



Levelling up for Recovery: Equalities Impact Assessment

June 2021

(Final Version 1.3)

Scope of the Work

- 1.1 An Equality Impact Assessment (EqIA) considers the impact of a project or policy on persons or groups of persons who share characteristics which are protected under Section 4 of the Equality Act 2010 ("protected characteristics") and might also include others considered to be vulnerable within society such as low income groups.
- 1.2 It is an information gathering tool which enables decision makers within public bodies to implement their equality duty under the Equality Act 2010. An EqIA guides decision makers and designers to:
 - Consider the effects of existing and proposed policy or practice on people who share a "protected characteristic"; and
 - Identify opportunities to improve equality of opportunity and eliminate discrimination.
- 1.3 An EqIA should be carried out before making decisions, so as to inform and shape the outcomes. They should be updated throughout the decision-making process as necessary, as policy or practices are developed.
- 1.4 This assessment forms part of a scoping exercise to understand how the proposed schemes will impact on protected characteristic groups across the Liverpool City Region. This is a high-level assessment that looks at the proposed schemes as a package and looks to identify any potential impacts, at an early stage. Detailed EqIAs will be prepared for each of the individual proposed schemes as the design evolves.

Summary

- 1.5 It is apparent that all protected groups could be impacted in a variety of ways as a result of the proposed schemes and it is anticipated that most, if not all, protected characteristic groups could be negatively impacted during construction. However, in the long-term and once fully operational, the proposed schemes will have a number of beneficial effects, which can only have a positive effect on equality, such as:
 - Improving access to employment
 - Improving access to healthcare, education and other services
 - Encouraging active travel
 - Enhancing sense of place
 - Reducing journey times
 - Improving air quality
- 1.6 Whilst this EqIA provides an overview of the high-level effects the scheme could generate during both the construction and operational phases, a more detailed assessment would be required, specific to each individual scheme, to understand the significance of these effects on each of the protected groups, in more detail.
- 1.7 Therefore, on the basis of the potential impacts that have been outlined above, the EqIA Screening has identified that a full EqIA should be carried out during the outline design stage for each of the individual schemes, for the following protected characteristic groups:
 - Age;
 - Disability;
 - Race;
 - Religion or belief;

- Gender; and
- Sexual Orientation
- Deprivation

1.8 It is recommended that consultation with protected characteristic groups is carried out before the detailed design stage. This will ensure that any negative impacts during the construction phase are mitigated as much as possible whilst those positive impacts realised once fully operational, are maximised.

1. Legislation

1.9 The Equality Act 2010 came into force on 1 October 2010 and brought together over 116 separate pieces of legislation into a single Act. The Act provides a legal framework to protect the rights of individuals that share defined "protected characteristics" and advance equality of opportunity.

1.10 Those "protected characteristics" which identify the vulnerable groups who may be disproportionately impacted upon or discriminated against are outlined in Table 1. Protection extends to those who are perceived to have these characteristics or who suffer discrimination because they are associated with someone who has that characteristic, e.g. cares for someone with a disability.

Table 1 - Protected Characteristics Covered within an Equality Impact Assessment

Protected Characteristics	People and Aspects Included
Gender	Men, women, married and single people; parenting, caring, flexible working and equal pay concerns.
Religion or belief	People who have a religious belief; people who are atheist or agnostic; people who have a philosophical belief which affects their view of the world or the way they live.
Age	Children (0-16), young people (17-25), working age people (15-64) and elderly people (65 and over).
Disability	People with physical, mental, sensory, visible or hidden impairment (e.g. cancer, HIV, dyslexia).
Race	People from various ethnic groups, as for the Census categories, e.g. White British, Chinese, British Asians, Travellers, Gypsies, Roma, those who are of Caribbean origin, people of mixed heritage, White Irish communities, and people of other nationalities who reside in Britain.
Sexual orientation	Heterosexual and bisexual men and women, gay men and lesbians.
Gender reassignment (Transgender/transsexual)	Anyone who is proposing to undergo, are undergoing or have undergone a process for the purpose of reassigning their sex.
Pregnancy and Maternity	Pregnant women and new mothers – protection against maternity discrimination (including as a result of breast feeding).
Marriage and civil partnership	People who are married or are civil partners.

Deprivation	People who live in a disadvantaged community or neighbourhood which is defined as such by the English Indices of Multiple Deprivation.
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1.11 Section 149 of the Act provides for a Public Sector Equality Duty. This requires that public bodies such as Liverpool Combined Authority, in the exercise of their functions, give "due regard to the need to":

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

1.12 This duty also applies to private sector companies when carrying out functions or services on behalf of public sector bodies.

2. Equality Impact Assessment

What is EqIA?

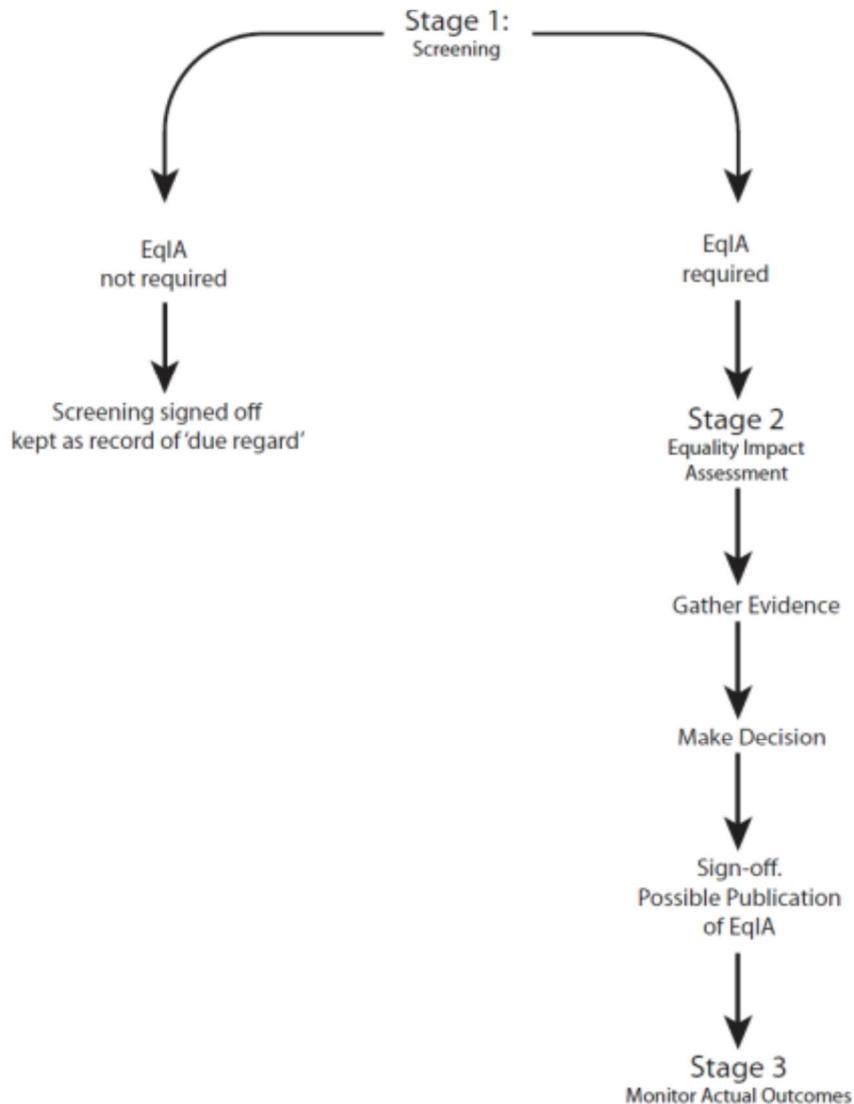
2.1 An Equality Impact Assessment (EqIA) considers the impact of a project or policy on persons or groups of persons who share characteristics which are protected under section 4 of the Equality Act 2010 ("protected characteristics") and might also include others considered to be vulnerable within society such as low income groups. It is an information gathering tool which enables decision makers within public bodies to implement their equality duty under the Equality Act 2010. An EqIA guides decision makers and designers to:

- Consider the effects of existing and proposed policy or practice on people who share a "protected characteristic"; and
- Identify opportunities to improve equality of opportunity and eliminate discrimination.

2.2 An EqIA should be carried out before making decisions, so as to inform and shape the outcomes. They should be updated throughout the decision-making process as necessary, as policy or practices are developed.

2.3 There are three stages to an EqIA; screening, full assessment and outcome monitoring. The screening stage determined which protected characteristics are likely to experience disproportionate impacts, and therefore require consideration within the EqIA. This took into account the nature of the public function being exercised and available information on users and impacts. This document represents the assessment on those groups identified.

2.4 Highways England has developed guidance to the EqIA process (Highways England). This guidance has been adopted as current industry practice for highways sector schemes.



2.5 This methodological framework was used to inform the approach for the EqIA of the Levelling up for Recovery Package.

2.6 The key objective of the initial screening exercise was to identify which (if any) of the protected characteristics could experience direct or indirect disproportionate impacts (either positive or negative), thereby setting out whether or not a full EqIA is necessary.

2.7 The screening exercise is a process by which the following issues are considered:

- Whether there is evidence to suggest that any of the protected characteristics have sensitivities or needs in relation to the scheme;
- Whether there are existing inequalities or access barriers to services or developments which need to be considered; and
- Whether there are particular community groups or stakeholders representing protected characteristics who have expressed interest or concerns about the proposed scheme.

2.8 In order to complete the screening phase, the following actions were undertaken:

- An initial review of existing baseline information to gather data and understand the communities which may be affected by the proposed scheme. This includes review of previously published documents, Census 2011 data, IMD 2019 data and information held by the local authority; and
- Identification of the priority groups and sensitive receptors to be considered within this assessment, which have the potential to experience disproportionate impacts as a result of development of the proposed scheme.

Study Area

2.9 The EqlA Screening was based on the following study areas:

- Protected Characteristic Profile – census data and other publicly available information has been gathered for the administrative area of Liverpool City Region to provide a baseline of the demographic of the area for the protected characteristics under the Equality Act 2010.
- Sensitive receptors – within the local vicinity of each of the development including:
 - Nearby residential developments
 - Schools and pre-schools
 - Places of worship
 - Parks and open space
 - Health care facilities
 - Community assets and facilities

3. Local Social Profile

Introduction

3.1 A local social profile has been compiled from publicly available data to provide context for the assessment. This comprises information on the following:

- Protected local characteristics group
- Local communities; and
- Sensitive receptors, local community facilities and public transport.

3.2 Data from the Office of National Statistics (ONS) and MHCLG has been gathered on the following protected characteristics from Section 4 of the Equality Act 2010:

- Age;
- Disability;
- Race;
- Religion or belief;
- Gender; and
- Sexual Orientation
- Deprivation

3.3 Certain protected characteristics, including gender reassignment, marriage and civil partnership and pregnancy and maternity have not been included in the assessment due to a lack of publicly available data at the time of writing.

3.4 Although not a protected characteristic under the Equality Act 2010, the social profile also includes data on deprivation as it provides a measure of a combination of social-economic metrics.

Ethnicity and Religious Profile

- 3.5 The percentage of each ethnicity as measured by ONS, and as outlined in the 2011 Census for the county of Liverpool City Region, is presented in Table 3.
- 3.6 The ONS 2011 Census information indicates that the majority of the population within Liverpool City Region is classified as White (94.8%), significantly higher than England (85.4%). This indicates that Liverpool City Region is less ethnically diverse than England.
- 3.7 However, Census 2011 data suggests there are minority communities (Bangladeshi and Chinese communities) located in Birkenhead and Litherland, within close proximity to the proposed schemes.

Table 3 – Ethnic Profile Liverpool City Region and England

Ethnic Group	Liverpool City Region		England
	Number in 2011	% of total population in 2011	
White: English/Welsh/Scottish/Northern Irish/British	1,389,487	92.2%	80%
White: Irish	13,996	0.9%	1%
White: Gypsy or Irish Traveller	498	0.0%	0%
White: Other White	24,363	1.6%	5%
Mixed/multiple ethnic group: White and Black Caribbean	6,860	0.5%	1%
Mixed/multiple ethnic group: White and Black African	5,147	0.3%	0%
Mixed/multiple ethnic group: White and Asian	4,968	0.3%	1%
Mixed/multiple ethnic group: Other Mixed	5,335	0.4%	1%
Asian/Asian British: Indian	8,178	0.5%	3%
Asian/Asian British: Pakistani	2,610	0.2%	2%
Asian/Asian British: Bangladeshi	2,426	0.2%	1%
Asian/Asian British: Chinese	11,862	0.8%	1%
Asian/Asian British: Other Asian	6,272	0.4%	2%
Black/African/Caribbean/Black British: African	9,887	0.7%	2%
Black/African/Caribbean/Black British: Caribbean	2,200	0.1%	1%
Black/African/Caribbean/Black British: Other Black	2,725	0.2%	1%
Other ethnic group: Arab	6,433	0.4%	0%
White: English/Welsh/Scottish/Northern Irish/British	3,688	0.2%	1%
White: Irish	1,389,487	92.2%	80%

- 3.8 The 2011 Census data indicates that the majority of the population (74.1%) within Liverpool City Region is identified as Christian, while the next largest group identifies as having no

religion (17.4%). Table 4 provides a profile of the religion or beliefs held within Liverpool City Region and England. It should be noted that the religious profiles across the City Region may not be reflective of the individual LUF project areas.

Table 4 – Religious Profile Liverpool City Region and England

Religion	Liverpool City Region		England
	Number in 2011	% of total population in 2011	
Christian	1,117,025	74%	59%
Buddhist	4,124	0%	0%
Hindu	4,580	0%	2%
Jewish	3,058	0%	0%
Muslim	19,514	1%	5%
Sikh	1,010	0%	1%
Other religion	3,393	0%	0%
No religion	261,741	17%	25%
Religion not stated	92,490	6%	7%

Age Profile

- 3.9 The ONS Mid-year Population Estimates (2019) shows that the percentage of the population over 50 is higher in Liverpool City Region (38.7%) when compared to England (37.4%). A detailed age profile is provided in Table 5. However, it should be noted that the age profile in the City Region as a whole may not be reflective of the LUF project study areas.

Table 5 – Age Profile Liverpool City Region and England

Age	Liverpool City Region		England
	Number in 2011	% of total population in 2011	
0 to 15	285,220	18.3%	19.2%
16 to 24	176,812	11.3%	10.6%
25 to 49	493,783	31.7%	32.8%
50 to 64	306,954	19.7%	19.0%
65 +	296,551	19.0%	18.4%

Gender

- 3.10 The percentage of males (all ages) to females (all ages) in Liverpool City Region is similar to the national averages in 2011, as outlined in Table 6.

Table 6 – Gender Profile Liverpool City Region and England

Age	Liverpool City Region		England
	Number in 2011	% of total population in 2011	
Male	762,532	48.9%	49.4%
Female	796,788	51.1%	50.6%

Disability

- 3.11 Based on Census data from 2011, a total of 341,800 or 22.7% of people in Liverpool City Region are living with a long-term health problem or disability, significantly higher than the national average of 17.6%. A larger proportion of people in Liverpool City Region (12.4%) with a long-term health problem or disability find that their condition limits their day to day activities a lot than the national average (8.3%).

Communities in Proximity to the Schemes

- 3.12 The nearest communities within the area surrounding the schemes comprise:
- Birkenhead (Birkenhead Central Gateway)
 - Liverpool City Centre (St. Georges Gateway)
 - Litherland (Maritime Corridor)
 - Bootle (Maritime Corridor)
 - Crosby (Maritime Corridor)
- 3.13 The schemes within this programme are located within residential, commercial and industrial areas and will support a number of strategic and community assets within these areas.
- 3.14 These uses and communities have been considered as part of this EqlA. A more detailed EqlA will be undertaken at the next stage, for each of the individual schemes. The individual EqlAs will provide a more detailed baseline and analysis for each of the communities local to each scheme.

Deprivation

- 3.15 Based on MHCLG English Indices of Deprivation 2019, 34% of neighbourhoods in the Liverpool City Region are amongst the 10% most deprived nationally. The Liverpool City Region Authority LEP is ranked as the most deprived of all LEPs based on the Indices of Deprivation.
- 3.16 Both the Maritime Corridor and Birkenhead Central Gateway projects are located in some of the region's most deprived areas, including Birkenhead (amongst the 10% most deprived neighbourhoods nationally) and Litherland (amongst the 30% most deprived).

Public Transport, Pedestrian and Cycling Facilities

Public Transport

- 3.17 There are a number of rail stations in the LUF project areas including:
- Hamilton Square (Birkenhead Central Gateway)
 - Birkenhead Park (Birkenhead Central Gateway)
 - Birkenhead Central (Birkenhead Central Gateway)
 - Conway Park (Birkenhead Central Gateway)
 - Green Lane (Birkenhead Central Gateway)
 - Liverpool Central (St. Georges Gateway)
 - Liverpool St. James (St. Georges Gateway)
 - Seaforth and Litherland (Maritime Corridor)

Pedestrians

3.18 There are a significant number of public footpaths and pedestrian routes that intersect the different schemes. These will need to be explored in detail as part of each individual EqIA.

Cyclists

3.19 A number of cycle routes transcend the proposed schemes including:

- A41 (Birkenhead Central Gateway)
- A552 (Birkenhead Central Gateway)
- National Cycle Route 56 (St. Georges Gateway)
- National Cycle Route 810 (Maritime Corridor)
- A5036 (Maritime Corridor)
- A565 (Maritime Corridor)

Schools & Education

3.20 There are over twenty education institutions¹ within close proximity to each of the schemes including;

- 18 primary schools
- 3 secondary schools, and;
- Wirral Met College

3.21 A number of these neighbourhoods are ranked amongst the 10% most deprived nationally, in terms of access to Education, Skills and Training². The individual project EqIAs will provide a more detailed baseline and analysis for the educational assets local to each scheme.

Employment

3.22 There are a number of significant employment sites that will be served by the proposed schemes including:

- Wirral Waters (Birkenhead Central Gateway)
- Birkenhead Town Centre (Birkenhead Central Gateway)
- Liverpool City Centre (St. Georges Gateway)
- Seaforth Docks (Maritime Corridor)

3.23 The individual project EqIAs will provide a more detailed baseline and analysis for the employment assets local to each scheme.

Healthcare

3.24 A number of health care assets are in close proximity to the scheme including:

- 24 GP surgeries
- 1 hospital

¹ Liverpool City Region Combined Authority, 2021; Asset Mapping

² MHCLG, English Indices of Deprivation, 2019: Education, Skills and Training Domain

3.25 The schemes transcend some neighbourhoods that rank amongst the worst in the Liverpool City Region for access to healthcare³. The individual project EqlAs will provide a more detailed baseline and analysis for the healthcare assets local to each scheme.

Open space

3.26 The proposed schemes also transcend a number of parks and open spaces including:

- Birkenhead Park (Birkenhead Central Gateway)
- Central Park (Birkenhead Central Gateway)
- Chavasse Park (St Georges Gateway)
- St. James Mount and Gardens (St. Georges Gateway)
- Poets Park (Maritime Corridor)
- Hatton Hill Park (Maritime Corridor)
- Kirkstone Park (Maritime Corridor)
- Bootle Garden Allotments, and; (Maritime Corridor)
- Netherton Park (Maritime Corridor)

3.27 The individual project EqlAs will provide a more detailed baseline and analysis for open space assets local to each scheme.

Community Assets

3.28 There are a number of other important assets located within close proximity to the proposed schemes, including:

- The Swan Woman's Centre
- Job Centre Plus (Waterloo & Birkenhead) and;
- 11 places of worship

3.29 The individual project EqlAs will provide a more detailed baseline and analysis for these assets local to each scheme.

³ Consumer Data Research Centre, 2021; Access to Healthy Assets and Hazards (AHAH); Health Services Domain.

4. Equality Impact Screening Outcomes

EQI Screening Overview

- 4.1 The EQI Screening assessment was completed for the programme of schemes for the Levelling up for Recovery Bid at outline design phase, taking into account the baseline information outlined in this document. The screening assessment is presented in Table 7 and supported by the rationale provided in the following sections.

Table 7 – Gender Profile Liverpool City Region and England

Protected Group	Impact		
	Negative	Positive	Recommendation
Age	Yes - during construction	Yes – once operational	To be explored further through consultation and detailed EqIA
Disability	Yes - during construction	Yes – once operational	To be explored further through consultation and detailed EqIA
Gender (including pregnancy and maternity)	Yes - during construction	Yes – once operational	To be explored further through consultation and detailed EqIA
Gender Identity / Transgender	Yes - during construction	Yes – once operational	To be explored further through consultation and detailed EqIA
Race	Yes - during construction	Yes – once operational	To be explored further through consultation and detailed EqIA
Religion and Belief	Yes - during construction	Yes – once operational	To be explored further through consultation and detailed EqIA
Sexual Orientation	Yes - during construction	Yes – once operational	To be explored further through consultation and detailed EqIA
Marriage and Civil Partnerships	Yes - during construction	Yes – once operational	To be explored further through consultation and detailed EqIA
Deprivation	Yes - during construction	Yes – once operational	To be explored further through consultation and detailed EqIA

Age

Construction Effects

- 4.2 Road disruption during construction may impact on school students and education escorts travelling to the local schools and pre-schools. The construction could also impact on residents accessing amenities such as GPs, Places of Worship, Parks and Community facilities. These construction impacts could have a negative impact on residents of all ages however, these impacts could differ depending on the age of the resident.
- 4.3 It is also possible that public transport journeys and routes could be disrupted during the construction phase. This could also have a negative impact on local residents of all ages.

Operational Effects

- 4.4 However, once operational the schemes will have a range of positive impacts on resident journeys including improved journey times, enhanced journey experience and ambience, increased safety and better opportunities for active travel.
- 4.5 The schemes will also improve links to community facilities and amenity, employment, education and open space which will also have a positive effect for both young people, those of working age and those who are retired.

Recommendation

- 4.6 It is recommended that when each of the schemes is progressed to final design/procurement stage, consultation is held with the relevant groups that represent residents of all ages to understand what mitigation could be introduced to ensure that any negative impacts during the construction phase, are minimised as much as possible.
- 4.7 Consultation during the construction period could also be valuable in ensuring those positive benefits realised during the operational period are maximised.

Disability

Construction Effects

- 4.8 The Expressways customer insight survey (Ipsos Mori, 2017) showed that 30% of respondents with a long-term limiting illness or disability had not used a strategic road network during the past 12 months compared with 14% of the population overall. It is therefore likely that 70% of drivers with disabilities will be affected by any congestion during construction of any of the schemes.

Operational Effects

- 4.9 However, once operational the schemes will have a range of positive impacts on resident journeys including; improved journey times, increased safety and enhanced active travel.
- 4.10 The schemes will also improve links to community facilities and amenity, employment, education and open space which will also have a positive effect those with long -term health problems and disabilities.

Recommendation

- 4.11 It is recommended that when each of the schemes is progressed to final design/procurement stage, consultation is held with the relevant groups that represent residents of all ages to understand what mitigation could be introduced to ensure that any negative impacts during the construction phase, are minimised as much as possible.
- 4.12 Consultation during the construction period could also be valuable in ensuring those positive benefits realised during the operational period are maximised.

Gender (including pregnancy and maternity)

Construction Effects

- 4.13 Evidence shows that men are likely to travel further distances on average to commute for business and are therefore more likely to use the strategic road network and motorways on a more frequent basis, whereas women are more likely to undertake shorter, more frequent trips for purposes such as education escort (Department for Transport (DfT), 2016).
- 4.14 As men are more likely to be using the strategic road network, any congestion during construction is more likely to impact those journeys made by men. As women make more trips taking children to school than men on average (DfT, 2014), the scheme has the potential to impact journeys to and from educational facilities including the pre-schools and primary schools in the local vicinity and also those travelling to the secondary schools. As a result, women have the potential to be disproportionately affected by the Scheme.
- 4.15 The Pregnancy Mobility Index (van de Pol G, 2006) 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/leaving a vehicle and may also influence their capability and willingness to drive. Distances to car parking locations will also be of concern for pregnant women.

Operational Effects

However, once operational the schemes will have a range of positive impacts on resident journeys including; improved journey times, increased safety and enhanced active travel.

- 4.16 The schemes will also improve links to community facilities and amenity, employment, education and open space which will also have a positive effect for both women and men.

Recommendation

- 4.17 It is recommended that when each of the schemes are progressed to a more detailed design stage consultation is held with the relevant groups that represent both men, women (including pregnant and maternity) to understand what mitigation could be introduced during the construction phase, to ensure those negative impacts are minimised as much as possible.
- 4.18 Consultation during the construction period could also be valuable in ensuring those positive benefits realised during the operational period are maximised.

Gender Identity / Transgender

Construction Effects

- 4.19 There is no clear evidence, data or rationale to consider if the schemes will have a disproportionate effect on this group. However, it can be assumed that during the construction phase this group will experience the same negative impacts as all other protected groups that include potential difficulties accessing amenities such, as GPs, Places of Worship, Parks and Community facilities.

Operational Effects

- 4.20 However, once operational the schemes will have a range of positive impacts on resident journeys including; improved journey times, increased safety and enhanced active travel.
- 4.21 The schemes will also improve links to community facilities and amenity, employment, education and open space which will also have a positive effect for those members of the community who are part of the gender identity/transgender group.

Recommendation

- 4.22 It is recommended that when each of the schemes is progressed to final design/procurement stage consultation is held with the relevant groups that represent transgender residents who to understand what mitigation could be introduced to ensure those negative impacts are minimised as much as possible, during the construction phase.
- 4.23 Consultation during the construction period could also be valuable in ensuring those positive benefits realised during the operational period are maximised.

Race

Construction Effects

- 4.24 There is no clear evidence, data or rationale to suggest that the scheme will have a disproportionate effect on this group. However, it can be assumed that during the construction phase this group will experience the same negative impacts as all other protected groups that include potential difficulties accessing amenities such as GPs, Places of Worship, Parks and Community facilities.

Operational Effects

- 4.25 However, once operational the schemes will have a range of positive impacts on resident journeys including improved journey times, increased safety and enhanced active travel opportunities.
- 4.26 The schemes will also improve links to community facilities and amenity, employment, education and open space which will also have a positive effect for those members of the community who are part of the gender identity/transgender group.

Recommendation

- 4.27 It is recommended that when each of the schemes are progressed to detailed design/procurement stage consultation is held with the relevant groups that represent residents from this protected group. This is particularly pertinent, as a number of minority communities have been identified within close proximity to the scheme, to help understand what mitigation could be introduced during the construction phase, to ensure those negative impacts are minimised as much as possible.
- 4.28 Consultation during the construction period could also be valuable in ensuring those positive benefits realised during the operational period are maximised.

Religion and Belief

Construction Effects

- 4.29 There is no clear evidence, data or rationale to consider the scheme will have a disproportionate effect on this group. However, it can be assumed that during the construction phase this group will experience the same negative impacts as all other protected groups that include potential difficulties accessing amenities such as GPs, Places of Worship, Parks and Community facilities.
- 4.30 This assessment has identified that there are a number of places of worship close to the proposed schemes therefore, it is possible that a number of those residents identifying with different religions and beliefs could be impacted.

Operational Effects

- 4.31 However, once operational the schemes will have a range of positive impacts on resident journeys including improved journey times, increased safety and enhanced active travel.
- 4.32 The schemes will also improve links to community facilities and amenity, employment, education and open space which will also have a positive effect for those members of the community who are part of specific religious groups, who access places of worship within the vicinity of the proposed schemes.

Recommendation

- 4.33 It is recommended that when each of the schemes are progressed to detailed design/procurement stage consultation is held with the relevant groups that represent residents from this protected group. This is particularly pertinent, as a number of places of worship identified within close proximity to the scheme, to help understand what mitigation could be introduced to ensure those negative impacts are minimised as much as possible, during construction.
- 4.34 Consultation during the construction period could also be valuable in ensuring those positive benefits realised during the operational period are maximised.

Sexual Orientation

Construction Effects

- 4.35 There is no clear evidence, data or rationale to consider the scheme will have a disproportionate effect on this group. However, it can be assumed that during the construction phase this group will experience the same negative impacts as all other protected groups that include potential difficulties accessing amenities such as GPs, Places of Worship, Parks and Community facilities.

Operational Effects

- 4.36 However, once operational the schemes will have a range of positive impacts on resident journeys including improved journey times, increased safety and enhanced active travel.

- 4.37 The schemes will also improve links to community facilities and amenity, employment, education and open space which will also have a positive effect for those members of the community who are of different sexual orientations.

Recommendation

- 4.38 It is recommended that when each of the schemes are progressed to detailed design/procurement stage consultation is held with the relevant groups that represent this protected group, to understand what mitigation could be introduced during the construction phase, to ensure those negative impacts are minimised as much as possible.
- 4.39 Consultation during the construction period could also be valuable in ensuring those positive benefits realised during the operational period are maximised.

Marriage and Civil Partnerships

Construction Effects

- 4.40 There is no clear evidence, data or rationale to consider the scheme will have a disproportionate effect on this group. However, it can be assumed that during the construction phase this group will experience the same negative impacts as all other protected groups that include potential difficulties accessing amenities such as GPs, Places of Worship, Parks and Community facilities.

Operational Effects

- 4.41 However, once operational the schemes will have a range of positive impacts on resident journeys including; improved journey times, increased safety and enhanced active travel.
- 4.42 The schemes will also improve links to community facilities and amenity, employment, education and open space which will also have a positive effect for this protected group.

Recommendation

- 4.43 It is recommended that when each of the schemes are progressed to detailed design/procurement stage consultation is held with the relevant groups that represent both men, women (including pregnant and maternity) to understand what mitigation could be introduced during the construction phase, to ensure those negative impacts are minimised as much as possible.
- 4.44 Consultation during the construction period could also be valuable in ensuring those positive benefits realised during the operational period are maximised.

Deprivation

Construction Effects

- 4.45 There is no clear evidence, data or rationale to consider if the schemes will have a disproportionate effect on this group. However, it can be assumed that during the construction phase this group will experience the same negative impacts as all other protected groups that include potential difficulties accessing amenities such as GPs, Places of Worship, Parks and Community facilities. In addition, the disruption to travel and therefore,

access to healthcare, education and amenities could in fact disadvantage deprived communities further, in the short-term.

Operational Effects

- 4.46 However, once operational the schemes will have a range of positive impacts on resident journeys including; improved journey times, increased safety and enhanced active travel. The schemes will also improve links to community facilities and amenity, employment, education and open space which will also have a positive effect for this protected group.
- 4.47 This assessment has identified that there are a number of deprived communities located within close proximity to the proposed schemes.

Recommendation

- 4.48 There are a number of disadvantaged communities that could be impacted by the proposed schemes. Therefore, it is recommended that when each of the schemes are progressed to detailed design/procurement stage, consultation is held with the relevant groups that represent communities, to understand what mitigation could be introduced during the construction phase, to ensure those negative impacts are minimised as much as possible. It will be important to ensure these communities are not disadvantaged further during the temporary construction period.
- 4.49 Consultation during the construction period could also be valuable in ensuring those positive benefits realised during the operational period are maximised.

Summary

- 4.50 It is apparent that all protected groups could be impacted in a variety of ways as a result of the proposed schemes and it is anticipated that most, if not all, protected characteristic groups could be negatively impacted during construction. However, in the long-term and once fully operational, the proposed schemes will have a number of beneficial effects, which can only have a positive effect on equality, such as:
- Improving access to employment
 - Improving access to healthcare, education and other services
 - Encouraging active travel
 - Enhancing sense of place
 - Reducing journey times
 - Improving air quality
- 4.51 Whilst this EqIA provides an overview of the high-level effects the scheme could generate during both the construction and operational phases, a more detailed assessment would be required, specific to each individual scheme, to understand the significance of these effects on each of the protected groups, in more detail.
- 4.52 Therefore, on the basis of the potential impacts that have been outlined above, the EqIA Screening has identified that a full EqIA should be carried out during the outline design stage for each of the individual schemes, for the following protected characteristic groups:
- Age;
 - Disability;
 - Race;
 - Religion or belief;

- Gender; and
- Sexual Orientation
- Deprivation

4.53 It is recommended that consultation with protected characteristic groups is carried out prior to the construction phase. This will ensure that any negative impacts during the construction phase are mitigated as much as possible whilst those positive impacts realised once fully operational, are maximised.