

A47 Wansford to Sutton Dualling

Scheme Number: TR010039

Volume 7 **7.7 Equality Impact Assessment**

APFP Regulation 5(2)(q)

Planning Act 2008

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

~~August 2024~~

February 2022

Deadline 2

Infrastructure Planning

Planning Act 2008

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

A47 Wansford to Sutton Development Consent Order 202[x]

7.7 EQUALITY IMPACT ASSESSMENT

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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 Wansford to Sutton Dualling	Proposed or Current	Current
Person Completing the Assessment		Mark Murphy (Sweco)	
Directorate		Major Projects	
Date	May 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 Wansford to Sutton Dualling. 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 project 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 project and identifies equality groups who may be affected.
- Section B provides a set of questions to consider the project 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 project 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 Project

The Wansford to Sutton section of the A47 is approximately 2.6km long, located to the west of Peterborough between the existing junction with the A1 and the Nene Way roundabout near Sutton in Cambridgeshire . Whilst around half of the A47 is already built to dual carriageway, the Wansford to Sutton section is not. This section of the A47 acts as a bottleneck, resulting in congestion, leading to longer journey times and a poor safety record.

Highways England aim to address these issues by making the A47 between Wansford and Sutton a dual carriageway. This will complete the dual carriageway between Wansford and Peterborough, 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 2015-2020. The A47 currently experiences high levels of congestion especially at peak times and has a poor safety record.

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

In developing the Project, Highways England aim 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 improvements to the Project will also support economic growth.

Aims of the Project

The Project aims to meet the following objectives:

Supporting economic growth

- The Project will improve journey times and journey time reliability. This will help contribute to sustainable economic growth by providing benefits such as effectively bringing businesses closer together and encouraging more people to join the labour market as a result of reduced commuting costs.

Making a safer network

- Improving road safety for all road users by designing to modern highway standards appropriate for a major A road.

Providing a more free-flowing network

- Increasing the resilience of the A1 / A47 junction to cope with incidents such as collisions, breakdowns, maintenance and extreme weather. The improved A47 section from Wansford to Sutton will be more reliable, reducing journey times and providing capacity for future traffic growth.

Creating an accessible and integrated network

- Ensuring the proposals take into account the local communities access to the road network, and provide a safer route between the communities for walking, cycling, horse-riding and other road users.

Location of the Project

The Project is located on the single-carriageway section of the A47 that runs from the A1 in the west, near Wansford (Grid reference: TL 07655 99754) to the dual-carriageway section near the village of Sutton in the east (Grid reference: TL 10131 99237). An overview of the project is shown in the Scheme Layout Plan, included in the

Peterborough lies approximately 9km east of the link. Beyond Peterborough, the A47 continues to Norwich and towards the east coast at Great Yarmouth. The corridor intersects with key strategic routes including the A1, A10 and A11, which provide links to other urban centres including Cambridge, Ely and London.

The Project lies adjacent to the River Nene and the Nene Valley. Arable farmland is the predominant land cover in the area, divided into relatively small agricultural enclosures interconnected by narrow rural lanes, and defined by hedgerows and ditches throughout the landscape. The fields are interspersed with fragmented patches of woodland and clusters of farms and residential settlements.

There are a few residential properties adjacent to the A47. One is located on Sutton Heath Road (Heath House) and the other is north of the existing Nene Way roundabout (Lower Lodge Farm). Wansford, Sutton and Upton are the nearest residential areas to the Project.

EIA Scoping Report: More detail on the project location and the design progression, including alternatives considered are available in the EIA Scoping Report (TR010039/APP/6.5) and at:

<https://infrastructure.planninginspectorate.gov.uk/wp-content/ipc/uploads/projects/TR010039/TR010039-000017-WANS%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.
- 2018- 2021: Preliminary design, environmental impact assessment, public engagement events and further stakeholder engagement.
- 2021: DCO submission
- 2022: DCO decision

Study area for this assessment

The study area for the assessment follows that reported in the Environmental Statement for the project (**TR010039/APP/6.1**). This is the area where likely significant effects could occur as a result of the project. This is relevant to the EqIA as likely significant effects could potentially disproportionately affect different groups.

The study area is approximately 2km from the project, more detail is available in the Cumulative Effects Assessment chapter (**TR010038/APP/6.1**).

The study area overlaps two separate local district councils: Peterborough City Council and Huntingdonshire District Council.

Benefits of the scheme

Overall, the benefits of the scheme are reducing congestion 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 protected characterised groups (PCG) 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.

**Note that "footway" is a Highways Act term that might be more commonly referred to in layman's terms as a pavement or walkway*

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

- Journey times savings will be experienced along both the westbound and eastbound routes.
- There would be improved access for local residents and local business.

- There would be improved road safety for all road users, including a safer route between local communities for cyclists, pedestrians, equestrians and other WCH.
- The Project would contribute to sustainable economic growth by supporting opportunities for employment and residential developments.
- The Project would reduce congestion delays, making journey times more reliable and increasing the overall road capacity of the A47.
- The Project would provide new crossings for walkers and cyclists on the A47/A1 western roundabout.
- The Project would include a continuation of the recently upgraded all-user route (Wansford Nene Way Permissive 1).
- The Project would include a new permissive bridleway adjacent to the new access road for Sacrewell Farm. The new access will pass under the A47 via a new underbridge so users will no longer be required to cross the A47 at-grade.
- The Project would include a combined footway/cycleway along the existing A47 and to the 'The Drift'.
- The Project would include a new underpass suitable for use by pedestrians and cyclists will be provided allowing a connection between the proposed footway/cycleway on the southern side of the new A47 alignment and the section of Sutton Heath Road.
- The Project would include habitat replacement and new habitats for wildlife.

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 project.

Staff – Staff involved in construction and management of the project. 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, public services, local bodies and environmental agencies consulted as part of the project development.

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

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

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

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

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

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.

The Section D assessment stage provides further information and evidence and would conclude whether this is likely to be an impact for this project.

Staff

Highways England have a significant number of staff and contractors contributing to the design of the project.

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).

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 pace¹ 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 are some examples of those who 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

¹https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/836552/Public_sector_equality_duty_annual_progress_report_2018-19.pdf

- Local councils including Peterborough City Council, Cambridgeshire County Council, Wansford Parish Council, Sutton Parish Council, Thornhaugh Parish Council, Sibson cum Stibbington Parish Council
- Statutory Environmental Bodies (SEBs) such as Natural England, Historic England, the Environment Agency, Norfolk Coast AONB,
- Norfolk Wildlife Trust, Cambridgeshire Wildlife Trust, RSPB, The Joint Nature Conservation Committee, The Canal and River Trust and The Forestry Commission Norfolk Coast AONB, Norfolk Wildlife Trust
- NHS (Clinical Commissioning Groups for Cambridgeshire and Peterborough and East of England Ambulance Service NHS Trust) and Public Health England
- Equality and Human Rights Commission, The Health and Safety Executive, the Design Council, Anglian Water, Network Rail Infrastructure Limited, Royal Mail

The full list of Stakeholders consulted regarding the Scheme have been recorded in the Stakeholder Tracker.

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 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 (Peterborough and Huntingdonshire 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 is 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

- Men make more trips commuting, on average, than women (DfT, 2019).¹
- 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.

Peterborough

- Females make up 49.8% of the population in Peterborough and men make up 50.2%². This is in line with the national average.
- There is no demographic data available for self-defined sex or gender identity.

Huntingdonshire

- Females make up 50.1% of the population in Huntingdonshire and men make up 49.9%³. This is in line with the national average.
- 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)⁴.
- In Britain, 80% of men and 71% of women have a valid driving licence (DfT, 2019)⁵
- Women make more walking trips, on average, and walk further than men (DfT, 2019).⁶
- Women make more trips accompanying children to education (escort education), on average, than men (DfT, 2019).⁷

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.

Peterborough

- Those from a minority faith background (including Buddhist, Hindu, Jewish, Muslim, Sikh and other in national Census data) make up approximately 11.7% of the local population. This is higher than the national average of approximately 9%.⁸ Of those from a minority faith background, the majority in this area are Muslim (9.4% of the local population).
- 56.7% of the local population of Peterborough are Christian which is lower than the national average and 24.6% of the local population identify as having no religion.

Huntingdonshire

- Those from a minority faith background (including Buddhist, Hindu, Jewish, Muslim, Sikh and other in national Census data) make up approximately 2.1% of the local population. This is significantly lower than the national average of approximately 9%.⁹
- 60.8% of the local population of Huntingdonshire are Christian which is higher than the national average and approximately 29.5% of the local population identify as having no religion.

Age: Children (under 16 years of age)

- 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.

Peterborough

- Those children under the age of 16 make up 18.7%¹⁰ of the local population. This is slightly lower than the national average of 19%.

Huntingdonshire

- Those children under the age of 16 make up 18.5%¹¹ of the local population. This is slightly lower than the national average of 19%.

National

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

Age: Young people (16-24 years old)

- 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.

Peterborough

- Young people aged between 16-24 make up 10.5% of the local population¹². This is slightly lower than the national average of 11%.

Huntingdonshire

- Young people aged between 16-24 make up approximately 8.6% of the local population¹³. This is slightly lower than the national average of 11%.

National

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

Age: Older people (aged 65 years and older)

- 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.

Peterborough

- Older people aged 65 and over make up 17% of the local population¹⁴. This is slightly higher than the national average of 19%.

Huntingdonshire

- Older people aged 65 and over make up 20% of the local population¹⁵. This is slightly higher than the national average of 19%.

National

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

Disability

- 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.

Peterborough

- Those people living with a disability make up 17 of the population of Peterborough¹⁶. This is slightly higher than the national average of 18%.

Huntingdonshire

- Those people living with a disability make up 15% of the population of Huntingdonshire¹⁷. This is slightly higher than the national average of 18%.

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).

Ethnicity and race

- 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.

Peterborough

Within the population of approximately 202, 259¹⁸ people within the Peterborough District, the following percentages of people within the following ethnic groups have been identified:

- Asian/ Asian British: 11.7%
- Black/ African/ Caribbean/ Black British: 2.3%
- Mixed/ multiple ethnic groups: 2.7%
- Other ethnic group 0.8%
- White: 82.5%

Huntingdonshire

Within the population of approximately 177,963¹⁹ people within the Huntingdonshire District, the following percentages of people within the following ethnic groups have been identified:

- Asian/ Asian British: 2.5%
- Black/ African/ Caribbean/ Black British: 1%
- Mixed/ multiple ethnic groups: 1.5%
- Other ethnic group 0.3%
- White: 94.8%

National

Within the population of England (56,286,961²⁰) the following percentages of people within the following ethnic groups have been identified:

- Asian/ Asian British: 7.8%
- Black/ African/ Caribbean/ Black British: 3.5%
- Mixed/ multiple ethnic groups: 2.3%
- Other ethnic group 1%
- White: 85.4%

Sexual orientation and gender re-assignment

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

Pregnancy and maternity

- During pregnancy and maternity, access to healthcare facilities may be a greater priority and there may be specific travel requirements
- During pregnancy and maternity, access to healthcare facilities may be a greater priority and there may be specific travel requirements
- There is no available demographic data for this protected characteristic in the region.

Peterborough

- ONS data states that there were 2,779 births in Peterborough with a total fertility rate 2.13 in 2019²¹. This is higher than the national total fertility rate of 1.66.

Huntingdonshire

- ONS data states that there were 1,867 births in Huntingdonshire with a total fertility rate of 1.79 in 2019²². This is higher than the national total fertility rate of 1.66.

Marriage and Civil Partnership

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

The following statistics from the 2011 Census relate to those within the population of Peterborough and Huntingdonshire.

Peterborough:

- Approximately 46% of people surveyed within the 2011 census were married.
- 0.2% of the population were in a registered same-sex civil partnership
- 3.4% were separated, but still legally married or still legally in a civil partnership.
- 33.6% were single (never married or never registered in a civil partnership)
- 10.2% of people were divorced or formerly in a civil partnership which is now legally dissolved
- 6.3% were widowed or the surviving partner from a civil partnership²³

Huntingdonshire

- Approximately 53.2% of people surveyed within the 2011 census were married.
- 0.2% of the population were in a registered civil partnership
- 2.6% were separated, but still legally married or still legally in a civil partnership.
- 28.4% 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
- 6.3% were widowed or the surviving partner from a civil partnership ²⁴

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 A47 Wansford to Sutton 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.²¹

The EDIT score for the area where the project is located is 70%.

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 for
- 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			✓	<p>The closest primary school is located within Ailsworth (approximately 1.9km to the east of the Project). There are no secondary schools located within the study area for the EqIA.</p> <p>Where a closure of a WCH route is required during construction, alternative routes would be provided to maintain access. The Principal Contractor would agree all temporary diversion routes with the local authority. Appropriate signage for all closures or diversions would be used to provide sufficient notice of such closures or diversions. The Traffic Management Plan (TR010039/APP/7.6) in combination</p>

				<p>with the offline design will minimise disruption to the road network.</p> <p>The new footway/ cycleway links to be provided as part of the Project along the A47 (Wansford Permissive 1) will ensure access is re-provided for walkers and cyclists between Wansford and Sutton. New crossings that avoid live traffic for cyclists will also ensure increased safety when using these connections. Underpasses are designed to DMRB standards which includes design considerations for safety.</p> <p>Statistically, women make more walking trips, on average, and walk further than men (DfT, 2019), therefore this is more likely to benefit women.</p> <p>The project will improve journey reliability and safety for road users. This has impartial benefits for this group. No significant impacts are anticipated on people with these protected characteristics.</p>
Religion or Belief			✓	<p>Those travelling to religious amenities within the area could potentially be impacted during the construction of the Project. Impacts associated with construction traffic are considered in the Outline Traffic Management Plan (TR010039/APP/7.6).</p> <p>A significant number of the population identify as Christian.</p> <p>There are eight churches within the study area.</p> <p>No significant changes in terms of journey length are anticipated, however they may experience benefits in terms of journey time improvements as a result of the Project.</p>

				<p>A new footway/ cycleway link will allow travel to St Michael & All Angels Church by foot or bike, when accessing via the A47. This is a replacement to the stopping up of 'Sutton Drift'.</p> <p>The Traffic Management Plan (TR010039/APP/7.6) in combination with the offline design will minimise disruption to the road. Access to these sites will be maintained throughout the project and the impacts are not considered significant.</p> <p>No other areas of worship or community space have been identified as being significantly impacted and therefore impacts are not predicted to occur to people with this protected characteristic.</p>
Age –older people				<p>Access to amenities frequently used by older people may be potentially impacted by the Project during construction. Impacts associated with construction traffic are considered in the Traffic Management Plan (TR010039/APP/7.6). Amenities which may experience disruption to access include Castor Lodge Care Home and two GP surgeries (Kings Cliffe and Wansford Surgeries).</p> <p>Those over 65 make up 17% of the population of Peterborough and 20% of the population of Huntingdonshire.</p> <p>Castor Lodge Care Home is located within the village of Castor to the south-east of the Project. When accessing Castor Lodge Care Home via the A47 from the east, there will be a journey length increase as vehicles will be required to continue to travel past the Care Home and take a left at the proposed roundabout, to travel west toward the care home. Journey length is unlikely</p>

				<p>to increase when accessing via the A47 from the west.</p> <p>The Peterborough Joint Strategic Needs Assessment (JSNA) identifies access to transport as a key determinant in health and wellbeing.</p> <p>The Project will improve access to transport, including provision for active travel such as footway/ cycleways and underpasses. Footway/ cycleway links will also be provided as part of the Project along the A47 (Wansford Permissive 1) and will ensure access is re-provided for walkers and cyclists between Wansford and Sutton. New crossings for cyclists will also ensure increased safety when using these connections. This will benefit WCH users accessing the care home via the direction of Wansford.</p> <p>Kings Cliffe Surgery and Wansford Surgery and Pharmacy located in Wansford will still be accessible via the Project and access for WCH users will be improved due to new WCH connections on the Project. It is likely that those accessing a surgery from Castor Lodge Care Home may access Ailsworth Surgery as this is closer. The Project is not anticipated to impact access between these facilities.</p> <p>The project 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>
Age – young people			✓	<p>The project has potential to temporarily increase construction related employment opportunities associated with the workforce requirements for delivering the Project.</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>These impacts are not anticipated to significantly impact people with this protected characteristic.</p>
Race			✓	<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 the available detail 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>
Disability				<p>Disability has been considered in the EqIA due to potential differences in access to employment and services as a result of transport. All footway, pavement and related infrastructure (including the NMU underpass) has been designed to DMRB standard which includes suitable access for disabled people. (The data has been examined for the area however this</p>

				<p>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 to people with this protected characteristic.</p>
Sexual Orientation / Gender Re-assignment			✓	<p>There is currently limited demographic data available for these PCGs. The Traffic Management Plan in combination with the offline design will minimise 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 considered that the experience of the project will not be significantly disproportionate to people with this protected characteristic.</p>
Pregnancy & Maternity			✓	<p>The closest healthcare facility to the Project is Mattishall Surgery, however this is located outside of the study and is unlikely to be affected by 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 to people with this protected characteristic.</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 project will not be significantly disproportionate to people with this protected characteristic.</p>
All			✓	<p>Overall, the project will:</p> <ul style="list-style-type: none"> • Improve journey reliability and safety for the for the route corridor route corridor. • Result in some journey length increases for vehicle users • diversify transport links between communities by providing new

				footway / cycleway / underpass provisions. 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.
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)	✓	Identified Risks: Construction and operation impacts (see section F)		
E: Options: The rationale behind the decision reached.				
E1: Proceed with the project because: <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 		✓		
(There are no unjustified negative impacts and the project is compliant in terms of the equality duty)				
E2: Make adjustments <ul style="list-style-type: none"> to demonstrate how activities will lead to a fair outcome (Ensure further evidence is gathered to ensure any barriers are removed and referenced in Sections F and G)				
(Opportunities were identified to advance equality, foster good relations and prevent discrimination)				
E3: Withdraw it because there is obvious detriment (Sign Off in Section H)				
(A negative impact has been identified that cannot be justified)				
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 scheme. 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 A47 Wansford to Sutton 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.

Consultation

Highways England ran a public consultation period from 13 March to 21 April 2017 and a statutory consultation from 18 September to 29 October 2018.

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 periods were advertised on the Highways England website and a press notice was issued in advance of the statutory consultation. 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 170, 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.

The consultation report for the 2017 consultation period is provided (TR010039/APP/7.8) and is available on the Highways England website:

[REDACTED]
[REDACTED]

A six week statutory consultation period was held from 18th September until 12th November 2018. 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 Development Consent Order (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 scheme 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 scheme 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.

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 EqIA.

Potential impacts of the project 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. The Traffic Management Plan (**TR010039/APP/7.6**) in combination with the offline design will minimise disruption to the road network.
- Stopping up of Sutton Drift onto the A47 will result in some increased journey times when accessing schools, care homes and places of worship

During operation:

- Improves reliability of journey times for drivers and the new footway / cycleways / underpass, connecting local communities with amenities. The proposed combined footway/cycleway from the A1/ A47 roundabouts would provide improved connectivity, diversify transport options and promote active travel.

Design, Mitigation and enhancement changes

Mitigation and enhancement measures will be secured using the Environmental Management Plan (EMP) (**TR010039/APP/7.5**) for the Project. The following measures will be included:

- Designing the road offline where possible (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.
- WCH route replacement and diversion provision. Safety is expected to be improved for walkers and cyclists using the new footway/ cycleway routes proposed along the A47.
- Provision of new WCH routes along the new A47 and new signage to direct cyclists from the A11/ A47 western roundabout via Old North Road and Peterborough Road through Wansford.
- The Principal Contractor will prepare a Traffic Management Plan to manage the routing of construction traffic based on the outline Traffic Management Plan (**TR010039/APP/7.6**).
- The Highways England Customer Contact Centre will be available to deal with queries and complaints from the public. An information line will be staffed and a complaint management system in place, used on other major infrastructure projects, to ensure complaints are investigated, action is taken and the complainant receives a response.
- A Community Relations Officer will be appointed by the Principal Contractor, in line with the Project Environmental Management Plan (**TR010039/APP/7.5**) who will be responsible for these specific tasks and will prepare a community relations strategy to outline how these tasks will be undertaken. A forum will be established to disseminate construction information to the consultees. Construction works will take place mainly during the daytime. Construction works outside of the normal construction hours of 07:00-19:00 weekday and 07:00-13:00 on Saturdays shall be minimised as far as practicable. Where construction activity will exceed 10 days or nights in any 15 consecutive days or nights, or a total number of days exceeding 40 in any six consecutive months, temporary noise barriers and site hoarding will be provided to shield receptors.

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 EqlA 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 [REDACTED]
- Consultation Report (TR/010039/APP/5.1)

- Environmental Statement (TR/010039/APP/6.1)

- EIA Scoping Opinion (TR/010039/APP/6.6)

- Communications Plan

(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

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 EqlA the SRO/PDD has:			
<ul style="list-style-type: none"> • Approved all activity including monitoring actions 			
<ul style="list-style-type: none"> • Submitted documentation to the Directorate's Equality, Diversity and Inclusion Advocate <div style="background-color: black; width: 100%; height: 1em; margin: 2px 0;"></div> for quality assurance and registration. 			
<ul style="list-style-type: none"> • For all MP schemes please contact MP Representative for the Highways England Diversity Group 			
<ul style="list-style-type: none"> • Considered the documentation as robust and suitable for publication 			
<ul style="list-style-type: none"> • Checked that the documentation is saved in the EqlA area of the internal filing system and is retained as a record as part of good governance. 			

¹ DFT 2019 Men make more trips commuting, on average, than women

² Cambridgeshire Insight (2019) Population reports- Peterborough

³ Cambridgeshire Insight (2019) Population reports- Huntingdonshire

⁴ DFT 2018 (men drive twice as many miles)

⁵ DFT 2019 Driving licences

⁶ DFT 2019 Women make more walking trips than men

⁷ DFT 2019 Women make more trips accompanying children to education

⁸ Cambridgeshire Insight (2019) Population reports- Huntingdonshire- Religion

⁹ Cambridgeshire Insight (2019) Population reports- Peterborough- Religion

¹⁰ Cambridgeshire Insight (2019) Population reports- Peterborough- Population estimates

¹¹ Cambridgeshire Insight (2019) Population reports- Huntingdonshire- Population estimates

¹² Local Government Inform (2019)- Population reports- Peterborough- Population, all persons aged 16 to 24

¹³ Local Government Inform (2019)- Population reports- Huntingdonshire- Population, all persons aged 16 to 24

¹⁴ Local Government Inform (2019)- Population reports- Peterborough- Population, all persons aged 65 and over

¹⁵ Local Government Inform (2019)- Population reports- Huntingdonshire- Population, all persons aged 65 and over

¹⁶ Local Government Inform (2019)- Population reports- Peterborough- Population, all persons aged 65 and over

¹⁷ Office for National Statistics (2011) 'Long term health problem or disability – Huntingdonshire

¹⁸ Cambridgeshire Insight (2019) Population reports- Peterborough- Ethnicity

¹⁹ Cambridgeshire Insight (2019) Population reports- Huntingdonshire- Ethnicity

²⁰ Office for National Statistics (2019) Population estimates for the UK, England and Wales, Scotland and Northern Ireland: mid-2019

²¹ Office for National Statistics (2019) 'Birth Summary Tables, England and Wales 2019'

²² Office for National Statistics (2019) 'Birth Summary Tables, England and Wales 2019'

²³ Cambridgeshire Insight (2019) Population reports- Peterborough- Marriage and civil partnership status

²⁴ Cambridgeshire Insight (2019) Population reports- Huntingdonshire- Marriage and civil partnership status