



The Sizewell C Project

5.14 Equality Statement

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1 Equality Statement

1.1 Introduction

1.1.1 This report considers the potential effects on equality of the construction and operation of the proposed Sizewell C power station and construction, operation, and removal and reinstatement (where relevant) of the associated development.

1.1.2 Sizewell C would be a new nuclear power station on land immediately to the north of the existing Sizewell B power station. This Equality Statement is part of SZC Co.'s application for development consent for the Sizewell C Project.

1.1.3 The effects of the Sizewell C Project during its construction and operation phases have been assessed as part of the application. This Equality Statement draws together these assessments and considers the effects in relation to equality.

a) The Sizewell C Project

1.1.4 SZC Co. is proposing to build a new nuclear power station at Sizewell in East Suffolk. It would be known as Sizewell C. Once built it would provide enough electricity to supply approximately 6 million homes (about 20% of all homes in the UK). This would support Government policy to move to a low carbon economy.

1.1.5 The power station would be on the Suffolk coast approximately halfway between Felixstowe and Lowestoft, to the north-east of Leiston (referred to as the 'main development site'). This would include the land for the permanent power station, and additional land needed on a temporary basis to support its construction.

1.1.6 At the peak of construction (2028) up to 7,900 construction workers at the main development site, plus 600 associated development staff would be needed.

1.1.7 The main development site would include facilities to support the construction workforce, comprising a temporary accommodation campus (with gym, restaurant, bar, and informal recreation facilities), a temporary caravan site, and a 24/7 occupational health service. Off-site in Leiston, new sports facilities for shared worker and community use would be provided.

1.1.8 The application also includes the following associated development to support the transport of workers and materials to and from the main development site during construction of the power station:

- northern park and ride at Darsham;
- southern park and ride at Wickham Market;
- two village bypass;
- Sizewell link road;
- Yoxford roundabout and other highway improvements;
- freight management facility; and
- green rail route and rail improvements.

1.1.9 Some of the facilities built to support the construction, including the accommodation campus, caravan site, park and rides, and green rail route, would no longer be needed after construction is complete and would be removed and the sites reinstated. The two village bypass, Sizewell link road, Yoxford roundabout, other highway and rail improvements, as well as the off-site sports pitches in Leiston, will remain in place after construction, as part of the legacy of the Sizewell C Project.

1.1.10 When the power station is operational, there would be approximately 900 people working there (700 staff and 200 contractors). The site workforce would increase by approximately 1,000 every 18 months or so per unit (Sizewell C is a twin reactor) for planned maintenance and refuelling outages.

b) Purpose of the report

1.1.11 This Equality Statement has been prepared to provide information to support the Development Consent Order (DCO) application for the construction and operation of the proposed Sizewell C power station.

1.1.12 The need for Sizewell C has been established as a matter of national policy. The Government's National Policy Statement (NPS) EN-1 (Ref 1.1) establishes the need for new electricity generating capacity and for new nuclear power to be part of that. NPS EN-6 (Ref 1.2) confirms the suitability of Sizewell as a site for the deployment of a new nuclear power station before the end of 2025.

- 1.1.13 As explained in further detail in the **Planning Statement** (Doc Ref. 8.4), NPS EN-1 and EN-6 do not formally have effect for the Sizewell C DCO application as it is no longer possible for deployment to take place by the end of 2025. However, the Government has confirmed that both NPS EN-1 and NPS EN-6 incorporate information, assessments and statements, including statements concerning the need for nuclear power, which continue to be important and relevant for the Sizewell C Project.
- 1.1.14 As there has been no relevant change of circumstances since the NPSs were designated, significant weight should be given to the policies in NPS EN-1 and NPS EN-6., What remains is to assess the suitability of the Sizewell C DCO application proposals having regard to the key effects and associated mitigation of those effects against the assessment principles set out in NPS EN-1 and NPS EN-6 and other important and relevant issues..
- 1.1.15 The DCO application contains a range of documents assessing the impacts of the proposals, notably the **Environmental Statement (ES)** (Doc Ref. 6.1 to 6.11) and **Transport Assessment** (Doc Ref. 8.5). This Equality Statement draws upon these documents to specifically consider the potential effects of the Sizewell C Project on equality, in order to inform the DCO decision-making process.

1.2 Scope and Methodology

a) Legislative context

- 1.2.1 The Equality Act 2010 (Ref 1.3) (the Act) forms the basis of anti-discrimination law within Great Britain. Section 149 of the Act (the Public Sector Equality Duty) requires public authorities to have due regard to a number of equality considerations when exercising their functions including decision making on planning applications. This Public Sector Equality Duty includes the need to:
- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - advance equality of opportunity between persons who share a relevant protected characteristic (explained in detail below) and persons who do not share it; and
 - foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

1.2.2 Section 4 of the Act sets out a list of protected characteristics which prioritise particular characteristics aimed to reduce socio-economic inequalities, which are:

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

1.2.3 The need to advance equality of opportunity includes the need to (as set out in Section 149 (3) of the Act):

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are not connected to that characteristic;
- take steps to meet the needs of people who share a relevant protected characteristic that are different from the needs of persons who do not share it; and
- encourage people from protected groups to participate in public life or in any other activities where their participation is disproportionately low.

1.2.4 The Act does not specifically require equalities impact assessment nor define how it should be carried out. The Public Sector Equality Duty is to have “*due regard*” to the requirements of the Act. The DCO applicant (SZC Co.) is not a public body subject to the Public Sector Equality Duty, so the Equality Statement is submitted in order to inform the consideration of the

application by the determining authority (in this case the Secretary of State) and to facilitate the fulfilment of the Public Sector Equality Duty.

b) **Approach to assessment**

1.2.5 Everyone affected by a development will have some protected characteristics under the Act (such as age, race, and sex), and they will not all be equally affected. That does not, however, necessarily constitute an equality effect.

1.2.6 To identify which effects are relevant to equality, a growing body of practice in equality assessment, including for DCO applications, has distinguished equality impacts as those that have either disproportionate or differential equality effects, as explained below:

- Disproportionate equality effect: there may be a disproportionate equality effect where people with a particular protected characteristic make up a significantly greater proportion of those affected than in the wider population.
- Differential equality effect: there may be a differential equality effect where people with a protected characteristic are affected differently from the general population as a result of vulnerabilities or restrictions they face because of that protected characteristic.

1.2.7 The scale and significance of such impacts cannot always be quantified. It is common for equality assessment to address this through descriptive analysis of impacts and identifying the potential direction of effects.

1.2.8 In the context of development, some impacts are inherently more difficult to quantify, or for a planning consent to directly control. For example, some effects may depend on how people respond to a development in future (e.g. effects of traffic, employment, or accommodation), which can only be modelled and forecast, not directly measured in advance. For this reason, this Equality Statement can only consider effects that can reasonably be foreseen as likely and significant.

1.2.9 Any policy decision taken by a public body may involve a need to consider and balance a range of both positive and negative effects of different types. There may be reasonable mitigation measures that can eliminate or reduce some disproportionate or differential equalities impacts, but such impacts may not always be avoidable. Consideration can be given to whether there are any alternative approaches that could alleviate or mitigate the impact of a decision. The Public Sector Equality Duty is to give due regard to all equality considerations, in accordance with the Act, and attribute

appropriate weight to such considerations. Equalities impacts should be a consideration in the balance when determining the application, alongside the benefits arising from the proposed development.

1.2.10 Elements of this Equality Statement can also inform decisions made on the later implementation of the Sizewell C Project, including the implementation of mitigation funds.

1.2.11 Some decisions have already been taken through the National Policy Statement (NPS) process, including the overall need for nuclear within the country's energy mix, and the suitability of the Sizewell site for consideration for a new nuclear power plant. Equality was considered in the Appraisal of Sustainability for the NPSs.

1.2.12 In addition, many of the wider aspects of the scheme, including future employment and recruitment decisions, will themselves be subject to the Act, separately from the planning system.

c) **Identification of potential effects**

1.2.13 The scope of assessment has been informed by a review of the effects identified in the application documents, and a comparison with the equality assessments made of other major DCO applications. This has been informed by literature on equalities assessment and by issues raised during consultation with the public and stakeholders.

1.2.14 The aspects of the scheme considered relevant to assessment of equality include:

- Effects on properties – including homes and community facilities.
- Effects on people – including employment and health effects.
- Effects on land – including severance and displacement.
- Effects on communities – including temporary worker migration and accommodation.

1.2.15 For the purposes of this Equality Statement, these aspects have been assessed by considering how the following affect equality characteristics, either differentially or disproportionately:

- Noise and air quality.

- Traffic, transport and access.
- Access to community infrastructure and services.
- Employment and skills.
- Social cohesion (including housing, population, community safety).

1.2.16 In line with the **ES** (Doc Ref. 6.1 to 6.11), this report considers the impacts on equality characteristics during both the construction and operation phases of the Sizewell C Project, including the construction, operation, and removal and reinstatement (where relevant) of the associated development.

d) **Methodology**

1.2.17 This Equality Statement draws on a wide range of information. In particular it takes the effects of the development that are identified in other documents forming part of the DCO application, and considers the likelihood of these effects being felt differentially or disproportionately by those with particular protected characteristics.

1.2.18 Consideration is given to:

- The **ES** (including in particular chapters on socio-economics, transport, noise and vibration, air quality, amenity and recreation, and health and wellbeing) (Doc Ref. 6.1 to 6.11).
- **Transport Assessment** (Doc Ref. 8.5).
- An additional equality-specific baseline.

1.2.19 Mitigation and management of effects are considered, in relation to:

- Embedded design measures as set out in the **ES** (Doc Ref. 6.1 to 6.11).
- **Draft Section 106 Heads of Terms**, provided as **Appendix J** to the **Planning Statement** (Doc Ref. 8.4).
- **Accommodation Strategy** (Doc Ref. 8.10).
- **Code of Construction Practice** (Doc Ref. 8.11).

- **Community Safety Management Plan** (Doc Ref. 8.16).

1.2.20 The potential equality effects after mitigation are considered in **section 1.6**, including where relevant recommendations for implementation of mitigation to minimise equality effects which are set out in **section 1.7**.

1.2.21 Note that the aim of the Equality Statement is to identify the potential equality effects, not to identify individuals or specific locations affected. The **ES** (Doc Ref. 6.1 to 6.11) and **Transport Assessment** (Doc Ref. 8.5) identify the places affected by noise, air quality, severance etc.; the Equality Statement does not duplicate this, but considers whether the overall incidence of those effects is likely to have differential or disproportionate effects with respect to protected characteristics.

e) **Assumptions and limitations**

1.2.22 The incidence of the effects of the proposed development, as set out in the **ES** (Doc Ref. 6.1 to 6.11) and other application documents, will differ between individuals in ways that can give rise to equality effects. However these differences are not always predictable and depend greatly on individual circumstances.

1.2.23 The nature of the protected characteristics considered by the Equality Statement means that some equality effects are sensitive and personal in nature, and in some cases public data does not exist at a local level to predict them with certainty.

1.2.24 Reliance may therefore need to be made on wider population average data, as well as professional judgement. This gives a reasonable indication of potential equality effects, and is in line with practice on other major infrastructure projects. It is nonetheless not possible to capture with certainty all possible future equality effects, and the conclusions of this report put an emphasis on the ongoing mitigation and monitoring, in order to address future issues should they arise.

1.3 Policy

1.3.1 The overarching legislative framework for considering equality is set by the Equality Act 2010, as described in **section 1.2**. It is the Act that defines protected characteristics and also the Public Sector Equality Duty.

1.3.2 This section summarises a number of other relevant national, regional and local policies or strategies with relevance to the Equality Statement for Sizewell C.

a) [National Policy Statements for Energy Infrastructure, 2011](#)

1.3.3 The Overarching NPS for Energy (EN-1) (Ref 1.1), states that policy should contribute towards improving the UK’s security of energy support, and indirectly have positive effects for health and well-being through helping secure affordable supplies of energy and minimising fuel poverty. It states that *“positive medium and long term effects are also likely for equalities.”*

1.3.4 National policy relating specifically to nuclear power is set out in EN-6 (Ref 1.2), which confirms that the reasons set out in EN-1 also apply.

b) [Integrated Communities Action Plan, 2019](#)

1.3.5 The Government’s national action plan (Ref 1.4) sets out steps for implementation of the 2018 Integrated Communities Strategy Green Paper, with the aim of creating stronger and more integrated communities.

1.3.6 The action plan sets out eight areas of focus:

- Strengthening leadership.
- Supporting new migrants and local residents.
- Education and young people.
- Boosting English language.
- Places and communities.
- Increasing economic opportunity.
- Rights and freedoms.
- Measuring success.

1.3.7 Within these are a range of actions for national and local bodies, in the public, private and voluntary sector, to help communities integrate and develop.

c) [Economic Strategy for Norfolk and Suffolk](#)

1.3.8 The strategy (Ref 1.5) covers growth in the region to 2036, with an emphasis on business, employment, and skills. Inclusive growth, benefiting everyone, is a strong theme of the document. The document notes a high

and growing elderly population, demonstrating methods that will be used to improve the wellbeing and financial positions of elderly residents.

1.3.9 The strategy also discusses the importance of education, training, and access to work for young people, with plans to collaborate with business leaders, local authorities and the community sector, as well as various universities and colleges in an attempt to drive future success by creating an environment that businesses can thrive in.

1.3.10 The New Anglia Local Enterprise Partnership (NALEP) also supports the idea of efficiently promoting the delivery of high-quality apprenticeships by providing local young residents with clear, accessible routes into one of the nine “focus” sectors set out by NALEP, including Energy, Life Sciences and Financial Services & Insurance. A “*Youth Pledge*” has been constructed, promising to provide all young people in Norfolk and Suffolk with the assistance needed to gain employment, apprenticeships, training or work experience for a 3-month period after completing education.

d) [Suffolk County Council Corporate Equality Objectives 2016-2020](#)

1.3.11 Suffolk County Council’s Equalities and Inclusion Board has set three corporate equality objectives for the period 2016-2020 (Ref 1.6). These are:

- *“Ensure the needs of people with protected characteristics are considered when making changes to policies or services.*
- *Ensure that within a locality-working approach, the voice of all communities are heard when decisions are being made.*
- *Empower more people with protected characteristics to live safe, healthy and independent lives.”*

e) [East Suffolk Council Equality and Diversity Policy](#)

1.3.12 East Suffolk Council’s equality policy (Ref 1.7) sets out four aims and objectives:

- Ensuring that services are accessible for all.
- Equal and appropriate opportunities in employment and recruitment situations.
- Effective partnership working with all sectors of the community.

- Actively trying to promote equality wherever possible.

1.3.13 The council uses a template for carrying out equality impact assessment as part of its decision-making process. In addition to the protected characteristics set out in the Equality Act 2010, this template also considers effects on:

- Socio-economic status: impact on people who would otherwise be excluded due to affordability and access issues.
- Any other groups/issues: unemployed, homeless, refugees or asylum seekers, migrant workers, rural issues.

1.3.14 East Suffolk Council also vows to promote equality by accomplishing the following:

- Supporting a diverse and engaged workforce that feels empowered and involved.
- Providing clear and understandable information on services provided in accessible formats.
- Making funding decisions based on a fair, equitable and consistent approach.

f) East Suffolk Business Plan

1.3.15 The then Suffolk Coastal and Waveney District Councils collaborated to create a business plan (Ref 1.8) in order to ensure that high quality frontline services are maintained while controlling the costs and working to enhance the quality of life for all residents.

1.3.16 Some of the opportunities and challenges that East Suffolk Council plans to take advantage of include:

- Investment in growth and infrastructure projects.
- Growing employment opportunities and wages.
- Improving education and skills.
- Further alignment and integration across the public sector.

1.3.17 The plan stresses the importance of helping all local residents in fulfilling their potential while keeping towns safe, maintaining good levels of health and ensuring that elderly and young people are protected and supported. Successfully delivering this vision would significantly improve the social, economic and environmental wellbeing of the area.

1.3.18 In order to effectively deliver the plan, East Suffolk Council have adopted a three-pronged strategy that will assist all residents in achieving best possible quality of life. The strategies include:

- Enabling communities.
- Promoting economic growth.
- Becoming financially self-sufficient.

1.3.19 Some of East Suffolk Council’s planned actions for the near future include:

- Providing more apprenticeships.
- Supporting local business associations and partner organisations to create vibrant market towns which are attractive to residents and visitors.
- Increasing opportunities and the number of affordable homes, especially for young people.
- Ensuring that all individuals entitled to welfare support or benefits receive them promptly.

1.4 **Baseline**

1.4.1 This section of the Equality Statement sets out the baseline for the area surrounding the main development site and off-site associated development in terms of protected characteristics. It also looks at community infrastructure in the area of particular relevance to equality.

1.4.2 The baseline takes a proportionate approach, including a particular focus on communities in closest proximity to the main development site and associated developments including Leiston, Saxmundham, Snape, Yoxford and Aldeburgh, as the areas considered most likely to experience potential equality effects. Data is also included for East Suffolk (within which the

main development site and all associated development sites are located), and wider-scale areas, including the 60 minute and 90 minute travel areas¹. Note that the areas and years at which data is presented varies and is in many cases dictated by what is available, with many statistics relating to equality being unavailable at a local scale.

1.4.3 Data collection is a particular problem for equality analysis as some protected characteristics are of a personal nature may be under-reported or simply not covered by any official data.

a) Population

1.4.4 Leiston, the closest ward to the main development site and which includes Sizewell, had an estimated population of 6,515 in 2018. Office for National Statistics (ONS) mid-year estimates indicate that the total resident population of the five closest wards surrounding the main development site was 19,467.

1.4.5 When looking at the five closest wards to the main development site, between 2011 and 2018 the combined population grew by approximately 6%. Within this Saxmundham had the highest growth, of 17.4%.

1.4.6 This compares to the East Suffolk district and Eastern region growth rates of 3.4% and 5.8% respectively.

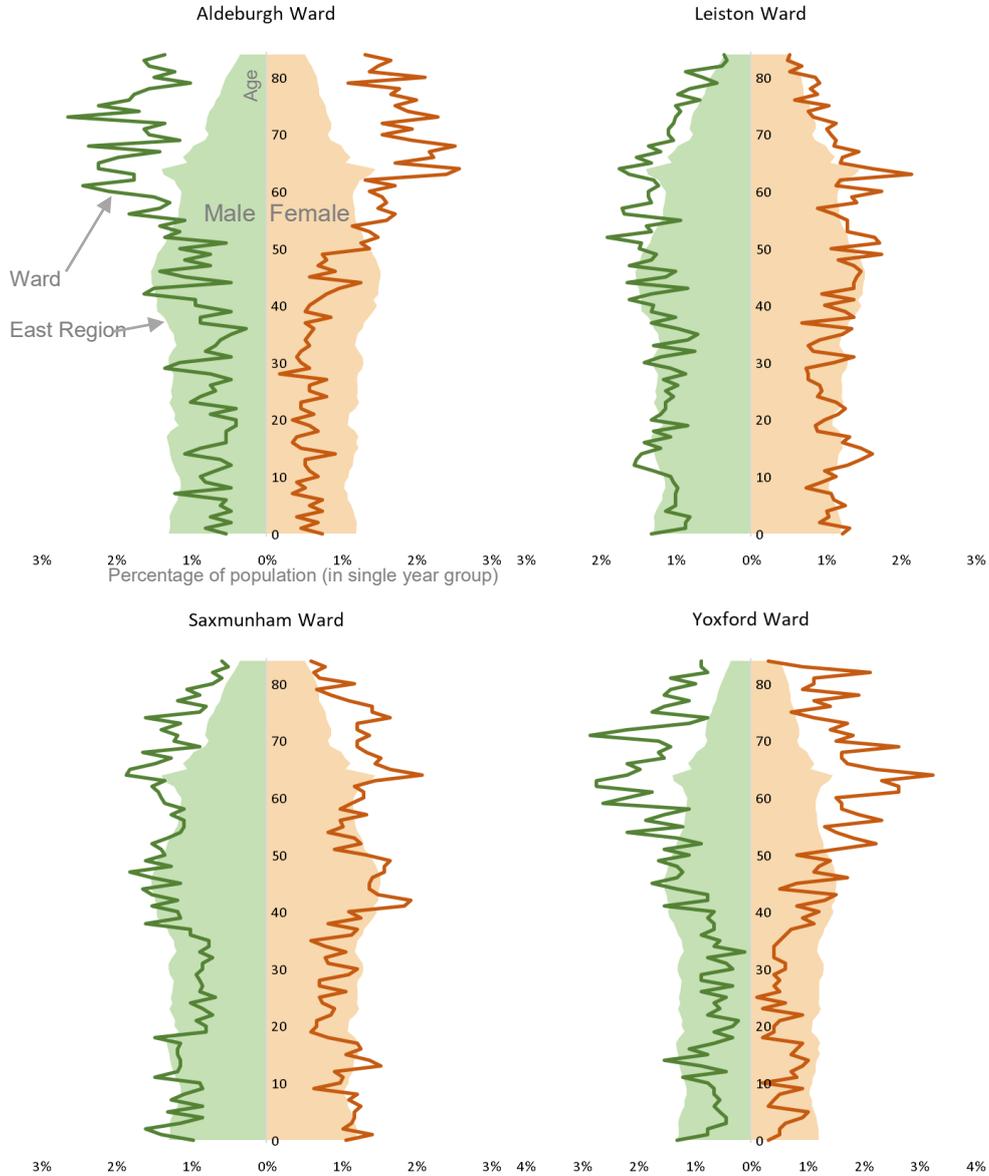
b) Age

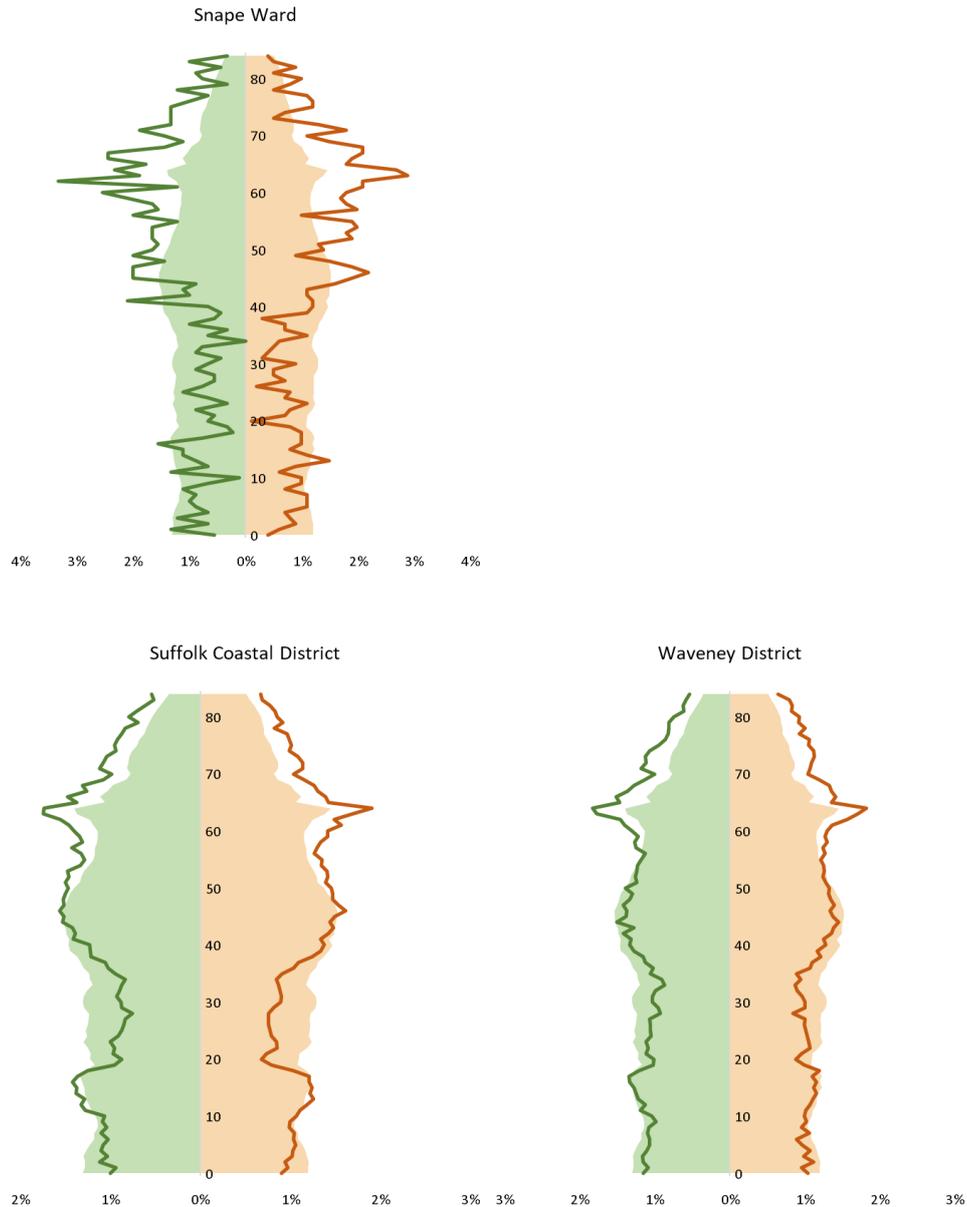
1.4.7 Population pyramids using data from the 2011 Census are presented in **Plate 1.1** comparing the age profile of wards and districts with the average for the East of England. It shows a consistent pattern with the local area having a particularly high proportion of older people.

1.4.8 The proportion of working age residents (16–64 years), varies from Leiston at 60.1% to Aldeburgh at 47.8%. Across the 60 minute zone 23.0% of the population is aged over 65 compared to 20.2% in the 90 minute zone.

¹ 90 and 60 minutes are used in the application as typical maximum distances travelled by home-based workers (existing residents), and non-home based workers (incoming workers), respectively.

Plate 1.1: Age profile (2011 Census, with East of England region as comparator)





c) Sex

1.4.9

The male/female proportion does not vary much across the immediate local wards with all wards having a very slightly larger proportion of females than males. Leiston has the lowest proportion of females out of the five closest wards, with a gender split of 49% males and 51% females while Aldeburgh has the largest proportion of women out of the chosen wards, with a gender split of 46% males and 54% females.

1.4.10 This compares to the Eastern region with a split of approximately 49% for males and 51% for females.

1.4.11 The gender split for the 60 and 90 minute travel areas are both also approximately 49% and a female population of 51%.

d) Marriage and Civil Partnership

1.4.12 According to data from the 2011 Census, approximately 53% of residents over the age of 16 in the local five wards are married – ranging from 49.4% in Leiston to 58.6% in Snape. This is a little higher than the East of England average of 49.9%. Census data indicates that a higher proportion of residents residing in the 60 minute zone are married (54%) compared to the 90 minute zone (50%).

1.4.13 The proportion of residents in a civil partnership is below 1% for all five wards, Suffolk, and England, although is likely to have increased since 2011 as this status was relatively new at the time of the Census.

e) Gender Reassignment

1.4.14 A person has the protected characteristic of gender reassignment if they are proposing to undergo, are undergoing, or have undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex (Equality Act, 2010).

1.4.15 To be protected from gender reassignment discrimination, a person does not need to have had surgery to change from their birth sex to their preferred gender. The Equality Act 2010 states that an individual can be at any stage of the transition process to experience discrimination which can be from planning to change their gender to actually going through the procedure or completing it.

1.4.16 The ONS acknowledged the fact that there was a large gap in in data for some equality areas in the 2009 “Trans Data Position Paper” (Ref 1.9), especially when examining gender reassignment. As well as this report encouraging more data collection to be carried out regarding gender reassignment, the 2021 Census topic consultation (Ref 1.10) also identified a need for increased understanding of gender identity, mainly for service planning and development of government and local policy.

f) Sexual Orientation

1.4.17 Sexual orientation can be defined as a protected characteristic that includes a person’s sexual behaviour, sexual attraction, and sexual identity and the

Equality Act 2010 states that any individual should be able to express their sexual orientation without the fear of being discriminated against.

1.4.18 Discrimination against an individual as a result of their sexual orientation may take various forms which include: discrimination as a result of perceiving an individual's sexual orientation (discrimination by perception) or discrimination aimed towards an individual as a result of this person being associated, related or associated to another individual with a particular sexual orientation (discrimination by association).

1.4.19 Although there are currently limited statistics on sexual orientation at ward or district level, the ONS have conducted research (Ref 1.11) examining sexual identity by region and country. The proportion of individuals identifying as gay, lesbian or bisexual in the East of England region (1.5%) was consistently lower than that recorded for England as a whole (2.1%).

g) Pregnancy and Maternity

1.4.20 The ONS does not provide statistics on the number of people who are pregnant so in order to evaluate this protected characteristic, data looking at live births is used here as a proxy. This data is only available at district and regional level, not ward.

1.4.21 The general fertility rate (live births per 1,000 women aged 15 to 44) is relatively low in East Suffolk at 56, compared to 62.1 in the East of England region, and 59.2 in England as a whole. The rate has fallen across all three in recent years.

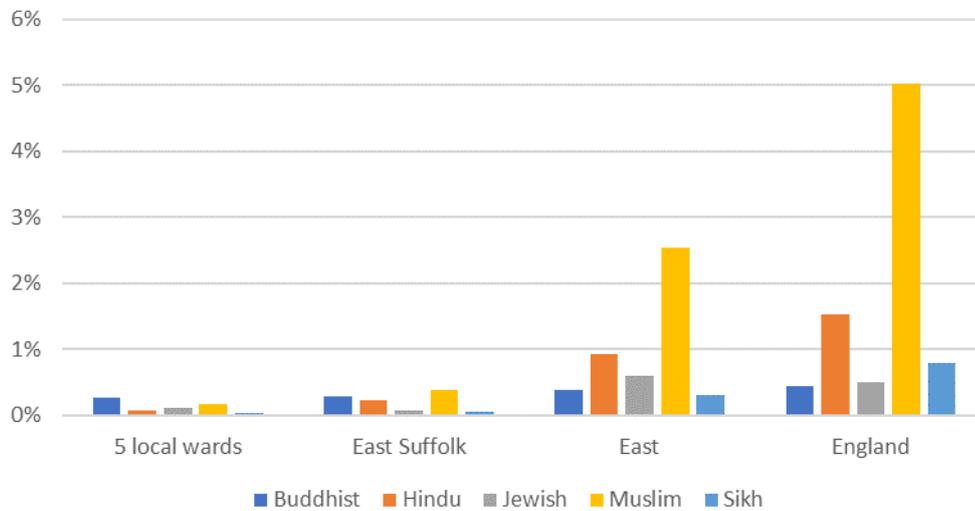
h) Religion and Belief

1.4.22 According to the 2011 Census, 64% of the population of the local five wards consider themselves to belong to a religion, which is not significantly different from the proportions in East Suffolk district, the East of England region, or England as a whole.

1.4.23 Of those who are religious, 98% are Christian, both in the local five wards and in East Suffolk, which is higher than the East of England region (92%) and England (87%).

1.4.24 The second most common religion in the immediate five ward area was Buddhist (0.3%), and in East Suffolk it was Islam (0.4%). The proportion of other religions is shown in **Plate 1.2**.

Plate 1.2: Religions other than Christianity (ONS)



i) Disability

1.4.25 In the 2011 Census, for the five wards around the main development site, 21% of residents said that their day to day activities were limited a little or a lot by long-term health problems or disability.

1.4.26 This compares to 20% in East Suffolk, 17% in the East of England region, and 18% in England as a whole. In part this is likely to reflect the higher number of older residents in the local area.

1.4.27 The Census also asked about general health, a self-reported measure that asked whether people considered their health to be ‘very good’, ‘good’, ‘fair’, ‘bad’ or ‘very bad’. This shows a similar pattern of slightly higher levels of poor health at the local level compared to wider areas, which again is likely to correlate to the proportion of older residents.

j) Race

1.4.28 According to the 2011 Census, 98% of residents of the five ward area around the main development site classify themselves as white, which is similar to East Suffolk district (97%). This compares to 91% in the East of England region and 85% across England as a whole.

1.4.29 The next most common ethnicities in the five ward area were mixed/multiple ethnicity and Asian/British Asian, each of which were 0.8% of the population (compared to 1.9%, and 4.8% at the regional level).

1.4.30 Data from the 2011 Census also shows that the ethnic composition in the 60 and 90 minute travel zones are fairly similar. There is a higher percentage of white residents in the 60 minute zone at 97.2% compared to the 90 minute zone at 95.5%.

1.4.31 The 2011 Census does not record detailed nationality, but does state country of birth. In the local five ward area 95% of residents were born in the UK, with 3% from elsewhere in Europe. The figures are similar for East Suffolk, and compare to the East of England where 89% were born in the UK, and 5% elsewhere in Europe.

k) **Community facilities with potential relevance to equality**

1.4.32 As part of the baseline, a review has also been undertaken of the location of community facilities that could have particular relevance to equality, because their users may share a particular protected characteristic or characteristics.

1.4.33 The focus of this has been the area surrounding the main development site, as well as the immediate surroundings of the associated developments such as the park and rides, and areas further away that could potentially be affected by traffic.

1.4.34 A list of facilities relevant to equality considerations, including places of worship, schools, care homes, and community centres, is provided in **Table A1.7**.

1.4.35 The list is not intended to be comprehensive – the data on the protected characteristics of users of different facilities is not public, and there may be other groups or locations which experience similar effects. Rather, the list is intended to be representative of those facilities most likely to be relevant to equality issues which are also most likely to be subject to effects from the proposed development. These have been compared to the assessment of effects on sensitive receptors carried out in the **ES** (Doc Ref. 6.1 to 6.11), to inform consideration of protected characteristics that may potentially be affected.

1.5 **Consultation**

1.5.1 From 2008, there has been a thorough consultation process to engage local people, and other stakeholders in the process of planning the power station and associated developments.

1.5.2 The formal consultation process has been spread across four stages, with the first formal stage of consultation running from November 2012 to February 2013; Stage 2 between November 2016 and February 2017;

Stage 3 consultation between January 2019 and March 2019; and Stage 4 from July to September 2019.

1.5.3 SZC Co. reviewed approaches to consultation to improve access to hard to reach groups. For example, a recorded version of the Stage 3 summary document was produced, as well as easy-read and A3 versions of the documents. Additional events were also organised to inform a wider demographic of the consultation proposals and to support those who may not be able to access mainstream communication channels or to attend any of the public exhibitions.

1.5.4 The following organisations were written to in advance of all stages of formal consultation. Some simply acknowledged receipt of the notice. SZC Co. also followed up correspondence with phone calls to alert the groups to the consultation:

- 4YP;
- ActivLives;
- Age UK Suffolk;
- Avenues East;
- Bangladeshi Support Centre;
- Community Action Suffolk;
- East Suffolk Advocacy Network;
- East Suffolk Association for the Blind;
- Fightback Trust;
- Friends, Families and Travellers;
- Gypsy Council;
- Healthwatch;
- Inspire Suffolk;

- Ipswich & Suffolk Council for Racial Equality;
- Ipswich and Suffolk Indian Association;
- Ipswich and Suffolk Muslim Council;
- Ipswich Blind Society;
- Ipswich Buddhist Centre;
- Ipswich Faith & Community Forum;
- Ipswich Mosque;
- Leiston Children's Centre;
- Lowestoft and Waveney Alzheimers;
- Mencap (East of England);
- MENTER (Minority Ethnic Network for Eastern Region);
- PHOEBE;
- Rose and Sweet William Club;
- Rural Coffee Caravan;
- Shahjalal Islamic Centre and Masjid;
- Suffolk Acre (Action with Communities in Rural England);
- Suffolk Coalition of Disabled People;
- Suffolk Coastal Disability Forum;
- Suffolk Deaf Association;
- Suffolk Interfaith Resource;

- Suffolk MIND;
- Suffolk Parent Carer Network;
- Suffolk Refugee Support Forum;
- Volunteering Matters;
- Waveney Community Forum;
- YMCA; and
- ZIMY Project.

1.5.5 Between formal stages of public consultation the SZC Co. team based at the Sizewell C Information Office in Leiston has met many organisations to present information about the Sizewell C Project, These have included:

- Hard-to-Reach Groups including Suffolk Coalition of Disabled People, East Suffolk Association for the Blind and the Ipswich and Suffolk Council for Racial Equality, Age UK Suffolk, Optua, Suffolk Hearing Advisory Service.
- Charities and voluntary sector organisations including Inspire Suffolk, Access Community Trust, Communication Action Suffolk, Rural Coffee Caravan, and the Suffolk Community Foundation.
- Community and Residents Groups from across East Suffolk including Women’s Institute branches and Rotary Clubs, and the Eastern European Community Project.
- Schools, colleges, and other education providers like Academy Trusts, Alde Valley, Suffolk New College, and Summerhill School.
- Public service providers including the local GP surgery in Leiston and Leiston and Saxmundham Area Citizens Advice.

1.5.6 The **Consultation Report** (Doc Ref. 5.1) provides further details on the number of meetings and the issues discussed, as well as on additional hard-to-reach groups who were contacted and offered meetings.

- 1.5.7 The team undertaking the environmental impact assessment (EIA) and associated strategies also held meetings of relevance to this Equality Statement including with service providers (emergency services; healthcare and public health; skills, education and supply chain; social services; housing; and individual organisations such as The Leiston Surgery and Pro Corda).
- 1.5.8 From reviewing the responses to all four stages of consultation, the most frequent responses relevant to the Equality Statement highlighted challenges regarding the protected characteristics of age and disability, stressing the uncertain implications of the development on elderly citizens and on young children and students.
- 1.5.9 A challenge highlighted in some consultation responses referred to concerns regarding the impact of the development on important community facilities including schools, community centres, and leisure and health facilities. In many cases these concerns related to the effect of demand from the incoming workforce. Some residents suggested that a lack of facilities could potentially contribute to increased anti-social behaviour.
- 1.5.10 Impacts of the development on individuals living locally was a theme of some consultation responses, for example questioning the extent to which pollution from the power station could have health implications for local citizens, particularly for young children. Some respondents also raised concerns about how changes to roads and pedestrian routes might affect the ability of elderly residents to access community facilities such as churches and pension groups, as well as make it more challenging for them to carry out day-to-day activities.
- 1.5.11 The need for education and training opportunities in the local area was also raised within the consultation responses. Some consultees also underlined the importance of SZC Co. co-operating with social and children’s services to help ensure mitigation considers any effects of the development on young people and helps to form long-term relationships with these institutions.
- 1.5.12 A number of public service providers responded to the consultation with questions, particularly about traffic and access, as well as additional demand from workers. These included Suffolk County Council, East Suffolk Council, East of England Ambulance Service, Public Health England, NHS Suffolk, Suffolk Constabulary, and Suffolk Fire and Rescue Service.
- 1.5.13 A number of consultation responses also questioned how effects such as increased traffic, noise, and air pollution could affect residents’ use of specific local facilities, including:

- Pro Corda (a music school based at Leiston Abbey, which hosts courses for children with special education needs and disabilities, including autism and other additional needs), raised concerns about the possible effects of noise, vibration, and air pollution, as well as traffic, and the safety implications (both real and perceived) from proximity to the accommodation campus.
- St Peters Church, Theberton, questioned the traffic, pollution, vibration, and severance effect of the B1122 and bypass.
- The Consortium Multi-Academy Trust commented that schools could be affected by noise, air quality, and traffic, as well as increased pressure on local services and recruitment. It noted potential positive effects on employment opportunities.
- Yoxmere Benefice expressed concerns about the effect of traffic.
- Summerhill School responded on access, traffic, air quality, and safety, as well as the effect on anti-social behaviour of proximity to the accommodation campus.
- Leiston Surgery sought confirmation that additional healthcare services would be provided to workers.

1.5.14 The **Consultation Report** (Doc Ref. 5.1) details the responses and ways in which the scheme has responded to the consultation comments received – including within the scheme design, and also mitigation.

1.6 Effects of the Sizewell C Project

1.6.1 The section considers the how the anticipated likely significant effects of the Sizewell C Project would interact with equalities.

1.6.2 The methodology in **section 1.2** identifies the five broad categories of effects considered to have potential to apply differentially or disproportionately with respect to protected characteristics. These are:

- noise and air quality;
- traffic, transport and access;
- access to community infrastructure and services;

- employment and skills; and
 - social cohesion (including housing, population, and community safety).
- 1.6.3 This section draws on experience of equality statements on other major infrastructure projects, research and published literature on equality effects, and a review of the Sizewell C Project, in order to identify the potential mechanisms by which these could affect equality, and the relevant protected characteristics.
- 1.6.4 The effects primarily relate to the construction phase, although operational phase effects are covered where these are considered to have potential for equality effects.
- 1.6.5 Note that it is not possible, in the main, to quantify equality effects, and so this section seeks to identify areas with potential for effects. In many cases these effects may be minor (“not significant” in EIA terms). **Section 1.7** considers the potential for further mitigation, which in part will require ongoing monitoring and management, in order to identify where significant equality effects do arise.
- 1.6.6 In addition to the specific mechanisms for potential effects relating to protected characteristics set out above, there is also the possibility that any effects of the Sizewell C Project may overall disproportionately affect people with particular protected characteristics due simply to their greater prevalence in the local area.
- 1.6.7 Age is the protected characteristic identified in the baseline section as having the most **significant** disproportionate local representation. In the five-ward area around the main development site, 31.6% of residents are aged 65 or older, almost double the average for England (16.3%) and East of England (17.5%). In Aldeburgh ward the proportion is 42.7%.
- 1.6.8 As a result of this, many of the effects of the development can be expected to disproportionately affect older residents.
- a) **Noise and air quality**
- 1.6.9 Noise and air quality effects vary by location but even within the same location some people are likely to be differentially affected. In particular, people with some protected characteristics may be on average likely to spend more time at home than others, and may therefore be more exposed to the effects.

- 1.6.10 A further category of effect from noise and air pollution relates to certain community facilities or services which may be disproportionately used by people with particular protected characteristics. The baseline in **section 1.4** and **Appendix A** identifies some of these potentially sensitive facilities, including schools, care homes, community hospitals, children’s centres, nurseries, community centres, and places of worship.
- 1.6.11 A range of noise and air quality mitigation is included within the scheme, including controls on construction operations through the **Code of Construction Practice** (Doc Ref. 8.11), and physical screening.
- 1.6.12 The scheme will still have effects on noise and air quality in some locations and at some points during construction and operation phases. These are assessed and described in more detail in **Volumes 2 to 9** of the **ES** (Doc Ref. 6.3 to 6.10), and many of these effects are categorised as **not significant** in EIA terms.
- 1.6.13 Around the main development site, construction noise will affect a number of properties, as set out in **Chapter 11** of **Volume 2** of the **ES** (Doc Ref. 6.3). Associated development will also increase noise effects for some properties, particularly during the construction of the main development site, for example for properties along the routes of the Sizewell link road (see **Chapter 4** of **Volume 6** of the **ES** (Doc Ref. 6.7)) and the two village bypass (see **Chapter 4** of **Volume 5** of the **ES** (Doc Ref. 6.6)). The bypass and link road will also bring noise reductions for some properties. There would also be some noise at night for some properties in close proximity to rail lines used to transport materials to the main development site (see **Chapter 4** of **Volume 9** of the **ES** (Doc Ref.6.10)). **Volume 2, Chapter 28** of the **ES** (Doc Ref. 6.3) notes that there could be effects on health and wellbeing as a result of noise.
- 1.6.14 As set out in the baseline, the area as a whole has a significantly higher than average proportion of older people, therefore these noise and air quality effects may disproportionately affect older people.
- 1.6.15 Noise and air quality effects may disproportionately affect people who spend more time at home. The protected characteristics correlated with greater exposure in this way would depend on the individuals and there is not data to identify this conclusively, but it may include young people (including children), older people, those with disabilities, pregnancy and maternity, and women (because of lower average employment rates).
- 1.6.16 In most cases the **ES** assesses noise or air quality effects at or near community facilities as **not significant**, however there are some exceptions to this. These include:

- The Leiston Old Abbey Care home is expected to experience noise during construction and reinstatement of the main development site and rail extension route, along with a high potential for combined effects from noise, vibration, and visual intrusion during construction.
- Pro Corda may experience a combined effect from construction, of the main development site and the construction/operation of the rail extension route. The sensitivity of autistic and other users with additional needs has potential for a differential effect on disability in this location.
- There is high potential for combined effects from noise, vibration, air quality, and visual intrusion at the Sai Grace Ashram (close to the northern park and ride), during construction, operation, and removal/reinstatement of the Northern Park and Ride.
- Sizewell Sports and Social Club may experience a significant combined effect from noise, vibration, visual impacts, and air quality during the construction phase, relating to the land east of Eastlands Industrial Estate.

1.6.17 Where required (or eligible), mitigation measures would be agreed with specific organisations or individuals, which may include a noise mitigation scheme, rail noise mitigation strategy, property price support scheme, or a Section 106 contribution (see **draft Section 106 Heads of Terms**, provided as an appendix to the **Planning Statement** (Doc Ref. 8.4)).

1.6.18 Other facilities may experience noise that in EIA terms is not considered significant. Any noise or air quality effects experienced at community facilities will disproportionately affect people who use some community facilities. Protected characteristics that may be affected include age (young and old), disability, pregnancy and maternity, race, religion or belief.

b) [Traffic, transport, and physical access](#)

1.6.19 Major development can have a wide range of transport effects, including routes that are temporarily or permanently closed or diverted, new routes that are created, or existing routes that become busier. This may affect pedestrians, cyclists, and motorists. The effects may include journeys becoming longer (in time or distance), more difficult (for example if busier roads are harder to cross), or less attractive.

1.6.20 This can differentially affect people with particular protected characteristics, where that characteristic affects their mobility, as considered below. The

specific equality implications of the effect of transport and other changes on access to community facilities or services (including emergency services) is considered separately.

- 1.6.21 A range of mitigation is included in the scheme. Primary mitigation is inherent to the design, and includes the proposed associated development which is aimed at reducing the effects of the Sizewell C Project on local roads and local communities. There will also be funds for pedestrian, cycle, and public realm improvements in Leiston and Wickham Market which will be secured through obligations in the Section 106 Agreement (see **draft Section 106 Heads of Terms** appended to the **Planning Statement** (Doc Ref. 8.4)).
- 1.6.22 A series of management measures are also proposed through the following documents:
- **Traffic Incident Management Plan** (Doc Ref. 8.6).
 - **Construction Traffic Management Plan** (Doc Ref. 8.7).
 - **Construction Workforce Travel Plan** (Doc Ref. 8.8).
- 1.6.23 The implementation of the Traffic Incident Management Plan, Construction Traffic Management Plan and Construction Workforce Travel Plan would be secured through obligations in the Section 106 Agreement (see **draft Section 106 Heads of Terms**).
- 1.6.24 Transport effects are considered in the **Transport Assessment** (Doc Ref. 8.5), and **Volume 2, Chapter 10** of the **ES** (Doc Ref. 6.3), which consider the effect of traffic in the early years of construction, at peak construction, and during operation.
- 1.6.25 The **Transport Assessment** considers driver delays and road safety. The traffic modelling found that increases in traffic were typically within capacity of the network. On some routes small increases in journey times may occur during early construction and at peak construction (the impacts during operation would be negligible). These delays are generally small, and are unlikely to be distinguishable from the daily variation in travel time. Driver delays are not therefore expected to give rise to equality effects.
- 1.6.26 **Volume 2, Chapter 15** (Doc Ref. 6.3) and **Chapter 8** of **Volumes 3-9** (Doc Ref. 6.4 to 6.10) of the **ES** consider amenity and recreation, including the physical effects on Public Rights of Way (PRoW) and permissive footpaths; changes to the experience of users of recreational resources due to perceived or actual change; and change related to potential increase in

numbers of people using each recreation resource. It identifies effects, particularly around the main development site, Sizewell link road, two-village bypass, and rail improvements works on PRow and permissive footpaths that are altered, closed, or diverted. However, they are identified as predominantly recreational routes rather than active travel use. They are therefore less likely to have differential effects on travel by people with particular protected characteristics, compared to changes to the road network.

1.6.27 Aspects of the **Transport Assessment** of particular relevance to equality are:

- pedestrian severance;
- pedestrian delay;
- pedestrian amenity; and
- fear and intimidation from traffic.

1.6.28 In terms of the general equality implications of the effects on transport, any additional severance, delay, amenity, or fear/intimidation effect from traffic has the potential to differentially affect people with particular protected characteristics, where that characteristic affects their mobility.

1.6.29 Protected characteristics potentially differentially affected are age (young including those in pushchairs, and old), disability, and pregnancy/maternity.

1.6.30 As set out in the baseline, the area as a whole has a significantly higher than average proportion of older people. Therefore, any effects on transport may potentially disproportionately affect older people.

1.6.31 The significant effects identified in **Volume 2, Chapter 10** of the **ES** (Doc Ref. 6.3) are either mitigated (as set out in that chapter) or are not considered relevant to equality. This applies across pedestrian severance, pedestrian delay, amenity, and fear and intimidation – including in the early years, peak construction, reinstatement, and during operation. The effects of the Sizewell C Project together with the East Anglia ONE North and TWO wind farm projects has the potential for some cumulative fear and intimidation effects on pedestrians on the A12 during the busiest day at peak construction in a worst case scenario. The potential for these cumulative effects would be monitored and mitigated as set out in **Volume 10, Chapter 4** of the **ES** (Doc Ref. 6.11). Therefore, these cumulative effects are not expected to give rise to an equality effect.

c) Access to community infrastructure and services

- 1.6.32 Access to social and community infrastructure and services may be affected by major development, including health, education, and adult or children’s services, as well as emergency services. This might happen in several ways:
- If facilities were to be directly affected by closure or relocation.
 - Where people’s ability to access service sites, or for outreach services to reach them at home, may be affected by transport changes.
 - If people moving to the area to work on the Sizewell C Project – either temporarily during construction or permanently for operation of the project after completion – increase demand for services or facilities to the degree that it affects people’s ability to access them.
- 1.6.33 This can have differential effects, particularly on those whose protected characteristics affect their mobility. Or it can have disproportionate effects, on those whose protected characteristics influence the level of their need for the services.
- 1.6.34 There are no community facilities of differential or disproportionate significance to equality that will be closed or relocated as a result of the construction or operation phases.
- 1.6.35 As noted above, the **Transport Assessment** (Doc Ref. 8.5) found that traffic delays would be **not significant**. The assessment indicates that during the early years, and when the full highway mitigation package is in place (at peak construction), traffic volumes during the peak hours show only small impacts across the network, within the bounds of usual daily variation. Abnormal loads will be managed through the **Construction Traffic Management Plan** (Doc Ref. 8.7), including liaison with the emergency services.
- 1.6.36 For this reason the effect of traffic congestion on access to services, or the delivery of services (including emergency services) is not expected to be a differentially or disproportionately significant with respect to protected characteristics.
- 1.6.37 There are a number of community facilities in the area. The degree to which users of these or other facilities have their journeys affected will depend on individuals specific travel routes and modes of travel.

- 1.6.38 Because some groups may have different mobility issues, protected characteristics potentially differentially affected are age (young including those in pushchairs, and old), disability, and pregnancy/maternity.
- 1.6.39 In addition some community facilities – such as schools, care homes and places of worship – are used predominantly by people with a particular protected characteristic. In these cases increases in traffic that affect pedestrian movements can potentially have disproportionate effects in relation to age and religion.
- 1.6.40 **Volume 2, Chapter 10** of the **ES** (Doc Ref. 6.3) considers transport effects on community facilities including schools, nurseries, playspaces, doctors surgeries, places of worship, and retirement homes across the affected area. It does not identify any significant adverse transport effects on these facilities, after mitigation. For some facilities, there are improvements to access once the two village bypass is completed.
- 1.6.41 **Volume 2, Chapter 9** and **28** of the **ES** (Doc Ref. 6.3) considers the degree to which the construction workforce might place additional demands on community services. This has the potential to affect access to people with certain protected characteristics.
- 1.6.42 The specific services most likely to have differential or disproportionate effects with respect to particular protected characteristics are education, social services and health (housing is considered alongside social cohesion, below).
- 1.6.43 The **ES** estimates the likely number of construction workers moving to the area for the Sizewell C Project and bringing their families/dependants. It compares the size and distribution of this additional demand for primary and secondary school places with the current and anticipated availability of capacity. It concludes that the effect on schools is likely to be **not significant**.
- 1.6.44 **Volume 2, Chapter 9** of the **ES** (Doc Ref. 6.3) also considers the degree to which provision of, or demand for social services might be affected by the presence of the construction workforce.
- 1.6.45 It sets out the range of mitigation measures planned to avoid or minimise such effects, which include:
- Linking implementation strategies with priority social services target groups, for example so that outreach programmes target children Not in Education, Employment and Training (NEETs) and other vulnerable

groups – see **Employment, Skills and Education Strategy (Appendix A, Doc Ref. 8.9)**.

- Specifically targeting, via the Housing Fund, hard to reach and vulnerable groups that may experience difficulties accessing or retaining housing as a result of the Sizewell C Project’s potential effects on the lower end of the private rented sector – see **Accommodation Strategy** (Doc Ref. 8.10). The provision of the Housing Fund will be secured through an obligation in the Section 106 Agreement (see **draft Section 106 Heads of Terms** provided as an appendix to the **Planning Statement** (Doc Ref. 8.4)).
- Supporting community engagement as set out in the **Code of Construction Practice (CoCP)** (Doc Ref. 8.11), to address any issues that may arise from members of the public and especially vulnerable residents who access key public services.
- Working bilaterally with those organisations closest to the Sizewell C Project that raise safeguarding concerns to identify practical and effective solutions built in to a **Community Safety Management Plan** (Doc Ref. 8.16), including a Worker Code of Conduct. Where relevant, the implementation of the measures set out in the Community Safety Management Plan will be secured through an obligation in a Section 106 Agreement (see **draft Section 106 Heads of Terms** provided as an appendix to the **Planning Statement** (Doc Ref. 8.4)).
- Providing community information and worker information to promote integration and awareness via ‘Welcome Packs’ for contractors and workers and briefings for public service providers.
- Embedding vetting and security checks into recruitment and contracting.
- Managing workforce accommodation and building in measures to reduce risks in the design – including provision for emergency services presence, welfare, food/drink and recreation activities for workers at the accommodation campus, and physical and temporal separation of use of shared recreational facilities in Leiston.
- The provision of a 24/7 on-site occupational health service for workers (including screening, nursing and GP surgery, pharmacy and mental wellbeing services) along with a financial residual health care contribution secured via the Section 106 Agreement for any additional

demand from non-home-based workers and their dependants. This is set out in more detail in **Volume 2, Chapter 28** and **Appendix 28A** of the **ES** (Doc Ref. 6.3).

- The Public Services Contingency Fund which will be made available by SZC Co. to SCC and will be secured through an obligation in the Section 106 Agreement (see **draft Section 106 Heads of Terms**).

1.6.46 As a result of the mitigation, the **ES** considers that the Sizewell C Project is likely to have a negligible effect on the provision of social services at County level (Suffolk), though there may be minor, more localised, effects in areas such as Leiston.

1.6.47 Any effects on social services may disproportionately affect those with protected characteristics that make them more likely to require social services. This is likely to include: age (including both children and elderly), disability, pregnancy/maternity, and sex. Certain other protected characteristics may be affected, for example, race can partially correlate with socio-economic disadvantage that may increase the need for access to certain services. However the data is not available at the local level to confirm this and it will depend on individuals.

1.6.48 Effects on health service provision have the potential to disproportionately affect those whose protected characteristics which make them more likely to require health services, including: age (young and old), disability, and pregnancy and maternity. **Volume 2, Chapter 28** of the **ES** (Doc Ref. 6.3) sets out the demand for healthcare services from the workforce and their dependants, and the planned mitigation. Once factoring in the on-site occupational healthcare provision and residual healthcare contribution, the effect on healthcare services would be **not significant**.

1.6.49 Community services could also potentially be affected if there was competition for recruitment with roles on the Sizewell C Project or the perception that areas close to the site, such as Leiston, are less desirable to work in due to the proposed development, This risk has been specifically raised by the social care teams at Suffolk County Council who are concerned that the Sizewell C Project could exacerbate existing recruitment and retention issues. **Volume 2, Chapter 9** of the **ES** (Doc Ref. 6.3) considers that there is not likely to be a significant adverse effect. However, in recognition of the importance of these services, the risk of vacancies being harder to fill would be minimised by the provision of a Public Services Contingency Fund secured through the Section 106 Agreement (see **draft Section 106 Heads of Terms**).

1.6.50 As set out in the baseline, the area as a whole has a significantly higher than average proportion of older people. Therefore, any of the effects set out above on access to community services may potentially disproportionately affect older people.

d) **Employment and Skills**

1.6.51 Major development can create large numbers of new jobs, both in construction and in operation. These jobs create opportunities for existing residents, but the opportunities may affect some with protected characteristics differentially.

1.6.52 The construction industry's workforce can have disproportionately lower representation from some groups. The nature of work and the accessibility of workplaces (in construction but also in the operation of completed developments) can also differentially affect those whose protected characteristics affect their mobility.

1.6.53 The construction of the power station will create up to 7,900 jobs at peak, while during operation around 900 people will be employed. Some of these roles will be filled by existing local residents, and others by people moving to the area in order to work on the Sizewell C Project.

1.6.54 The socio-economic effects of employment are **significant** and beneficial, and there are cumulative employment benefits with the East Anglia One North, Two and Three wind farm development. However there is potential for those benefits to be experienced differentially by people with certain protected characteristics.

1.6.55 It is important to note that all job recruitment for the Sizewell C Project falls under the Equality Act 2010, and that discrimination is not permitted. Nonetheless, given historic patterns of recruitment, particularly within the construction workforce nationally, there is therefore potential for employment effects to be felt differentially according to sex, race, disability, religion or belief, and sexual orientation. The same may also apply to those undergoing gender reassignment although the data is not available to confirm.

1.6.56 SZC Co. is committed to recruiting a diverse workforce and understands the evidence that links inclusivity to safety: diverse teams are safer and perform better because members bring different perspectives and feel respected and able to share their opinions. Diversity is seen as relating to the protected characteristics within the Equality Act but also diversity of thought and experience.

1.6.57 The Sizewell C Project will implement initiatives to deliver diversity, learning from the positive work in this area at Hinkley Point C, examples of which are provided below.

- Committing to the Government (Nuclear Sector Deal) target for 40% women working in the civil nuclear sector by 2030. This entails recruiting more women into the industry and supporting career progression of those already in it so that they can stay and develop their careers through targeted succession planning, leadership training and mentoring. Gender attraction measures will start with encouraging girls still at school to consider careers in the industry. The nuclear sector deal ambition applies to the operational workforce but at Hinkley Point C, 28% of apprentices recruited by in 2019 were female; on-site, females represent 9% of the construction apprentices which is a substantial improvement against industry averages.
- Diversity will be supported by employee-run networks, as required, including a Women's Network, LGBT (Lesbian, Gay, Bisexual and Transgender) Supporters Network, Disability and Carers Network, BAME (Black, Asian and Minority Ethnic) Network. These form a platform for workers to share views, feedback on what is going well and recommend improvements. This creates a sense of community and a workforce who feel that their opinions are valued. It also helps address business challenges and get closer to the goal of becoming a truly inclusive workplace.
- At Hinkley Point C, the networks raise awareness of issues internally e.g. past events have included information sessions on Ramadan and how members deal with fasting at work (BAME), and externally e.g. with a visible presence at Pride in Bristol (LGBT). EDF Energy has also worked with InterEngineering and Stonewall to bring together representatives from members of the engineering community to discuss and collaborate on LGBT+ inclusion across the sector, hosting an event to celebrate LGBT+ Pride month in June 2016 in Somerset. Cultural events, celebrating the diversity of workers on the project are also held, such as for Chinese New Year.
- SZC Co. would also enforce a Worker Code of Conduct that would not tolerate hate crime or discrimination and would work with Suffolk Constabulary to address any potential significant effects.
- SZC Co. also recognises that some non-home-based construction workers would require information about the area and local cultures and services/facilities, and help to access public services (e.g. through

translation) and community facilities. At Hinkley Point C, this is supported through Diversity Voice, following a successful bid into the Community Fund. Welcome packs and information would also be provided on induction to the Sizewell C Project.

- 1.6.58 The large scale and scope of opportunities during the construction phase would help the Sizewell C Project benefit hard to reach sections of the community. For example, the Young HPC team at Hinkley Point C has worked with partners at Somerset County Council, Somerset Skills and Learning, and the charity Discovery, to develop a 10-week programme that enables local young people with special educational needs to gain meaningful work experience. Hinkley Point C contractors Bylor, HOST, G4S Facilities Management, and Somerset Larder have all offered work experience placements across a diverse number of roles including catering, facilities management, hospitality, and administration.
- 1.6.59 SZC Co.'s plans to enhance local employment, skills, and education benefits are set out in **Appendix A** to the **Economic Statement** (Doc Ref. 8.9) and include:
- Development of a series of outreach initiatives to maximise opportunities for people to gain employment during the Sizewell C Project.
 - Partnerships with local organisations to deliver an employment brokerage, to place people into sustainable employment.
 - Measures to identify and address barriers to work for target groups including the unemployed and young people NEETs.
- 1.6.60 Work has already begun on this in Suffolk with SZC Co. joining forces with Inspire Suffolk and Access Community Trust to bring a new community hub to Leiston, offering a youth employment service (mainly for 16-25 year olds) which is jointly funded with East Suffolk Council. The funding will also enhance services in existing hubs at Ipswich, Saxmundham, and Lowestoft, ensuring people in these areas can access the job and apprenticeships opportunities provided by the Sizewell C Project. These hubs also provide education support, work readiness, work experience, employment support, schools outreach, mental health, and housing.
- 1.6.61 SZC Co. will support accessibility by providing access and inclusion in line with best practice, to ensure that all protected characteristics have access to opportunities on the Sizewell C Project and feel included e.g. labelling of toilet facilities, wheelchair access, and sign-posting. This has been completed at Hinkley Point C. Disabled parking spaces will be provided at

both park and ride sites, at the freight management facility, and at the accommodation campus. The accommodation campus will include 60 accessible ground floor bedspaces and the three and four storey blocks will be served by lifts. In the operational phase, the completed power station will include disabled parking, and workspaces will comply with building regulations on accessibility where appropriate.

e) **Social Cohesion (including community safety and access to housing)**

- 1.6.62 The increase in population expected during a major construction project can affect local communities. Existing residents or workers may have fears of crime, harassment, or discrimination, and these may differentially affect people with some protected characteristics.
- 1.6.63 The additional population during construction may also have effects on the housing market, creating additional demand, particularly for private rented accommodation. Those living in this tenure of housing may include a disproportionate number of people with particular protected characteristics.
- 1.6.64 The peak workforce at the main development site during construction is estimated at 7,900, although for much of the construction period it would be considerably lower than this. The additional population could have potential effects on social cohesion that might differentially or disproportionately affect people with particular protected characteristics.
- 1.6.65 A temporary increase in population could give rise to additional crime or anti-social behaviour, and this could potentially include either residents or workers being victims of crime or suffering from fear of crime.
- 1.6.66 This could particularly affect some whose vulnerability to crime or fear of crime relates to a protected characteristic – including women and older people. It could affect some groups, such as young men, who are on average more likely to be the victims of violent crime. Or it could affect people with protected characteristics that may make them more vulnerable to hate crime.
- 1.6.67 Because of this there is potential for crime, or fear of crime, to differentially affect age, disability, race, religion/belief, sex, sexual orientation, and gender reassignment.
- 1.6.68 Likely impacts on crime are difficult to estimate as they would depend on both the behaviour of workers and the behaviour of current residents.
- 1.6.69 SZC Co. has been working with Suffolk Constabulary to anticipate the potential effects that might occur, on the assumption that a small proportion

of non-home-based workers and their families, like the current population, could be either perpetrators or victims of crime.

1.6.70 Measures to address and minimise the effects of crime are contained in the **Community Safety Management Plan** (Doc Ref. 8.16). This will include security vetting of workers, drug and alcohol testing, managed campus accommodation including on-site facilities such as a bar, restaurant and gym.

1.6.71 SZC Co. would provide a Community Fund (secured through the Section 106 agreement - see **draft Section 106 Heads of Terms**) to ensure that residual in-combination effects of the Sizewell C Project may be addressed and to enable communities to maximise the opportunities offered by the Sizewell C Project. Examples of measures funded by the Community Fund (Ref 1.12) at Hinkley Point C include:

- The Nelson Trust – an education programme in partnership with SARSAS and LiveWest. The grant will deliver a community education programme in Bridgwater and the surrounding area, in addition to specialist intervention support for women and girls. Workshops, training and one-to-one support will promote healthy lifestyles, safety, and build safer, stronger and more cohesive communities. *“The funding from the HPC Community Fund will enable us to offer both practical and emotional support to more women and their families from our new women’s centre in Bridgwater. It will also support our new Community Education Programme which will ultimately increase the safety of women and their children, offering community inclusion and life opportunities to help marginalised families achieve their full potential.”* John Trolan, CEO, Nelson Trust.
- Ups and Downs Southwest – support for families and schools looking after Down Syndrome children. Helping parents and professionals to reduce stress and anxiety for children and young people with complex and multiple needs. *“Even subtle changes can have an impact on a child with additional needs. Exploring environmental changes with the children, alongside practical help and advice for the families, can reduce stress, increase confidence and reduce isolation. The HPC Community Fund grant means we can offer bespoke packages of support to address children’s sensory processing and educational needs.”* Jo Thorn, Director, Ups and Downs Southwest.
- Combwich Motor Boat & Sailing Club – grants to start a Cornish rowing gig section through purchasing a training boat and to purchase of a Cornish racing gig and associated equipment. The project has

proved popular for all ages and participating in a community activity has had health benefits for all. It has also decreased loneliness and isolation among older residents through social events and activities at the club. *“The funding from the HPC Community Fund helped purchase our first training gig. It has undoubtedly done wonders for the club, which now has 50+ rowers and continues to grow at a staggering pace. Members range from age 11 to 73 and the whole community has embraced this sport. It’s fantastic to see.”* Trevor Reason, Secretary, Combwich Motor Boat & Sailing Club Committee.

- 1.6.72 A potential equality effect of the additional workforce during construction could come from competition for housing.
- 1.6.73 **Volume 2, Chapter 9** of the **ES** (Doc Ref. 6.3) assesses the proportion of the peak construction workforce expected to be recruited from amongst existing local residents within the 90 minute travel area. It also takes account of the numbers who would stay in the temporary worker accommodation (on-site campus and caravan provision) which are being provided as primary mitigation within the scheme. That then leaves an estimated 2,884 workers (at peak) living temporarily in the 60 minute travel area to work on the Sizewell C Project.
- 1.6.74 Some of these non-home-based workers (particularly families of workers on longer placements) may seek owner occupied housing, some may use tourist accommodation, while others may make use of ‘latent’ accommodation – for example local people taking advantage of the opportunity to let out spare rooms to construction workers. Finally, the **ES** estimates that 1,200 workers are expected to seek private rented accommodation in the 60-minute travel area at peak construction.
- 1.6.75 The demand for owner-occupied, tourist, and latent accommodation is not likely to give rise to equality effects. There could be a minor localised temporary effect on demand for family housing in Leiston, but the **ES** considers these not likely to be significant.
- 1.6.76 For private rented homes, the existing stock is large and across the wider area the additional demand from construction workers is not predicted to be significant, but at a localised level the **ES** does identify the potential for **significant** effects. This could include Leiston, Aldeburgh, Saxmundham, Yoxford, Rendlesham, and Snape.
- 1.6.77 Some people with particular protected characteristics particularly young adults, are on average more likely to be users of rental accommodation and may therefore be disproportionately affected by additional rental demand. Nationally there is also some correlation between private rented tenure and

other protected characteristics, particularly race, although the data is not available to confirm this locally.

1.7 Management and mitigation

1.7.1 The explanation of effects in **section 1.6** included where relevant the mitigation inherent to the scheme, and additional mitigation where relevant.

1.7.2 In many cases the mitigation for equality impacts is the same as that required for other impacts. For example for noise effects, the measures introduced – such as bunds, screening, and construction operational management – are chosen to minimise significant effects where possible, irrespective of whether those effects have an equality dimension.

1.7.3 However there may be opportunities to adapt some mitigation further to take account of specific equality considerations. It is the nature of equality effects that they cannot all be known comprehensively or in detail in advance. Data on protected characteristics (which may be of a personal nature) is incomplete, and the social interactions involved are often complex and inherently unpredictable.

1.7.4 Because of this, it is important to consider equality not just in advance, but also in the ongoing monitoring and management of the Sizewell C Project as it progresses.

1.7.5 A series of strategies, measures and mitigation measures have been proposed and will be agreed between SZC Co. and local service providers and stakeholders, with details set out through implementation strategies or within the Section 106 agreement. These include:

- **Employment, Skills and Education Strategy** (Doc Ref. 8.9, **Appendix A**) including a Jobs Service and support with backfilling where vacancies may become harder to fill, supported by financial mitigation (see **draft Section 106 Heads of Terms** provided as an appendix to the **Planning Statement** (Doc Ref. 8.4);
- a Housing Fund (see **draft Section 106 Heads of Terms**), and **Accommodation Strategy** (Doc Ref. 8.10) including a commitment to an Accommodation Management Strategy which will be vital in coordinating information about the housing market;
- a pedestrian, cycle and public realm fund (see **draft Section 106 Heads of Terms**), which may include local accessibility improvements;

- a Public Services Contingency Fund (see **draft Section 106 Heads of Terms**) and **Volume 2, Chapter 9** of the **ES**);
- strategic relationship protocols and financial contributions (see **draft Section 106 Heads of Terms**) to support the emergency services (Suffolk Constabulary, Suffolk Fire and Rescue Service, East of England Ambulance Service) (see **Community Safety Management Plan** (Doc Ref. 8.16));
- a Community Fund (see **draft Section 106 Heads of Terms**) and **Volume 2, Chapter 9** of the **ES**);
- an on-site occupational health service and residual health care planning contribution (see **draft Section 106 Heads of Terms**) and **Volume 2, Chapter 28** of the **ES**); and
- a property price support scheme, noise mitigation scheme and rail noise mitigation strategy for affected organisations or individuals, where relevant and eligible (see **draft Section 106 Heads of Terms**).

1.7.6 Measures and Section 106 contributions will be linked to appropriate monitoring, and agreed mechanisms to identify effects as they arise and to deliver appropriate responses. The Section 106 agreement will also establish the Socio-economic Advisory Group, an overarching governance and monitoring group for socio-economic effects and mitigation, under which a number of sub-groups will meet to monitor the effects of the Sizewell C Project and ensure any funds secured through the Section 106 Agreement are directed where needed. This will include a Community Safety Working Group and a Sizewell C Health Working Group.

1.7.7 A recommendation of this Equality Statement is that there should be an ongoing commitment from all parties to work together to identify, and where possible minimise any further equality impacts.

1.7.8 This should include, but need not be confined to:

- The detail of future design work (for example inclusion of dropped kerbs, tactile paving, lighting etc. where needed).
- Implementation of the measures set out in the construction, transport and community safety management documents (see the **draft Section 106 Heads of Terms** provided as **Appendix J** to the **Planning Statement** (Doc Ref. 8.4)).

- Recruitment and training, including seeking a commitment from Tier 1 contractors to support equality objectives, and to ensure sub-contractors do the same.
- Agreement of Section 106 obligations through the DCO process.
- Monitoring, across the range of effects (for example through the Transport Review Group and Socio-economic Advisory Group) (see **draft Section 106 Heads of Terms**).
- The management and implementation of mitigation funds (see **draft Section 106 Heads of Terms**).

1.8 Conclusion

1.8.1 **Table 1.1** below summarises potential differential and disproportionate equality effects that could arise during construction and operation of the Sizewell C Project.

1.8.2 Inclusion in this table does not confirm an effect is certain to occur, nor does it imply that the effect will necessarily be significant. In many cases the evidence from the **ES** suggests that these affects are not considered likely to be significant once planned mitigation is taken into account.

1.8.3 The purpose of this Equality Statement is to highlight where there is potential for effects with equality implications, so that these can be considered, and where possible alleviated or minimised.

1.8.4 In many cases mitigation for effects with potential equality implications is the same as mitigation required for those effects irrespective of the equality implications. For example, noise would be mitigated where possible, even when there are not additional equality effects, and the mitigation measures put in place would benefit those groups most affected.

1.8.5 The primary recommendation of this Equality Statement is that particular consideration should be given to these effects when implementing the control documents that manage the process of development, and when overseeing the use of the funds allocated for broader mitigation, as set out in the mitigation section above.

Table 1.1: Summary of potential equality effects

| Protected Characteristic | Effect | Potential Equality Effect |
|---------------------------------|---|--|
| Age | Noise and air quality. | Disproportionate effect on people who may spend more time at home. |
| | | Disproportionate effect on older people who make up a higher proportion of the population. |
| | | Disproportionate effect on users of community facilities. |
| | Traffic, transport and access. | Differential effect of severance on those with mobility issues. |
| | | Disproportionate effect on older people who make up a higher proportion of the population. |
| | Access to community infrastructure and services. | Differential effect on those with young, including those in pushchairs and older people mobility issues. |
| | | Disproportionate effects on care home residents and school pupils. |
| | | Disproportionate effect on children and elderly from any disruption to social services provision. |
| | | Disproportionate effect on children and elderly from any disruption to health services provision. |
| | | Disproportionate effect on older people who make up a higher proportion of the population. |
| Social cohesion. | Differential effect of crime or fear of crime. | |
| Disability | Noise and air quality. | Disproportionate effect on people who may spend more time at home. |
| | | Disproportionate effect on users of community facilities, such as Pro Corda School. |
| | Traffic, transport and access. | Differential effect of severance on those with mobility issues. |
| | Access to community infrastructure and services. | Differential effect on those with mobility issues. |
| | | Disproportionate effect on disabled people from any disruption to social services provision. |
| | | Disproportionate effect from any disruption to health services provision. |
| | Employment and skills. | Differential effect of recruitment. |
| Social cohesion. | Differential effect of crime or fear of crime. | |
| Gender reassignment. | Employment and skills. | Possible differential effect of recruitment. |
| | Social cohesion. | Differential effect of crime or fear of crime. |
| Marriage and civil partnership. | No likely equality effects have been identified that relate to marriage or civil partnership. | |

| Protected Characteristic | Effect | Potential Equality Effect |
|---|--|---|
| Pregnancy and maternity. | Noise and air quality. | Disproportionate effect on people who may spend more time at home. |
| | | Disproportionate effect on users of community facilities. |
| | Traffic, transport and access. | Differential effect of severance on those with mobility issues. |
| | Access to community infrastructure and services. | Differential effect on those with mobility issues. |
| Disproportionate effect from any disruption to health services provision. | | |
| Race | Noise and air quality. | Disproportionate effect on users of community facilities. |
| | Access to community infrastructure and services | Potential disproportionate effect from any disruption to social services provision. |
| | Employment and skills. | Differential effect of recruitment. |
| | Social cohesion. | Differential effect of crime or fear of crime. |
| Religion or belief. | Noise and air quality. | Disproportionate effect on users of community facilities. |
| | Employment and skills. | Differential effect of recruitment. |
| | Access to community infrastructure and services. | Disproportionate effects on those using places of worship. |
| | Social cohesion. | Differential effect of crime or fear of crime. |
| Sex | Noise and air quality. | Potential disproportionate effect on people who may spend more time at home. |
| | Access to community infrastructure and services. | Disproportionate effect from any disruption to social services provision. |
| | Employment and skills. | Differential effect of recruitment. |
| | Social cohesion. | Differential effect of crime or fear of crime. |
| Sexual orientation. | Employment and skills. | Differential effect of recruitment. |
| | Social cohesion. | Differential effect of crime or fear of crime. |

Appendix A: Tables

Table A1.1: Religion statistics at ward, regional and national level (ONS, Census 2011)

| Area | Christian | Buddhist | Hindu | Jewish | Muslim | Sikh | Other | No Religion | Religion Not Stated |
|-----------------------|-----------|----------|-------|--------|--------|-------|-------|-------------|---------------------|
| Ward level | | | | | | | | | |
| Leiston | 59.2% | 0.27% | 0.05% | 0.22% | 0.16% | 0.09% | 0.3% | 31.27% | 8.44% |
| Saxmundham | 61.27% | 0.18% | 0.06% | 0.28% | 0.20% | 0.12% | 0.41% | 30.14% | 7.53% |
| Snape | 64.15% | 0.21% | 0.00% | 0.16% | 0.05% | 0.00% | 0.10% | 26.22% | 9.11% |
| Yoxford | 62.34% | 0.42% | 0.00% | 0.16% | 0.26% | 0.00% | 0.58% | 27.20% | 9.05% |
| Aldeburgh | 70.60% | 0.34% | 0.00% | 0.00% | 0.09% | 0.00% | 0.40% | 20.19% | 20.19% |
| Districts | | | | | | | | | |
| Great Yarmouth | 61.05% | 0.24% | 0.26% | 0.11% | 0.53% | 0.01% | 0.34% | 30.25% | 7.21% |
| South Norfolk | 62.28% | 0.29% | 0.19% | 0.10% | 0.32% | 0.04% | 0.40% | 28.71% | 7.78% |
| East Suffolk | 61.92% | 0.28% | 0.24% | 0.08% | 0.39% | 0.06% | 0.42% | 29.08% | 7.52% |
| Mid Suffolk | 63.75% | 0.22% | 0.11% | 0.08% | 0.16% | 0.02% | 0.34% | 27.55% | 7.77% |
| Ipswich | 53.08% | 0.37% | 0.83% | 0.06% | 2.68% | 0.26% | 0.49% | 35% | 7.23% |
| Babergh | 63.22% | 0.24% | 0.10% | 0.13% | 0.22% | 0.01% | 0.35% | 28.40% | 7.33% |
| Wider regions | | | | | | | | | |
| Norfolk | 60.98% | 0.34% | 0.27% | 0.11% | 0.59% | 0.05% | 0.46% | 29.64% | 7.56% |
| Suffolk | 60.93% | 0.29% | 0.31% | 0.09% | 0.80% | 0.09% | 0.40% | 29.65% | 7.44% |
| East | 59.66% | 0.38% | 0.92% | 0.60% | 2.54% | 0.31% | 0.43% | 27.90% | 7.26% |
| England | 59.38% | 0.45% | 1.52% | 0.49% | 5.02% | 0.79% | 0.43% | 30.13% | 7.18% |
| Study areas | | | | | | | | | |
| 60 minute zone | 62.76% | 0.25% | 0.22% | 0.08% | 0.36% | 0.08% | 0.40% | 28.38% | 7.47% |
| 90 minute zone | 60.26% | 0.34% | 0.33% | 0.11% | 0.79% | 0.07% | 0.44% | 30.13% | 7.52% |

Table A1.2: Population and age statistics at ward, regional and national level (ONS, Census 2011)

| Area | Usual Residents | (0–15) | % | (16–64) | % | (65+) | % |
|---------------------------|-----------------|------------|--------|------------|--------|-----------|--------|
| Ward | | | | | | | |
| Leiston | 6,360 | 1,167 | 18.3% | 3,819 | 60.1% | 1,374 | 21.6% |
| Saxmundham | 4,913 | 894 | 18.2% | 2,765 | 56.28% | 1,254 | 25.52% |
| Snape | 1,911 | 271 | 14.18% | 1,126 | 14.18% | 514 | 26.9% |
| Yoxford | 1,901 | 215 | 11.31% | 1,022 | 44.10% | 664 | 34.93% |
| Aldeburgh | 3,225 | 329 | 10.2% | 1,519 | 55.9% | 1,377 | 42.70% |
| Districts | | | | | | | |
| Great Yarmouth | 97,277 | 17,529 | 18.02% | 59,377 | 61.04% | 20,371 | 20.94% |
| South Norfolk | 124,012 | 22,295 | 17.98% | 75,194 | 60.63% | 26,523 | 21.39% |
| East Suffolk | 239,552 | 41,782 | 17.44% | 141,472 | 59.06% | 56,298 | 23.50% |
| Mid Suffolk | 96,731 | 17,824 | 18.43% | 59,436 | 61.44% | 19,471 | 20.13% |
| Ipswich | 133,384 | 25,988 | 19.48% | 87,566 | 65.65% | 19,830 | 14.87% |
| Babergh | 87,740 | 15,919 | 18.14% | 53,065 | 60.48% | 18,756 | 21.38% |
| Wider Scales | | | | | | | |
| Norfolk | 857,888 | 144,985 | 16.90% | 527,672 | 61.51% | 185,231 | 21.59% |
| Suffolk | 728,163 | 132,902 | 18.25% | 450,222 | 61.83% | 145,039 | 19.92% |
| East England | 5,846,965 | 1,108,632 | 18.96% | 3,714,151 | 63.52% | 1,024,182 | 17.52% |
| England | 53,012,456 | 10,022,836 | 18.91% | 34,329,091 | 64.76% | 8,660,529 | 16.34% |
| Study Areas | | | | | | | |
| 60 minute travel distance | 308,222 | 54,771 | 17.77% | 182,684 | 59.26% | 70,787 | 22.97% |
| 90 minute travel distance | 1,672,301 | 295,971 | 17.70% | 1,037,903 | 62.06% | 338,427 | 20.24% |

Table A1.3: Gender statistics at the ward, regional and national level (ONS, Census 2011)

| Area | Male Population | % | Female Population | % |
|--------------------------|-----------------|-----|-------------------|--------|
| Wards | | | | |
| Leiston | 3,086 | 49% | 3,274 | 51% |
| Saxmundham | 2,357 | 48% | 2,556 | 52% |
| Snape | 903 | 47% | 1,008 | 53% |
| Yoxford | 911 | 48% | 990 | 52% |
| Aldeburgh | 1473 | 46% | 1,752 | 54% |
| Districts | | | | |
| Great Yarmouth | 47,762 | 49% | 49,515 | 51% |
| South Norfolk | 60,515 | 49% | 63,497 | 51% |
| East Suffolk | 116,684 | 49% | 122,868 | 51% |
| Mid Suffolk | 47,924 | 50% | 48,807 | 50% |
| Ipswich | 66,428 | 50% | 66,596 | 50% |
| Babergh | 43,004 | 49% | 44,736 | 51% |
| Wider Scales | | | | |
| Norfolk | 420,160 | 49% | 437,728 | 51% |
| Suffolk | 359,787 | 49% | 368,376 | 51% |
| East England | 2,875,807 | 49% | 2,971,158 | 51% |
| England | 26,069,148 | 49% | 26,943,308 | 51% |
| Study Areas | | | | |
| 60minute travel distance | 150,279 | 49% | 157,943 | 51.24% |
| 90minute travel distance | 821,479 | 49% | 850,822 | 50.88% |

Table A1.4: Health profiles at the ward, district, regional and national level (ONS, Census 2011)

| Area | Self-Reported Health – Very Good/Good | Self-Reported Health – Very Bad/Bad | Day-to-day Activities Limited a Lot/Little |
|---------------------------|---------------------------------------|-------------------------------------|--|
| Local Wards | | | |
| Leiston | 79.20% | 4.91% | 19% |
| Saxmundham | 78.51% | 6.07% | 21% |
| Snape | 81.27% | 4.97% | 20% |
| Yoxford | 77.12% | 7.26% | 23% |
| Aldeburgh | 75.16% | 5.58% | 26% |
| Local Districts | | | |
| Great Yarmouth | 76.31% | 7.10% | 22% |
| South Norfolk | 82.15% | 4.48% | 18% |
| East Suffolk | 79.64% | 5.47% | 20% |
| Mid Suffolk | 83.19% | 3.95% | 17% |
| Ipswich | 81.40% | 5.07% | 18% |
| Babergh | 82.41% | 4.34% | 17% |
| Wider Regions | | | |
| Norfolk | 79.32% | 5.62% | 20% |
| Suffolk | 81.61% | 4.78% | 18% |
| East | 82.46% | 4.67% | 17% |
| England | 81.39% | 5.49% | 18% |
| Study Areas | | | |
| 60-minute travel distance | 80.64% | 5.03% | 19% |
| 90-minute travel distance | 80.69% | 4.70% | 19% |

Table A1.5: Ethnicity statistics at ward, district, regional and national level (ONS, Census 2011)

| Area | White | Mixed/ Multiple Ethnicities | Asian/Asian British | Black/African/ Caribbean/ Black British | Other |
|---------------------------|--------|-----------------------------------|------------------------|---|-------|
| Local Wards | | | | | |
| Leiston | 97.56% | 0.96% | 1.40 % | 0.05% | 0.03% |
| Saxmundham | 98.27% | 0.90% | 0.63% | 0.12% | 0.08% |
| Snape | 98.95% | 0.52% | 0.21% | 0.10% | 0.21% |
| Yoxford | 98.79% | 0.47% | 0.58% | 0.05% | 0.11% |
| Aldeburgh | 98.85% | 0.53% | 0.59% | 0.03% | 0% |
| Local Districts | | | | | |
| Great Yarmouth | 96.85% | 1.19% | 1.24% | 0.45% | 0.27% |
| South Norfolk | 97.56% | 0.98% | 1.02% | 0.30% | 0.14% |
| East Suffolk | 97.08% | 1.14% | 1.25% | 0.39% | 0.14% |
| Mid Suffolk | 97.87% | 0.99% | 0.67% | 0.38% | 0.10% |
| Ipswich | 88.91% | 3.61% | 4.30% | 2.32% | 0.85% |
| Wider Scales | | | | | |
| Norfolk | 96.52% | 1.17% | 1.52% | 0.54% | 0.26% |
| Suffolk | 95.20% | 1.71% | 1.80% | 0.94% | 0.34% |
| East | 90.82% | 1.92% | 4.76% | 2.01% | 0.49% |
| England | 85.42% | 2.25% | 7.82% | 3.48% | 1.03% |
| Study Areas | | | | | |
| 60-minute travel distance | 97.24% | 1.06% | 1.22% | 0.34% | 0.14% |
| 90-minute travel distance | 95.49% | 1.49% | 1.84% | 0.79% | 0.38% |

Table A1.6: Birth statistics at the district, regional and national level (ONS, 2013 - 2018)

| Area | Live Birth Count (2013) | Live Birth Count (2018) | % Change | GFR (2013) | GFR (2018) | % Change |
|------------------------|-------------------------|-------------------------|----------|------------|------------|----------|
| Local Districts | | | | | | |
| Great Yarmouth | 1,094 | 1,048 | -4.20% | 65.5 | 66.9 | 2.14% |
| South Norfolk | 1,247 | 1,251 | 0.32% | 59.1 | 56.6 | -4.23% |
| East Suffolk | 2,165 | 2,021 | -6.65% | n/a | n/a | n/a |
| Mid Suffolk | 876 | 823 | -6.05% | 55.4 | 52.6 | -5.05% |
| Ipswich | 1,887 | 1,745 | -7.53% | 66.8 | 65.0 | -2.69% |
| Wider Scales | | | | | | |
| Norfolk | 9,187 | 8,436 | -8.17% | 60.8 | 56.3 | -7.40% |
| Suffolk | 7,792 | 7,397 | -5.07% | 61.6 | 60.5 | -1.79% |
| East | 71,309 | 68,881 | -3.40% | 63.8 | 62.1 | -2.66% |
| England | 664,517 | 625,651 | -5.85% | 62.4 | 59.2 | -5.13% |

Table A1.7: Examples of facilities in the local area with potential relevance for equality

| Name of Facility | Type of Facility | Location (2011 Ward) | Postcode |
|--------------------------------------|------------------|----------------------|----------|
| Aldeburgh Community & Sports Centre | Community | Aldeburgh | IP15 5HY |
| The Fairfield community centre | Community | Aldeburgh | IP15 5JS |
| Aldeburgh Jubilee community centre | Community | Aldeburgh | IP15 5BN |
| Aldeburgh Parish Church Hall | Community | Aldeburgh | IP15 5DU |
| Dennington Village Hall | Community | Framlingham | IP13 8DD |
| Hacheston Village Hall | Community | Hacheston | IP13 0DW |
| Leiston Community Centre | Community | Leiston | IP16 4HU |
| Leiston Guide Hut | Community | Leiston | IP16 4HX |
| Home Guard Hall | Community | Leiston | IP16 4DQ |
| Jubilee Hall (Theberton) | Community | Leiston | IP16 4SA |
| Knodishall Village Hall | Community | Leiston | IP17 1UD |
| Citizens Advice Bureau | Community | Leiston | IP16 4JD |
| Sizewell Sports and Social Club | Community | Leiston | IP17 4JX |
| The Riverside centre | Community | Saxmundham | IP17 1LL |
| Peasenhall Village Hall | Community | Saxmundham | IP17 2HN |
| Westleton Village Hall | Community | Saxmundham | IP17 3AD |
| Dunwich Reading Room | Community | Saxmundham | IP17 3DT |
| Middleton Village Hall | Community | Saxmundham | IP17 3PB |
| Kelsale Village Hall | Community | Saxmundham | IP17 2PB |
| Saxmundham Market Hall | Community | Saxmundham | IP17 1AF |
| Friston Village Hall | Community | Saxmundham | IP17 1PW |
| Snape Village Hall | Community | Saxmundham | IP17 1RN |
| Snape Community Primary School Hall | Community | Snape | IP17 1QG |
| Wrentham Village Hall | Community | Wrentham | NR34 7HJ |
| Yoxford Village Hall | Community | Yoxford | IP17 3JU |
| Aldeburgh Pre-School Playgroup | Young people | Aldeburgh | IP17 5HW |
| King's Field | Young people | Aldeburgh | IP15 5HY |
| Sir John Lennon High School, Beccles | Young people | Beccles North | NR34 9PG |
| Ravensmere Infant School | Young people | Beccles North | NR34 9DE |
| Albert Pye Community Primary School | Young people | Beccles North | NR34 9UG |
| Big Sky Children's Nursery | Young people | Beccles North | NR34 9QH |

| Name of Facility | Type of Facility | Location (2011 Ward) | Postcode |
|--------------------------------------|------------------|----------------------|----------|
| Carlton Colville Skatepark | Young people | Carlton Colville | NR33 8QP |
| Thomas Mills High School | Young people | Framlingham | IP13 9HE |
| Framlingham College | Young people | Framlingham | IP13 9EY |
| Dennington Primary School | Young people | Framlingham | IP13 8AE |
| Oliver Hayward Playbarn | Young people | Hacheston | IP13 0AA |
| Edgar Sewter School | Young people | Halesworth | IP19 8BU |
| Eyke C of E VCP School | Young people | Hollesley with Eyke | IP12 2QW |
| Suffolk New College | Young people | Ipswich | IP4 1LT |
| Kesgrave High School | Young people | Kesgrave East | IP5 2PB |
| Roundabout Day Nursery | Young people | Kesgrave West | IP5 1AA |
| St Marys C of E Primary School | Young people | Kyson | IP12 4JJ |
| Summerhill School | Young people | Leiston | IP16 4HY |
| Alde Valley School | Young people | Leiston | IP16 4BG |
| Pro Corda (Leiston Abbey) | Young people | Leiston | IP16 4TD |
| Leiston Children's Centre | Young people | Leiston | IP16 4HF |
| Shining Stars Nursery | Young people | Leiston | IP15 4HF |
| Leiston Primary School | Young people | Leiston | IP16 4JQ |
| Victory Road Recreation Ground | Young people | Leiston | IP16 4DQ |
| Bridge Farm Day Nursery | Young people | Martlesham | IP12 4RB |
| Melton playing fields | Young people | Melton and Ufford | IP12 1PF |
| Melton Community Primary School | Young people | Melton and Ufford | IP12 1PG |
| Easton and Otley College Campus | Young people | Otley | IP6 9EY |
| Benhall Pre-School | Young people | Saxmundham | IP17 1HE |
| Coldfair Green County Primary School | Young people | Saxmundham | IP17 1UY |
| Meadow Children's Centre | Young people | Saxmundham | IP17 1DZ |
| Saxmundham Primary School | Young people | Saxmundham | IP17 1XQ |
| Sibton Nursery School | Young people | Saxmundham | IP17 2LU |
| Sunflower Montessori Nursery School | Young people | Saxmundham | IP17 3NH |
| Stonham Aspal C of E Primary School | Young people | The Stonhams | IP14 6AF |

| Name of Facility | Type of Facility | Location (2011 Ward) | Postcode |
|---|------------------|----------------------|----------|
| Yoxford and Peasenhall Primary School | Young people | Yoxford | IP17 3EU |
| Westleton Adventure Playground | Young people | Yoxford | IP17 3AS |
| Garrett House care home | Elderly care | Aldeburgh | IP15 5EN |
| The Dell care home | Elderly care | Carlton | NR33 9PL |
| Mills Meadow Care Home | Elderly care | Framlingham | IP13 9DF |
| Woodbridge Lodge Care Home | Elderly care | Kyson | IP12 4JJ |
| Charles Miller Court care home | Elderly care | Leiston | IP16 4BY |
| Leiston Old Abbey care home | Elderly care | Leiston | IP16 4RF |
| Smyth House care home | Elderly care | Leiston | IP16 4BZ |
| Aldringham Court care home | Elderly care | Leiston | IP16 4QF |
| Grove Nursing Home | Elderly care | Pakefield | NR33 7HS |
| Allonsfield House Care Home | Elderly care | Rendlesham | IP13 0PX |
| Pear Tree Lodge care home | Elderly care | Saxmundham | IP17 1UQ |
| Chantry House Nursing Home | Elderly care | Saxmundham | IP17 1DJ |
| Norwood House care home | Elderly care | Saxmundham | IP17 3JZ |
| Christies care home | Elderly care | Saxmundham | IP17 1AL |
| True-Care assisted living | Elderly care | Saxmundham | IP17 1EJ |
| Aldeburgh Community Hospital | Health | Aldeburgh | IP15 5ES |
| Beccles Hospital | Health | Beccles North | NR34 9NQ |
| Framlingham Surgery | Health | Framlingham | IP13 9HA |
| The Leiston Surgery | Health | Leiston | IP16 4ES |
| Yoxford Branch Surgery | Health | Yoxford | IP17 3HN |
| Church of Our Lady and St Peter | Place of worship | Aldeburgh | IP15 5HJ |
| St Peter and St Paul's Church | Place of worship | Aldeburgh | IP15 5JW |
| All Saints Church, Saxtead | Place of worship | Framlingham | IP13 9QP |
| St Mary's church Dennington | Place of worship | Framlingham | IP13 8DD |
| Saint Clare's Catholic Church Framlingham | Place of worship | Framlingham | IP13 9DY |
| The Church of Saint Michael, Framlingham | Place of worship | Framlingham | IP13 9BJ |
| Halesworth Methodist Church | Place of worship | Halesworth | IP19 8TB |
| Halesworth United Reform Church | Place of worship | Halesworth | IP19 8EP |
| All Saints Church, Hacheston | Place of worship | Hacheston | IP13 0DN |
| St Mary's church Coddendam | Place of worship | Helmingham and | IP6 9PZ |

| Name of Facility | Type of Facility | Location (2011 Ward) | Postcode |
|--|------------------|--------------------------|----------|
| | | Coddenham | |
| Church of Saint Catherine Pettaugh | Place of worship | Helmingham and Coddenham | IP14 6DR |
| All Saints Church Eyke | Place of worship | Hollesley with Eyke | IP12 2QT |
| Catholic Church of the Holy Family and Saint Michael | Place of worship | Kesgrave East | IP5 2QP |
| St Margaret of Antioch Parish Church | Place of worship | Leiston | IP16 4HG |
| Leiston United Church | Place of worship | Leiston | IP16 4EL |
| Leiston Abbey | Place of worship | Leiston | IP16 4TD |
| Leiston Baptist Church | Place of worship | Leiston | IP16 4DR |
| The Catholic Church of All Saints Leiston | Place of worship | Leiston | IP16 4BA |
| Quaker Meeting House | Place of worship | Leiston | IP16 4HE |
| St Lawrence Church Knodishall | Place of worship | Leiston | IP16 4QU |
| Seven Hills Crematorium | Place of worship | Nacton | IP10 0FG |
| St Mary's Church Otley | Place of worship | Otley | IP6 9NP |
| Saint John the Baptist Church | Place of worship | Rendlesham | IP13 0PU |
| Knodishall Church | Place of worship | Saxmundham | IP17 1TW |
| Knodishall Methodist Church | Place of worship | Saxmundham | IP17 1UG |
| St Mary's & St Peter's Kelsale Cum Carlton | Place of worship | Saxmundham | IP17 2NZ |
| Holy Trinity Church | Place of worship | Saxmundham | IP17 3NL |
| Sai Grace Ashram | Place of worship | Saxmundham | IP17 3PP |
| St Peters Church, Theberton | Place of worship | Saxmundham | IP16 4RX |
| Saint John the Baptist Church | Place of worship | Snape | IP17 1QH |
| St Mary & St Lambert | Place of worship | The Stonhams | IP14 6AG |
| Wrentham Chapel | Place of worship | Wrentham | NR34 7EZ |
| Peasenhall and Sibton Methodist Church | Place of worship | Yoxford | IP17 2NH |
| St Peters Church, Sibton | Place of worship | Yoxford | IP17 2NB |
| St Peters Church, Yoxford | Place of worship | Yoxford | IP17 3HN |
| St Peters Church, Westleton | Place of worship | Yoxford | IP17 3AQ |

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