

High Speed Rail (Crewe – Manchester)

Equality Impact Assessment

Scope and methodology report

HS2

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Department
for Transport

High Speed Two (HS2) Limited has been tasked by the Department for Transport (DfT) with managing the delivery of a new national high speed rail network. It is a non-departmental public body wholly owned by the DfT.

High Speed Two (HS2) Limited
Two Snowhill
Snow Hill Queensway
Birmingham B4 6GA

Telephone: 08081 434 434

General email enquiries: HS2enquiries@hs2.org.uk

Website: www.hs2.org.uk

A report prepared for High Speed Two (HS2) Limited:

ARUP+ ERM | FOSTER + PARTNERS | JACOBS
RAMBOLL | TYPISA | COSTAIN

MWJV

Mott MacDonald | WSP

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Contents

Executive summary	2
1 Introduction	4
1.1 Purpose of this SMR	4
1.2 Structure of this SMR	5
2 The Proposed Scheme	6
2.1 Introduction to HS2	6
2.2 Description of the HS2 Phase 2b route	6
2.3 Hybrid Bill powers	9
3 EQIA scope and methodology	10
3.1 Introduction	10
3.2 Establishment of baseline	14
3.3 Stakeholder engagement	15
3.4 Key aspects of the Proposed Scheme for consideration	16
3.5 Scope of assessment	17
3.6 Assessment methodology and reporting	18
3.7 Assumptions	21
3.8 Reporting	22
References	23
Glossary of terms	26
Annex A – List of acronyms	29
Tables	
Table 1: Summary of changes since the 2018 EQIA SMR	10
Figures	
Figure 1: The Proposed Scheme	7

Executive summary

High Speed Two (HS2) is a new high speed railway proposed by the Government to connect major cities in Britain. New stations in London, Birmingham, Leeds, Manchester and the East Midlands will be served by high speed trains running at speeds of up to 360 kilometres per hour (kph) (225 miles per hour (mph)). HS2 trains will also run on the existing conventional rail network to serve destinations including South Yorkshire, Liverpool, Glasgow, Edinburgh, Newcastle and York.

HS2 will be delivered in phases. Phase One comprises the first section of the HS2 network of approximately 230km (143 miles) between London and the West Midlands that will commence operations in 2026. It was the subject of an Equality Impact Assessment (EQIA) published alongside the High Speed Two (London – West Midlands) Bill in November 2013. The High Speed Two (London – West Midlands) Bill received Royal Assent in February 2017 and main works on Phase One have commenced.

Phase Two of HS2 is being taken forward in stages. Phase 2a of HS2 includes the approximately 58km (36 miles) section of the route between the West Midlands and Crewe. An EQIA for Phase 2a was published alongside a hybrid Bill in July 2017. The High Speed Rail (West Midlands – Crewe) Bill received Royal Assent in February 2021.

This document is the EQIA Scope and Methodology Report (SMR) for the Phase 2b Western Leg. This comprises the section of the proposed HS2 rail network from Crewe to Manchester, with a connection onto the West Coast Main Line (WCML). In addition, a number of works are required beyond the route, such as to the existing conventional rail network, to enable the operation of Phase 2b Western Leg. Collectively, this is referred to in this SMR as the 'Proposed Scheme'.

In 2017, HS2 Ltd consulted on a draft of the SMR which covered the full Phase 2b scheme. The full Phase 2b scheme comprised the route from:

- the HS2 Phase 2b Western Leg from Crewe to Manchester (as described above and referred to as the 'Proposed Scheme'); and
- the West Midlands to Leeds via the East Midlands and South Yorkshire (referred to as the 'HS2 Phase 2b Eastern Leg') which will be legislated for separately.

This consultation was to enable consultees and the public to comment on the approach proposed to the SMR¹. Following consultation, the draft SMR was revised, taking into

¹ High Speed Two Ltd (2017), *HS2 Phase 2b draft Equality Impact Assessment Scope and Methodology Report*. Available online at: <https://www.gov.uk/government/consultations/hs2-phase-2b-draft-equality-impact-assessment-scope-and-methodology-report>.

Equality Impact Assessment Scope and Methodology Report

consideration comments received where appropriate. In October 2018, the Phase 2b EQIA Scope and Methodology Report was published².

This SMR provides an update to the version of the SMR published in October 2018 and is focused on the Proposed Scheme (i.e. the HS2 Phase 2b Western Leg).

The EQIA will inform the Proposed Scheme and will assist HS2 Ltd in the fulfilment of its ongoing Public Sector Equality Duty (the PSED), as set out under section 149 of the Equality Act 2010. The PSED requires a public authority in the exercise of its functions to have due regard to three aims: to eliminate discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations between people who share a protected characteristic and those who do not.

This SMR sets out the methodology and criteria to be used for assessing and determining likely equality effects arising as a result of the Proposed Scheme. It provides an outline description of the Proposed Scheme, as well as outlining the proposed scope of the EQIA, identifying the issues to be addressed, the geographical coverage and the periods in time for which impacts will be assessed.

² High Speed Two Ltd (2018), *HS2 Phase 2b Equality Impact Assessment Scope and Methodology Report*. Available online at: <https://www.gov.uk/government/publications/hs2-phase-2b-equality-impact-assessment-scope-and-methodology-report>.

1 Introduction

1.1 Purpose of this SMR

1.1.1 The HS2 Phase 2b draft Equality Impact Assessment (EQIA) Scope and Methodology Report (SMR) was published for consultation in July 2017 (referred to as the '2017 EQIA SMR')³. An updated EQIA SMR, taking account of the consultation, was published alongside the Phase 2b working draft EQIA in October 2018 (referred to as the '2018 EQIA SMR')⁴. The 2017 EQIA SMR and the 2018 EQIA SMR related to the full Phase 2b scheme which comprised the route from:

- Crewe to Manchester with a connection onto the West Coast Main Line (WCML) (the 'HS2 Phase 2b Western Leg'); and
- the West Midlands to Leeds via the East Midlands and South Yorkshire with a connection onto, and part electrification and upgrade of, the Midland Main Line (MML) and a connection onto the East Coast Main Line (ECML) (referred to as the 'HS2 Phase 2b Eastern Leg').

1.1.2 This document is the EQIA SMR for the HS2 Phase 2b Western Leg which includes:

- new stations at Manchester Airport and Manchester Piccadilly;
- a depot north of Crewe;
- maintenance facilities north of Crewe and at Ashley;
- a connection onto WCML near Bamfurlong;
- the Crewe Northern Connection, connecting the route of the Proposed Scheme with the WCML and enabling future Northern Powerhouse Rail (NPR) services to connect with HS2;
- provision for the NPR London to Liverpool, Manchester to Liverpool, and Manchester to Leeds junctions, to enable these future NPR routes to connect with HS2; and
- a number of works at locations beyond the Western Leg route corridor, referred to as 'off-route works', which include:
 - works to enable HS2 trains to call at existing stations further north on the WCML;
 - construction of depot to provide overnight stabling for HS2 trains serving the north of England and Scotland.

1.1.3 Collectively, these are referred to in this SMR as the 'Proposed Scheme'. The powers for the Proposed Scheme will be sought through a hybrid Bill with an accompanying Environmental

³ High Speed Two Ltd (2017), *HS2 Phase 2b draft Equality Impact Assessment Scope and Methodology Report*. Available online at: <https://www.gov.uk/government/consultations/hs2-phase-2b-draft-equality-impact-assessment-scope-and-methodology-report>.

⁴ High Speed Two Ltd (2018), *HS2 Phase 2b Equality Impact Assessment Scope and Methodology Report*. Available online at: <https://www.gov.uk/government/publications/hs2-phase-2b-equality-impact-assessment-scope-and-methodology-report>.

Statement (ES). Construction of the Proposed Scheme is assumed to commence in approximately 2025, with operation assumed to start in 2038.

- 1.1.4 This SMR EQIA provides an update to the 2017 EQIA SMR and 2018 EQIA SMR and is a technical document that sets out the scope and methodology for the EQIA for the Proposed Scheme. An overview of the main changes that form the update are set out in Section 3. This SMR is published with the EQIA Report alongside the hybrid Bill.
- 1.1.5 This SMR provides an outline description of the Proposed Scheme and sets out the overarching methodology for conducting the EQIA. It outlines the issues addressed by the EQIA, the types of equality effects and the criteria used in assessing them, and the geographical coverage of the assessment. Consideration is given to effects that would arise during construction and operation of the Proposed Scheme.

1.2 Structure of this SMR

- 1.2.1 The remainder of this SMR is divided into two parts:
- Section 2 - an introduction to the Proposed Scheme and an outline of the hybrid Bill process; and
 - Section 3 - a description of the scope and methodology for the EQIA.

2 The Proposed Scheme

2.1 Introduction to HS2

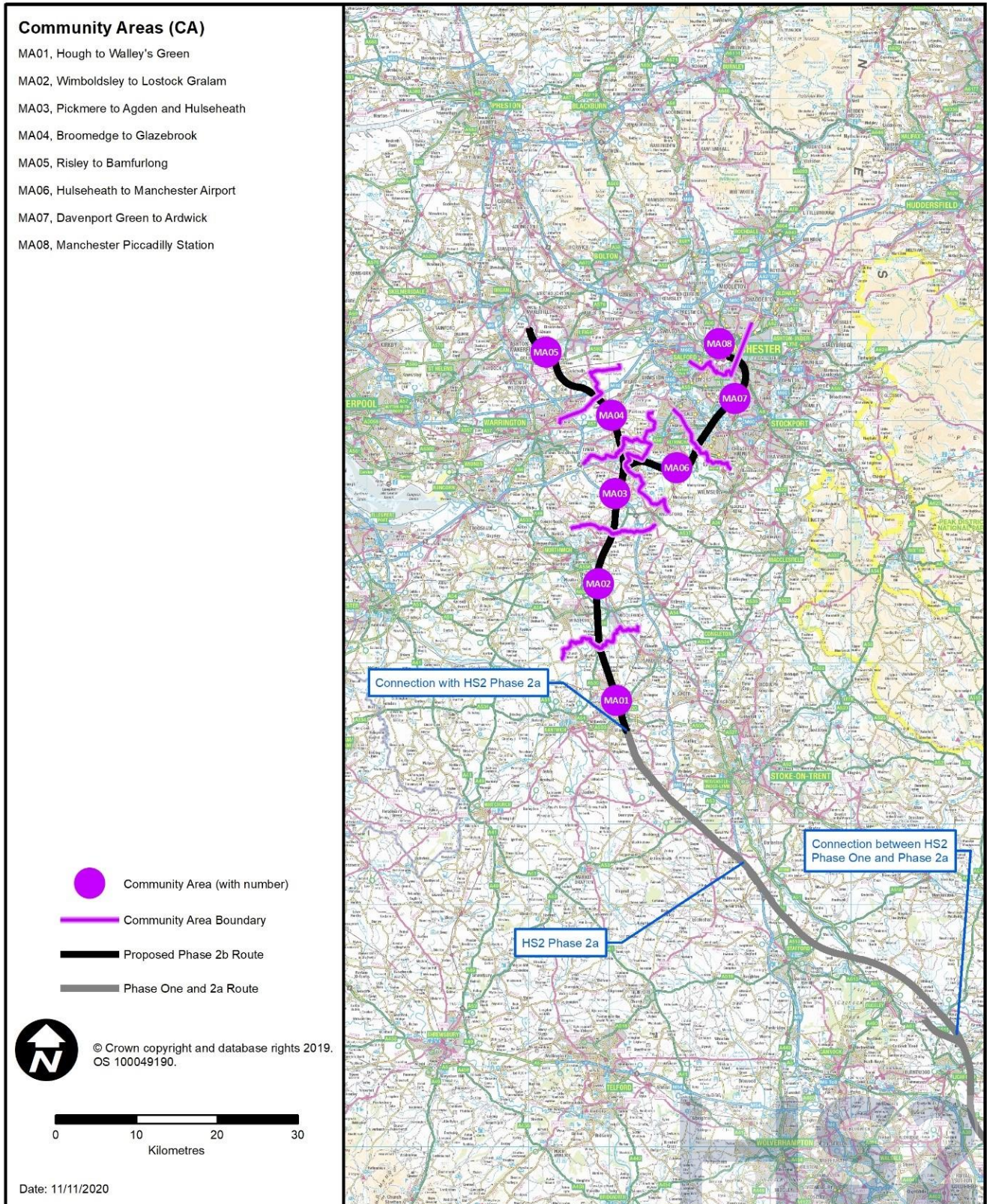
- 2.1.1 High Speed Two (HS2) is a new high speed railway proposed by the Government to connect major cities in Britain. It will transform intercity and long distance passenger rail travel in the UK, providing the first major increase in intercity rail capacity for over a century and freeing up substantial capacity for rail travel and freight on the conventional rail network. London, Birmingham, Manchester and cities in the Midlands, the North and Scotland will be served by high speed trains running at speeds of up to 360kph (225mph) on HS2 lines and on the existing conventional rail network. As part of the Proposed Scheme, new stations will be built at Manchester Piccadilly and Manchester Airport, in addition to the new stations in London and the West Midlands included in HS2 Phase One.

2.2 Description of the HS2 Phase 2b route

The route of the Proposed Scheme

- 2.2.1 The route of the Proposed Scheme will run from Crewe to Manchester and to the WCML near Bamfurlong, as shown in Figure 1 **Error! Reference source not found..** The total length of the route is 85km (52 miles). The route will begin to the south of the existing Crewe Station, south of the A500 Shavington Bypass, where it will connect to HS2 Phase 2a. It will then enter the Crewe tunnel, which will include two vent shafts: at Cowley Way and Middlewich Street. The route will re-emerge to the north of the B5076 Bradfield Road. The Crewe Northern Connection will be provided to the north of Crewe tunnel to connect the route of the Proposed Scheme to the WCML and enable future NPR services to connect with HS2. The HS2 Phase 2a route will also connect to the WCML to the south of Crewe Station and so integrates the existing station into the HS2 route.
- 2.2.2 Crewe North rolling stock depot (RSD) and Crewe North infrastructure maintenance base – rail (IMB-R) will be located between the route of the Proposed Scheme and the WCML where they diverge to the east of Walley's Green. The RSD will serve as an operational and maintenance hub for HS2 rolling stock. The IMB-R will be an infrastructure maintenance facility and storage area for the Proposed Scheme. Reception tracks will connect the RSD with both the WCML and the route of the Proposed Scheme and from the IMB-R.
- 2.2.3 The route of the Proposed Scheme will continue north passing between the towns of Winsford and Middlewich on a series of embankments and viaducts to the west of Lostock Green and east of Higher Shurlach, Rudheath, Lostock Gralam and Higher Wincham. The route will then cross the M6 on a viaduct. The HS2 WCML connection will then diverge from the HS2 spur to Manchester. The Proposed Scheme also includes the London to Liverpool junction at this location. This junction will be provided to enable future NPR services between London and Liverpool to connect to HS2.

Figure 1: The Proposed Scheme



Equality Impact Assessment
Scope and Methodology Report

- 2.2.4 The HS2 WCML connection will continue north towards the M56. Earthworks will be provided on both sides of the route to the south of the M56 to enable a future NPR route between Manchester and Liverpool to cross over the route of the Proposed Scheme. The HS2 WCML connection will pass beneath the M56, which will be carried on an overbridge, before crossing the Manchester Ship Canal on a viaduct to the east of Hollins Green. It will then continue north to cross the M62 on viaduct and pass to the west of Culcheth, before continuing through Lowton and connecting with the WCML south of Bamfurlong.
- 2.2.5 The HS2 Manchester spur will continue in a north-easterly direction towards Manchester. After crossing under the A556 Chester Road, it will run in an easterly direction, broadly parallel with the M56, passing to the north of Rostherne Mere. The Proposed Scheme includes the NPR Manchester to Liverpool junction at this location. This junction will enable a future NPR route between Manchester and Liverpool to connect to HS2. Ashley IMB-R will also be located adjacent to the route in this area. Ashley IMB-R will be a maintenance facility and storage area for the Proposed Scheme.
- 2.2.6 Continuing in an easterly direction, the HS2 Manchester spur will cross the Mid-Cheshire Line on a viaduct. It will then turn northwards before passing beneath the M56 in a box structure to the east of Warburton Green.
- 2.2.7 The HS2 Manchester spur will then continue to Manchester Airport High Speed station. The station will be located adjacent to the M56 and north-west of Manchester Airport. It will include four platforms, two of which will be for future NPR services. A section of viaduct will be constructed across the station to enable future provision of a Metrolink (a light rail network operated by Transport for Greater Manchester) stop at the station. Two Metrolink platforms will be provided on the viaduct.
- 2.2.8 The HS2 Manchester spur will enter the Manchester tunnel to the north of Manchester Airport High Speed station, near Davenport Green. The tunnel will pass beneath south Manchester in a northerly direction and will include four vent shafts: at Altrincham Road, Palatine Road, Wilmslow Road and Birchfields Road.
- 2.2.9 The northern portal of the tunnel will be located in the Ardwick area, with the route re-emerging into a box structure and cutting. The Proposed Scheme also includes the NPR Manchester to Leeds junction at this location. This junction will enable a future NPR route between Manchester and Leeds to connect to HS2.
- 2.2.10 The HS2 Manchester spur will then rise onto embankment and continue on viaduct before terminating at the proposed Manchester Piccadilly High Speed station, a six-platform station for HS2 and future NPR services, with its southern edge adjoining the existing Manchester Piccadilly Station. The Proposed Scheme in the area will include the relocation of the existing Piccadilly Metrolink stop, which will be located at sub-surface level beneath the HS2/NPR platforms. It will also include the realignment of existing Metrolink tracks and provision for a new Metrolink stop, called Piccadilly Central.

Off-route works

- 2.2.11 In addition, the following works will form part of the Proposed Scheme. These are referred to as 'off-route works' and include:
- works to enable HS2 trains to call at Preston and Carlisle;
 - construction of stabling facilities for HS2 trains serving the north of England and Scotland at Annandale depot (near Gretna in southern Scotland); and
 - minor enhancement to existing facilities at Polmadie Depot (Glasgow) to provide overnight stabling for HS2 trains serving the north of England and Scotland.

Interfaces between the Proposed Scheme and Phase 2a

- 2.2.12 The route of Phase 2a will include and terminate at the end of the retained cutting leading to Crewe tunnel southern porous portal⁵, which will be constructed as part of the Proposed Scheme. The Proposed Scheme will continue in that tunnel underneath Crewe towards Manchester. Phase 2a also includes spurs from the route of the Proposed Scheme connecting to the WCML south of Crewe and into Crewe Station.

2.3 Hybrid Bill powers

- 2.3.1 In 2022, the Government will deposit a hybrid Bill for Phase 2b Western Leg for consideration by Parliament. Upon Royal Assent, the Bill will become an Act of Parliament conferring powers, including deemed planning permission, to build the railway and thereafter to operate and maintain it. The powers will include:
- authority to nominate an undertaker to build, operate and maintain the railway line and associated works as described in the Act (and its accompanying plans and sections) and other ancillary works;
 - powers of compulsory acquisition or temporary possession of land and properties required for the Proposed Scheme;
 - powers to divert or protect gas, water, telecommunications and electricity infrastructure which might be affected by the Proposed Scheme;
 - powers over rights of way, public highways and waterways;
 - powers to carry out works to listed buildings and buildings in conservation areas; and
 - powers to carry out protective works to buildings and third-party infrastructure.

⁵ Perforated structures at tunnel portals (entrances), usually formed of concrete, designed to allow the passage of air from the tunnel. These reduce both air pressure changes and the noise generated when a high speed train enters or leaves a tunnel.

3 EQIA scope and methodology

3.1 Introduction

3.1.1 This section sets out the scope and methodology to be adopted for the assessment of potential equality effects associated with the construction and operation of the Proposed Scheme. A summary of changes to the methodology or approach presented within the 2018 EQIA SMR is provided in Table 1.

Table 1: Summary of changes since the 2018 EQIA SMR

Section Number	Section title	Summary of changes made since 2018 SMR
3.1	Introduction	Updated to explain under what circumstances environmental impacts not reported as 'significant effects' in the ES, may be considered to give risk to 'differential' equality effects.
3.5	Scope of assessment	Update to list of community areas to reflect the Proposed Scheme being the Phase 2b Western Leg. Updated to reflect construction start date of 2025 and operational start date of 2038.
3.6	Assessment methodology and reporting	Update to clarify definitions of community cohesion and isolation of communities. Update to clarify under what circumstances changes to visual environment may give rise to differential equality effects. Clarification of how impacts on mental wellbeing will be considered. Update to include 'area-based' equality effects.

3.1.2 The EQIA will inform the Proposed Scheme and will assist in the fulfilment of the ongoing Public Sector Equality Duty (the PSED) during the design of the Phase 2b route.

3.1.3 It will also take into account HS2 Ltd's corporate policies. HS2 Phase 2b Western Leg Information Paper H1: Equality, diversity and inclusion policy⁶ outlines HS2 Ltd's approach to embedding inclusion in its workforce and in the planning, design, construction and operation of the Proposed Scheme.

3.1.4 HS2 Ltd's Sustainability Policy (2019)⁷, sets out its priority for sustainable design, which will help to reduce adverse environmental effects. The Sustainability Policy sets out the following principles for sustainability in:

- Spreading the benefits: Economic growth and community regeneration;
- Opportunities for all: Skills, employment and education;
- Safe at heart: Health, safety and wellbeing;

⁶ High Speed Two Ltd (2022), Phase 2b Western Leg Information Paper H1: Equality, diversity and inclusion policy.

⁷ High Speed Two Ltd (2019) *Sustainability Policy*. Available online at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/925700/Sustainability_Policy_P06.pdf.

- Respecting our surroundings: Environmental protection and management; and
- Standing the test of time: Design that is future-proof.

3.1.5 Each of the Sustainability Policy principles is further described in the HS2 Sustainability Approach Document⁸.

3.1.6 HS2 Ltd's Environmental Policy (2019)⁹, states HS2 Ltd's commitment to 'developing an exemplar project, whilst limiting negative impacts through design, construction and operation of the railway'. The policy also sets out HS2 Ltd's environmental objectives, in relation to: creation of a green corridor; climate change; being a good neighbour; historic environment; and responsible consumption and production.

The Equality Act 2010 and the Public Sector Equality Duty

3.1.7 The Equality Act 2010 ('the Act') consolidated previous legislation designed to prohibit discrimination on the grounds of protected characteristics. The Act identifies nine protected characteristics. These are¹⁰:

- age: this refers to a person belonging to a particular age or range of ages;
- disability: a person has a disability if she or he has a physical or mental impairment that has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities;
- gender reassignment: people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) for the purpose of reassigning their sex¹¹;
- marriage and civil partnership: marriage can be between a man and a woman or between two people of the same sex. Same-sex couples and, since December 2019¹², mixed-sex couples can also have a civil partnership. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act)¹³;

⁸ High Speed Two Ltd (2017), *HS2 Sustainability Approach*. Available online at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/621219/hs2_sustainability_approach.pdf.

⁹ High Speed Two Ltd (2019), *Environmental Policy*. Available online at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/850372/Environmental_Policy_P03_signed.pdf.

¹⁰ Unless otherwise stated, definitions are based on those provided by the Equality and Human Rights Commission (EHRC). EHRC (2017), *Protected Characteristics*. Available online at: <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>.

¹¹ *Equality Act 2010*. Her Majesty's Stationery Office, London.

¹² *The Civil Partnership (Opposite-sex Couples) Regulations 2019*. Her Majesty's Stationery Office, London. Available online at: <http://www.legislation.gov.uk/uksi/2019/1458/contents/made>.

¹³ In relation to marriage and civil partnership, a body subject to the duty only needs to comply with the first aim of the duty (eliminate discrimination, harassment, victimisation) and only in relation to work. This is because the parts of the Act covering services and public functions, premises, and education do not apply to that protected characteristic.

- pregnancy and maternity: pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the 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;
- race: refers to a group of people defined by their colour, nationality (including citizenship) ethnic or national origins;
- religion or belief: religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical beliefs including lack of belief (such as Atheism);
- sex¹⁴: this refers to a man or to a woman, or to a group of people of the same sex; and
- sexual orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

3.1.8 This SMR uses the term 'protected characteristic groups' to refer to groups of people who share a particular protected characteristic. The Equality Act 2010 does not specify socio-economic status as a protected characteristic.

3.1.9 Under section 149 of the Act, a public authority in the exercise of its functions – or an individual who exercises public functions – is subject to the PSED. The PSED requires public bodies to have due regard to three aims:

- to eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act¹⁵;
- to advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it; and
- to foster good relations between people who share a relevant protected characteristic and those who do not share it.

3.1.10 Relevant guidance on fulfilling the PSED includes:

- Equality and Human Rights Commission¹⁶ (EHRC) *The Essential Guide to the Public Sector Equality Duty*¹⁷;
- EHRC, *Engagement and the Equality Duty: A guide for public authorities*¹⁸;

¹⁴ Sex is the protected characteristic and not gender.

¹⁵ For marriage and civil partnership, only the first requirement of the PSED – to eliminate discrimination, harassment and victimisation – applies.

¹⁶ Equality and Human Rights Commission (2012), *Public sector equality duty*. Available online at: <https://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty>.

¹⁷ Equality and Human Rights Commission (2014), *The essential guide to the public sector equality duty*. Available online at: https://www.equalityhumanrights.com/sites/default/files/psed_essential_guide_-_guidance_for_english_public_bodies.pdf.

¹⁸ Equality and Human Rights Commission (2014), *Engagement and the equality duty: A guide for Public Authorities*. Available online at: <https://www.equalityhumanrights.com/en/publication-download/engagement-and-equality-duty>.

- EHRC, Equality Act 2010: Technical Guidance on the Public Sector Equality Duty England¹⁹;
- EHRC, Meeting the Equality Duty in Policy and Decision-Making England (and non-devolved public authorities in Scotland and Wales)²⁰; and
- Government Equalities Office, Equality Act 2010: Public Sector Equality Duty What Do I Need To Know? A Quick Start Guide for Public Sector Organisations²¹.

The purpose of the EQIA

- 3.1.11 The EQIA contributes towards both enabling and documenting HS2 Ltd's active compliance with its legal duties under the PSED during the design stage of the Proposed Scheme. It is a predictive assessment, considering in advance of implementation the potential impacts arising from the construction and operation of the Proposed Scheme, and the likely or possible effects of these impacts for protected characteristic groups. The EQIA serves to inform design, mitigation and other relevant project-related decisions.
- 3.1.12 The objectives underpinning the EQIA are to:
- identify the presence of protected characteristic groups along the route, in particular where such groups are disproportionately represented amongst those most likely to be affected by the Proposed Scheme;
 - draw on engagement with stakeholders to inform understanding of the likely needs of protected characteristic groups relevant to identified potential impacts;
 - assess the likely effects of the Proposed Scheme's construction and operation for groups sharing protected characteristics, including how the Proposed Scheme could affect relations between groups;
 - identify measures to avoid, minimise and/or reduce possible negative equality effects for protected characteristics groups; and
 - identify relevant measures, which, as part of the Proposed Scheme design or mitigation, can further enhance equality of opportunity, address existing disadvantage or support good relations between protected characteristic groups and other people.

¹⁹ Equality and Human Rights Commission (2021), *Equality Act 2010: Technical guidance on the public sector equality duty: England*. Available online at: <https://www.equalityhumanrights.com/en/publication-download/technical-guidance-public-sector-equality-duty-england>.

²⁰ Equality and Human Rights Commission (2014), *Meeting the equality duty in policy and decision-making England (and non-devolved public authorities in Scotland and Wales)*. Available online at: <https://www.equalityhumanrights.com/en/publication-download/meeting-equality-duty-policy-and-decision-making-england-and-non-devolved>.

²¹ Government Equalities Office (2011), *Equality Act 2010: Public sector equality duty what do I need to know? A quick start guide for public sector organisations*. Available online at: <https://www.gov.uk/government/publications/public-sector-quick-start-guide-to-the-public-sector-equality-duty>.

- 3.1.13 The EQIA will consider relevant evidence, including baseline data, feedback from stakeholder engagement and published research on equality issues; record how that information was collected and analysed; and report potential equality effects.

Relationship with the environmental impact assessment

- 3.1.14 The EQIA will seek to assess whether significant effects identified in the relevant ES assessments (e.g. community; socio-economic; traffic and transport; air quality; sound, noise and vibration; or landscape and visual) would have disproportionate or differential impacts on groups with protected characteristics.
- 3.1.15 In some instances, environmental impacts not reported as significant effects in the ES may give rise to equality effects for people with needs or recognised sensitivities associated with their protected characteristic. For example, some disabled people may be more sensitive than the general population to changes in noise, or traffic and transport, and these 'differential' effects will be reported in the EQIA Report where appropriate. The EQIA Report also draws upon findings from the health assessment, which does not assign significance to identified impacts.
- 3.1.16 Reflecting the evolution of good practice and learning from Phase One and Phase 2a, the EQIA will draw on common baseline evidence from relevant environmental impact assessment (EIA) technical disciplines.

Equality screening process

- 3.1.17 A Department for Transport (DfT) EQIA screening report on High Speed Rail²², published in 2010, identified key aspects of the Proposed Scheme relevant for the assessment of equality impacts.

3.2 Establishment of baseline

Characteristics of communities

- 3.2.1 An Equality Analysis was conducted on behalf of HS2 Ltd in July 2013²³, as part of an Appraisal of Sustainability (AoS) of the proposed Phase Two route from the West Midlands to Manchester, Leeds and beyond, and the main alternatives. This analysis was updated in

²² Department for Transport (DfT) (2011), *High Speed Rail: Investing in Britain's Future - Equality Impact Screening*. Available online at: <http://webarchive.nationalarchives.gov.uk/+http://highspeedrail.dft.gov.uk/library/documents/equality-impact-screening>.

²³ High Speed Two Ltd (2013), *High Speed Rail: Consultation on the route from the West Midlands to Manchester, Leeds and beyond. Sustainability Statement, Appendix A – Equality Analysis*. London.

2016²⁴, and identified key equality concerns and potential impacts for protected characteristic groups, and 'clusters' of protected characteristics groups along the Phase Two route.

- 3.2.2 The EQIA will build on the evidence collected during the Equality Analysis to develop a more detailed understanding of protected characteristic groups in potentially affected communities. The reporting will reflect on the rural and urban spatial context and the disparities that may exist between communities along the route.

Baseline data collection

- 3.2.3 The EQIA will include relevant baseline evidence at the local, regional and national levels, to allow the assessment to consider the potential effects of the Proposed Scheme for protected characteristic groups at varying geographical scales. At the local level, data will be collected and analysed to identify where there is disproportionate representation of protected characteristic groups, in comparison to regional and route-wide averages.
- 3.2.4 The EQIA will also use existing research to understand the needs of protected characteristic groups so that the assessment of potential equality effects can be made more robust. The EQIA Report will include a summary of published evidence regarding how protected characteristic groups experience particular social or economic issues, which may shape their sensitivity or resilience to potential effects.
- 3.2.5 Baseline data on community or socio-economic resources that are likely to be impacted by the Proposed Scheme are taken from the ES.
- 3.2.6 Stakeholder engagement will be used to address gaps in baseline information about relevant protected characteristic groups as well as to understand the protected characteristics of users of community resources likely to be impacted by the Proposed Scheme. The approach to stakeholder engagement is set out in the following section.

3.3 Stakeholder engagement

Purpose of stakeholder engagement

- 3.3.1 Although local and national statistics can be applied to profile susceptibility and inequality, they will not uncover the concerns, perceptions and circumstances of local communities and stakeholders that contribute to the assessment of potential equality impacts.
- 3.3.2 Targeted stakeholder engagement will be used to address any gaps in baseline data and to develop a broader understanding of potential equality issues. The process of consultation

²⁴ High Speed Two Ltd (2016), *High Speed Rail: HS2 Phase 2b preferred route. Sustainability Statement including Post Consultation Update, Appendix A – Equality Analysis*. Available online at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/568165/C331_Sustainability_Statement_Update_Post_Consultation_Appendix_A_Equality_Analysis_WEB_VERSION.pdf

and engagement – and the feedback which this generates – can also be instrumental in influencing the development of a project.

Method for stakeholder engagement

3.3.3 For the purposes of the EQIA, the integrated approach to engagement will incorporate a dual approach:

- in line with High Speed Two Ltd Phase 2b Western Leg Information Paper G1: Consultation and engagement²⁵, measures will be planned and implemented to reduce and remove barriers to involvement and encourage participation by groups that HS2 Ltd may be otherwise unlikely to reach through standard consultation and engagement processes; and
- alongside general stakeholder engagement activity undertaken there will be an additional layer of targeted, equality specific engagement to inform the EQIA. This process will involve engagement with community groups, service providers and other organisations working with particular protected characteristic groups along the Phase 2b Western Leg route, identified through parish councils, local authorities and other relevant organisations, and through consultation on the working draft EQIA.

3.3.4 Geographically specific stakeholder mapping will help to manage engagement activities, and opportunities for integration will be exercised as far as possible in order to avoid duplication and consultation fatigue.

3.3.5 The need for equality specific stakeholder engagement will be determined on the basis of identified information gaps through the consideration of available information, including information gathered through general engagement activities. Equality specific stakeholder engagement will be proportionate and targeted where there are specific gaps in the information concerning potential impacts for particular protected characteristic groups.

3.4 Key aspects of the Proposed Scheme for consideration

3.4.1 The EQIA will consider effects on protected characteristic groups during both construction and operation of the Proposed Scheme. The following aspects are likely to be particularly relevant to the EQIA:

- land required temporarily or permanently for the construction or operation of the Proposed Scheme, including loss of residential and commercial property, publicly accessible open space, public right(s) of way (PRoW) and other routes, land or property used for sport/leisure, community, cultural and faith uses;

²⁵ High Speed Two Ltd (2022), Phase 2b Western Leg Information Paper G1: Consultation and engagement.

- environmental impacts on residential properties or community resources (e.g. noise, air quality);
- construction activities, including preparation works, construction traffic and heavy goods vehicles (HGVs), and employment generation;
- aspects of the Proposed Scheme once operational, including passing trains, stations and depots, the presence of physical structures (potentially causing severance), severance or re-routing of roads, PRow and other routes, direct and indirect employment and regeneration, and direct and indirect impacts on community facilities and resources; and
- mitigation, including air, noise and vibration control measures, visual screening and traffic management.

3.5 Scope of assessment

- 3.5.1 The scope of the EQIA reflects the requirements of the PSED. It draws on the EQIA for Phase One and Phase 2a of HS2, the Equality Analysis and EQIA screening reports from the Phase Two AoS, and the professional experience and judgement of the EQIA team.
- 3.5.2 Potential effects for people sharing particular protected characteristics will be grouped in relation to key equality concerns. They are:
- housing;
 - community infrastructure and open spaces;
 - employment and business;
 - traffic, transport and physical accessibility;
 - noise, air quality and other environmental effects;
 - crime, safety and personal security; and
 - health related equality effects.

Spatial scope

- 3.5.3 An overarching spatial approach based around eight community areas and three off-route works (ORW) sites is used across the ES and EQIA Report, ensuring consistency between the assessments.
- 3.5.4 There are eight community areas employed for the EIA (as shown on Figure 2):
- MA01 Hough to Walley's Green;
 - MA02 Wimboldsley to Lostock Gralam;
 - MA03 Pickmere to Agden and Hulseheath;
 - MA04 Broomedge to Glazebrook;
 - MA05 Risley to Bamfurlong;
 - MA06 Hulseheath to Manchester Airport;
 - MA07 Davenport Green to Ardwick; and

- MA08 Manchester Piccadilly Station.

3.5.5 The ORW sites are:

- Preston Station;
- Carlisle Station; and
- Annandale depot.

3.5.6 The ORW at Polmadie was scoped out of the EQIA (and also the ES) on the basis that the nature of the works proposed would not give rise to any equality effects.

3.5.7 The spatial scope is guided by the EIA and by professional experience and judgement. Equality effects will be considered at varying spatial levels according to the nature of the effect and the aspect of the Proposed Scheme that gives rise to the effect. For example, some effects will occur within the land temporarily or permanently required for the Proposed Scheme, with potential effects for communities both inside and outside the land requirements²⁶. Other effects, including noise and air quality effects, will take place at varying distances from the route alignment.

Temporal scope

3.5.8 Equality effects will be considered for the construction period (2025 – 2038) and operational period, starting in 2038.

3.6 Assessment methodology and reporting

Legislation

3.6.1 The Equality Act 2010 imposes the PSED which requires public bodies and individuals exercising public functions to have due regard for the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people.

Guidance

3.6.2 There is a limited range of guidance available that is specifically driven by practical application of EQIA, and none of which is statutory guidance. Relevant guidance on fulfilling the PSED is listed earlier in this section. In addition to this, the EQIA will also take into account accessibility guidance, including DfT guidance on Inclusive Mobility²⁷, and relevant British Standards²⁸.

²⁶ For example, a community outside the land requirements could be impacted by the loss of key community facilities on which they rely.

²⁷ Department for Transport (2005), *Inclusive Mobility*. Available online at: <https://www.gov.uk/government/publications/inclusive-mobility>.

²⁸ For example, BS8300, *Design of an accessible and inclusive built environment*.

- 3.6.3 Meeting the Equality Duty in Policy and Decision Making²⁹ states that ‘there is no prescribed methodology for assessing the impact on equality’ but recognises that established methods of equality assessment can be useful in enabling public sector bodies to appraise and report on their consideration of equality.
- 3.6.4 The methodology for the EQIA will draw on lessons learned from HS2 Phase One and Phase 2a.

Assessment criteria

- 3.6.5 The EQIA will not assess significance of effects. Instead, qualitative descriptive judgments will be made regarding the nature of potential equality effects. Equality effects are defined as where an impact is identified as likely to have disproportionate or differential effect on groups of people on the grounds of their protected characteristics.
- 3.6.6 A disproportionate equality effect arises when an impact has a proportionately greater effect on protected characteristic groups than on other members of the general population at a particular location. For the purposes of this EQIA, disproportionality can arise in two main ways, either:
- where an impact is predicted on a residential area, where protected characteristic groups are known to make up a greater proportion of the affected resident population than their representation in the wider local authority district and/or county/region; or
 - where an impact is predicted on a community resource predominantly or heavily used by protected characteristic groups (e.g. primary schools attended by children; care homes catering for older people).
- 3.6.7 A differential equality effect is one which affects members of a protected characteristic group differently from the rest of the general population because of specific needs, or a recognised sensitivity or vulnerability associated with their protected characteristic, irrespective of the number of people affected.
- 3.6.8 In some cases, protected characteristic groups could be subject to both disproportionate and differential equality effects.
- 3.6.9 The EQIA will consider impacts on groups of people rather than on individuals. Individuals may experience equality effects but these are not reported, due to data protection considerations.

²⁹ Equality and Human Rights Commission (2014), *Meeting the equality duty in policy and decision-making England (and non-devolved public authorities in Scotland and Wales)*. Available online at: <https://www.equalityhumanrights.com/en/publication-download/meeting-equality-duty-policy-and-decision-making-england-and-non-devolved>.

Equality effects to be considered

- 3.6.10 The EQIA will consider potential equality effects arising during both the construction and operational phases of the Proposed Scheme. On the basis of the findings of the EQIA for Phase One and Phase 2a of HS2, and of the Equality Analysis and EQIA screening assessments for the Phase Two AoS, it is anticipated that potential equality effects will include the following:
- housing:
 - there may be people with protected characteristics at risk of housing related disadvantage arising from demolition, compulsory purchase or severance during construction and/or operation; and
 - effects for community cohesion from displacement of occupants from residential properties and other secondary equality effects for protected characteristic groups.
 - community infrastructure and open spaces:
 - effects on protected characteristic groups' access to community facilities and services that facilitate their equal participation or that meet their specific needs (includes community facilities, places to practise religion or belief, key services, local high streets, schools, public open spaces, play spaces, recreational facilities) arising from road closures, diversions, project induced traffic congestion, presence of construction activities and workforce.
 - employment and business:
 - effects due to demolition and disruption from construction activity for businesses or charitable organisations providing a service or product aimed specifically at one or more protected characteristic groups; and
 - training and employment opportunities for protected characteristic groups, including construction and operational employment, indirectly created employment, and induced investment.
 - traffic, transport and physical accessibility:
 - road safety effects for relevant protected characteristic groups (including safe routes to schools) due to construction traffic, severance, changes to local road and pedestrian networks and new transport infrastructure;
 - disruption to public transport relied upon by protected characteristic groups for equal participation in daily living;
 - severance and/or diversion of PRow, and other pedestrian routes relied on by protected characteristic groups for equal participation in daily living;
 - increased journey times/delay effects for relevant protected groups, who may be more sensitive these effects, arising from construction traffic and changes to the local road network; and
 - isolation of communities from the services and facilities they use on a regular basis as a result of severance, increased journey times or public transport disruption.

- noise, air quality and other environmental effects:
 - residual noise and air quality effects from construction activities, construction traffic, train movements and induced road traffic changes for differentially or disproportionately affected protected characteristic groups (including where community facilities known to be used by protected characteristic groups such as schools, care homes, places of worship etc. are affected).
- crime, safety and personal security:
 - changes in actual safety or feelings of safety at, for example, bus stops suspended or relocated by construction-related disruption, for differentially affected protected characteristic groups; and
 - personal security effects for differentially affected protected characteristic groups.
- health related equality effects arising from:
 - impacts of exposure to noise and air emissions during construction and operation;
 - changes to the local visual environment affecting disabled people with health conditions who have a heightened sensitivity to visual stimuli; and
 - impacts on mental wellbeing associated with a reduction in neighbourhood quality or as the result of the loss of health or social care related resources/services.

Area based effects

- 3.6.11 Area-based effects occur where there is disproportionate representation of one or more PCGs within a community which are more likely to be sensitive to equality effects experienced within the local area. These 'area-based' equality effects may arise as a result of community isolation and/or a loss of social cohesion, and/or impacts on multiple resources used by PCGs who are disproportionately represented in the locality.
- 3.6.12 The EQIA will acknowledge where area-based effects coincide with Neighbourhood Quality effects reported in the health topic section of the ES. These relate to impacts on mental wellbeing for people within identified geographical areas as a result of changes to the physical environment arising from the construction of the Proposed Scheme.
- 3.6.13 It is recognised that other potential equality effects may be identified during the assessment process.

3.7 Assumptions

- 3.7.1 Changes in public policy, economic and other wider factors will shape, in both intended and unintended ways, the social, economic and environmental conditions that influence inequality and the way it is experienced amongst affected communities. This imposes limitations on identifying the impacts directly attributable to HS2 Phase 2b.
- 3.7.2 For assessment purposes it will be necessary to assume that the baseline characteristics established during the EQIA process will remain largely unchanged. Where information on

forecast changes to population characteristics or planned community facilities are available, these will be taken into consideration where relevant.

3.8 Reporting

- 3.8.1 There is no legally prescribed form or structure for the content of an EQIA Report. The formal EQIA Report will be structured in a logical and comprehensible manner, taking account of the need for the information to be accessible, understandable and readable to a broad audience and drawing on lessons from Phase One and Phase 2a. It is intended that it will contain appropriate signposting and web-links (in the case of the electronic version) to facilitate navigation through the document for those seeking information relevant to their needs. Alternative formats (e.g. Braille, audio and translations into different languages) will be made available upon request on a case by case basis.

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Glossary of terms

Term	Definition
baseline	Existing environmental conditions present on, or near a site, against which future changes can be measured or predicted.
conventional compatible trains	Trains that are designed to run on both the new High Speed Two rail network and the existing rail network.
conventional line/railway network	The existing UK rail network (excluding High Speed One and High Speed Two).
Department for Transport	Government department responsible for transport matters in the UK (where powers have not been devolved).
East Coast Main Line	The existing rail route connecting London King's Cross, Peterborough, Doncaster, Wakefield, Leeds, York, Darlington, Newcastle and Edinburgh.
environmental impact assessment	A process of systematically assessing the likely environmental effects of proposed development projects. An EIA must fulfil the requirements of the Town and Country Planning (Environmental Impact Assessment) Regulations 2017 (SI 2017/571) (the 'EIA Regulations 2017'), which reflect the European Union (EU) EIA Directive (2014/52/EU) (the 'EIA Directive 2014') requirements for assessment of the effects of certain public and private projects on the environment. The Environmental Impact Assessment (Scotland) Regulations 2017 transpose the EIA Directive, as amended, into the Scottish planning system. There is no substantive difference between the two Regulations as they both transpose the EIA Directive. An EIA is reported in a suite of documents known as an Environmental Statement. In the case of hybrid Bills, Private Business Standing Order 27A of the Houses of Parliament requires that the hybrid Bill is accompanied by a set of supporting documents, including an Environmental Statement describing the likely significant effects of the Proposed Scheme on people and the environment together with a report on the reasonable alternatives studied.
Environmental Statement	A suite of documents produced as part of an environmental impact assessment. It must include all information that is reasonably required to assess the likely significant environmental effects of a proposed development.
The Equality Act 2010	Equality Act 2010, which repeals and consolidates previous legislation – including the Sex Discrimination Act 1975, the Race Discrimination Act 1976, and the Disability Discrimination Act 1995. It is designed to prohibit discrimination on the grounds of protected characteristics.

Equality Impact Assessment

Scope and Methodology Report

Term	Definition
equality impact assessment	A predictive assessment of the possible equality effects of the Proposed Scheme during construction and operation on protected characteristic groups.
Erewash Valley Line	A railway which runs from Trent junction near Long Eaton northwards to Clay Cross south of Chesterfield.
High Speed One	High speed rail line from St Pancras International Station in London to the Channel Tunnel. Formerly known as the Channel Tunnel Rail Link.
High Speed Two	Proposed high speed rail line network connecting London with the West Midlands ('Phase One'), with Crewe ('Phase 2a'), and with Manchester and Leeds ('Phase 2b').
High Speed Two Limited	The company set up by the Government to develop proposals for a new high speed railway line between London and the West Midlands and to consider the case for new high speed rail services linking London, northern England and Scotland.
hybrid Bill	Hybrid Bills mix the characteristics of public and private bills. The provisions in a hybrid Bill would affect the general public, but would also have particular effects on specific individuals or groups.
infrastructure maintenance depot	A facility providing logistical support for the maintenance and repair of the HS2 railway track and associated infrastructure (excluding trains).
mitigation	The proposed means to avoid, prevent or reduce the likely adverse effects of development on the environment
Phase 2a	The section of the Phase Two route between the West Midlands and Crewe. It will include a connection with Phase One at Fradley, to the north-east of Lichfield, and a connection with the West Coast Main Line south of Crewe.
Phase 2b	The section of the Phase Two route from Crewe to Manchester and West Midlands to Leeds, with stations at Manchester Airport, Manchester Piccadilly, the East Midlands and Leeds, connections onto the West Coast Main Line and East Coast Main Line and a number of works required beyond the route corridors, such as to the existing conventional rail network.
Phase 2b Eastern Leg	The section of Phase 2b from the West Midlands to Leeds, via the East Midlands and South Yorkshire with new stations at East Midlands and Leeds and a connection onto the East Coast Main Line.
Phase 2b Western Leg	The section of Phase 2b from Crewe to Manchester, with new stations at Manchester Airport and Manchester Piccadilly, a connection onto the West Coast Main Line and a number of works required beyond the route corridor, such as to the existing conventional rail network.

Equality Impact Assessment

Scope and Methodology Report

Term	Definition
Phase One	Phase One of the proposed HS2 network, a high speed railway between London and the West Midlands with a connection via the West Coast Main Line at conventional speeds to the North West and Scotland. Phase One includes stations at London Euston, Old Oak Common (West London), Birmingham Interchange (near the National Exhibition Centre and Birmingham Airport) and Curzon Street (Birmingham city centre).
Phase Two	Phase Two of the proposed HS2 network to extend the high speed railway beyond the West Midlands to Manchester and other northern cities, including via connections with the conventional rail network.
Proposed Scheme	The scheme which is the subject of the hybrid bill for the Phase 2b Western Leg. It includes the section of Phase 2b from Crewe to Manchester, with new stations at Manchester Airport and Manchester Piccadilly, a connection onto the West Coast Main Line and a number of works required beyond the route corridor, such as to the existing conventional rail network.
protected characteristic groups	Groups identified in the Equality Act 2010 as sharing a particular characteristic against whom it is illegal to discriminate.
public right(s) of way	A highway where the public has the right to walk; and, depending on its class, use for other modes of travel. It can be a footpath (used for walking only), a bridleway (used for walking, riding a horse and cycling), a restricted byway (as a bridleway, but use by non-motorised vehicles also permitted) or a byway that is open to all traffic (include motor vehicles).
Public Sector Equality Duty (PSED)	The PSED requires public bodies to have due regard to three aims: <ul style="list-style-type: none"> • to eliminate discrimination, harassment and victimisation; • to advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it; and • to foster good relations between people who share a relevant protected characteristic and those who do not share it.
West Coast Main Line	Inter-urban rail line connecting London, Birmingham, Manchester, Liverpool and Glasgow.
Y network	Completed HS2 network (both Phase One and Two), comprising a high speed rail line between London and the West Midlands, then splitting into two lines, one continuing to Manchester and the other to Leeds via the East Midlands.

Annex A – List of acronyms

Abbreviation	Meaning
AoS	appraisal of sustainability
DfT	Department for Transport
ECML	East Coast Main Line
EHRC	Equality and Human Rights Commission
EIA	environmental impact assessment
EQIA	equality impact assessment
ES	Environmental Statement
HGV	heavy goods vehicle(s)
HS2	High Speed Two
IMB-R	Infrastructure maintenance base – rail
NPR	Northern Powerhouse Rail
ONS	Office for National Statistics
ORW	Off-route works
PRoW	public right(s) of way
PCG	Protected characteristic group
PSED	Public Sector Equality Duty
RSD	Rolling stock depot
SMR	Scope and Methodology Report
UK	United Kingdom
WCML	West Coast Main Line

High Speed Two (HS2) Limited

Two Snowhill

Snow Hill Queensway

Birmingham B4 6GA

Freephone: 08081 434 434

Minicom: 08081 456 472

Email: HS2enquiries@hs2.org.uk