

A12 Chelmsford to A120 widening

TR010060

7.5 Equality Impact Assessment

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7.5 Equality Impact Assessment

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1 Introduction

1.1 Purpose of the Equality Impact Assessment

1.1.1 This report sets out the Equality Impact Assessment (EqIA) for the A12 Chelmsford to A120 widening scheme (the proposed scheme). An EqIA is a predictive assessment tool which contributes to enabling National Highways' compliance with current national legislation set out under the Public Sector Equality Duty (PSED) which forms Section 149 of the Equality Act 2010 (Ref 1). As a public sector organisation, National Highways, in the design and delivery of its projects has a legal duty to give due regard to the need to:

- i. Advance equality of opportunity between people who share a protected characteristic and those who do not. This includes:
 - a. Removing or minimising disadvantages suffered by people due to protected characteristics.
 - b. Taking steps to meet the needs of people with protected characteristics where these are different from the needs of other people.
- ii. Encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.
- iii. Foster good relations between people who share a protected characteristic and those who do not. This includes:
 - a. Tackling prejudice.
 - b. Promoting understanding.
 - c. Eliminating unlawful discrimination, harassment and victimisation.

-
- 1.1.2 This EqlA considers the potential effects of the proposed scheme on ‘equality groups’ defined as having protected characteristics under the Equality Act 2010. These protected characteristics relate to age, sex, race, religion or faith, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, and sexual orientation. In addition to the statutory equality groups, this EqlA also includes an assessment of non-motorised users of the strategic road network, including walkers, cyclists and horse riders (WCH) as well as more vulnerable motorists.
- 1.1.3 In addition to identifying potential equality effects, the assessment also provides information on embedded mitigation for the proposed scheme that will help to minimise or eliminate potential adverse equality effects. Further actions required to reduce adverse impacts and enhance equality of opportunity for equality groups are also set out. By doing so, this EqlA demonstrates National Highways’ due regard for the Equality Act 2010 and the associated PSED.

1.2 Scheme Description

1.2.1 The A12 road is an important economic link in Essex and across the east of England. It provides the main south-west/north-east route through Essex and Suffolk, connecting Ipswich to London and to the M25. In addition, the A12 is an important commuter route between Chelmsford and Colchester. However, current congestion often leads to delays making the average speed during the morning commute particularly slow in both directions for a dual carriageway. The proposed scheme seeks to address these problems by widening the A12 to three lanes between junction 19 (north of Chelmsford) and junction 25 (A120 interchange) as shown in **Figure 1-1** below. A detailed description of the proposed scheme is set out in Chapter 2 (The Scheme) of the **Environmental Statement [TR010060/APP/6.1]**.

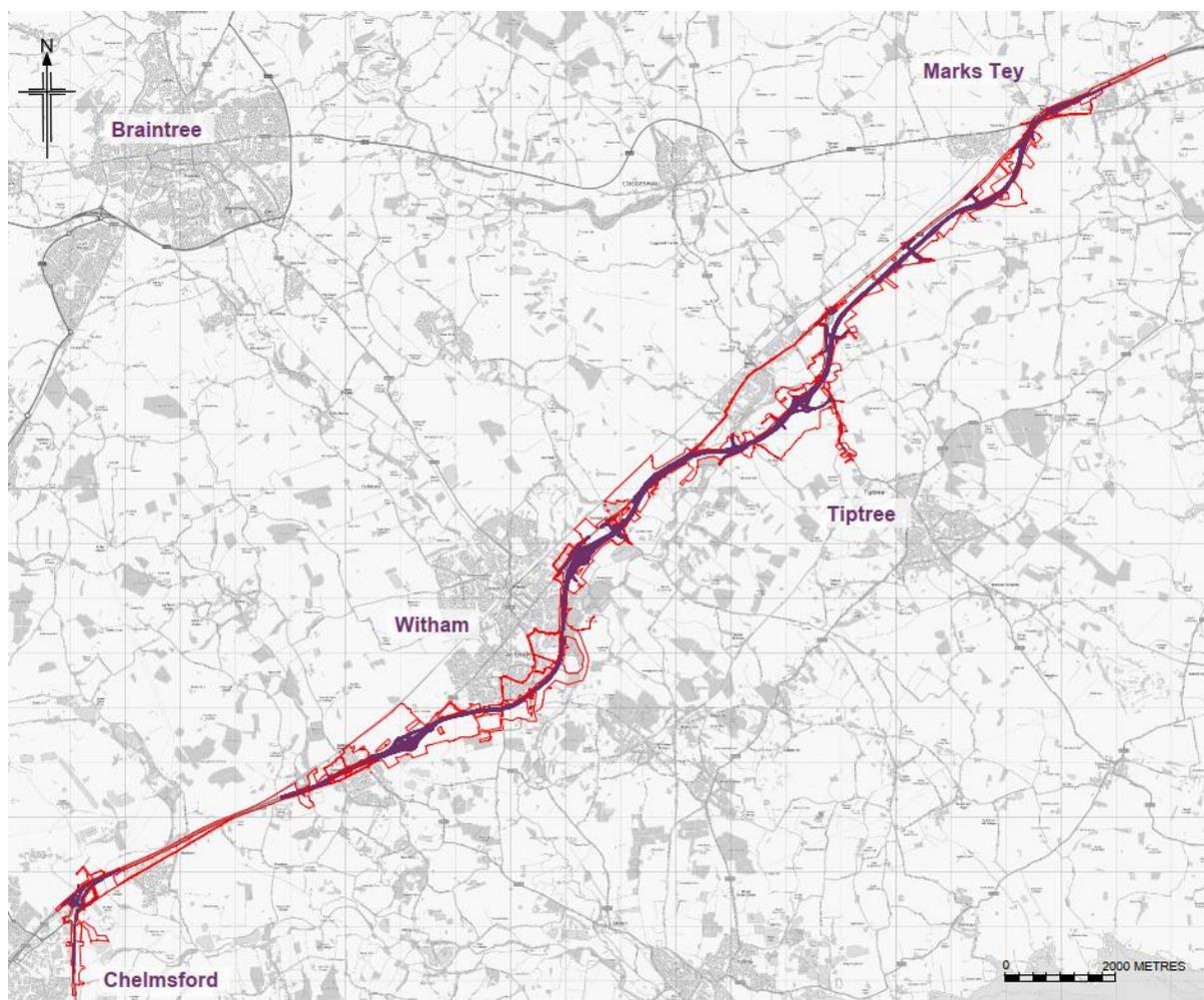


Figure 1-1 Scheme Map

1.3 Approach to the EqIA

1.3.1 National Highways guidance on EqIA (Ref 2) has been used in preparation of the EqIA report. The EqIA is a live document for the proposed scheme and is updated throughout the development from conception to operation stages.

1.3.2 **Figure 1-2** shows the process followed for the EqIA starting with the screening of equality impacts. An EqIA screening was initially completed at the options stage of the project development and identified that equality impacts were likely to be a consideration in the development of the proposed scheme. As such, the decision to carry out a full Equality Impact Assessment was made.

1.3.3 National Highways' EqIA screening, analysis and monitoring template has been completed and is included as chapter 2 of this document. This includes evidence gathered to inform the screening and overall assessment. Sources of evidence used to assess potential equality impacts for the EqIA include relevant information within the **Environmental Statement [TR010060/APP/6.1]**, **Transport Assessment Report [TR010060/APP/7.2]** and the **Consultation Report [TR010060/APP/5.1]**

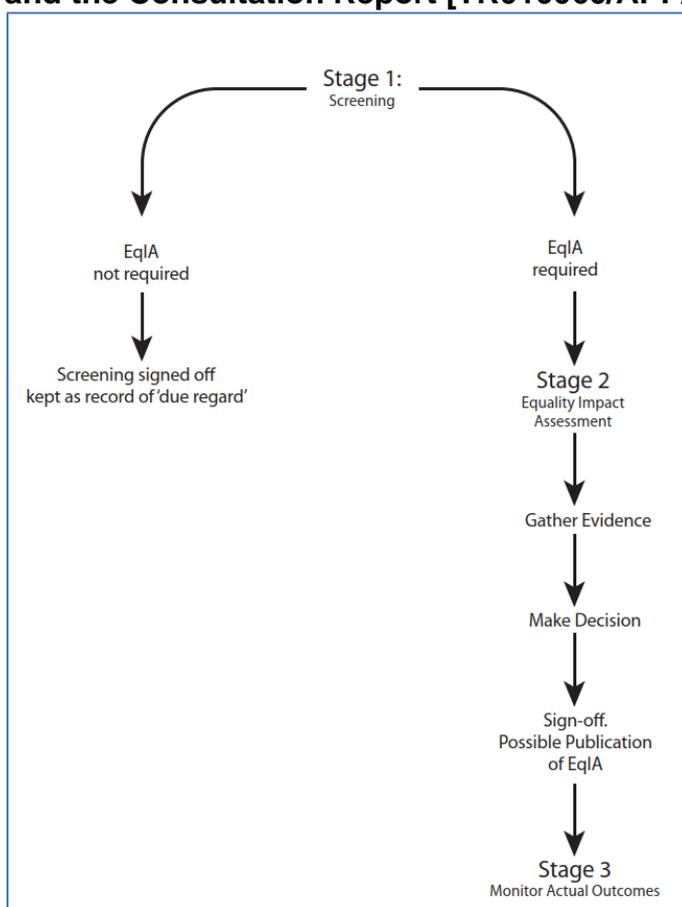


Figure 1-2 National Highways approach to the EqIA

2 Equality Impact Assessment

2.1 Overview

2.1.1 This section incorporates the assessment of equality effects of the proposed scheme using National Highways' standard EqIA, Screening Analysis and Monitoring template. The assessment considers how the proposed scheme could directly impact and contribute to equality effects for equality groups.

2.2 EqIA Screening Analysis and Monitoring form

***Equality Impact Assessment (EqIA)
 Screening Analysis and Monitoring Form***

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

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

EQUALITY IMPACT SCREENING AND ASSESSMENT			
Name of Practice/Policy	A12 Chelmsford to A120 widening (junctions 19 to 25)	Proposed or Current	Current
Person Completing the Assessment		Amy Manners, National Highways, Assistant Project Manager	
Directorate		Major Projects	
Date	August 2022	EqI Register Ref No: (Obtained from the EDI Advocate)	MPS65

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

In December 2014 the first Road Investment Strategy (RIS)¹ by the Department for Transport (DfT) was published, a five-year cycle of investment into the Strategic Road Network (SRN).

The A12 was selected for delivery between junctions 19 to 25 (M25 and Ipswich). This was described in RIS1 as: “*widening the A12 to three lanes between junction 19 (north of Chelmsford) and junction 25 (A120 interchange).*”

The section of the A12 between Chelmsford and Colchester (junction 19 Boreham interchange to junction 25 Marks Tey interchange) carries high volumes of traffic, with up to 90,000 vehicles every day. Heavy goods vehicles (HGVs) account for between 9% and 12% of the traffic on this section due to its importance as a freight connection, especially to Felixstowe and Harwich ports. This section of the A12 is also an important commuter route between Chelmsford and Colchester, and acts as a link, via the A120, to London Stansted Airport.

The proposed scheme lies within Essex, mainly passing through the administrative areas of Braintree District Council and Colchester Borough Council, as well as parts of the administrative areas of Chelmsford City Council and Maldon Borough Council. Chelmsford is located to the south-west of the proposed scheme and Colchester to the north-east. The settlements of Boreham, Hatfield Peverel, Witham, Little Braxted, Rivenhall End, Kelvedon, Feering, Inworth, Messing, Easthorpe and Marks Tey are along the route. There are also individual business and residential properties which front directly onto the A12.

Land required for the proposed scheme, outside of built-up areas, is generally broadacre arable cropping with pockets of other farming types. There are also a number of large commercial plots (over 100ha in size) along the route.

The proposed scheme objectives:

- i. The proposed scheme supports the growth identified in Local Plans by reducing congestion related delays, improving journey time reliability and increasing the overall transport capacity of the A12
- ii. Improved Safety Design: Private accesses to strategic road network closed off and alternative accesses to local roads provided by the proposed scheme
- iii. The proposed scheme improves road user safety
- iv. The proposed scheme improves road worker safety during maintenance operation
- v. The proposed scheme reduces current and forecast congestion related delays and therefore increases journey time reliability
- vi. The proposed scheme understands the impacts of other schemes and recognises other RIS schemes

¹ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/408514/ris-for-2015-16-road-period-web-version.pdf

- vii. Reduce the visual, air and noise quality impacts of the proposed scheme on affected communities on the route
- viii. Reduce the capital carbon and biodiversity impact of the proposed scheme
- ix. The proposed scheme reduces the impact of severance of communities along the route
- x. The proposed scheme improves accessibility for walkers, cyclists, horse riders, and public transport users.
- xi. Improve customer satisfaction and reduce customer impact during construction

Planned Key Milestones	Targeted date
Secretary of State DCO decision	Q1 2024
Advanced works (pre DCO-decision)	Q1 2023
Start-on-site date	Q1 2024
Pre-commencement works (post-DCO decision)	Q1 2024
Start of main works	Q2 2024
Full proposed scheme open to traffic	Q4 2027

Table 2-1 Key scheme milestones

B: SCREENING (Stage 1)									
Questions considered to establish impacts from the outset for new or changing policies/practices	Sex	Religion or Belief	Age	Disability	Race	Sexual Orientation	Gender Re-assignment (include transsexual and transgender)	Pregnancy & Maternity	Marriage & Civil Partnership
1: Is there any indication or evidence that different groups have different needs, experiences, issues or priorities in relation to the practice/policy?	N	N	Y	Y	Y	N	N	Y	N
2: Is there evidence or an indication of higher or lower uptake by different groups?	N	N	Y	N	N	N	N	N	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 policy/practice?	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 policy/practice 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 policy/practice may adversely affect equality of opportunity for all or may harm good relations between different groups?	N	N	N	N	N	N	N	N	N
8: Is there any potential for, or evidence that any part of the policy/practice could discriminate indirectly or directly? (Consider those who implement it on a daily basis).	N	Y	Y	Y	Y	N	N	N	N

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

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

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

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

The screening decisions provided in Section B are based on evidence drawn from the following sources:

- i. National Highways’ EDIT (Equality, Diversity Inclusion Tool)
- ii. A socio-demographic baseline of people living in the area potentially affected by the proposed scheme

- iii. Research regarding the effects of potential impacts of major road schemes on equality groups including local residents and users of the strategic highway network
- iv. Findings from the **Preliminary Environmental Impact Report (PEIR) [TR010060/APP/6.2]**
- v. Consultation activities and feedback from statutory consultees, non-statutory bodies and the local community
- i. Findings from the **Environmental Statement [TR010060/APP/6.1]**
 - a. Chapter 2 The Scheme
 - b. Chapter 3 Assessment of Alternatives
 - c. Chapter 6 Air Quality
 - d. Chapter 12 Noise and Vibration
 - e. Chapter 13 Population and Health

EDIT (Equality, Diversity and Inclusion Tool)

A screening assessment was first carried out in 2017 using National Highways' Equality, Diversity and Inclusion Tool (EDIT). The EDIT tool uses hot spot mapping, scheme type and design information to identify whether it is likely that equality, diversity and inclusion issues are likely to be a factor in the effective delivery of a highways scheme. An overall score is calculated based on the information provided, with a score of over 60% recommending consideration for the need to undertake an EqIA.

An overall EDIT score of 88% was generated for this scheme. This meant that equality, diversity and inclusion issues were likely to be a factor in the effective delivery of the proposed scheme and that an EqIA should be considered.

The findings were as follows:

“Equality, diversity and inclusion issues are likely to be a factor in the effective delivery of your scheme. An Equality Impact Assessment should be considered - consult your SRO and Diversity Representative for more information on this. Further consideration of development, design and construction measures will be required at the next project stage - guidance on this can be found within the next tab. Consult your SRO and Diversity Representative for more information.”

The EDIT tool was refreshed later in stage 2 (July 2020) and in stage 3 (December 2021) as the design progressed.

The continued use of the EDIT tool throughout the proposed scheme development is part of National Highways' standard approach and will continue following the DCO process. This will help to ensure that the project considers equality, diversity and inclusion issues during the detailed design and delivery of the proposed scheme.

Equalities socio-demographic baseline

The equalities socio-demographic baseline provides a profile of residents living in the area surrounding the proposed scheme. It draws upon the Census 2011 to identify the level and distribution of people with protected characteristics currently living within the area. This assists in making a judgement as to whether or not any particular equality groups are likely to be disproportionately affected by the proposed scheme.

Sex

There are more females than males living in all districts (Chelmsford, Braintree and Maldon and Colchester).

Religion

As indicated in **Table 1-2** a very small proportion of residents identified with any religion other than 'Christian' or 'no religion' at the time of the 2011 census. Temporary powers are included in the DCO to enable use of part of a car park belonging to a Mormon Church (The Church of the Latter-Day Saints) in Witham during construction. All Saints Church, Inworth, could be impacted by the removal of trees and hedgerows. In addition, there is a small area of the church ownership that also forms part of the Public Highway (currently used by the church as a layby parking area) that must be modified as part of the proposed scheme design.

Local authority	% Resident population by religion								
	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	None	Not stated
Braintree	61.3	0.2	0.3	0.1	0.5	0.1	0.4	30.0	7.1
Chelmsford	61.9	0.3	0.7	0.2	1.2	0.1	0.3	28.2	7.0
Colchester	57.7	0.6	0.7	0.2	1.6	0.1	0.5	31.4	7.3
Maldon	65.0	0.2	0.1	0.2	0.3	0.0	0.3	26.6	7.3

Table 1-2 Percentage usual resident population by religious group (source: 2011 Census)

Age

There is a variation in the population age across wards within the study area. There is a notably higher than average for England proportion of those aged 0 – 15 within the following wards:

- i. Witham South
- ii. Chelmer Village and Beaulieu Park
- iii. Mile End

Wards with a notably higher than average population aged 65 years and over are:

- i. Hatfield Peverel and Terling
- ii. Wickham Bishops and Woodham

Disability

Both wards have very low levels of income deprivation and so the influence of poverty is less of a factor at a population level in the study area than for other regions. Hatfield Peverel and Terling has average levels of people who report long-term illness or disability, while Wickham Bishops and Woodham has significantly lower than average levels of people who report long-term illness or disability. Income deprivation, disability and ill-health are often interrelated, and so the indicators for these wards suggest a relatively more resilient population in terms of these factors.

Race

Using Census data from the wards in which the proposed scheme runs through, several wards have proportions of the population from black and minority ethnic groups greater than the average for Essex (Witham Central within the district of Braintree, Mile End, and Lexden in the district of Colchester, and Chelmer Village and Beaulieu Park within the district of Chelmsford). However, these proportions are lower than the average for England as a whole. This may mean that people from black and minority ethnic groups in these wards have less support than those from areas with higher ethnic diversity.

Sexual Orientation/Transgender

An estimated 2.7% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2019, an increase from 2.2% in 2018 (ONS, 2021). ONS does not currently produce estimates of the number of transgender people living in the UK. It is likely that there are individuals identifying as LGBT throughout the study area, but no information has been identified on whether there are specific locations where people from these communities may meet, socialise or access support networks and services.

Potential equality effects – literature review

Residents

The construction and operation stages of the proposed scheme are likely to result in changes in air quality levels, both beneficial and adverse for people living within the local area. Certain equality groups are more sensitive to changes in noise levels compared to the overall population. For example, evidence shows that traffic-related noise is correlated more broadly with lower health-related quality of life in children (Ref 3) and increased health risks for older people (Ref 4). Children are also more vulnerable to the effects of poor air quality compared to the overall population and could therefore be disproportionately and adversely affected because of poorer air quality due to construction works and traffic along the new route (Ref 5).

Those with disabilities, including those with weak respiratory systems, or people who suffer health problems more generally associated with weaker lungs may be disproportionately impacted by air quality during construction and operation of the proposed route (Ref 6).

Gypsy and Traveller communities may also be at increased risk of harmful health effects from air quality and noise due to the location of some traveller communities situated next to busy roads and heavy industry (Ref 7). Transference of noise through trailer and caravan walls can be greater than through the walls of conventional housing (Ref 8), resulting in an additional risk of increased noise impacts for Gypsy and Traveller communities living in caravans or mobile homes. Any increases in noise levels can exacerbate poor quality living conditions in this respect.

Motor vehicle drivers and passengers

Delays during construction of roads may increase driver anxiety, which may have a differential effect on certain equality groups. For example, pregnant drivers and disabled drivers may have more concerns about becoming trapped in traffic for long periods of time (Ref 9). Faster road layouts and fear of breaking down are potential concerns amongst these groups.

Reduced mobility may also have an impact on driving confidence. Lower levels of confidence can be attributed to slower information processing and sensory impairment typically experienced by older sections of the population and drivers with certain disabilities. The Pregnancy Mobility Index (Ref 10) provides evidence that mobility restrictions suffered by pregnant women (particularly in the later stages of pregnancy) such as chronic back/pelvic/joint pain, pelvic instability, breathlessness and rib pain, differentiate them from the general population. These restrictions can affect mobility in accessing and leaving a vehicle and may also influence their capability and willingness to drive. Such vulnerable drivers include pregnant women and women travelling with children. Shorter journey times may have a beneficial impact for these drivers. However, it is important to understand any implications in terms of design of the new carriageway to ensure that the needs of this group are met. Safe stopping areas and effective information and communication on road changes and delays are important to these groups.

Young drivers, particularly younger males, are more commonly involved in road accidents (Ref 11/12) and as such any forecast changes in road accidents as a result of the proposed scheme could have a differential impact on this group.

Walkers, cyclists and horse-riders

Any proposed changes to networks and facilities for WCH could potentially have impacts for equality groups, especially those that are less likely to have access to a car, such as young people but also leisure travellers including ramblers and leisure cyclists.

The existing A12 is to remain accessible for WCH and will create many benefits for these groups. Women, older people, people with disabilities and people with young children or pushchairs have a greater aversion to grade-separated facilities than for all pedestrians overall due to accessibility and personal security concerns (Ref 13). It is important to have regard to the needs and concerns of these vulnerable groups throughout the design process.

Disabled adults can also experience barriers to recreation, including use of public rights of way (PRoW). Well designed and managed routes, along with the provision of facilities such as disabled parking and accessible toilets, can support inclusive use of footpaths and open spaces for exercise and recreation, with benefits for health and well-being amongst this group (Ref 14).

Busy roads can result in severance for local communities and restrict walking, particularly for children and young people.

Trends in adult and child casualties were similar during the first 6 months of 2021, with the lowest counts observed in January and February. In general, for casualties of all severities, there was a larger percentage reduction for children aged 16 or under and older casualties aged 60 and over and a smaller reduction for adults aged 17 to 59 during this period. (Ref 15)

Road design, layout and maintenance all play an important role in the origin of crashes involving cyclists.

Public transport users

Buses provide an important service for those who do not have access to a car, enabling access to education, employment, health and recreational facilities. Permanent and temporary changes to bus stop locations and bus routes can have an impact on the accessibility, safety and journey times for users who rely on bus services. In 2020, the proportion of trips made by bus was highest for the 17-to-20-year age group by both males and females, with 10% and 12% respectively (Ref 16) The number of people aged 60 and over taking bus trips dropped significantly in 2020 compared to previous years (Ref 17). This was likely due to the pandemic.

Environmental impacts and mitigation

The A12 Chelmsford to A120 widening **PEIR [TR010060/APP/6.2]** was produced in June 2021. The PEIR provided emerging results of the Environmental Impact Assessment (EIA) process, identifying likely significant effects on the environment. The results of the EIA are of significance to the EqlA as many of the impacts identified may have differential or disproportionate effects on equality groups. An **Environmental Assessment [TR010060/APP/6.1]** was produced following the PEIR. The assessment identified the following potential impacts which may be relevant to groups with protected characteristics:

- i. Potential for some residential properties to experience temporary significant adverse noise effects during construction. These may occur during piling works and demolition works. The longer-term works such as constructing a new bridge or junction can cause an adverse effect due to the duration of the works. Gantry and bridge construction work will need to happen during off peak working hours. Any increase in noise at night could generate adverse effects.
- ii. Air quality effects are not likely to be significant.

- iii. Construction of the proposed scheme has the potential to generate temporary adverse effects on WCH, and vehicle users due to road closures, diversions, and the use of traffic management.
- iv. No significant effects on land use and accessibility during construction for much of the population in the study area were identified. However, the demolition of two properties at Rivenhall End and one business property near the new junction 24 would be of great significance for the individuals concerned.
- v. There are PRoW that cross or are close to the existing A12.
- vi. Some beneficial effects are also expected as WCH are likely to be put off from using many existing routes which cross or are alongside the current A12 due to the lack of physical segregation from high volumes of high-speed traffic.

These potential adverse and beneficial changes to noise levels, accessibility and health because of the construction and/or operation of the proposed scheme may have disproportionate or differential effects on equality groups including children, older people and those with disabilities.

The environment team has worked with the infrastructure design team to avoid or reduce environmental impacts through the proposed scheme design. This is referred to as embedded mitigation and more detail can be found in Chapter 3 (Assessment of alternatives) in the **Environmental Statement [TR010060/APP/6.1]**. Standard mitigation would occur as a matter of course due to legislative requirements or standard sector practices. More information can be found in the Register of Environmental Actions and Commitments (REAC) within the **First Iteration Environmental Management Plan [TR010060/APP/6.5]**.

Mitigation measures include new, improved and replacement provision for WCH. This would help support and provide continued opportunities for active travel and access to outdoor recreation for those with protected characteristics.

Consultation and Engagement

Preferred Route Announcement (PRA) junctions 19 – 23

National Highways made a PRA on 21 October 2019 to confirm a preferred option for widening the A12 between junctions 19 and 23 (the section unaffected by the proposed CBBGC). On the same day, National Highways announced it would be holding a non-statutory consultation on the realignment options between junctions 23 and 25 for 6 weeks from the 21 October to the 1 December 2019 (See Figure)

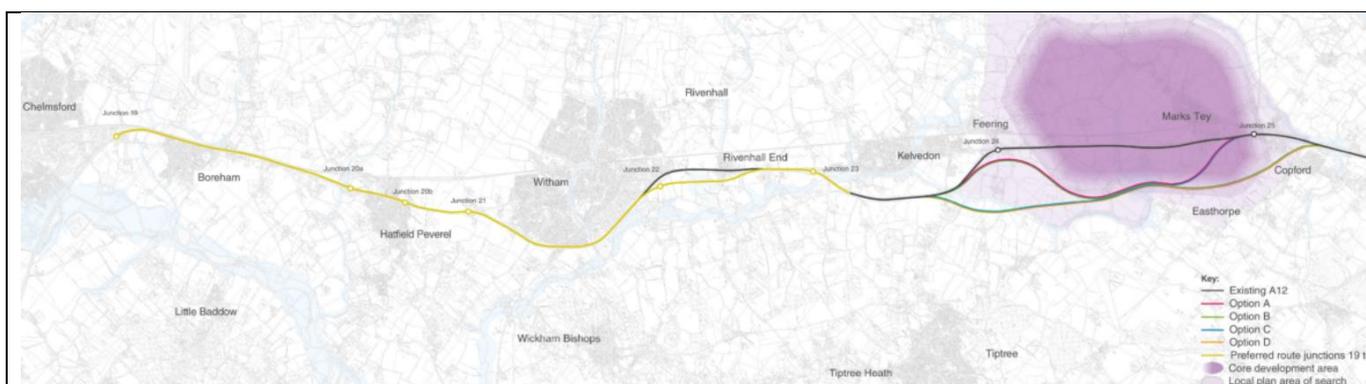


Figure 2-1 Preferred route junction 19 - 23 & Route options 23 - 25 for consultation

Preferred Route Announcement junctions 23 – 25

The PRA for junctions 23 to 25 took place on 28 August 2020. Due to COVID-19 and social distancing, all documentation about the PRA was available on the National Highways website scheme page. This included a map of the preferred route with audio and subtitles should people want to access this in a more inclusive format. Hard copies of the PRA leaflet were available at deposit points confirmed as having reopened. The project team reviewed the deposit point locations to ensure as many people as possible were reached. They were along the full length of the proposed scheme and included council offices and libraries. As well as directly affected landowners, 29,000 residents and businesses along the route received a letter explaining the preferred route and directing them to the website and deposit points for more information.

Four hundred key stakeholders received an information pack and over one hundred were sent a personalised email on the day of the PRA. The project team also contacted Essex County Council's Equality and Diversity Officer/lead to assist with reaching vulnerable/hard to reach residents in the community.

Additional advertising included posters delivered to local halls and post offices along the route. Printed adverts to announce the PRA were placed in local newspapers.

The National Highways customer engagement van was used as an advertising tool, positioned at a busy commuter location on the PRA day which directed people to the website for further information.

There was also social media advertising, including Facebook and Twitter and coverage on BBC Radio Essex.

Colchester Braintree Borders Garden Community

Following the initial scheme appraisal and options development, National Highways held an Options Consultation² at Stage 2 in January 2017 for six weeks to seek views on four possible options. National Highways received over 900 responses and the public exhibitions were attended by over 1,800 people. The purpose of the early consultation was to understand the concerns of the local community and road users and to better understand which option gained the most support. At the time it was clear that Route 2 had emerged as the most favoured route (it may read as Option 2 in the maps produced in 2017 as it was Option 2 at that time, but any reference to Option 2 is now referred to as Route 2)

Route 2 would widen the existing A12 corridor between junctions 19-22 to three lanes in each direction. At junction 22, it would leave the existing corridor and create a new 3 lane bypass to the south, running in parallel with the existing A12. At around junction 23, it would re-join the current corridor. The existing A12 corridor between junction 23-24 would widen to 3 lanes in each direction. At junction 24, the road would leave the existing A12 and create a second 3 lane bypass to the south, running in parallel with the existing A12, re-joining at junction 25.

In spring 2017, the Secretary of State (SoS) for Housing wrote to the SoS for Transport requesting consideration be given to a large-scale proposal (21,000 homes) at Marks Tey, formally known as the Colchester Braintree Borders Garden Community (CBBGC), and a realignment of the A12 to accommodate this emerging development as all four options consulted on would have severed this development. The SoS for Transport instructed National Highways to take into consideration the CBBGC plans. The National Highways project team worked closely with Essex County Council, North Essex Authorities, the Ministry of Housing, Communities and Local Government (MHCLG) and DfT to develop additional options that could accommodate the full footprint of a proposed CBBGC.

National Highways developed four options between junctions 23 to 25, culminating with a second public consultation exercise for six weeks in late 2019 to allow feedback from the

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public on these possible alternative arrangements in the event of this development being granted consent. (See **Figure 2-2**)

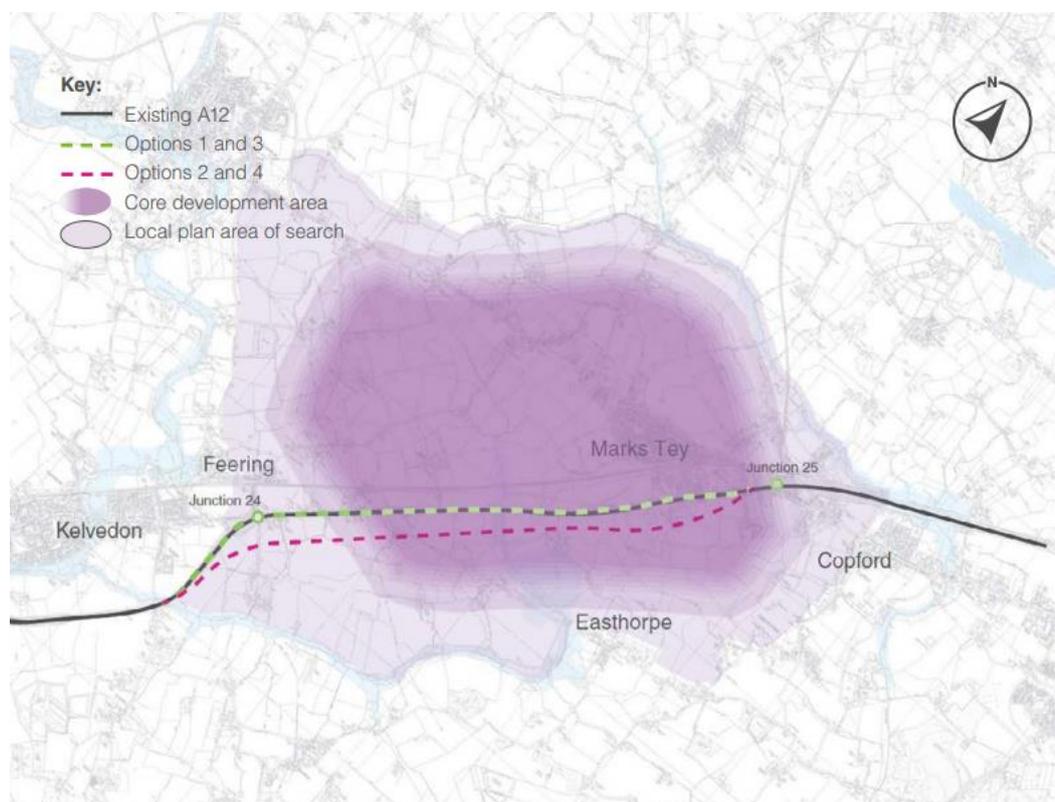


Figure 2-2 The proposed Colchester Braintree Borders Garden Community and the 2017 route options

Due to the uncertainty of the CBBGC, National Highways undertook a phased approach to the A12 scheme whereby in October 2019, while the consultation was being undertaken between junctions 23 to 25 for a possible CBBGC, National Highways made the Preferred Route Announcement (PRA)³ for junctions 19 to 23.

In May 2020, after three years of examinations on the joint local plan, the Planning Inspector's letter to the developers (North Essex Authorities) was issued. The letter effectively concluded the plans fell short and recommended the CBBGC segment of the plan be dropped.

In June 2020 a recommendation was made by the project team at DfT's Investment Portfolio and Delivery Committee (IPDC) to go with the Route 2 alignment between junctions 23 to 25 because of the outcome of the CBBGC planning decision. This was followed by the PRA⁴ for junctions 23 to 25 being made on 28th August 2020.

The scheme was re-announced in RIS 2⁵ (2020-25) as follows:

"...widening the A12 to three lanes between junction 19 (north of Chelmsford) and junction 25 (A120 interchange). This may include delivery of additional improvements around the site of the Colchester/Braintree Border Garden Community, subject to support from the HIF. This scheme will need to take into account evolving proposals for the A120 Braintree to A12."

outskirts of the proposed scheme boundary. Events were held in the afternoon, evenings and weekends to make sure people could attend after work. Again, accessibility and venue risk assessments were carried out for every venue used. Materials were delivered to 12 deposit points across the proposed scheme route and were also available online. In addition, a video was online that explained the information available at the public events. This had subtitles and audio support and allowed those who could not physically attend the events to gain information on the proposed scheme. The consultation event details were also promoted on Twitter.

Stage 3

Statutory Consultation – junctions 19 - 25 22 June to 17 August 2021

The statutory consultation for the full scheme (Figure 2-4) took place from Tuesday 22 June until Tuesday 17 August 2021. It was organised at a time when the roadmap out of Covid-19 lockdown was uncertain. The consultation was primarily online with a virtual event space (Figure 3) supplemented by six face to face events, six webinars and 2 customer engagement van events.



Figure 2-3 Virtual Exhibition

The venues for the face-to-face events had been used by National Highways before. However, due to the pandemic the events took place outside to reduce the risk of Covid-19 being spread.

National Highways received a query from a cabinet assistant asking how the councillor she worked for could contribute to the consultation as he could not access the documents sent to him because he is blind. The query prompted the project team to research options which led to the charity 'Talking Newspaper'. Talking Newspaper produced audio descriptions of the consultation panels for those who find standard print inaccessible. The links to this resource were added to the virtual exhibition website to be accessed by all those who needed it. The feedback was positive and the project team shared this lesson learnt with the National

Highways' regional stakeholder manager so that it can be implemented across other schemes.

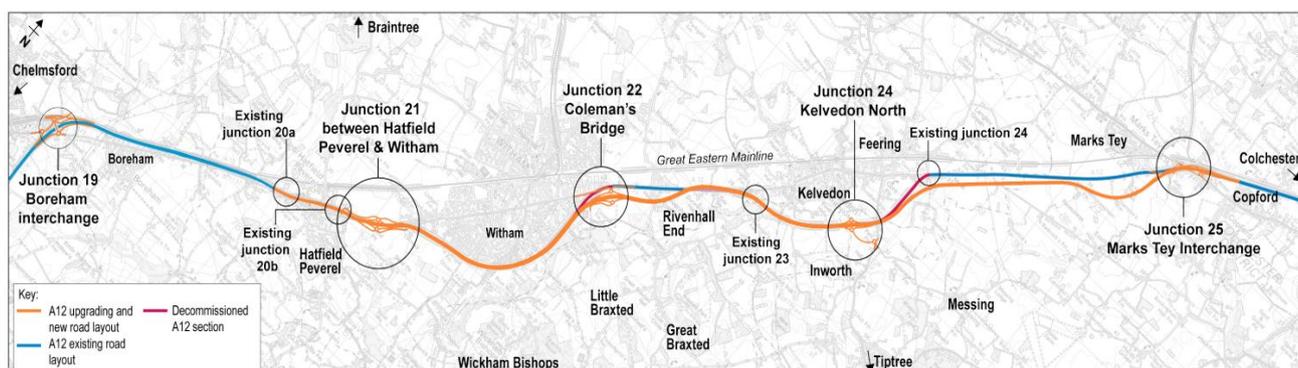


Figure 2-4 Scheme design presented at statutory consultation

Consultation Materials

Following customer feedback, the consultation was advertised in two local magazines as well as all local papers. This strategy for consultation was set out in the Statement of Community Consultation which was approved by the local authorities. The project team utilised social media to launch the consultation and there was radio and tv coverage. The project team identified a range of community organisations and local hard to reach groups with potential interest in the proposed scheme. All groups were sent details of the consultation. Accessible versions of all the materials were made available along with the choice of joining a webinar or contacting the National Highways accessible phonenumber.

Statutory Consultation Response

There were 811 responses to the statutory consultation and 1,980 visits to the virtual event space online.

Junction	Total	Strongly support	Support	Neutral	Oppose	Strongly oppose
Junction 19	472	15.04%	23.51%	41.73%	7.20%	12.50%
Junction 21	469	15.99%	23.45%	31.34%	9.80%	19.40%
Junction 22	456	16.22%	24.78%	41.00%	7.29%	10.08%
Junction 24	466	16.52%	22.10%	34.33%	6.31%	19.74%
Junction 25	459	13.28%	20.26%	39.43%	10.02%	16.99%

Table 2-3 Junction support quantitative analysis

A review of the consultation feedback from the statutory consultation highlighted several potential concerns that could have an effect on equality groups. These are summarised below:

Safety

Congestion and safety at Inworth Road.
Increased traffic on Main Road in Boreham.

Accessibility

Closing Easthorpe Road access onto the de-trunked A12.
Access to Little Braxted Road.

Community

Maldon Road/The Street junction.

Full findings can be found in the **Consultation Report [TR010060/APP/5.1]**.

Supplementary Consultation Tuesday 9 November – Sunday 19 December 2021

Analysis from the statutory consultation led to design changes prompting the need for a supplementary consultation. The supplementary consultation ran for over 5 weeks from Tuesday 9 November to Sunday 19 December 2021. There was a consultation brochure, 3 face to face events, 3 webinars and notices and adverts were published nationally and locally.

The main design changes presented at the supplementary consultation were:

- i. Junction 21 the removal of the southern link road - In response to concerns of the environmental impact on some properties. This would mean changing a bridge from WCH only to allow all traffic. To ensure WCH provisions are maintained a route would be provided alongside the new connection.
- ii. Improved road surfacing and removal of noise barrier - In response to the request for better mitigation for houses in the northern side of the proposed scheme the proposal is to provide road surfacing with better noise performance. Reducing noise levels and construction impacts.
- iii. High pressure gas main diversion - Further work on possible corridors for the pipeline revealed 5 options which were presented as part of the supplementary consultation. The gas corridors identified would temporarily impact several PRow. These would remain accessible during the works but would possibly require some rerouting temporarily. The proposal for a WCH bridge connecting Maldon Road to Olivers Drive (PRow 121_95) would remain unaffected by the proposed gas diversion works.
- iv. Market Lane noise barrier - Additional land was identified as being needed during the construction of a retaining wall therefore the existing noise barrier would be removed temporarily.
- v. Inworth Road - Since the statutory consultation, design work had progressed, and traffic and drainage assessments completed. This allowed for a design that would ensure that the additional traffic does not lead to increased delays on the road and addresses some of the safety and flooding concerns raised during the statutory consultation. A safety assessment concluded that, with the proposed interventions, the road could support the traffic.

- vi. Easthorpe Road Closure - In response to the consultation there were concerns about the improved access arrangements being proposed and requests for the access to be closed. These concerns referred to the increase in traffic predicted for Easthorpe Road. The proposed scheme concluded that this access could be closed. To ensure that access for agricultural machinery and emergency vehicles could be maintained, as well as the need for a crossing for WCH, there would be an accommodation bridge with a gate.

Supplementary Consultation Response

Over 300 responses to the supplementary consultation were received which were considered and responded to within the **Consultation Report Annex N [TR010060/APP/5.2]**.

Further analysis allowed for the Cadent high-pressure gas main to be reduced to one of the options (Corridor 4) presented at the supplementary consultation. More information can be found in the Supplementary Consultation Environment Report⁷

Targeted Consultation Friday 11 February to Friday 18 March 2022

The scheme opted to undertake a targeted consultation in locations in which National Highways understanding of noise impacts changed after statutory consultation. While predicted noise levels mostly stayed the same, or in some instances went up or down by a small amount than that predicted at the statutory consultation, more residents were considered to be experiencing a “significant effect”. Previously the threshold for a significant effect was an increase in noise levels of 3 decibels (dB). Under a revised approach, National Highways decided to consult where an increase of 1dB was predicted and existing levels are already considered high. 372 properties which were designated as potentially experiencing a significant effect were sent a letter giving the opportunity to comment on the proposals before DCO submission. A noise consultation event was held on Monday 21 February 2022 from 5pm until 7pm in Boreham, the village most affected. In addition, there were 2 virtual online drop-in sessions for members of the public to ask questions.

Responses to the targeted consultation can be found in the **Consultation Report Annex N [TR010060/APP/5.2]**.

Screening conclusions

The **Environmental Statement [TR010060/APP/6.5]** identified potential adverse and beneficial changes to noise levels, accessibility and health because of the construction and/or operation of the scheme. These potential impacts may have disproportionate or differential effects on equality groups including children, older people and those with disabilities.

■ _____

Confirmation – State whether a full equality impact assessment is required

Yes	✓	<p>Adjustment required to prevent potential discriminatory practice and to remove barriers to equality of opportunity. Further evidence/consultation required to enable a sound equality decision.</p> <p>Proceed to Sections D – H</p>
No		<p>The policy/practice 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> <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

The full EqIA assesses level of impact on equality groups gauged from available information, research, and consultation. It draws upon evidence from the following sources:

- i. **The Environmental Statement for the Scheme [TR010060/APP/6.1]** including information from the Noise and Vibration, Air Quality and Population and Health assessments.
- ii. **The Transport Assessment [TR010060/APP/7.2]**
- iii. **The First Iteration Environmental Management Plan [TR010060/APP/6.5]**
- iv. **The Outline Construction Traffic Management Plan [TR010060/APP/7.7]**
- v. **The Consultation Report [TR010060/APP/5.1] and Consultation Report appendices [TR010060/APP/5.2]**
- vi. **The Distributional Impacts Report, Appendix F of the Combined Modelling and Appraisal Report [TR010060/APP/7.3]**

The assessment considers both disproportionate and differential effects on equality groups. A disproportionate equality effect arises when a scheme impact has a proportionately greater effect on an equality group than on the general population overall. For the purpose of this EqIA, disproportionality is defined as where:

- i. An impact is predicted on an equality group which has been identified in the baseline as making up a greater proportion of the affected resident population in the study area than its representation regionally or nationally; or
- ii. An impact is predicted on a community facility predominantly used by a specific equality group (e.g. primary schools attended by children; nursing homes catering for older people or disabled people).

A differential equality effect is one which affects members of an equality group differently from the rest of the general population because of specific needs, or a recognised sensitivity or

vulnerability associated with their protected characteristic. In some cases, equality groups could be subject to both disproportionate and differential equality effects. The EqIA considers potential impacts on groups of people rather than on specific individuals.

The assessment also identifies embedded mitigation for the scheme that assists with minimising or eliminating potential adverse equality effects as well as further ways to reduce adverse impacts and enhance equality of opportunity for equality groups.

Construction Impacts and mitigation

Demolition of residential properties/business

There are residential properties within the scheme Order Limits that would be at risk of demolition, land-take and/or severe exposure to construction noise and disruption of access that would potentially make them uninhabitable. Currently, two private residential properties north of the A12 near to Rivenhall End would be demolished. This is a result of shortening the proposed bypass between junction 22 and junction 23. The bypass has been shortened to avoid the scheme design causing significant harm to a scheduled monument. In addition, it reduces flood risk associated with building infrastructure in the floodplain of the River Blackwater.

The demolition of residential properties could have an adverse impact on those currently living in the properties, especially residents who may find it more difficult to move because of protected characteristics such as age or disability or circumstances in which moving away from an area may have an adverse effect on access to local support networks or community facilities. In addition, the demolition of the properties is a consideration under the Human Rights Act First Protocol Article 1: Protection of property/peaceful enjoyment of property.

One private business would need to be demolished near Inworth Road. This is a result of moving the new junction 24 west of Inworth Road. The junction was moved to improve traffic flows, reduce the impact on Prested Hall listed building and reduce the material requirements of constructing the junction.

Further actions have been undertaken to ensure that any freeholders, leaseholders, tenants and business owners affected by the demolition of properties are more widely supported. Ongoing engagement will be undertaken with all relevant parties and will continue to be inclusive of any specific requirements of those involved. This includes where tenants may need specific reasonable adjustments to enable them to fully participate in engagement activities due to their protected characteristics.

Effect on existing PRow

Over 30 PRow have been identified which meet or cross the A12 within the study area, not all are directly affected by the scheme. However, in the past some PRow have been severed by previous highway schemes and as such there is little evidence that they remain in use. There are very few bridleways in the study area with the vast majority of PRow being public footpaths.

The construction footprint of the scheme would require the diversion and temporary closure of PRow with associated impacts on local outdoor recreation access. PRow or other routes temporarily severed by the scheme would be reinstated with no new operational severance. Diversions and closures of existing PRow would be required with new routes being provided to access existing or new crossing points.

Construction works associated with the scheme will result in some temporary diversions of the PRow network. Any related disruption to journey patterns made by WCH would potentially have a greater adverse effect on those with mobility issues who may find it difficult to walk additional distances. This includes older people, people with pushchairs and people with certain disabilities.

Most PRow are likely to be used for recreational purposes, although some footpaths within settlements such as Witham, Kelvedon and Marks Tey may be used for active travel journeys by pedestrians and cyclists. As the affected PRow are mostly used for recreation purposes and alternative routes are available, for the most part, equality effects of the planned temporary diversions would be minimal.

Where closure of PRow is required during construction and no diversion can be provided, appropriate signage would be supplied at each end of the PRow closure to ensure the public is informed. This would include signage at all access points to ensure no-one is forced to re-trace their steps due to a sudden PRow closure.

The proposals for WCH have sought so far as practicable to not only mitigate affected routes but to provide improved routes for active travel for utility journeys and leisure purposes. The proposals have sought to make these as coherent, direct, safe, comfortable and attractive as possible, in line with the objectives set out in LTN 1/20 Cycle Infrastructure Design (Department for Transport 2020), which is relevant for all WCH infrastructure. This would help support and provide continued opportunities for active travel and access to outdoor recreation.

Any effects on PRow would be minimised through measures set out within the **Outline Construction Traffic Management Plan [TR010060/APP/7.7]**.

Bus routes/diversions

There is a likelihood of disruption to bus services due to traffic management as well as construction activities. The Principal Contractor would liaise with bus service providers about the proposals to enable decisions to be made regarding bus route alternatives and journey times. Any effects would be minimised through measures set out within the **Outline Construction Traffic Management Plan [TR010060/APP/7.7]**.

Noise from construction activities

During construction, the scheme would result in some temporary noise and vibration effects from construction activities. Currently, the noise environment in proximity to the scheme is dominated by road noise predominantly from the A12. Some protected characteristics such as older people and those with certain disabilities are more sensitive to the health impacts of environmental noise. Any potential impacts would be managed through the use of best practice mitigation measures as outlined within Chapter 12 (Noise and Vibration) of the **Environmental Statement [TR010060/APP/6.1] and the First Iteration Environmental Management Plan [TR010060/APP/6.5]**.

Air quality impacts from construction activities

During construction emissions from construction dust, HGVs and traffic effects would occur, although they would be temporary in nature. Poor air quality is the largest environmental risk to public health in the UK (PHE 2018). Some protected characteristics such as older people and those with certain disabilities are more sensitive to the health impacts of poor air quality. Any potential impacts would be managed through the use of best practice mitigation measures as outlined within Chapter 6 (Air Quality) of the **Environmental Statement [TR010060/APP/6.1] and the First Iteration Environmental Management Plan (first iteration) [TR010060/APP/6.5]**.

Bridge Removal

Two bridges in Hatfield Peverel must be demolished and rebuilt. Direct land take from ten residential properties would be required during construction. For four of those properties there would be temporary land take during the construction stage. Five houses would be permanently acquired with the occupier/s temporarily rehoused during the construction period. Furthermore, access would be disrupted for all residents north of the A12 in Hatfield Peverel while the bridge replacement works take place and a further two properties south of the A12 would have their access temporarily disrupted. Some protected characteristics such as older people and those with certain disabilities could be affected. Over 400 properties (including some currently under construction) would experience impacts on access associated with replacing the bridges. The works would be phased to limit the disruption to the community and maintain access for emergency vehicles, refuse collection vehicles, delivery vehicles and other critical services.

The following measures are proposed to mitigate the potential severance that would be caused in Hatfield Peverel by works to Bury Lane and Station Road Bridges and to maintain access to Hatfield Peverel Train Station. Reference should be made to the **Outline Construction Traffic Management Plan [TR010060/APP/7.7]** for further detail on each measure.

- i. Provision of a temporary car park (Station Road closure only)
- ii. A temporary link between the temporary car park and the station
- iii. Temporary vehicular, pedestrian and cyclist connection between Hatfield Grove and Bury Farm Estates

- iv. Temporary pedestrian and cycle bridge across the A12 (Station Road closure only)
- v. Signed traffic diversion (Station Road closure only)
- vi. Provision of a shuttle bus service
- vii. Phased construction so that access is always possible across either Bury Lane Bridge or Station Road Bridge

A public event was held on the 19 July 2022 which was well attended. National Highways produced an accompanying leaflet and frequently asked questions document which explained how the alternative routes would be provided to and from the village centre, the train station and the wider road network during the closures.

In addition to access issues, residents may be affected by dust and noise. Any potential impacts would be managed through the use of best practice mitigation measures as outlined within Chapter 13 (Population and Health) of the **Environmental Statement [TR010060/APP/6.1]** and the **First Iteration Environmental Management Plan [TR010060/APP/6.5]**.

Operational Impacts and Opportunities

Traffic related noise/air quality

The scheme highway alignment and potential redirected traffic flows may alter the exposure of people in local communities to traffic related noise and air pollution. No change in exposure to other forms of pollutant are considered likely as a result of the scheme.

Reduction in road accidents and casualties

National Highways' data on collisions has been used to provide understanding of the number of people killed or seriously injured on the A12 trunk road and its junctions between, and including, junctions 19 to 25. The scheme is predicted to result in a decrease in the number of fatal and serious casualties. More information can be found in the Distributional Impacts Report, Appendix F of the **Combined Modelling Appraisal Report [TR010060/APP/7.3]**.

Crossing locations and facilities for walkers, cyclists and horse riders

The scheme has been developed in discussion with WCH stakeholders and aims to better link paths and communities. This will enable people to cross the route safely and conveniently and avoid using busy road junctions.

The scheme includes 6 new bridges for WCH users and approximately 9 miles (15 km) of new or improved walking and cycling paths. For WCH bridges the CD 353 Design Criteria for Footbridges, will be used to design mainly for geometric and user requirements, other design aspects such as material strengths and properties will be covered by other documents within the DMRB (Ref 18). CD 353 will be used in conjunction with other relevant parts of the Eurocodes as appropriate. The scheme would also provide segregated walking and cycling routes where possible, for example, between Hatfield Peverel and Witham and has submitted designated fund bids to provide further improvements. All routes will be designed for

accessibility for all, including the guidance in the recently updated Government Inclusive Mobility⁸ document.

The scheme has been subject to a preliminary design road safety audit and a Walkers Cyclists Horse-riders Assessment Report has been produced. The scheme will be subject to further detailed design safety audits and reviews.

The proposals include:

- i. New controlled crossings at junction 19 which would allow both walkers and cyclists to cross safely
- ii. A new bridge link on the north side of junction 19 (Boreham interchange) for use by WCH
- iii. A new bridge at junction 22 (Coleman's Bridge) which would enable WCH and cyclists on National Cycle Route 16 to bypass the main junction, along with new controlled crossings for both walkers and cyclists near Eastways junction
- iv. A new signalised crossing and the opportunity to reinstate the bus stops in Rivenhall End
- v. A new bridge across the scheme linking Essex Fire and Rescue HQ and a number of rural PRoW to a new access road for use by WCH, and proposed bus stops
- vi. A new controlled crossing which would allow both walkers and cyclists to cross the A120 safely, and a new bridge for walkers and cyclists at junction 25 (Marks Tey interchange)

Improved accessibility

The scheme would bring opportunities to improve public transport provision by improving the accessibility of bus stops on side roads at the various junctions of the scheme and to railway stations located within Hatfield Peverel and Marks Tey. This could improve access for people who are dependent on public transport to access facilities, services and employment.

Conclusions

The scheme has been designed considering issues that could be experienced by equality groups including the needs of WCH. Access to community facilities will be improved by the reintroduction of bus stops.

However, the EqIA has also identified a number of impacts where groups with protected characteristics may experience disproportionate or differential adverse effects these include:

- i. Increases in noise levels during construction and operation for some residential properties in the area. This may disproportionately and/or differentially affect children, older people and those with disabilities in close proximity the scheme.

⁸ <https://www.gov.uk/government/publications/inclusive-mobility-making-transport-accessible-for-passengers-and-pedestrians>

- Mitigation measures have been developed and more detail can be found in the First Iteration **Environmental Management Plan [TR010060/APP/6.5]**.
- ii. Temporary diversions and closures to PRowS as well as permanent changes to routes and crossings along the scheme may have a differential impact on older people or people with disability issues. Mitigation measures to minimise impact on WCH groups are detailed in the **Outline Construction Traffic Management Plan [TR010060/APP/7.7]**.
 - iii. The demolition of residential property could potentially have a differential adverse effect on residents who may find it more difficult to move from the property such as older people or people with disabilities. Engagement will continue with those who have been identified as being in one of the protected characteristic groups and appropriate advice, support and measures will be put in place.
 - iv. Temporary adjustments to bus routes could result in a change to regular journeys. This could have an adverse effect on those who rely on the service, notably younger people, older people and women. Diversions are detailed in the **Outline Construction Traffic Management Plan [TR010060/APP/7.7]**.
 - v. Temporary possession of land owned by churches could have an impact on those wanting to attend religious services. Engagement will continue with those who run the churches to ensure they are content with any activities that could affect them and construction plans are shared.

Summary of findings for those who may be affected by the above impacts and protected characteristics have been identified.

Equality Group (Protected Characteristics)	Positive Impact	Negative Impact	Neutral Impact	Summary of reasons and evidence sources (data research and consultation) supporting this analysis
Sex	✓	✓		Women are more likely to be users of public transport (Ref 19). The scheme has opportunities to reintroduce bus stops on sections of the A12 road that will be bypassed (eg at Rivenhall End, Essex Fire and Rescue HQ, and Feering).
Religion or Belief		✓		1. A car park belonging to the Church of Jesus Christ of Latter-day Saints in Witham could be impacted by temporary possession by the scheme during construction. There is a small sliver of permanent land take of 36 sq ms which should not affect the number of car park spaces. Engagement with the church is ongoing. Plans have been shared

				<p>and a timeline for construction is being drafted as requested.</p> <p>2. All Saints Church, Inworth, could be impacted by the removal of trees and hedgerows. In addition, there is a small area of the church ownership that also forms part of the Public Highway (currently used by the church as a layby parking area) The permanent land take the scheme would require is small (0.66 sq ms). This is needed as that corner section of the road must be modified as part of the design. Engagement with the church is ongoing and there are no current objections to the plan.</p>
Age	✓	✓		<p>There is an elderly homeowner at one of the properties marked for demolition in Rivenhall End, Witham. It has been established that he has no internet and in person meetings are arranged over the phone. The homeowner understands the situation and the options available. A solicitor has been engaged and a blight application submitted.</p>
Disability	✓	✓		<p>There is an individual who is understood to have autism, whose land is not directly affected but is indirectly affected by the scheme, their property being outside of but in close proximity to the Order Limits. Engagement with this landowner is severely impacted. In person and virtual meetings have been emotional, and this has led to the need to deal with communications predominantly in writing. As the property is jointly owned by the individual and their parents (who reside at a separate address), more recent communications have taken place with the individual's father, although the individual continues to regularly contact National Highways direct.</p>

Race		✓		<p>1. There is a permanent traveller site located at J24. It is currently occupied by the site owner only. As well as phone calls and other correspondence, in person meetings with the landowner have been held. Engagement is ongoing.</p> <p>2. Whilst not an issue of Race per se, in light of the conflict in Ukraine, the situation regarding refugees in Essex will be reviewed as the scheme progresses through the detailed design stage.</p>
Sexual Orientation			✓	There are no identified impacts of the scheme that would differentially or disproportionately affect people based on their sexual orientation.
Gender Reassignment (Incl. Transsexual and Transgender)			✓	There are no identified impacts of the scheme that would differentially or disproportionately affect people based on their gender reassignment.
Pregnancy & Maternity		✓		Those who are pregnant may face a negative impact to changes in public transport.
Marriage & Civil Partnership			✓	There are no identified impacts of the scheme that would differentially or disproportionately affect people based on their marriage and civil partnership.
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: Churches would be impacted. Elderly homeowner would be impacted.

		A local resident with a disability would be impacted and is likely to object to the DCO application.
E: Options: The rationale behind the decision reached.		
<p>E1: Proceed with the policy/practice because:</p> <p>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> <p>(There are no unjustified negative impacts and the policy/practice is compliant in terms of the equality duty)</p>		
<p>E2: Make adjustments</p> <p>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)</p> <p>(Opportunities were identified to advance equality, foster good relations and prevent discrimination)</p>	✓	
<p>E3: Withdraw it because there is obvious detriment</p> <p>(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

Activities to mitigate negative impacts

Activities to address any potential negative impacts or risks to deliver positive impacts	Provide activity completion dates
Noise mitigation measures to be included in the First Iteration Environmental Management Plan [TR010060/APP/6.5]	Prior to construction

Temporary bus stop relocations to be agreed with bus service providers to ensure they can be accessed by those with protected characteristics. Details in the Outline Construction Traffic Management Plan [TR010060/APP/7.7]	Prior to construction
Access for residents affected by the temporary bridge removal at Hatfield Peverel. Details in the Outline Construction Traffic Management Plan [TR010060/APP/7.7]	Prior to construction.

Further Stakeholder Engagement Activities

Activities to address any potential negative impacts or risks to deliver positive impacts	Provide activity completion dates
Further stakeholder identification, to identify hard to reach groups.	31 October 2016
More research of the demographics within the area.	31 October 2016
Workshop with our supplier to discuss Equality and Diversity.	31 October 2016
A12 Chelmsford to A120 widening scheme – non-statutory public consultation on junctions 19 to 25.	23 January - 3 March 2017
Stakeholder engagement – forums.	Aug 2016 Sept 2016 Nov - Dec 2016 February 2019
A12 Chelmsford to A12 widening scheme – non-statutory public consultation on junctions 23 to 25.	October – December 2019
National Highways/Essex County Council Strategic Collaboration Board meetings	February 2019 – monthly ongoing meetings
ECC reviewed the draft PRA leaflet for August 2020	July 2020
Members Forums Attendees from: Essex County Council Braintree District Council Chelmsford City Council Colchester Borough Council Maldon District Council Suffolk County Council	19 August 2020 26 November 2020 8 March 2021 7 June 2021 7 October 2021 3 March 2022 22 July 2022

<p>Tendring District Council Department for Transport National Highways Operations National Highways Integrated Project Team</p> <p>The purpose is to talk through the current scheme design and discuss ways in which it impacts the community.</p>	
<p>Stakeholder engagement on whole route J19 to J25 – forums and parish council meetings with:</p> <ul style="list-style-type: none"> Boreham Springfield Hatfield Peverel Rivenhall Witham Great Braxted Little Braxted Kelvedon Messing-cum-Inworth Feering Marks Tey and Copford with Easthorpe 	<p>w/c 16 November 2020</p>
<p>Meeting with the ECC EDI to discuss stakeholder list to ensure all the correct groups in the area were included. Also discussed accessibility for materials and the general accessibility of the scheme, for example making sure that the project does not impact bus services etc.</p>	<p>December 2020</p>
<p>Stakeholder engagement – Statement of Community Consultation with the local authorities.</p>	<p>February 2021</p>
<p>Church of Jesus Chris of Latter-Day Saints in Witham meetings –as the scheme design evolves.</p>	<p>March 2021 October 2021</p>
<p>A12 Chelmsford to A12 widening scheme – statutory consultation on junctions 19 to 25.</p>	<p>June – August 2021</p>
<p>Liaised with British Wireless for the Blind Fund and Talking Newspapers for advice about access to the consultation material</p>	<p>June 2021</p>
<p>Stakeholder engagement – pre-engagement ahead of the supplementary consultation with parish councils and technical working groups.</p>	<p>October 2021</p>
<p>Supplementary consultation</p>	<p>November – December 2021</p>

Targeted consultation (noise)	February 2022 – March 2022
Engagement letters	May 2022

References

Ref 1	Ref 1 Equality Act (2010) https://www.legislation.gov.uk/ukpga/2010/15/contents
Ref 2	Ref 2 National Highways (2017) Equality Impact Screening and Assessment (EqIA) Overview and Guidance: Helping You to Consider the Needs of People
Ref 3	Hjortebjerg, D., Anderson, A.M., Christensen, J.S., Ketzal, M., Raaschou-Nielsen, O., Sunyer, J., Julvez, J., Forn, J. and Sorensen, M. (2015) 'Exposure to Road Traffic Noise and Behavioural Problems in 7-Year-Old Children: A Cohort Study' Environmental Health Perspectives, 124(2): 228-34.
Ref 4	Jaana I. Halonen, Anna L. Hansell, John Gulliver, David Morley, Marta Blangiardo, Daniela Fecht, Mireille B. Toledano, Sean D. Beevers, Hugh Ross Anderson, Frank J. Kelly, Cathryn Tonne, Road traffic noise is associated with increased cardiovascular morbidity and mortality and all-cause mortality in London, European Heart Journal, Volume 36, Issue 39, 14 October 2015, Pages 2653 – 2661, https://doi.org/10.1093/eurheartj/ehv216
Ref 5	Department for Transport (2020) TAG unit A4.2 Distributional Impact Appraisal, Department for Transport, Transport Analysis Guidance, London https://www.gov.uk/government/publications/tag-unit-a4-2-distributional-impact-appraisal
Ref 6	Font, A. Baker, T., Mudway, I.S., Purdie, E., Dunster, C., Fuller, G.W. (2014) 'Degradation in urban air quality from construction activity and increased traffic arising from a road widening scheme'. Science of the Total Environment, 497–498
Ref 7	The Traveller Movement (2016) Impact of insecure accommodation and the living environment on Gypsies' and Travellers' health https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/490846/NIHB - Gypsy and Traveller health accs.pdf
Ref 8	Department for Communities and Local Government (2008) Designing Gypsy and Traveller Sites Good Practice Guide https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/11439/designinggypsiesites.pdf

Ref 9	Transport Focus An accessible road network? Disabled user experience on England's motorways and major 'A' roads November 2018 [REDACTED] [REDACTED]
Ref 10	Van de Pol, G., de Leeuw, J.R., van Brummen, H.J., Bruinse, H.W., Heintz, A.P. and van der Vaart, C.H. (2006) 'The Pregnancy Mobility Index: a mobility scale during and after pregnancy', Acta Obstetrica et Gynecologica, 85(7): 786-791.
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Ref 16	Department for Transport (2020) National Travel Survey NTS 0601
Ref 17	Department for Transport (2020) National Travel Survey NTS 0601a
Ref 18	Design Manual for Roads and Bridges [REDACTED]
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