

Wylfa Newydd Project Pre-Application Consultation Stage Two

STAGE 2

Equality Impact Assessment Interim Report



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Executive summary

What is an Equality Impact Assessment?

An Equality Impact Assessment (EqIA) helps us to consider the potential effects of the Wylfa Newydd Project on people with 'protected characteristics'. These are people who are protected by law under the Equality Act 2010. Protected characteristics include age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy, maternity, race, religion or belief, and sexual orientation. Further details on the Equality Act 2010 can be found online at www.gov.uk/guidance/equality-act-2010-guidance.

The EqIA considers how the Wylfa Newydd Project could affect protected characteristic groups more than they affect the population in general ('disproportionately'), or in a particular way ('differentially'). Effects during construction and operation of the Wylfa Newydd Project are considered. Decommissioning of the Wylfa Newydd Power Station is not considered in the EqIA, as an assessment would depend upon the characteristics of the population at that time.

This EqIA Interim Report presents an interim assessment of potential effects on people with protected characteristics. It looks at the significant residual effects that other impact assessments of the Wylfa Newydd Project have identified and considers whether these could have a disproportionate or differential effect on groups of people sharing a protected characteristic.

What 'protected characteristic' groups live on Anglesey?

To find out how many people with protected characteristics live in areas likely to be affected by the Wylfa Newydd Project, we looked at population statistics for selected census wards and compared these to data for Anglesey and Wales. From this we know that:

- Anglesey has an ageing population and the trend is for this to continue;
- Anglesey is faced with the pressure of increasing numbers of young people leaving the Island for employment or tertiary education;
- there is a slightly higher proportion of people with a severe long term illness or disability on Anglesey, when compared with Wales; and
- in 2011, Anglesey had a very low proportion of residents from ethnic minorities with 98.4% of Anglesey's population classified as white.

What are the key findings of the EqIA?

The Wylfa Newydd Project would affect some people and places more than others. There are five 'categories of effect' that are considered relevant to assess how people with protected characteristics may be affected by the Wylfa Newydd Project: noise and air quality; employment and skills; traffic, transport and physical access; access to community infrastructure, public services and public open space; and, social cohesion.

Effects are reported as having the potential to occur during construction or operation of the Wylfa Newydd Project. Effects of the decommissioning of the Wylfa Newydd Project

is not included as part of this EqIA. Those effects would be considered separately, at the time of decommissioning.

Noise and air quality

All the potential equality effects on people related to noise and air quality would happen during construction. The level and duration of noise and air quality changes would vary at different locations. People who live in the villages of Tregale and Cemaes and houses around the Wylfa Newydd Development Area, or along some stretches of the A5025, are most likely to be affected, disproportionately so where they spend large amounts of time at home during the day; this being the case particularly for older people, disabled, and for parents at home with children.

There are also specific locations where there may be disproportionate noise effects especially during construction, including:

- schools along or near the A5025, including Cemaes Primary School, Ysgol Syr Thomas Jones Secondary School and the new school proposed at Llanfaethlu (Llanfaethlu Primary School), where changes to noise levels can affect children's ability to learn;
- open spaces, including the Wales Coast Path, the Copper Trail and Public Rights of Way (PRoW) where the older people who use these areas could be disproportionately affected; and
- places of worship along the A5025, which may affect people who attend religious services in these buildings.

Employment and skills

We are taking steps to provide school leavers and young people on Anglesey with employment and skills training to support the construction of the Wylfa Newydd Project. The construction and operation of the Wylfa Newydd Project would provide jobs for local people offering employment opportunities, in particular for young people.

Traffic, transport and physical access

During construction at the Wylfa Newydd Development Area, traffic volumes may increase journey times to Ysbyty Gwynedd (hospital in Bangor) from Anglesey. This may disproportionately affect young people, older people, disabled people, pregnant women or people who look after children all of whom are likely to require more regular access to secondary healthcare facilities.

While the A5025 road upgrades are under construction, there may be equality effects on pedestrian amenity and journey times for older people, children and disabled people who need to cross the A5025 to access community facilities. However once operational, safety would be improved for older and disabled people in villages that are bypassed following the improvements to the A5025 such as at Llanfachraeth and Valley.

During construction of the Power Station, the permanent closure of Fisherman's car park, which provides access to Wylfa Head, Porth yr Ogof, and Porth Wylfa, may affect older people and disabled people differentially because the car park gives a connection to the coast for people who are less physically mobile.

Access to community infrastructure, public services and public open space

The planned closure of the Wylfa Sports and Social Club (WSSC) would be brought forward by nearly two years. The early closure of the club may disproportionately affect the young and the older people who regularly use this facility if no alternative provision is available during this period.

There would be severance to recreational PRoW at many locations near the Wylfa Newydd Development Area, including the Wales Coast Path national walking route as a result of temporary closures. Temporary closure of the PRoW, and permanent closure of the permissive path, would potentially disproportionately affect older people as the predominant users of these recreation areas.

Social cohesion

Our assessment of effects on social cohesion is ongoing. To date, we have identified potential adverse equality effects relating to a dilution of the Welsh language, and the effect of a changing population on the lifestyle and social networks of young people. Conversely, the employment opportunities offered by the Wylfa Newydd Project should encourage younger people to stay on Anglesey who may otherwise have sought training or employment opportunities elsewhere.

Next Steps

The next steps for the EqlA will involve:

- continuing to meet with key stakeholders including the Isle of Anglesey County Council (IACC) and local community representatives about key issues for affected protected characteristic groups;
- identifying appropriate additional mitigation which would help avoid or reduce adverse equality effects; and
- producing a final EqlA report alongside the application for the Development Consent Order (DCO).

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A Introduction

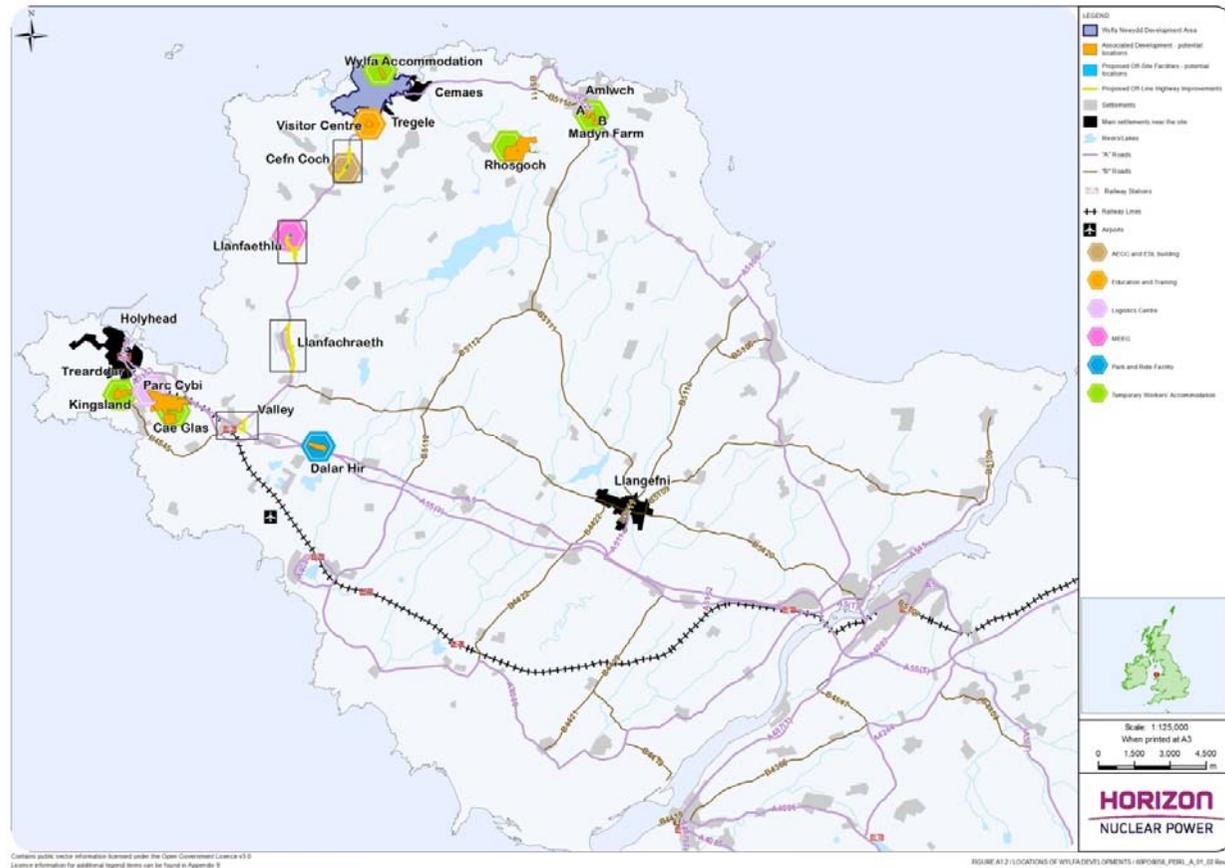
Purpose of this interim report

- A.1 Horizon intends to submit an Equality Impact Assessment (EqIA) Report to the Planning Inspectorate alongside the application for a Development Consent Order (DCO) for the Wylfa Newydd Project. The EqIA will be a single 'whole project' assessment of the Wylfa Newydd Power Station and Associated Development.
- A.2 We decided to conduct an EqIA following review of the Stage One Pre-Application Consultation feedback.
- A.3 This interim report sets out the approach to be taken to the EqIA and provides a preliminary assessment of equality effects which could potentially arise from the Wylfa Newydd Project.

What is the Wylfa Newydd Project?

- A.4 Horizon is proposing to operate two UK Advanced Boiling Water Reactors on the Isle of Anglesey at the proposed Power Station Site west of Cemaes and south of the Existing Power Station. The aim of the Wylfa Newydd Project is not just to provide secure low carbon electricity for many decades, but to create significant long-term employment opportunities and economic benefits for Anglesey and north Wales.
- A.5 The Power Station would require significant infrastructure to support its construction, operation and maintenance, and the surrounding land and marine areas would play a crucial role in supporting construction facilities, both temporary and permanent structures, and the creation of appropriate landscaping.
- A.6 A number of Off-Site Power Station Facilities and Associated Development sites are proposed to support the safe function and delivery of the Power Station. The Off-Site Power Station Facilities include the Alternative Emergency Control Centre, the Environmental Survey Laboratory and the Mobile Emergency Equipment Garage, all situated in close proximity to the Power Station Site. The proposed Associated Development includes the A5025 Highway Improvements, a Visitor and Media Reception Centre, a Park and Ride Facility and a Logistics Centre together with sites for Temporary Workers' Accommodation.
- A.7 Figure A.1 shows the location of the Power Station Site and Associated Development. A more detailed description of the Wylfa Newydd Project can be found in the Main Consultation Document accompanying the Stage Two Pre-Application Consultation.

Figure A.1 Location of Wylfa Newydd Development Area and Associated Development



Equality Impact Assessment (EqlA)

- A.8 EqlA is a tool to identify and address equality issues that may arise from a policy, a programme or a proposal. The aim is to promote equality and avoid discrimination.
- A.9 The Equality Act 2010 (herein after referred to as 'the Act') refers to the legislation used to guide the development of an EqlA. The Act legally protects people from discrimination. It sets out different ways in which it is unlawful for someone to be treated.
- A.10 The Act requires consideration of equality effects of a policy programme, or a proposal, on people with 'protected characteristics'. These are defined in the Act as comprising:
- age, which refers to a person of a particular age group. For the purpose of this EqlA, a 'child' is 0-17 years old, a 'young person' is 18-25 years old, and an 'older person' is 60 years and over¹;
 - disability, including persons with a physical or mental impairment, where the impairment has a substantial long-term adverse effect on that person's ability to carry out day-to-day activities;
 - sex, this refers to a man or to a woman or a group of people of the same sex;
 - gender reassignment, which refers to a person proposing, or having undergone a process to alter physiological or other attributes of sex;
 - pregnancy and maternity, where maternity refers to the period after the birth (in the non-work context, protection against maternity discrimination is for 26 weeks after giving birth);
 - race, the Act defines race as encompassing colour, nationality (including citizenship) and ethnic or national origins;
 - religion or belief, including lack of belief;
 - sexual orientation, including a person's sexual orientation toward persons of the same sex, opposite sex or of either sex; and
 - marriage and civil partnership.
- A.11 The Act requires public bodies and others carrying out public functions to "*pay due regard to the need to promote equality of opportunity, to promote positive attitudes towards protected characteristics, and to eliminate unlawful discrimination and harassment*". This is known as the Public Sector Equality Duty.
- A.12 Horizon is not a public body and is not bound by the Public Sector Equality Duty. However, we recognise that an overarching assessment of potential equality effects arising from major infrastructure projects is both good practice and of assistance in the identification of additional mitigation measures to avoid adverse equality effects, or to improve inclusion. We are therefore undertaking the EqlA on a voluntary basis.
- A.13 Through carrying out an EqlA, we would provide information to materially assist relevant statutory consultees and decision-makers in performing their duties in relation to the

¹ Definition derived from the Equality and Human Rights Commission Technical Guidance on the Public Sector Duty: England (2014)

application for a DCO and applications under the *Town and Country Planning Act 1990* (TCPA) for Associated Development.

Structure of the report

A.14 The remainder of this interim report is structured as follows.

- Chapter B – How are we undertaking the EqIA?
- Chapter C – What are the characteristics of the local population?
- Chapter D – What are the equality issues and the potential equality effects of the Wylfa Newydd Project on groups of protected characteristics?
- Chapter E – Summary of the potential equality effects.
- Chapter F – What are the next steps?

B How are we undertaking the EqlA?

Assessment of equality effects

- B.1 An EqlA is not required to follow a specified process so different approaches can be developed for different areas, types of policy or project. The approach we have adopted is based on recent practice used for other large infrastructure projects.
- B.2 The EqlA assesses whether any of the significant effects identified in the Stage Two Preliminary Environmental Impact (PEI) Report, Health Impact Assessment (HIA) Interim Report or the Welsh Language Impact Assessment (WLIA) Interim Report could have different or disproportionate effects on groups with protected characteristics. Equality effects are reported as either disproportionate or different as follows:
- a disproportionate equality effect is one where people sharing a protected characteristic make up a greater proportion of the affected resident population than their representation in the wider study area (e.g. where there is a very high proportion of elderly people in a particular community compared with Anglesey as a whole); or where an effect is predicted on a community resource predominantly, or heavily used by people sharing protected characteristics (e.g. primary schools attended by children); and
 - a differential equality effect is one that affects members of a protected characteristic group differently from the rest of the general population because of their specific needs, or a recognised sensitivity or vulnerability associated with their protected characteristic. For example, disabled persons may have more difficulty than other people accessing the care or other services they require during the construction phase of a project, if access to that care is restricted.
- B.3 Members of a protected characteristic group may be identified as potentially subject to both disproportionate and differential effects. These are assessed separately for each of the relevant protected characteristic groups. Where there are specific sub-groups that are expected to experience beneficial or adverse effects, these are identified. For example, within the 'age-protected' characteristic group, effects on young people or older people are assessed separately.
- B.4 Equality effects are assessed both for the construction, and operation of the Power Station (which we would anticipate to start in 2025). The EqlA is a 'whole project' assessment and as such all effects identified as taking place prior to the commissioning and operation of the Power Station are reported as 'construction' effects. These include all equality effects arising from the site preparation and clearance programme, as well as the construction and operation of Associated Development. It is not proposed to undertake an equality assessment of the decommissioning of the Power Station which is not expected to take place for 60 years, by which time the characteristics and demographic profile of the local population are likely to have changed. An EqlA would be carried out, if required, prior to decommissioning in accordance with legislation and practice which exists at that time.
- B.5 We have excluded the Temporary Workers' Accommodation at the Kingsland and Cae Glas sites in Holyhead from this EqlA. These sites together with a third site at Penrhos form part of a broader project for leisure-related development, known as Land and Lakes. The Kingsland and Cae Glas sites are to be used temporarily by us for workers

accommodation after which they will be converted into permanent residential dwellings. This project received outline planning permission approval from IACC in April 2016, which is why we have excluded it from this EqlA.

How are we considering the key equality issues on protected characteristic groups?

- B.6 The scope of the EqlA has been informed by a review of the findings of the EqlA of other recent large scale infrastructure projects, the anticipated nature of construction activity, relevant and recent literature on protected characteristic groups, and issues raised through our public and stakeholder consultation. These have informed the approach taken to the EqlA.
- B.7 Elements of the Wylfa Newydd Project considered to be relevant to the EqlA include:
- environmental effects on residential properties and community facilities;
 - land required temporarily, or permanently, for the construction or operation of the Wylfa Newydd Project where it displaces residential or community uses (including open space, recreation, PRow), or severs access for these spaces;
 - construction activities including site preparation and clearance, construction of the Power Station and Associated Development including the upgrades to the A5025;
 - health effects on the local population, as identified in the HIA; and
 - anticipated in-migration of temporary workers during the construction period.
- B.8 For the purposes of undertaking and reporting the findings of the EqlA, key equality issues for people sharing protected characteristics are grouped into the following categories of equality effect:
- noise and air quality;
 - employment and skills;
 - traffic, transport and physical access;
 - access to community infrastructure, public services and public open space; and
 - social cohesion (including housing, population change, and crime and community safety).
- B.9 Potential health and Welsh language effects which apply to protected characteristic groups are also reported under each of these five categories, where relevant.

How does the EqlA relate to other assessments?

- B.10 As indicated above, the starting point for identifying potential equality effects of the Wylfa Newydd Project are the likely significant residual effects identified in the Stage Two PEI Report, the HIA Interim Report and the WLIA Interim Report. The specific assessments reported in the PEI Report, which it is considered could give rise to potential equality effects, are:
- public access and recreation;
 - air quality;
 - noise and vibration;
 - socio-economics; and
 - traffic and transport.
- B.11 The geographical scope of the assessment ('the study area') is in line with these contributing assessments. Some assessments such as, for example, noise, air quality and public access and recreation, identify effects on individual receptors (such as buildings, or PRow). Other assessments, for example traffic and transport and socio-economics, report effects at a range of geographical areas from local to regional. Equality effects identified are reported at the same geographical scale as the residual significant environmental effects which give rise to them.
- B.12 The EqlA Interim Report considers effects identified from these assessments but does not use the same assessment process, nor is any assessment of significance undertaken. The test is whether the residual significant effects identified by these contributing assessments would affect people with protected characteristics either disproportionately, or in a different way ('differentially'), to the general population.

How do we find out about the local population with protected characteristics?

- B.13 Data have been collected to understand the profile of the population with protected characteristics in the local communities adjacent to the Wylfa Newydd Development Area and Associated Development, as well as that of the wider regional and national areas. This allows us to consider the potential effects of the Wylfa Newydd Project on protected characteristic groups at the range of study areas used by the contributing assessments.
- B.14 The approach uses common baseline data across the EqlA and other related assessments, notably the socio-economic assessment and interim HIA and WLIA reports. Data are also drawn from the recent Isle of Anglesey EqlA undertaken for the *Draft New Nuclear Build at Wylfa, Supplementary Planning Guidance* (IACC, 2014). Where appropriate, additional census data have also been collected for individual wards adjacent to the Wylfa Newydd Development Area and Associated Development.
- B.15 Where possible, future stakeholder engagement and consultation feedback will be used to address gaps in baseline information about relevant protected characteristic groups.
- B.16 The EqlA also uses published research to understand the needs of protected characteristic groups to inform the assessment of potential equality effects. Where relevant, this report draws on published research to demonstrate how protected

characteristic groups experience particular social or economic issues which may shape their sensitivity, or their resilience, to potential effects.

- B.17 Through ongoing engagement and further consultation, we will also seek to obtain additional information about the sensitivities and needs of people who share protected characteristics in the communities that have the potential to be affected by the Wylfa Newydd Project. This will be used to inform our final assessment and identify the need for any possible additional mitigation.

How are we engaging with equality groups?

- B.18 In 2014, we published a Maximising Inclusion Strategy. This was part of our Statement of Community Consultation. This sets out how we would reach out to, and engage with the wide and diverse range of communities on Anglesey. The key target groups identified in the strategy include the majority of protected characteristics as well as socially deprived and economically inactive people. We worked with the IACC to identify 'gatekeeper' organisations with whom we could best access 'harder to reach' groups.
- B.19 Initial meetings with these gatekeeper organisations highlighted a number of key challenges, particularly in relation to economically inactive, socio-economically deprived, ethnic minorities, young people and disabled persons.
- B.20 The Maximising Inclusion Strategy sets out a range of measures we would adopt to engage with these groups, including:
- attending events which specifically target identified groups;
 - minimising the use of technical language and jargon in written consultation materials to ensure that basic messages reach all audiences regardless of age or literacy levels;
 - producing bilingual (Welsh and English) non-technical documents and considering requests for consultation materials in different languages and formats, and making them available where appropriate;
 - providing briefings and updates for support agencies on the proposals and on the consultation process;
 - ensuring consultation venues, as well as being fully accessible, are venues which are regularly attended by marginalised groups; and
 - maintaining an ongoing dialogue with organisations representing, and working with, identified target groups to monitor and review the inclusivity of engagement and consultation efforts.
- B.21 Since the publication of the Maximising Inclusion Strategy, we have developed an Education Engagement Strategy. This aims to engage with young people from the local community on the subject of future employment opportunities available to them, and provide them with key employability skills through the delivery of an education programme.

What is the approach to mitigation of adverse equality effects?

- B.22 The starting point for the EqlA is to consider the equality effects on protected characteristics arising from the residual environmental effects identified in the Stage Two PEI Report, the HIA and the WLIA Interim Reports. The embedded and additional mitigation identified in these reports has been taken into account in undertaking the equality assessment.
- B.23 In addition to the mitigation incorporated into the design of the Wylfa Newydd Project, we have prepared strategies that would help mitigate the potential adverse equality effects, and enhance the potential beneficial effects, of the Wylfa Newydd Project during its construction and operation. These include:
- Jobs and Skills Strategy;
 - Public Access and Recreation Strategy;
 - Education Engagement Strategy;
 - Construction Worker Accommodation Strategy; and
 - Integrated Traffic and Transport Strategy.
- B.24 We are developing the strategies at present and as they are iterative in nature, they would continue to be developed following advancements in the assessment and outcomes of a wider engagement. There is the potential for change throughout the process as we work towards the submission of the application for the DCO. A summary of mitigation, including these strategies relevant to each of the five categories of equality effect, is provided in section E of this report.
- B.25 Section 20 of the Equality Act 2010 requires decision-makers to make 'reasonable adjustments' in certain circumstances. For example, where a disabled person is at a substantial disadvantage in comparison with people who are not disabled, there is a duty to take reasonable steps to remove that disadvantage by (i) changing provisions, criteria or practices, (ii) altering, removing or providing a reasonable alternative means of avoiding physical features, and (iii) providing auxiliary aids.
- B.26 This report does not make any specific commitments to additional mitigation to address equality effects over and above those reported in the Stage Two PEI Report, HIA Interim Report and WLIA Interim Report. However, it does identify where it may be appropriate to consider additional mitigation for this purpose. If additional mitigation is required, it will be identified in the final EqlA which will accompany the DCO application.

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C What are the characteristics of the local population?

- C.1 This section looks at the composition of the population with protected characteristics on Anglesey, and within those census wards in which the Wylfa Newydd Development Area and Associated Development would be located.
- C.2 Figure C.1 shows the wards within which elements of the Wylfa Newydd Project would be located.

Figure C.1 Location of wards that cover the Wylfa Newydd Project



Isle of Anglesey and Wales

C.3 The recent Isle of Anglesey EqIA undertaken for the *Draft New Nuclear Build at Wylfa Supplementary Planning Guidance (2014)* provides a baseline profile of protected characteristics groups on Anglesey benchmarked against the data for Wales. The data are based on various sources, including the 2011 Census. Key characteristics reported include:

- The majority (98.4%) of Anglesey's population is white, higher than the proportion for Wales as a whole (95.6%). The ward with the highest proportion of non-white people on Anglesey is Cwm Cadnant (14.4%).
- Disability is defined within the Equality Act as a person who has a physical or mental impairment and the impairment has a substantial and long-term adverse effect of that person's ability to carry out normal day-to-day activities. In 2013, the level of disability for working-age people stood at 17.2% for Anglesey compared with 19.2% for Wales. In terms of economic status, 51.1% of working age people with a disability in Anglesey were economically active (50.5% in Wales). In the 2011 Census, 23.1% of Anglesey's population reported severe long-term illnesses or disabilities (compared to 22.8% for Wales).
- In June 2016, the percentage of people on Anglesey age between 18 and 24 seeking unemployment benefits is higher at 5.2% than those aged between 25 and 50 (3.1%). The percentage of people aged 50+ seeking unemployment benefits on Anglesey was 2.0% in June 2016.
- Females made up 50.8%, of Anglesey's population in 2011 which is similar to the Welsh average. Based on mid-2008 population projections, it is expected that there will continue to be more females than males in the population of Anglesey albeit with relatively similar levels of growth (approximately 4.3 and 4.7%) up to mid-2033.
- According to the Integrated Household Survey 2012, 94% of people in Wales identified themselves as straight/heterosexual and 1% as gay/lesbian/bisexual. The remaining 5% either didn't know, refused to answer, or provided no response. These figures are almost identical for Anglesey.
- The 2011 Census reported that 65% of Anglesey's residents were Christian, the highest proportion in Wales. Only 1.3% of Anglesey's residents reported other religious beliefs, compared to 2.7% for Wales as a whole.
- Between 2001 and 2011, there was a 10% reduction in the number of residents of Anglesey aged 0-15 years (from over 13,000 to below 12,000). By contrast, the population over 65 years increased by 22.8% (from 12,603 to 15,646) over the same period.
- Population projections indicate a fall in Anglesey's population from 2020–2036 due to an ageing population and a decrease in births.
- Anglesey has the highest proportion of 'married' residents of any local authority population in Wales. In 2011, the proportion of residents in a civil partnership was the same as for Wales (0.2%).

- In terms of pregnancy and maternity, the under-18 conception rate is falling on Anglesey, and remains lower than the rate for Wales as a whole. Conversely, the rate of conceptions for women over 30 years of age on Anglesey is increasing.

Local communities

- C.4 This section summarises the key characteristics of the population within those wards in which the Wylfa Newydd Development Area and Associated Development would be located. The purpose of this is to identify any differences from the overall profile for Anglesey.

Llanbadrig and Mechell

- C.5 The Wylfa Newydd Development Area is located across Llanbadrig and Mechell wards. The Associated Development located within these two wards would be the Visitor and Media Reception Centre. The A5025 also runs through Mechell where there are works proposed to upgrade that section of the road. The populations of Llanbadrig and Mechell wards are 1,357 and 1,545 respectively with the closest settlements to the Wylfa Newydd Development Area being Cemaes, Tregele and Llanfechell. Llanbadrig ward has the highest proportion of those aged 60 years and over (34.4%) compared to the other wards for which data are presented here. This is also significantly higher than the Anglesey (30.2%) or Welsh average (25.0%). The percentage of the population aged over 60 in Mechell (30.4%) is also higher than the average for Wales. Both wards show less than 1% of their populations coming from a non-white ethnic background.
- C.6 Llanbadrig has a higher proportion of its population who consider themselves to be “*limited in day-to-day activities a lot*” [sic] (13.2%) when compared to the other wards for which data are presented here and for Anglesey as a whole (11.4%).
- C.7 The proportion of the population who are married in Llanbadrig and Mechell (51.4% and 54.5% respectively) is higher than for Anglesey (49.0%) and Wales (46.6%), however; there are no registered same-sex civil partnerships in these areas. Mechell is placed 852 out of 1909 areas in Wales for overall deprivation, whilst Llanbadrig was ranked 980 out of 1909. The lower the ranking (where one is the highest rank), the more deprived an area is.

Llanfaethlu

- C.8 The proposed Mobile Emergency Equipment Garage (MEEG) would be located in Llanfaethlu ward which ranked 721 out of 1909 areas in Wales for overall deprivation.. The A5025 also runs through Llanfaethlu where there are highway improvements proposed for the upgrade of this section of the road. The population of Llanfaethlu ward is 1,357 and the settlements closest to the MEEG in this area are Llanrhyddlad, Llanfaethlu and Llanfachraeth. Llanfaethlu has a higher proportion of its population over 60 years of age (32.7%) than do either Anglesey or Wales.
- C.9 The proportion of people describing their health as ‘bad (5.4%)’ or ‘very bad’ (1.5%) is largely in line with the Anglesey and Welsh averages (4.9% and 1.4% respectively), as is the proportion of people describing themselves as being limited in day-to-day activities (10.8%). The proportion of registered marriages in Llanfaethlu (51.6%) is higher than for Anglesey and Wales. Less than 1% of the ward population are in a registered same-sex civil partnership.

Valley

- C.10 As part of the A5025 Highway Improvements, the junction onto the A5025 in Valley would be moved south as a roundabout to maintain the safety and flow of traffic in the village. The population of Valley ward is 2,361 with the main settlement in the area being the village of Valley. The northern area of Valley is ranked 1739 out of 1909 areas in Wales for overall deprivation and is therefore less deprived than the south-west area of Valley ward which is ranked as the 954 for overall deprivation. Valley has a higher proportion of the population aged 60 years and over (32.2%) than is the case for Wales. The proportion of registered marriages is higher in Valley (56.2%) than for other wards within the Wylfa Newydd Project area. Less than 1% of the population of the ward are in a registered same-sex civil partnership.
- C.11 The proportion of people describing their health as 'bad' (4.1%) or 'very bad' (1.7%) is largely in line with the Anglesey and Welsh averages, as is the proportion of people describing themselves as being limited in day-to-day activities (11.4%).

Llannerch-y-medd

- C.12 Llannerch-y-medd is within the 5km Local Area of Influence² of the Wylfa Newydd Development Area. Llannerch-y-medd is a very rural ward with a population of 1,941. Settlements within the ward include Llannerch-y-medd, Carmel and Llanddeusant. It is ranked as the 640th most overall deprived out of 1909 areas in Wales.
- C.13 The proportion of people aged 60 and over (25.3%) is lower than the average for Anglesey, but in line with the Welsh average. Conversely, Llannerch-y-medd has a relatively high proportion of those aged 15 and below (18.3%), higher than for Anglesey (17.1%) and in line with the Welsh average (18.1%).
- C.14 The proportion of people describing their health as 'bad' or 'very bad' is largely in line with the Anglesey and Welsh averages, as is the proportion of people describing themselves as being limited in day-to-day activities. Llannerch-y-medd has the lowest proportion of registered marriages (49.9%) for all wards for which data are presented here with no registered same-sex marriages.

Amlwch Rural and Amlwch Port

- C.15 The proposed workers accommodation at Amlwch sites A&B and Madyn Farm would be located across the two wards of Amlwch Rural and Amlwch Port. The populations of Amlwch Rural and Amlwch Port wards are 1,282 and 2,507 respectively, with the major settlement being Amlwch. The proportion of people aged over 60 in Amlwch Rural (36.9%) and Amlwch Port (27.3%) is higher than the Welsh average, with Amlwch Rural having a significantly higher proportion of people in this age group.
- C.16 The percentage of people who stated they had 'bad' health was 6.0% in Amlwch Rural and 6.1% in Amlwch Port, and the percentage of people stating they had 'very bad health' was 2.0% in Amlwch Rural and 1.6% in Amlwch Port. For both wards this is higher than the Anglesey and Welsh averages. The proportion of registered marriages in Amlwch Rural (57.1%) is significantly higher than Amlwch Port (43.5%) and higher than the percentage for Anglesey. No same-sex civil partnerships were registered in Amlwch

² Local Area of Influence is one of the study areas employed within the Socio-economic assessment.

Rural. Amlwch Port is ranked 500 out of 1909 areas in Wales for overall deprivation; more deprived overall than Amlwch Rural which is ranked at 1126.

Llaneilian

- C.17 The proposed Rhosgoch Temporary Workers' Accommodation would be located in Llaneilian ward. The population of Llaneilian ward is 2,264 and the settlements closest to the Temporary Workers' Accommodation are Rhosgoch and Rhosybol. This area has a higher proportion of its population aged 60 and over (35.2%) than either Anglesey or Wales. Llaneilian is ranked 969 out of 1909 area in Wales for overall deprivation.
- C.18 In 2011, the proportion of people who stated they had 'bad' (7.2%) or 'very bad health' (2.1%) was higher in Llaneilian than in either Anglesey or Wales, with a higher percentage of people also stating they are limited a lot in day-to-day activities (14.4%). The proportion of registered marriages in this area (55.1%) is higher than the percentage for Anglesey and Wales, with a very small proportion of same-sex civil partnerships registered (less than 1%).

Llanfair-yn-neubwll

- C.19 Llanfair-yn-neubwll is the ward in which the proposed Dalar Hir Park and Ride would be located. The population of Llanfair-yn-neubwll ward is 2,925 and the settlements closest to the Park and Ride are Llanfihangel-yn-nhowyn, Bodedern and Caergeiliog. In this area, the proportion of young people aged below 15 (22.4%) is much higher than for any other wards for which data are presented here, as well as for Anglesey or Wales. Conversely, this area has a lower proportion of people aged 60 and over (17.6%). The two areas that form Llanfair-yn-neubwll ward are ranked at 873 and 915 out of 1909 areas in Wales for overall deprivation and is therefore among the 30-50% most deprived wards in Wales.
- C.20 A relatively low proportion of those living in Llanfair-yn-neubwll are identified as having 'bad' (4.4%) or 'very bad' health (1.2%), or being 'limited a lot in day-to-day activities' (9.0%) when compared to the figures for either Anglesey or for Wales. The percentage of marriages registered in the area is lowest in this ward (47.6%) compared to the other wards for which data is presented here, slightly lower than for Anglesey, but in line with the figure for Wales. A very small proportion (less than 1%) of same-sex civil partnerships were registered by those living in the area.

Summary

- C.21 The main characteristics of the local population include:
- very low representation by ethnic minorities, especially in rural areas;
 - a fluctuation of disability rates over time on Anglesey but they are currently lower than for Wales as a whole (IACC, 2014);
 - a very high percentage of the population on Anglesey are of the Christian faith (highest in Wales) and extremely low representation of other religious groups;
 - a rapidly growing population over 65 years of age, and falling numbers of children of school age; and
 - other characteristics such as pregnancy and maternity rates, sexual orientation, marriage and civil partnership are largely in line with the Welsh average.

D What are the potential equality effects of the Wylfa Newydd Project?

- D.1 This section identifies the potential equality effects that may occur under each of the five 'categories of effect'. A short summary of assumed mitigation measures on which the assessments are based (as stated in the Stage Two PEI Report and, where relevant, in the HIA and WLIA Interim Reports) is provided for each of the five categories. This is followed by a separate reporting of equality effects arising from construction and operation of the Wylfa Newydd Project. This EqIA reports only on potential residual equality effects after assumed mitigation has been taken into account. Effects are reported by the type of physical resources which are used by protected groups (e.g. dwellings, community facilities and public services) or for cultural resources which may be affected (e.g. Welsh language or social cohesion).

Noise and air quality

Changes in noise and air quality can affect vulnerable groups such as the sick, the elderly, young people and those who are likely to spend large amounts of time in their homes, such as pregnant women or those who take care of children.

The potential effects expected are related to health and disturbance as a result of construction activities on the Wylfa Newydd Development Area and Associated Development sites.

Mitigation

- D.2 A Construction Noise and Vibration Management Plan would form part of the overall Code of Construction Practice. Compliance with this management plan would be a requirement of the contract between Horizon and the key contractors appointed to undertake the construction works, and will inform the development of their Construction Environmental Management Plan. Specific to noise and vibration, mitigation will include measures such as using low noise and vibration machinery, the provision of site boundary hoardings or screens where necessary and selecting a low noise/vibration piling method.
- D.3 We propose to develop a Disturbance Mitigation Plan that will form part of the Neighbourhood Support Strategy. This will set out how noise insulation measures could be used to help those residents worst affected by the construction works in the Wylfa Newydd Development Area.
- D.4 During construction, a local liaison committee will be established during construction to ensure issues are regularly discussed with Horizon, its contractors, the IACC and the local community.
- D.5 An Operational Noise Management Plan (part of the wider Environmental Management Plan) will be developed to ensure adequate noise control and monitoring measures are implemented throughout the operational phase of the Power Station. Potential measures to reduce noise levels during operation are likely to include careful timing of shift changes to reduce movements outside daytime hours, low noise road surfacing, use of low noise emission buses, reduction in speed limits for buses and other vehicles and the installation of noise barriers where necessary.

Construction

Residential properties (noise)

- D.6 Construction activities have the potential to increase noise levels experienced at residential properties. Effects are expected at residential properties close to the Wylfa Newydd Development Area as well as residential properties in close proximity to the proposed A5025 upgrades, and the Rhosgoch Temporary Workers' Accommodation construction access route and Amlwch Worker Accommodation.
- D.7 Research indicates that vulnerable people may be "*less able to cope with the impacts of noise exposure, and be at greater risk of harmful effects*" (WHO, 1999). Those who spend large amounts of time in their homes may be more vulnerable to changes in noise levels, therefore, pregnant women and mothers of new-born children are more sensitive to changes in noise levels both during the day-time and night-time hours (American Academy of Pediatrics, 1997). Older people also tend to spend large amounts of time in their homes (Braubach, 2011) and it is known that approximately 25% of people living in the wards surrounding the Wylfa Newydd Development area, Rhosgoch and Amlwch are aged over 60 years. As such, there is the potential for those who spend a lot of time in their homes, such as older people and those who are pregnant or who take care of children, would be disproportionately affected by changes in noise levels.
- D.8 A potential increase in noise levels on Gwyddfôr Residential Home has been identified as a result of construction activities and the subsequent use of the proposed Dalar Hir Park and Ride Facility. Gwyddfôr Residential Home has facilities to cater for the needs of the elderly as well as those with dementia, mental illnesses, learning disabilities and physical disabilities.
- D.9 Noise annoyance is consistently found to be an important mediator with regard to mental health effects (Defra, 2009), and evidence suggests that environmental noise exposure at higher levels is related to mental health symptoms and possibly raised anxiety (WHO, 1999). People already suffering from certain mental health disorders may have a greater sensitivity to the elevation of noise levels. As such, there is the potential for a disproportionate and a differential effect on residents of the Residential Home, particularly those who currently suffer from mental health disorders.

Residential properties (air quality)

- D.10 It has been identified that construction activities have the potential to increase emissions of air of pollutants such as nitrogen dioxide (NO₂). These changes in air quality are a result of emissions from machinery used for construction on the Wylfa Newydd Development Area. Air quality effects would vary throughout the construction period depending on the construction activity taking place, and the machinery required.
- D.11 Air quality effects may be experienced at properties in Tregel, Cemaes and those to the west of the Wylfa Newydd Development Area. The incidence of disproportionate or differential equality effects on residents arising from significant air quality effects identified in the Stage Two PEI Report would be dependent on the characteristics of the residents of those properties affected.
- D.12 It is anticipated that further details on the location and extent of the air quality effects would be available in the Environmental Statement to be submitted with the DCO application.

Educational facilities

- D.13 Ysgol Gynradd Cemaes is expected to experience an increase in noise levels due to construction activities taking place on the Wylfa Newydd Development Area. Ysgol Gynradd Cemaes caters for children with disabilities and additional educational needs, with policies in place to ensure all children's needs are catered for.
- D.14 Exposure to noise can be a particular problem around schools, leading to cognitive impairment for children during lessons (Department of Communities and Local Government, 2008). Consequently, the changes during construction may disrupt pupils at the school and within the grounds. This could lead to a disproportionate and differential effect on children who attend Ysgol Gynradd Cemaes.
- D.15 We will engage with Ysgol Gynradd Cemaes to understand the characteristics of the pupils and the scope for additional mitigation measures to remove any equality effect that may arise.
- D.16 Ysgol Syr Thomas Jones Secondary School is located approximately 250m from the proposed Amlwch Temporary Workers' Accommodation site. During construction of this worker accommodation, there is a possibility of adverse effects due to increased noise levels resulting from the fixed and mobile machinery on site. During the use of this accommodation, there is the possibility of increased noise levels as a result of regular use of car parking, bus transportation, the delivery of goods and the removal of waste. As stated above, exposure to noise can be a particular problem around schools, leading to cognitive impairment for children during lessons. Therefore, increased noise levels could have a disproportionate and differential effect on young people who attend Ysgol Syr Thomas Jones. We will engage with the school to understand the likely nature of the effects and how these may be reduced.
- D.17 There are multiple educational facilities located along the A5025 for nursery and primary aged children, which may be affected as a result of increased noise levels due to the proposed construction works to upgrade the Valley to Tregelle section of the road. Further noise assessment work will be undertaken to determine whether these schools would be significantly affected, and if so, how.
- D.18 If the planned new school at Llanfaethlu goes ahead, an assessment of potential effects on those pupils will be provided in the EqlA Report accompanying the DCO application.

PRoW

- D.19 Increased noise levels have been identified on PRoW as a result of construction activities on the Wylfa Newydd Development Area. There are several PRoW surrounding the Wylfa Newydd Development site where users may be affected by noise. The Wales Coast Path and the Copper Trail are part of the network of PRoW located close to the Wylfa Newydd Development Area and are important sites for recreation and access to public open space. The Wales Coast Path allows access to Wylfa Head. PRoW immediately south of the proposed Visitor and Media Reception Centre may also experience increased noise levels arising from the construction activities of that development.
- D.20 Increased noise levels can reduce the amenity value of the PRoW and discourage those using the route for recreational purposes. User surveys of the PRoW recorded that people aged over 55 were the main users of the PRoW, who use them mainly for

recreation. There is the potential for a disproportionate effect on older people who may be likely to use PRow for leisure and exercise purposes and could be deterred due to the potential for being exposed to increased noise levels.

Places of worship

- D.21 During construction of the upgrades to the A5025, increased noise and vibration levels are expected as a result of highway construction activities. Additionally, once the improved A5025 is open for use there is the potential for increased noise levels due to traffic flows associated with construction of the Wylfa Newydd Development Area. Within close proximity to the A5025 between Valley and Tregel, religious receptors have been identified as potentially being affected by increased noise and vibration, including Ty Capel. These religious buildings are likely to be used by those of the Christian faith.
- D.22 At this stage, it has not been determined whether or which specific religious receptors along the A5025 would potentially experience significant noise effects. There is the potential for disproportionate effects on people with religious beliefs who use these facilities if significant noise disrupts religious activities held at their place of worship.
- D.23 If significant noise effects are identified, further engagement would be undertaken before applying for a DCO so as to gain an understanding of the use of these religious buildings, and the scope for additional mitigation measures to reduce any equality effect that may arise.

Operation

- D.24 The improvements to the A5025 and the transfer of vehicles onto the new bypasses would reduce the level of traffic noise experienced by some residential properties, educational facilities and places of worship where current traffic flows are higher than the forecast operational levels. Therefore, there is potential for a disproportionate beneficial effect on young people, the elderly, those who spend long periods of time in their home and users of places of worship.
- D.25 Conversely, residential and religious receptors located within close proximity to the proposed bypasses at Llanfachraeth and Llanfaethlu and on-line improvements to the existing road may experience increased noise levels due to the introduction of additional vehicles to these new or improved sections of road. Therefore, in these locations there is potential for a disproportionate adverse effect on young people, including pregnant women and parents looking after young children, the elderly, those who spend long periods of time in their home and users of places of worship.

Employment and skills

In general, certain protected characteristic groups tend to experience lower socio-economic status and poorer standards of living due to differences in opportunities for them to engage in economic activity. Income poverty particularly affects groups such as women with children, ethnic minority groups, and disabled people.

We have developed a Jobs and Skills Strategy and an Education Engagement Strategy to help members of the local community access employment opportunities. At this stage, the information available to us does not indicate that there are any differential or disproportionate adverse effects arising for any protected characteristic group relating to employment and skills.

Beneficial effects are expected during construction and operation of the Wylfa Newydd Project.

Mitigation and enhancement

- D.26 A number of strategies are being developed to mitigate potential adverse socio-economic effects, and to ensure that the local community and economy benefits from the opportunities created by the Wylfa Newydd Project.
- D.27 An Education Engagement Strategy is being developed to support the delivery of our target for a minimum of 5% of the construction workforce being new entrants to the labour market (e.g. apprentices, graduates or trainees). We are actively engaging with education providers across Anglesey and Gwynedd at primary, secondary, further and higher levels. We have memoranda of understanding in place with Coleg Menai (for whom we would provide sponsorships for students at 'A' level who are studying science, technology, engineering and maths (STEM) subjects), and with Bangor University (covering employability, joint activity in education, sponsorships and sponsored research).
- D.28 We would engage with all five secondary schools and 47 primary schools on Anglesey as well as selected other schools on the nearby north west Wales mainland. We would make resources available for use by teachers, encourage pupils to engage in STEM subjects and deliver educational activities through third parties.
- D.29 To enhance the proportion of home based workers during construction, we will implement a Jobs and Skills Strategy. We plan to establish an employment and skills brokerage to support local employment through the Wylfa Newydd Project construction phase. The primary purpose would be to match people in north-west Wales with sustainable employment provided through the Wylfa Newydd Project including through the provision of apprenticeships, and by helping to promote employment opportunities for under-represented groups in the workforce, for example, women, disabled people and those from ethnic minorities.

Construction

- D.30 The Wylfa Newydd Project would generate significant construction employment opportunities.
- D.31 It is expected that at peak construction up to 10,720 workers would be required for the Wylfa Newydd Project; to consist of a construction workforce of between 8,000 and 10,000 workers, with additional Off-Site facilities management staff and operational staff. Of the total construction workforce, approximately 2,700 are expected to commute daily

from their main residence either on Anglesey or the mainland; these are referred to as home-based workers. Of these we estimate that approximately 1,700 (or 64%) of home-based workers would come from Anglesey.

- D.32 The socio-economic assessment states that according to the 2011 Census, around 30,400 Anglesey residents were in employment at that time. Hence, this additional employment represents an increase of 6% in employment levels on Anglesey.
- D.33 For the Associated Development the estimated temporary construction-related employment figures are detailed in table D.1.

Table D.1: Estimated temporary construction employment figures relating to Associated Development

Associated Development	Number of construction jobs created	Construction period
Rhosgoch Temporary Workers' Accommodation	141	34 months
Visitor and Media Centre	100	18 months
Dalar Hir Park and Ride Facility	120	29 months
Amlwch Temporary Workers' Accommodation	84	31 months
Amlwch Permanent Housing Scheme	27	22 months

- D.34 For the Associated Development, the estimated operation related employment figures are presented in table D.2. For the purpose of the EqIA these are reported as a construction related impact as they occur during the construction phase of the Wylfa Newydd Project.

Table D.2: Estimated operational employment figures relating to Associated Development

Associated Development	Number of operational jobs created
Rhosgoch Temporary Workers' Accommodation	187
Visitor and Media Centre	15
Dalar Hir Park and Ride Facility	55
Amlwch Temporary Workers' Accommodation and Permanent Housing Scheme	115

- D.35 We estimate that a minimum of 5% of the workforce required for construction would be new entrants including apprentices, graduates and trainees. This would increase the opportunities available to school leavers and young people on Anglesey. Pro-active measures in the construction sector have proven effective in addressing skills' gaps and under-representation of protected groups including young people, women and disabled people (Worrall, 2010). The employment and training opportunities arising during the construction phase are, therefore, anticipated to have a disproportionately beneficial effect for young people. The Jobs and Skills Strategy specifically identifies women, disabled people and those from ethnic minorities as 'under-represented groups' and as

such this group would especially benefit from the employment opportunities from the Wylfa Newydd Project.

Operation

- D.36 It has been identified that the Wylfa Newydd Project and its Associated Development would generate employment opportunities.
- D.37 During operation, the creation of 850 new permanent positions at the Power Station represents a significant contribution to local employment opportunities and to long-term population stability on Anglesey. The socio-economic assessment considered that at minimum and without any enhancement actions, it could be expected that around 45% of these jobs would be filled by people from Anglesey or within the Menai area of the mainland.
- D.38 The HIA Interim Report considers employment, income and economic effects associated with health and well-being. It concludes that employment opportunities resulting from the Wylfa Newydd Project may have major beneficial effects on sensitive population groups including young people or people who are unemployed. The HIA Interim Report also presents employment opportunities as having a potential beneficial health effect on these sensitive groups. The employment and training opportunities arising during the operation phase are, therefore, anticipated to have a disproportionately beneficial effect on young people. The Jobs and Skills Strategy specifically identifies women, disabled people and those from ethnic minorities as 'under-represented groups' and as such this group would especially benefit from the employment opportunities from the Wylfa Newydd Project.

Traffic, transport and physical access

Any disruptions to public or private transport provision in a rural area such as Anglesey may add to social exclusion for already vulnerable groups.

Changes to traffic, transport and physical access are likely to affect young people, older people, disabled people, pregnant women or people who are taking care of young children as:

- **these groups rely more on public transport to access services and facilities or places of work or education;**
- **some of these groups are reliant on being able to walk from home to reach services and facilities; and**
- **some of these groups may have limited mobility and may, therefore, be more sensitive to traffic delays or changes to public transport routes and access.**

Traffic, Transport and Physical Access effects include: severance; changes to journey time and amenity; and accidents and safety. These effects may occur during construction or operation.

Mitigation

- D.39 Mitigation measures during construction and operation would comprise the following traffic management measures, some of which are included in the Integrated Traffic and Transport Strategy:
- travel plans and the provision of travel information to the Wylfa Newydd Project workforce;
 - enhancing the opportunities for rail use;
 - management of parking arrangements, including Park and Ride Facilities;
 - shuttle buses on fixed routes;
 - a Marine Off-Loading Facility (MOLF) to facilitate bulk material delivery during construction, and potentially operation and decommissioning too;
 - freight movement by sea, with road transport as a secondary option; and
 - a Logistics Centre to control and consolidate road-based freight.

Construction

A55 Britannia Bridge

- D.40 During construction at the Wylfa Newydd Development Area, traffic volumes may increase journey times to Ysbyty Gwynedd (hospital in Bangor) from Anglesey. This is because of the increased traffic anticipated on the A55 Britannia Bridge, which connects Anglesey with Bangor, where the nearest hospital with emergency services is located. During the use of the Temporary Workers' Accommodation, increased journey times would also occur for motorised and public transport users travelling along the A55 Britannia Bridge, A5025 (west) and the A5025 (east) between the Power Station and Amlwch. These effects would be concentrated either side of shift start times, when home based workers who do not live on Anglesey are travelling to and from Gwynedd.
- D.41 This may disproportionately affect young people, older people, disabled people, pregnant women or people who look after children all of whom are likely to require more regular access to secondary healthcare facilities.

A5025 (west)

- D.42 The Stage Two PEI Report identifies traffic and transport effects along the A5025 (west) arising from the construction of the Power Station and, separately, during the upgrades to the A5025 (west). For the construction of the Power Station, the assessment of transport effects is based on the assumption that the A5025 improvements would be completed and, therefore, takes account of the vehicle movements associated with construction traffic as well as the transportation of workers in buses from the Park and Ride. For the A5025 upgrades, effects identified take account of construction traffic movements and transportation of workers to and from the A5025 construction sites.
- D.43 For both the Wylfa Newydd Development Area and the A5025, relevant significant effects identified are very similar and include severance, journey times and amenity, and accidents and safety.
- D.44 There is generally a lack of dedicated crossings or footpaths for pedestrians, cyclists and equestrians linking these communities across the A5025, especially in Llanfaethlu. Traffic

severance is currently perceived as a barrier to local journeys. Therefore, people who cross the A5025 are sensitive to changes in traffic flow.

- D.45 In those communities where on-line improvements are proposed, those who rely on walking to services and facilities may be affected by the need to cross, or navigate, the construction works as part of their journey. Older people, young people and disabled people are more reliant on being able to walk to services and facilities located in the villages.
- D.46 There is, therefore, the potential for different effects on vulnerable road users including older people, the disabled and children who need to cross the A5025 (west) when the road works are taking place.
- D.47 Once the highways works are complete and the upgraded road is used by construction traffic a reduction in severance as a result of the improvements to the A5025 (west) could result in improvements in road safety in some locations. This would enhance road safety and, therefore, improve the walking environment in communities that are newly bypassed including Llanfaethlu, Llanfachraeth, Valley and Cefn Coch. This would provide a different beneficial effect on vulnerable road users including children, older people and disabled people.
- D.48 A new school is proposed at Llanfaethlu (Llanfaethlu Primary School). Increased numbers of vehicles on the A5025 could increase accident risk. Near Llanfaethlu, faster vehicle speeds after road improvements may make it harder to cross or join the A5025. This may result in disproportionate effects on the safety of young people crossing the A5025. If the planned new school at Llanfaethlu goes ahead, new crossing points or other road safety improvements will be considered.

PRoW

- D.49 The main severance effects of the Wylfa Newydd Project on PRoW would result from diversions to existing routes during construction, and would be concentrated within the Wylfa Newydd Development Area as there are 37 PRoW within this area. This includes the diversion of the Wales Coast Path at Amlwch. There is also one permissive footpath near the Wylfa Newydd Development Area. It forms part of the Wales Coast Path. Permissive footpaths rely on private landowner permission for public access. When referring to severance for protected groups, we refer to the physical severance as well as the perception of severance.
- D.50 There would be severance to PRoW at many locations near the Wylfa Newydd Development Area, including the Wales Coast Path national walking route as a result of temporary closures. This would happen during the site preparation and clearance activities such as the installation of the construction site boundary, vegetation clearance, dry stone wall dismantling and topsoil clearance and storage. The duration of closures varies for each of the PRoW.
- D.51 The permissive path linking the Existing Power Station access road with the road to the Fisherman's car park would be closed permanently.
- D.52 The PRoW path reference numbers where there would be temporary closures are provided in chapter B2, the public access and recreation section of the Stage Two PEI Report.

- D.53 User surveys of the PRow recorded that people aged over 55 were the main users of the PRow who use them mainly for recreation. Temporary closure of the PRow, and permanent closure of the permissive path, would disproportionately affect older people as the predominant users of these recreation areas.

Fisherman's car park

- D.54 Fisherman's car park is the closest car park to Wylfa Head, Porth yr Ogof, and Porth Wylfa. It is used by local residents going to Wylfa Head for a short walk, as opposed to accessing Wylfa Head by walking along the coastline from Cemaes. It is also used by visitors from further afield, and by locals fishing at the outfall to the Existing Power Station. Picnic facilities are provided at Fisherman's car park. The car park currently provides access for people who are less mobile who can then enjoy coastal views.
- D.55 Fisherman's car park would be permanently closed to secure the Wylfa Newydd Development Area during construction. A new coastal car park near Porth Wylfa to replace Fisherman's car park is being considered, though this would not be in place during construction. Removal of Fisherman's car park and picnic facilities would disproportionately affect older people, and disabled people, who are more reliant on the provision of parking for private vehicles to access Wylfa Head, Porth yr Ogof, and Porth Wylfa.

Bus services

- D.56 During the construction of the Dalar Hir Park and Ride Facility, bus services would experience delays travelling along the A5 between the two new junctions and the A55 at junction 4. The amount of time that the A5 would be affected would be minimal and only a short length (650m) would be affected. This is not considered to give rise to a differential or disproportionate equality effect.

Operation

Bus services

- D.57 Temporary delays to bus services are scheduled during operation of the Power Station. This is because of scheduled maintenance works at the Power Station and the increased traffic that is expected. This would result in delays to bus services along the A55 and the A5025 east which would lead to a potential increase in traffic flow on these roads.
- D.58 Delays to bus services along the A5025 and the A55 may have a different effect on young people, older people, and disabled people who are less likely to have access to private transport. During scheduled outages of the Power Station, those who rely on the Môn Community Transport minibus service, which is aimed at people with disabilities, particularly wheelchair users and those with impaired mobility may be affected. There is also the Car Linc Môn scheme, which is a voluntary community transport scheme serving Llangefni. It provides transport for people who are unable to make essential journeys, particularly older people or disabled people. This is because these services are likely to be slower and therefore affecting journey times of these protected characteristic groups.
- D.59 In each case, this would be a temporary effect, which would be for the duration of the scheduled outage at the Power Station. Typically, maintenance works can take up to one month, and occur about every 18 months.

Access to community infrastructure, public services and public open space

Community infrastructure comprises the facilities, services and networks that help individuals, families, groups and communities meet their social needs and enhance people's development.

Access to community infrastructure, public services and public open space is often limited in rural areas, where public transport services are limited. Changes in this access can particularly affect young people, older people, people who are disabled, pregnant women or people looking after children.

The potential effects of the Wylfa Newydd Project on these groups may arise from the temporary or permanent displacement of facilities and open space.

Mitigation

D.60 Construction related mitigation would include:

- a diversion of the Wales Coast Path would be provided around the construction fence;
- a circular link using existing permissive paths and PRow from Cemlyn Bay around the National Trust land to Cestyll Garden and Porth Felin could be promoted; this would be an additional loop connected to the Wales Coast Path;
- the Visitor and Media Reception Centre would provide information on the Wylfa Newydd Power Station, a café, welfare facilities and a car park for visitors;
- road improvements are proposed along the minor road between the A5025 and the Rhosgoch Temporary Workers' Accommodation Site; this would mitigate the adverse effects on cyclists using the Copper Trail as well as cyclists, pedestrians and equestrians using minor roads for recreational purposes more generally during construction; and
- inclusion of recreational facilities as part of the Temporary Workers' Accommodation proposals.

D.61 Relevant operational mitigation would include:

- re-routing the Wales Coast Path closer to the coastline, reducing the length of path between Cemlyn Bay and Wylfa Head. Potential enhancement in the form of a route seaward of the replacement Power Station and the Existing Power Station is being considered;
- creating new PRow on re-profiled land outside of the Power Station Site so as to link with the Wales Coast Path, the existing PRow network and Cemaes;
- improving accessibility for visitors with reduced mobility, including some surfaced sections of the Wales Coast Path towards Wylfa Head that are suitable for wheelchair users;
- considering two options for a new coastal car park near Porth Wylfa to replace the Fisherman's car park.

Construction

Wylfa Sports and Social Club clubhouse

- D.62 The Wylfa Sports and Social Club (WSSC), which occupies a clubhouse and associated sports pitches was constructed by Magnox for its employees, but now caters for a wider membership. The WSSC is owned by the Nuclear Decommissioning Authority.
- D.63 The clubhouse and associated land is required for the construction of the Wylfa Newydd Project and vacant possession of the premises is required by 1 March 2017. However, the club is expected to close whether or not the Wylfa Newydd Project is granted consent as WSSC funding is due to cease at the end of 2018, at which point it is assumed that WSSC will vacate the premises.
- D.64 The WSSC is used by a range of community groups. Of relevance to protected characteristics, are the following:
- The Anglesey Central Lions Club which holds various social activities including line dancing and Country and Western nights. The Anglesey Central Lions Club runs annual festivals including a beer festival in September and Country and Western festivals in May and September. We understand that half of the membership are retired.
 - Rainbow (5-7 years old) and Brownies (7-10 years old) groups, which are divisions of Girlguiding UK, meets weekly at the club.
- D.65 If these activities cannot be relocated to suitable alternative venues, early closure of the WSSC would have temporarily disproportionate effects on elderly users who may be reliant on the facility for social interaction, and on school-age children who participate in the various social and sporting clubs which are important for their social, emotional, intellectual and physical development.
- D.66 The temporary effects arising from the Wylfa Newydd Project would occur for approximately 22 months between securing vacant possession (assumed to be on 1 March 2017) and cessation of the WSSC's existing funding at the end of 2018.

Porth-y-pistyll (beach)

- D.67 Currently, Porth-y-pistyll is accessed from the Wales Coast Path and local PRow. Access to Porth-y-pistyll (beach) from both land and sea would be permanently closed during construction to facilitate the construction of the Marine Off-loading Facility and breakwaters, the installation of the CWS, and the installation of the Power Station Site boundary fence.
- D.68 Porth-y-pistyll is currently used for swimming and boating (including canoeing and jet-skiing). A user survey of the PRow that lead to Porth-y-pistyll identified that, while usage levels of the beach are low, a large proportion of users are older people, generally aged over 55 years. At this stage it is not clear whether there would be any disproportionate or differential effects resulting from the closure of Porth-y-pistyll.

Operation

- D.69 No adverse equality effects are identified for community infrastructure, public services and public open space during operation.

Social cohesion

Factors that contribute to social cohesion in this assessment are Welsh language, culture and community identity, health and well-being, crime and fear of crime, and social inclusion, population demographics and the access to the housing market.

The potential effects of the Wylfa Newydd Project on these groups may arise from the arrival of construction and operational workers from outside Anglesey.

The potential effects are likely to take place during the construction phase of the Wylfa Newydd Project.

- D.70 Social cohesion is a term which encompasses a wide range of factors. This section draws on assessment findings from the socio-economic, HIA and WLIA. The socio-economic assessment of social cohesion is ongoing, and a full assessment will be provided in the EqlA Report accompanying the DCO application. This section of the EqlA, therefore, provides only an initial high level assessment of social cohesion, which will be updated in the final EqlA Report.

Mitigation

- D.71 A Construction Worker Accommodation Strategy is being developed to mitigate the adverse effects of an increase in the demand for residential accommodation. One of the proposals is to establish a worker accommodation portal which would manage the distribution of workers, and facilitate matching workers seeking accommodation with accommodation providers. Specific measures for relieving pressure on the private rented sector are also being considered.
- D.72 We are considering the inclusion of measures to address concerns about crime and safety in the HIA and WLIA. These are likely to include the establishment of a 24 hour hotline and additional policing measures. We are also working with the North Wales Police Service to identify appropriate mitigation in relation to policing services.
- D.73 We have policies for workforce conduct (Code of Conduct, Employee Rules, Health and Safety, Drugs, Alcohol and Substance Misuse etc.) which provide a clear standard of behaviour. Contractors will be required to put in place similar arrangements and enforce an equivalent standard of conduct across the workforce engaged for the Wylfa Newydd Project.
- D.74 We are considering how health promotion activities with the workforce and local communities can be effectively targeted and sustained throughout the construction stage.

Construction

Population demographic change

- D.75 There would be a large proportion of non-homebased workers³ travelling to Anglesey during the construction period of the Project. It is assumed that a large proportion of these workers would be single men. This has the potential to change the ratio of males to females in the areas surrounding the Wylfa Newydd Development Area and Associated

³ Non-home based workers are defined as those who take temporary accommodation in the vicinity of the Wylfa Newydd Development Area

Development, particularly in areas close to the Temporary Workers' Accommodation at Amlwch and at Rhosgoch. The potential for a large number of single men could potentially lead to a differential effect on females in these areas due to possible changes in perception of safety.

- D.76 There is the potential for disproportionate effects on young people arising from the potentially significant effects (as reported in the Interim HIA) on the health of young adults due to potential changes in their lifestyle and increases in risk-taking behaviour (e.g. alcohol and tobacco use or exposure to infections) as a result of increased exposure to these behaviours.

Welsh language

- D.77 During construction, a significant proportion of the workers travelling to Anglesey are assumed to be non-Welsh speaking. At peak, it is estimated that around 220 construction workers would bring families including partners and dependants, adding around 170 school-aged children to the Key Socio-economic Study Area⁴ during peak construction.
- D.78 The Education Departments on Anglesey and in Gwynedd are responsible for maintaining centres for non-Welsh speakers and are known as 'language immersion' centres. These centres provide intensive Welsh courses for young non-Welsh speakers to enable them to blend into the bilingual society of Anglesey and of Gwynedd.
- D.79 Immersion centres on Anglesey are currently oversubscribed. An additional 170 school-aged children to the Key Socio-economic Study Area during peak construction would increase the demand for places beyond their capacity on the basis that a high percentage of the non-home-based workers and their dependants are non-Welsh speakers.
- D.80 It was highlighted during the consultation process on the Gwynedd Language Strategy Draft Plan 2010-2013 that there was social tension between young Welsh-speakers and non Welsh-speakers and that the language of a group of friends was a key factor when determining language use (hunaniaith, 2014). There is, therefore, the potential for a disproportionate effect on children of school age, both those currently living on Anglesey, and those who may come to Anglesey with their parents.
- D.81 The Wylfa Newydd Project would offer employment opportunities to the local population, which has the potential to encourage young people to stay on Anglesey and seek local opportunities for employment. Retaining local young people, a high percentage of whom speak Welsh, is considered to be beneficial for local youth and for voluntary and activity groups as it safeguards the future of such groups, thereby having a disproportionate beneficial effect on young Welsh-speaking people.

Community safety – the effects of crime and fear of crime

- D.82 Some groups of people with protected characteristics may have greater than average levels of concern about crime and anti-social behaviour. The assessment of effects on community safety is ongoing and will be reported in the EqIA accompanying the DCO application.

⁴ Defined by the travel to work areas of Bangor, Caemarfon and Llangefni, and Holyhead.

Access to the housing market

- D.83 It has been identified that there is the possibility of demand exceeding the supply of private rented stock (PRS) accommodation. The peak construction workforce could absorb around 85% of the estimated capacity within the PRS with Anglesey north and Anglesey west having the greatest expected demand. This would limit the access of current residents to PRS accommodation.
- D.84 There is also the potential for demand in this sector to push up prices and adversely affect those currently renting, or trying to access PRS accommodation. This could result in additional pressure being placed on the social housing stock in the area, or people having to move out of the area to access suitable PRS accommodation. However, it is not possible to forecast which households would be affected and whether this would disproportionately affect particular groups in the population. As stated above, should the measures being considered to relieve pressures on the private rented sector be agreed, these effects would be reduced.

Effects on social networks and culture

- D.85 Over the construction period, those communities hosting large numbers of workers would be expected to see changes in their social networks and culture due to the new mix of people. The HIA Interim Report has identified a wide range of potential mitigation measures to address health effects associated with social networks and culture. The HIA identifies a temporary health effect from changes to community identity, social networks and culture (after mitigation) for the majority of people in the general population, but identifies the elderly and the young as being particularly sensitive and, therefore, potentially experiencing differential adverse effects from the general population.

Operation

- D.86 No adverse equality effects are identified for social cohesion during operation of the Power Station.

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E Summary of potential equality effects

E.1 Table E.1 and table E.2 provide a summary of the potential equality effects on people with protected characteristics from the Wylfa Newydd Project during construction and operation.

Table E.1 Summary of equality effects on people with protected characteristics during construction

Type of effect	Potential equality effects identified	Protected characteristic groups affected
Noise and air quality		
Noise effects on residential properties	Increase in noise levels during the day-time could have disproportionate effects on those who spend long periods indoors during the day-time. Effects are likely to be on individual properties around the Wylfa Newydd Development Area and Associated Development. Increased noise levels also identified on the Gwyddfor Residential Home could have a differential effect on elderly residents and those with additional needs due to disability.	Young people Older people Pregnancy and maternity Disabled people
Air quality effects on residential properties	Increases in levels of NO ₂ because of emissions to air from plant and machinery at the Wylfa Newydd Development Area may disproportionately affect people who spend long periods of time in their home. Affected residential properties are likely to be located in the villages of Tregele and Cemaes as well as individual properties around the Wylfa Newydd Development Area.	Young people Older people Pregnancy and maternity Disabled people
Noise effects on educational facilities	Increases in noise levels during the day-time may have a disproportionate and differential effect on pupils at Cemaes Primary School, Ysgol Syr Thomas Jones and potentially other educational facilities along the A5025 (to be confirmed).	Young people
Noise effects on PRoW	Disproportionate effect of increase in noise levels during the day-time for users of PRoW including the Wales Coast Path and the Copper Trail.	Young people Older people

Type of effect	Potential equality effects identified	Protected characteristic groups affected
Noise and vibration effects on places of worship	Increased levels of noise and vibration levels expected as a result of A5025 Highway Improvement works and its subsequent use by construction vehicles, have the potential to disproportionately affect people who attend some places of worship.	People attending places of worship
Employment and skills		
Employment and skills opportunities	Opportunities arising from construction related employment and skills brokerage would provide a disproportionately beneficial effect to school leavers and the young people of Anglesey. Women, disabled people and those from ethnic minorities are identified as 'under-represented groups' in the Jobs and Skills Strategy and as such these groups would especially benefit from the employment opportunities from the Wylfa Newydd Project	Young people Women Disabled people Ethnic minorities
Traffic, transport and access		
Journey times across the Britannia Bridge	Increased traffic volumes during construction may increase journey times to Ysbyty Gwynedd (hospital in Bangor) and may disproportionately affect users of public transport services who access the hospital.	Older people Disabled people Pregnancy and those taking care of young children
Non-motorised users of the A5025 (west)	Differential effects of traffic severance, reduced amenity, increased journey times and safety along the A5025 at Llanfaethlu for groups who may be more reliant on walking across the A5025 to access community facilities.	Older people Disabled people
Diversions or closures to PRoW	Diversion and closure of existing PRoW which would disproportionately affect people who use them for recreation.	Older people

Type of effect	Potential equality effects identified	Protected characteristic groups affected
Access to car parking	Closure of Fisherman's car park which is currently used by local residents to access Wylfa Head, Porth yr Ogor and Porth Wylfa, would have a differential effect on people who are less physically mobile.	Older people Disabled people
Access to community infrastructure, public services and public open space		
Use of Wylfa Sports and Social Club	Disproportionate effects on users of the Wylfa Sports and Social Club which will be permanently closed.	Young people Older people
Access to Porth-y-pistyll (beach)	Access to Porth-y-pistyll (beach) from both land and sea would be permanently closed. At this stage, it is not clear whether there would be any disproportionate or different effects resulting from the permanent closure of Porth-y-pistyll.	Unknown
Social cohesion		
Population demographic change	Potential for a differential effect on females on Anglesey due to a change in gender ratio as a result of a large proportion of the construction workforce expected to be male. Disproportionate effects on the health of young adults due to a change in their lifestyle, and an increase in risk taking behaviour (e.g. alcohol and tobacco use or exposure to infections), as a result of increased exposure to these behaviours.	Females Young people
Welsh language	Disproportionate effect on children of school-age both those currently living on Anglesey, and those who may come to Anglesey with parents, due to demand outweighing capacity for places at Welsh-language immersion centres.	Dilution of Welsh Language
Access to the housing market	Additional pressure placed on the social housing stock in the area, or people having to move out of the area to access suitable private rented accommodation due to demand exceeding supply.	Unknown at this early stage

Type of effect	Potential equality effects identified	Protected characteristic groups affected
Effects on social networks and culture	Potential temporary adverse differential effect on older and young people as a result of changes in social networks and culture due to the new mix of people.	Young people

Table E.2 Summary of effects on people with protected characteristics during operation

Type of effect	Potential equality effects identified	Protected characteristic groups affected
Noise and air quality		
Noise effects on residential properties	The improvements to the A5025 and the transfer of vehicles onto the new bypasses would reduce the level of traffic noise experienced by some residential properties, educational facilities and places of worship.	Young people Older people Pregnancy and maternity Disabled people
Noise effects on residential properties	Residential and religious receptors located within close proximity to the proposed A5025 bypasses at Llanfachraeth and Llanfaethlu and on-line improvements to the existing road may experience increased noise levels.	Young people Older people Pregnancy and maternity Disabled people

Type of effect	Potential equality effects identified	Protected characteristic groups affected
Employment and skills		
Employment and skills opportunities	Provision of jobs during operation of the Power Station which would provide disproportionate beneficial employment effects for young people. Women, disabled people and those from ethnic minorities are identified as 'under-represented groups' in the Jobs and Skills Strategy and as such these groups would especially benefit from the employment opportunities from the Wylfa Newydd Project	Young people Women Disabled people Ethnic minorities
Traffic, transport and physical access		
Changes to bus services	Delays to bus services during construction, particularly the A5025 to the Wylfa Newydd Development Area and near the Dalar Hir Park and Ride Facility may disproportionately affect people who are more reliant on public transport.	Young people Older people Pregnancy and those taking care of young children Disabled people

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F What are the next steps?

F.1 This report provides an interim assessment of equality effects which could potentially arise from the Wylfa Newydd Project. The assessment is based on the residual effects identified within the Stage Two PEI Report, HIA Interim Report and WLIA Interim Report.

F.2 The next steps for the EqlA will involve:

- continuing to meet with key stakeholders, including the IACC, and local community representatives to obtain additional information about the sensitivities and needs of people who share protected characteristics in the communities that have the potential to be affected by the Wylfa Newydd Project;
- analysing consultation feedback on the Interim EqlA report to identify any changes required prior to submission of the DCO application;
- reviewing and updating the EqlA in line with refinements to the environmental impact assessment, HIA and WLIA;
- identifying appropriate additional mitigation which would help avoid or reduce equality effects;
- reviewing our policies and strategies, as necessary, to make 'reasonable adjustments' to address identified equality effects where practicable; and
- producing a final EqlA report for submission with the application for the DCO.

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G List of acronyms

Acronym	Term
DCO	Development Consent Order
EqlA	Equality Impact Assessment
HIA	Health Impact Assessment
IACC	Isle of Anglesey County Council
NO ₂	Nitrogen dioxide
PEI	Preliminary Environmental Information
PRoW	Public Rights of Way
PRS	Private rented stock
STEM	Science, technology, engineering and maths
WLIA	Welsh Language Impact Assessment
WSSC	Wylfa Sports and Social Club

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Printed copies of the consultation documents and plans are available upon request however, there is a charge of up to £500 required to cover the cost of printing a full set of the Stage Two pre-application consultation documents. This charge may be waived at the discretion of Horizon.

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