y	Y	Y	Y	N

engaging with other organisations or the wider community?									
6: Is there stakeholder (staff, Trade Unions or public) concern about the Scheme in terms of actual, perceived or potential discrimination against a particular group?	N	N	N	N	N	N	N	N	N
7: Is there potential for, or evidence that any part of this Scheme may adversely affect equality of opportunity for all or may harm good relations between different groups?	Y	Y	Y	Y	Y	Y	Y	Y	N
8: Is there any potential for, or evidence that any part of the Scheme could discriminate indirectly or directly? (Consider those who implement it on a daily basis).	Y	Y	Y	Y	Y	Y	Y	Y	N
<p>C: The rationale behind the rating (at Section B) and details of the evidence utilised to inform the screening decision.</p> <p>The purpose of the screening stage of this assessment is to identify potential impacts. In the absence of speaking to each community member, assumptions have had to be made on the likely potential effects that could occur. These are reviewed in more detail below.</p> <p>The Section D assessment stage provides further information and evidence and would conclude whether this is likely to be an impact for this Scheme.</p> <p>Staff</p> <p>The Applicant have a significant number of staff and contractors contributing to the design of the Scheme.</p> <p>While women make up 46% of the workforce, engineering continues to be predominantly male. Women only make up 1 in 8 of those in engineering occupations and within Highways England, this is less than 1 in 10 (HE, Gender pay Gap Report 2018)ⁱⁱ.</p> <p>Among the UK's top 10 contractors (by turnover), women are paid an average of 30% less (on a median basis) than their male counterparts (Construction manager, 2018).</p> <p>The Applicant is committed to:</p> <ul style="list-style-type: none"> improving performance in the area of equality and diversity as a service provider, contractor and employer meeting the statutory duty under the Equality Act 2010 <p>The latest Public Sector Equality Duty (PSED) annual progress report 2018-19: <i>Our road to inclusion gathers pace</i>ⁱⁱⁱ highlights some of the work that has been undertaken to advance of three PSED objectives covering customers and communities, the supply chain and employment.</p>									

The duty applies to private sector companies when carrying out functions or services on behalf of the Applicant.

Through the implementation, regular monitoring and proactive reporting, there is confidence that the Scheme will not disproportionately affect staff with protected characteristics. Therefore, this group is not considered further in this assessment.

Stakeholders

Stakeholder engagement is a key aspect of the design process. The following groups have been contacted as part of the statutory and options consultation undertaken on the Scheme:

- The wider public during community consultation events
- Landowners and residents affected by the Scheme
- Local Authorities (South Norfolk District Council, Norfolk County Council)
- Statutory Environmental Bodies (SEBs) such as Natural England, Historic England, the Environment Agency, Norfolk Coast Area of Outstanding Natural Beauty (AONB), Norfolk Wildlife Trust and the NHS

Further details can be found in the Consultation Report (**TR010037/APP/5.1**).

Stakeholder groups are independent entities that have had input opportunities over multiple platforms. There is confidence that the Scheme has provided ample opportunity for stakeholder input and does not disproportionately affect stakeholders representing the protected characteristics identified in the Equality Act 2010.

Stakeholders have not raised concerns in terms of actual, perceived or potential discrimination against the protected characterised groups (PCG) and therefore this group is not considered further in this assessment.

Customers

Customers are defined for the purposes of this assessment as those living in the local area and therefore representative of those who live adjacent or travel regularly through the Scheme area.

Baseline information has been gathered with reference to the assessments included in the EIA (see Chapter 12 Population and Human Health of the Environmental Statement (**TR010037/APP/6.1**) in combination with Census 2011 and other datasets from the Office for National Statistics (ONS) including mid-year estimates, and Department for Transport (DfT). These sources of information have been used to understand the distribution and travel habits of the protected character groups in the area.

It is recognised that the PCGs included in the screening have a wide variety of subgroups and individuals who will not necessarily be represented by a regional statistic. Census and ONS data is also likely to change over the lifespan of the Scheme. This approach is considered suitable to establish a baseline and understanding of the demographic area. Professional judgement has then used to understand and anticipate potential impacts.

Sex

- Females make up 51.2% of the population in South Norfolk and men make up 48.8%^{iv}. There are slightly more females than the national average at 50.6%.
- There is no demographic data available for self-defined sex or gender identity.
- Men drive twice as many miles per year, on average, than women (DfT, 2018).
- In Britain, 80% of men and 71% of women have a valid driving licence (DfT, 2019)^v.
- Women make more walking trips, on average, and walk further than men (DfT, 2019).
- Women make more trips accompanying children to education (escort education), on average, than men (DfT, 2019).
- Men make more trips commuting, on average, than women (DfT, 2019).
- There is the potential for different barriers or experiences faced by males and females when travelling, due to different use and requirement for different access to services, facilities and employment opportunities.

Religion or belief

- Those from a minority faith background (including Buddhist, Hindu, Jewish, Muslim, Sikh and other in national Census data) make up approximately 1.3% amount of the local population.^{vi} This is significantly lower than the national average of approximately 9%.
- 62.3% of the local population of South Norfolk are Christian which is higher than the national average and 28.7% of the local population have no religion.
- No places of worship, cemeteries and community facilities are located within the study area.
- Different religious or belief groups may have different needs or experiences in relation to the Scheme due to different requirements for access to religious establishments and facilities.

Age: Children (under 16 years of age)

- Those children under the age of 16 make up 17.9% of the local population based on 2019 mid-year population estimates.^{vii} This is slightly lower than the national average of 19%.
- [REDACTED] in the village of Cringleford and in Heathersett to the west of the Scheme.
- 47% of children between the ages of 5-16 walk to school, 2% travel by bicycle and 37% travel by car (DfT, 2019).
- Children may require access to specific services including educational facilities, extra-curricular and leisure activities and are unable to drive, therefore there is potential that this group and accompanying adults may have different needs and experiences in relation to the Scheme.

Age: Young people (16-24 years old)

- Young people aged between 16-24 make up 8.2% of the local population based on 2019 mid-year population estimates. This is slightly lower than the national average of 11%.
- Approximately 35% of young people aged 17-20 hold a driving licence (DfT, 2019).
- Young people may have different needs or experiences in relation to the Scheme due to potential requirement for access to education facilities and/ or employment opportunities.

Age: Older people (aged 65 years and older)

- Older people aged 65 and over make up 23.9% of the local population based on 2019 mid-year estimates. This is slightly higher than the national average of 19%.
- Approximately 85% of those between 60-69 and 67% of those over 70 hold a driving licence (DfT, 2019).
- Older people may have different experiences in relation to the Scheme or may have a greater reliance on car journeys or public transport. They may also require specific access to facilities and employment opportunities.

Disability

- Those people living with a disability make up 18% of the population of South Norfolk.^{viii} This is in line with the national average.
- Adults without mobility difficulties make twice as many walking trips and walk nearly three times as far as those with mobility difficulties, on average (DfT, 2019).
- Those living with a disability or with mobility difficulties may have different needs or experiences in relation to the Scheme, in particular with access.

Ethnicity and race

In the population of approximately 124,012 people in South Norfolk, based on 2011 census data, the following percentages of people within the following ethnic groups have been identified:^{ix}

- Asian/ Asian British: 1%
- Black/ African/ Caribbean/ Black British: 0.3%
- Mixed/ multiple ethnic groups: 1%
- Other ethnic group 0.1%
- White: 97.6%

For all ages, family types and family work statuses, people from minority ethnic groups are, on average, much more likely to be in income poverty than white British people (JRHT, 2007). Transport (and thereby the Scheme) has a direct impact on access to employment and services (Pooley, 2016) (Gov Office for Science, 2019), which could

potentially impact this PCG, and alter their experience or requirements in relation to the Scheme.

Sexual orientation and gender re-assignment

- There is no available demographic data for this protected characteristic in the region.
- Equalities issues relating to this group may include employment activities, access to specific services or safety and security issues due to hate crimes.

Pregnancy and maternity

- There is no available demographic data for this protected characteristic in the region.
- As an indicative statistic, ONS data states that there were 1,220 births in South Norfolk with a total fertility rate of 1.63 in 2019^x. This is lower than the national total fertility rate of 1.66.
- During pregnancy and maternity, timely access to healthcare facilities may be a greater priority and there may be specific travel requirements

Marriage and Civil Partnership

The following statistics from the 2011 Census relate to those within the population of South Norfolk:

- Approximately 55.5% of people surveyed within the 2011 census were married.
- 0.2% of the population were in a registered civil partnership
- 2.2% were separated, but still legally married or still legally in a civil partnership.
- 25.4% were single (never married or never registered in a civil partnership)
- 9.4% of people were divorced or formerly in a civil partnership which is now legally dissolved
- 7.3% were widowed or the surviving partner from a civil partnership

There is no indication that this protected characteristic group have different needs, experiences, issues or priorities in relation to the Scheme.

Equality, Diversity and Inclusion Tool (EDIT)

The EDIT tool was used to identify areas with high densities of population, protected characteristic groups, and travel destinations in the Scheme area, providing an understanding of the extent of various aspects of how the Scheme might affect equality groups. The tool was then used to provoke thought about the specific need of different groups in relation to the Scheme, and to encourage the Applicant to reflect on the needs of all, sometimes marginalised, groups..

The outcome of the hotspot mapping exercise showed the Scheme is located in an equality 'hotspot' area. This shows that equality, diversity and inclusion issues may be an issue with the effective delivery of the Scheme as population equality groups and destinations are concerned with the local area. The 'equality hotspot' map within the Scheme is located is shown in **Figure 2**.

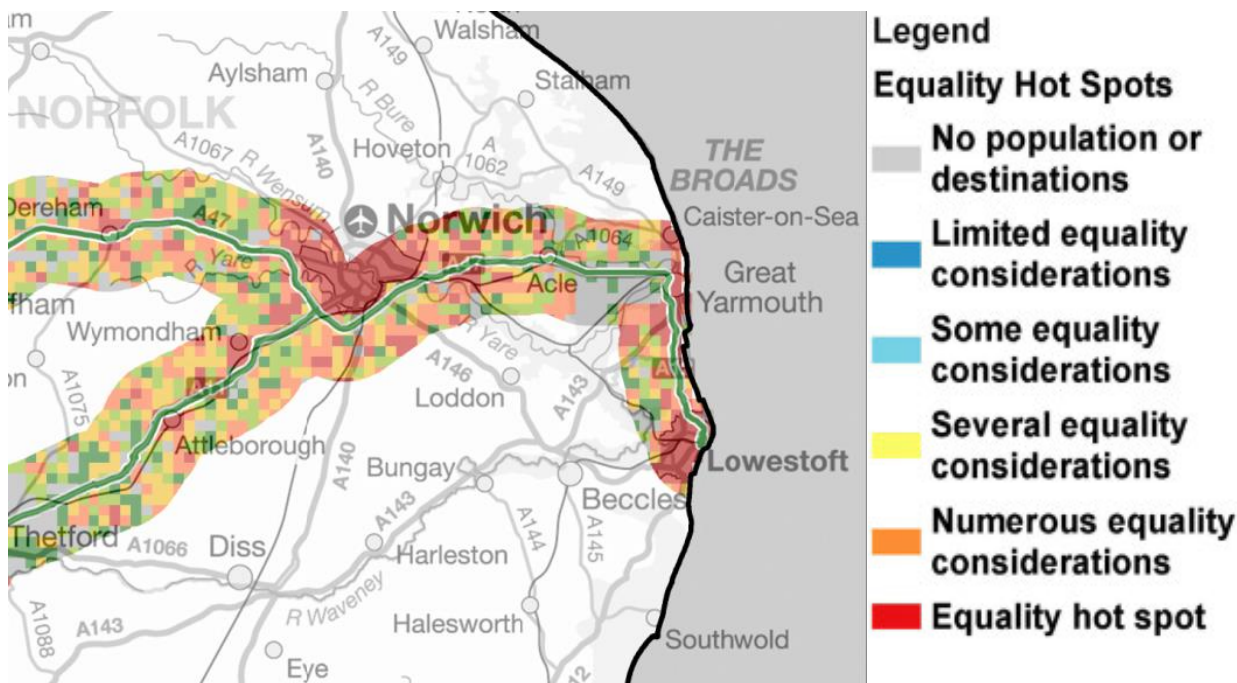


Figure 2: Equality Hotspot Map for Area 6

Screening Questions

Sex

Religion or belief

Age: Children (under 16 years of age)

Age: Young people (16-24 years old)

Age: Older people (aged 65 years and older)

Disability

Ethnicity and race

Sexual orientation

Gender re-assignment (including transsexual and transgender)

Pregnancy and maternity

For the PCGs listed above there is a broad range of available demographic information. The availability of the information and level of detail varies for some groups. However, it is reasonable and suitable to assume that people within these PCGs live and travel within the study area.

For these PCGs, it is considered that the Scheme has the potential to have both positive and negative effects. Positive effects may include:

- Advance equality or foster good relations through improved WCH crossing provision.

- Present opportunities to advance equality or foster good relations by working or engaging with other organisations and the wider community.
- Disproportionately impact available travel options and needs.
- Have higher uptake by different groups.

Negative effects may include:

- Disproportionately impact available travel options and needs.
- Have higher uptake by different groups.
- Disproportionately impact the level of access for different groups due to physical or social barriers as junction improvements require access to a vehicle.
- Adversely affect equality of opportunity for all or may harm good relations between different groups
- Discriminate indirectly or directly different groups.

Marriage and Civil Partnership

There is no indication that the Scheme would impact on the needs, experiences or opportunities of this group.

Confirmation – State whether a full equality impact assessment is required

Yes	✓	<ul style="list-style-type: none"> • Further evidence/consultation required to enable a sound equality decision. <p>Proceed to Sections D – H</p>
No		<ul style="list-style-type: none"> • The Scheme is robust in terms of equality. • The impact on different groups is considered to be ‘neutral’ with no risk of discrimination and any minor impacts can be justified. <p>Proceed to Section E1 and Sign-off at H</p>

D: ASSESSMENT (Stage 2)

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

Equality Group (Protected Characteristics)	Positive Impact	Negative Impact	Neutral Impact	Summary of reasons and evidence sources (data research and consultation) supporting this analysis
Sex			✓	Cringleford Church of England Voluntary Aided Primary School, Cringleford Primary School, Crackerjacks Pre School Playgroup and Clever Cloggs Childrens Nursery are located to the east of the Scheme and Heathersett VC Primary School is located to the west of the Scheme in the village of Cringleford. Diversions to school runs are disproportionately more likely to impact women as evidence suggests

				<p>they are more likely to escort children to education.^{xi}</p> <p>The Outline Traffic Management Plan (TR010037/APP/7.5) sets out how disruption on the road network will be minimised during construction of the Scheme.</p> <p>Access will be maintained throughout the Scheme and the impacts are not considered significant enough to disproportionately effect within this group.</p> <p>A shared footway and cycleway would be provided on the eastern frontage of the Cantley Lane Link Road as part of the Scheme. A refuge island would also be incorporated into its junction with B1172 Norwich Road to facilitate the safe crossing between the shared footway and cycleway and existing facility provided on the northern frontage of Norwich Road. This would provide a safer route for users travelling between Wymondham and Cringleford. However, the diversion of Cringleford FP4a to the new WCH footbridge would increase journey length for users by 70m. Statistically, this is likely to affect women more as women make more walking trips, on average, and walk further than men (DfT, 2019).</p> <p>The Scheme will improve journey reliability and safety. This has impartial benefits for this group.</p> <p>No significant impacts are anticipated on people with these protected characteristics.</p>
Religion or Belief			✓	<p>Those travelling to religious amenities within the Scheme area could potentially be impacted during the construction of the Scheme. No religious amenities have been identified within the study area.</p> <p>The Outline Traffic Management Plan (TR010037/APP/7.5) sets out how disruption on the road network will be minimised during construction of the Scheme.</p> <p>Access to religious sites and community facilities will be maintained throughout the Scheme and the impacts are not considered significant enough to disproportionately effect within this group.</p> <p>No areas of worship or community space have been identified as being significantly impacted and therefore impacts are not predicted to occur to those of other religious beliefs.</p>
Age – children and older people			✓	<p>Construction activities could potentially increase air pollution. This would likely</p>

				<p>████████████████████ ██████████</p> <p>The Outline Traffic Management Plan (TR010037/APP/7.5) sets out how disruption on the road network will be minimised during construction of the Scheme.</p> <p>This impact is not considered significant enough to disproportionately effect within this group or other PCGs that may be impacted by accompanying educational, childcare or leisure trips.</p> <p>The Scheme is likely to provide benefits in terms of journey time savings and improved safety for road users. This has impartial benefits for all, including this group.</p> <p>A shared footway and cycleway would be provided on the eastern frontage of the Cantley Lane Link Road as part of the Scheme. A refuge island would also be incorporated into its junction with B1172 Norwich Road to facilitate the safe crossing between the shared footway and cycleway and existing facility provided on the northern frontage of Norwich Road. This would provide a safer route for users travelling between Wymondham and Cringleford. However, the diversion of Cringleford FP4a to the new WCH footbridge would increase journey length for users by 70m. Statistically, this is likely to affect women more as women make more walking trips, on average, and walk further than men (DfT, 2019).</p> <p>The Scheme is likely to provide benefits in terms of journey time savings and improved safety for road users. This has impartial benefits for all, including this group.</p>
Age – young people			✓	<p>The Scheme has potential to temporarily increase construction related employment opportunities associated with the workforce requirements for delivering the Scheme.</p> <p>Not all construction related jobs would go to young people, as not all positions would be newly created jobs, some may be taken by people in other age groups, and the specific skill set required to deliver the Scheme may not align with those of young people in the local area.</p> <p>The ripple effect of local construction can however lead to positive externalities including increased employment, opportunities for businesses and more spending within the local community.</p>

				<p>The safer road may also provide benefits for younger, less experienced drivers.</p> <p>The area has a lower percentage of young people than the national average.</p> <p>These impacts are not anticipated to significantly impact people with this protected characteristic.</p>
Race			✓	<p>Race and ethnicity has been considered in the EqlA due to potential differences in access to employment and services as a result of transport. Ethnicity and race data has been examined for the area however this does not provide information on access to transport services or other factors that may impact this PCG in relation to the Scheme.</p> <p>The level of impact on this PCG is considered to be neutral as it is considered that the experience of the Scheme will not be significantly disproportionate based on race.</p>
Sexual Orientation / Gender Re-assignment			✓	<p>There is currently limited demographic data available for these PCGs.</p> <p>The Outline Traffic Management Plan (TR010037/APP/7.5) sets out how disruption to the road network would be minimised and access to services will be maintained during construction of the Scheme.</p> <p>The level of impact on this PCG is considered to be neutral as it is considered that the experience of the Scheme will not be significantly disproportionate based on race.</p>
Pregnancy & Maternity			✓	<p>This PCG may also require increased access to childcare facilities and healthcare facilities. Norfolk and Norwich University Hospital is located approximately 1.2km to the north of Scheme.</p> <p>The Outline Traffic Management Plan (TR010037/APP/7.5) sets out how disruption on the road network will be minimised during construction of the Scheme.</p> <p>The Scheme will improve journey reliability and safety. This has impartial benefits for all, including this group.</p> <p>The level of impact on this PCG is considered to be neutral as it is considered that the experience of the Scheme will not be significantly disproportionate based on pregnancy or maternity.</p>
Marriage & Civil Partnership			✓	<p>The level of impact on this PCG is considered to be neutral as it is considered that the experience of the Scheme will not be significantly disproportionate based on marriage or civil partnership.</p>

All			✓	<p>Overall, the Scheme will:</p> <ul style="list-style-type: none"> • Improve journey reliability and safety at the junction. • diversify transport links between communities by providing safer and improved footway / cycleway provisions. <p>Based on the conclusions of the environmental assessment (see the Environmental Statement (TR010037/APP/6.1) and an understanding of the EDIT results, it is not anticipated that the Scheme would significantly impact people within the PCGs.</p>
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Potential Risks Identified – Including insufficient information to make robust decisions

No		No risks to equality identified
Yes (Mitigating action shown in Section F)	✓	Identified Risks: Construction and operation impacts (see section F)

E: Options: The rationale behind the decision reached.

<p>E1: Proceed with the Scheme because:</p> <ul style="list-style-type: none"> ○ the decision can be justified (At screening or in Section D) ○ there is no reasonable alternative ○ the Senior Reporting Officer/Programme Delivery Director is content to defend any potential challenge and is willing to sign-off in Section H 	✓
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<p>E2: Make adjustments</p> <ul style="list-style-type: none"> ○ to demonstrate how activities will lead to a fair outcome <p>(Ensure further evidence is gathered to ensure any barriers are removed and referenced in Sections F and G)</p>	
<p>E3: Withdraw it because there is obvious detriment (Sign Off in Section H)</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

Desk-based research and demographic analysis

Desk-based research was undertaken to explore the relevant aspects of the Scheme in relation to potential impacts. This involved using secondary research from sources including DfT and other published equality literature. These have been referenced within the assessment text above. During this process, potential effects (both positive and negative) and potentially affected groups were identified (to ensure that analysis was appropriately focussed on those groups likely to be affected) for both construction and operation stages of the Scheme. This information was cross-referenced with the information relating to the Scheme to ensure it reflected the specific conditions of the site.

A socio-demographic profile of the area was developed to further understand the equality context for the delivery to the Scheme. For each characteristic protected under the Equality Act 2010, available data was collected for and, for comparison, at the national level.

EDIT

The EDIT tool was used to identify areas with high densities of population, protected characteristic groups, and travel destinations in the Scheme area, providing an understanding of the extent of various aspects of the Scheme might affect equality groups. The tool was then used to provoke thought about the specific need of different groups in relation to the Scheme, and to encourage the Applicant to reflect on the needs of all, sometimes marginalised, groups.

Consultation

The Applicant undertook public consultation from 13 March to 21 April 2017. The purpose of the public consultation was to seek views on the outline proposals for the Scheme.

A variety of methods of engagement were used to gain feedback from stakeholders. A brochure and questionnaire were used to inform people of the Scheme proposals, provide a map of constraints around the local area and provide the Applicant's contact details

The consultation was also advertised on the Applicant's website and a press notice was also issued on the 15 March 2017. Invites were also given to local MPs, local councillors and other key stakeholders to attend a preview of the exhibition.

The venues were selected with the aim of providing the optimum opportunity for members of the public across the area to attend, as well as offering the most suitable facilities locally to hold such an exhibition. The Scheme proposals were presented on display boards with drawings and descriptive text.

The total number of respondents to the consultation was 185, which includes responses from stakeholders and members of the public.

The responses to the questionnaires and information feedback provided by the public and other stakeholders were used to assist the identification of potential constraints which may influence the route of the Scheme.

Statutory consultation was undertaken between 3 June 2019 and 11 July 2019. The following methods of engagement were used:

- Consultation brochure with details of public events, and consultation response form
- Notices publicised in key business locations within Norwich and the surrounding area
- Centralised public consultation exhibitions to allow easy access and convenience

Additional consultation was undertaken between 3 August 2020 and 3 September 2020 through issuing letters to newly identified prescribed stakeholders and newly identified land interest contacts.

Further details can be found in the Consultation Report (**TR010037/APP/5.1**)

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:

The outcome of all consultations undertaken with the public can be found in the Consultation Report (**TR010037/APP/5.1**). Annex G of the Consultation Report Annexes (**TR010037/APP/5.2**) sets out the prescribed consultees required under the Planning Act 2008 to be consulted with on the Scheme as part of the statutory

consultation whilst Annex M of the Consultation Report Annexes sets out how the Applicant has had regard to all responses received during the statutory consultation.

G: Monitoring (Stage 3)

Detail how you will monitor the actual outcomes of the Scheme throughout the Scheme lifecycle and explain how/when you will review them.

Agreed actions to implement the findings of this assessment.

N/A

Monitoring Action	By Whom	By When

i Department of the Environment, Transport and the Regions (1998) Guidance on the use of Tactile Paving Surfaces

ii Highways England (2018) Gender pay gap report.

iii Highways England (2019) Our road to inclusion gathers pace, Public sector equality duty annual progress report April 2018 to March 2019

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/836552/Public_sector_equality_duty_annual_progress_report_2018-19.pdf

iv Office for National Statistics (2019) 'Mid-year population estimates – South Norfolk'

v Department for Transport (2019) 'National Travel Survey: England 2019'

vi Office for National Statistics (2011) 'Religion (detailed) – South Norfolk'

vii Office for National Statistics (2019) 'Mid-year population estimates – South Norfolk'

viii Office for National Statistics (2011) 'Long term health problem or disability – South Norfolk'

ix Office for National Statistics (2011) 'Ethnic group – South Norfolk'

x Office for National Statistics (2019) 'Birth Summary Tables, England and Wales 2019'

xi Department for Transport (2019) 'National Travel Survey'

xii World Health Organisation (date unknown) 'Children and noise'

xiii World health Organisations (2017) 'Noise – data and statistics'

xiv The National Autistic Society (2017) 'Environment and Surroundings'

xv The National Autistic Society (2017) 'Environment and Surroundings'

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