

Supplement to the agenda for

General scrutiny committee

Wednesday 18 July 2018

10.00 am

**Council Chamber, The Shire Hall, St Peter's Square, Hereford,
HR1 2HX**

Supplement 7 - Appendix 7 - Hereford Transport Package Equality Impact Assessment	Pages
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6. HEREFORD TRANSPORT PACKAGE (HTP)	
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Balfour Beatty



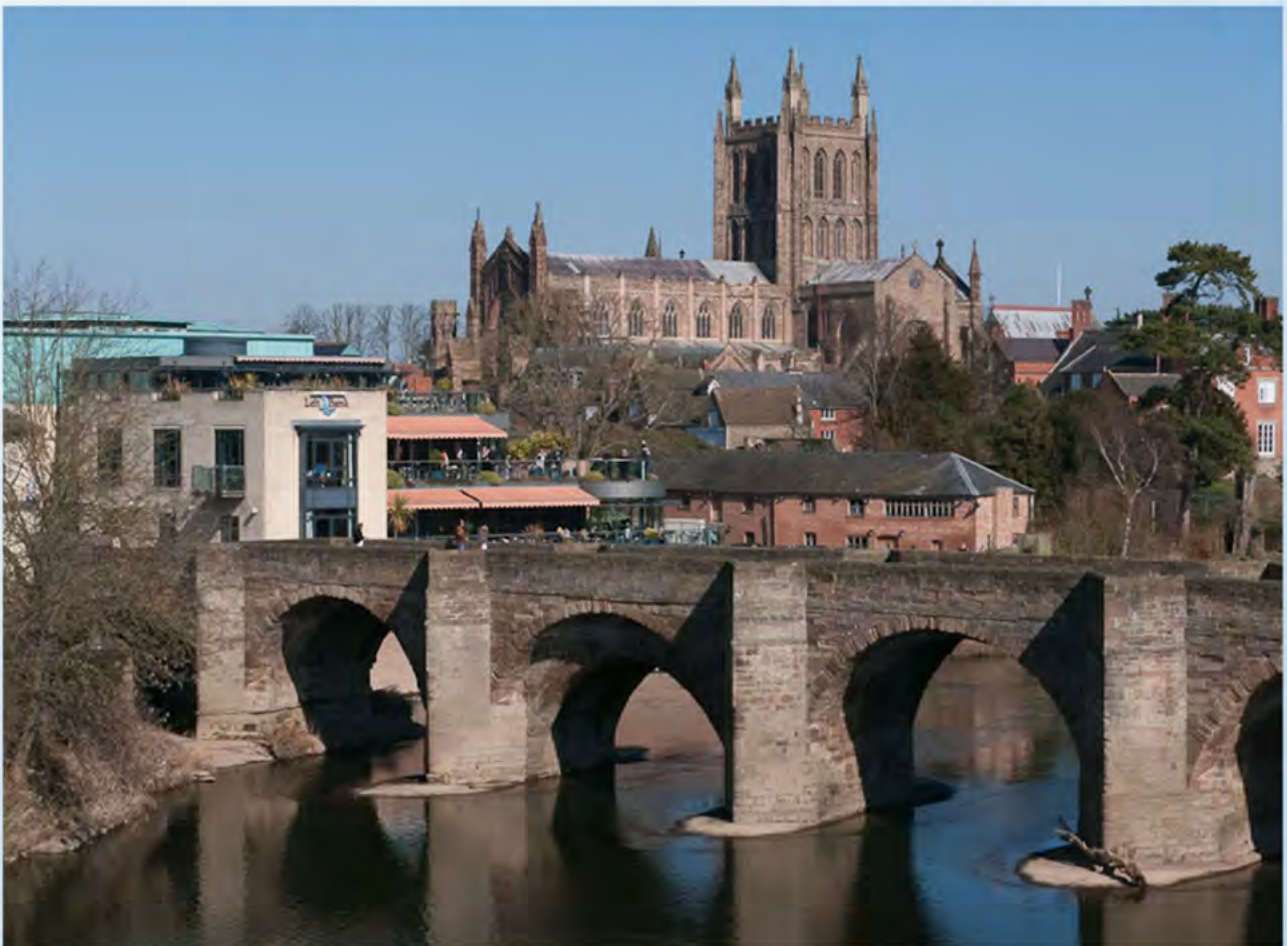
**Herefordshire
Council**

Working for Herefordshire

Herefordshire Council

HEREFORD TRANSPORT PACKAGE: HEREFORD BYPASS

Equality Impact Assessment Screening Report



Herefordshire Council

HEREFORD TRANSPORT PACKAGE: HEREFORD BYPASS

Equality Impact Assessment Screening Report

PUBLIC

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Alternative Format:

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1 INTRODUCTION TO THE SCHEME

1.1 SCHEME BACKGROUND AND CONTEXT

- 1.1.1. The Core Strategy Corridor for the Hereford Bypass was defined by the Core Strategy and adopted by Council in 2015.
- 1.1.2. The proposed Hereford Bypass would provide additional network capacity and a new river crossing thereby reducing congestion in the city centre and freeing up road space for walking, cycling, bus and public realm improvements. The bypass would also support the delivery of 6,500 new homes and 6,000 jobs, a new university and expansion of the Hereford Enterprise Zone – all initiatives within the Herefordshire Local Plan Core Strategy 2011 – 2031.
- 1.1.3. It would link the A465 Principal Road in the south to the A49 Trunk road in the north over a length of approximately 8km. The road will cross the River Wye on a viaduct with piers located in the flood plain but outside of the Special Area of Conservation (SAC).
- 1.1.4. A detailed description of the proposed Bypass is set out in the Stage 2 Scheme Assessment Report.
- 1.1.5. Previous work undertaken in 2017 resulted in the 'long list' of 24 corridor options reducing to the 7 'short list' corridors (Figure 1), which were presented at the Phase 2 Public Consultation.
- 1.1.6. This report provides an Equality Impact Assessment (EqIA) screening of the Hereford Bypass short list route options.

1.2 AIMS, BENEFITS AND OBJECTIVES OF THE HEREFORD TRANSPORT PACKAGE

- 1.2.1. The Hereford Transport Package (HTP) would combine a bypass to the west of Hereford city together with walking, cycling, bus and public realm improvements to encourage people to travel more sustainably for short distance journeys within the city.
- 1.2.2. The aim of the HTP is to address a number of the current transport challenges in Hereford including:
 - Delays for long distance journey times.
 - Barriers to growth.
 - Safety.
 - Poor local and regional connections.
 - Health and the environment.
 - These aims are set out in more detail in the Route Section Report (RSR).
- 1.2.3. The objectives and benefits of the HTP are outlined in Table 1:

Table 1: Hereford Transport Package Objectives

Objectives	Benefits
Facilitating economic growth	Reducing peak hour journey time across the City and improving access to and expansion of Hereford Enterprise Zone. <ul style="list-style-type: none"> ■ Reducing congestion ■ Enabling job creation at the Enterprise Zone ■ Shorter and more reliable journey times on the A49 ■ Reducing traffic volumes over A49 Greyfriars Bridge
Encouraging sustainable development	Creating attractive alternatives to car usage for journeys within the City. <ul style="list-style-type: none"> ■ Improving the walking and cycling network in Hereford ■ Improving the roads and public realm for walking and cycling
Improving regional connectivity	Improving local and regional connections through better and more reliable journey times on the A49 <ul style="list-style-type: none"> ■ Improved connections for Hereford to the wider region ■ More reliable journey times on the A49 ■ Taking through-traffic away from Hereford ■ Fewer goods vehicles through Hereford
Provide network	Reducing the impact of accidents, breakdowns, and maintenance work on the City's

resilience	main road network. <ul style="list-style-type: none"> Less disruption when incidents affect A49 Greyfriars Bridge Alternative high standard route crossing the River Wye
Encouraging healthier lifestyles	Encouraging people to walk and cycle for short distance trips in the city <ul style="list-style-type: none"> Enabling and improving the active travel network
Improve air quality and reduce noise	Lowering levels of air pollution and noise from traffic in the City centre <ul style="list-style-type: none"> Less noise from fewer goods vehicles routing through Hereford Improved air quality by reducing the number of heavy goods vehicles travelling through the City
Reduce severance	Improve connections for pedestrians and cyclists <ul style="list-style-type: none"> Easier and safer to travel along and across the City's main roads Improved access to local facilities Better walking and cycling links between communities and the City centre
Improving safety	Improve safety for all road users <ul style="list-style-type: none"> Rerouting heavy goods vehicles to the bypass Safer crossing at busy roads and junctions Fewer collisions on Hereford's roads Higher safety standards on the bypass

1.3 THE LOCATION OF THE SCHEME

- 1.3.1. The Hereford Bypass is to be located to the west of Hereford and the bypass study area is illustrated in the by the Core Strategy corridor boundary shown in Figure 1.
- 1.3.2. Herefordshire covers a land area of 2,180km² (excluding inland water) and is situated in the south-west of the West Midlands region.
- 1.3.3. A significant portion of the land within Herefordshire is predominantly rural (approximately 95% of land area classified as such), with its principal urban locations centred in the City of Hereford, and the market towns of Leominster, Ross-on-Wye, Ledbury, Bromyard and Kington.
- 1.3.4. The main roads located to the west, south west and North West of Hereford are the Trunk Roads A438, A49 and the A465 Abergavenny road. These roads are all single carriageway of varying standard and county roads. The A49 is a Trunk Road which falls under the responsibility of Highways England.
- 1.3.5. There are also several minor roads comprising the B4349 Clehonger Road which converges with the A465 near Belmont, and the B4352 which extends off the B4349 heads further west towards Hay on Wye. Between the A465 and A438 are several networks of minor roads which allow access to farms and small residential dwellings.
- 1.3.6. Each of the 'short list' of corridors share a number of commonalities (listed below):
- Start at the A465 at the Southern Link Road (SLR) to provide an A49 to A49 bypass of the city centre in combination with the SLR;
 - End at a proposed junction with the A49 to the north of the city centre;
 - Provide connectivity with A438 Kings Acre Road and the A4103 Roman Road;
 - Have high level crossings of the River Wye and low level at Yazor Brook;
 - Aim to avoid key environmental constraints and minimise disruption to the built environment;
 - The road standard for each option would be the same; and
 - Same horizontal alignment to the east of Canon Pyon Road.
- 1.3.7. Each of these alignments lie within what is defined as the Core Strategy Corridor and are described below.

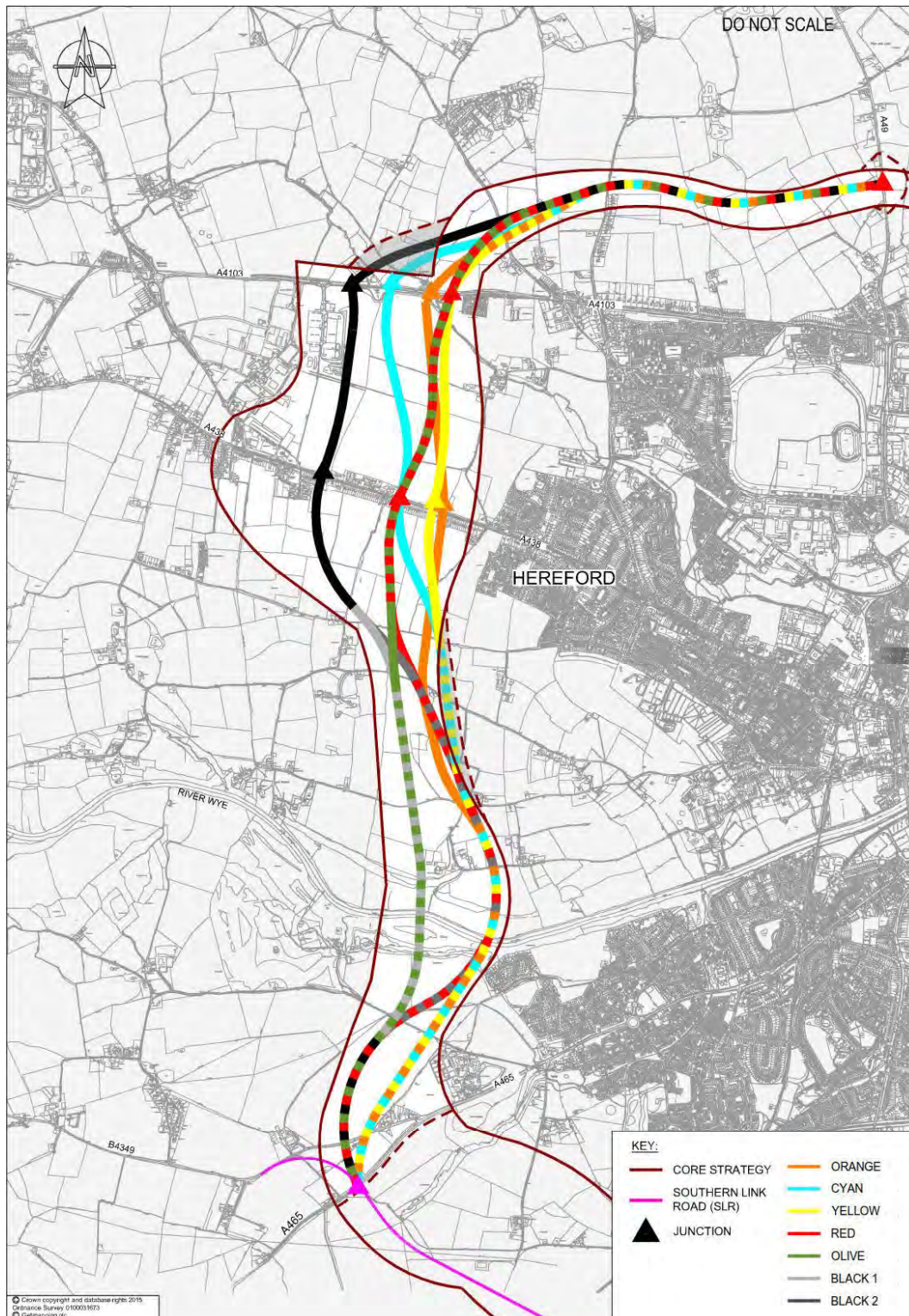


Figure 1: Hereford Bypass Route Corridor Options

ORANGE ROUTE OPTION

- 1.3.8. The Orange route is 7.9km long and starts at the proposed SLR A465 roundabout taking a north east route to the eastern side of Forest View under Clehonger and Ruckhall Lanes and through Belmont Park cutting before a high level viaduct crossing of the Wye on a sweeping left hand curve. Rising the bypass passes over Lower Breinton Road before entering cutting and under Upper Breinton Road and a Non-Motorised User (NMU) overbridge. On leaving the cutting the bypass falls towards a new roundabout on A438 Kings Acre Road east of The Bay Horse Inn. The bypass takes a diagonal path north west through the potential Three Elms development site passing over Yazor Brook to a new roundabout on the A4103 Roman Road at Towtree Lane. A right-hand turn takes the bypass in cutting under Tillington and Canon Pyon Roads exiting on an easterly embankment over Lyde NMU underpass and terminating at a new roundabout on the A49 west of Holmer.

CYAN ROUTE OPTION

- 1.3.9. The Cyan route is 8.2km long and its route is common with the Orange route between its start at the proposed SLR A465 roundabout and where it diverges just south of Lower Breinton Road. At this point the bypass rises passing over Lower Breinton Road before entering cutting and under Upper Breinton Road and a NMU overbridge. On leaving the cutting the bypass falls towards a new roundabout on A438 Kings Acre Road immediately east of The Bay Horse Inn. The bypass again cut through the potential Three Elms development site, moving gradually away as it heads north passing over Yazor Brook to a new roundabout on A4103 Roman Road near The Bolts with connection to Towtree Lane. A right-hand turn takes the bypass in cutting under Tillington and Canon Pyon Roads exiting on an easterly embankment over Lyde NMU underpass and terminating at a new roundabout on the A49 west of Holmer.

YELLOW ROUTE OPTION

- 1.3.10. The Yellow route is 7.9km long and its route is common with the Orange and Cyan routes between the start and where the Orange route diverges south of Lower Breinton Road, where Orange and Cyan routes diverge at the proposed NMU footbridge north of upper Breinton. On leaving the cutting the bypass falls towards a new roundabout on A438 Kings Acre Road east of The Bay Horse Inn. The bypass takes a diagonal path through the potential Three Elms development site passing over Yazor Brook to a new roundabout on A4103 Roman Road east of Towtree Lane. A right-hand turn takes the bypass in cutting under Tillington and Canon Pyon Roads exiting on an easterly embankment over Lyde NMU underpass and terminating at a new roundabout on the A49 west of Holmer.

RED ROUTE OPTION

- 1.3.11. The Red route is 8.1km long and starts at the proposed SLR A465 roundabout taking a northerly path to the western side of forest view under Clehonger and Ruckhall Lanes and through Belmont Park in cutting. The route option would then take the high level viaduct crossing of the Wye on a sweeping left hand curve at the same location as Orange, Cyan and Yellow routes. Upon exiting the viaduct the route option diverges from horizontal alignment of Orange, Cyan and Yellow routes. Rising the bypass passes over Lower Breinton Road before entering cutting and under Upper Breinton Road and a NMU overbridge. On leaving the cutting the bypass falls towards a new roundabout on A438 Kings Acre Road immediately east of The Bay Horse Inn (location of which is shared with Cyan route). The bypass follows the western boundary of the potential Three Elms development site passing over Yazor Brook to a new roundabout on A4103 Roman Road between Towtree Lane and Bovingdon Park (location shared with Yellow route). A right-hand turn takes the bypass in cutting under Tillington and Canon Pyon Roads exiting on an easterly embankment over Lyde NMU underpass and terminating at a new roundabout on the A49 west of Holmer.

OLIVE ROUTE OPTION

- 1.3.12. The Olive route is 7.8km long and shares its horizontal alignment with Red route from its starts at the proposed SLR A465 roundabout to immediately south of Ruckhall lane. The route option passes through Belmont Park in deep cutting before a straight high level viaduct crossing of the Wye. Rising the bypass passes immediately west of Warham House and over Lower Breinton Road before entering cutting and under Upper Breinton Road and a NMU overbridge. At this point the route option converges back with the horizontal alignment of the Red route until the proposed junction with the A49.

BLACK 1 ROUTE OPTION

- 1.3.13. The Black 1 route is 8.3km long and has a common alignment with the Olive route from its start to Upper Breinton Rd where it has entered cutting and goes underneath a NMU overbridge. While in the cutting the bypass takes a left-hand curve northwest exiting to fall towards a new roundabout on A438 Kings Acre Road east of Conifer Walk. The bypass passes immediately east of Hereford Livestock Market to a new roundabout on A4103 Roman Road west of Pinstone House. A right-hand turn takes the bypass over Yazor Brook and ponds then in cutting under Tillington and Canon Pyon Roads exiting on an easterly embankment over Lyde NMU underpass and terminating at a new roundabout on the A49 west of Holmer.

BLACK 2 ROUTE OPTION

- 1.3.14. The Black 2 route is 8.7km long and shares its alignment with the Red route from its start until Upper Breinton Rd where it shifts to the Black 1 route, converging at the proposed NMU overbridge.

1.4 PUBLIC CONSULTATION

- 1.4.1. Herefordshire Council has undertaken two of the three planned phases of public consultation during the development of the HTP project.
- 1.4.2. The aim of these consultation phases is to present the possible bypass routes and the possible types and locations of walking, cycling, bus and public realm improvements. In addition to these phases there will be on-going consultation with key stakeholders at key periods during the project. The three phases are:
- Phase 1: Introduce the HTP, consult on transport problems in Hereford, issues and constraints within the bypass corridor and ideas for walking, cycling and bus improvements – 4th April 2017 to 22nd May 2017;
 - Phase 2: Present possible bypass routes and walking, cycling, bus and public space improvements – 6th February 2018 to Tuesday 20th March 2018; and
 - Phase 3: Present proposed bypass route and walking, cycling, bus and public space improvements – Mid 2018. This would be statutory consultation.
- 1.4.3. The first phase of HTP consultation consisted of consultation period exhibitions, which were held at two easily accessible venues in the centre of Hereford - The Courtyard and the Library. This first phase was combined with the Hereford Area Plan (HAP) Issues and Options consultation which focused on the detailed proposals, in relation to housing, jobs, employment, transport etc., to ensure the delivery of the city-specific policies in the Core Strategy.
- 1.4.4. The second phase of consultation (non-statutory) was undertaken on Tuesday 6th February 2018 and ran for a six week period, which closed on Tuesday 20th March 2018. This phase undertook consultation with the people of Herefordshire in relation to a proposed bypass and walking, cycling bus and public realm improvements, together comprising the HTP.
- 1.4.5. The third phase of consultation (statutory) will:
- Ensure compliance with requirements of 2008 Planning Act if required;
 - Explain how Phase 2 consultation feedback has informed the development of the HTP;
 - Present the preferred bypass route;
 - Present preliminary environmental impacts and proposed avoidance and mitigation measures;
 - Present proposed walking, cycling, bus and public realm improvements; and
 - Seek feedback about:
 - The preferred bypass route;
 - The preferred walking, cycling, bus and public realm improvements;
 - Issues and constraints;
 - Demographic and travel behaviour.
- 1.4.6. Should a Development Consent Order be required, the responses to the third phase of consultation will be documented in a Statement of Community Consultation.

2 LEGISLATION

- 2.1.1. The Equality Act 2010 came into force on 1 October 2010 and brought together over 116 separate pieces of legislation into a single Act. The Act provides a legal framework to protect the rights of individuals that share defined "protected characteristics" and advance equality of opportunity.
- 2.1.2. Those "protected characteristics" which identify the vulnerable groups who may be disproportionately impacted upon or discriminated against are outlined in Table 2. Protection extends to those who are perceived to have these characteristics or who suffer discrimination because they are associated with someone who has that characteristic, e.g. cares for someone with a disability.

Table 2: Protected Characteristics Covered within an Equality Impact Assessment

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

- 2.1.3. Section 149 of the Act provides for a Public Sector Equality Duty. This requires that public bodies in the exercise of their functions, give "due regard to the need to":
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 - Advance equality of opportunity between people who share a protected characteristic and those who do not. This includes:
 - Removing or minimising disadvantages suffered by people due to protected characteristics;
 - Taking steps to meet the needs of people with protected characteristics where these are different from the needs of other people; and

- Encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.
- Foster good relations between people who share protected characteristic and those who do not. This includes:
 - Tackling prejudice;
 - Promoting understanding; and
 - Eliminating unlawful discrimination, harassment and victimisation.

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

3 EQUALITY IMPACT ASSESSMENT

3.1 WHAT IS EQIA

- 3.1.1. An Equality Impact Assessment (EqIA) considers the impact of a project or policy on persons or groups of persons who share characteristics which are protected under section 4 of the Equality Act 2010 ("protected characteristics") and might also include others considered to be vulnerable within society such as low income groups. It is an information gathering tool which enables decision makers within public bodies to implement their equality duty under the Equality Act 2010.
- 3.1.2. An EqIA guides decision makers and designers to:
- Consider the effects of existing and proposed policy or practice on people who share a "protected characteristic"; and
 - Identify opportunities to improve equality of opportunity and eliminate discrimination.
- 3.1.3. An EqIA should be carried out before making decisions, so as to inform and shape the outcomes. They should be updated throughout the decision making process as necessary, as policy or practices are developed.
- 3.1.4. There are three stages to an EqIA; screening, full assessment and outcome monitoring. A screening stage will determine which protected characteristics are likely to experience disproportionate impacts, and therefore require consideration within the EqIA. This may take into account the nature of the public function being exercised and available information on users and impacts.

3.2 METHODOLOGY

- 3.2.1. Highways England has developed its own guidance to the EqIA process¹. This guidance sets out the three key stages involved in an EqIA as depicted in Figure 2 below.

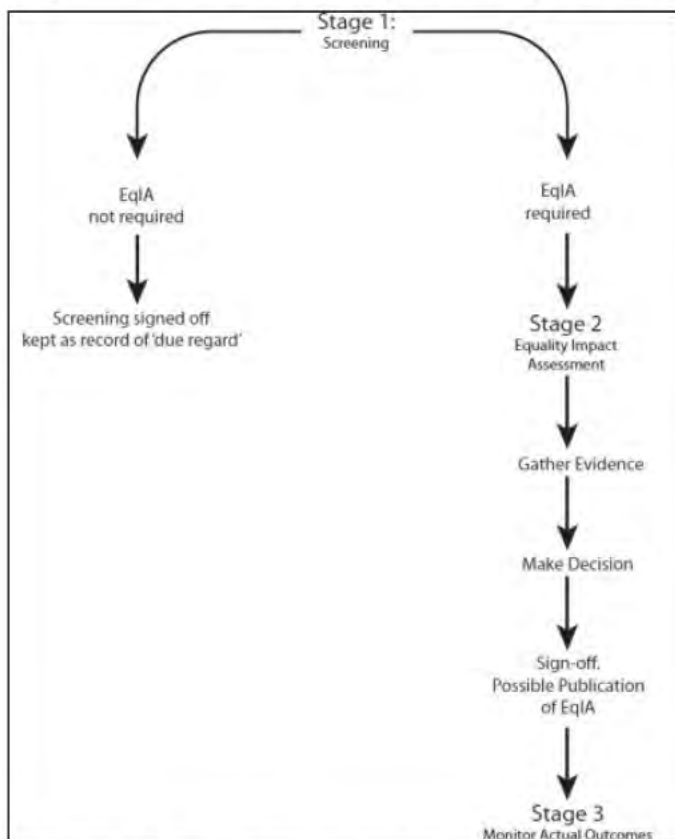


Figure 2: The Three Stage EqIA Process

¹ http://assets.highways.gov.uk/about-us/equality-and-diversity-inclusion-matters/A_guide_to_Equality_Impact_Assessments.pdf

- 3.2.2. This methodological framework was used to inform the approach for the EqlA of the Hereford Bypass.
- 3.2.3. The key objective of this initial screening exercise is to identify which (if any) of the protected characteristics could experience direct or indirect disproportionate impacts (either positive or negative), thereby setting out whether or not a full EqlA is necessary.

EQUALITY IMPACT SCREENING

- 3.2.4. The screening exercise is a process by which the following issues are considered:
- Whether there is evidence to suggest that any of the protected characteristics have particular sensitivities or needs in relation to the Hereford Bypass;
 - Whether there are existing inequalities or access barriers to services or developments which need to be considered; and
 - Whether there are particular community groups or stakeholders representing protected characteristics who have expressed interest or concerns about the proposed scheme.
- 3.2.5. In order to complete the screening phase, the following actions will be undertaken:
- An initial review of existing baseline information to gather data and understand the communities which may be affected by the proposed scheme. This includes review of previously published documents, Census 2011 data and information held by the local authority; and
 - Identification of the priority groups and sensitive receptors to be considered within this assessment, which have the potential to experience disproportionate impacts as a result of development of the proposed scheme.

EQUALITY IMPACT ASSESSMENT

- 3.2.6. The EqlA will assess the impacts of the development on those protected groups for which this screening document considers which have the potential to experience disproportionate impacts as a result of development of the proposed scheme.
- 3.2.7. The following criteria outline in Table 3 below will form the basis of the assessment structure and will assign either a high, medium or low negative or positive impact for each of the protected characteristic groups.

Table 3: Significance Criteria for EqlA

Significance	Criteria definition
Major	Extent: Likely to affect the well-being of most or all people from the specified equality group. Duration: Long term.
Moderate	Extent: Likely to affect the well-being of many people from the specified equality group. Duration: Medium term
Minor	Extent: Likely to affect a small number of people from one or more equality groups Duration: Short-medium term Reversibility: Likely to be
Negligible	Extent: Few or zero predicted impacts on equality groups Duration: Short term

STUDY AREA

- 3.2.9. The Eql screening and assessment is based on the following study areas:
- Protected Characteristic Profile – census data and other publicly available information has been gathered for the administrative area of Herefordshire Council to provide a baseline of the demographic of the area for the protected characteristics under the Equality Act 2010.

- Sensitive receptors - these have been identified within the Core Strategy route corridor. The Core Strategy route corridor is displayed in Figure 1.

4 LOCAL SOCIAL PROFILE

4.1 INTRODUCTION

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

- Protected characteristic groups;
- Local communities; and
- Sensitive receptors, local community facilities and public transport.

4.2 PROTECTED CHARACTERISTIC PROFILE

4.2.1. Data from the Office of National Statistics has been gathered on the following protected characteristics from section 4 of the Equality Act 2010:

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

4.2.2. Certain protected characteristics, including gender reassignment, marriage and civil partnership and pregnancy and maternity have not been included in the assessment due to a lack of publicly available data at the time of writing. Although not a protected characteristic under the Equality Act 2010, the social profile also includes data on deprivation as it provides a measure of a combination of social-economic metrics.

ETHNICITY AND RELIGION PROFILE

4.2.3. The percentage of each ethnicity as measured by the Office of National Statistics (ONS)², and as outlined in the 2011 Census for Hereford and England/Wales, is presented in Table 4.

4.2.4. The Office of National Statistic 2011 Census information indicates that the majority of the population within the Herefordshire is classified as White British (93.7%), significantly higher than England and Wales (80.5%). This shows that Herefordshire is less ethnically diverse than England and Wales.

Table 4: Ethnicity Breakdown of Herefordshire and England/Wales

ETHNIC GROUP	HEREFORDSHIRE	HEREFORDSHIRE	ENGLAND/WALES	CHANGE IN HEREFORDSHIRE 2001-2011	
	Number in 2011	% of total pop'n in 2011	% of total pop'n in 2011	Increase in no. in ethnic group	% increase in ethnic group
White: English, Welsh, Scottish, Northern Irish, British	171,922	93.70%	80.50%	1,356	1%
White: Irish	709	0.40%	0.90%	5,518^	202%^
White: Gypsy or Irish Traveller	363	0.20%	0.10%	-	-
White: Other White	7,175	3.90%	4.40%	-	-
Mixed / multiple ethnic group	1,270	0.70%	2.20%	575	83%

² <https://www.ons.gov.uk/>

ETHNIC GROUP	HEREFORDSHIRE	HEREFORDSHIRE	ENGLAND/WALES	CHANGE IN HEREFORDSHIRE 2001-2011	
	Number in 2011	% of total pop'n in 2011	% of total pop'n in 2011	Increase in no. in ethnic group	% increase in ethnic group
Asian / Asian British*	1,439	0.80%	7.50%	894	164%
Black / African / Caribbean / Black British	331	0.20%	3.40%	161	95%
Other ethnic group	268	0.10%	1.00%	102	61%
Total not 'White: British, etc' (i.e. BAME)	11,555	6.40%	19.50%	7,250	168%
Total not 'White'	3,308	1.80%	14.10%	1,732	110%
All People	183,477	100.00%	100.00%	8,606	5%

* now includes Chinese, which was previously a separate category; ^ not possible to separate out as Gypsy or Irish Traveller was a new category in 2011

- 4.2.5. The 2011 Census data indicates that the majority of the population (67.8%) within Herefordshire is identified as Christian, while the next largest group identifies as having no religion (25.1%). Table 5 provides a further breakdown of the religion or belief within Herefordshire and England and Wales.

Table 5: Percentage of People Belonging to Specified Faiths in Herefordshire and England/Wales

RELIGION	HEREFORDSHIRE		ENGLAND/WALES
	Number in 2011	% of total pop'n in 2011	% of total pop'n in 2011
Christian	124,403	67.8%	59.3%
Buddhist	562	0.3%	0.4%
Hindu	228	0.1%	1.5%
Jewish	131	0.1%	0.5%
Muslim	364	0.2%	4.8%
Sikh	80	0.0%	0.8%
Other	893	0.5%	0.4%
No religion	41,766	22.8%	25.1%
Not stated	15,050	8.2%	7.2%

AGE PROFILE

- 4.2.6. The Office of National Statistics 2011 Census information³ shows that the percentage of the population over 45 is higher in Herefordshire (49.9%) when compared to England and Wales (42%). A detailed age profile is provided in Table 6.

Table 6: Age Breakdown in Herefordshire and England/Wales

AGE RANGE	HEREFORDSHIRE		ENGLAND/WALES
	Number in 2011	% of total pop'n in 2011	% of total pop'n in 2011
0-4	9,580	5.2%	6.2%
5-7	5,550	3.0%	3.4%
8-9	3,630	2.0%	2.2%
10-14	10,494	5.7%	5.8%
15	2,261	1.2%	1.2%
16-17	4,519	2.5%	2.5%
18-19	3,904	2.1%	2.6%
20-24	9,431	5.1%	6.8%
25-29	9,681	5.3%	6.8%
30-44	32,849	17.9%	20.5%
45-59	38,958	21.2%	19.4%
60-64	13,604	7.4%	6.0%
65-74	20,496	11.2%	8.7%
75-84	13,196	7.2%	5.6%
85-89	3,535	1.9%	1.5%
90+	1,789	1.0%	0.8%

GENDER

- 4.2.7. The percentage of males (all ages) to females (all ages) in Herefordshire is similar to the national averages in 2011, as outlined in Table 7.

Table 7: Gender Breakdown in Herefordshire and England/Wales

AGE RANGE	HEREFORDSHIRE		ENGLAND/WALES
	Number in 2011	% of total pop'n in 2011	% of total pop'n in 2011
Male	90,302	49.2%	49.2%
Female	5,550	50.8%	50.8%

³ https://factsandfigures.herefordshire.gov.uk/media/16071/2011census_ks_profile_hfds.pdf

DISABILITY

4.2.8. Data on adults with physical disabilities, produced by Herefordshire Council and the Primary Care Trust in 2007⁴, is shown in Table 8.

Table 8: Estimated and Projected Numbers of Household Residents Aged 18-64 with a Physical Disability, Herefordshire

TYPE AND SEVERITY OF DISABILITY		NUMBER IN 2005	SHORT-TERM PROJECTION TO 2012 FROM 2005 (increase in no. of people in brackets)	LONG-TERM PROJECTION TO 2021 FROM 2005 (increase in no. of people in brackets)
Physical disability of any type	Serious	3,150	3% increase (+100)	5% increase (+150)
	Total	13,100	3% increase (+350)	3% increase (+450)
Personal care disability	Serious	950	No change	No change
	Total	5,550	2% increase (+100)	3% increase (+150)
Locomotor disability	Serious	2,050	2% increase (+50)	5% increase (+100)
	Total	9,150	3% increase (+250)	4% increase (+350)
Sight disability	Serious	250	No change	20% increase (+50)
	Total	1,400	4% increase (+50)	No further change on those 50 people seen by 2012
Hearing disability	Serious	100	50% increase (+50)	No further change on those 50 people seen by 2012
	Total	2,950	5% increase (+150)	No further change on those 150 people seen by 2012
Communication disability	Serious	300	No change	No change
	Total	1,250	4% increase (+50)	No change from 2005

4.3 COMMUNITIES IN PROXIMITY TO THE SCHEME

Hereford has a population of approximately 55,800 and the town is one of the most rural and sparsely populated in England. The bypass route options are located on the western outskirts of Hereford. The nearest communities within this area comprise smaller residential dwellings at;

- Holmer (located towards the east of the A49);
- Huntington (located south of the A4103);
- Stretton Sugwas (located west of the A4103);
- Kings Acre (located on the A438);
- Upper Breinton, Breinton and Warham (located between the A438 and River Wye); and
- Belmont (located to the south of the River Wye).

4.3.1. Within this part of Hereford, the area is mainly rural and agricultural comprising small hamlets and villages. The majority of community facilities are located within Hereford city centre. Due to the distance, the majority of journeys made between these communities and Hereford are likely to be made by vehicle or bike, via either the A438 or the A465 from the west of Hereford.

⁴ <https://factsandfigures.herefordshire.gov.uk/about-a-topic/vulnerable-people/adults-18-64-with-physical-disabilities.aspx>

4.3.2. Likely journeys to take place to and from Hereford include:

- Journeys to and from the communities situated to the west of Hereford, such as Stretton Sugwas and Brienton, via the A438 and A4103, are likely to be made by residents to access secondary schools, health facilities, assisted facilities and places of worship.
- Journeys from residents situated on and around Roman Road who may use the Public Rights of Way (PRoW) to access Whitecross Hereford High School within the north west of Hereford; and
- Residents within Clehonger and Belmont, south of the River Wye who may travel to Hereford to access GPs and Pharmacies within Hunderton. These journeys may be undertaken using the PRoW or by car via the A465.

4.4 PUBLIC TRANSPORT, PEDESTRIAN AND CYCLING FACILITIES

PUBLIC TRANSPORT

- 4.4.1. The scheme has the potential to result in the temporary closure or relocation of the bus stops within the route corridor during construction. The construction and operational phases of the scheme therefore have the potential to disproportionately affect certain vulnerable groups; in particular the elderly, the young and women (including pregnancy and maternity) who are likely to use public transport regularly (Department for Transport (DfT), 2016)⁵.
- 4.4.2. There are several bus services on roads that are traversed by the bypass route options. There is also potential for the bypass options to disrupt bus services on roads at either end of the proposed routes. The bus stops for the following services and the roads in which they run along include:
- Holmer Road (A49)
 - 492
 - Canyon Pyon Road (A4110)
 - 498, 501, 502, 504 and 802
 - Tillington Road (stop at St Mary's Park)
 - 437 and 477
 - King's Acre Road (A438) (stops at the Bay Horse Inn, Wyevale Garden Centre and Conifer Walk)
 - X15, 71, 71A, 71B, 446, 461, 462 and 463
 - Breinton Lane
 - 436
 - Clehonger Road (stop at Abbey Cottages)
 - 39, 39a, X39, 447, 448 and 449
 - Abergavenny Road (A465) (stop at Belmont Abbey)
 - X3, 413, 440 and 441.

4.4.3. There are no railway stations or railways within the route corridor. The Hereford railway station is the nearest in the vicinity and is located 3.3km east.

PEDESTRIANS

4.4.4. The following footpaths intersect the route corridor considered within this assessment:

- There is a public footpath (Pipe and Lyde Footpath 9) which transverses several agricultural fields from Lyde Arundel to the A4103 Roman Road. The footpaths are hidden from the roads due to the high hedges which line the carriageways.
- Between Tillington Road and Tow Tree Lane there is a public footpath (Burghill Footpath 11) connects both roads via the public footpath. The field runs adjacent to a field boundary, and adjacent to the Yazor Brook.

⁵ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/633077/national-travel-survey-2016.pdf

- Towards the west of the A4110, there are a network of several footpaths (Hereford 1, 55, 37, 38) which connect several of the lanes within Huntington between the A4103 and A410. Footpaths 55 and 38 follow the Yazor Brook, Footpath 1 connects the A4103 with Hunting Court Lane, and Footpath 37 connects Hunting Lane with the A4110. The views from the paths are restricted due to the hedgerows and mature trees which mark the edges of the field boundaries and river corridors.
- Towards the east of the A480 there are three footpaths (Footpath 11, 35 and 53) which connect the A438, A480 and A4103. Footpath 11 and 53 cuts through an industrial retail park with a garden centre, therefore the views from here are limited by the surrounding buildings. Footpath 35 runs adjacent to an agricultural field boundary. There is a hedgerow separating the footpath from the field, beyond this there are wide, flat and open views across the landscape of the agricultural fields.
- Towards the west of the A480 there are two footpaths (Footpaths 11 and 5). Both paths are located along the boundaries of the agricultural field between the A480 and A438, there are no hedgerows restricting views, however this area is more built up, with a flat landscape, therefore the views only extend a few hundred meters over the area before being restricted by mature trees and buildings.
- South of the A438 there are several bridleways which interconnect. Bridleways 2A, 9 and 3 link the A438 Kings Acre Road with Bridleway 25 which is also known as Green Lane. Bridleway 25 provides an east to west link from White Cross to Breinton Lane via Drovers Wood and Green Lane Wood. Bridleway 9 continues past Bridleway 25 heading south past Upper Hill Farm to Breinton Lane.
- To the north of the River Wye is Footpath 2 which heads west from Broomy Hill near Warham House into Breinton. Also Footpath 1 also known as the Wye Valley Walk heads from the centre of Hereford along the northern bank of the River Wye into Breinton. A short path, Footpath 8, links Broomy Hill and Footpath 2 to Footpath 1.
- To the south of the River Wye, Footpath 7 heads west from Belmont, through Belmont House Unregistered Park and Garden to Church Road.

- 4.4.5. The majority of PRowWs outside of the built-up areas of Hereford are set within agricultural land and are likely to be used primarily for recreational purposes. However, the paths are not well connected to the more recreational paths such as the Wye Valley Walk and do not provide any circular walks due to the River Wye which has limited crossings.

CYCLISTS

- 4.4.6. There are no National Cycle routes within the route corridor which will be affected by any of the scheme options.
- 4.4.7. It is likely that PRowWs within the study area are not well used by cyclists, as most of the tracks identified during a recent walkover survey were separated by numerous stiles, and most were along un-surfaced tracks or on grass/mud and as such were not thought to be suitable for cyclists. As a result, cyclists in the area are likely to be limited to the road network.

4.5 SENSITIVE RECEPTORS

- 4.5.1. There are a number of sensitive receptors located within Hereford, which are situated within or adjacent to the Hereford Bypass Core Strategy corridor (Section 3.3). The following have been identified:

SCHOOLS

- 4.5.2. Whitecross Hereford High School is located along Three Elms Road and to the north west from the centre Hereford. The closest route options to Whitecross Hereford High School are the Yellow and Orange routes, located 770m and 800m west, respectively. This falls just outside of the Core Strategy corridor.
- 4.5.3. There are several other schools in Hereford which may require journeys to and from the communities situated to the west of Hereford. These include Riverside Primary School, The Brookfield School, Our Lady's Catholic School, Holmer CE Academy and Hereford Cathedral School.

PLACES OF WORSHIP

- 4.5.4. There are several places of worship that fall within the Core Strategy corridor. These include Saint Michael's Church Breinton and The Church of Jesus Christ of Latter-day Saints.
- 4.5.5. The closest bypass options in relation with Saint Michael's Church Breinton are the Olive and Black 1 routes, located 620m east. Multiple bypass options fall either side of The Church of Jesus Christ of Latter-day Saints, which is located along Kings Acre Road. The Black 1 and 2 routes are situated 300m west, whilst the Red, Olive and Cyan routes are located 320m east.

OTHER FACILITIES

- 4.5.6. The Hereford Community Farm, which was developed as a centre to provide therapeutic land based activities and skills training for people whom face disadvantage through disability, mental health, ill health, social need or any other condition.
- 4.5.7. Five (Orange, Cyan, Yellow, Red and Black 2) of the Hereford Bypass scheme route options will pass through the land associated with the Hereford Community Farm, with the other two (Olive and Black 1) being located 150m to the west of the land owned by the farm.

5 EQUALITY IMPACT AND ASSESSMENT

5.1 EQUALITY IMPACT SCREENING

- 5.1.1. An Equality Impact Screening Assessment has been completed on the seven Hereford Bypass shortlist route options, taking into account the baseline information outlined in this document. The screening assessment is presented in Table 8.

Table 9: Equality Impact Screening

Protected Characteristic Group	Type of Impact		
	Adverse Impact	Beneficial Impact	Unknown
Age	Yes - Potential for adverse impacts from all route options during construction and operation. Details of whether amendments are required to location of bus stops, local bus services, footpaths and non-motorised user accesses are unknown at this stage.	Yes - Potential for beneficial impacts from all route options during construction and operation. Details of whether amendments are required to location of bus stops, local bus services, footpaths and non-motorised user accesses are unknown at this stage.	-
Disability	<p>Yes - Potential for adverse impacts from all route options during construction and operation. Details of whether amendments are required to location of bus stops, local bus services, footpaths and non-motorised user accesses are unknown at this stage.</p> <p>All route options are likely to have an adverse impact on Hereford Community Farm, and its users. Five route options (Orange, Cyan, Yellow, Red and Black 2) will pass right through the site of the Hereford Community Farm, with the other two route options (Olive and Black 1) being located within a close vicinity.</p>	Yes - Potential for beneficial impacts from all route options during construction and operation. Details of whether amendments are required to location of bus stops, local bus services, footpaths and non-motorised user accesses are unknown at this stage.	-
Gender (including pregnancy and maternity)	Yes - Potential for adverse impacts from all route options during construction and operation. Details of whether amendments are required to location of bus stops, local bus services, footpaths and non-motorised user accesses are unknown at this stage.	Yes - Potential for beneficial impacts from all route options during construction and operation. Details of whether amendments are required to location of bus stops, local bus services, footpaths and non-motorised user accesses are unknown at this stage.	-
Gender identity/ Transgender	No impact likely to cause disproportionate adverse effects to this protected characteristic	No impact likely to cause disproportionate adverse effects to this protected characteristic	-
Race			-
Religion and Belief			-

Sexual Orientation			-
Marriage and Civil Partnerships			-

5.2 RATIONALE BY PROTECTED CHARACTERISTIC GROUP

GENDER (INCLUDING PREGNANCY AND MATERNITY)

- 5.2.1. The Department of Transport (DfT) have shown that women make more trips than men, but these consist of shorter distances (DfT, 2015). This partly reflects the differences in the type of trips made, with women making more local trips for shopping and escort education (e.g. trips to and from Whitecross Hereford High School), which tend to be relatively brief. Therefore, since women are more likely to carry out the majority of day care activities and undertake more local trips (whether via NMU methods of travel, public transport or private vehicles), construction and operation impacts have the potential to disproportionately impact women's accessibility to services.
- 5.2.2. The Pregnancy Mobility Index (van de Pol, 2006) provides evidence that mobility restrictions suffered by pregnant women (particularly in the later stages of pregnancy) such as chronic back/pelvic/joint pain, pelvic instability, breathlessness and rib pain, differentiate them from the general population. These restrictions can affect mobility in accessing/leaving a vehicle and may also influence their capability and willingness to drive.
- 5.2.3. The scheme has the potential to result in the temporary closure or relocation of alternative transport methods during construction, including the bus stops within the route corridor. The National Travel Survey (DfT, 2016) shows that 61% of bus passengers in non-metropolitan areas and 58% in metropolitan areas are women. Removal of bus stops could therefore provide differential adverse impacts on women and their access to education, employment and leisure opportunities if appropriate alternative arrangements are not identified. The construction and operational phases of the scheme therefore have the potential to disproportionately affect women (including pregnancy and maternity) who are more likely to use public transport (DfT, 2016).
- 5.2.4. Depending on the Hereford Bypass scheme options design, the operational phase has the ability to increase accessibility and decrease journey times through enhancing road links and crossings into the existing road network. However, the level of impact on gender groups will need to be assessed through an EqlA once further scheme information is available in order to enable sound equality decision making.

AGE

- 5.2.5. Young and older people may be disproportionately affected due to less uptake in driving and higher usage of public transport or non-motorised means of travel. Global Action on Ageing, an international organisation dedicated to raising awareness of the growing elderly population throughout the world, argue that 'intimidation, lack of confidence and declining ability are forcing many elderly drivers off the road altogether'. Factors such as: retirement, leading people to dwell on their own driving ability; pressure on older male drivers to keep driving if their wives have not learnt to drive; changes to the driving landscape, particularly motorways; and, the speed of younger more confident drivers can all contribute to older drivers feeling intimidated and anxious (Global Action on Aging, 2000). The National Travel Survey (DfT, 2016) shows that 28% of bus passengers in England are over the age of 60, 30% of bus passengers in England are under the age of 20 and 5% of trips to school for 5-10 year olds and 27% of trips to school for 11-16 year olds are made by bus. The scheme has the potential to result in the closure or relocation of the bus stops within the route corridor for the services outlined in section 4.4.2. Removal or amendment to bus stops could therefore provide differential adverse impacts on older and young people and their access to important services and facilities, reducing opportunities to access education, employment and leisure in Hereford if appropriate alternative arrangements are not identified.
- 5.2.6. Furthermore the largest percentage of bus passengers overall are women, aged 17-20 which could result in cumulative impacts for this demographic.
- 5.2.7. The scheme will result in temporary and permanent closure and / or diversion of certain PRow's, footpaths as well as potential changes to footpath gradients and crossings at road junctions, which may result in users having to traverse larger distances. Certain age groups (younger and older people) who more frequently use these routes, as they are unable or not confident enough to drive, may be adversely affected by changes and conditions to key routes. There is also potential for improvements relating to each route option to result in beneficial impacts on existing community severance issues.

DISABILITY

- 5.2.8. People with disabilities have specific access needs and are more likely to rely on public transport to access services, facilities and social engagements (DfT, 2016). The expressways customer insight survey (Ipsos Mori, 2017) showed that 30% of respondents with a long term limiting illness or disability had not used the strategic road network during the past 12 months compared with 14% of the population overall. Therefore those with disabilities that limit mobility may be disproportionately affected by impacts on public transport services (changes to bus services or bus stops) and/or NMU facilities.
- 5.2.9. The Hereford Community Farm, which was developed as a centre to provide therapeutic land based activities and skills training for people whom face disadvantage through disability is likely to be affected by all of the scheme options. Five route options (Orange, Cyan, Yellow, Red and Black 2) will pass through the site of the Hereford Community Farm, with the other two route options (Olive and Black 1) being located within a close vicinity. All proposed routes will cause disruption to the facilities current practice and noise and visual impacts will mean that the provision offered for attendees may no longer be viable. Further assessment is required to understand the level of impact each route option would have on the community farm and its users.

RELIGION, ETHNICITY, SEXUAL ORIENTATION AND TRANSGENDER

- 5.2.10. There is no clear evidence, data or rationale to consider any of the route options will have a disproportionate effect on these groups at this stage.
- 5.2.11. Despite there being houses of worship (churches) within the core strategy area, it is anticipated that access to these locations will not be inhibited and that demolition will not be required. Therefore, no disproportionate impact is predicted on the elderly or on those of the Christian faith.
- 5.2.12. However, new impacts could be identified during detailed design and the screening out of these protected characteristic groups should be reviewed at each design stage.

6 SUMMARY AND CONCLUSIONS

- 6.1.1. On completion of the equality impact screening, it has been identified that key elements of the Scheme which could disproportionately affect vulnerable groups are as follows:
- Scheme development and design considerations:
 - Amendments to public transport facilities, such as bus stops;
 - Impacts on physical accessibility to rural and community facilities, due to increases in PRow length and permanent closure of certain routes as well as potential changes to footpath gradients; and
 - Impact on the Hereford Community Farm. Disruption caused by proximity to the Bypass or direct land take may affect its current capacity to offer therapeutic services and also its viability as a business.
 - Construction considerations:
 - Pedestrian or community severance due to construction activities;
 - Temporary changes and diversions to the road or footpath;
 - Temporary changes to public transport facilities;
 - Noise, dust, light and environmental impacts associated with the scheme route options have the potential to impact on health and wellbeing of the local populations; and
 - The area has several trip attractions/local services that are likely to be impacted by the Scheme. Access to these attractors and local services could be affected during construction.
- 6.1.2. Based on the potential impacts that have been outlined above, the Screening has identified that a full EqIA should be carried out for the following protected characteristic groups:
- Gender;
 - Age;
 - Disability; and
 - Pregnancy & Maternity.
- 6.1.3. The level of impact on these groups from each route option will need to be assessed through an EqIA, gathering further evidence to enable sound equality decision making. All other groups with protected characteristics have been screened out of an EqIA as they are not considered to experience differential impacts at this stage.
- 6.1.4. There is potential for benefits for groups with protected characteristics in the development of the Hereford Bypass including improved traffic flow and journey times and increased safety and security. It is important that these benefits continue to be developed and promoted with these most vulnerable users in mind so as to ensure and advance equality of opportunity.
- 6.1.5. The EqIA for the scheme (short list of route options) will be completed before the third phase of public consultation (refer to Section 1.4 for further details).

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