



Gatwick Airport Northern Runway Project

Equality Statement

Book 10

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1 Summary

- 1.1.1 This Equality Statement has been prepared to assist the determining authority in discharging the Public Sector Equality Duty (PSED) in the exercise of its functions. The document signposts to relevant information within the Gatwick Northern Runway Project application (the Project).
- 1.1.2 Section 149 of the Equality Act 2010 (hereafter referred to as the ‘2010 Act’) places the PSED on public authorities to have due regard to specified equality considerations when exercising their functions (including making decisions on planning applications). These include the need to:
- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under this Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 1.1.3 The Project has undertaken various assessments that inform effects relevant to protected characteristics under the 2010 Act. These assessments include the **Environmental Statement Chapter 17: Socio-Economic** [\[APP-042\]](#) and **Environmental Statement Chapter 18: Health and Wellbeing** [\[APP-043\]](#).
- 1.1.4 Whilst these are not intended to be equality impact assessments, these assessments do focus on issues and population groups with the greatest potential for effects, for example related to age and disability (where this relates to existing poor health).
- 1.1.5 The **Environmental Statement Chapter 18: Health and Wellbeing** [\[APP-043\]](#) specifically considered if there was potential for social disadvantage related vulnerability (paragraph 18.12.6) and concluded that there was not. Social disadvantage vulnerability is discussed in the Institute of Environmental Management and Assessment (IEMA) 2022 publication ‘IEMA Guide: Effective Scoping of Human Health in Environmental Impact Assessment’ pdf page 32, which explains that this includes, as relevant, issues of discrimination and protected characteristics.
- 1.1.6 This includes that the **Environmental Statement Chapter 18: Health and Wellbeing** [\[APP-043\]](#) follows IEMA 2022 guidance (IEMA Guide: Determining Significance for Human Health in Environmental Impact Assessment) in specifically considering the potential for effects to vulnerable groups. The

assessment identifies that there are not anticipated to be significant health inequalities between the general population and vulnerable group populations.

- 1.1.7 The conclusion that the Project should not give rise to such significant adverse public health effects is one which the statutory public health bodies, the UK Health Security Agency and the Department of Health and Social Care Office for Health Improvement and Disparities, agrees with in their relevant representation [[RR-4687](#)].
- 1.1.8 Nothing in the Project assessments undertaken by GAL suggests that there would be a conflict between the Project and the Public Sector Equality Duty (PSED). Indeed, the promotion of improved aviation connectivity is likely to have benefits for fostering good relations between many protected characteristics, including cultural exchange relevant to race, religion and belief. There are also likely to be differential benefits for protected characteristics, including age and disability, associated directly and indirectly with the Project's employment opportunities.
- 1.1.9 It is for the public authority to discharge the 2010 Act duties, however it is Gatwick Airport Ltd's (GAL) view that the information presented indicates that there are unlikely to be significant adverse disproportionate or differential impacts on protected characteristics that would conflict with the PSED.
- 1.1.10 **ES Chapter 18: Health and Wellbeing** [[APP-043](#)] is a Health Equality Impact Assessment (HIA) and provides a detailed consideration of health inequalities.
- 1.1.11 Furthermore, **ES Chapter 18: Health and Wellbeing** [[APP-043](#)] is a comprehensive assessment, both in its own right, and in comparison with other assessments undertaken to support nationally significant infrastructure projects.
- 1.1.12 GAL understands that there will be Affected Parties who have protected characteristics that are impacted by the Project. However, GAL believes that none of these Affected Parties have been disproportionately impacted by the Project, disadvantaged through consultation or via negotiation for the acquisition of land and rights required.

2 Introduction

- 2.1.1 In response to the Examining Authority's request, questions raised in Issue Specific Hearing 3: Socio-economics, Local Impact Reports and Written Representations from some of the Local Authorities, Gatwick Airport Ltd (GAL)

has prepared this statement setting out where equalities considerations are addressed within the application documents.

- 2.1.2 The Project will have a range of impacts and these have been assessed in the Environment Statement. Some of these will affect populations around the airport and there is the potential for some of these to affect people with certain equalities protected characteristics either differentially or disproportionately.
- 2.1.3 The information required to understand these potential impacts is set out in various different places across the application documents. This document sets out where that information can be found. It is not an assessment of equalities impacts – that is a matter for the relevant public authorities as part of their decision making – but it is intended to help decision makers understand what the equalities considerations might be for their decision and the steps that GAL has taken.

3 Legislative Context

- 3.1.1 The 2010 Act is the key piece of legislation that guides consideration of equalities impacts. The 2010 Act forms the basis of anti-discrimination law in Great Britain.
- 3.1.2 Section 149 of the 2010 Act places a PSED on public authorities to have due regard to specified equality considerations when exercising their functions (including making decisions on planning applications). These include the need to:
- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under this Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and person who do not share it; and
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 3.1.3 Section 4 of the 2010 Act defines various protected characteristics which are covered by the Act:
- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief

- Sex
- Sexual orientation

3.1.4 The need to advance equality of opportunity includes the need to (as set out in Section 149(3) of the 2010 Act):

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and
- Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

3.1.5 The main objective of the PSED is to ensure public policies and programmes are implemented fairly, in particular with regard to their impact on those with protected characteristics.

3.1.6 This statutory obligation to consider equality rests with the public sector authority – and cannot be delegated.

3.1.7 The aim of this Equality Statement signposting document is to assist the determining authority in discharging the PSED in the exercise of its functions.

4 Methodology

4.1 Approach

4.1.1 All developments will have a range of impacts, both positive and negative, through their construction and end use. Everyone affected by a development will have some protected characteristics as defined by the 2010 Act, and there will be varying degrees of intersectionality (such as combinations of age, race and sex), and they will not all be equally affected. That does not however, necessarily constitute an equality effect.

4.1.2 To identify which effects are relevant to equality, a growing body of practice in equality assessment has distinguished equality impacts as those that have either a disproportionate or differential effect upon persons who share a relevant protected characteristic compared to persons who do not share it, as explained below:

- **Disproportionate:** there may be a disproportionate equality effect where people with a particular protected characteristic make up a greater proportion of those affected than in the wider population. Disproportionate effects may always exist at some spatial levels. For consistency this Equality Statement uses the same study areas as are used in the ES assessments.
- **Differential:** there may be a differential equality effect where people with a protected characteristic are affected differentially to the general population as a result of the vulnerabilities or restrictions they face because of that protected characteristic.

- 4.1.3 The scale and significance of such impacts cannot always be quantified. Therefore, the consideration of equality effects includes a descriptive analysis of the potential impacts and identifying whether such impacts are adverse or beneficial. These impacts are defined in all Environmental Statement chapters and summarised in **Environmental Statement Chapter 21: Summary of Effects** [[APP-046](#)].
- 4.1.4 Equality impacts are complex, and impacts are difficult to accurately and comprehensively predict. In the context of development, some impacts are inherently more difficult to quantify, or for a planning consent to directly control. For example, some effects may depend on how people respond to a development in the future (e.g. effects of air noise, employment etc), which can only be modelled and forecast, not directly measured in advance. For this reason, the Equality Statement signposting can only consider likely significant effects that can reasonably be foreseen.
- 4.1.5 Any decision taken by a public body may involve a need to consider and balance a range of both positive and negative effects of different types. There may be reasonable mitigation measures that can eliminate or reduce some disproportionate or differential equality impacts, but some impacts may not always be avoidable.
- 4.1.6 Consideration can be given to whether there are alternative approaches that could alleviate or mitigate the impact of a decision. The PSED is to give due regard to all equality considerations, in accordance with the 2010 Act, and attribute appropriate weight to such considerations. Equality impacts, beneficial and adverse, should be a consideration in the balance when determining the application.
- 4.1.7 Guidance for public bodies published by the Government Equalities Office clarifies that the 2010 Act does not impose a legal requirement to conduct an

Equality Impact Assessment, but it emphasises the importance of consciously considering the aims of the PSED in decision making.

4.1.8 This signposting document has been tailored appropriately for the Project relying on information contained in the Environmental Statement and publicly available information.

4.2 Pathway to effects

4.2.1 The Project's Environmental Statement contains some baseline and a large amount of impact assessment material; there are a number of chapters that deal with effects on the population which could therefore give rise to equality considerations. These are:

- **Environmental Statement Chapter 8: Landscape, Townscape and Visual Resources** [[APP-033](#)] (impact assessment)
- **Environmental Statement Chapter 12: Traffic and Transport** [[APP-037](#)] (impact assessment)
- **Environmental Statement Chapter 13: Air Quality** [[APP-038](#)] (impact assessment)
- **Environmental Statement Chapter 14: Noise and Vibration** [[APP-039](#)] (impact assessment)
- **Environmental Statement Chapter 17: Socio-economics** [[APP-042](#)] (baseline and impact assessment)
- **Environmental Statement Chapter 18: Health and Wellbeing** [[APP-043](#)] (baseline and impact assessment)
- **Environmental Statement Chapter 20: Agricultural Land Use and Recreation** [[APP-045](#)] (impact assessment)

4.2.2 This document signposts to the relevant baseline material and to where these chapters have identified significant effects which could in turn give rise to equality considerations.

4.2.3 The **Environmental Statement Chapter 12: Traffic and Transport** [[APP-037](#)] and **Environmental Statement Chapter 13: Air Quality** [[APP-038](#)] do not report significant effects and therefore equality impacts are unlikely.

5 Baseline information

5.1.1 The application documents include baseline information for the age and disability protected characteristics and its signposted location can be found in Table 5-1

below. Information on the remaining protected characteristics can be found in Appendix 1 to this document.

Table 5-1: Baseline information signposting

Protected characteristic	Signpost
Age	Age profile at different spatial levels: <ul style="list-style-type: none"> ▪ Environmental Statement Chapter 18: Health and Wellbeing [APP-043] – Table 18.4.7 ▪ Environmental Statement Appendix 18.5.1: Health Baseline Trends, Priorities and Vulnerable Groups [APP-206] – Chapter 2.2 ▪ Environmental Statement Appendix 18.5.2: Health and Wellbeing Baseline Data Tables [APP-207] – Table 2.5.1 ▪ Environmental Statement Appendix 17.6.1: Socio-Economic Data Tables [APP-197] – Tables 2.1.1 and 2.1.2 ▪ Also summarised in Appendix 1 Table 7-1 along with additional spatial scales as defined in Appendix 1.
Disability	Disability profile at different spatial levels: <ul style="list-style-type: none"> ▪ Environmental Statement Chapter 18: Health and Wellbeing [APP-043] – Table 18.4.7. ▪ Environmental Statement Appendix 18.5.2: Health and Wellbeing Baseline Data Tables [APP-207] – Table 2.5.2 ▪ Also summarised in Appendix 1 Table 7-1 along with additional spatial scales as defined in Appendix 1.
Gender reassignment	Appendix 1 Table 7-1
Marriage and civil partnership	Appendix 1 Table 7-1

Protected characteristic	Signpost
Pregnancy and maternity	Appendix 1 Table 7-1
Race	Appendix 1 Table 7-1
Religion or belief	Appendix 1 Table 7-1
Sex	Appendix 1 Table 7-1
Sexual orientation	Appendix 1 Table 7-1

- 5.1.2 The baseline information in Table 5-1 above and Appendix 1 Table 7-1 could be used to determine disproportionate effects.
- 5.1.3 Disproportionate effects are not specific to particular protected characteristics, but are felt generally by the population, which may include a disproportionate representation of particular protected characteristics.
- 5.1.4 For that reason, mitigation of harmful disproportionate effects (or enhancement of positive disproportionate effects), is not specific to protected characteristics, but to the Project effects themselves. For example, if one group is disproportionately affected by noise, then noise mitigation will disproportionately benefit them more, even if not specifically targeted at them.

6 Significant Effects

- 6.1.1 **Environmental Statement Chapter 21: Summary of Effects** [\[APP-046\]](#) provides a summary of the likely significant adverse and beneficial residual effects (effects after taking into account mitigation measures) of the Project using the findings of the Environmental Impact Assessment (EIA) process undertaken in the individual topic chapters (Chapters 7 to 19). This section uses the summary and signposts information that could be used to determine any disproportionate and differential equality impacts on the protected characteristics.

Several of the significant effects are associated with the **Environmental Statement Chapter 7: Historic Environment** [\[APP-032\]](#), **Environmental Statement Chapter 8: Landscape, Townscape and Visual Resources** [\[APP-033\]](#), **Environmental Statement Chapter 9: Ecology and Nature Conservation** [\[APP-034\]](#), **Environmental Statement Chapter 10: Geology and Ground Conditions** [\[APP-035\]](#) and the **Environmental Statement Chapter 11: Water Environment** [\[APP-036\]](#). These are unlikely to have any disproportionate

or differential equality impacts on the protected characteristics because these effects do not relate to any human receptors.

- 6.1.2 Table 6-1 provides a summary of situations where significant residual effects in the ES chapters could give rise to potential equality impacts. Detail about significant residual effects relating to these ES chapters is provided in Table 6-2 – Table 6-5.
- 6.1.3 It is for the public authority to discharge the 2010 Act duties, however it is Gatwick Airport Ltd's (GAL) view that the information presented indicates that there are unlikely to be significant adverse disproportionate or differential impacts on protected characteristics that would conflict with the PSED.
- 6.1.4 **ES Chapter 18: Health and Wellbeing** [\[APP-043\]](#) is a Health Equality Impact Assessment (HIA) and provides a detailed consideration of health inequalities.
- 6.1.5 Furthermore **ES Chapter 18: Health and Wellbeing** [\[APP-043\]](#) is a comprehensive assessment, both in its own right, and in comparison with other assessments undertaken to support nationally significant infrastructure projects.

Table 6-1: Summary of potential equality impacts

ES Chapter	Potential for disproportionate or differential equality impacts	Affected Protected Characteristics
Noise & Vibration	<p>The identified noise and vibration effects could have a disproportionate effect on any protected characteristic disproportionately represented in the Noise Impact Study Area (NISA).</p> <p>There could be differential effects upon children and older people (Age) and on people who spend more time than average at home as a result of a protected characteristic (Age, Pregnancy and Maternity, Disability).</p> <p>Community Infrastructure users with particular protected characteristics of Age, Disability, Pregnancy and Maternity, and Religion and Belief may also be differentially affected, e.g. schools and places of worship.</p> <p>ES Appendix 14.9.10 Noise Insulation Scheme [APP-180] describes the noise insulation that will</p>	<p>Any Protected Characteristic disproportionately represented in NISA (disproportionate effects)</p> <p>Age, Pregnancy and Maternity, Disability, Religion or Belief (differential effects)</p>

ES Chapter	Potential for disproportionate or differential equality impacts	Affected Protected Characteristics
	<p>be offered to address aircraft noise. The scheme comprises 4 zones with higher levels of insulation provided for the inner zones where noise levels are highest and is secured by DCO Requirement 18.</p> <p>ES Chapter 14: Noise and Vibration [APP-039] sets out the primary analysis of noise on local communities and discussion of appropriate mitigation.</p> <p>ES Chapter 18: Health and Wellbeing [APP-043] section 18.8 sets out the assessment of Health and Wellbeing Effects from changes in noise exposure. Specific regard is given to vulnerable groups, which are listed at paragraph 18.8.107. Table 18.7.1: includes specific mitigation measures to support uptake of the Noise Insulation Scheme for local vulnerable groups. These are set out in ES Appendix 14.9.10 Noise Insulation Scheme, paragraph 4.1.15 [APP-180].</p>	

ES Chapter	Potential for disproportionate or differential equality impacts	Affected Protected Characteristics
	<p>Deadline 2 Submission - 5.3 ES Appendix 14.9.10 Noise Insulation Scheme Update Note [REP2-031] section 2 discusses the advertising of the scheme, including at paragraph 2.1.2 that details will be provided on how the noise insulation scheme is to be promoted and administered to persons considered to be vulnerable to noise related effects to ensure equitable access to the noise insulation scheme</p>	
Socio-economics	<p>The identified impacts of construction and operational activities could have a direct differential effect on Age and Disability, as benefits may most likely to go to working age people without a disability. Employment benefits make health-related resources available to employees and their dependents (Environmental Statement Chapter 18: Health and Wellbeing [APP-043] para 18.8.365).</p>	Age, Disability

ES Chapter	Potential for disproportionate or differential equality impacts	Affected Protected Characteristics
	<p>The Employment, Skills and Business Strategy (ESBS) could target interventions at certain protected characteristics (e.g. people with disabilities, women, those returning from maternity leave).</p>	
<p>Health & Wellbeing</p>	<p>Benefits related to changes in socio-economic factors may most likely to go to working age people without a disability or pregnancy, as they are most likely to fill new employment with associated positive implications for mental health.</p> <p>The ESBS could target interventions at certain protected characteristics (e.g. people with disabilities, women, those returning from maternity leave). Employment benefits make health-related resources available to employees and their dependents (Environmental Statement Chapter 18: Health and Wellbeing [APP-043] para 18.8.365).</p>	<p>Age, Pregnancy or Maternity, Disability, Sex</p>
<p>Agricultural Land Use & Recreation</p>	<p>Diversions or disruptions could have differential effects on older people (Age).</p>	<p>Age</p>

ES Chapter	Potential for disproportionate or differential equality impacts	Affected Protected Characteristics
	<p>The diversions or disruptions are expected to be temporary. For walkers, cyclists and horse riders, the affected routes are either used for recreation and to a lesser extent commuting or have alternative routes that can be taken</p> <p>(Environmental Statement Chapter 19: Agricultural Land Use and Recreation [APP-044] paragraph 19.9.23, 19.9.32 and Table 19.4.4).</p> <p>For public health, significance of effects relies on a method different to the Design Manual for Roads and Bridges (DMRB) where context is more important than absolute active travel routes distance changes. New larger open space will also be re-provided adjacent to the identified public open spaces to maintain community health and wellbeing benefits (Environmental Statement Chapter 18: Health and Wellbeing [APP-043] – Table 18.13.1 and para 18.8.342).</p>	

6.1.6 Table 6-2 sets out identified significant residual effects in **Environmental Statement Chapter 14: Noise and Vibration** [\[APP-039\]](#) along with signposted information to aid with equality considerations. As mentioned in the summary in Table 6-1 above, noise and vibration in general could have a disproportionate or differential (or both) effect on some protected characteristics.

Table 6-2: Significant residual effects related to Noise and Vibration

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost to help determine differential equality impacts on protected characteristics
Construction Period (2024 – 2029)			
Properties adjacent to the works (For whole construction period potential adverse effects at approximately 37 properties)	Moderate Adverse (construction noise during daytime and night-time)	Community spaces, places of worship, schools, heritage assets: <ul style="list-style-type: none"> ▪ Environmental Statement Appendix 14.9.2: Air Noise Modelling [APP-172] – Section 4.3 ▪ Environmental Statement Chapter 14: Noise and Vibration [APP-039] – Table 14.13.1 Schools, care homes: <ul style="list-style-type: none"> ▪ Environmental Statement Noise and Vibration Figures – Part 2 [APP-064] – Figures 14.9.6, 	Environmental Statement Chapter 14: Noise and Vibration [APP-039] – Para 14.9.236 – 14.9.241, 14.13.33 – 14.13.35.

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost to help determine differential equality impacts on protected characteristics
		<p>14.9.7, 14.9.12, 14.9.13, 14.9.18, 14.9.19, 14.9.23, 14.9.24</p> <p>Nearby buildings:</p> <ul style="list-style-type: none"> ▪ Signposts in the above bullet points. ▪ Environmental Statement Noise and Vibration Figures – Part 1 [APP-063] – Figures 14.6.10, 14.6.11, 14.6.33, 14.6.34. 	
Construction Period (2030 – 2032)			
West of runway at Ifield Road, Russ Hill, and Partridge Lane. East of the runway at Balcombe Road and	Moderate Adverse (air noise disturbance)	<p>Community spaces, places of worship, schools, heritage assets:</p> <ul style="list-style-type: none"> ▪ Environmental Statement Chapter 14: Noise and Vibration [APP-039] – Table 14.13.1 ▪ Environmental Statement Appendix 14.9.2: Air Noise Modelling [APP-172] – Section 4.3 	Environmental Statement Chapter 14: Noise and Vibration [APP-039] – Para 14.13.20 – 14.13.22, 14.13.33 – 14.13.35.

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost to help determine differential equality impacts on protected characteristics
Peeks Brooke Lane. (Total 210 people)		<ul style="list-style-type: none"> ▪ Environmental Statement Noise and Vibration Figures – Part 3 [APP-065] – Figure 14.9.27, Figure 14.9.32 	
Properties in Charlwood, Charlwood Road, Povey Cross, Lowfield Heath and Rowley Farm (Approx. 17 properties)	Moderate Adverse (ground noise disturbance)	Schools, care homes: <ul style="list-style-type: none"> ▪ Environmental Statement Noise and Vibration Figures – Part 2 [APP-064] – Figures 14.9.1, 14.9.4 – 14.9.7, 14.9.10 – 14.9.13, 14.9.16 – 14.9.19, 14.9.21 – 14.9.24 	
Charlwood, Charlwood Road, Lowfield Heath (Approx 20 properties)	Moderate Adverse (ground noise disturbance)	Nearby buildings: <ul style="list-style-type: none"> ▪ Signposts in the above bullet points. ▪ Environmental Statement Noise and Vibration Figures – Part 1 [APP-063] – Figures 14.6.10, 14.6.11, 14.6.33, 14.6.34. 	

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost to help determine differential equality impacts on protected characteristics
		<ul style="list-style-type: none"> ▪ Environmental Statement Chapter 14: Noise and Vibration [APP-039] – Table 14.9.13 – 14.9.16 ▪ Environmental Statement Noise and Vibration Figures – Part 3 [APP-065] – Figure 14.9.32 – 14.9.36 	
2033 – 2038			
None identified			
Design Year: 2038			
None identified			
Long-Term Forecast Year: 2047			
None identified			

6.1.7 Table 6-3 sets out identified significant residual effects in **Environmental Statement Chapter 17: Socio-Economic** [APP-042] along with signposted information to aid with equality considerations. As mentioned in Table 6-1 above, construction and operational activities could have positive differential equality effects on some protected characteristics.

Table 6-3: Significant residual effects related to Socio-economics

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost to help determine differential equality impacts on protected characteristics
Construction Period (2024 – 2029)			
Construction business and activity within the Local Study Area (LSA)	Moderate Beneficial	Environmental Statement Appendix 17.6.1: Socio-Economic Data Tables [APP-197] – Tables 3.1.1, 3.1.2	
Construction business and activity within the Functional Economic Market Areas (FEMA)	Moderate Beneficial		

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost to help determine differential equality impacts on protected characteristics
Construction Period (2030 – 2032)			
Construction business and activity (direct employment) within the Local Study Area (LSA)	Moderate Beneficial	Environmental Statement Appendix 17.6.1: Socio-Economic Data Tables [APP-197] – Tables 3.1.1, 3.1.2	
Construction business and activity within the Functional Economic Market Areas (FEMA)	Moderate Beneficial		
Construction business and activity (indirect,	Moderate Beneficial		

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost to help determine differential equality impacts on protected characteristics
induced and catalytic employment) within the LMA			
Business and commercial activity within the FEMA	Moderate Beneficial		
Business and commercial activity within the LSE	Moderate Beneficial		
Business and commercial activity within the LMA	Moderate Beneficial		
Labour Market within the LSA	Moderate Beneficial		

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost to help determine differential equality impacts on protected characteristics
Labour Market within the FEMA	Moderate Beneficial		
2033 – 2038			
None identified			
Design Year: 2038			
Business and commercial activity (direct employment) within the LSA	Major Beneficial	Environmental Statement Appendix 17.6.1: Socio-Economic Data Tables [APP-197] – Tables 3.1.1, 3.1.2	
Business and commercial activity (indirect, induced and catalytic employment) within the LSA	Moderate Beneficial		

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost to help determine differential equality impacts on protected characteristics
Business and commercial activity within the FEMA	Moderate Beneficial		
Business and commercial activity within the LMA	Moderate Beneficial		
Labour market within the LSA	Moderate Beneficial		
Labour market within the FEMA	Moderate Beneficial		
Long-Term Forecast Year: 2047			
Business and commercial activity (direct employment) within the LSA	Moderate Beneficial	Environmental Statement Appendix 17.6.1: Socio-Economic Data Tables [APP-197] – Tables 3.1.1, 3.1.2	

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost to help determine differential equality impacts on protected characteristics
Business and commercial activity (indirect, induced and catalytic employment) within the LSA	Moderate Beneficial		
Business and commercial activity within the FEMA	Moderate Beneficial		
Business and commercial activity within the LMA	Moderate Beneficial		
Labour market within the LSA	Moderate Beneficial		

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost to help determine differential equality impacts on protected characteristics
Labour market within the FEMA	Moderate Beneficial		

6.1.8 Table 6-4 sets out identified significant residual effects in **Environmental Statement Chapter 18: Health and Wellbeing** [APP-043] along with signposted information to aid with equality considerations. As mentioned in Table 6-1 above, changes in socio-economic factors could have positive differential equality effects on some protected characteristics.

Table 6-4: Significant residual effects related to Health and Wellbeing

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost information to help determine differential equality impacts on protected characteristics
Construction Period (2024 – 2029)			
None identified			
Construction Period (2030 – 2032)			
Health and wellbeing effects from changes in socio-economic factors	Moderate to Major Beneficial	Environmental Statement Appendix 17.6.1: Socio-Economic Data Tables [APP-197] – Tables 3.1.1, 3.1.2	
Labour Market within the LSA	Moderate Beneficial		
2033 – 2038			
None identified			

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost information to help determine differential equality impacts on protected characteristics
<i>Design Year: 2038</i>			
Health and wellbeing effects from changes in socio-economic factors	Moderate to Major Beneficial	Environmental Statement Appendix 17.6.1: Socio-Economic Data Tables [APP-197] – Tables 3.1.1, 3.1.2	
<i>Long-Term Forecast Year: 2047</i>			
Health and wellbeing effects from changes in socio-economic factors	Moderate to Major Beneficial	Environmental Statement Appendix 17.6.1: Socio-Economic Data Tables [APP-197] – Tables 3.1.1, 3.1.2	

6.1.9 Table 6-5 sets out identified significant residual effects in **Environmental Statement Chapter 19: Agricultural Land Use and Recreation** [APP-044] along with signposted information to aid with equality considerations. As mentioned in Table 6-1 above, disruptions or diversions could have differential equality effects on some protected characteristics. However, these disruptions and diversions are temporary and the affected areas are primarily used for recreation and to a lesser extent commuting, or have alternative routes that can be taken.

Table 6-5: Significant residual effects related to Agricultural Land Use and Recreation

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost information to help determine differential equality impacts on protected characteristics
Construction Period (2024 – 2029)			
Public rights of way & Sussex Border Path	Moderate Adverse	Environmental Statement Agricultural Land Use and Recreation Figures [APP-058] – Figure 19.9.1a – 19.9.1e, Figure 19.9.2a – 19.9.2b	
National Cycle Route (NCR) 21	Moderate Adverse	Appendix 1 Table 7-1	
Public Open Space Riverside Garden Park (southern fringe of	Moderate Adverse	Environmental Statement Agricultural Land Use and Recreation Figures [APP-058] – Figure 19.6.5 Appendix 1 Table 7-1	Environmental Statement Chapter 19: Agricultural Land Use and Recreation [APP-044] – Table 19.13.1

Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost information to help determine differential equality impacts on protected characteristics
Riverside Garden Park)			Environmental Statement Agricultural Land Use and Recreation Figures [APP-058] – Figure 19.8.1
Public Open Space Church Meadows (southern fringe of Riverside Garden Park)	Moderate Adverse	Appendix 1 Table 7-1	Environmental Statement Chapter 19: Agricultural Land Use and Recreation [APP-044] – Table 19.13.1 Environmental Statement Agricultural Land Use and Recreation Figures [APP-058] – Figure 19.8.1
Construction Period (2030 – 2032)			
Public rights of way & Sussex Border Path	Moderate Adverse	Environmental Statement Agricultural Land Use and Recreation Figures [APP-058] – Figure 19.9.1a – 19.9.1e, 19.9.2a – 19.9.2b Appendix 1 Table 7-1	Environmental Statement Chapter 8: Landscape, Townscape and Visual Resources [APP-033] – Table 8.13.1 Environmental Statement Agricultural Land Use and Recreation Figures [APP-058] – Figure 19.9.1a – 19.9.1e, 19.9.2a – 19.9.2b

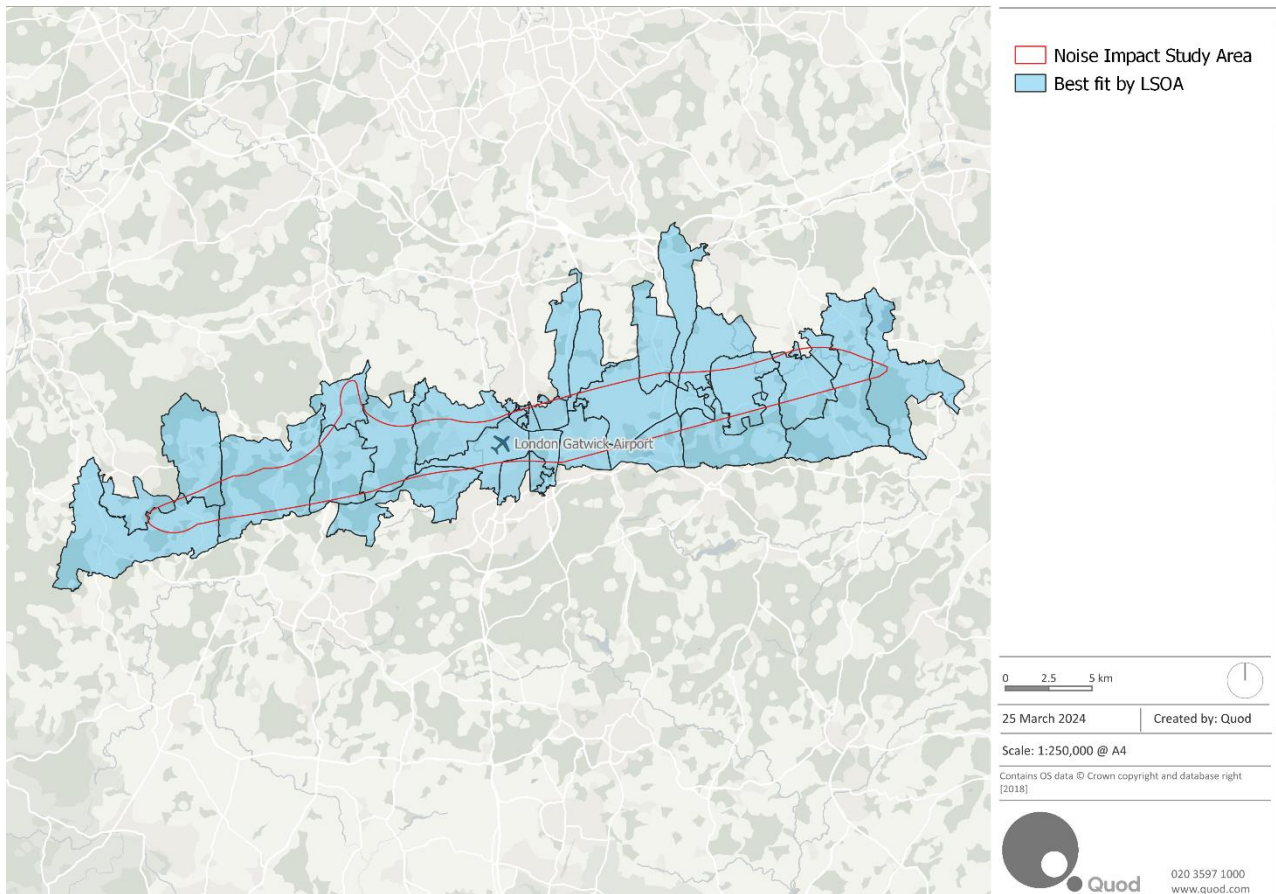
Receptor	Significance of residual impact	Signpost to help determine disproportionate equality impacts on protected characteristics	Signpost information to help determine differential equality impacts on protected characteristics
National Cycle Route (NCR) 21	Moderate Adverse	Environmental Statement Agricultural Land Use and Recreation Figures [APP-058] – Figure 19.9.1a – 19.9.1e, Figure 19.9.2a – 19.9.2b Appendix 1 Table 7-1	
Public Open Space Riverside Garden Park	Moderate Adverse	Appendix 1 Table 7-1	Environmental Statement Agricultural Land Use and Recreation Figures [APP-058] – Figure 19.8.1
Public Open Space Church Meadows	Moderate Adverse	Appendix 1 Table 7-1	Environmental Statement Agricultural Land Use and Recreation Figures [APP-058] – Figure 19.8.1
2033 – 2038			
None identified			
Design Year: 2038			
None identified			
Long-Term Forecast Year: 2047			
None identified			

7 Appendix 1: Baseline Summary Data and Impacts

7.1.1 The spatial scales considered are based on those analysed in the Environmental Statement chapters across Age and Disability.

7.1.2 The Noise Impact Study Area (NISA) is derived using a best-fit of wards and lower-super output areas (LSOAs) based upon areas identified in **Environmental Statement Chapter 14: Noise and Vibration Figures – Part 2 [APP-064]**. Data is taken at LSOA level in the first instance, and if not available, at the ward level. The identified disruptions and diversions identified in Table 6-5 above also fall within the NISA.

Figure 7-1: NISA - LSOA level

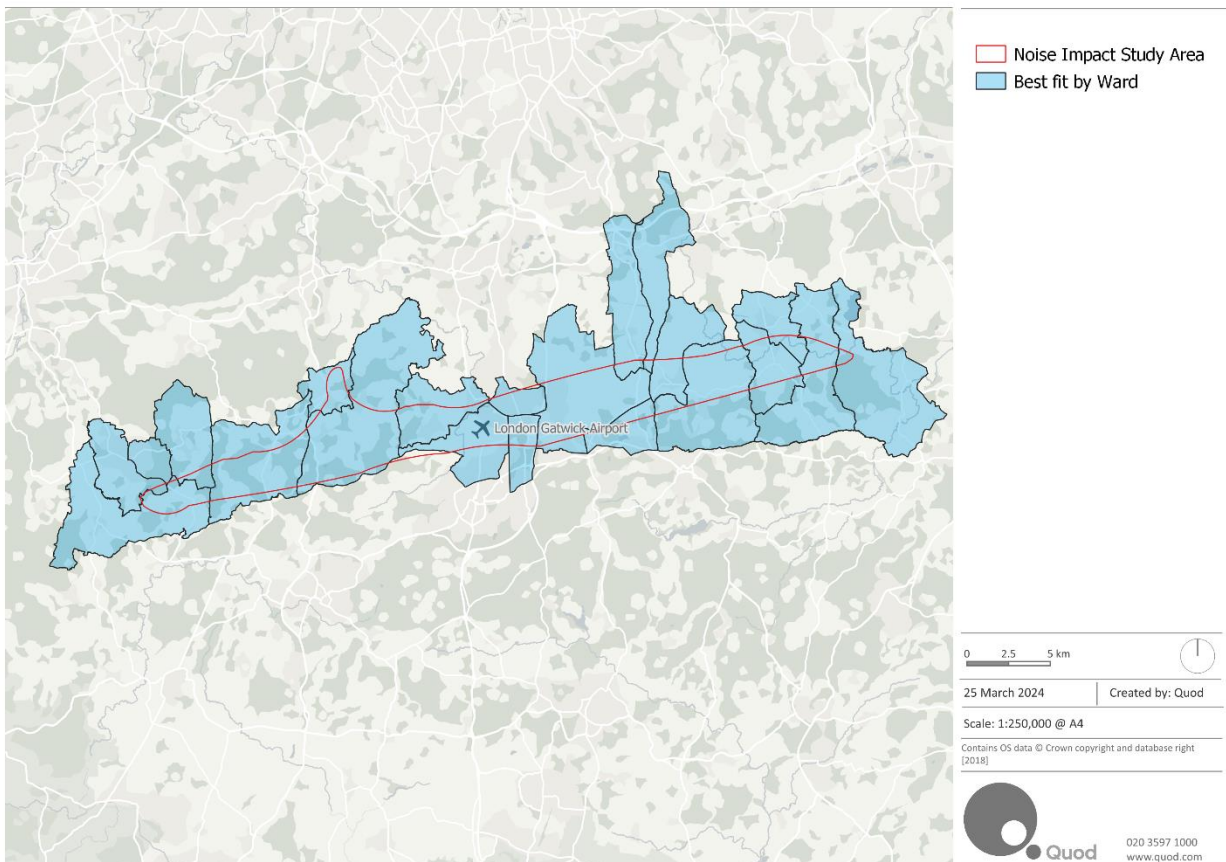


7.1.3 The area is defined by the following LSOAs:

- Waverley 015A
- Waverley 013G
- Waverley 015E
- Mole Valley 012C
- Mole Valley 012A
- Mole Valley 013A
- Mole Valley 013B
- Mole Valley 013D
- Horsham 001E
- Crawley 001C

- Crawley 004A
- Crawley 002G
- Crawley 002F
- Reigate and Banstead 018E
- Reigate and Banstead 016E
- Reigate and Banstead 018G
- Reigate and Banstead 018D
- Reigate and Banstead 018C
- Reigate and Banstead 017C
- Reigate and Banstead 017D
- Sevenoaks 014E
- Sevenoaks 014C
- Sevenoaks 015A
- Sevenoaks 015C
- Sevenoaks 014F
- Tandridge 008C
- Tandridge 011B
- Tandridge 011D
- Tandridge 011C
- Tandridge 011A
- Tandridge 009D
- Tandridge 006E
- Tandridge 011E
- Tandridge 010C
- Tandridge 010D
- Tandridge 010A
- Tandridge 010B
- Tandridge 010E

Figure 7-2: NISA - Ward Level



7.1.4 The area is defined by the following wards:

- Ewhurst - Waverley

- Cranleigh West - Waverley
- Alfold, Cranleigh Rural and Ellens Green - Waverley
- Cranleigh East - Waverley
- Pound Hill North & Forge Wood - Crawley
- Langley Green & Tushmore - Crawley
- Okewood - Mole Valley
- Beare Green - Mole Valley
- Capel, Leigh and Newdigate - Mole Valley
- Charlwood - Mole Valley
- Horley Central & South - Reigate and Banstead
- Felbridge - Tandridge
- Lingfield and Crowhurst - Tandridge
- Dormansland and Felcourt - Tandridge
- Burstow, Horne and Outwood - Tandridge
- Godstone - Tandridge
- Oxted North and Tandridge - Tandridge
- Edenbridge South and West - Sevenoaks
- Edenbridge North and East - Sevenoaks
- Cowden and Hever - Sevenoaks
- Penshurst, Fordcombe and Chiddingstone – Sevenoaks

7.1.5 The areas based on those defined in the Environmental Statement chapters include:

Nine-wards

- Langley Green & Tushmore
- Charlwood
- Horley West & Sidlow
- Horley Central & South
- Pound Hill North & Forget Wood
- Three Bridges
- Northgate & West Green
- Ilfield
- Colgate & Rusper

Core Local Authorities

- West Sussex
- Crawley
- Surrey

Health Local Study Area (HLSA)

- Crawley
- Reigate & Banstead
- Mole Valley
- Tandridge
- Horsham
- Mid Sussex

Wider Study Area

- West Sussex
- East Sussex
- Surrey
- Kent
- Brighton & Hove

Six Authorities Area (SAA)

- West Sussex
- East Sussex
- Surrey
- Kent
- Brighton & Hove
- Croydon

Regional

- 7.1.6 South East region as defined by the Office for National Statistics.

National

- 7.1.7 The area of England.

Table 7-1: Baseline data on protected characteristics

Measure	NISA	Nine-wards	Core Local Authorities	HLSA	Wider Study Area	SAA	Regional	National
Age (Census 2021 and ES Chapter 18: Health and Wellbeing [APP-043] Table 18.4.7)								
Population aged 0 to 15 years (%) – children and young people	18.7%	21.6%	18.6%	19.9%	18.2%	18.7%	19.3%	19.2%
Population aged 16 to 64 years (%) – working age	60.1%	62.8%	61.2%	60.3%	61.0%	62.0%	61.1%	62.3%
Population aged 65 years and over (%) – older people	21.2%	15.6%	20.2%	19.8%	20.7%	19.4%	19.7%	18.5%
Disability (Census 2021 and ES Chapter 18: Health and Wellbeing [APP-043] Table 18.4.7)								
Limiting long-term illness or disability (%) – poor health vulnerability	15.4%	15.8%	15.1%	14.7%	16.9%	16.6%	15.7%	17.6%
Gender identity (Census 2021)								
Same as registered at birth	N/A		94.4%	94.7%	94.3%	94.1%	94.1%	93.5%
Trans woman			0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Trans man			0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Other gender identity			0.2%	0.2%	0.3%	0.3%	0.3%	0.3%
Not answered			5.2%	5.0%	5.3%	5.4%	5.4%	6.0%
Marriage & Civil Partnership (Census 2021)								
Single	32.2%	N/A	33.0%	32.1%	34.5%	35.2%	34.8%	37.9%

Measure	NISA	Nine-wards	Core Local Authorities	HLSA	Wider Study Area	SAA	Regional	National	
Married / Civil Partnership	50.2%		49.4%	50.5%	47.2%	46.8%	47.6%	44.7%	
Divorced / Separated / Widowed	17.6%		17.6%	17.3%	18.2%	18.0%	17.6%	17.4%	
<i>Pregnancy and Maternity – based on Live Births (2021)</i>									
General Fertility Rates (number of live births a year per 1,000 women aged 15 to 44 years)	N/A		56.9	60.7	55.2	55.6	54.8	54.2	
<i>Race (Census 2021)</i>									
Ethnicity	White	89.5%	76.1%	87.1%	89.0%	89.0%	85.7%	86.3%	81.0%
	Mixed / Multiple	2.7%	3.7%	3.0%	3.1%	2.8%	3.1%	2.8%	3.0%
	Asian / Asian British	5.1%	14.0%	6.8%	6.0%	5.0%	6.0%	7.0%	9.6%
	Black / Black British	1.7%	3.9%	1.7%	2.0%	1.9%	3.5%	2.4%	4.2%
	Other	0.9%	2.3%	1.5%	1.2%	1.4%	1.6%	1.5%	2.2%
Place of Birth	UK	86.6%	75.0%	83.6%	85.2%	85.9%	84.2%	84.2%	82.6%
	Europe (excluding UK)	6.0%	10.9%	7.0%	6.1%	6.3%	6.7%	6.8%	7.2%
	Africa	2.6%	4.5%	2.9%	2.9%	2.4%	2.9%	2.5%	2.8%

Measure		NISA	Nine-wards	Core Local Authorities	HLSA	Wider Study Area	SAA	Regional	National
	Middle East and Asia	3.5%	8.2%	4.7%	4.1%	3.8%	4.3%	4.9%	5.7%
	Americas and Caribbean	0.9%	1.2%	1.3%	1.2%	1.1%	1.5%	1.2%	1.4%
	Antarctica and Oceania	0.4%	0.2%	0.5%	0.4%	0.4%	0.4%	0.4%	0.3%
	British Overseas	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Main Languages	English	N/A		93.0%	94.0%	94.0%	93.2%	92.8%	90.8%
	Other European Language			4.1%	3.5%	3.6%	4.0%	4.0%	4.7%
	South Asian			1.5%	1.4%	1.2%	1.5%	1.8%	2.5%
	East Asian			0.6%	0.5%	0.5%	0.5%	0.6%	0.6%
	African			0.1%	0.2%	0.1%	0.2%	0.2%	0.4%
	West/Central Asian			0.2%	0.1%	0.2%	0.2%	0.2%	0.4%
	Other			0.4%	0.4%	0.4%	0.4%	0.4%	0.6%
Religion and Belief (Census 2021)									
Christian		49.8%	43.2%	48.9%	48.5%	47.4%	47.5%	46.5%	46.3%
Buddhist		0.4%	0.5%	0.5%	0.4%	0.5%	0.6%	0.6%	0.5%

Measure	NISA	Nine-wards	Core Local Authorities	HLSA	Wider Study Area	SAA	Regional	National
Hindu	1.6%	4.7%	1.8%	1.9%	1.3%	1.6%	1.7%	1.8%
Jewish	0.2%	0.1%	0.2%	0.2%	0.2%	0.2%	0.2%	0.5%
Muslim (Islam)	2.6%	8.3%	3.1%	2.9%	2.2%	2.8%	3.3%	6.7%
Sikh	0.2%	0.7%	0.4%	0.2%	0.5%	0.5%	0.8%	0.9%
Other religion	0.5%	0.5%	0.5%	0.5%	0.6%	0.6%	0.6%	0.6%
None / not answered	44.7%	42.2%	44.5%	45.5%	47.3%	46.1%	46.3%	42.7%
Sex (Census 2021)								
Male	49.3%	49.9%	48.6%	48.8%	48.6%	48.6%	48.9%	49.0%
Female	50.7%	50.1%	51.4%	51.2%	51.4%	51.4%	51.1%	51.0%
Sexual Orientation (Census 2021)								
Straight or Heterosexual	N/A		90.2%	91.0%	89.7%	89.6%	89.8%	89.4%
Gay or Lesbian			1.4%	1.3%	1.7%	1.7%	1.5%	1.5%
Bisexual			1.1%	1.0%	1.3%	1.3%	1.3%	1.3%
Pansexual			0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Asexual			0.1%	0.0%	0.1%	0.1%	0.1%	0.1%
Queer			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All other sexual orientations			0.1%	0.1%	0.1%	0.1%	0.1%	0.2%
Not answered			7.1%	6.6%	7.0%	7.1%	7.0%	7.5%