

This is version v4 of the EqlA, which is an updated version based on the version signed off for Interim SGAR 3 with further updates in line with comments received. The EqlA is now submitted for PCF Stage 3 sign off. The EqlA will be further updated at PCF Stages 4 and 5

Equality Impact Assessment (EqlA) Screening Analysis and Monitoring Template

Before carrying out an Equality Impact Screening or Assessment familiarise yourself with National Highway's guidance on the subject. The Equality Impact Screening and Assessment procedure applies in terms of employment and the delivery of services.

The term 'Policy/Practice' is used throughout the document. This applies to all policy/practice/project/schemes/building considerations/initiatives/guidance and functions across all areas of our business.

EQUALITY IMPACT SCREENING AND ASSESSMENT			
Name of Practice/Policy	A52 Nottingham Larger Junctions (Nottingham Knight and Wheatcroft Junctions)	Proposed or Current	Proposed
Person Completing the Assessment	Mike Newman (Tetra Tech Designer's for Griffiths Farrans Joint Venture (DIP Contractor)) Contact No. 0116 234 8137		
Directorate	Major Projects		
Date V.4 28 June 2024	Eql Register Ref No: (Obtained from the EDI Advocate)	MPS71	
<p>A: In this section, outline the aims, purpose, desired benefits and expected outcomes of the practice/policy, identifying the customers, staff or stakeholders involved or affected.</p> <p>The Roads Investment Strategy (RIS) identified the A52 Nottingham Junctions scheme as a scheme to provide congestion relief at 8 junctions across the A52 in the Nottingham Area. This assessment considers the Larger Junctions which comprise Wheatcroft and Nottingham Knight junctions only. The works potentially include junction improvement including junction reconstruction and signalisation. The outline proposals for the scheme were identified in PCF Stage 2 and the proposed solution for altering the existing roundabouts to signalised through-about junctions have been progressed into PCF Stage 3 Preliminary design as a single option scheme. The A52 Nottingham Junctions, Larger Junctions scheme is not designated as a Nationally Significant Infrastructure Project (NSIP) and will progress via orders from the Highways Act 1980 rather than through the Planning Act 2008.</p> <p>This assessment aims to assess the impacts of the potential new road layout / formation to the lives of the public, including both motorised and non-motorised users.</p>			

The main objective of the project is to remove the traffic delays which occur at the Wheatcroft and Nottingham Knight roundabouts around Nottingham. The main purposes of the scheme are to:

- decrease congestion
- increase capacity
- improve journey time reliability
- improve road safety
- improve facilities for both pedestrians and cyclists
- Facilitating the Memorandum of Understanding (MoU)

Proposals at both junctions involve widening and signalling of existing roundabouts. Within the proposals new signal-controlled toucan crossings will be provided to make it safer for cyclists and pedestrians to cross the junctions. All crossing points will be designed for users with disabilities.



The junctions that form the A52 Nottingham Junctions scheme



The two larger junctions: in blue

Project Timelines

Ongoing:	Identification and review of options to improve traffic flow at several junctions along the A52, whilst providing value for money and development of the options for assessment
December 2016	Public Information Events for Nottingham Road and Cropwell Road junctions
January 2017	Works started on two Junctions (Nottingham Road and Cropwell Road)
June 2017	Completion of works at Nottingham Road junction
August 2017	Completion of works at Cropwell Road junction
August 2017 – to date	Ongoing development work on the remaining junctions
January 2019	Public Information Events for Nottingham Knight and Wheatcroft junctions
Summer 2019	Engage with our stakeholders and members of the public on our plans for Gamston, Stragglethorpe, Bingham, Silverdale -
May 2021	Construction start for works at smaller junctions of Gamston, Stragglethorpe, Bingham, Silverdale
November 2022	Start of PCF Stage 3 for Nottingham Knight and Wheatcroft junctions
April 2023	Completion of construction of works at Gamston, Stragglethorpe, Bingham, Silverdale
December 2024	Anticipated completion of PCF Stage 3 for Nottingham Knight and Wheatcroft junctions, A full traffic model rerun was undertaken in PCF Stage 3 which has extended the stage. (The traffic re-modelling for the scheme doesn't affect anything in the EDI, as the principles for the scheme itself don't change (it's just

[illegible]

C: The rationale behind the rating (at Section B) and details of the evidence utilised to inform the screening decision.

If all answers are 'No' an EqlA is not required, the reasons and monitoring requirements should be summarised.

If the answers are 'Yes' or 'Unknown', the judgement on the need to gather further evidence to reach an informed decision via an EqlA should be explained.

If there is confidence that the effect of the policy/practice will not be different for different groups then this is summarised below.

The Equality Diversity and Inclusion Tool has been completed. The scheme is located in an equality 'hotspot' area, an area of high population density, an area with large numbers of people from equality groups, and an area with high proportions of people from equality groups. Further details on the EDIT can be found in Section F

The scheme is at Project Control Framework (PCF) Stage 3, Preliminary Design. The scheme's likely impacts on non-motorised users at a number of locations may impact upon equality groups which will need to be considered as the scheme progresses through the following stages.

Users including (but not limited to) Pedestrians, Cyclists, Equestrians, Scooter riders (non-motorised), Cyclists with electrically assisted pedal cycles (where these conform to Department for Transport or other relevant regional regulations and where they may legally be used) and Users of powered wheelchairs (where these conform to Department for Transport regulations and where they may legally be used) have a right to access the National Highways, as set out in GG 142 of the Design Manual for Roads and Bridges (DMRB). This Scheme will utilise GG 142 to ensure that any improvements considered will:

- not give rise to road safety or personal safety concerns;
- directly facilitate the desired journey without undue deviation or difficulty;
- link origins and destinations;
- be attractive and comfortable to use;
- be accessible for all, however in particular disabled users and people with children and pushchairs;
- be continuous and not subject to severance or fragmentation.

The scheme will be designed to DMRB standards and will fully comply with the Equality Act 2010. The scheme will improve existing facilities for non motorised users, by improving existing footway/cycleways and crossing points and providing additional facilities.

- Public Information Events were held in January 2019 at St Peter's Room Ruddington and Notcutts Garden Centre. National Highways Building Accessibility Checklist was completed prior to the events to determine whether the venues were accessible for all and can be found in Section F.
- Members of the public raised concern regarding existing non-motorised user access at the junctions. Throughout the events members of the public expressed verbally and upon comment slips that the existing junctions had non-motorised crossing facilities which they perceived as a safety risk, which resulted in a deterrent for users in both motorised and non-motorised groups of all gender, age and disability equality groups. Further details can be found in the Report on Public Information Event in Section F.

- Further consultations with landowners and engagement with public have taken place in PCF Stage 3. In June 2023 the A52 Nottingham Junctions team held an engagement event at Wheatcroft Garden Centre and during July/Aug/Sept 2023 meetings were held with all landowners affected by the scheme

Confirmation – State whether a full equality impact assessment is required
(Tick box as appropriate)

Yes	✓	<ul style="list-style-type: none"> • Adjustment required to prevent potential discriminatory practice and to remove barriers to equality of opportunity. • Further evidence/consultation required to enable a sound equality decision. <p>Proceed to Sections D – H</p>
No		<ul style="list-style-type: none"> • The policy/practice is robust in terms of equality. • The impact on different groups is considered to be 'neutral' with no risk of discrimination and any minor impacts can be justified. <p>Proceed to Section E1 and Sign-off at H</p>

D: ASSESSMENT (Stage 2)

The level of impact on protected characteristics gauged from available information, research, consultation

Equality Group (Protected Characteristics)	Positive Impact	Negative Impact	Neutral Impact	Summary of reasons and evidence sources (data research and consultation) supporting this analysis
Sex			✓	Impact on this group at this stage is unknown so has been rated neutral until further information has been gathered and analysis undertaken
Religion or Belief			✓	Impact on this group at this stage is unknown so has been rated neutral until further information has been gathered and analysis undertaken
Age	✓ Post Construction	✓ During Construction		It is anticipated that there will be temporary changes to the carriageway and footpath during construction and Bus routes will be temporarily disrupted. Consultation with bus companies will take place in PCF Stage 5 once the Traffic Management Plan has been produced in PCF Stage 3 and details of temporary traffic management phasing and staging are available to hold an informed discussion. Following completion of construction new non-motorised user crossings would be provided which will improve access to elderly (noted at Public Information Events). It was also noted at the Public Information Events that the current junction layout is perceived as unsafe and deterred the use by elderly drivers. Signalisation of the junctions will also improve this perceived risk.
Disability	✓ Post Construction	✓ During Construction		It is anticipated that there will be temporary changes to the carriageway and footpath during construction and Bus routes will be temporarily disrupted. Consultation with bus

				companies will take place in PCF Stage 5 once the Traffic Management Plan has been produced in PCF Stage 3 and details of temporary traffic management phasing and staging are available to hold an informed discussion. Following completion of construction new non-motorised user crossings would be provided which will improve access to disabled users of powered wheelchairs (noted at Public Information Events)
Race			√	Impact on this group at this stage is unknown so has been rated neutral until further information has been gathered and analysis undertaken
Sexual Orientation			√	Impact on this group at this stage is unknown so has been rated neutral until further information has been gathered and analysis undertaken
Gender Reassignment (Incl. Transsexual and Transgender)			√	Impact on this group at this stage is unknown so has been rated neutral until further information has been gathered and analysis undertaken
Pregnancy & Maternity	√ Post Construction	√ During Construction		It is anticipated that there will be temporary changes to the carriageway and footpath during construction and Bus routes will be temporarily disrupted. Consultation with bus companies will take place in PCF Stage 5 once the Traffic Management Plan has been produced in PCF Stage 3 and details of temporary traffic management phasing and staging are available to hold an informed discussion. Following completion of construction, the junctions will provide signalised crossings, the current unsignalised aspect of which, is a deterrent to use by people with pushchairs (noted at Public Information Events)
Marriage & Civil Partnership			√	Impact on this group at this stage is unknown so has been rated neutral until further information has been gathered and analysis undertaken

Potential Risks Identified – Including insufficient information to make robust decisions
(Yes/No ticked as appropriate)

No		
Yes (Mitigating action shown in Section F)	√	Identified Risks: <ul style="list-style-type: none"> • Complexity of some junction options could lead to confusion for some user groups • During Construction, all user groups will be affected • A number of non-motorised user crossing points will be affected. The extent of the impact on equality groups may vary depending on the option selected

E: Options: The rationale behind the decision reached.

<p>E1: Proceed with the policy/practice because:</p> <ul style="list-style-type: none">○ the decision can be justified (At screening or in Section D)○ there is no reasonable alternative○ the Senior Reporting Officer/Programme Delivery Director is content to defend any potential challenge and is willing to sign-off in Section H <p>(There are no unjustified negative impacts and the policy/practice is compliant in terms of the equality duty)</p>	
<p>E2: Make adjustments</p> <ul style="list-style-type: none">○ to demonstrate how activities will lead to a fair outcome <p>(Ensure further evidence is gathered to ensure any barriers are removed and referenced in Sections F and G)</p> <p>(Opportunities were identified to advance equality, foster good relations and prevent discrimination)</p>	<p>✓</p> <p>Ensure further evidence is gathered to ensure any barriers identified in section F are removed.</p>
<p>E3: Withdraw it because there is obvious detriment (Sign Off in Section H)</p> <p>(A negative impact has been identified that cannot be justified)</p>	

F: Description of additional evidence, research and consultation undertaken, required, ongoing or captured. This is to ascertain how the policy or practice will advance equality, foster good relations and/or eliminate discrimination. Reference the evidence sources (Include how internal scoping tools such as EDIT have been utilised and how this work has influenced other assessments such as the social aspects of environmental assessments)

The EDIT Tool has been utilised for the scheme. This has been updated and refined with details from development of PCF Stage 3. The overall score is 57% with Step 1 having a score of 66% and a Step 2 score of 66%, indicating that Equality, Diversity and Inclusion are likely to be a factor in the delivery of the scheme. Whilst the scheme is likely to increase the length of footways, increasing the distance for Non-motorised users to travel and the introduction of signalisation means that there will also be a change in the means by which people cross and improvement to the safety of the crossing facilities.

The outcome of the hotspot mapping exercise showed the scheme is located in:

an equality 'hotspot' area
an area of high population density
an area with high numbers of people from equality groups
an area with high proportions of people from equality groups

an area with a very low number of trip attractors

A Walking, Cycling and Horse Riding Assessment and Review (WCHAR) was undertaken in July 2018 and identified 17 opportunities to integrate further pedestrian, cycling and equestrian facilities within the design.

Key areas identified for consideration include:

- Pedestrian or community severance,
- Access to public services or community facilities,
- Public transport usage,
- Access to employment opportunities,
- Streetscape and the pedestrian environment,
- Crossings,
- Physical accessibility,
- User experience and confidence,
- Temporary changes to the carriage or footway,
- Diversions and changes to key routes,
- Noise, dust, light and environmental impacts,
- Temporary construction employment,
- Changes in access to facilities and services.
- Road Safety Audits (RSA's) will be investigated at later PCF stages to further inform the designs.

An updated WCHAR have been undertaken during PCF Stage 3 to review opportunities to integrate pedestrian cycling and equestrian facilities within the design and these will be further reviewed during PCF Stage 4 and 5 alongside adjacent potential designated funds schemes

There will be further EqlAs follow-ups and reviews, as the scheme progresses through PCF Stages 4-6.

Risk mitigations during construction will be investigated at later PCF stages in consultation and partnership with any appointed contractors.

Stakeholder Engagement

The process and steps that will be taken to ensure all relevant stakeholders are consulted and informed on the development proposals are further detailed in the 'Communication Planning for Major Projects' and 'Public Consultation Strategy' documents and should be read in conjunction with this assessment.

Activities to address any potential negative impacts or risks to deliver positive impacts	Provide activity completion dates
Further stakeholder identification, to identify hard to reach groups. January 2019 update: The project team engaged with the Equality Officers from Nottingham County Council and Nottingham City Council and identified community groups representing hard to reach groups. These were contacted and invited to the PIEs in January 2019. Further details can be found in the	Nov 2018

Report on Public Information Event at http://share/share/llisapi.dll?func=ll&objaction=overview&objid=72116832	
Engagement with local authorities' equalities officers to ensure non-statutory consultation is carried out in a fair, transparent and non-discriminatory manner January 2019 update: see above	Nov 2018
Engage with contractors to discuss options, construction programme and detail.	TBC
Non statutory consultation in PCF Stage 2 will engage with the local population and be planned (in consultation with the Local Authorities) to make the events accessible for and engage with affected groups (including age, disability & pregnancy/maternity). This included offering to meet with all landowners with land potentially affected by the published proposals. Further details can be found in the Report on Public Information Event at http://share/share/llisapi.dll?func=ll&objaction=overview&objid=72116832	January 2019
Consultation with technical experts (environmental, geotechnics, structures) regarding risk mitigations during and after construction	From Jan 2017
Larger Junctions – Scheme update brochure issued A52 Larger Update Brochure	May 2022
On Tuesday 13 and Wednesday 14 June 2023 the A52 Nottingham Junctions team held an engagement event at Wheatcroft Garden Centre to share information about completed work and to listen to feedback. This was used as an opportunity to share the plans for the larger junctions at Nottingham Knight and Wheatcroft. Over the course of these two days, we engaged in conversations with more than 200 customers. A brochure which reported the completion of the A52 Nottingham Junctions smaller junctions was produced and is linked on the NH website: https://nationalhighways.co.uk/media/btxdrqdl/cre23_0155-a52-open-for-traffic-brochure_web-version_080623.pdf	14 th June 2023
Latest updates added to NH website re Nottingham Junctions Scheme https://nationalhighways.co.uk/our-roads/east-midlands/a52-nottingham-junctions/	27 th June 2023
During July/Aug/Sept meetings were held with all landowners affected by the scheme to discuss the scheme and discuss access for ongoing surveys.	September 2023

Summary of the findings, including details of consultation with communities/customers/groups/stakeholders/staff/professional organisations. Explain how this has shaped the development of the practice or policy:

A request for consideration of provision of new controlled non-motorised user crossings at Nottingham Knight and Wheatcroft has been identified during consultation with Nottingham County Council and National Highways' Operations Directorate Team.

Public Information Exhibitions were held on Friday 18th and Saturday 19th January 2019 at St. Peter's Rooms, Ruddington and on Saturday 26th January 2019 at Notcutts Garden centre, Wheatcroft. The events were held to inform the public of current design proposals at each junction. The Public Information Events were not a consultation exercise, however customer feedback has been collated into the Report on Public Information Event and will inform the development of the design, particularly around a range of comments on the extent of new non-motorised user crossing facilities at both junctions and connection of these to existing facilities. The Buildings Accessibility Checklist for the PIE Venue – St Peters Room can be found in Section F.

The following were consulted:

- General Public
- Local Businesses
- Community Representatives and groups (including hard to reach groups)
 - Nottingham City Council LGBT Network
 - Nottingham City Council BME Network
 - Nottingham City Council Disability Employee Support Network
 - Nottingham City Council Equality and Diversity
 - Disability Involvement Group
 - Nottingham Voluntary Action Centre
 - Nottinghamshire Country Council Older Persons Advisory Group (OPAG)
 - NHS Notts 50 plus
 - Nottinghamshire County Council Disabled Employees Support Group
 - Disability Nottinghamshire
 - DIAG (Disability Independent Advisory Group)
 - MySight Nottinghamshire
 - Carers Federation
 - Healthwatch (previously LINK)
 - Nottinghamshire County Council Black, Minority Ethnic workers Network Asian Women's Project
 - Nottinghamshire Chinese Welfare Association
 - Indian Community Centre Association
 - Kente – Support group for black and dual heritage men and women mainly African Caribbean origin
 - Polish Centre
 - Pakistan Centre
 - Inter faith Council
 - Nottinghamshire County Council Lesbian, Gay, Bisexual & Trans staff network
 - Nottingham Chameleons
 - Nottingham Gay & Lesbian Switchboard
 - Nottingham Bi-Women's Group
 - Outburst – social and support group for lesbian, gay, bisexual and trans young people between the ages of 11 and 25
 - West Bridgford Local Area Forum Traffic and Transport Group
 - PEDALS
 - Sustrans East Midlands
- Local Authorities
- Utilities

- Emergency and health services
- Strategic Stakeholders
- Lease holders
- Property owners adjacent to the scheme.

Engagement with the local and wider community was carried out in accordance with the proposals set out in the Public Consultation Strategy. This included:

- **Fixed Venue Public Information Event** – held at St Peters Rooms, Church Street, Ruddington, NG11 6HA on Friday 18th and Saturday 19th January 2019. The Friday morning session was dedicated to VIPs, and invitations were sent to local MPs, MEPs and councillors (10:00 – 12:00). The exhibition was then opened to the public for the remainder of the Information Event. The event displayed the two sets of exhibition boards and was attended by the project team to respond to questions. Brochures were also available.
- **RIP Engagement Van Public Information Event** – held at Notcutts Garden Centre Car Park, Landmere Lane, Edwalton, NG12 4DE on Saturday 26th January 2019 (10:00 – 16:00). The exhibition was open to the public for the whole duration. The event displayed the RIP Engagement Van set of boards and was attended by the project team to respond to questions. Brochures were also available to be taken away.
- **The Scheme Website** was uploaded with the Public Information Exhibition Brochure. The website address was advertised in the brochure, letters to consultees, press announcements, exhibition poster and social media announcements.
- **Community facilities and Local Employers** also received materials promoting the Public Information Event. This included an Event Poster which they were asked to display..
- Prior to the Public Information Exhibitions all landowners with land affected by the scheme were written to. Meetings were held with landowners who were available, to discuss how the scheme proposals affected them.

Liaison with stakeholders, such as Nottinghamshire County Council, Nottingham City Council, the National Highways Local Area Team and other affected landowners and business has occurred on an ongoing basis (before, during and after the Public Information Exhibition). Engagement with stakeholders is expected to continue following the Public Information Exhibition, with particular focus on discussing the issues, concerns and queries raised. This will help inform the refinements to the designs and assessment of the options identified by consultees.

Attendance at the exhibitions was counted using a counting clicker, which was operated by a greeter. The table shows the number of people who attended each exhibition. Attendees were also asked to register via the attendance log, however not all attendees did so. As a result the data given is based on the counting clicker.

Number of Attendees per Exhibition

Exhibition	Number of Attendees
18 th January 2019 St Peters Rooms	150
19 th January 2019 St Peters Rooms	216

26 th January 2019 Notcutts Garden Centre	333
Overall	699

During PCF Stage 3 there has been

- Ongoing liaison with stakeholders, such as Nottinghamshire County Council, Nottingham City Council, the National Highways Local Area Team
- Scheme update brochure issued May 2022
- Meetings with landowners directly affected by the scheme (July/Aug/Sept 2023)
- 13 /14 June 2023 the A52 Nottingham Junctions team held a public engagement event using the RIP Engagement Van at Wheatcroft Garden Centre

During the engagement event in June 23 the team engaged in conversations with more than 200 customers. A short survey was conducted, which has been evaluated to show the majority of respondents found the team were helpful, the venue was suitable and the information provided was useful.

The additional stakeholder engagement events in PCF Stage 3 have not resulted in any specific EDI requests or EDI changes to the design.

**Where available and appropriate – photographic evidence or link.
E.g. successful installation of footbridges, shared footpaths, letters of appreciation, commendation received etc.**

(For National Highways internal records):

Where appropriate - Link to evidence of communication/inclusion action plans, environmental assessments or EDIT exercises.

(For National Highways internal records):

Public Consultation Exhibition Checklist: <http://share/Share/llisapi.dll/properties/71429662>

Report on Public Information Event (replacement for Report on Public Consultation PCF product):
<http://share/share/llisapi.dll?func=ll&objaction=overview&objid=72116832>

Public Consultation Strategy:
<http://share/Share/llisapi.dll?func=ll&objaction=overview&objid=64994275>

Public Consultation Brochure:
<http://share/Share/llisapi.dll?func=ll&objaction=overview&objid=69353309>

A52_Area 7 Equality Hot Spots Maps Nottingham Knight and Wheatcroft:
<http://share/Share/llisapi.dll?func=ll&objaction=overview&objid=74685395>

Key Points Brief and Key Message House Q&A:
<http://share/Share/llisapi.dll?func=ll&objid=57368244&objAction=browse>

Communications and Stakeholder Tracker:

<http://share/Share/llisapi.dll?func=ll&objaction=overview&objid=44449620>

Buildings Accessibility Checklists

Buildings Accessibility Checklist for British Legion and Silverdale Community Centre:

<http://share/Share/llisapi.dll/overview/74181135>

Buildings Accessibility Checklist for Notcutts Garden Centre

<http://share/Share/llisapi.dll/properties/86470601>

Buildings Accessibility Checklist for St Peters Room:

<http://share/Share/llisapi.dll/properties/86469489>

EDIT Spreadsheet A52 Nottingham Junctions:

[PCF Stage 3 EDIT tool](#)

G: Monitoring (Stage 4-6)

Detail how you will monitor the actual outcomes of the policy/practice throughout the project lifecycle and explain how/when you will review them.

Agreed actions to implement the findings of this assessment.

(For relevant schemes, this includes planned Post Opening Project Evaluations/Implementation/Investment Reviews and compliance with other internal monitoring systems such as the Project Control Framework).

Monitoring Action	By Whom	By When
Review of feedback from public engagement planned for early 2025	Integrated Project Team	During PCF Stage 4
Review of responses to Orders when published	Integrated Project Team	During PCF Stage 4
Letter drops to local residents – information re road closures and traffic orders (permanent and temporary)	DIP Contractor	During construction

H: Sign-off by National Highways Senior Responsible Owner (SRO), or for Major Project schemes, the Programme Delivery Director (PDD), (or the Programme Internal Sponsor or Project Sponsor if the PDD has delegated sign-off).

(This does not have to be a physical signature but approval is required)

Name		Date	
Job Title			

In submitting this EqIA the SRO/PDD has:

- **Approved all activity including monitoring actions**

<ul style="list-style-type: none"> Submitted documentation to the Directorate's Equality, Diversity and Inclusion Advocate for quality assurance and registration. For all MP schemes please contact MP Representative for the National Highways Diversity Group
<ul style="list-style-type: none"> Considered the documentation as robust and suitable for publication
<ul style="list-style-type: none"> Checked that the documentation is saved in the EqlA area of the internal filing system and is retained as a record as part of good governance.

Revision date: v 4.end PCF Stage 3 (9 June 2024)