

**East Midlands Gateway  
Phase 2 (EMG2)**

**Document DCO 6.17C/MCO 6.17C**

ENVIRONMENTAL STATEMENT

**Technical Appendices**

Appendix 17C

# Equality Statement

August 2025

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The East Midlands Gateway Phase 2  
and Highway Order 202X and The East Midlands Gateway  
Rail Freight and Highway (Amendment) Order 202X

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# 1. Equality Statement

## 1.1. Introduction

1.1.1. The Equality Act 2010 (the Act) (Equality Act, 2010) replaces previous anti-discrimination legislation to simplify and strengthen the law to tackle discrimination and inequality. A key part of this (Section 149) sets out a Public Sector Equality Duty (PSED) that requires all public bodies (including planning) to play their part in making society fairer by having due regard to:

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

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

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex; and
- sexual orientation.

1.1.3. The PSED does not impose a legal requirement to conduct a formal equality impact assessment, where compliance involves demonstrating how the three aims of the PSED have been consciously considered as part of the decision-making process (i.e. by giving due regard to preventing discrimination, exploring opportunities to advance equality and tackling prejudice through decision making).

1.1.4. Overall, the PSED is intended to support good decision-making. It encourages organisations to understand how different people will be affected by their activities. This helps to ensure projects being delivered are appropriate and accessible to all, and meet different people's needs. The Applicant has had due regard to the aims of the PSED so as to inform the decision-making process for the proposed development. The decision-making process must take into account those with protected characteristics outlined above.

## 1.2. Approach and methodology

### Scope of assessment

- 1.2.1. This Equality Statement provides a systematic assessment of the likely or actual effects of the proposed development on receptors with protected characteristics (as defined by the Equality Act), set out in **Table 1**.

**Table 1: Protected characteristic descriptions**

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

- 1.2.2. For the purposes of this Equality Statement, more specific protected characteristic groups have been identified within the abovementioned group categories to improve the assessment:

- Within 'age', all age ranges are considered, but specific protected characteristic groups include children (aged under 16 years), younger people (16-24 years), and older people (those aged 65 or over).
- Within 'disability', all disabilities are considered, including visible and invisible, physical, mental, and psychological.
- Within 'pregnancy and maternity', pregnant women are reported as a protected characteristic group where the effect only relates to pregnancy.

- Within 'race', all races and ethnicities are considered, but 'ethnic minority backgrounds' refer to all non-White British communities.
- Within 'religion and belief', all religious and belief groups are considered, but the term 'Minority faith groups' refers to religious groups who are not Christian (Buddhist, Hindu, Jewish, Muslim, Sikh, and 'other'). The protected characteristic group 'no-religion' is also considered.
- Within 'sex', the protected characteristic groups of men and women are used.
- Within 'sexual orientation' and 'gender reassignment', all sexual orientations and gender statuses are considered, but the 'Lesbian, Gay, Bisexual, Transgender +' (LGBT+) community is considered together.

## Approach to identifying equality impacts

- 1.2.3. The assessment of equality impacts is predominantly qualitative and considers/describes whether an equality effect is adverse, beneficial, or neutral, and the cause of the impact. The impact assessment also considers the permanence of an impact and the size and extent of protected characteristic groups who may be vulnerable to the change.
- 1.2.4. Equality impacts arise disproportionately, and differentially. For people with protected characteristics who live or work in the study area, or the wider area, changes could affect them more ('disproportionately'), or in a particular way ('differentially').
- 1.2.5. Disproportionate impacts occur where there is likely to be a comparatively greater impact on people from a particular protected characteristic group than on other members of the general population. Disproportionate effects may occur if the affected community comprises a higher-than-average proportion of people with a particular protected characteristic, or because people from a particular protected characteristic group are the primary users of an affected resource.
- 1.2.6. Differential impacts occur where people with protected characteristics are likely to be affected in a different way to other members of the general population. This may be because groups have specific needs or are susceptible to the impact due to their protected characteristics.
- 1.2.7. This Equality Statement considers the potential for disproportionate and differential impacts in two ways:
  - receptor-led impacts; and
  - thematic impacts.
- 1.2.8. The receptor-led assessment focusses on the impacts at specific receptors within 500m of the DCO Order Limits where the primary user would be individuals with protected characteristics. These receptors were identified at an early stage of EIA using OS AddressBase data, and circulated to the relevant technical disciplines (refer to **Table 2**) to include in their assessment.
- 1.2.9. The construction phase has been scoped out from the receptor-led assessment on the basis that embedded mitigation measures would reduce the generation of environmental pollutants as far as practicable, and any changes in environmental factors would be temporary and intermittent in nature.

**Table 2: Receptor-led equality assessment scope**

<b>Technical discipline</b>	<b>Protected characteristic groups that could be affected</b>	<b>Rationale</b>
Noise and vibration	Children, older people, disabled people, religion or belief	<p>Changes in noise levels in proximity to community facilities used by children, such as schools and nurseries, can negatively impact their concentration and long-term cognitive development.</p> <p>The health impacts of increased noise exposure on older people include cardiovascular disease, sleep deprivation, stress and anxiety. Prolonged exposure to noise can cause a higher prevalence of cardiovascular disease, stroke and dementia.</p> <p>Increases in noise can affect people with learning disabilities and lead to challenging behaviours. Individuals with mental health conditions have been found to be particularly sensitive to health effects from noise, such as, sleep disturbance, annoyance and stress. Noise may discourage disabled people from participating in activities outside home, leading to social isolation. People with hearing impairments are also disproportionately affected by the masking effects of background noise on speech.</p>
Air quality	Children, older people, disabled people, people who are pregnant	<p>Children have faster breathing rates and their lungs are still developing which can make them more susceptible to reduced air quality.</p> <p>Older people are more likely to have respiratory and cardiovascular illness when compared to other age groups, making them more susceptible to reduced air quality.</p> <p>People who are pregnant living in areas with poor air quality are at risk of giving birth to a baby with low birthweight, which can lead to an increased risk of the child developing chronic disease in later life.</p>
Traffic and transport	Children, older people, disabled people, pregnant people	<p>Changes in road traffic levels may reduce the ability of children, older people and disabled people to access to community and recreational facilities due to severance and delays. In addition, short-term change to transport networks and road alignment can act as a barrier for disabled people wanting to access community facilities. For older people and disabled people in particular, access issues contribute to loneliness and social isolation.</p>

1.2.10. For the thematic impact assessment, a series of “impact themes” have been identified in **Table 3** where there is the potential for differential impacts for those with protected characteristics. The assessment will catalogue how these potential impacts would be managed.

**Table 3: Thematic equality assessment scope**

Impact theme	C	O	Protected characteristic groups that could be affected	Rationale
Potential generation of employment	✓	✓	Young people, disabled people, people with ethnic minority backgrounds, men	People from ethnic minority groups are disproportionately represented amongst the unemployed. Similarly, disabled people are over a third less likely to be in employment than non-disabled people. Without appropriate management of employment practices, the proposed development has the potential to contribute to inequality. It should be noted that the construction sector has recognised the embedded inequality issues related to employment.
Presence of construction workforce within the local area	✓	x	Older people, disabled people, women	<p>The presence of a predominantly male construction workforce may give rise to local people feeling unsettled, and their perceptions of their community may change. There may be concern for local communities in close proximity to the proposed development with regard to the presence of a construction workforce affecting social cohesion. Such effects are most likely to be felt by those living adjacent to construction sites, or by those who use local facilities near construction sites.</p> <p>The presence of construction workers could negatively alter older peoples perception of social capital, which has the potential to affect the use of community facilities.</p> <p>As disabled people are more likely to experience social isolation, this group may be disproportionately impacted by changes in access to community facilities as a result of construction workers being present.</p> <p>Women are more likely to fear being threatened by members of the opposite sex in public spaces and public transport.</p>
Feelings or personal safety and security	✓	✓	Young people, older people, disabled people, people with ethnic minority backgrounds, LGBTQ+ people	<p>The proposed development has the potential to change perceptions of personal safety and security. There is potential for trespass, anti-social behaviour (such as vandalism) and crime if this is unmanaged, resulting in equality effects on vulnerable groups.</p> <p>The fear of crime does not necessarily relate to the probability of being a victim of crime, but instead can be influenced by external factors and narratives.</p>

Impacts on open space, PRoWs and recreational areas	✓	✓	Children, young people, older people, disabled people	The proposed development may cause temporary or permanent disruption to open space, PRoWs and recreational areas. The mitigation of any disruption (e.g. closures, diversions, re-routing) should not create barriers to use by people with protected characteristics.
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## Equality receptors

1.2.11. OS AddressBase data was used to identify specific receptors within 500m of the DCO Order Limits where the primary user would be individuals with protected characteristics. The types of sensitive receptors included comprise those detailed in **Table 4**.

**Table 4: Types of equality receptors included within assessment**

Receptor type	Relevance to equality appraisal
Place of worship	Those visiting places of worship are assumed to follow a religion, which is a protected characteristic.
Residential institution	Care homes, hospitals and nursing homes are likely to be used by a high proportion of individuals who are either disabled, pregnant or who are more sensitive than the general population (i.e. the young and elderly). 'Disability', 'pregnancy and maternity' and 'age' are all protected characteristics. In addition, boarding schools, residential colleges and training centres are likely to be used by a high proportion of young people. As previously mentioned, 'age' is a protected characteristic.
Medical facility	Medical facilities are likely to be used by a high proportion of individuals who are either, disabled, pregnant, or who are more sensitive than the general population (i.e. the young and elderly). 'Disability', 'pregnancy and maternity' and 'age' are all protected characteristics.
Education facility	Education facilities are likely to be used by a high proportion of young people. As previously mentioned, 'age' is a protected characteristic.
Community facility	Community facilities such as scout huts and youth centres are likely to be used by a high proportion of young people. Community centres and village halls are likely to be used by a high proportion of elderly people. As previously mentioned, 'age' is a protected characteristic.

1.2.12. This exercise was supplemented with engagement with LCC, in particular to establish the location of gypsy/traveller sites locally.

1.2.13. The final list of receptors for consideration, as agreed with LCC, is provided in **Table 5**.

**Table 5: Equality receptors scoped in to assessment**

Receptor ID	Receptor name	Receptor classification	Address	Distance from DCO Order Limits (m)
OS1	Diseworth Heritage Centre	Community services	Lady Gate, Diseworth, DE74 2QF	331

<b>Receptor ID</b>	<b>Receptor name</b>	<b>Receptor classification</b>	<b>Address</b>	<b>Distance from DCO Order Limits (m)</b>
OS2	Wakefield Court	Residential institution	Wakefield Court, Barroon, Castle Donington, DE74 2PE	324
OS4	St Edwards Church Hall	Community services	St Annes Lane, Castle Donington, DE74 2JH	341
OS5	Castle Donington Bowls Club	Leisure	Clubhouse, Delven Lane, Castle Donington, Derby, DE74 2LJ	440
OS6	Castle Donnington Residential Home	Residential institution	Donington Nursing Home, Delven Lane, Castle Donington, Derby, DE74 2LJ	369
OS7	Castle Donington Surgery	Medical	53-55 Borough Street, Castle Donington, DE74 2LB	400
OS8	Castle Donington Community College	Education	Mount Pleasant, Castle Donington, Derby, DE74 2LN	172
OS9	Village Hall	Community services	Hall Gate, Diseworth, DE74 2QJ	263
OS10	St Michaels and All Angels Church	Place of worship	Clements Gate, Diseworth, DE74 2QE	206
OS11	St. Edwards C of E Primary School & St Edwards Junior School	Education	Dovecote, Castle Donington, Derby, DE74 2LH	291
OS12	Castle Donington Methodist Church	Place of worship	Market Street, Castle Donington, DE74 2JB	406
OS13	Diseworth C of E Primary School	Education	Grimes Gate, Diseworth, Derby, DE74 2QD	46
OS14	Church of The Risen Lord	Place of worship	Castle Hill, Castle Donington, DE74 2LD	387
OS15	The Biggin (Sheltered Housing)	Residential institution	The Biggin, Castle Donington, DE74 2PB	209
OS16	St Nicholass Church	Place of worship	Church Street, Lockington, DE74 2RH	317
LCC1	Gypsy and traveller site 1	Residential	Station Yard, Station Road Hemmington, DE74 2RD	1,353
LCC2	Gypsy and traveller site 2	Residential	Showmen Site at Hemmington DE74 2RE	1,480
LCC3	Gypsy and traveller site 3	Residential	Midsummer Stables, Netherfield Lane, Shardlow, DE72 2HP	1,809



1.3. Appraisal

Receptor-led

Operation phase

1.3.1. The equality appraisal for the scoped in equality receptors during the operation phase is provided in **Table 6**.

Table 6: Operation phase receptor-led assessment

Equality receptor ID	Equality receptor name	Relevant protected characteristic group	Relevant technical disciplines	Duration / relationship	Project specific evidence of effect	Proposed mitigation	Equalities effect
OS1	Diseworth Heritage Centre	Age	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a reduction in daytime noise between the do minimum (DM) and do something (DS) scenario of between -0.2 dB and +4.4 dB depending on the scenario, with noise levels remaining below the Significant Observed Adverse Effect Level (SOAEL) across scenarios.</p> <p>Changes in traffic flows would result in an increase in annual average air pollutant concentrations of between:</p> <ul style="list-style-type: none"><li>• NO<sub>2</sub>: 0.26 µg/m<sup>3</sup> and 0.34 µg/m<sup>3</sup></li><li>• PM<sub>10</sub>: 0.11 µg/m<sup>3</sup> and 0.16 µg/m<sup>3</sup></li><li>• PM<sub>2.5</sub>: 0.06 µg/m<sup>3</sup> and 0.08 µg/m<sup>3</sup></li></ul> <p>Such changes are not material and while the majority of people using this resource are likely to be older and more sensitive to such changes, the change in exposure would be temporary and intermittent in nature, commensurate with the use of this resource.</p>	No additional mitigation proposed.	<p>Despite the potential increase in noise of up to +4.4 dB at this receptor, noise levels would remain below the LOAEL at the eastern extent of the resource. The larger increases in noise occur at the western extent of the resource, however depending on the scenario applied there still could be decreases in noise at the western extent.</p> <p>The changes in air quality experienced at this resource are not material and even considering the higher sensitivity of older people, is not considered to be sufficient to alter health and wellbeing outcomes while using the resource.</p> <p>Overall, taking into consideration the temporary use of the resource (and associated temporary exposure to changes in noise and air quality), and as the majority of activities would be inside and therefore experience further noise attenuation, no equality effect is identified.</p>
OS2	Wakefield Court (Retirement Housing)	Age	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between -0.5 dB and +0.2 dB depending on the scenario, with noise levels remaining below the SOAEL across scenarios.</p> <p>Changes in traffic flows would result in an increase in annual average air pollutant concentrations of between:</p> <ul style="list-style-type: none"><li>• NO<sub>2</sub>: 0.02 µg/m<sup>3</sup> and 0.03 µg/m<sup>3</sup></li><li>• PM<sub>10</sub>: 0.01 µg/m<sup>3</sup> and 0.04 µg/m<sup>3</sup></li><li>• PM<sub>2.5</sub>: 0.01 µg/m<sup>3</sup> and 0.02 µg/m<sup>3</sup></li></ul> <p>Such changes are not material.</p>	No additional mitigation proposed.	<p>While this resource is used permanently, the potential increase in noise and air quality at this receptor would not be material, and would not have any differential effects on older people due to their higher levels of sensitivity to such changes. On this basis, no equality effect is identified.</p>

Equality receptor ID	Equality receptor name	Relevant protected characteristic group	Relevant technical disciplines	Duration / relationship	Project specific evidence of effect	Proposed mitigation	Equalities effect
OS4	St Edwards Church Hall	Age	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between -0.1 dB and 0 dB depending on the scenario, with noise levels remaining below the Lowest Observed Adverse Effect Level (LOAEL) across scenarios.</p> <p>Changes in traffic flows would result in an increase in annual average air pollutant concentrations of between:</p> <ul style="list-style-type: none"> <li>• NO<sub>2</sub>: 0.01 µg/m<sup>3</sup> and 0.2 µg/m<sup>3</sup></li> <li>• PM<sub>10</sub>: 0.01 µg/m<sup>3</sup></li> <li>• PM<sub>2.5</sub>: 0 µg/m<sup>3</sup> and 0.01 µg/m<sup>3</sup></li> </ul> <p>Such changes are not material and while the majority of people using this resource are likely to be older and more sensitive to such changes, the change in exposure would be temporary and intermittent in nature, commensurate with the use of this resource.</p>	No additional mitigation proposed.	<p>The change in noise exposure at this receptor would either be neutral or beneficial, remaining below the LOAEL.</p> <p>The changes in air quality experienced at this resource are not material and even considering the higher sensitivity of older people, is not considered to be sufficient to alter health and wellbeing outcomes while using the resource.</p> <p>Overall, taking into consideration the temporary use of the resource (and associated temporary exposure to changes in noise and air quality), no equality effect is identified.</p>
OS5	Castle Donington Bowls Club	Age	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between -0.1 dB and +0.1 dB depending on the scenario, with noise levels remaining below the LOAEL across scenarios.</p> <p>This receptor has not been assessed for changes in local air quality on the basis that it is 68m from the nearest affected road and on this basis would be at background levels.</p>	No additional mitigation proposed.	<p>The potential increase in noise at this receptor would not be material, remaining below the LOAEL, and would not have any differential effects on older people due to their higher levels of sensitivity to such changes.</p> <p>Overall, taking into consideration the temporary use of the resource (and associated temporary exposure to changes in noise), no equality effect is identified.</p>
OS6	Castle Donnington Residential Home	Age, disability	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between -0.1 dB and 0 dB depending on the scenario, with noise levels remaining below the LOAEL across scenarios.</p> <p>Changes in traffic flows would result in an increase in annual average air pollutant concentrations of:</p> <ul style="list-style-type: none"> <li>• NO<sub>2</sub>: -0.01 µg/m<sup>3</sup> and 0.01 µg/m<sup>3</sup></li> <li>• PM<sub>10</sub>: -0.01 µg/m<sup>3</sup> and 0 µg/m<sup>3</sup></li> <li>• PM<sub>2.5</sub>: 0 µg/m<sup>3</sup></li> </ul> <p>Such changes either present an improvement in air quality or are not material.</p>	No additional mitigation proposed.	<p>The change in noise exposure at this receptor would either be neutral or beneficial, remaining below the LOAEL. As a result, there is no potential for an equality effect, regardless of higher levels of sensitivity as there would be no worsening from existing circumstance.</p> <p>The changes in air quality experienced at this resource are either beneficial, neutral or not material. While this resource is used permanently, the potential increase in air quality at this receptor would not be material, and would not have any differential effects on older people due to their higher levels of sensitivity to such changes. On this basis, no equality effect is identified.</p>

Equality receptor ID	Equality receptor name	Relevant protected characteristic group	Relevant technical disciplines	Duration / relationship	Project specific evidence of effect	Proposed mitigation	Equalities effect
OS7	Castle Donington Surgery	Disability, pregnancy and maternity, age	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between 0 dB and +0.2 dB depending on the scenario, with noise levels remaining below the LOAEL across scenarios.</p> <p>Changes in traffic flows would result in an increase in annual average air pollutant concentrations of:</p> <ul style="list-style-type: none"> <li>• NO<sub>2</sub>: 0.01 µg/m<sup>3</sup> and 0.02 µg/m<sup>3</sup></li> <li>• PM<sub>10</sub>: 0.01 µg/m<sup>3</sup> and 0.02 µg/m<sup>3</sup></li> <li>• PM<sub>2.5</sub>: 0 µg/m<sup>3</sup> and 0.01 µg/m<sup>3</sup></li> </ul> <p>Such changes are not material and while the majority of people using this resource are likely to be older or have existing burdens of poor health and more sensitive to such changes, the change in exposure would be temporary and intermittent in nature, commensurate with the use of this resource.</p>	No additional mitigation proposed.	<p>The potential increase in noise at this receptor would not be material, remaining below the LOAEL, and would not have any differential effects on older people due to their higher levels of sensitivity to such changes.</p> <p>The changes in air quality experienced at this resource are not material and even considering the higher sensitivity of older people, disabled people and those who are pregnant (i.e. more frequent users of these types of resource) is not considered to be sufficient to alter health and wellbeing outcomes while using the resource.</p> <p>Overall, taking into consideration the temporary use of the resource (and associated temporary exposure to changes in noise and air quality), no equality effect is identified.</p>
OS8	Castle Donington Community College	Age	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between -0.2 dB and 0.2 dB depending on the scenario, with noise levels remaining below the LOAEL across scenarios.</p> <p>This receptor has not been assessed for changes in local air quality on the basis that it is 83m from the nearest affected road and on this basis would be at background levels.</p>	No additional mitigation proposed.	<p>The potential increase in noise at this receptor would not be material, remaining below the LOAEL, and would not have any differential effects on school-aged children due to their higher levels of sensitivity to such changes.</p> <p>Overall, taking into consideration the temporary use of the resource (and associated temporary exposure to changes in noise), no equality effect is identified.</p>
OS9	Village Hall	Age	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between -0.4 dB and +1.5 dB depending on the scenario, with noise levels remaining below the LOAEL across scenarios.</p> <p>This receptor has not been assessed for changes in local air quality on the basis that it is 219m from the nearest affected road and on this basis would be at background levels.</p>	No additional mitigation proposed.	<p>The potential increase in noise at this receptor would not be material, remaining below the LOAEL, and would not have any differential effects on older people due to their higher levels of sensitivity to such changes.</p> <p>Overall, taking into consideration the temporary use of the resource (and associated temporary exposure to changes in noise), no equality effect is identified.</p>
OS10	St Michaels and All Angels Church	Religion or belief	Noise and vibration	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between -0.1 dB and +1.1 dB depending on the scenario, with noise levels remaining below the LOAEL across scenarios.</p>	No additional mitigation proposed.	<p>The potential increase in noise at this receptor would not be material, remaining below the LOAEL, and would not impact the use of this resource as a place of worship.</p> <p>Overall, taking into consideration the temporary use of the resource (and associated temporary exposure to changes in noise), no equality effect is identified.</p>

Equality receptor ID	Equality receptor name	Relevant protected characteristic group	Relevant technical disciplines	Duration / relationship	Project specific evidence of effect	Proposed mitigation	Equalities effect
OS11	St. Edwards C of E Primary School & St Edwards Junior School	Age	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between 0 dB and +0.2 dB depending on the scenario, with noise levels remaining below the LOAEL across scenarios.</p> <p>Changes in traffic flows would result in an increase in annual average air pollutant concentrations of:</p> <ul style="list-style-type: none"> <li>NO<sub>2</sub>: 0 µg/m<sup>3</sup> and 0.04 µg/m<sup>3</sup></li> <li>PM<sub>10</sub>: 0.01 µg/m<sup>3</sup> and 0.02 µg/m<sup>3</sup></li> <li>PM<sub>2.5</sub>: 0 µg/m<sup>3</sup> and 0.01 µg/m<sup>3</sup></li> </ul> <p>Such changes are not material and while the majority of people using this resource are younger and more sensitive to such changes, the change in exposure would be limited to school hours, commensurate with the use of this resource.</p>	No additional mitigation proposed.	<p>The potential increase in noise at this receptor would not be material, remaining below the LOAEL, and would not have any differential effects on school-aged children due to their higher levels of sensitivity to such changes.</p> <p>The changes in air quality experienced at this resource are not material and even considering the higher sensitivity of school-aged children, is not considered to be sufficient to alter health and wellbeing outcomes while using the resource.</p> <p>Overall, taking into consideration the temporary use of the resource (and associated temporary exposure to changes in noise and air quality), no equality effect is identified.</p>
OS12	Castle Donington Methodist Church	Religion or belief	Noise and vibration	Permanent, direct	Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between -0.1 dB and 0 dB depending on the scenario, with noise levels remaining below the LOAEL across scenarios.	No additional mitigation proposed.	The change in noise exposure at this receptor would either be neutral or beneficial, remaining below the LOAEL, and would not impact the use of this resource as a place of worship. As a result, there is no potential for an equality effect.
OS13	Diseworth C of E Primary School	Age	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between +0.7 dB and +2.3 dB depending on the scenario, with noise levels remaining below the LOAEL across scenarios.</p> <p>Changes in traffic flows would result in an increase in annual average air pollutant concentrations of:</p> <ul style="list-style-type: none"> <li>NO<sub>2</sub>: 0.13 µg/m<sup>3</sup> and 0.16 µg/m<sup>3</sup></li> <li>PM<sub>10</sub>: 0.05 µg/m<sup>3</sup> and 0.07 µg/m<sup>3</sup></li> <li>PM<sub>2.5</sub>: 0.03 µg/m<sup>3</sup> and 0.04 µg/m<sup>3</sup></li> </ul> <p>Such changes are not material and while the majority of people using this resource are younger and more sensitive to such changes, the change in exposure would be limited to school hours, commensurate with the use of this resource.</p>	No additional mitigation proposed.	<p>The potential increase in noise at this receptor would not be material, remaining below the LOAEL, and would not have any differential effects on school-aged children due to their higher levels of sensitivity to such changes.</p> <p>The changes in air quality experienced at this resource are not material and even considering the higher sensitivity of school-aged children, is not considered to be sufficient to alter health and wellbeing outcomes while using the resource.</p> <p>Overall, taking into consideration the temporary use of the resource (and associated temporary exposure to changes in noise and air quality), no equality effect is identified.</p>
OS14	Church of The Risen Lord	Religion or belief	Noise and vibration	Permanent, direct	Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between -0.2 dB and 0 dB depending on the scenario, with noise levels remaining below the LOAEL across scenarios.	No additional mitigation proposed.	The change in noise exposure at this receptor would either be neutral or beneficial, remaining below the LOAEL, and would not impact the use of this resource as a place of worship. As a result, there is no potential for an equality effect.
OS15	The Biggin (Retirement Housing)	Age, disability	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between -0.2 dB and 0 dB depending on the scenario, with noise levels remaining below the LOAEL across scenarios.</p> <p>This receptor has not been assessed for changes in local air quality on the basis that it is 85m from the nearest affected road and on this basis would be at background levels.</p>	No additional mitigation proposed.	The change in noise exposure at this receptor would either be neutral or beneficial, remaining below the LOAEL. As a result, there is no potential for an equality effect, regardless of higher levels of sensitivity as there would be no worsening from existing circumstance.
OS16	St Nicholass Church	Religion or belief	Noise and vibration	Permanent, direct	Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between -0.1 dB and 0 dB depending on the scenario, with noise levels remaining below the SOAEL across scenarios.	No additional mitigation proposed.	The change in noise exposure at this receptor would either be neutral or beneficial, remaining below the LOAEL, and would not impact the use of this resource as a place of worship. As a result, there is no potential for an equality effect.

Equality receptor ID	Equality receptor name	Relevant protected characteristic group	Relevant technical disciplines	Duration / relationship	Project specific evidence of effect	Proposed mitigation	Equalities effect
LCC1	Gypsy and traveller site 1 (Station Yard)	Race	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between 0 dB and +0.1 dB depending on the scenario, with noise levels remaining below the SOAEL across scenarios.</p> <p>This receptor has not been assessed for changes in local air quality on the basis that it is 302m from the nearest affected road and on this basis would be at background levels.</p>	No additional mitigation proposed.	The potential increase in noise at this receptor would not be material, and would not have any differential or disproportionate effects on gypsy/travellers living at this site. As the change is not material, no equality effect is identified.
LCC2	Gypsy and traveller site 2 (Showmen Site)	Race	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in a change in daytime noise between the DM and DS scenario of between -1 dB and 0 dB depending on the scenario, with noise levels remaining below the SOAEL across scenarios.</p> <p>This receptor has not been assessed for changes in local air quality on the basis that it is 560m from the nearest affected road and on this basis would be at background levels.</p>	No additional mitigation proposed.	The potential increase in noise at this receptor would not be either beneficial or neutral. As a result, there is no potential for an equality effect.
LCC3	Gypsy and traveller site 3 (Midsummer Stables)	Race	Noise and vibration, air quality, traffic and transport	Permanent, direct	<p>Changes in traffic flows during operation would result in no change in daytime noise between the DM and DS scenario across all scenarios assessed, with noise levels remaining below the SOAEL.</p> <p>Changes in traffic flows would result in an increase in annual average air pollutant concentrations of:</p> <ul style="list-style-type: none"> <li>• NO<sub>2</sub>: 0.08 µg/m<sup>3</sup></li> <li>• PM<sub>10</sub>: 0.03 µg/m<sup>3</sup></li> <li>• PM<sub>2.5</sub>: 0.02 µg/m<sup>3</sup></li> </ul> <p>Such changes relate to Scenario B only and are not material and would not result in any disproportionate effect on this specific group of people with protected characteristics when compared to the effects on the general population.</p> <p>This receptor has not been assessed for changes in local air quality in Scenario A due its location in the context of the M1.</p>	No additional mitigation proposed.	<p>The potential increase in noise at this receptor would not be either beneficial or neutral. As a result, there is no potential for an equality effect.</p> <p>The changes in air quality experienced at this receptor are not material and would not have any differential or disproportionate effects on gypsy/travellers living at this site. As the change is not material, no equality effect is identified.</p>

## Impact themes

### Construction phase

1.3.2. The equality appraisal for the scoped in impact themes during the construction phase is provided in **Table 7**.

**Table 7: Construction phase thematic assessment**

Impact theme	Relevant protected characteristic group	Duration / relationship	Project specific evidence of effect	Proposed mitigation	Equalities effect
Potential generation of employment	Age, disability, race	Temporary, direct/indirect	<p>The EMG2 Project has the potential to support and/or create new employment opportunities during construction as a construction workforce will be required to deliver the infrastructure.</p> <p>It is estimated that construction of the EMG2 Project would result in an average of 320 full-time equivalent (FTE) net additional on-site direct employment opportunities per annum. Once leakage and displacement have been taken into account, a further 160 FTE net additional off-site indirect and induced employment opportunities would be generated per annum. Construction employment would peak at 475 FTE net additional on-site direct employment opportunities in 2028, with an additional 240 FTE net additional off-site indirect and induced employment opportunities, with leakage and displacement have been taken into account.</p>	The Applicant has developed a Community Investment Plan, which includes seeks to support people facing significant barriers to employment and improve the chances of unemployed people securing sustainable employment. This is in partnership with Above and Beyond CIC.	The Community Investment Plan contributes to supporting those with protected characteristics obtaining sustainable employment. On this basis, no equality effect is identified.
Presence of construction workforce within the local area	Age, disability, gender	Temporary, direct	<p>The presence of construction workers may give rise to local people feeling unsettled, and their perceptions of their community may change.</p> <p>There may be concern for local communities in close proximity to the EMG2 Project with regard to the presence of a construction workforce affecting social cohesion. Such effects are most likely to be felt by those living adjacent to construction compounds, or by those who use local facilities near construction compounds.</p>	As outlined in the CEMP, a Code of Conduct would be developed which outlines the expected standards of behaviour and professionalism for all individuals engaged in, or visiting, the EMG2 construction projects. Measures include interacting with the public professionally and respectfully, whereby any breach of the Code of Conduct may result in disciplinary action, up to and including termination of employment or contract.	On the basis that contractors would agree to the Code of Conduct, which includes behaviour around/interactions with the public, actual social impacts (and associated perception) would be effectively mitigated. On this basis, no equality effect is identified.
Feelings or personal safety and security	Age, disability, race, sexual orientation, gender reassignment	Temporary, direct	<p>The EMG2 Project has the potential to change perceptions of personal safety and security during the construction phase.</p> <p>There is potential for trespass, anti-social behaviour and crime if this is unmanaged.</p>	<p>There would be 24/7 security at the <b>EMG2 Works</b> and <b>EMG1 Works</b>, supplemented by CCTV if deemed appropriate.</p> <p>The off-site <b>Highway Works</b> would have visiting security via patrols from the <b>EMG2 Works</b>.</p> <p>Fencing would also be installed to secure each compound area, where each P-CEMP would include details of this.</p>	<p>Overall, the mitigation measures employed (security patrol, fencing, lighting and signage), would effectively mitigate the potential for unauthorised access to construction compounds, and is considered sufficient to protect community safety, and perceptions of community safety for those with protected characteristics.</p> <p>On this basis, no equality effect is identified.</p>
Impacts on open space, PROWs and recreational areas	Age, disability	Temporary (26 months), direct	<p>The EMG2 Works currently comprises undeveloped, predominantly arable, land; as such, there is no publicly accessibly open space being lost and no potential for equality effects.</p> <p>Similarly, the EMG1 Works would be contained within the original EMG1 site and would not impact any existing publicly accessible open space (or PROW), with no potential for equality effects.</p>	No mitigation measures are proposed on the basis that the network of PROW to the west of Diseworth provides reasonable and accessible alternative route options.	While there would be temporary disruption to PROW L45/L46, this is to protect the safety of the public during earthworks activity.

Impact theme	Relevant protected characteristic group	Duration / relationship	Project specific evidence of effect	Proposed mitigation	Equalities effect
			There is the potential for temporary disruption to the use of PROW L45/L46, which would not be accessible for safety reasons during earthworks activity (26 months).		On the basis that reasonable and accessible alternative route options exist, no equality effect is identified.

#### Operation phase

1.3.3. The equality appraisal for the scoped in impact themes during the operation phase is provided in **Table 8**.

**Table 8: Operation phase thematic assessment**

Impact theme	Relevant protected characteristic group	Duration / relationship	Project specific evidence of effect	Proposed mitigation	Equalities effect
Potential generation of employment	Age, disability, race	Permanent, direct/indirect	<p>The <b>EMG2 Project</b> would support approximately 3,440 FTE gross on-site employment opportunities. While this is the case, it is likely that approximately 25% of the occupiers at the proposed development will be relocated from existing, functionally sub-optimal distribution premises. As such, the <b>EMG2 Project</b> is estimated to result in a total of 2,440 FTE net additional on-site employment opportunities.</p> <p>In addition, a further 5,250 FTE net additional employment opportunities would be generated off-site.</p> <p>Overall, the total number of FTE employment opportunities equates to 8,690.</p>	None proposed.	Once operational, the <b>EMG2 Project</b> would be occupied by a range of tenants, where the Applicant has no influence over the employment process for those tenants. On this basis, there is no opportunity for the <b>EMG2 Project</b> to influence the potential effects for those with protected characteristics and as such, no equality effect from the <b>EMG2 Project</b> is identified.
Feelings or personal safety and security	Age, disability, race, sexual orientation, gender reassignment	Permanent, direct	<p>The <b>EMG2 Project</b> has the potential to change perceptions of personal safety and security during the construction phase.</p> <p>There is potential for trespass, anti-social behaviour and crime if this is unmanaged.</p>	During operation, the <b>EMG2 Project</b> will be managed from the existing management suite at EMG1, where there is a full-time security team that carry out regular patrols. The security officers also monitor CCTV from the camera located along the main estate roads.	<p>Overall, the mitigation measures employed, would effectively mitigate the potential for unauthorised access to the <b>EMG2 Project</b>, and is considered sufficient to protect community safety, and perceptions of community safety for those with protected characteristics.</p> <p>On this basis, no equality effect is identified.</p>
Impacts on open space, PROWs and recreational areas	Age, disability	Permanent, direct	<p>The <b>EMG2 Project</b> includes provision of an informal publicly accessible community park (13 ha) which connects to the eastern extent of Diseworth.</p> <p>In addition to the integration of PROW L45/L46 into the upgraded Hyam's Lane, which will be resurfaced to enhance cycle access, the following additional improvement works to are proposed to extend public access routes and improved pedestrian and cycle connectivity to the surrounding areas:</p> <ul style="list-style-type: none"> <li>Active Travel Link (EMG2 Works No. 14), providing a dedicated cycle track alongside the A453 between EMG1 and the <b>EMG2 Works</b>;</li> <li>A new footpath from the western end of Hyam's Lane and PROW L45/L46 northwards through the proposed community park connecting to the A453 Ashby Road by the Airport entrance junction via the western edge of the <b>EMG2 Works</b>. This will link to the A453/EMA junction uncontrolled crossing. Currently there is no off road pedestrian access for this route;</li> <li>A new footpath from the western end of Hyam's Lane and PROW L45/46 southwards through the proposed community park connecting to Long Holden and PROW L48 via the western edge of the <b>EMG2 Works</b>. Connecting these two PROWs will create a valuable new publicly accessible route all the way from PROW L48 to the airport; and</li> </ul>	No mitigation required due to the delivery of the enhancement measures described.	<p>While the informal open space being provided does not include any specific measures to cater to those with protected characteristics, there would be no direct discrimination or associated equality effect.</p> <p>The public access route improvements would be accessible for all, including those with protected characteristics such as elderly people and disabled people who may have mobility limitations.</p>

Impact theme	Relevant protected characteristic group	Duration / relationship	Project specific evidence of effect	Proposed mitigation	Equalities effect
			<ul style="list-style-type: none"><li>A new footpath from the eastern end of Hyam's Lane, and PROW L45 southwards connecting to Long Holden via the eastern edge of the <b>EMG2 Works</b>, creating a further valuable new publicly accessible route and a circular walk around the southern part of the <b>EMG2 Works</b>.</li></ul>		