Tritax Symmetry (Hinckley) Limited

HINCKLEY NATIONAL RAIL FREIGHT INTERCHANGE

The Hinckley National Rail Freight Interchange Development Consent Order

Project reference TR050007

Appendix 7.2: Equalities Impact Assessment Statement

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Planning Act 2008

The Infrastructure Planning (Applications: Prescribed Forms and Procedure) Regulations 2009 Regulation 5(2)(a)

The Infrastructure Planning (Environmental Impact Assessment) Regulations 2017 Regulation 14

This document forms a part of the Environmental Statement for the Hinckley National Rail Freight Interchange project.

Tritax Symmetry (Hinckley) Limited (TSH) has applied to the Secretary of State for Transport for a Development Consent Order (DCO) for the Hinckley National Rail Freight Interchange (HNRFI).

To help inform the determination of the DCO application, TSH has undertaken an environmental impact assessment (EIA) of its proposals. EIA is a process that aims to improve the environmental design of a development proposal, and to provide the decision maker with sufficient information about the environmental effects of the project to make a decision.

The findings of an EIA are described in a written report known as an Environmental Statement (ES). An ES provides environmental information about the scheme, including a description of the development, its predicted environmental effects and the measures proposed to ameliorate any adverse effects.

Further details about the proposed Hinckley National Rail Freight Interchange are available on the project website:

http://www.hinckleynrfi.co.uk/

The DCO application and documents relating to the examination of the proposed development can be viewed on the Planning Inspectorate's National Infrastructure Planning website:

https://infrastructure.planninginspectorate.gov.uk/projects/east-midlands/hinckley-national-rail-freight-interchange/

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INTRODUCTION

1.1. The s51 Advice letter received on 13 April 2023 notes that equality due regard is captured within ES Appendix 7.1 Health and Equality Briefing Note (document reference 6.2.7.1), but would benefit from further clarity on the effects of the Proposed Development on those persons with protected characteristics as defined under the Equality Act 2010 (as amended).

1.2. As such, this EqIA Statement has been provided to aid transparency in support of the Applicant's obligation under UK equality legislation, including the Equality Act, and in particular the Public Sector Equality Duty (PSED), which encourages organisations delivering public functions to understand how different people will be affected by their activities. In this instance, the Examining Authority and the Secretary of State (as decision makers) would be subject to the PSED. The purpose of this report is to aid the decision maker to discharge that duty by providing further clarity of any direct or indirect effects from the Proposed Development on those with each of the relevant protected characteristics.

1.3. This report has identified the potential impacts of the Proposed Development on people with characteristics protected under legislation. The findings set out within this report are based on a desk-based evidence review and available information pertaining to the Proposed Development. This EqIA Statement considers the potential effects (both positive and negative) arising from the Proposed Development and sets out management and mitigation considerations to ensure the Applicant effectively plans for and can manage the equality effects of the scheme.

1.4. This report should be read in conjunction with the following documents:

- ES Chapter 7: Land Use and Socio-Economic Effect (document reference 6.1.7);
- ES Appendix 7.1: Health and Equality Briefing Note (document reference 6.2.7.1);
- ES Chapter 8: Traffic and Transport (document reference 6.1.8);
- ES Chapter 9: Air Quality (document reference 6.1.9);
- ES Chapter 10: Noise and Vibration (document reference 6.1.10); and
- ES Chapter 11: Landscape and Visual Effects (document reference 6.1.11).

LEGISLATIVE CONTEXT

Equality Act 2010

1.5. The Equality Act 2010 (the Act) (Equality Act, 2010) replaces previous anti-discrimination legislation to simplify and strengthen the law to tackle discrimination and inequality.

1.6. A key part of this (Section 149) sets out a PSED that requires all public bodies (including planning) to play their part in making society fairer by having due regard to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and,
- foster good relations between people who share a protected characteristic and people who do not share it.

1.7. In its purest sense, this means that through active consideration, all public sector decision-making is primed to identify and prevent discrimination, consider existing inequality, advance equality and tackle prejudice for the following protected characteristics (Government Equalities Office, 2011):

- age;
- disability;
- gender reassignment;
- marriage and civil partnership (but only in respect of eliminating unlawful discrimination);
- pregnancy and maternity;
- race – this includes ethnic or national origins, colour or nationality;
- religion or belief – this includes lack of belief;
- sex; and
- sexual orientation.

1.8. Overall, the PSED is intended to support good decision-making. It encourages organisations to understand how different people will be affected by their activities. This helps to ensure projects being delivered are appropriate and accessible to all and meet different people's needs. The Applicant must have due regard to the aims of the PSED

throughout the decision-making process for the Proposed Development. The process used to do this must take into account those with protected characteristics.

APPROACH AND METHODOLOGY

Scope of assessment

Technical scope

1.9. This EqIA provides a systematic assessment of the likely or actual effects of policies or policies or proposals on social groups with protected characteristics (as defined by the Equality Act), set out in Table 1.

Table 1: Protected characteristics

Protected characteristic	Equality and Human Rights Commission (EHRC) definition
Age	A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds).
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	The process of transitioning from one gender to another.
Marriage and civil partnership	Marriage is a union between a man and a woman or between a same-sex couple. Couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	Refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion and belief	Religion and belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect someone's life choices or the way they live for it to be included in the definition.
Sex	A man or woman.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Source: Equality Act (2010)

1.10. The findings from key project information and other technical disciplines are reviewed to inform the EqIA. In addition to the conclusions of the health appraisal (detailed in ES Appendix 7.1 (document reference 6.2.7.1)), the ES technical disciplines of Land Use and Socio-Economic Effect, Air Quality, Landscape and Visual Effect, Noise and Vibration and Traffic and Transport have been reviewed to understand where significant environmental and social effects are being reported, and any potential for equality effects.

Geographic scope

1.11. The geographic scope of the EqIA remains consistent with the inter-related ES technical disciplines that have informed the appraisal.

Approach to identifying impacts

1.12. The assessment of impacts across the EqIA process is qualitative. Using significant effects reported in the ES as a basis, the EqIA considers and describes whether an impact is adverse, beneficial or neutral, and the cause of the impact. The impact assessment also considers the permanence of an impact and the size and extent of protected characteristic groups who may be vulnerable to the change (both adversely and beneficially).

Types of equality effect

1.13. Equality effects arise disproportionately, and differentially. For people with protected characteristics who live or work in the study area, or the wider area, changes could affect them more ('disproportionately'), or in a particular way ('differentially').

Disproportionate effects

1.14. Disproportionate effects occur where there is likely to be a comparatively greater effect on people from a particular protected characteristic group than on other members of the general population. Disproportionate effects may occur if the affected community comprises a higher-than-average proportion of people with a particular protected characteristic, or because people from a particular protected characteristic group are the primary users of an affected resource.

1.15. Identifying disproportionate effects involves determining the demographic composition of the area where impacts are expected to arise. This identifies the numbers and proportions of people from protected characteristic groups around the study area with local, regional and national data used as comparators.

Differential effects

1.16. Differential effects occur where people with protected characteristics are likely to be affected in a different way to other members of the general population. This may be because groups have specific needs or are susceptible to the impact due to their protected characteristics. These effects are not dependent on the number of people affected.

1.17. Desk-based research and stakeholder engagement findings are analysed to explore the potential impact of the Proposed Development. The output of this work identifies those protected characteristic groups that are likely to differentially experience impacts arising from the Proposed Development and explains why.

SENSITIVE RECEPTORS

1.18. As outlined in ES Chapter 7: Land Use and Socio-economic Effect (document reference 6.1.7), there are approximately 1,891 residential properties within the study area of the Main HNRFI Site and 500m of the Main HNRFI Site.

1.19. Community assets in the study area that would be affected include Burbage Common and Woods, although access will still be provided.

1.20. There is an existing dog kennel business which will be affected and it is less than 1 hectare in size. There is also a farm shop within the Main HNRFI Site. In the surrounding study area, the baseline identifies 120 business premises. This includes the equestrian businesses adjacent to the Site off Burbage Common Road (Langton Farm Livery and Wentworth Stables).

APPRAISAL

Overview

1.21. The appraisal tables outline the impact theme, which equality groups may be affected by each effect, the geographical area expected to experience each type of effect, and the duration and relationship of the impact. The tables also include project-specific evidence of the effect, proposed mitigation or enhancement measures, and a conclusion of the overall equalities effect.

1.22. The concluding 'overall equalities effect' column is colour coded as follows:

- no equality effect: blue; and
- negative effect on equality (action required): orange.

Construction

1.23. Table 2 sets out potential equality effects arising during the construction period.

Table 2: Construction equality appraisal

Impact theme	Sensitive protected characteristic groups	Duration/relationship (direct/indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Changes in noise and vibration exposure	• Children • Older people • Disabled people	Temporary/direct Note: the construction phase is likely to be undertaken over a period of up to 10 years. However, it is considered unlikely that construction would take place close to receptors over a prolonged period; this is on the basis that construction activities would only be concentrated in one location for a specific period of time, rather than for the entire duration of the construction phase.	ES Chapter 10: Noise and Vibration (document reference 6.1.10) reports that the effect as a result of construction traffic would be temporary, negligible adverse. As a result, there is no potential for disproportionate or differential effects. Excavation/earthworks/regrading using heavy plant is likely to be the source of the main impacts at nearby NSRs during the construction phase. For the average case scenarios, Receptor 1 (Bridge Farm, located within the site boundary) is the only receptor which would experience an exceedance of the 65dB criterion (in phases 1 and 2 only), resulting in a temporary and moderate change in noise exposure. In a worst-case scenario, the following receptors would experience an exceedance of the 65dB criterion (in phases 1 and 2, and in some cases phase 4): • Receptor 1 – Bridge Farm • Receptor 9 – Woodfield Stables, Burbage Common Road • Receptor 4 – Averley House Farm, Hinckley Road, Sapcote, Leicester LE9 4LH • Receptor 15 – Aston Firs Caravan Park, Smithy Lane, Sapcote, Leicester LE9 4LH • Receptor 17 – Rosevale Park, Smithy Lane, Leicester LE9 4JZ • Receptor 18 – Aston Firs SSSI • Receptor 19 – Burbage Common and Woods • Receptor 20 – Basset Cottage, Burbage Common, Hinckley LE10 3DD • Receptor 21 – Hissar House Farm, Leicester Road, • Receptor 24 – Billington Rough Dwelling • Receptor 26 – Billington Road East With the proposed mitigation in place, it is considered that the effects of construction noise and vibration would be reduced at existing Noise Sensitive Receptors (NSRs) to between temporary, minor adverse significance and temporary, moderate adverse significance at worst. Receptor 18 (Aston Firs SSSI) and Receptor 19 (Burbage Common and Woods) are publicly accessible open spaces which can be used for recreation by anyone. Therefore, there is no particular protected	Application of industry best practice included in Construction Environmental Management Plan (CEMP) (Document reference 17.1), such as: • Limitation of construction working hours • Use of site hoardings, enclosures, portable screens and/or screening noisier items of plant • Use of quieter alternative methods, plant and/or equipment • Maintaining and operating all vehicles, plant and equipment in an appropriate manner, to ensure that extraneous noise from mechanical vibration is kept to a minimum The mitigation measures described are relevant to all population groups, including those with protected characteristics.	Noise impacts from the construction of the proposed development are unlikely to result in adverse effects on people with protected characteristics due to the distance to the nearest noise sensitive receptors and the mitigation measures put in place.

Impact theme	Sensitive protected characteristic groups	Duration/relationship (direct/indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			characteristic group who are the primary user of these affected resources. The remaining receptors are all residential in nature. The demographic of those that occupy these residential receptors is unknown and therefore, it is not possible to specify protected characteristic groups.		
Changes to air quality	• Children • Older people • Disabled people • Pregnant people • People with ethnic minority backgrounds	Temporary/direct (10 years)	As stated in ES Chapter 9: Air Quality (document reference 6.1.9), the construction phase will involve several activities which have the potential to impact local air quality. These include emissions of dust generated through demolition, excavation, construction and trackout activities, exhaust pollutant emissions from construction traffic on the local highway network, and exhaust emissions from non-road mobile machinery (NRMM) within the construction site itself. With the implementation of the mitigation measures, the residual impacts from the construction phase dust would not be significant. Furthermore, the maximum change in annual mean concentrations of pollutants due to the presence of construction traffic at any receptor is predicted to be negligible (<+0.01 $\mu g.m^{-3}$) for all pollutants. On the basis that there are no significant air quality effects, there is no potential for disproportionate or differential effects.	Application of industry best practices included in CEMP (Document reference 17.1), such as: • Site-specific dust management plan • Plan site layout, machinery and dust causing activities should be located away from receptors • Erect solid screens or barriers around dust activities or the Site boundary that are, at least, as high as any stockpiles on site • Ensure an adequate water supply on the Site for effective dust/particulate matter mitigation, such as for wheel washing The mitigation measures described are relevant to all population groups, including those with protected characteristics.	Air quality impacts from the construction of the proposed development are unlikely to result in adverse effects on people with protected characteristics due to the application of best practice mitigations.
Changes to landscape and visual environment	• Children • Older people • Disabled people • Pregnant people • People with ethnic minority backgrounds	Temporary/direct (10 years)	As stated in ES Chapter 11: Landscape and Visual Effects (document reference 6.1.11), the following visual receptors would experience significant adverse effects during the construction phase: • Users of PRoW V35/1, U50/1, U52/6, U52/8, U50/3, V29/6, U53/2, V29/3, U52/9, V29/10, V49/2, V34/2, U47/1, U18/4, V48/2, V49/7, U52/4, V23/2 • Walkers, cyclists, horse riders and drivers on Burbage Common Road (north and west) • Visitors to St Mary's Church, Elmesthorpe • Pedestrians, Cyclists and Drivers on the B581 bridge over the M69 • Pedestrians and people enjoying the view from the bench on Shilton Road, Barwell • Visitors to the viewpoint at Croft Hill • Recreational users of Smenell Field • Visitors to the Burbage Common and Woods Country Park • Users of B581	The LVIA process is iterative in nature, whereby the assessment outputs are used as a design tool to influence the emerging proposal. A hierarchical approach to prevent, reduce and offset has been applied. In this case, avoiding effects within the Main HNRFI Site was not possible given the nature of the Proposed Development and the need for an engineered plateau. However, reducing effects offsite has been achieved by implementing the following design principles and adjustments: • Generous natural separation between the Main HNRFI Site and the adjacent Burbage Common and Woods Country Park • Planting of a new Western Amenity Area as an extension to the public open space	Visual impacts from the construction of the Proposed Development are unlikely to result in equality effects following the application of good practice mitigations which endeavour to reduce impacts at all receptors.

Impact theme	Sensitive protected characteristic groups	Duration/relationship (direct/indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			• Users of Elmesthorpe public open space and play area In addition, 20 residential receptor groups would experience significant adverse visual effects during the construction phase. While this is the case, mitigation measures have been carefully considered to reduce potential visual effects, and are protective of all population groups, including those with protected characteristics. As such, no disproportionate or differential visual effect exists across the affected receptors.	• Broad roadside green verges within the development to soften the built development • Reduction in maximum built height parameter of the logistics units by 2-5m from the proposed maximum height parameter at the PEIR stage • Careful consideration of stack heights within the container storage area, whereby different stack heights are permitted at different temporal stages of the project (i.e. lower stack heights when mitigation planting is less mature) The mitigation measures described are relevant to all population groups, including those with protected characteristics.	
Changes in traffic flow	• Children • Older people • Disabled people	Temporary/direct (10 years)	Not applicable – a construction assessment has not been undertaken as part of ES Chapter 8: Traffic and Transport (document reference 6.1.8) on the basis that the magnitude of change during operation would be higher. As such, the operational phase assessment in **Error! Reference source not found.** is considered representative of a worst-case scenario for the construction phase.	Implementation of a Construction Traffic Management Plan (CTMP) (document reference 17.7), with specific measures such as: • A construction phase delivery strategy to control the timing and routing of delivery vehicles • Group transport to the HNRFI Site for construction workers to reduce the number of private car trips The mitigation measures described are relevant to all population groups, including those with protected characteristics.	Refer to the conclusion in **Error! Reference source not found.**.
Changes to the pedestrian and cycle environment	• Children • Young people • Older people • Disabled people	Temporary/direct (10 years)			
Potential generation of employment associated with the Proposed Development	• Young people • Disabled people • People with ethnic minority backgrounds • Men	Temporary/direct and indirect	As stated in ES Chapter 7: Land Use and Socio-economic Effects (document reference 6.1.7), over the 10-year construction period, an average of 461 full-time equivalent (FTE) workers would be required on-site per annum. On the basis that the study area is a net exporter of construction workers, the Proposed Development will contribute to ensuring a closer match between job opportunities and local labour. In addition, further indirect jobs would be supported locally in suppliers of construction materials and equipment and local businesses would also benefit to some extent from temporary increases in expenditure as a result of construction workers spending their wages in local shops, accommodation and other	No mitigation is required.	For those working within the construction sector, it is unlikely that any specific protected characteristic group would experience equality effects.

Impact theme	Sensitive protected characteristic groups	Duration/relationship (direct/indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			facilities (i.e. induced effects). Accounting for positive multiplier effects and discounting for potential adverse displacement effects results in an estimate of an additional 275 FTE jobs created off-site per annum. While job opportunities would be directed at those working within the construction sector, within the sector itself, no disproportionate or differential effects are anticipated. In addition, construction employment associated with the Proposed Development helps respond to a broader issue that underpins equality and socio-economic deprivation.		
Presence of construction workforce within the local area	• Older people • Disabled people • Women	Temporary/direct	The presence of construction workers may give rise to local people feeling unsettled, and their perceptions of their community may change. There may be a concern for local communities in close proximity to the Proposed Development with regard to the presence of a construction workforce affecting social cohesion. Such effects are most likely to be felt by those living adjacent to construction sites, or by those who use local facilities near construction sites.	As detailed in the CEMP (Document reference 17.1), the Principal Contractor will require that all employees demonstrate an appropriate awareness of local sensitivities and the expected code of conduct. This mitigation measure is relevant to all population groups, including those with protected characteristics.	It is unlikely that the construction workforce will cause a negative impact on any protected characteristic groups.
Feelings of personal safety and security	• Young people • Older people • Disabled people • People with ethnic minority backgrounds • LGBT+ people	Permanent/indirect	As stated in ES Chapter 19: Accidents and Disasters (document reference 6.1.19), the Proposed Development includes security infrastructure to serve the HNRFI, including fencing, gates, security kiosks, and security lighting. It also has emergency and security access via Burbage Common Road at its northern end near Elmesthorpe and main site access will be via the A47 Link Road. The Lighting Strategy (document reference 6.2.3.3) notes that all illumination levels will be set as low as practicable while complying with safety and security recommendations and the design levels set out in BS EN 12464 'Light and lighting – Lighting of work places – Part 2: Outdoor work places' and BS 5489-1 'Design of road lighting- Lighting of roads and public amenity areas'.	Construction site security provisions remain consistent with relevant regulatory requirements. This mitigation measure is relevant to all population groups, including those with protected characteristics.	Safety and security risks are addressed through design and would be unlikely to result in any adverse effects, including on people with protected characteristics.
Health and safety risks	• Children • Older people • Disabled people	Temporary/indirect	During the construction of the Proposed Development, it is likely that storage, handling and transfer of hazardous chemicals or pollutants will be required. Construction activities have the potential to cause a degradation of water quality to main and ordinary watercourses through surface water run-off and associated soil erosion, accidental release of sediment during works affecting water courses, from accidental spills or leaks from active construction areas.	Potential health and safety risks are well-known, understood and addressed through the regulatory process. Appropriate mitigation measures associated with the storage, handling and transfer of hazardous chemicals or pollutants are detailed within the CEMP (Document reference 17.1). Contractual arrangements will require all contractors to provide suitably qualified staff to manage and execute the works for which they are responsible. The Principal Contractor	In line with legislative requirements, it is unlikely that potential health and safety risks during the construction phase would cause material impacts on local communities, or would affect any specific equality groups.

Impact theme	Sensitive protected characteristic groups	Duration/relationship (direct/indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			The potential for health and safety risks could not in any way be targeted to a specific receptor and is determined by the nature of the source, pathway of exposure and location of receptors. As such, no disproportionate or differential effects are anticipated.	will require that all employees demonstrate an appropriate awareness of working knowledge of the legislation, codes of practice, and guidance relevant to the activities in which they are engaged. A training regime will be implemented to ensure that all staff members, including subcontractors, receive focused environmental training to ensure their competence in carrying out their duties on the project. The mitigation measures described are relevant to all population groups, including those with protected characteristics.	
Impacts on open space, PRoWs and recreational areas	• Children • Young people • Older people • Disabled people	Temporary / direct	As detailed in ES Chapter 7: Land Use and Socio-economic Effect (document reference 6.1.7), PRoWs within Burbage Common and Burbage Wood are generally well used. The remaining PRoW network appears to be only occasionally used. Access to Burbage Woods and Common will be affected by the Proposed Development. However, this will be mitigated by the shared pedestrian and cycleway on the new A47 link road through the Main HNRFI Site. The proposed pathways and the proposed bridleway corridor will retain the existing north-south link affected by the Proposed Development. Upon completion, a new PRoW network will be established around the Main HNRFI Site to facilitate previous onward connections. The Proposed Development incorporates landscape enhancements which include the provision of a retained, albeit realigned and upgraded on-site PRoW network across the main HNRFI Site, offering recreational value and a community resource. The affected PRoW can be used for recreation by anyone. Therefore, there is no particular protected characteristic group which are the primary user of these affected resources.	A new PRoW network will be established around the Main HNRFI Site to facilitate previous onward connections. This mitigation measure is relevant to all population groups, including those with protected characteristics.	While construction of the Proposed Development would impact PRoW, these can be used for recreation by anyone. Therefore no specific equality groups would be affected disproportionately or differentially.

Operation

1.24. Table 3 sets out potential equality effects arising during the operational period.

Table 3: Operational equality appraisal

Impact theme	Sensitive protected characteristic groups	Duration/ relationship (direct/ indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
Changes in noise and vibration exposure	• Children • Older people • Disabled people	Permanent/ direct	ES Chapter 10: Noise and Vibration (document reference 6.1.10) states that there is potential for noise impacts during operation from HGV movements, loading/unloading operations, lorry park and service yard areas, fixed plant and equipment (including the proposed energy centre), off-site rail movements, and road traffic (including the A47 link road). With the implementation of mitigation measures, the increase in noise levels for the daytime period on a weekday is predicted to be between +0.1dB and +0.5dB. For the night-time period, the increase also ranges between +0.1dB and +0.5dB. The increase in noise levels for the daytime period on a weekend is predicted to be between +0.4dB and +1.5dB. For the night-time period, the increase ranges between +0.5dB and +1.7dB. These changes are considered marginal, and typically imperceptible to the human ear (being below 3db). As a result, there is no potential for disproportionate or differential effects.	The following mitigation measures would be implemented to reduce the likely perception of impulsive noise at noise sensitive receptors: • A stepped acoustic barrier of between 2m and 3m in height on the northern boundary; • A 6m high acoustic barrier adjacent to NSR9; and • A 4m high acoustic barrier on the north-eastern boundary. The mitigation measures described are relevant to all population groups, including those with protected characteristics.	No materially adverse effects associated with changes in noise exposure during the operation of the Proposed Development are predicted. Therefore, no equality effects are anticipated.
Changes to air quality (as a result of operational traffic)	• Children • Older people • Disabled people • Pregnant people • People with ethnic minority backgrounds	Permanent/ direct and indirect	ES Chapter 9: Air Quality (document reference 6.1.9) predicts the change in local air quality in the '2026 Opening Year' and '2036 Future Year' as a result of the redistribution of traffic across the road network during operation. While the distribution of these changes may vary (i.e. there may be an air quality improvement in some areas, but a worsening in others), results show that predicted changes in concentrations at the majority of receptors in both the '2026 Opening Year' and '2036 Future Year' With and Without HNRFI scenarios are less than 5% of the relevant air quality objective and the total pollutant concentrations are less than 75% of the relevant air quality objective. The exception to this is at the following two human receptor locations in the '2026 Opening Year' scenario: • R110 in the HBBC administrative area, located on the B4668 Leicester Road, north of the new A47 Link Road, adjacent to the roundabout junction with the A47; and • R205 in the RBC administrative area, located adjacent to the A5 at the roundabout with the A426. Both receptor locations are adjacent to main roads which experience some of the largest increases in traffic as a result of the operation of the HNRFI. Both are also located close to	A Sustainable Transport Strategy (STS) (Document reference 6.2.8.1.14) and Travel Plan (TP) (Document reference 6.2.8.2) will promote the use of sustainable transport methods such as public transport, walking and cycling to the Main HNRFI Site to reduce emissions. The following measures will apply to the HNRFI to further reduce road traffic emissions: • Car parking provision will be supplied with charging facilities for Electric Vehicles with ductwork provision for future car charging points • The yard areas will be future-proofed for the future installation of Heavy Goods Vehicle (HGV) charging points. • Provision of covered cycle parking facilities. • New and improved walking and cycling routes are proposed across the Main HNRFI. • Shared pedestrian and cycleway on the new A47 link road through the HNRFI Site. • Improve bus accessibility to the HNRFI Site by enhancing local bus services. The mitigation measures described are relevant to all population groups, including those with protected characteristics.	No materially adverse effects associated with changes in local air quality during the operation of the Proposed Development are predicted. Therefore, no equality effects are anticipated.

Impact theme	Sensitive protected characteristic groups	Duration/ relationship (direct/ indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			junctions where the influence of multiple roads converging and queuing is also considered to give rise to increased pollutant concentrations. While this is the case, both receptors are predicted to experience an increase in annual mean NO_2 concentrations of 6% of the annual mean NO_2 objective, with total predicted NO_2 concentrations considerably below 75% of the annual mean NO_2 objective. As such, the overall effect would not be significant, and therefore would not result in any disproportionate or differential effects.		
Changes to landscape and visual environment	• Children • Older people • Disabled people	Permanent/ direct	As stated in ES Chapter 11: Landscape and Visual Effects (document reference 6.1.11), the following visual receptors would experience significant adverse effects during Year 1 of the phase: • Users of PRoW V35/1, U50/1, U52/6, U52/8, U50/3, V29/6, U53/2, V29/3, U52/9, V29/10, V49/2, V34/2, U47/1, U18/4, V48/2, V49/7, U52/4, V23/2 • Walkers, cyclists, horse riders and drivers on Burbage Common Road (north and west) • Visitors to St Mary's Church, Elmesthorpe • Pedestrians, cyclists and drivers on the B581 bridge over the M69 • Pedestrians and people enjoying the view from the bench on Shilton Road, Barwell • Visitors to the viewpoint at Croft Hill • Recreational users of Smenell Field • Visitors to the Burbage Common and Woods Country Park • Users of B581 • Users of Elmesthorpe public open space and play area In addition, 20 residential receptor groups would experience significant adverse visual effects during the construction phase. By Year 15 (i.e. once mitigation planting has matured), significant effects would persist at the majority of these receptors. Notably, mitigation would be most effective in reducing effects on the Users of Burbage Common and Woods Country Park and Smenell Field, the maturation of the Western Amenity Areas of Planting effectively screening the Proposed Development from these more sensitive areas.	The LVIA process is iterative in nature, whereby the assessment outputs are used as a design tool to influence the emerging proposal. A hierarchical approach to prevent, reduce and offset has been applied. Of relevance to the operation phase, mitigation comprises embedded (avoidance) mitigation and additional mitigation proposed to reduce the significance of likely effects (reduction mitigation). This primarily consists of mitigation planting which would mature over time. The mitigation measures described are relevant to all population groups, including those with protected characteristics.	Visual impacts during the operation of the Proposed Development are unlikely to result in equality effects following the application of good practice mitigations.

Impact theme	Sensitive protected characteristic groups	Duration/ relationship (direct/ indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			As per the construction phase, mitigation measures have been carefully considered to reduce potential visual effects, and are protective of all population groups, including those with protected characteristics. As such, no disproportionate or differential visual effect exists across the affected receptors.		
Changes in traffic flow	• Children • Older people • Disabled people	Permanent/ direct	During operation, severance effects apply to the following six road links: • Stoneygate Drive; • A563 Asquith Way; • Hickley Rd East of M69 J2; • B4669 Leicester Road; • Long Street, Stoney Stanton; and • Barwell Lane. In terms of accidents and safety, the majority of road links would experience no change in annual accidents. The following three road links would experience minor beneficial impacts: • A5 (Link 4); • A5 (Link 5); and • A5 (Link 9). The following six road links would experience minor adverse impacts: • A5 (Link 6); • A47 (Link 4); • Sapcote (Link 1); • Sapcote (Link 2); • A563 Lubbesthorpe Way/Soar Valley Way/B4114 Narborough Road South; and • M6 Junction 2 Roundabout. While some adverse impacts are anticipated, none would be significant.	To mitigate the traffic generated by the Proposed Development a comprehensive package of sustainable transport measures is to be provided. Measures include: • Framework Travel Plan and Smarter Travel Measures • Highway improvements • HNRFI HGV route management strategy The mitigation measures described are relevant to all population groups, including those with protected characteristics.	The addition of operational traffic would not result in significant adverse effects, including on people with protected characteristics.
Changes to the pedestrian and cycle environment	• Children • Older people • Disabled people	Permanent / direct	As outlined in ES Chapter 8: Transport and Traffic (document reference 6.1.8), the forecasted increase in traffic on the road network would likely increase pedestrian and cyclist delay/reduce pedestrian amenity at some locations, although this would generally be negligible. Moderate beneficial (significant) effects on pedestrian delay/amenity associated with the proposed improved opportunities to cross the major roads around the HNRFI Site would occur on the following links: • B4669 Leicester Road Sapcote;	To mitigate the traffic generated by the Proposed Development a comprehensive package of sustainable transport measures is to be provided. Measures include: • Framework Travel Plan and Smarter Travel Measures • Highway improvements • HNRFI HGV route management strategy	The addition of operational traffic would not result in significant adverse effects, including on people with protected characteristics.

Impact theme	Sensitive protected characteristic groups	Duration/ relationship (direct/ indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			• Stanton Lane; and • A447 Ashby Road. In addition, minor beneficial (not significant) effects on cyclist delay/amenity would occur on the B4114 Leicester Road – A47 Link Road.	The mitigation measures described are relevant to all population groups, including those with protected characteristics.	
Feelings of personal safety and security	• Young people • Older people • Disabled people • People with ethnic minority backgrounds • LGBT+ people	Permanent/ indirect	The Proposed Development has the potential to change perceptions of personal safety and security during the operational phase. The Proposed Development includes security infrastructure to serve the HNRFI, including fencing, gates, security kiosks, and security lighting. HNRFI has emergency and security access via Burbage Common Road at its northern end near Elmesthorpe. With these provisions in place, the risk of potentially significant effects associated with the Proposed Development is as low as reasonably practicable.	Operational site security provisions remain consistent with relevant regulatory requirements.	Safety and security risks would be limited and would be unlikely to result in adverse effects, including on people with protected characteristics.
Health and safety risks	• Children • Older people • Disabled people	Temporary/ direct	As stated in ES Chapter 19: Accidents and Disasters (document reference 6.1.19), the Proposed Development is not a direct source of hazard over and above those standard construction operational activities that are described. Furthermore, the Proposed Development is subject to relevant statutory and regulatory controls and additional mitigation and safeguards.	The following statutory/regulatory controls and additional mitigation/safeguards during operation comprise: • ISO 45001 Health and Safety management system • Rail Operations Report, validating that the HNRFI can operate within the current rail network capacity • Lighting Strategy, noting that all illumination levels will be set as low as practicable while complying with safety and security recommendations The mitigation measures described are relevant to all population groups, including those with protected characteristics.	In line with legislative requirements, it is unlikely that potential health and safety risks during the operational phase would cause material impacts on local communities, or would affect any specific equality groups.
Impacts on open space, PRoW and recreational areas	• Children • Young people • Older people • Disabled people	Permanent/ direct	The operational effects are as described in **Error! Reference source not found.**.	A new PRoW network will be established around the Main HNRFI Site to facilitate previous onward connections. This mitigation measure is relevant to all population groups, including those with protected characteristics.	While construction of the Proposed Development would impact PRoW, these can be used for recreation by anyone. Therefore no specific equality groups would be affected disproportionately or differentially.
Potential generation of employment associated with the Proposed Development	• Young people • Disabled people • People with ethnic minority backgrounds • Men	Permanent/ direct and indirect	As detailed in ES Chapter 7: Land Use and Socio-economic Effects (document reference 6.1.7), the HNRFI is expected to require 8,400 – 10,400 FTE workers once fully occupied. Of this, it is predicted that between 2,100 and 2,600 jobs would be safeguarded (or displaced), leaving 6,300 – 7,800 on-site jobs being considered net additional. A further 2,000 to 2,500 off-site jobs would be induced by operational on-site employment.	No mitigation is required.	There is not enough information at this stage to identify specific job opportunities for particular equality groups, and as such no equality effect (positive or negative) can be identified.

Impact theme	Sensitive protected characteristic groups	Duration/ relationship (direct/ indirect)	Project-specific evidence of the effect	Proposed mitigation	Equalities effect
			The overall effect of operational jobs from the Proposed Development is predicted to be moderate beneficial over the long term. However, the distribution of the net additional jobs is unclear.		

CONCLUSION

1.25. ES Appendix 7.1: Health and Equality Briefing Note (document reference 6.2.7.1), previously explored all tangible health determinants with the potential to influence health, and integrated an equality impact assessment scoping exercise to test any potential equality impact, informing the planning process and the justification for any targeted mitigation or support initiative. The assessment concluded that construction and operation of the HNRFI does not target or discriminate against any protected characteristic, where any change directly attributable to what is proposed, is a feature of proximity necessitated by the rail line, and did not present any measurable risk to communities, including the most sensitive members of society and those with protected characteristics.

1.26. While sufficient to inform and refine the project, the s51 Advice letter received on 13 April 2023 requested further clarity on the effects of the Proposed Development to aid in discharging the PSED.

1.27. Table 2 and Table 3 provide a supplementary in-depth analysis of potential equality effects associated with a range of impact themes relevant to the Proposed Development.

1.28. The assessment of impacts across the EqIA process is qualitative. Using significant effects reported in the ES as a basis, the EqIA considers and describes whether an impact is adverse, beneficial or neutral, and the cause of the impact. The impact assessment also considers the permanence of an impact and the size and extent of protected characteristic groups who may be vulnerable to the change (both adversely and beneficially).

1.29. The results of this reinforce the previous assessment, demonstrating that none of the potential environmental or socio-economic changes discriminates; and that all mitigation measures implemented to avoid and reduce significant effects are relevant to all population groups, including those with protected characteristics. There are a limited number of residual effects which are considered to be significant; where this is the case, no disproportionate or differential effects exist across the affected receptors.

1.30. The results of the assessment reiterate how due regard has been taken during the planning process, that there is no significant health impact to any community, no discrimination or disproportionate impact to any protected characteristic.