



Shropshire Council

SHREWSBURY NORTH WEST RELIEF ROAD

Equality Impact Assessment

Prepared for Shropshire Council



Shropshire Council

SHREWSBURY NORTH WEST RELIEF ROAD

Equality Impact Assessment

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WSP

2nd Floor Shirehall

Abbey Foregate

Shrewsbury

SY2 6ND

Phone: +44 121 557 4403

WSP.com



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Prepared by	Sheri Shai	Sheri Shai
Checked by	Sophie Collins	Sophie Collins
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1 INTRODUCTION

1.1 BACKGROUND AND CONTEXT

- 1.1.1. Shropshire Council, as Highway Authority (hereafter referred to as 'the Applicant') is seeking to obtain planning permission for the proposed North West Relief Road (hereafter referred to as 'the Proposed Scheme') in Shrewsbury. The Proposed Scheme would be a single carriageway road with at-grade junctions, linking the A5 Churncote Roundabout with the A5124 Battlefield Link Road.
- 1.1.2. WSP UK Limited (hereafter referred to as 'WSP') has been commissioned by the Applicant to undertake the preliminary design of the Proposed Scheme and to carry out an Environmental Impact Assessment (EIA) in support of the detailed planning application to be submitted in February 2021.
- 1.1.3. The Proposed Scheme combines two previously separated legacy schemes:
- **Oxon Link Road (OLR) Legacy Scheme** - running from the A5 Shrewsbury Southern Bypass, at A5 Churncote Roundabout, to B4380 Holyhead Road; and
 - **North West Relief Road (NWRR) Legacy Scheme** - an earlier design iteration of the Proposed Scheme, running from B4380 Holyhead Road to Battlefield Link Road.
- 1.1.4. Both the OLR and NWRR Legacy Schemes have been through the Outline Business Case stage of scheme development and a planning application was submitted on 24 July 2018 for the OLR Legacy Scheme (Reference: 18/03166/EIA). The award of funding for the NWRR Legacy Scheme by the Department of Transport (DfT) increased the prospects of that element of the Proposed Scheme being delivered and as the two legacy schemes are intrinsically linked, Shropshire Council took the decision to withdraw the OLR planning application on 30 August 2019, pending its inclusion in the wider NWRR Proposed Scheme. On 16 December 2019 Shropshire Council Cabinet approved the combining of the NWRR and OLR Legacy schemes into one project.

1.2 DESCRIPTION OF THE PROPOSED SCHEME

- 1.2.1. The Proposed Scheme comprises the provision of a new 7km long and 7.3m wide single carriageway all-purpose road with 1.0m margins and at-grade junctions linking the northern and western parts of Shrewsbury. The end points of the carriageway have been determined by the existing A5124 Battlefield Link Road in the north, and the A5 Churncote Roundabout in the west. The A5124 Battlefield Link Road was designed and constructed as a precursor of the Proposed Scheme, and Churncote Roundabout is on the A5; each provides access to important employment and development areas and the strategic road network.
- 1.2.2. The Proposed Scheme would have a speed limit of 60mph, the same as similar sections of Shrewsbury's distributor ring road and it would comprise the following components:
- 1.2.3. The Proposed Scheme would require the conversion of two existing roundabouts and the construction of two new roundabouts. Further information is provided in Environmental Statementⁱ Volume I (ES Vol I) Chapter 3, Table 3-1.

ⁱ North West Relief Road Environmental Statement Volume I (Document Reference: 70056211-WSP-EGN-AS-LE-00007)

Structures

- 1.2.4. The proposed structures along the Proposed Scheme would include one viaduct, four overbridges, two underpasses and three culverts. Further information is provided in ES Vol I Chapter 3, Table 3-2.

Retaining walls

- 1.2.5. Two retaining walls are proposed with further information provided in ES Vol I Chapter 3, Table 3-3.
- 1.2.6. Other components of the Proposed Scheme include the following:
- Provision of a climbing lane on the westbound approach to the B4380 Holyhead Road Roundabout due to a 3% uphill gradient and approximately 10% heavy good vehicles (HGV) predicted for the Design Year 2038, and to help reduce queueing at the roundabout. The climbing lane would start east of B4380 Holyhead Road and the River Severn (tapering out from the 7.3m single carriageway width to 10.0m) and terminate at the proposed B4380 Holyhead Road Roundabout;
 - Provision of accommodation works, including access tracks and gates, to enable landowner access to land severed by the Proposed Scheme;
 - Provision of a combined footway and cycleway along the length of the Proposed Scheme. This would follow the alignment of the carriageway and hence would not be a bridleway due to the close proximity of the fast-moving traffic;
 - Provision of a bridleway between Calcott Lane and B4380 Holyhead Road, which would link with the existing bridleway 0443/34A/2 to the east along Shelton Lane;
 - Provision of two small flood storage areas to mitigate for the loss of floodplain;
 - Badger tunnels;
 - Demolition works at West View, Holyhead Road (Shrewsbury, SY3 8BH);
 - Landscaping, planting, and environmental mitigation to enable habitat improvements; and
 - Associated highway drainage works including the provision of eight attenuation basins and pollution control measures and utilisation of the aforementioned culverts wherever possible.
- 1.2.7. The planning application boundary for the Proposed Scheme (hereafter referred to as 'Application Boundary') is approximately 120hectares (ha) and is located within the administrative area of Shropshire Council. The Application Boundary for the Proposed Scheme is shown in **Figure A.1** in **Annex A**.
- 1.2.8. The construction of the Proposed Scheme is currently targeted to commence in Spring 2022 and carried out until road opening in Autumn/Winter 2023. Full project completion is planned for Spring 2024.

1.3 CONSULTATION

- 1.3.1. Previous consultations for the NWRR Legacy Scheme North-West Relief Road (NWRR) have been undertaken in January/February 2003, May 2005 and March/April 2010.
- 1.3.2. A public consultation for the NWRR Legacy Scheme has also been held in October and early November 2017. The stakeholders relevant to the Equality Impact Assessment (EqIA) which were consulted included:
- Shropshire Disability Network;
 - Shropshire Wheelchair Group;

- Shropshire Youth Association;
- Access Group (Shrewsbury);
- Shropshire Seniors;
- Guide Dogs Association;
- Shropshire Rural Communities Charity (RCC);
- Shrewsbury Sixth Form College;
- The Shropshire County Federation of Women's Institutes;
- The Gateway Education and Arts Centre;
- National Federation of the Blind of the United Kingdom;
- Churches Together Shrewsbury;
- Confederation of Passenger Transport UK; and
- University Centre Shrewsbury¹.

1.3.3. There were 633 questionnaire responses received from the public consultation held in 2017. Some of the responses which support the NWRR Legacy Scheme suggested the high volume and speed of vehicles on existing country roads through Fitz and Forton Heath, as well as on A528 Ellesmere Road, are causing safety issue for residents and school children in particular. Concerns were also received regarding the safety of school children during the construction of the Proposed Scheme¹.

1.3.4. Previous consultations for the OLR Legacy Scheme were held with Shropshire Council and statutory and non-statutory stakeholders in 2017 and 2018. No specific equality related comments were received from these consultations², but the Shropshire Council Rights of Way Officer was consulted during the preliminary design stage of the OLR Legacy Scheme to identify Public Rights of Way and to inform the incorporation of suitable diversions of intersected routes into the scheme's design². In addition, the following stakeholders relevant to active travel in **Table 1-1** were consulted:

Table 1-1 – Active Travel Stakeholder Responses

Stakeholder	Response Themes to Consultation
Shrewsbury and District Riding Club	Concerns over consultation validity; suggests increased equestrian provision.
British Horse Society	Suggests future proofing by making all Public Rights of Way (PRoW) multiuser and suggests the parallel path should be registered as a PRoW. Concerns that the viaduct precludes equestrian use.
Nescliffe Hills & District Bridleways Association	Disappointment that the originally planned Bridleway has been removed.
Long Mynd & District Bridleways Association	Suggests the design team consults with the British Horse Society regarding the design and construction of the proposed underpass.

Stakeholder	Response Themes to Consultation
Cycling UK Shropshire Club	Would like to see specific provision for cyclists especially on the junctions.
Shropshire Area of the Ramblers	Welcomes the majority of the proposed changes regarding PRow.
Sustainable Transport Shropshire	Opposed to the scheme; concerns about the negative impact on the environment.

- 1.3.5. With regards to the concerns over new equestrian provision in the design of the Proposed Scheme, formal responses were provided to the stakeholders. In summary, as the proposed shared footway and cycleway along the Proposed Scheme is to be located alongside the carriageway it is not considered that a safe design solution can be found which balances engineering constraints and landownership constraints for provision for equestrian users. It is also considered that there is a lack of equestrian users to justify the need for equestrian provision along the shared pathway. The design of the proposed Underpass East of Holyhead would include provision for equestrians, to retain connectivity to Bridleways 0443/113/3 and 0443/114/2.
- 1.3.6. Following Shropshire Council's decision to combine the NWRR and OLR Legacy schemes into one project, the Applicant held a number of local consultation events on the Proposed Scheme in March 2020 in Shrewsbury, prior to the submission of the planning application in July 2020. The aim of these events was to inform the local community and stakeholders on the updated design and seeking their views.
- 1.3.7. The local community and stakeholders were notified about the proposals and engagement programme alongside the schedule of events and opportunities to participate as follows:
- Email distribution to stakeholders were sent on 26, 27 and 28 February 2020, promoting the opening of the public consultation;
 - Set up of a consultation web page on Shropshire Council's website (<https://shropshire.gov.uk/get-involved/shrewsbury-north-west-relief-road-public-consultation-2020/>);
 - Press releases on 26 February 2020 announcing the final stage of public consultation for the Proposed Scheme and on 04 April 2020 to confirm that the consultation had been extended to 30 April 2020;
 - Distribution of 100 posters and 50 brochures at 65 sites across Shrewsbury; and
 - Posts at Shropshire Council's social media accounts (Facebook and Twitter).
- 1.3.8. The detail of consultations held are provided below in **Table 1-2**.

Table 1-2 – Public exhibitions held for the Proposed Scheme

Date and time	Venue
10 March 2020 (Tuesday) 14:00 to 20:00	Emmanuel Church, Mount Pleasant Road, Shrewsbury SY1 3HY
11 March 2020 (Wednesday) 14:00 to 20:00	Bomere Heath Village Hall, Shrewsbury Road, Bomere Heath, Shrewsbury SY4 3PD
12 March 2020 (Wednesday) 14:00 to 20:00	Ego at the Grapes, Welshpool Road, Bicton Heath, Shrewsbury SY3 5BH
13 March 2020 (Friday) 10:00 to 17:30	The Big Town Plan Shop, the Darwin Shopping Centre, Raven Meadows, Shrewsbury SY1 3SW
14 March 2020 (Saturday) 10:00 to 17:30	
15 March 2020 (Sunday) 11:00 to 16:00	
16 March 2020 (Monday) 10:00 to 17:30	

- 1.3.9. Following the government's coronavirus advice (received on Monday 16 March 2020), the planned exhibition at the Big Town Plan Shop between 17 and 20 March 2020 was cancelled and the online consultation period has been extended from 13 to 30 April 2020. A notice was put on display at the venue to make potential attendees aware of the situation and keep them informed. The public could complete the online questionnaire or return via post if they obtained the questionnaires during the events.

2 LEGISLATION

- 2.1.1. The *Equality Act 2010*³ (hereafter referred to as ‘the Act’) 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.
- 2.1.2. Those "protected characteristics" which identify the vulnerable groups that may be disproportionately impacted upon or discriminated against are outlined in **Table 2-1**. 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. care for someone with a disability.

Table 2-1 – Protected characteristics covered under the Equality Act 2010

Protected characteristics	People and aspects included
Sex/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.

- 2.1.3. *Section 149* of the *Act*³ provides for a Public Sector Equality Duty. This requires that public bodies such as Shropshire Council, 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.”*

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

2.1.5. Shropshire Council Corporate Plan 2019/20 to 2021/22⁴ states: “...*Considering equality, diversity and social inclusion also enable us to plan and deliver services that are responsive to the needs of our diverse communities, with a workforce that is representative of those communities and that is sensitive to the needs of those communities...*”

2.1.6. One of the Shropshire Council values identified within the corporate plan is “*Equality and inclusion: Treating everyone as equal regardless of their circumstances and backgrounds, and identifying and helping people who may need support.*”⁴

3 EQUALITY IMPACT ASSESSMENTS

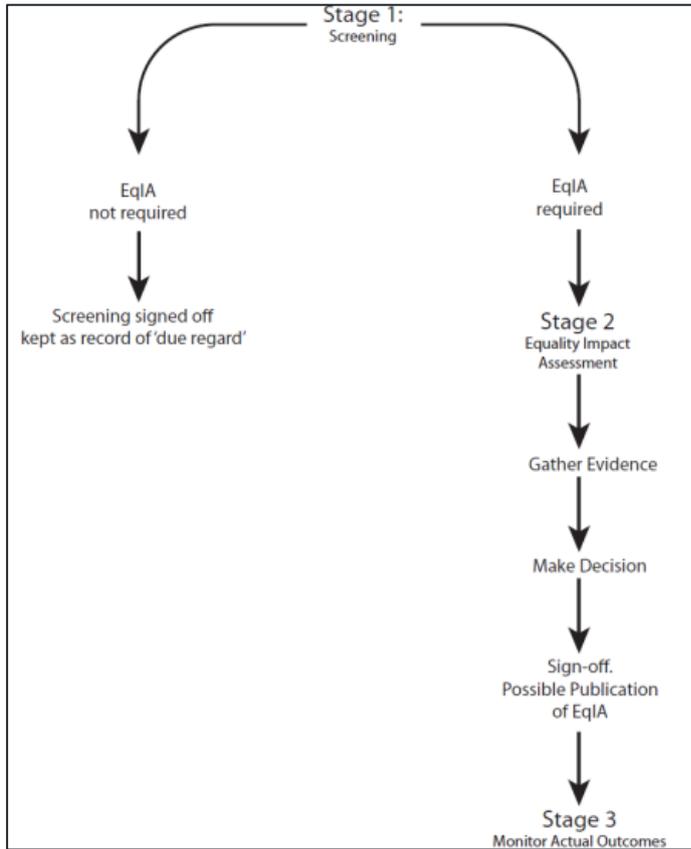
3.1 WHAT IS AN EQIA?

- 3.1.1. 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 Act* ("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 Act*.
- 3.1.2. 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.
- 3.1.3. 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.
- 3.1.4. There are three stages to an EqIA; screening, full assessment and outcome monitoring. The screening stage would determine which protected characteristics are likely to experience disproportionate impacts, and therefore require consideration within the EqIA. This may take into account the nature of the public function being exercised and available information on users and impacts.

3.2 SCREENING METHODOLOGY

- 3.2.1. Highways England has developed guidance to the EqIA process⁵. This guidance has been adopted as current industry practice for highways sector schemes and has been adopted by this assessment. This guidance sets out the three key stages involved in an EqIA as depicted in **Figure 3-1**.

Figure 3-1 - The three stage EqIA process



- 3.2.2. This methodological framework has been used to inform the approach for the EqI Screening of the Proposed Scheme. The key objective of this 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.
- 3.2.3. The screening exercise was a process by which the following issues were considered:
- Whether there is evidence to suggest that any of the protected characteristics have particular sensitivities or needs in relation to the Proposed 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.
- 3.2.4. In order to complete the screening phase, the following actions have been 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 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 the development of the Proposed Scheme.

3.3 STUDY AREA

3.3.1. The EqIA 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 Shropshire Council to provide a baseline of the demographic of the area for the protected characteristics under *the Act*.
- Sensitive receptors, within 1km of the Application Boundary (hereafter referred to as ‘the Study Area’), including:
 - Nearby residential and commercial properties;
 - Schools;
 - Care homes;
 - Hospital;
 - Place of worship;
 - Community facilities;
 - Food banks; and
 - Public transport.

3.3.2. The identified equality sensitive receptors are presented in **Figure A.1** in **Annex A**.

3.4 EQUALITY IMPACT ASSESSMENT

3.4.1. The EqIA would assess the impacts of the Proposed Scheme on the protected groups. The screening assessment has considered which of the protected groups have the potential to experience disproportionate impacts, as a result of the Proposed Scheme.

3.4.2. **Table 3-1** below would form the basis of the assessment structure and would assign either a high, medium or low negative or positive impact for each of the protected characteristic groups. These criteria are based on professional judgement in the absence of industry guidance criteriaⁱⁱ.

Table 3-1 – Proposed Equality Impact Assessment structure

Protected group	High negative impact	Medium negative impact	Low negative impact	High/Medium/Low positive impact
Age	Extent: Likely to affect the well-being of most or all people from the specified equality group. Duration: Long term	Extent: Likely to affect the well-being of many people from the specified equality group. Duration: Medium term	Extent: Likely to affect a small number of people from one or more equality groups Duration: Short-medium term	Assessment criteria proposed to follow that for negative impacts in terms of extent, duration and reversibility.
Disability				
Gender				
Gender identity/ Transgender				
Race				

ⁱⁱ In the absence of quantifiable data these guidelines have been used to assess significance. They are guidelines only and should not be treated as definitive.

Protected group	High negative impact	Medium negative impact	Low negative impact	High/Medium/Low positive impact
Religion and Belief			Reversibility: Likely to be	
Sexual Orientation				
Pregnancy and Maternity				
Marriage and Civil Partnerships				

4 LOCAL SOCIAL PROFILE

4.1 INTRODUCTION

4.1.1. The local social profile for Shropshire has been compiled from publicly available data to provide context for and to inform the assessment. This comprises information on the following:

- Protected characteristic groups;
- Local communities; and
- Local community facilities and public transport.

4.1.2. The Proposed Scheme is located within the local authority of the County of Shropshire which has a population of 320,300 in 2018⁶.

4.2 PROTECTED CHARACTERISTIC PROFILE

4.2.1. Data from the Office of National Statistics (ONS) has been gathered on the following protected characteristics from *Section 4 of the Act*⁶:

- Age;
- Disability;
- Race;
- Religion or belief;
- Gender; and
- Sexual orientation.

4.2.2. Due to the lack of publicly available data, certain protected characteristics, including gender reassignment, marriage and civil partnership and pregnancy and maternity have not been included in the assessment. Although not required under *the Act*, the social profile also includes deprivation as it provides a measure of a combination of social-economic matrices.

ETHNICITY AND RELIGION PROFILE

4.2.3. The percentage of each ethnicity as measured by the Office of National Statistics, and as outlined in the 2011 Census, is presented in **Table 4-1**. It shows that the percentage of population classified as White British in Shropshire (95.4%) are significantly higher than the England and Wales average percentage (80.5%). Population for other ethnicities in Shropshire are generally lower than the England and Wales average. This indicates that Shropshire is less diverse when compared to the general population in England and Wales.

Table 4-1 – Ethnicity breakdown of Shropshire and England and Wales (2011)⁷

Ethnic group	Shropshire		England and Wales	
	Total no.	% of total*	Total no.	% of total*
White: English/welsh/Scottish/Northern Irish/British	292,047	95.4%	45,134,686	80.5%
White: Irish	1,410	0.5%	531,087	0.9%

Ethnic group	Shropshire		England and Wales	
	Total no.	% of total*	Total no.	% of total*
White: Gypsy or Irish Traveller	312	0.1%	57,680	0.1%
White: Other White	6,105	2.0%	2,485,942	4.4%
Mixed/Multiple Ethnic Groups: White and Black Caribbean	765	0.2%	426,715	0.8%
Mixed/Multiple Ethnic Groups: White and Black African	231	0.1%	165,974	0.3%
Mixed/Multiple Ethnic Groups: White and Asian	669	0.2%	341,727	0.6%
Mixed/Multiple Ethnic Groups: Other Mixed	503	0.2%	289,984	0.5%
Asian/Asian British: Indian	752	0.2%	1,412,958	2.5%
Asian/Asian British: Pakistani	216	0.1%	1,124,511	2.0%
Asian/Asian British: Bangladeshi	208	0.1%	447,201	0.8%
Asian/Asian British: Chinese	1,020	0.3%	393,141	0.7%
Asian/Asian British: Other Asian	893	0.3%	835,720	1.5%
Black/African/Caribbean/Black British: African	302	0.1%	989,628	1.8%
Black/African/Caribbean/Black British: Caribbean	164	0.1%	594,825	1.1%
Black/African/Caribbean/Black British: Other Black	114	0.04%	280,437	0.5%
Other ethnic group: Arab	179	0.1%	230,600	0.4%
Other ethnic group: Any other ethnic group	239	0.1%	333,096	0.6%

*Note: Percentages may not sum exactly due to rounding.

4.2.4. Proportion of different beliefs in Shropshire and England and Wales are provided in **Table 4-2**. It shows that the majority of the population in Shropshire is identified as Christian (68.7%) and the

second largest group is no religion (22.8%). It also indicates that the population in Shropshire has a higher percentage than the England and Wales average (59.3%) that identified as Christian.

Table 4-2 – Percentage of people belonging to specific faiths in Shropshire and England and Wales (2011)⁸

Religion	Shropshire		England and Wales	
	Total no.	% of total*	Total no.	% of total*
Christian	210,268	68.7%	33,243,175	59.3%
Buddhist	792	0.3%	247,743	0.4%
Hindu	378	0.1%	816,633	1.5%
Jewish	127	0.04%	263,346	0.5%
Muslim	989	0.3%	2,706,066	4.8%
Sikh	256	0.1%	423,158	0.8%
Other religion	1,113	0.4%	240,530	0.4%
No religion	69,725	22.8%	14,097,229	25.1%
Religion not stated	22,481	7.3%	4,038,032	7.2%

*Note: Percentages may not sum exactly due to rounding.

AGE PROFILE

- 4.2.5. The age profile in Shropshire and England and Wales is provided in **Table 4-3** below. It shows that when compared to the England and Wales average, the percentage of the population in Shropshire is lower for ages ranging between 0 and 9; slightly higher for ages ranging between 10 and 17; lower for ages ranging between 18 and 44; and higher for ages ranging between 45 and above 90.

Table 4-3 – Age profile in Shropshire and England and Wales (2011)⁹

Age range	Shropshire		England and Wales	
	Total no.	% of total*	Total no.	% of total*
0 – 4	15,698	5.1%	3,496,750	6.2%
5 – 7	9,392	3.1%	1,927,039	3.4%

Age range	Shropshire		England and Wales	
	Total no.	% of total*	Total no.	% of total*
8 – 9	6,240	2.0%	1,208,672	2.2%
10 – 14	17,915	5.9%	3,258,677	5.8%
15	3,905	1.3%	687,994	1.2%
16 – 17	8,113	2.7%	1,391,235	2.5%
18 – 19	6,933	2.3%	1,460,156	2.6%
20 – 24	16,619	5.4%	3,807,245	6.8%
25 – 29	15,619	5.1%	3,836,609	6.8%
30 – 44	55,358	18.1%	11,515,165	20.5%
45 – 59	64,738	21.1%	10,886,135	19.4%
60 – 64	22,300	7.3%	3,377,162	6.0%
65 – 74	34,212	11.2%	4,852,833	8.7%
75 – 84	20,680	6.8%	3,115,552	5.6%
85 – 89	5,571	1.8%	825,671	1.5%
90+	2,836	0.9%	429,017	0.8%

*Note: Percentages may not sum exactly due to rounding.

GENDER PROFILE

4.2.6. **Table 4-4** presents the 2011 Census gender profile in Shropshire and England and Wales. It indicates that the percentage of males (all ages) and females (all ages) in Shropshire is similar to the England and Wales average in 2011.

Table 4-4 – Gender profile in Shropshire and England and Wales (2011)¹⁰

Gender	Shropshire		England and Wales	
	Total no.	% of total	Total no.	% of total
Male	151,606	49.5%	27,075,912	49.2%
Female	154,523	50.5%	28,502,536	50.8%

DISABILITY

- 4.2.7. A total of 56,826 (18.6%), of the population in Shropshire, are living with a long-term health problem or disability, slightly higher than the England and Wales average 17.9%. A slightly smaller proportion of population in Shropshire (0.08%) with a long-term health problem or disability find that their condition limits their day to day activities a lot than the England and Wales average (0.09%)¹¹.

4.3 COMMUNITIES IN PROXIMITY TO THE PROPOSED SCHEME

- 4.3.1. Residential communities located within the Study Area include the following:

- Calcott (approximately 350m north of the A5 Churncote Roundabout);
- Bicton (approximately 1km north of the A5 Churncote Roundabout);
- Bicton Heath (approximately 350m east of the A5 Churncote Roundabout); and
- Battlefield (immediately east of the A528 Ellesmere Road Roundabout).

- 4.3.2. The Proposed Scheme is predominantly located within a mixture of urban and rural agricultural land. The majority of community facilities are located within the town centre of Shrewsbury (and fall outside of the Study Area). Journeys between the identified communities are likely to be made by walking, cycling and by vehicles, via the A458 and A528.

4.4 PUBLIC TRANSPORT, PEDESTRIAN AND CYCLING FACILITIES

- 4.4.1. There are several Public Rights of Ways, cycle paths and transportation facilities located within the Study Area. These are identified below and shown in **Figure A.1** in **Annex A**.

PUBLIC TRANSPORT

- 4.4.2. There are approximately ten bus stops located within the Application Boundary. These bus stops are used by bus services 70, 70A, 74, 74A, X75 and 501.

- 4.4.3. The alignment of the Proposed Scheme would cross the Shrewsbury-Chester railway line. No railway station is located within the Study Area. The closest railway station is Shrewsbury Railway station, which is located approximately 1.7km south-east of the Application Boundary.

PEDESTRIANS, CYCLISTS AND EQUESTRIANS

- 4.4.4. A number of PRoW have been identified within the Application Boundary, including 15 Public Footpaths, two Public Bridleways and two Restricted Byways. Further details are shown in **Table 4-5**. A number of footways and cycleways have also been identified within the Application Boundary, including 11 footways and one footway and cycleway. Footways are also included within the assessment because they provide alternatives to vehicular and public transport and facilitate travel

and recreation. They may also be used in combination with other modes of transport such as bus, train, taxi or shared private travel. Further details are shown in **Table 4-6**.

Table 4-5 – Public Rights of Way located in the Application Boundary

PRoW Type	ID	Location
Public Footpath	0408/6/1	Adjacent to the western extent of the Proposed Scheme and the A458 Welshpool Road.
Public Footpath	0408/6/2	Adjacent to the western extent of the Proposed Scheme and the A458 Welshpool Road.
Public Footpath	0408/7/1	Crossed by the Proposed Scheme north of Bicton Heath.
Public Footpath	0408/9/1	Crossed by the Proposed Scheme north of Bicton Heath.
Public Footpath	0408/13/1	Crossed by the Proposed Scheme north of Bicton Heath.
Public Footpath	0408/46/1	Crossed by the Proposed Scheme, north of Bicton Heath.
Public Bridleway	0408/14/4	Crossed by the Proposed Scheme north of Shelton.
Public Bridleway	0443/34A/2	Crossed by the Proposed Scheme north of Shelton.
Public Footpath	0443/112/1	Crossed by the Proposed Scheme north of Shelton.
Public Footpath	0443/89/2	Crossed by the Proposed Scheme north-west of Coton Hill adjacent to River Severn.
Restricted Byway	0443/113/3	Crossed by the Proposed Scheme north-west of Coton Hill.
Restricted Byway	0443/114/2	Crossed by the Proposed Scheme north-west of Coton Hill.
Public Footpath	0443/91/1	Crossed by the Proposed Scheme north of Coton Hill.
Public Footpath	0443/92/1	Crossed by the Proposed Scheme north of Coton Hill.
Public Footpath	0443/93/1	Crossed by the Proposed Scheme north of Coton Hill.
Public Footpath	0443/94/1	Crossed by the Proposed Scheme north of Coton Hill and adjacent to railway.
Public Footpath	0443/95/1	Crossed by the Proposed Scheme north of Coton Hill and adjacent to the railway and Hencote Lane.
Public Footpath	0443/104/1	Crossed by the Proposed Scheme east of the railway, north of Hencote Lane.
Public Footpath	0443/96/1	Crossed by the Proposed Scheme south-west of Battlefield Industrial Estate.

Table 4-6 – Footways and cycleways located in the Application Boundary

Footway ID	Location
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Footway 1	Alongside the eastbound carriageway of the A458 Welshpool Road.
Footway 2	Around the A5 Churncote Roundabout.
Footway 3	Alongside both the eastbound and westbound carriageway of the A458 Welshpool Road.
Footway 4	Alongside the southbound of Gains Park Way
Footway 5	Alongside the northbound of Shepherd's Lane.
Footway 6	Alongside both the north and southbound carriageway of Little Oxon Lane
Footway 7	Alongside both the northbound and southbound of Somerby Drive
Footway 8	Alongside the northbound carriageway of the Clayton Way
Footway 9	Alongside both the northbound and southbound of the Waverton Way
Footway 10	Alongside the southbound carriageway of the B5067 Berwick Road
Footway 11	Alongside the westbound carriageway of Harlescott Lane
Footway & cycleway 1	Around the A528 Ellesmere Road Roundabout.

- 4.4.5. The Severn Way Long Distance Paths would be crossed by the Proposed Scheme north of Shelton^{12,13}. A 2.4km circular promoted route, Family Friendly Bloody Battlefield, is located approximately 600m from the northernmost extent of the Application Boundary^{12,14}. There are no National Trails within the Study Area.

CYCLE ROUTES

- 4.4.6. There are three cycle routes located within and adjacent to the Proposed Scheme. These include the following:
- National Cycle Network (Route 81) would be crossed by the route of the Proposed Scheme north of Shelton;
 - A local cycle route located adjacent to the Proposed Scheme north of Shelton; and
 - A local cycle route would be crossed by the Proposed Scheme at Battlefield Industrial Estate.

4.5 SENSITIVE RECEPTORS

- 4.5.1. A number of sensitive receptors situated within the Study Area have been identified below and shown in **Figure A.1** in **Annex A**.

SCHOOLS

- 4.5.2. Ten schools and a university have been identified within the Study Area with their number of pupils provided below¹⁵:
- Earlyworld Nursery (mixed gender nursery for children aged 2 to 4) is located immediately adjacent to the Application Boundary, approximately 100m east of Clayton Way (number of pupils unconfirmed at this stage through publicly available data);

- The Prepatoria School (mixed gender independent school for children aged 5 to 7) is located directly adjacent to the Application Boundary, approximately 120m north-east of A528 Ellesmere Road Roundabout (number of pupils unconfirmed at this stage through publicly available data);
- Tiddlywinks Nursery (independent mixed gender nursey for babies to pre-school age children) is located approximately 50m east of the Application Boundary, approximately 220m north-east of A528 Ellesmere Road Roundabout (number of pupils unconfirmed at this stage through publicly available data);
- Oxon Church of England Primary School (mixed gender Christian Voluntary Controlled school for children aged 5 to 11) with 421 pupils is located approximately 350m south of the Application Boundary, approximately 230m south of A458 Welshpool Road;
- Bicton Heath Pre-School (nursery for children aged 2 to 4) is located approximately 380m south of the Application Boundary, approximately 380m south of A458 Welshpool Road (number of pupils unconfirmed at this stage through publicly available data);
- Staffordshire University Centre of Excellence in Healthcare Education Shrewsbury is located approximately 430m south of the Application Boundary, approximately 380m south of A458 Welshpool Road (number and age of pupils unconfirmed at this stage through publicly available data);
- Greenacres Primary School (mixed gender school for children aged 3 to 11) with 166 pupils is located approximately 500m east of the Application Boundary, approximately 630m south-east of A528 Ellesmere Road Roundabout;
- Bicton Church of England Primary School and Nursery (mixed gender Christian Voluntary Controlled school for children aged 2 to 11) with 149 pupils is located approximately 860m north of the Application Boundary, approximately 1.2km north of A5 Churncote Roundabout;
- Grange Primary School (mixed gender school) is located approximately 740m east of the Application Boundary, approximately 940m south-east of A528 Ellesmere Road Roundabout (number of pupils unconfirmed at this stage through publicly available data);
- Conover College (mixed gender school for people aged 18 to 24 with special needs) is located approximately 950m east of the Application Boundary, approximately 920m south-east of A528 Ellesmere Road Roundabout (number of pupils unconfirmed at this stage through publicly available data).

PLACES OF WORSHIP

4.5.3. Seven places of worships have been identified within the Study Area. These include the following:

- Bicton Church is located approximately 1km north of the Application Boundary, approximately 1.3km north of A5 Churncote Roundabout;
- Oxon Church is located approximately 20m east of the Application Boundary and A458 Welshpool Road;
- Little Berwick Church is located approximately 790m north-west of the Application Boundary, approximately 480m west of the B5067 Berwick Road;
- The Church of Jesus Christ of Latter-day Saints is located approximately 400m east of the Application Boundary, approximately 860m south of A528 Ellesmere Road Roundabout;
- Emmanuel Church is located approximately 680m east of the Application Boundary, approximately 950m south-east of A528 Ellesmere Road Roundabout;
- Riversway Elim Church is located approximately 1km east of the Application Boundary, approximately 1.2km south-east of A528 Ellesmere Road Roundabout; and

- Hope Church is located approximately 390m south-east of the Application Boundary, approximately 610m south-east of A528 Ellesmere Road Roundabout.

MEDICAL FACILITIES

4.5.4. There are five medical facilities located within the Study Area. These include the following:

- Severn Hospice (Hospice Bicton) is located approximately 85m north of the Application Boundary, approximately 690m north of the A458 Welshpool Road. It provides free specialist palliative and end-of-life care to patients with incurable illness in Shropshire¹⁶. It also provides free outreach and day services.
- Royal Shrewsbury Hospital is located approximately 330m south of the Application Boundary, approximately 400m south of the A458 Welshpool Road. It provides a wide range of services including maternity, breast screening services and bariatric surgery, as well as Accident and Emergency (A&E) services for the region¹⁷.
- Shropshire Walk-in Centre is located approximately 330m south of the Application Boundary, approximately 580m south of the A458 Welshpool Road. The services include specialist paediatric care and other general symptoms for all age groups¹⁸.
- Mytton Oak Surgery is located approximately 700m south of the Application Boundary, approximately 700m south of the A458 Welshpool Road. It provides a wide range of NHS funded medical services including minor surgery, family planning, immunisation (child health department)¹⁹.
- Steve Udakis Sport Remedial Massage and Soft Tissue Therapist is located approximately 800m east of the Application Boundary, approximately 1.9km south of A528 Ellesmere Road Roundabout. It specialises in sport injury treatments²⁰.

EMPLOYMENT

4.5.5. Two business parks are located within the Study Area, adjacent to the Proposed Scheme. These include the following:

- Oxon Businesses Park (located directly adjacent to the Application Boundary and A458 Welshpool Road); and
- Battlefield Enterprise Park (located directly adjacent to the Application Boundary and A528 Ellesmere Road Roundabout).

CARE HOMES

4.5.6. Six care homes are located within the Study Area. These include the following:

- The Coppice is located approximately 25m south west of the Application Boundary, approximately 560m north of A458 Welshpool Road;
- Marches Care/The Uplands is located approximately 30m east of the Application Boundary, approximately 560m north of A458 Welshpool Road;
- Ideal Home– Minster Care Group is located approximately 200m south of the Application Boundary, approximately 560m south-east of A5 Churncote Roundabout;
- Isle Court Nursing Home is located approximately 770m north of the Application Boundary, approximately 1.3km north-east of A5 Churncote Roundabout;
- Bowbrook House is located approximately 830m south of the Application Boundary, approximately 740m north-east of Woodcote Roundabout; and

- Normanton Retirement Home is located approximately 830m east of the Application Boundary, approximately 2km south of A528 Ellesmere Road Roundabout.

TAXI RANKS

4.5.7. No taxi ranks have been identified within the Study Area.

OTHER FACILITIES

4.5.8. There are other facilities located within the Study Area. These include the following:

- British Red Cross Mobility Aids is located approximately 40m south of the Application Boundary (approximately 130m east of A528 Ellesmere Road Roundabout), providing mobility related equipment hiring services. These include child, adult and heavy duty wheelchairs; wheelchair accessories; and commodes and toilet aids rental services²¹.
- Dog Assistance In Disability (A.I.D.) is located approximately 50m west of the Application Boundary and A458 Welshpool Road, providing services to train pet dogs to assist people with physical disabilities with day-to-day tasks and life-saving interventions²²;
- Shropshire Wheelchair and Posture Service is located approximately 1km east of the Application Boundary (approximately 1.4km south-east of A528 Ellesmere Road Roundabout), providing specialist clinical assessment including posture and mobility; bespoke prescriptions for wheelchairs and postural seating; issue of manual and powered wheelchairs with special controls; maintenance and repair of equipment; and wheelchair user weighing clinic²³;
- Shrewsbury Food Bank (at Hope Church) is located approximately 390m south-east of the Application Boundary (approximately 610m south-east of A528 Ellesmere Road Roundabout), providing food to exchange for people in need with food vouchers.

5 EQUALITY IMPACT SCREENING OUTCOMES

5.1 OVERVIEW

- 5.1.1. An Equality Impact (EqI) Screening assessment has been completed for the Proposed Scheme, taking into account the baseline information outlined in this document.
- 5.1.2. This EqIA has been prepared for the Proposed Scheme at the preliminary design stage based on the conclusions of the EqI Screening. The EqI Screening (document number 70056211-WSP-EGN-AS-RP-LE-00003) was initially completed in March 2020 during the scoping stage, and was signed off by Shropshire Council. The EqI Screening has been included in this EqIA, and the outcomes have been reviewed and updated in line with the preliminary design stage. It is recommended that the rationale for the EqI Screening and subsequent conclusions of the EqIA are to be reviewed and updated where necessary at the detailed design stage.
- 5.1.3. On completion of the EqI screening, it has been identified that key elements of the Proposed Scheme which could disproportionately affect vulnerable and protected characteristic groups are as follows:
- Proposed Scheme and design considerations:
 - New combined footway and cycleway along the length of the Proposed Scheme;
 - Provision of the Shepherd's Lane Footbridge to accommodate pedestrians and cyclists;
 - Provision of the Clayton Way Overbridge to accommodate all road users, pedestrians, cyclists and equestrians;
 - Provision of the Marches Way Accommodation Overbridge to maintain access for landowners and farmers and also serve as a safe crossing point for pedestrians and cyclists;
 - Provision of the Equestrian Underpass East of Holyhead to accommodate pedestrians and equestrians;
 - Potential lighting provision of the underpass;
 - Permanent PRow closures and diversions; and
 - Potential changes to PRow gradients.
 - Construction considerations:
 - Pedestrian or community severance due to disruption caused by construction works;
 - Temporary diversion to key routes, PRow and cycle paths;
 - Temporary changes to public transport facilities (e.g. bus stops);
 - Access to local services could be affected during construction; and
 - Noise, dust, light and environmental impacts associated with the Proposed Scheme have the potential to impact on health and wellbeing of the local populations.
- 5.1.4. The screening assessment is presented in **Table 5-1** and supported by the rationale provided in the following sections.

Table 5-1 – Equality impact screening

Protected group	Impact		
	Negative impact	Positive impact	Unknown
Age	Yes, potential for adverse impacts during construction.	Yes, potential for beneficial impacts during operation.	-
Disability	Yes, potential for adverse impacts during construction.	-	-
Gender (including pregnancy and maternity)	Yes, potential for adverse impacts during construction.	Yes, potential for beneficial impacts during operation.	-
Gender identity / Transgender	No impact likely to cause disproportionate adverse effects to this protected characteristic.	No impact likely to cause disproportionate adverse effects to this protected characteristic.	-
Race	No impact likely to cause disproportionate adverse effects to this protected characteristic.	No impact likely to cause disproportionate adverse effects to this protected characteristic.	-
Religion and belief	Potential for adverse impacts during construction due to proximity of facilities but under the outline design no impact is likely. Assumption to remain under review at later stages of EqIA.	-	-
Sexual orientation	No impact likely to cause disproportionate adverse effects to this protected characteristic.	No impact likely to cause disproportionate adverse effects to this protected characteristic.	-
Marriage and civil partnership	No impact likely to cause disproportionate adverse effects to this protected characteristic.	No impact likely to cause disproportionate adverse effects to this protected characteristic.	-

5.2 AGE

- 5.2.1. There are ten schools located within the Study Area, one of which (Earlyworld Nursery) would be located directly adjacent to the Application Boundary. Therefore, the young including students and

their carers, may be disproportionately affected due to disruption caused by the carriageway construction. The Proposed Scheme involves the restructuring of the existing A5 Churncote Roundabout and A538 Ellesmere Road Roundabout, as well as the construction of two new roundabouts to link with the existing road network (i.e. B4380 Holyhead Road and B5067 Berwick Road). Hence, journeys between schools and the local communities in the area might be disrupted during construction. Safe temporary road and footway diversions should be provided to ensure young people and their carers are not disproportionately affected during construction.

- 5.2.2. Based on the National Travel Survey England 2018, people that are at age between 17 and 20, and over 70 have a higher average use of local buses²⁴. Potential closure or relocation of bus stops located within the Application Boundary during construction might have a disproportionate effect on the young and older people. Safe temporary relocation of bus stops should be provided during construction to ensure young and older people are not disproportionately affected.
- 5.2.3. The Shropshire Walk-in Centre and the Mytton Oak Surgery are located within the Study Area. They provide general medical treatment for all age groups as well as some specialist services for children. Potential road and footway closures during construction might affect journeys between the medical facilities and local residential area. Safe temporary road and footway diversions should be provided during construction to ensure the younger age group is not disproportionality affected.
- 5.2.4. Students that are living in north Shrewsbury/west Shrewsbury and studying in west Shrewsbury/north Shrewsbury might benefit from the Proposed Scheme as it will provide an improved connection, a footway and cycleway along the length of the Proposed Scheme, and an alternative option for travel between schools and their local area during operation. The potential provision of bridges for pedestrians and cyclists might also benefit school children who travel between the north and west of Shrewsbury by the provision of safer non-motorised user facilities.

5.3 DISABILITY

- 5.3.1. Three mobility services, British Red Cross Mobility Aids, Dog A.I.D. and the Shropshire Wheelchair; and a special school, Condover College are located within the Study Area, with British Red Cross Mobility Aids and Dog A.I.D located approximately 40m south and 50m west to the Application Boundary respectively. It is likely that visitors, pupils and their carers would use nearby road network and cars or public transport to access the facilities. Visitors and pupils to the facilities could have restricted mobility or disabilities or are likely to be caring for someone who has disabilities. Visitors, pupils and their carers to these facilities might be disproportionately affected during construction due to the potential road and bus stops closure. Temporary road diversions and bus stops relocation should be provided to ensure this user group is not disproportionately affected. The design of the proposed bridges and overbridge should follow appropriate guidance, to ensure the gradients are appropriate for wheelchairs users where necessary.
- 5.3.2. Construction plant might generate additional noise, dust and lighting which people with respiratory or long-term illnesses could be temporarily disproportionately affected. Mitigation measures, such as damping of construction area could be considered to minimise the impact to people with long-term respiratory health illnesses.
- 5.3.3. There are two bridleways, Public Bridleways 0408/14/4 and 0443/34A/2 which are located within the Application Boundary. These would remain open during operation, but would be diverted through an underpass east of the Holyhead Road Roundabout. Equestrian provision would not be included in the proposed footway/cycleway along the Proposed Scheme, as detailed in **paragraph 1.3.5**.

Although equestrian facilities can provide mental and physical health benefits for disabled users, it is not anticipated that the equestrian provision within the Proposed Scheme would disproportionately affect disabled equestrian users.

5.4 GENDER (INCLUDING PREGNANCY AND MATERNITY)

- 5.4.1. The National Travel Survey England 2018 data shows that women make more escort education trips than men, with an average of 143 trips made per person per year by women and 109 trips made per person per year by men in 2018²⁴. There are ten schools located within the Study Area, including nurseries, pre-school, primary and secondary schools in the local vicinity. One of the ten schools, Earlyworld Nursery would be located directly adjacent to the Application Boundary. Therefore, women have the potential to be disproportionately affected during construction due to potential local roads and footway closures, and road congestion on A458 and A528. Partial access or diversion should be provided during construction to ensure this group is not disproportionately affected.
- 5.4.2. The proposed bridges for pedestrian and cyclists as well as the improved connection within north and west Shrewsbury, might benefit women educational escorts who need to travel between north and west Shrewsbury by providing an alternative route and ensure safety. The proposed underpass for non-motorised users should consider the inclusion of lighting to be installed (where this is not limited by ecological requirements) to improve safety and perception of safety for users, in particular women and young and older users.
- 5.4.3. The 2018 survey also indicates that women take larger numbers of bus trips than men for all age groups, with an average of 54 trips made per person per year by women and 41 trips made per person per year by men. The potential closure or relocation of bus stops during construction may disproportionately affect women as they are more likely to use bus services, and therefore be impacted by increased journey times and increased distance between schools/local facilities and bus stops.
- 5.4.4. There are maternity and breast screening services located in medical facilities close to the Proposed Scheme (within the Royal Shrewsbury Hospital). The potential local roads and footway closures, and road congestion are likely to have a disproportionate effect on women during construction due to the increased travelling distance and journey times.
- 5.4.5. The National Travel Survey England 2018 data indicates that men accounted for a much higher number of cycle trips in all age groups than women, with an average of 25 trips made by men per person per year, whilst women made an average of 10 trips per person per year. The survey also shows that the majority of cycling trips are for leisure and commuting. Therefore, men are more likely to be affected by any delays and disruptions to the National Cycle Route and local cycle routes which would be crossed by the Proposed Scheme during construction. Access should be maintained where possible or diversions of existing cycle routes should be provided during construction to ensure this user group is not disproportionately affected.
- 5.4.6. A shared footway and cycleway has been proposed along the length of the Proposed Scheme. This would provide a permanent benefit to those who cycle to work between the north and west of Shrewsbury, especially those who work in the Oxon Businesses Park and Battlefield Enterprise Park which located adjacent to the Proposed Scheme.

5.5 GENDER IDENTITY/TRANSGENDER

- 5.5.1. There is no clear evidence, data or rationale to consider that the Proposed Scheme will have a disproportionate effect on these groups at this stage.

5.6 RACE

- 5.6.1. There is no clear evidence, data or rationale to consider that the Proposed Scheme will have a disproportionate effect on these groups at this stage.

5.7 RELIGION AND BELIEF

- 5.7.1. There is no clear evidence, data or rationale to consider that the Proposed Scheme will have a disproportionate effect on these groups at this stage.
- 5.7.2. Oxon Church is located in close proximity to the Proposed Scheme along the existing A458 Welshpool Road. Users of the church might be affected by road works along the A458 during construction where non-motorised and vehicle access may be disrupted. Access should be maintained where possible, road and footway diversions should be provided during construction to ensure this users group is not disproportionately affected.
- 5.7.3. Despite that there are several other places of worship and two faith based local schools located within the Study Area, it is anticipated that access to the churches will not be directly affected and that demolition will not be required. Hence, no disproportionate impact is predicted on those with any specific beliefs or in any religious groups.

5.8 SEXUAL ORIENTATION

- 5.8.1. There is no clear evidence, data or rationale to consider that the Proposed Scheme will have a disproportionate effect on these groups at this stage.

5.9 MARRIAGE AND CIVIL PARTNERSHIPS

- 5.9.1. There is no clear evidence, data or rationale to consider that the Proposed Scheme will have a disproportionate effect on these groups at this stage.

5.10 SUMMARY

- 5.10.1. In summary, older and younger people, people with disabilities, and both men and women would have the potential to be adversely impacted by the Proposed Scheme during construction but also could benefit from the improved access between north and west of Shrewsbury.
- 5.10.2. On the basis of the potential impacts that have been outlined above, the Eql Screening has identified that a full EqlA should be carried out for the following protected characteristic groups:
- Age;
 - Disability; and
 - Gender (including pregnancy and maternity).
- 5.10.3. Although there are places of worship and two faith based local schools located within the Study Area, it is not anticipated that there would be any direct impacts on these facilities or their users. Therefore, the protected characteristic group of race and belief would not be considered further in the EqlA, but this conclusion should be reviewed for EqlAs to be undertaken at further design stages.

5.10.4. Actions proposed to be undertaken in the full EqlA are listed as follows (but not limited to):

- Where possible, undertake consultation with receptors groups to identify potential issues;
- Ensure temporary road and footway diversions would be in place to mitigate impact on women, and young people and their carers;
- Ensure temporary relocation of bus stops to be provided to mitigate impact on women, young people, people with disabilities and their carers;
- Ensure gradient of the proposed pedestrians bridges and overbridge are appropriate for wheelchairs users where necessary;
- Where applicable, ensure the measure of damping down of construction areas where necessary is included in the Construction Environmental Mitigation Plan to mitigate for the potential impact on people with long-term respiratory health illnesses;
- Inclusion of lighting for the proposed underpass where not restricted by other environmental constraints to improve safety and perception of safety for non-motorised users, in particular female users, the old and the young; and
- Where possible, ensure cycle route access would be maintained or temporary diversions provided to mitigate impact on users, in particular male users.

6 EQUALITY IMPACT ASSESSMENT

6.1 INTRODUCTION

6.1.1. In line with the recommendations of the Eql Screening (**Section 5**), this EqlA assesses the potential effects of the Proposed Scheme on the following protected characteristic groups:

- Age;
- Disability; and
- Gender (including pregnancy and maternity).

6.1.2. The following impacts have been considered for the three specified protected characteristic groups, and the justification for the level of impact is outlined in the sections below.

6.2 AGE

SCHOOLS AND EDUCATION

6.2.1. There are ten schools and education facilities located within the Study Area. Pupil numbers attending these schools have been extracted from publicly available government data²⁵ where possible, to inform the assessment. The catchments of pupils attending the schools were not publicly available at the time of writing.

Nurseries

6.2.2. Earlyworld Nursery is located off the A458 Welshpool Road. The A458 Welshpool Road is located within the Application Boundary with potential traffic management in place during construction. The Oxon Business Park bus stop and the footway along the A458 Welshpool Road are located directly adjacent to the nursery which may potentially be affected by the traffic management measures. Given the proximity of the nursery to the Application Boundary, pupils would be temporarily negatively affected by any congestion, pedestrian facilities or bus service changes during construction along the A458 Welshpool Road.

6.2.3. The Prepatoria School and Tiddlywinks Nursery are located within the Battlefield Enterprise Park and are accessed via Knights Way. The western section of Knights Way is located within the Application Boundary with a bus stop and footway located nearby with potential traffic management in place during construction. Given the proximity of the nurseries to the Application Boundary, pupils would be temporarily negatively affected by any congestion, pedestrian facilities or bus service changes during construction along Knights Way and at A528 Ellesmere Road Roundabout.

6.2.4. Bicton Heath Pre-School is accessed via Gains Avenue and a side road. Based on the geographical location of the nursery, pupils are likely to live in Bicton Heath and Shelton. Access between Shelton and the nursery may be affected during construction due to potential traffic management in place along the A458 Welshpool Road which separates Shelton in the north and Bicton Heath in the south. Pupils who live in area north of the A458 Welshpool Road would be temporarily negatively affected by any congestion, pedestrian facilities or bus service changes during construction.

6.2.5. Bicton Church of England Primary School and Nursery is located off Bicton Lane and is accessed via the B4380 Holyhead Road. Based on the geographical location of the primary school and nursery, pupils are likely to live in the nearby community of Bicton and the wider area in Shrewsbury. The school is located approximately 800m north from the Application Boundary, but pupils may still

be temporarily negatively affected during construction if they are travelling from Bicton Health where traffic management would potentially be in place along the A458 Welshpool Road and at the A5 Churncote Roundabout.

Primary Schools

- 6.2.6. Oxon Church of England Primary School is accessed via Racecourse Lane. Given the geographical location of the nursery, pupils are likely to live in Bicton Health and Shelton. Access between Shelton and the primary school may be affected during construction due to potential traffic management in place along the A458 Welshpool Road which separates Shelton in the north and Bicton Health in the south. Pupils who live in area north of the A458 Welshpool Road would be temporarily negatively affected by any congestion, pedestrian facilities or bus service changes during construction.
- 6.2.7. Greenacres Primary School is located off Rutland and accessed via the A528 Ellesmere Road. Based on the geographical location of the primary school, pupils are likely to live in Battlefield, Mount Pleasant and Conton Hill. Pupils are less likely to be affected by the Proposed Scheme as the accesses between these communities and the school are not likely to be closed or diverted during construction. However, pupils from the wider area in Shrewsbury, especially pupils who live west of the A528 Ellesmere Road would be temporarily negatively affected by any congestion during construction along the A528 Ellesmere Road and Roundabout, where traffic management would potentially be in place.
- 6.2.8. Grange Primary School is accessed via Bainbridge Green. It is located approximately 740m east of the Application Boundary. Based on the geographical location of the primary school, pupils are likely to live in Battlefield, Mount Pleasant and Conton Hill. Pupils are less likely to be affected by the Proposed Scheme as the accesses between these communities and the school are not likely to be closed or diverted during construction. However, pupils from the wider area in Shrewsbury, especially pupils who live west of the A528 Ellesmere Road would be temporarily negatively affected by any congestion during construction along the A528 Ellesmere Road and Roundabout, where traffic management would potentially be in place.
- 6.2.9. Bicton Church of England Primary School and Nursery is located off Bicton Lane, accessed via the B4380 Holyhead Road, and is detailed under **paragraph 6.2.5**.

Higher Education & Other Facilities

- 6.2.10. Condover College is located off and accessed via Harlescott Lane. Due to the nature of the school, which serves pupils with special needs, it is likely that those pupils are from the wider area of Shrewsbury and beyond. Pupils who live in communities located west of the A528 Ellesmere Road are less likely to be affected by the Proposed Scheme as the access between these communities and the schools are not likely to be closed or diverted. However, pupils from the wider area in Shrewsbury, especially pupils who live west of the A528 Ellesmere Road, are likely to be temporarily negatively affected by any congestion during construction. This is due to potential traffic management along the A458 Welshpool Road and A528 Ellesmere Road Roundabout during construction, where traffic may be restricted. Bus stops and footways along the A458 Welshpool Road may subject to relocation, and diversion/closure respectively during construction, which may temporarily negatively affect pupils who utilise these facilities to get to Condover College.
- 6.2.11. Staffordshire University Centre of Excellence in Healthcare Education Shrewsbury is accessed via the B4386 Mytton Oak Road. A university is likely to have a wider catchment of pupils, including

those living in the wider Shrewsbury and beyond. There is potential for traffic management, bus stop relocation, and footways diversion or closure along the A458 Welshpool Road during construction. Pupils who live in communities located north of the A458 Welshpool Road would be temporarily negatively affected by any congestion, pedestrian facilities or bus service changes during construction. Pupils who live in the wider Shrewsbury area are distant from the Application Boundary and not likely to be affected.

All Education Facilities

- 6.2.12. It is likely that there would be positive impacts on young people and education escorts during operation as the Proposed Scheme would improve road network, footpath and cycleway connectivity between north and west Shrewsbury.
- 6.2.13. Furthermore, traffic calming measures would be in place on the A458 Welshpool Road during operation, including changing traffic light timings to encourage the use of the Proposed Scheme, the B4380 Holyhead Road and improve safety for all users. This is likely to have a positive impact on pupils and education escorts of Earlyworld Nursery, Bicton Heath Pre-School, Bicton Church of England Primary School and Nursery and Oxon Church of England Primary School during operation where traffic is anticipated to be eased along the access road.

HEALTHCARE PROVIDERS

- 6.2.14. Shropshire Walk-in Centre and Mytton Oak Surgery are medical facilities located in proximity to the Proposed Scheme which provides medical services to all age groups, as well as to younger people. Please refer to **Paragraph 5.2.3** for potential impacts.
- 6.2.15. There are six care homes located in proximity to the Proposed Scheme. Two of these care homes provide nursing services, including Marches Care/The Uplands, provides end of life care and care services for people with dementia for up to 81 residents; and Isle Court Nursing Home, which provides care services for people with dementia, for up to 80 residents.²⁶
- 6.2.16. Three of the six care homes are without nursing. Ideal Home provides care services for people with dementia for up to 50 residents. Bowbrook House provides care services for people with dementia for up to 30 residents. Normanton Retirement Home provides care services for people with dementia for up to 29 residents.²⁶The Coppice is a care home with 85 one to two bedrooms apartments. Detailed capacity is not available on the NHS database.
- 6.2.17. The Coppice and Marches Care/The Uplands are located within 30m of the Application Boundary and located in proximity to the proposed construction compounds, where topsoil would be stored. There is potential for a reduction in air quality in the area and an increase in noise level at The Uplands (above the Significant Observed Adverse Effect Level (SOAEL)), during construction due to activities at the construction compound, which may disproportionately affect older people living in The Coppice and Marches Care/The Uplands. Mitigation measures of damping down the construction area, the usage of low noise machinery and other best practice measures will included in the Construction Environmental Management Plan (CEMP) and implemented during construction to ensure older people are not disproportionately affected. The proposed screening earth bunding and close boarded 2m high fencing, located on the northern side of the Proposed Scheme, would reduce the operational noise impacts from the Proposed Scheme at the care homes and is not anticipated to result in a significant adverse effect for these facilities. Consultation should be

undertaken with the care providers to ensure that the impacts on residents are minimised where necessary.

- 6.2.18. The Royal Shrewsbury Hospital is located approximately 330m south of the Application Boundary with patients who have dementia or some form of confusion²⁷. These patients would be temporarily negatively affected during construction, where confusion may be caused due to the potential changes on pedestrian facilities and bus services. Refer to **Paragraph 6.3.4** for further detail on impacts on people with dementia.

PUBLIC CONSULTATION FEEDBACK

- 6.2.19. The sub-question (under Question 11) - *“New employment opportunities for local people, including young people, the long-term unemployed and people with disabilities”* was included in the questionnaire from the 2020 public consultation, and is relevant to this protected characteristic group. 247 out of the 374 respondents to this question considered that the benefit of new employment opportunities for local people, including young people are “Very important”, or “Fairly important” to be achieved through the Proposed Scheme. 255 out of the 376 respondents to the sub-question (under Question 11) - *“Training opportunities, such as: BTEC, City & Guilds, NVQ and HNC qualifications for young apprentices”* finds that benefit for training opportunities for young apprentices are “Very important”, or “Fairly important” to be achieved through the Proposed Scheme.
- 6.2.20. It is likely that young people would benefit from the Proposed Scheme as it facilitates the Shrewsbury West Sustainable Urban Extension which includes employment allocations.

6.3 DISABILITY

- 6.3.1. There are three facilities within the study area which provide mobility services to people in Shrewsbury. British Red Cross Mobility Aids and Dog A.I.D. are located approximately 40m south and 50m west to the Application Boundary respectively. It is likely that users and employees of these facilities would be affected by potential road diversions, pedestrian facilities and bus services changes during construction. Please refer to **paragraphs 5.3 and 5.3.2** for potential impacts.
- 6.3.2. Furthermore, traffic calming measures would be in place on the A458 Welshpool Road during operation, including changing traffic light timings to encourage the use of the Proposed Scheme, the B4380 Holyhead Road and improve safety for all users. This is likely to have a positive impact on users of Dog A.I.D. during operation where traffic is anticipated to be eased along the access road of Dog A.I.D.
- 6.3.3. Severn Hospice (Hospice Bicton) provides free specialist palliative and end-of-life care services in Shrewsbury and is located approximately 85m north of the Application Boundary. Given the proximity of the Proposed Scheme to the hospice, there is the potential for this group to be temporarily negatively affected by reduced air quality during construction. Patients of the hospice, especially those with respiratory illness would likely be temporarily disproportionately affected during construction, due to additional dust and lighting generated by construction plant during weekday and weekend day works, as well as, weekday night works. Mitigation measures, such as damping down construction areas, will be considered to minimise the impact to people with long-term respiratory health illnesses living in the hospice and will be detailed within the CEMP (as detailed in **paragraph 6.2.17**). The proposed screening earth bunding and close boarded 2m high fencing, located on the northern side of the Proposed Scheme, would reduce the operational noise impacts from the

Proposed Scheme at the care homes and is not anticipated to result in a significant adverse effect for these facilities. Consultation should be undertaken with Severn Hospice to ensure that the impacts on residents are minimised where necessary.

- 6.3.4. Care homes and the Royal Shrewsbury Hospital provide services to people with dementia. These patients may be temporarily negatively affected during construction, where confusion may be caused due to the potential changes on pedestrian facilities and bus services. As the familiarity of surroundings is important to people with dementia and in order to minimise impact during operation, careful consideration should be given on sign posting at footway junctions, safety and design of footpaths and greenspaces during the detailed design stage following communication with relevant healthcare facilities. Furthermore, people with dementia could be hyper-sensitive to noise. The Coppice and Marches Care/The Uplands are located within 30m of the Application Boundary with proposed topsoil storage located nearby (to the west of the Clayton Way Overbridge). Mitigation measures will be considered to minimise the impact to people from construction activities and will be detailed within the CEMP (as detailed in **paragraph 6.2.17**). The proposed screening earth bunding and close boarded 2m high fencing, located on the northern side of the Proposed Scheme, would reduce the operational noise impacts at The Uplands, and to a lesser extent at the Coppice and is not anticipated to result in a significant adverse effect for these facilities.. Consultation should be undertaken with these facilities to ensure that the impacts on residents are minimised where necessary.
- 6.3.5. Condover College provides education to people with special needs and is detailed under **Paragraph 6.2.10**.
- 6.3.6. In accordance with gradient design guidance^{28,29,30} a maximum 5% gradient would be applied to the ramps on approach to Shepherd's Land Footbridge. Furthermore, a maximum 5% gradient would be used on all other structures where footways are also present including Clayton Way Overbridge, Shelton Rough River Severn Viaduct; Marches Way Accommodation Overbridge and would be suitable for wheelchair users. The proposed Holyhead bridleway would also be a maximum 5% gradient that passes underneath the Proposed Scheme through the Equestrian Underpass East of Holyhead.
- 6.3.7. The northern side ramp of Marches Way Accommodation Overbridge would be designed with a 5.3% gradient in order to tie into the existing ground. Due to the rural location of the proposed bridge, it is likely that wheelchair users would encounter much steeper gradients before reaching the bridge. Hence, the additional 0.3% gradient is considered acceptable.

PUBLIC CONSULTATION FEEDBACK

- 6.3.8. The sub-question (under Question 11) - "*New employment opportunities for local people, including young people, the long-term unemployed and people with disabilities*" was included in the questionnaire from the 2020 public consultation, and is relevant to this protected characteristic group. 247 out of the 374 respondents to this question found that the benefit of new employment opportunities for local people, including people with disabilities are "Very important", or "Fairly important" to be achieved through the Proposed Scheme.
- 6.3.9. It is possible that people with disabilities would benefit from the Proposed Scheme as it facilitates the Shrewsbury West Sustainable Urban Extension which includes employment allocations.

6.4 GENDER (INCLUDING PREGNANCY AND MATERNITY)

SCHOOLS

- 6.4.1. The National Travel Survey England 2018 data²⁴ shows that women undertake more education escort trips than men on average. Therefore, women are more likely to be affected by any congestion, pedestrian facilities or bus service changes during construction as outlined in **Sections 5 and 6.2** but they would benefit from the improved connection between north and west Shrewsbury during operation.

HEALTHCARE PROVIDERS

- 6.4.2. The Royal Shrewsbury Hospital provides antenatal, maternity scanning and day assessment services for pregnant women. Women in pregnancy generally suffer from mobility restrictions, especially at a later stage of their pregnancy³¹. Symptoms can include chronic back, pelvic, joint and rib pain; pelvic instability; and breathlessness, which can differentiate them from the general population. These restrictions are likely to affect mobility in accessing or leaving a vehicle and may influence their capability and willingness to drive. It is likely that pregnant woman would be temporarily negatively affected by the potential congestion due to traffic arrangement during construction.

CYCLING FACILITIES

- 6.4.3. National Cycle Route 81 is located within the Application Boundary and located directly adjacent to Oxon Business Park. Users of the cycle route, especially male (as detailed under **paragraph 5.4.4**) would be affected due to route closures or diversions during construction. Benefits would be experienced during operation as a result of the provision of the combined footway and cycleway along the Proposed Scheme to improve safety and connectivity between north and west Shrewsbury.

PUBLIC CONSULTATION FEEDBACK

- 6.4.4. Cycling UK Shropshire Club expressed concerns via responses to the stakeholder consultation questionnaire on specific cycling provision along the Proposed Scheme, especially at the proposed junctions. A full response of the concerns has been provided by WSP Communications team to Cycling UK Shropshire Club. It detailed the provision of cycle logos and extended dropped kerbs at splitter islands crossing points where cyclists could cross the arms at the proposed roundabouts off-road, namely at A5 Churncote Roundabout (A458, A5 northern Proposed Scheme and Welshpool Road arms); Holyhead Road Roundabout (B4380 Holyhead Road north and south arms); Berwick Road Roundabout (Berwick Road south arm); A528 Ellesmere Road Roundabout (Proposed Scheme eastern and western, A528 Ellesmere Road and Huffley Lane arms). Cycleway diversions should also be in place during construction where construction works to be undertaken along the National Cycle Route 81 and a local cycle route located east of the A528 Ellesmere Road Roundabout, to ensure safety of cyclists.

6.5 EQUALITY IMPACT ASSESSMENT TABLE

- 6.5.1. The assessment presented in **Table 6-1** assigns either a high, medium or low negative or positive impact for each of the protected characteristic groups.

Table 6-1 – Equality Impact Assessment

Protected Characteristic Group	High negative impact	Medium negative impact	Low negative impact	High / Medium / Low positive impact
Age	-	-	<p>Likely to affect a number of school age children and a small group of elderly people in the short-term during construction due to congestion, pedestrian facilities and bus services changes. Likely to be reversible.</p> <p>Likely to affect a small group of elderly people in the short-term during construction due to potential reduced air quality and increased noise levels.</p>	<p>Potential for low level positive impact in the long-term for school pupils who travel between north and west Shrewsbury.</p> <p>Potential for low level positive impact in the long-term for school pupils of Earlyworld Nursery, Bicton Heath Pre-School, Bicton Church of England Primary School and Nursery and Oxon Church of England Primary School.</p>

Protected Characteristic Group	High negative impact	Medium negative impact	Low negative impact	High / Medium / Low positive impact
Disability	-	-	<p>Likely to affect a small number of people with disabilities and dementia in the short-term during construction due to potential road diversions, pedestrian facilities and bus services changes. Likely to be reversible.</p> <p>Likely to affect a small number of people with dementia in the long-term where some road layout and footpaths would be changed permanently.</p>	<p>Potential for positive impact in the long-term provided that the proposed bridges and overbridge would follow appropriate guidance when designing gradients which are suitable for wheelchair users.</p>
Gender	-	-	<p>Likely to affect a small number of those within this protected group due to potential congestion, pedestrian and cycling facilities or bus service changes. Likely to be reversible.</p>	<p>Potential for positive impact in the long-term for women (education escort) who travel between north and west Shrewsbury.</p> <p>Potential for low level positive impact in the long-term for women (education escort) of Earlyworld Nursery, Bicton Heath Pre-School, Bicton Church of England Primary School and Nursery and Oxon Church of England Primary School.</p> <p>Potential for positive impact in the long-term for men who cycle along the Proposed Scheme and travel between north and west Shrewsbury.</p>

6.6 MITIGATION AND MONITORING

6.6.1. The following mitigations measures are recommended following this EqIA:

- Earlyworld Nursery, Shrewsbury Prepatoria Nursery and Pre-School, Tiddlywinks Nursery and Dog A.I.D. should be noted as sensitive receptors within the Traffic Management Plan and the CEMP to be produced and implemented by the Principal Contractor. Consultations with these facilities should be undertaken and measures should be in place to minimise impact to their pupils and users during construction. A Communications Plan should be developed by the Principal Contractor in collaboration with the Applicant and be implemented to enable closures or diversions of any routes or bus services be communicated directly to these facilities;
- The Coppice, Marches Care/The Uplands and Severn Hospice (Hospice Bicton) should be identified as sensitive receptors in the CEMP and further consideration should be given during detailed design to identify measures which may be required to mitigate potential reduced air quality and increased noise levels (at The Uplands) during construction along the Proposed Scheme between Clayton Way Overbridge and B4380 Holyhead Road Roundabout. A programme of air quality and noise monitoring during construction will also be outlined within the CEMP. Consultation with these healthcare facilities should be undertaken regarding noise generation activities, especially during weekday night works at the proposed B4380 Holyhead Road Roundabout and weekend day time construction works. Measures should be in place to minimise impact on their residence during construction. A Communication Plan should be in place to enable any commencement of noise generation activities to be communicated directly to these facilities;
- Further consultation with care homes and the Royal Shrewsbury Hospital should be undertaken to understand if any specific issues and remedial actions are required regarding potential impacts on people with dementia during construction and operation. Careful consideration on sign posting at footway junctions, safety and design of footpaths and greenspaces should be considered during the detailed design stage; and
- Emergency services should be consulted with when the Principal Contractor is developing the traffic management plan, especially if temporary works have the potential to interfere with access, including the Royal Shrewsbury Hospital Accident and Emergency department and healthcare facilities which provide palliative care or services for people with dementia.

6.7 NEXT STEPS

- 6.7.1. WSP will continue to engage with the existing stakeholder groups during the planning application determination period and during detailed design. It is recommended that the stakeholder consultation list should be extended to incorporate nurseries and other sensitive receptors identified within the EqIA to ascertain how vulnerable users may be affected by the Proposed Scheme.
- 6.7.2. During detailed design, it is recommended that targeted consultation should take place, such as focus groups, with affected facilities, disability groups, cyclists and users of public transport to ensure that the potential impacts of the Proposed Scheme are reduced and that benefits reaped from the Proposed Scheme are maximised. As stated above, the Traffic Management Plan and CEMP should consider Earlyworld Nursery, Shrewsbury Prepatoria Nursery and Pre-School, Tiddlywinks Nursery, Dog A.I.D., the Coppice, Marches Care/The Uplands and Severn Hospice (Hospice Bicton), and consult with emergency services on temporary works. The production and implementation of a Communications Plan by the Principal Contractor in collaboration with the



Applicant should ensure that any road and PRow closures or diversions are communicated directly to these facilities.

- 6.7.3. This EqIA will be updated during the detailed design stage and will incorporate any further information gathered from future consultation activities which may affect the outcome of this assessment.

7 SUMMARY

- 7.1.1. In summary, low level, likely reversible negative impacts are anticipated in the short-term during construction on three protected groups; Age, Disability and Gender. There is potential for low level negative impacts in the long-term on Age and Disability groups, as well as low level positive impacts in the long-term on the three protected groups.

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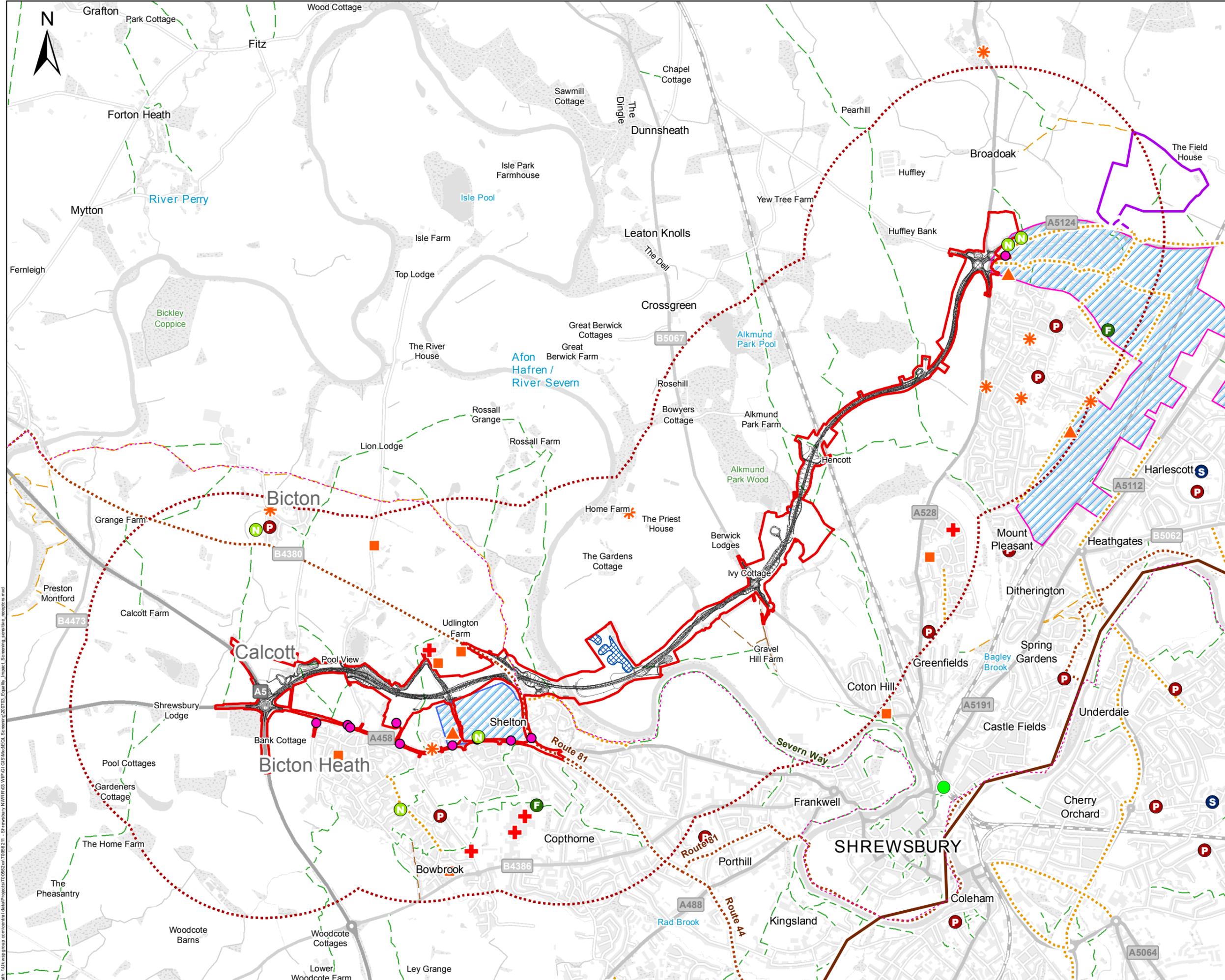
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Annex A

EQUALITY IMPACT ASSESSMENT SENSITIVE RECEPTORS





THIS DRAWING MAY BE USED ONLY FOR THE PURPOSE INTENDED AND ONLY WRITTEN DIMENSIONS SHALL BE USED

Notes

- Application Boundary
- 1km Study Area
- The Proposed Scheme
- Bridleway
- Footpath
- Restricted Byway
- Severn Way
- Shropshire Way
- Family Friendly Bloody Battlefield
- National Cycle Route
- Local Cycle Route
- Care Home
- + Medical Facilities
- ▲ Other Facilities
- ★ Place of Worship
- N Nursery
- F Further Education
- P Primary School
- S Secondary School
- Bus Stop
- Railway Station
- Battlefield Enterprise Park
- Oxon Businesses Park
- Flood Storage Area

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Updated Design	JA	20/01/2021	A
Revision Details	By	Date	Suffix
	Check		

Drawing Status
Equality Impact Assessment

Client

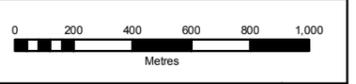
2nd Floor Shirehall
 Abbey Foregate
 Shrewsbury
 SY2 6ND
 UK
 T +44 (0)1743 501060

Project Title
Shrewsbury North West Relief Road

Drawing Title
**Figure A.1
 Equality Impact Assessment
 Sensitive Receptors**

Scale at A3
1:24,000

Drawn	JA	Originalled	LB	Date	20/01/2021
Stage 1 check	SS	Stage 2 check	LK		



Drawing Number	70056211-WSP-EGN-AS-RP-LE-00006	Rev	A
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