

A47 North Tuddenham to Easton Dualling

Scheme Number: TR010038

Volume 7 **7.6 Equality Impact Assessment**

APFP Regulation 5(2)(q)

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 North Tuddenham to Easton Dualling
Development Consent Order 202[x]

EQUALITY IMPACT ASSESSMENT

Regulation Number:	5(2)(q)
Planning Inspectorate Scheme Reference:	TR010038
Application Document Reference:	7.6
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Rev. 0	March 2021	Application Issue

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 'Project' 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			
Name of Practice/Policy	A47 North Tuddenham to Easton dualling	Proposed or Current	Current
Person Completing the Assessment	[REDACTED] (Sweco)		
Directorate	Major Projects		
Date: March 2021	EqI Register Ref No: (Obtained from the EDI Advocate)	MPS74a	

Introduction

The Equality Impact Assessment (EqIA) provides an analysis of the proposals for the A47 North Tuddenham to Easton Dualling (the Scheme). It has been undertaken to support Highways England in meeting its statutory requirements under the Public Sector Equality Duty (PSED), as set out in the Equality Act 2010, to support good decision making and to ensure that the scheme meets the needs of all users of the road network and of local communities, in particular those equality groups covered under the Equality Act 2010.

Structure of the assessment

The report is structured as follows:

- Section A provides a summary of the Scheme and identifies equality groups who may be affected.
- Section B provides a set of questions to consider the scheme against the protected characteristics.
- Section C provides the rationale behind the rating at section B.
- Section D assesses the level of impact on each protected characteristic.
- Section E provides options and the rationale behind the decisions reached.
- Section F provides a description of the additional evidence that was used to make the assessment.
- Section G provides the section to outline monitoring activity.
- Section H provides the section for senior delegate responsible for sign off.

Method

The following approach was taken to assess how the scheme would affect people with protected characteristics:

Step 1 involved desk-based research and demographic analysis, along with the use of google maps, were used to gain an overall understanding of the local area in terms of the built environment and demography.

Step 2 involved a screening process which was carried out in order to detect the likelihood of specific impacts on certain protected characteristic groups.

The Equality, Diversity and Inclusion Tool (EDIT) was used in step 3 as a tool to understand if there are any high-density areas of protected characteristic groups in the surrounding area.

Step 4 provided a full analysis of the impacts and their duration and was supported using secondary literature sources.

Consultation was carried out by Highways England to gain feedback from the public on all the options presented to them at public consultation.

A: In this section, outline the aims, purpose, desired benefits and expected outcomes of the project, identifying the customers, staff or stakeholders involved or affected.

Purpose of the Scheme

The North Tuddenham to Easton section of the A47 connects key economic growth areas of Norwich with Kings Lynn, Peterborough and the Midlands. The current road is unable to cope with the high traffic volume and there are limited opportunities to overtake slower moving vehicles on this single carriageway. This section of the A47 also has a poor safety record.

Highways England aim to address these issues by making the A47 between North Tuddenham and Easton, in Norfolk, into a dual carriageway. This will complete the dual carriageway between Norwich and Dereham, supporting economic growth and easing congestion in the area.

The A47 corridor was identified as a key area in need of investment under the Roads Investment Strategy. The A47 currently experiences high levels of congestion especially at peak times

There are several reasons for these delays. Investigations to date have highlighted the following issues:

- development in the local area
- road layout (single carriageway with limited opportunities to overtake)
- difficulty of accessing and crossing the A47 (due to the number of direct accesses from local side roads to the existing A47)
- standard of the road and junctions
- accident rates along the existing A47 which cause delays to local traffic

- traffic levels outgrowing the capacity of the road, causing tailbacks and delays
- limited opportunities for overtaking slower moving vehicles

Aims of the Project

The project 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 project objectives are:

Supporting economic growth

Reduce congestion related delay, improve journey time reliability and increase the overall capacity for future traffic growth to help enable regional development and growth in Norwich and its surrounding area

A safer and reliable network

Improve safety for all road users and those living in the local area by improving safety issues at junctions along the A47. Improve user satisfaction by quicker and more reliable journeys.

A more free-flowing network

Increase resilience in coping with incidents such as collisions, breakdowns, maintenance and extreme weather. Support the smooth flow of traffic and improve journey times reliability by maximising the operational capability at the junctions and along the 9km carriageway.

Improved environment

Protect the environment by minimising adverse impacts and, where possible, deliver benefits.

An accessible and integrated network

Ensure the new road layout considers local communities and safe access to the A47. Provide a safer route between communities for cyclists, walkers, horse-riders and other vulnerable users of the network, taking into consideration how their requirements can be addressed with improved connectivity.

Value for money

Ensure the Scheme is affordable and delivers good value for money.

Location of the Scheme

The Scheme is located between the villages of North Tuddenham and Easton where there is currently a section of single carriageway which is part of the main arterial highway route connecting Norwich and Great Yarmouth to King's Lynn and then on to Peterborough, Leicester and the Midlands.

The A47 from North Tuddenham to Easton is located approximately 10km to the west of Norwich and the Scheme is an offline alignment running parallel to the north and south of the existing A47. It bypasses Hockering to the south, passes to the north of Honingham and connects to the existing A47 to the west of Easton. An overview of the project is shown in Figure 1.

The Scheme is located in an area of generally flat and low-lying landscape. It has limited topographic variation and slopes gently from west to east, becoming flatter as it merges with the Broads.

The area surrounding the Scheme is predominantly arable land enclosed by winding country lanes and hedgerows, with pockets of ancient woodland and remnant heath cut through by pastoral river valleys. The broadly flat, rural landscape is an ancient countryside with a long-settled agricultural character. The eastern Scheme extents are more gently undulating relative to the broadly flat landscape of the western extents.

More detail on the Scheme location and the design progression, including alternatives considered are available in the Environmental Statement (TR10038/APP/6.1) and the Development Consent Order (DCO) application.

<https://infrastructure.planninginspectorate.gov.uk/wp-content/ipc/uploads/projects/TR010038/TR010038-000028-TUDD%20-%20Scoping%20Report.pdf>

Timeline

- 2014: A47 and A12 Corridor Feasibility Study.
- 2015: Road Investment Strategy (RIS) published and commissioning strategy, shaping and prioritisation work.
- 2016: Identification of options, initial engagement with key stakeholders, surveys and modelling.
- 2017: Option selection and advanced engagement with stakeholders.
- 2017: Preferred route announcement
- 2017: Scheme Assessment Report
- 2018-20: Preliminary design, environmental impact assessment, public engagement events and further stakeholder engagement.
- 2020-21: DCO examination and determination
- 2022: DCO decision

Study area for this assessment

The study area for the assessment follows that reported in the Environmental Statement for the Scheme (**TR010038/APP/6.1**). This is the area where likely significant effects could occur as a result of the project. This is relevant to the EqlA as likely significant effects could potentially disproportionately affect different groups. The study area is approximately 4km from the

Scheme, more detail is available in the Cumulative Effects Assessment chapter (TR010038/APP/6.1).

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.

The study area overlaps three separate local district councils: Broadland District Council, Breckland Council and South Norfolk Council. The study area is shown in Figure 2.

Benefits of the Scheme

Overall, the benefits of the Scheme are improving safety and improving journey times, which will hopefully promote sustainable economic growth.

All access provision including footways / cycleways over structures have been designed to be inclusive for all PCGs under the Equalities Act 2010, including consideration for suitable widths and gradients.

The standards used to develop a suitable design for all users (except mounted equestrians) were CD353 Design Criteria for Footbridges; and CD143 Designing for Walking, Cycling, and horse riding. Approach ramps for both footbridge and underpass have been designed for a maximum gradient of 5% with intermediate landings in accordance with the standards referenced.

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

- A combined footway/cycleway will be provided adjacent to the new side road alignment between Main Road and the existing A47 west of Hockering, including suitable crossing facilities at the new priority junction that form the northbound section of Main Road. This facility is a direct replacement for the existing infrastructure that currently links Main Road with The Street west of Hockering, albeit running adjacent to the new side road alignment.
- A combined footway/cycleway will be provided along the new Mattishall Lane Link Road that will pass under the new A47 mainline dual carriageway. In addition, a new section of footway/cycleway will be provided on the southern frontage of the existing A47 as far as its junction with the existing Mattishall Lane. This new infrastructure will provide a safe route for pedestrians and cyclists between Mattishall Lane and Hockering. It will also facilitate a connection to the public right of way (PRoW) Hockering FP 8 at Whitford Bridge.
- A new combined footway/cycleway will be provided along the new side road between the existing A47 east of Hockering and the Wood Lane junction northern dumbbell

roundabout to provide a connection between Wood Lane and Hockering. This facility will also cross the stub, to be provided for the future connection of the Norwich Western Link at Wood Lane junction, and connect to a further combined footway/cycleway linking with the new Hall Farm underpass and diverted Honingham RB1.

- The restricted byway Honingham RB1, located to the east of Wood Lane, will be diverted along an existing track to connect with a new combined footway/cycleway that starts at the realigned B1535 Wood Lane. The PRoW route then follows a proposed new combined footway/cycleway which runs parallel to the Wood Lane junction eastbound on slip road and then under the new A47 mainline dual carriageway via the new Hall Farm underpass. The PRoW then turns south along the existing A47 alignment that will be downgraded before re-joining its original alignment through the field for an onward connection to Dereham Road.
- The status of PRoW Hockering FP3 will be upgraded from a footpath to a bridleway, with suitable surfacing, to allow cycles as well as pedestrians to connect between Berrys Lane and Dereham Road, Honingham. This will enable cyclists to follow the alternative routing via the realigned Dereham Road, the downgraded existing A47 alignment and the proposed Hall Farm underpass to access Wood Lane junction to the north.
- As indicated, the existing A47 at Honingham will be downgraded and a new combined footway/cycleway provided on its northern frontage between the realigned Dereham Road in the west and the existing Honingham roundabout in the east. The combined footway/cycleway will also continue on the new alignment of Dereham Road to provide a connection to the proposed upgraded Hockering FP3.
- A new combined footway/cycleway will be provided to the east of Honingham to provide a link between the sections of the existing A47 alignment to be severed. The new facility will commence from the proposed combined footway/cycleway to be provided on the existing A47 alignment at Honingham roundabout and pass beneath the new A47 mainline dual carriageway via the new Honingham church underpass before re-joining the existing A47 alignment west of St Andrew's Church.
- An improved footway/cycleway will be provided on the existing alignment of the A47 between St Andrew's Church and Taverham Road. Crossing facilities will also be provided at Taverham Road to facilitate a connection to infrastructure to be provided to the east of Taverham Road.
- A new combined footway/cycleway will be provided to the north of the new A47 mainline dual carriageway between Taverham Road and Church Lane, Easton, north of the A47 to provide a continuous link between Honingham and Easton, and then onwards to Hockering. This new facility will connect to a new Easton footbridge between Dereham Road and Church Lane, north of the A47. The footbridge will be suitable for pedestrians and cyclists and will replace the uncontrolled crossings at the existing Dereham Road / Church Lane / Easton roundabout, which is to be removed. The footbridge will also replace the existing crossing between Ringland Lane south of the A47 and Ringland Lane north of the A47 (known locally as Dog Lane).

Customers, staff or stakeholders involved or affected

Customers – Two key broad groups are the main customers for the project:

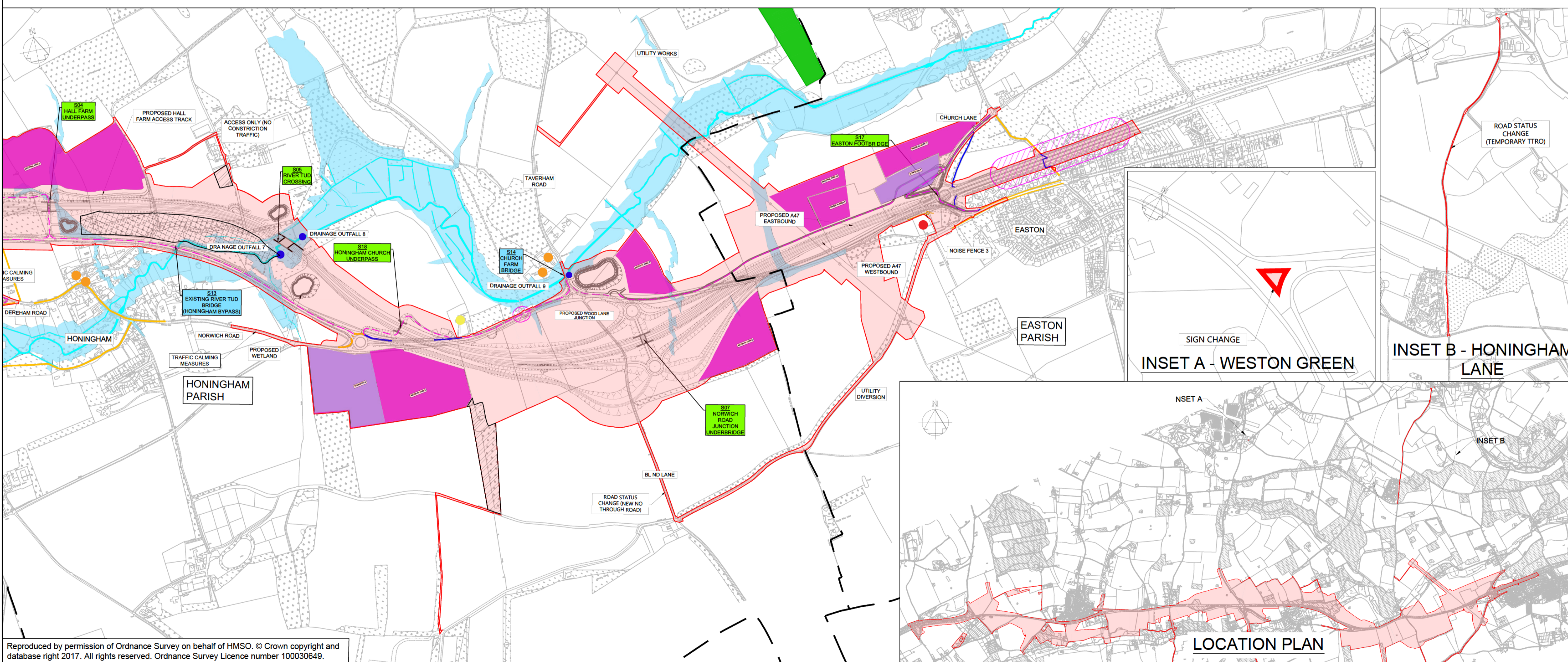
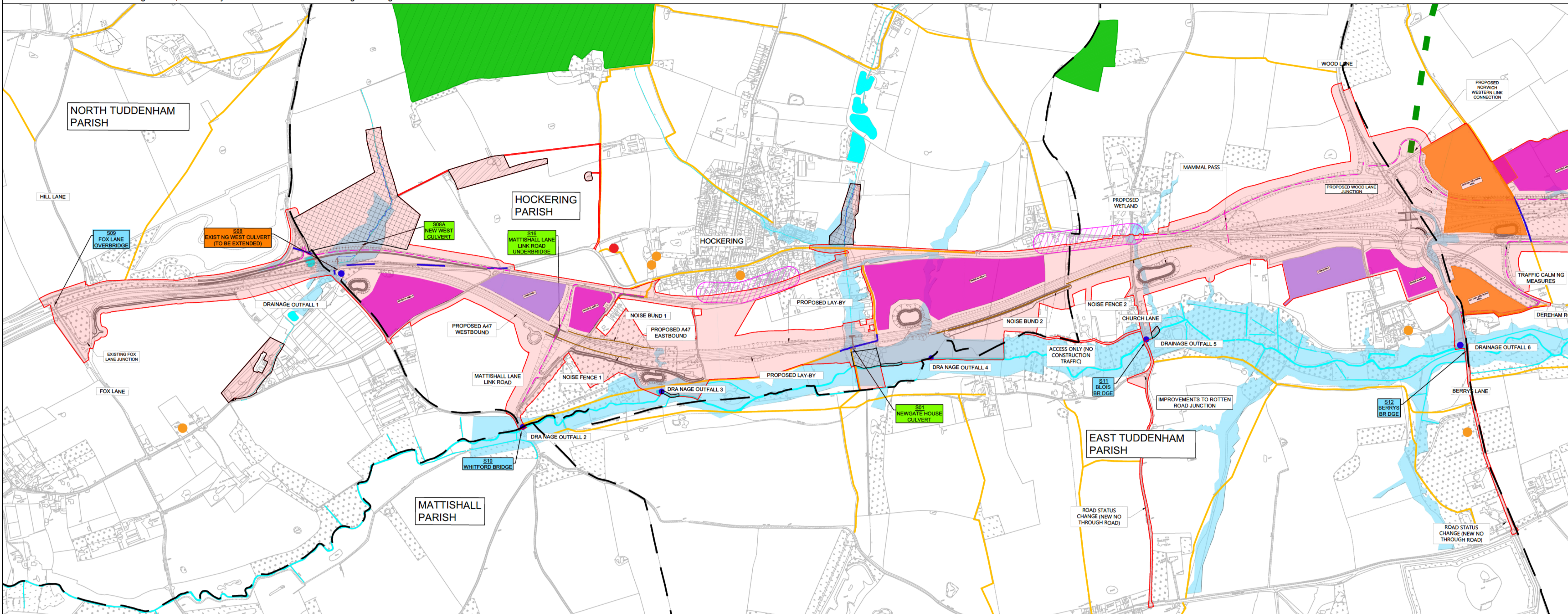
- Road users along the route and on local roads experiencing impacts, for example improvements to road infrastructure to reduce journey times.

- Users of local roads and travel routes without vehicles experiencing impacts, including; walkers, wheelchair users, cyclists and horse riders. This could be from new shared footway and cycleway provided as part of the Scheme.

Staff – Staff involved in construction and management of the Scheme. For comparison purposes, a similar size scheme (completed M1 J19 Improvement (£191m)), employed over 2,000 staff throughout its 3-year duration, and at the peak point during the project around 500 to 600 operatives would have been working on the project, supported by up to 200 staff and enabling function roles. This presents a considerable employment opportunity in the area and can be used to maximise the social value of the project.

Stakeholders – Includes local authorities, local residents, public services, local bodies, interested parties and environmental agencies consulted as part of the project development.

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NOTES

- DO NOT SCALE FROM THIS DRAWING
- ALL DIMENSIONS ARE IN METERS UNLESS STATED OTHERWISE

LEGEND

- DCO BOUNDARY
- RIVER TUD / WATERCOURSES
- SXX EXISTING STRUCTURE (NO CHANGE)
- SXX EXISTING STRUCTURE (MODIFIED)
- SXX NEW STRUCTURE
- WCH - EXISTING PROVISION
- WCH - EXISTING ROUTE SEVERED / REMOVED
- NEW WALKER AND CYCLIST ROUTE
- NOISE BARRIER
- ENVIRONMENTAL MITIGATION AREA
- ECOLOGICAL MITIGATION AREAS
- GRADE I - LISTED BUILDING
- GRADE II - LISTED BUILDING
- GRADE II* - LISTED BUILDING
- ANCIENT WOODLAND
- SSSI - HOCKERING WOOD
- NOISE ACTION PLANNING IMPORTANT AREAS
- ENVIRONMENT AGENCY FLOOD ZONE 2 & 3
- PARISH COUNCIL BOUNDARY
- PROPOSED DRAINAGE OUTFALL LOCATIONS
- MATERIAL STORAGE / PROCESSING
- CONSTRUCTION COMPOUND
- CONSTRUCTION WORKS AREA

P01	01/12/20	FINAL ISSUE	JWa	MR	MR
P02	02/12/20	FINAL ISSUE	JWa	MR	MR
P03	11/03/21	DCO SUBMISSION	RO	MR	MR
CD1	11/03/21	DCO SUBMISSION	RO	MR	MR
P04	15/03/21	DCO SUBMISSION	ACus	MR	MR
CD2	15/03/21	DCO SUBMISSION	ACus	MR	MR
REV	DATE	REVISION NOTE	ORG	CHKD	APPD

DESIGNER

CONTRACTOR

CLIENT

PROJECT TITLE
A47 NORTH TUDDENHAM TO EASTON DUALLING

PROJECT STAGE
PCF STAGE 3

DRAWING TITLE
FIGURE 1

SUITABILITY
AUTHORISED AS STAGE 3 COMPLETED

SHEET SIZE	SCALE	STATUS	REVISION
A1	N/A	A3	C02

DRAWING NUMBER
HE551489-GTY-LSI-000-DR-CH-30003

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B: SCREENING (Stage 1) Questions considered to establish impacts from the outset for new or changing projects Y: Yes N: No U: Unknown	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 project?	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 project?	Y	Y	Y	Y	Y	Y	Y	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	Y	Y	Y	N
6: Is there stakeholder (staff, Trade Unions or public) concern about the project 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 project 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 project 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>If all answers are ‘No’ an EqlA is not required, the reasons and monitoring requirements should be summarised.</p> <p>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.</p> <p>If there is confidence that the effect of the project will not be different for different groups then this is summarised below.</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 project.</p> <p>Staff</p> <p>Highways England have a significant number of staff and contractors contributing to the design</p>									

of the Scheme.

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).

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).

Information on other PCGs within Highways England is not available.

Highways England are committed to:

- improving our performance in the area of equality and diversity as a service provider, contractor and employer
- meeting our statutory duty under the Equality Act 2010

The latest public sector equality duty annual progress report 2018-19: Our road to inclusion gathers pace highlights some of the work that has been undertaken to advance our three PSED objectives covering customers and communities, the supply chain and employment.

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

Through the implementation, regular monitoring and proactive reporting, there is confidence that the project 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 non-statutory consultation undertaken for the Project:

- The wider public during community consultation events
- Landowners and residents affected by the project
- Local councils (including Norfolk County Council, South Norfolk Council, Broadland District Council and Breckland Council)
- Statutory Environmental Bodies (SEBs) such as Natural England, Historic England, the Environment Agency, Norfolk Wildlife Trust
- NHS

Stakeholder groups are independent entities that have had input opportunities over multiple platforms. There is confidence that the project 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 (Broadland, South Norfolk and Breckland Districts) and therefore representative of those who live adjacent or travel regularly through the project area.

Baseline information has been gathered with reference to the assessments included in the EIA in combination with Census 2011 and other datasets from the Office for National Statistics (ONS) 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 are also likely to change over the lifespan of the project. 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

Broadland

- Females make up 51% of the population in Broadland and men make up 49%. This is in line with the national average.
- There is no demographic data available for self-defined sex or gender identity.

Breckland

- Females make up 50.5% of the population in Broadland and men make up 49.5%. This is in line with the national average.
- There is no demographic data available for self-defined sex or gender identity.

South Norfolk

- Females make up 51.2% of the population in South Norfolk and men make up 48.8%. 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.

National

- 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)
- 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

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 project due to different requirements for access to religious establishments and facilities.

Broadland

- Those from a minority faith background (including Buddhist, Hindu, Jewish, Muslim, Sikh and other in national Census data) make up approximately 1% amount of the local population. This is significantly lower than the national average of approximately 9%.
- 63.3% of the local population of Broadland are Christian which is higher than the national average and 28% of the local population have no religion.

Breckland

- Those from a minority faith background (including Buddhist, Hindu, Jewish, Muslim, Sikh and other in national Census data) make up approximately 1% of the local population. This is significantly lower than the national average of approximately 9%.
- 63.8% of the local population of Breckland are Christian which is higher than the national average and approximately 28% of the local population have no religion.

South Norfolk

- 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. 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.

Age: Children (under 16 years of age)

National

- 47% of children between the ages of 5-16 walk to school, 2% travel by bicycle and 37% travel by car (DfT, 2019).

Broadland

- Those children under the age of 16 make up 17% of the local population. This is slightly lower than the national average of 19%.
- 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 project.

Breckland

- Those children under the age of 16 make up 17% of the local population. This is slightly lower than the national average of 19%.

South Norfolk

- Those children under the age of 16 make up 17.9% of the local population based on 2019 mid-year population estimates. This is slightly lower than the national average of 19%.

Age: Young people (16-24 years old)

National

- Approximately 35% of young people aged 17-20 hold a driving licence (DfT, 2019).

Broadland

- Young people aged between 16-24 make up 9% of the local population. This is slightly lower than the national average of 11%.
- Young people may have different needs or experiences in relation to the project due to potential requirement for access to education facilities and/ or employment opportunities.

Breckland

- Young people aged between 16-24 make up approximately 9.5% of the local population. This is slightly lower than the national average of 11%.

South Norfolk

- 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%.

Age: Older people (aged 65 years and older)

National

- Approximately 85% of those between 60-69 and 67% of those over 70 hold a driving licence (DfT, 2019).

Broadland

- Older people aged 65 and over make up 26% of the local population. This is slightly higher than the national average of 19%.
- Older people may have different experiences in relation to the project or may have a greater reliance on car journeys or public transport. They may also require specific access to facilities and employment opportunities.

Breckland

- Older people aged 65 and over make up 25% of the local population. This is slightly higher than the national average of 19%.

South Norfolk

- 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%.

Disability

National

- 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).

Broadland

- Those people living with a disability make up 19% of the population of Broadland. This is slightly higher than the national average of 18%.
- 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 project including requiring access to healthcare and other facilities.

Breckland

- Those people living with a disability make up 20% of the population of South Norfolk. This is slightly higher than the national average of 18%.

South Norfolk

- Those people living with a disability make up 18% of the population of South Norfolk. This is in line with the national average.

Ethnicity and race

National

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 project) 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 project.

Broadland

Within the population of approximately 122,000 people within the Broadland District, the following percentages of people within the following ethnic groups have been identified:

- Asian/ Asian British: 1%
- Black/ African/ Caribbean/ Black British: 0.3%
- Mixed/ multiple ethnic groups: 0.9%
- Other ethnic group 0.2%
- White: 97.7%

Breckland

Within the population of approximately 130,491 people within the Breckland District, the following percentages of people within the following ethnic groups have been identified:

- Asian/ Asian British: 0.8%
- Black/ African/ Caribbean/ Black British: 0.5%
- Mixed/ multiple ethnic groups: 1.2%
- Other ethnic group 0.1%
- White: 97.4%

South Norfolk

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:

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

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.
- During pregnancy and maternity, access to healthcare facilities may be a greater priority and there may be specific travel requirements

Broadland

- As an indicative statistic, ONS data states that there were 1,041 births in Broadland with a total fertility rate of 1.55 in 2019. This is lower than the national total fertility rate of 1.66.

Breckland

- ONS data states that there were 1,293 births in South Norfolk with a total fertility rate of 1.75 in 2019. This is higher than the national total fertility rate of 1.66.

South Norfolk

- ONS data states that there were 1,220 births in South Norfolk with a total fertility rate of 1.63 in 2019. This is lower than the national total fertility rate of 1.66.

Marriage and Civil Partnership

Broadland

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

- Approximately 56% of people surveyed within the 2011 census were married.
- 0.2% of the population were in a registered civil partnership
- 2% were separated, but still legally married or still legally in a civil partnership.
- 24.5% were single (never married or never registered in a civil partnership)
- 9.5% of people were divorced or formerly in a civil partnership which is now legally dissolved
- 8.1% 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 project.

Breckland

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

- Approximately 52.7% of people surveyed within the 2011 census were married.
- 0.2% of the population were in a registered civil partnership
- 2.5% were separated, but still legally married or still legally in a civil partnership.
- 26.6% were single (never married or never registered in a civil partnership)
- 8% 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

South Norfolk

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 project.

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 project area, providing an understanding of the extent of various aspects of the North Tuddenham to Easton dualling 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 Highways England to reflect on the needs of all, sometimes marginalised, groups.

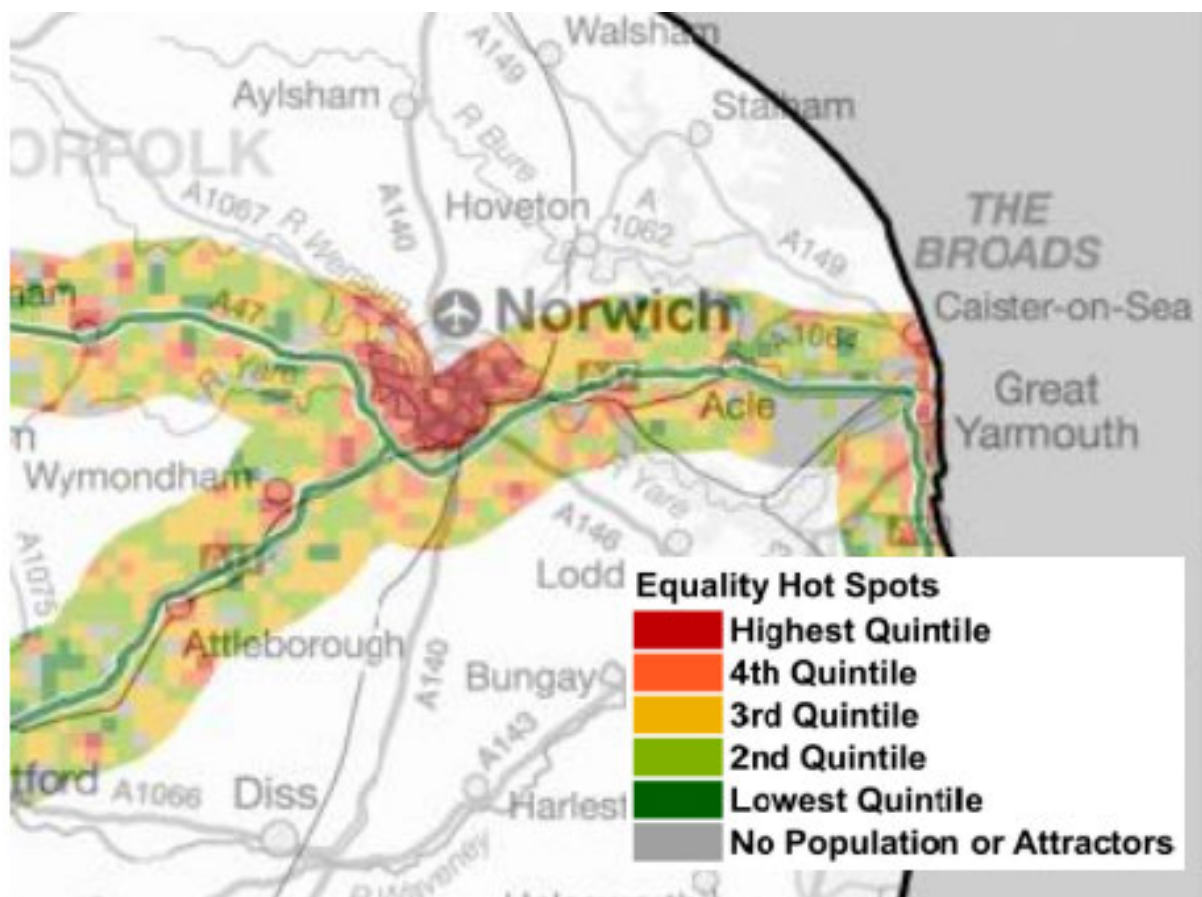
EDIT is used as a tool to identify high densities of population, protected characteristics and travel destinations in the study area. This enables an understanding of the extent of the impacts.

The EDIT score for the area where the project is located was 59%, which is not considered an 'equality hotspot'.

The 'equality hotspot' map for Area 6 is shown in Figure 2, indicating the Scheme is in close proximity to equality hotspot areas (where population, equality groups and destinations are concentrated within a local area).

This highlighted that travel impacts east to west of the proposed route were to be included in the scope of the assessment.

Figure 2: Equality hotspots



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 project has the potential to:

- Disproportionately impact available travel options and needs.
- Have higher uptake by different groups.
- Advance equality or foster good relations through diversification of travel options available.
- Disproportionately impact the level of access for different groups due to physical or social barriers as dual carriageway improvements require access to a vehicle.
- Present opportunities to advance equality or foster good relations by working or engaging with other organisation and the wider community.
- Adversely affect equality of opportunity or discriminate indirectly or directly different groups.

Marriage and Civil Partnership

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

**Confirmation – State whether a full equality impact assessment is required
(Appropriate Box Ticked)**

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 project 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			R	<p>Hockering CofE Primary Academy and Hockering Nursery are located in the village of Hockering, adjacent to the north of the existing A47. The project will impact directly on access to these community assets from the south of the existing A47 due to the severance of Mattishall Lane. However, an underbridge will be constructed connecting Mattishall Lane to the north of the A47, therefore retaining access from the south.</p> <p>There may be disruption during construction of the Mattishall Lane Link Road underbridge and when installing the compound adjacent to the east of Mattishall Lane in construction phase 0. Diversions to school runs and journeys to nursery are disproportionately more likely to impact women as evidence suggests they are more likely to escort children to education.</p> <p>The Traffic Management Plan (TR010038/APP/7.5) in combination with the offline design will minimise disruption to the road network.</p> <p>The Scheme includes new footway / cycleway connections between communities. There will be a new walking and cycling route on the existing A47 as part of the Scheme, which will extend along the proposed Mattishall Lane Link Road, ensuring access is retained for walkers and cyclists between the north and south of the A47. Statistically, women make more walking trips, on average, and walk further than men (DfT, 2019), therefore is likely to benefit women.</p> <p>Access to St Peter’s Church of England Primary School, Easton will not change as a result of the Scheme. Access will still be possible to and from the A47 via Dereham Road.</p> <p>Access to Earthsea School on Berrys Lane will be impacted by the Scheme, as</p>

				<p>Berrys Lane will be stopped up where it meets the new A47. Therefore, there will be a journey length increase to and from the A47 by vehicle to and from Earthsea School.</p> <p>The project will improve journey reliability and safety. This has impartial benefits for this group. No significant impacts are anticipated on this PCG.</p>
Religion or Belief			R	<p>Those travelling to religious amenities within the area could potentially be impacted during the construction of the Scheme. A significant number of the population is from a Christian denomination, therefore those that access these facilities could potentially be impacted.</p> <p>A new footway / cycleway link will allow travel to St Andrew's Church by foot or bike.</p> <p>The Traffic Management Plan (TR010038/APP/7.5) in combination with the offline design will minimise disruption to the road.</p> <p>The Scheme will improve journey reliability and safety. This has impartial benefits for this group. No significant impacts are anticipated on people with these protected characteristics accessing the above amenities.</p>
Religion or belief			R	<p>An area of consecrated land (0.03ha) to the east of St Peter's Church, Easton, will be permanently required to construct the Scheme.</p> <p>The area of land is not classified as public open space (as some consecrated land can be) and the existing land is closed to the public with locked gate and earth bund at the entrance.</p> <p>St Peter's Church were consulted with on multiple occasions and the landowner representatives had initially referred to the land in discussions as vacant.</p> <p>The site has been consecrated since 2014 but has not been used to date.</p>

				<p>Highways England have arranged to purchase the land needed by agreement.</p> <p>Additional landscape considerations to screen the remaining consecrated land have been proposed for the detailed design stage. This commitment has been recorded for the contractor in the Environmental Management Plan (EMP) (TR010038/APP/7.4).</p> <p>Available land in fields located in the immediate vicinity to the west and south of St Peter's Church are owned by the same landowner that owns St Peter's Church.</p> <p>Baseline information regarding the rate of demand for the site is not publicly available to be used in this assessment.</p> <p>The area of consecrated land has been purchased through agreement with the landowner (who has consulted with local representatives). No significant adverse effects are anticipated on the PCG.</p>
Religion or belief			R	<p>The parking amenity at St Andrew's Church is currently a concrete pad in the adjacent field to the west of the church. The concrete pad is owned by a separate landowner who allows it to be used for parking under a gentleman's agreement.</p> <p>The concrete pad will be demolished as part of the Scheme, and a new one provided.</p> <p>In addition, a new turning area with additional on street parking will be constructed in front of St Andrew's Church.</p> <p>This provides a small improvement compared to the baseline but not considered significant.</p>
Age- young people			R	<p>Hockering CofE Primary Academy and Hockering Nursery are located in the village of Hockering, adjacent to the north of the existing A47. The Scheme will impact directly on access to these facilities from the south of the existing A47 due to the severance of Mattishall Lane. However, an underbridge will be</p>

				<p>constructed connecting Mattishall Lane to the north of the A47, therefore retaining access from the south.</p> <p>Access to Earthsea School on Berrys Lane will be impacted by the Scheme, as Berrys Lane will be stopped up where it meets the new A47. Therefore, there will be a journey length increase to and from the A47 by vehicle to and from Earthsea School.</p> <p>Access to Merrywood House on Berrys Lane will also be impacted by the Scheme. There will be a journey length increase of 3.17km when accessing via the A47 from the west and 3.16km when accessing via the A47 from the east due to the stopping up of Berrys Lane.</p> <p>The Scheme includes new footway / cycleway connections between communities. There will be a new walking and cycling route which will extend under the proposed A47 to the proposed Mattishall Lane Link Road, providing a walking and cycling link to [REDACTED]</p> <p>[REDACTED] There will be a footway/ cycleway connecting Berrys Lane and Dereham Road, providing a walking and cycling route for [REDACTED] when approaching from the north. Statistically, 47% of [REDACTED] (DfT, 2019) therefore the new route is likely to beneficially [REDACTED].</p> <p>The Traffic Management Plan (TR010038/APP/7.5) in combination with the offline design will minimise disruption to the road network.</p> <p>The Scheme is likely to provide benefits in terms of improved safety and improved walking and cycling links. The impacts identified are not anticipated to significantly impact people with this protected characteristic.</p>
Age –older people			R	<p>Access to [REDACTED] on Berrys Lane will be impacted by the Scheme, as Berrys Lane will be stopped up where it meets the new A47. Therefore, there will</p>

			<p>be a journey length increase to and from the A47 by vehicle to and from [REDACTED].</p> <p>However, the benefits of stopping up Berrys Lane result in the setting being more tranquil due to reduced traffic and access will still be possible via a cycle track connecting Berrys Lane and Dereham Road.</p> <p>The Scheme is likely to provide benefits in terms of improved safety. The impacts identified are not anticipated to significantly impact people with this protected characteristic.</p>
<p>Age- young people and older people</p> <p>Disability</p>		<p>B</p>	<p>There is a potential impact of noise disturbance in the surrounding environment from construction.</p> <p>Access may be required from the A47 for deliveries of construction plant and from the east, therefore community facilities on [REDACTED] may experience an increase in construction traffic when in use.</p> <p>Older people are disproportionately likely to be impacted by the temporary increase in noise pollution because older people are more sensitive to noise disturbances than other age groups.</p> <p>This would potentially affect [REDACTED] disproportionately in terms of their learning and development. Evidence suggests that an increase in noise pollution can lead to [REDACTED].</p> <p>As Berrys Lane will become a no-through road as part of the Scheme, the traffic levels on Berrys Lane are likely to decrease. The decrease will be due to traffic which usually uses Berrys Lane to access and leave the existing A47. Therefore, there may be beneficial noise effects due to decreased traffic on the road.</p> <p>Both noise and human health assessments were conducted as part of the EIA. The assessment considers all residential properties and other relevant receptors such as [REDACTED]. It is</p>

				<p>concluded that, with the use of temporary noise barriers and noise monitoring, significant construction noise effects are unlikely.</p>
<p>Other – Vulnerable groups</p>			<p>R</p>	<p>A charitable organisation, [REDACTED] which is responsible for [REDACTED] and treatment of [REDACTED] at two facilities in the study area, was consulted as part of the design process. They raised concerns relating to construction activities in a field adjacent to one of their properties.</p> <p>Highways England presented to the consultee the required works in proximity to their location and long-term changes to the area, with potential associated benefits for [REDACTED] (e.g. stopping up of [REDACTED]). The presentation also summarised the design and construction method changes previously undertaken to reduce any risk of disturbance to residents of [REDACTED]. These include construction activities in the adjacent field being limited to:</p> <ul style="list-style-type: none"> • gas main diversion • utility works • upgrading a public right of way <p>The next steps agreed were:</p> <ol style="list-style-type: none"> 1. Construction activities are to be located as far as possible from the charitable organisation’s property in the adjacent field and will not last the entirety of the Scheme construction period. 2. In consultation with [REDACTED], and Ofsted where required, further safety measures for working in proximity to the sites is to be developed as far as reasonably practicable during the detailed design stage between the Principal Contractor, Highways England and any third party contractors to support and maintain the charitable organisation’s operational standards. 3. Mitigation measures (e.g. noise) identified in the EIA process and

				<p>reported in the Environmental Management Plan (TR010038/APP/7.4) will apply accordingly.</p>
<p>Age – children and older people</p> <p>Disability</p>			<p>Ⓡ</p>	<p>Construction activities could potentially significantly increase air pollution. This would likely disproportionately affect vulnerable groups including; [REDACTED] and those with [REDACTED].</p> <p>Key receptors would consist of [REDACTED] in the village of Hockering.</p> <p>An Environmental Management Plan (TR010038/APP/7.4) and provision of a Community Liaison Officer will seek to minimise effects as far as possible.</p> <p>Both air quality and human health assessments were conducted as part of the EIA. No significant effects were identified as a result of the project and therefore no equality issues are predicted with regards to the different age groups.</p>
<p>Age – young people</p>			<p>Ⓡ</p>	<p>The project 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 project 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 area has a lower percentage of young people than the national average.</p>

				<p>The project is are not anticipated to significantly impact people with this PCG.</p>
Other- Vulnerable groups			R	<p>During stakeholder consultation, concerns were raised by a landowner identifying as part of the travelling community in relation to land take.</p> <p>Confirmation was provided by Highways England in October 2020 that neither temporary or permanent land-take for the Scheme would encroach on land in question.</p> <p>No specific concerns relevant to equality were raised by the consultee during consultation.</p> <p>Significant adverse noise effects for residential receptors have been identified in this area. Mitigation has included noise barriers and low noise surfacing.</p> <p>The health assessment, in ES Chapter 12 Population and Health TR010038/APP/6.1), did not identify significant effects for this receptor.</p> <p>The Scheme is not anticipated to be significantly disproportionate to this PCG.</p>
Race			R	<p>Race and ethnicity has been considered in the EqIA 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 project.</p> <p>The level of impact on this PCG is considered to be neutral as it is considered that the experience of the project will not be significantly disproportionate based on race.</p>
Sexual Orientation / Gender Re-assignment			R	<p>There is currently limited demographic data available for these PCGs. The Traffic Management Plan (TR010038/app/7.5) in combination with the offline design will minimises disruption to the road network. Therefore, access to services will be maintained.</p> <p>The level of impact on this PCG is considered to be neutral as it is</p>

				considered that the experience of the project will not be significantly disproportionate based on sexual orientation or gender re-assignment.
Pregnancy & Maternity			R	The level of impact on this PCG is considered to be neutral as it is considered that the experience of the project will not be significantly disproportionate based on pregnancy and maternity. The closest healthcare facility to the Scheme is Mattishall Surgery, however this is located outside of the DCO boundary and is unlikely to be affected by the Scheme.
Marriage & Civil Partnership			R	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.
All			R	<p>Overall, the Scheme will:</p> <ul style="list-style-type: none"> • Improve journey reliability and safety for the route corridor. • Diversify transport links between communities by providing new footway / cycleway provisions. • Result in a mix of operational positive and (short term) adverse noise effects on residential properties. • Address impacts anticipated at Merrywood House with the agreed proposals provided above. <p>Based on the conclusions of the EIA and an understanding of the EDIT results, it is not anticipated that the project would significantly impact people within the PCGs.</p>

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

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

E: Options: The rationale behind the decision reached.

<p>E1: Proceed with the project 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 <p>(There are no unjustified negative impacts and the project is compliant in terms of the equality duty)</p>	
<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>(Opportunities were identified to advance equality, foster good relations and prevent discrimination)</p>	R
<p>E3: Withdraw it because there is obvious detriment (Sign Off in Section H)</p> <p>(A negative impact has been identified that cannot be justified)</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)

Desk-based research and demographic analysis

Desk-based research was undertaken to explore the relevant aspects of the project in relation to potential impacts. This involved using secondary research from sources including the 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. This information was cross-referenced with the information relating to the improvement 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 project. For each characteristic protected under the Equality Act, 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 project area, providing an understanding of

the extent of various aspects of the North Tuddenham to Easton dualling scheme might affect equality groups. The tool was then used to provoke thought about the specific need of different groups in relation to the project, and to encourage Highways England to reflect on the needs of all, sometimes marginalised, groups.

Consultation

Highways England ran an options consultation period from 13 March to 21 April 2017.

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 contact details for Highways England.

The consultation was also advertised on the Highways England website and a press notice was also issued on the 15th 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 532, 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 project.

The consultation report for the 2017 consultation period is available on the Highways England website:

https://highwaysengland.citizenspace.com/he/a47-north-tuddenham-to-easton-dualling/results/a47-tuddenham-cons-report_final_080817.pdf

A statutory consultation period was held from 26th February until 30th April 2020. The 40-calendar day consultation period is more than the 28 days prescribed by Section 45(2) of the Planning Act 2008. The purpose of the consultation was to provide an opportunity to comment on the updated plans for the project ahead of Highways England submitting an application to the Planning Inspectorate for a DCO.

The Statutory pre-application consultation took place with prescribed consultees, people with land interests, local authorities, members of the public and other relevant consultees identified by the project team. In particular, consultees identified that may represent those with identified protected characteristics include the Equality and Human Rights Commission and The Disabled Persons Transport Advisory Committee.

Highways England wrote to all prescribed consultees, local authorities and persons with interest in the land including a hard copy of the consultation brochure and a USB containing all consultation documents and links to the project website. Organisations that were identified as representing hard to reach groups were also written to directly to better ensure that hard to reach groups within the local community would be made aware of the project that may affect them. Information was provided through a consultation brochure that was made available on the consultation website, at public information events and at public information points. Public

consultation events were held and publications and news releases made in the media.

Key themes raised in the responses from consultees include:

- Concerns regarding the use of local roads as 'rat-runs'. Many respondents believe improvements will mean local villages, such as Mattishall, East Tuddenham, Colton, Easton, Marlingford, Hockering and Bawburgh, will no longer be used as 'rat-runs'. They welcome the perceived environmental benefits this would bring to local communities, improving air quality and reducing noise pollution.
- Some respondents requested the implementation of natural earth mounds, trees and quiet tarmac to minimise the level of noise pollution that dualling the road may bring about.
- Several respondents believe that improvements to the A47 between North Tuddenham to Easton will lead to economic benefits for local businesses.
- A couple of respondents and stakeholders, including Easton Parish Council, were worried about access to a new industrial estate planned between Easton roundabout and Honingham roundabout.

A human health questionnaire was also completed by members of the public during the public consultation events. Key themes raised in relation to Protected Characteristics consisted of:

- Concerns regarding access to the Mattishall Surgery without a car (this receptor is outside of the study area for this assessment)
- Concerns regarding access to places of worship with the Project in place
- Concerns regarding access within the area without a car and concerns that the bus routes would be affected by the Project

A non-Statutory consultation update was released in December 2020 to provide an update on project progress and the refined scheme route.

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:

Potential impacts

As part of the EIA process, potential impacts have been assessed. This assessment, in combination with consultation has influenced the design.

As part of the EIA process, methodology for the assessment is shared with consultees and published. This allows for consultees to comment and influence the approach to help improve the assessment. Local engagement facilitates an accurate, representative and proportionate assessment. The output of these assessments then influence the design and are a valuable resource to inform the EIA.

Potential impacts of the Scheme on residential receptors, local community and wider environment are considered impartially in the EIA process. This approach is inclusive of people with protected characteristics.

During construction:

- Increased construction traffic is likely to be experienced on local road network. This has the potential for noise and dust disturbance.

- Stopping up of the following roads onto the A47 will result in some increased journey times when accessing [REDACTED] and places of worship: [REDACTED].
- Potential noise impacts at schools and Alwyn care home on Berrys Lane due to the proximity of a construction working area for a National Grid pipeline diversion.
- Potential safety issues regarding the proximity of the construction working area for the National Grid pipeline diversion beside [REDACTED].
- During consultation with stakeholders, it was identified that there are concerns regarding the proposed working area located adjacent to [REDACTED]. Concerns raised were regarding disturbance and safeguarding, due to the sensitive nature of the work at [REDACTED].

During operation:

- Improves reliability of journey times for drivers and the new footway / cycleways, connecting local communities with amenities. The proposed combined footway/cycleway connecting Berrys Lane to the existing A47 and connecting Mattishall Lane to the north of the A47 via Mattishall Lane Link Road underbridge is expected to provide improved connectivity, diversify transport options and promote active travel.

Design, Mitigation and enhancement changes

- Designing the road offline (south of the existing A47) reduces the disruption to traffic during construction. A traffic management plan to mitigate disruption to travel is included as part of the design process.
- Proportionate controls and best practice measures to mitigate noise and dust disturbance are proscribed as part of the EIA process.
- Walking, cycling and horse-riding (WCHR) route replacement and diversion provision. Safety is expected to be improved for walkers and cyclists using the new footway/ cycleway routes proposed along and connecting to the existing A47.
- Planting of native flora and use of earth bunds to screen particular aspects of the construction and operational phases.
- Biodiversity planting to promote and protect the local wildlife.
- Measures have been proposed and agreed to ensure that construction activities take place as far as possible from the charitable organisations property, further safety measures for working in proximity to the site is to be developed as far as reasonably practicable and mitigation measures such as for noise impacts identified within the EIA process will apply when working in proximity of the charitable organisation's property.

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.

- EDIT Tool
- Consultation Report (DCO document 5.1)
- Environmental Statement (DCO document 6.1)
- EIA Scoping Opinion (DCO document 6.6)

(For Highways England internal records):

G: Monitoring (Stage 3)

Detail how you will monitor the actual outcomes of the project 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
Construction activities are to be located as far as possible from [REDACTED] and will not last the entirety of the Project construction period.	Principal Contractor and Highways England with the charitable organisation Childhood First.	Prior to construction with reasonable time to implement mitigating measures agreed.
In consultation with Childhood First, and Ofsted where required, further safety measures for working in proximity to the sites is to be developed as far as reasonably practicable during the detailed design stage between the Principal Contractor, Highways England and any third party contractors to support and maintain the charitable organisation's operational standards.	Principal Contractor and Highways England with the charitable organisation Childhood First.	Prior to construction with reasonable time to implement mitigating measures agreed.
Mitigation measures (e.g. noise) identified in the EIA process and reported in the Environmental Management Plan will apply accordingly.	Principal Contractor and Highways England with the charitable organisation Childhood First.	Prior to construction with reasonable time to implement mitigating measures agreed.
Additional planting to screen the consecrated land east of St Peter's Church, Easton will be added to the planting design to screen the receptor from views of the proposed section of the A47.	Highways England with St Peter's Church landowner.	Before DCO submission.

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).

(This does not have to be a physical signature but approval is required)

Name		Date	
Job Title			

In submitting this EqIA the SRO/PDD has:

- **Approved all activity including monitoring actions**
- **Submitted documentation to the [Directorate's Equality, Diversity and Inclusion Advocate](http://share/Share/llisapi.dll?func=ll&objaction=overview&objid=33434433) <http://share/Share/llisapi.dll?func=ll&objaction=overview&objid=33434433> for quality assurance and registration.**
- **For all MP schemes please contact [MP Representative for the Highways England Diversity Group](#)**
- **Considered the documentation as robust and suitable for publication**
- **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.**