

Weston Marsh Substation A

Equality Impact Assessment

August 2026

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Equality Impact Assessment

Document control

Document Properties	
Organisation	Mott MacDonald
Author	Maddie Mills and Emma Will
Approved by	Sarah Marshall
Title	Equality Impact Assessment
Document Register ID	GWNC-MOM-ZZZZ-ZZZZZZ-POD-ES-000001
Data Classification	Public

Version History			
Date	Version	Status	Description / Changes
08/04/2026	1.0	Draft	First draft for internal review
10/06/2026	2.0	Draft	Update following client review
20/07/2026	3.0	Draft	Update following client review

1. Executive Summary

1.1 Overview

- 1.1.1 This Equality Impact Assessment (EqIA) has been prepared on behalf of National Grid Electricity Transmission plc (National Grid).
- 1.1.2 National Grid is proposing to undertake works to construct a new 400kV Air Insulated Substation known as Weston Marsh Substation A, new sections of overhead line and modification of existing overhead lines (the Scheme) west of the Spalding Tee-Point in the Weston Marsh area, within the administrative boundary of South Holland District Council (SHDC) in Lincolnshire. This report examines how the proposals to compulsorily acquire land for the Scheme may affect individuals with protected characteristics under the Equality Act 2010 (Ref 1).

1.2 Purpose

- 1.2.1 This report focuses on identifying and addressing equality impacts that could result from the Compulsory Purchase Order (CPO) process. The EqIA analyses potential effects during both the construction and operational phases - drawing on local demographic information, feedback from stakeholder engagement and established best practices to ensure compliance with equality legislation and inform appropriate mitigation measures.
- 1.2.2 National Grid is not subject to the Public Sector Equality Duty (PSED). However, considering equality impacts is good practice and demonstrates National Grid's ambition to contribute to a more equitable society. National Grid is undertaking engagement with all landowners and occupiers (see **Chapter 6**) and is seeking to secure the land rights required for the Scheme through voluntary agreement wherever possible, with compulsory acquisition powers being used only as a last resort.
- 1.2.3 The report provides the context of the Scheme, the requirements of the Equality Act 2010 ('the Equality Act' (Ref 1)), the potential impacts of the Scheme and the potential use of CPO powers specifically on people with characteristics protected under the Equality Act.
- 1.2.4 The assessment provides a comprehensive qualitative view of actual and potential impacts (both beneficial and adverse) arising from the use of powers granted under a CPO to deliver the Scheme, and the resulting direct and indirect equality effects likely to be experienced by people in light of their protected characteristics. Suitable literature and publicly available demographic data have been used throughout the EqIA to inform its findings. This report sets out the mitigation measures put in place to manage these effects and makes recommendations on how any remaining impacts could be managed or mitigated.

1.3 Conclusion

- 1.3.1 The EqlA has been prepared to evidence consideration of the equality implications of the Scheme and the proposed use of compulsory acquisition powers. Whilst National Grid is not subject to the Public Sector Equality Duty (PSED), this assessment has been undertaken as a matter of good practice to consider the equality implications of the Scheme and the proposed approach to land acquisition. The EqlA identifies potential impacts on persons with protected characteristics and sets out measures to avoid, minimise or mitigate adverse effects and, where possible, enhance positive outcomes. It provides evidence of the steps taken by National Grid to identify and address potential equality impacts throughout the Scheme.

2. Introduction

2.1 Scheme background

- 2.1.1 National Grid is preparing to make a CPO under Section 10 (paragraph 1, Schedule 3 to the Electricity Act 1989 (Ref 2)) and the Acquisition of Land Act 1981 (Ref 3) to authorise the acquisition of land and rights in, on or over land to enable delivery of a new 400 kV Air Insulated Substation (AIS) including the removal of existing overhead lines and towers and creation of new and modifications and reconductoring to the existing 400kV overhead lines in the vicinity of the Spalding Tee-Point, Surfleet Seas End and Moulton Seas End.
- 2.1.2 The Scheme is required as a connection for the Outer Dowsing Offshore Wind (ODOW) to connect with its offshore wind electricity generation to the National Grid transmission system.
- 2.1.3 Mott MacDonald has been commissioned by National Grid to prepare an Equality Impact Assessment to accompany the proposals within the CPO. This report presents an Equality Impact Assessment (EqIA) of the proposed Compulsory Purchase Order (CPO). The assessment provides a review of relevant baseline characteristics, demographic information and available evidence to identify potential direct and indirect equality effects arising from the use of CPO powers, with particular regard to people with protected characteristics as defined by the Equality Act 2010.
- 2.1.4 Mitigation measures have been identified where appropriate to avoid, reduce or offset any adverse effects identified and/or enhance likely beneficial effects.

2.2 The Equality Impact Assessment

The Equality Impact Assessment and Public Sector Equality Duty (PSED)

- 2.2.1 The EqIA has been undertaken in accordance with the Equality Act 2010 which provides people with legal protection from discrimination. The PSED was established under section 149 of the Equality Act (Ref 1) and came into force in 2011 to harmonise equality duties and, in particular, to require those subject to it to have due regard to:
 - 1) eliminating unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act
 - 2) advancing equality of opportunity between people who share and people who do not share a relevant protected characteristic
 - 3) fostering good relations between people who share and people who do not share a relevant protected characteristic.
- 2.2.2 The purpose of this EqIA is to identify and address potential equality impacts that may arise as a result of the CPO process. This relates to impacts of the CPO on people with relevant protected characteristics under the Equality Act 2010 who live or

work in areas affected by the Scheme. Protected characteristics (defined in Part 2, Chapter 1 of the Equality Act 2010 (Ref 1)) are:

- 1) age
- 2) disability
- 3) gender reassignment
- 4) pregnancy and maternity
- 5) race
- 6) religion or belief
- 7) sex; and
- 8) sexual orientation.

2.2.3 Although National Grid is not subject to the PSED, considering equality impacts is good practice and demonstrates National Grid's ambition to contribute to a more equitable society. The organisation's mission is to build a business that represents, reflects and celebrates the cultures and communities it serves. Business is conducted in line with National Grid's values to 'Do the Right Thing, Find a Better Way and Make it Happen', and respect for human rights is incorporated into employment practices and values.

2.2.4 National Grid's commitment to equality is outlined through the organisation's values and Diversity, Equality and Inclusion (DEI) Strategy (Ref 3) as well as a Code of Ethics document (Ref 5) which has clear objectives and greater accountability around the organisation with regard to DEI.

2.3 Policy and Strategic Context

2.3.1 In addition to the Equality Act 2010 and relevant CPO legislation and guidance, the legislative and policy context is described in **Table 2.1**.

Table 2.1 Legislation of relevance to this EqIA

Legislation	
Human Rights Act 1998	The Human Rights Act 1998 (HRA) (Ref 6) provides the framework that public authorities act compatibly with the European Convention on Human Rights (ECHR) when exercising their functions, including in the authorisation and delivery of development consent. The HRA requires decision makers to consider whether proposals interfere with protected rights, and where they do, whether such interference is lawful justified, and proportionate. Article 1 of the First Protocol: Protection of Property protects the right to peaceful enjoyment of possessions, permitting deprivation of property only where is its lawful, in the public interest, proportionate, strikes a fair balance between public benefit and individual harm, and is generally accompanied by compensation. Article 8 protects the right to respect for private and family life and the home, requiring that any interference arising from land take affecting residential property is lawful, necessary, and proportionate, with consideration given to individual circumstances.

National policy review

2.3.2 The table below provides a summary of national policy relevant to this EqlA.

Table 2.2 National policy of relevance to this EqlA

National policy	
National Planning Policy Framework (2024) (Ref 7)	The NPPF provides the Government's planning policies for England and how these should be applied. While the NPPF does not contain specific guidance on protected characteristics nor equalities, it does emphasise the importance of sustainable development and the need to support a healthy and just society. Section 8 of the NPPF states that planning policies should aim to achieve healthy, inclusive and safe places, which: • Promote social interaction; • Are safe and accessible, for example through the use of well-designed, clear and legible pedestrian and cycle routes, and high quality public space; • Enable and support healthy lives, through both promoting good health and preventing ill-health.

Local policy review

2.3.3 The table below provides a summary of local policy relevant to this EqlA.

Table 2.3 Local Policy of relevance to this EqlA

Local policy	
South East Lincolnshire Local Plan 2011-2036 (Adopted March 2019) (Ref 8)	Policy 27: Climate Change and Renewable and Low Carbon Energy supports development that reduces energy consumption and improves energy efficiency. Improved energy efficiency can reduce household energy costs contributing to eliminating fuel poverty and support health and wellbeing. Policy 32: Community, Health and Well-being stipulates that developments should contribute to the creation of socially cohesive and inclusive communities; reducing health inequalities and improving community health and wellbeing.

2.4 Report structure

2.4.1 Following on from this introductory chapter, the remainder of this report is structured as follows:

- 1) Chapter 3: Description of the Scheme;
- 2) Chapter 4: Scope and Methodology;
- 3) Chapter 5: Evidence Review;
- 4) Chapter 6: Consultation and Engagement;
- 5) Chapter 7: Impact assessment; and
- 6) Chapter 8: Conclusion.

3. Description of the Scheme

3.1 Summary of the Scheme

- 3.1.1 In totality, the Scheme consists of various components, each planned to be progressed via separate consenting routes. These are summarised in **Table 3.1**.

Table 3.1 Components of the Scheme

Works Required	Consenting Regime
Construction of the new Air Insulated Substation (AIS) – 400kV Weston Marsh Substation A, associated landscaping and environmental mitigation works, drainage, highways and other associated works	Town and Country Planning Act 1990 (TCPA) (Ref 9) The Town and Country Planning (General Permitted Development) (England) Order 2015 (Ref 10) Component referred to as ' Substation Works '
Construction of new sections of overhead line to connect the new substation into the existing 4ZM overhead line. Removal of a section of the existing 4ZM overhead lines Other associated works	Section 37 of the Electricity Act 1989 (Ref 2) and deemed consent pursuant to section 90(2) of the Town and Country Planning Act 1990 Component referred to as ' S37 4ZM Overhead Line Works '
Construction of a new section of overhead line to connect the existing 2WS overhead line into the new substation. Removal of a section of the existing 2WS overhead line. Other associated works.	Section 37 of the Electricity Act 1989 (Ref 2) and deemed consent pursuant to section 90(2) of the Town and Country Planning Act 1990 Component referred to as ' S37 2WS Overhead Line Works '
Reconductoring works required on the existing 4ZM overhead line. Two spans of temporary overhead lines.	The Town and Country Planning (General Permitted Development) (England) Order 2015 (Ref 10) and The Overhead Lines (Exemption) (England and Wales) Regulations 2009 (Ref 11) Component referred to as ' Exempt Overhead Line Works '

- 3.1.2 Each component included in **Table 3.1** is required for the Scheme to fully function as part of the National Electricity Transmission System (NETS).

3.2 Land acquisition process

Introduction

To facilitate the construction and operation of the new substation and associated infrastructure the Scheme requires temporary rights, permanent rights and freehold acquisition. National Grid is seeking to secure these interests by voluntary agreement wherever possible. However, the compulsory acquisition powers, if required, would seek permanent acquisition of land or rights and would be required where the rights cannot be secured through voluntary negotiation.

- 3.2.1 The land required for the Scheme is predominantly in agricultural use, located within the Lincolnshire Fens. The land within and around the Scheme boundary has been subject to detailed land referencing to identify all relevant ownership, occupation and other interests.

Compulsory Purchase Order

- 3.2.2 Compulsory acquisition powers enable acquiring authorities to acquire land, or rights over land, without the agreement of the landowner where there is a compelling case in the public interest to do so. The Acquisition of Land Act 1981 (Ref 3) governs the legal process of making and confirming the CPO. CPO powers are used as a means of assembling land to help deliver social, infrastructure, environmental and economic change. Compulsory purchase is intended as a last resort and should only take place where there is a compelling case in the public interest. National Grid may make a CPO for the purposes of its activities authorised under the Electricity Act 1989.
- 3.2.3 Government Guidance "Compulsory Purchase Process" (Ref 12) presents an overview of the CPO process and sets out how the PSED should be taken into account in the compulsory purchase regime. The Secretary of State for Energy Security and Net Zero ("Secretary of State") is the confirming authority for CPOs made for energy purposes under Section 10 and Schedule 3 of the Electricity Act 1989 (Ref 2).
- 3.2.4 The guidance identifies that throughout the compulsory purchase process acquiring authorities must have due regard to the need to: (a) eliminate unlawful discrimination, harassment, victimisation; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. In performing their public functions, acquiring authorities must have due regard to the need to meet these three aims of the Equality Act 2010.
- 3.2.5 National Grid is responsible for developing, operating and maintaining the high voltage transmission system in England and Wales and for ensuring that there is sufficient electricity transmission infrastructure to support the needs of England and Wales. It is obliged to operate the system in an efficient, economic and coordinated manner and is empowered under the Electricity Act 1989 to make a CPO for these purposes.
- 3.2.6 For this Scheme, the land included in the CPO comprises a number of parcels over which compulsory acquisition powers for land and rights are being sought. While the aim is to acquire these rights through voluntary agreements, the CPO powers enable National Grid to proceed with compulsory acquisition if voluntary negotiations with

landowners are unsuccessful. Landowners have the right to object, which may lead to a public inquiry being required.

- 3.2.7 If National Grid is unable to acquire the necessary land rights voluntarily and compulsory powers are used, the entitlement to compensation for affected parties, and the process for determining the appropriate amount, is governed by a combination of legislation, case law, and established practices. The primary statutes involved for compensation are the Land Compensation Acts 1961(Ref 14) and 1973 (Ref 15) and the Compulsory Purchase Act 1965 (Ref 13).
- 3.2.8 The Scheme requires temporary rights, permanent rights and, in certain circumstances, the acquisition of freehold interests within the Scheme. These land requirements have been carefully defined to minimise the extent of land and rights required whilst ensuring the safe, efficient and effective delivery, operation and maintenance of the Scheme.
- 3.2.9 National Grid is seeking to secure the necessary land interests through voluntary agreement wherever possible. However, compulsory acquisition powers are sought to enable the permanent acquisition of land or rights where agreement cannot be reached.

Overview of affected land

- 3.2.10 A total of 17 land ownership groups have been identified across 110 Plots where acquisition of rights or land is required to construct and operate the Scheme. Of the 17 land ownership groups, one land owner will be affected by land acquisition, with the others affected by rights acquisition only.
- 3.2.11 Out of the total 17 landownership groups, 13 of these land holdings are used for agricultural production growing primarily fruit and vegetables, usually under contract, to wholesalers. One land ownership group relates to land along the banks of the River Welland, one owns part of an access route into a field and two relate to the registered drains within the Scheme. In most cases, the affected parcels form part of larger farming enterprises across the locality, which reduces impact on business viability.
- 3.2.12 The majority of the affected agricultural land holdings are farmed directly by the landowner. Across the 110 Plots listed within the CPO, one is subject to an agricultural lease and 22 are tenanted.
- 3.2.13 There is one land holding which is operated as a diversified agricultural holding with a glamping business operating wigwam style accommodation. The business is managed as a family enterprise who employ staff to support the operation of the wigwam business.

4. Scope and Methodology

4.1 Introduction

- 4.1.1 This section sets out the scope and methodology for the EqIA in terms of the protected characteristics covered, sensitive receptors where potential impacts may be anticipated, definition of the Study Area, and the approach taken to assessment.

4.2 Assessment Methodology

Methodology

- 4.2.1 The approach to this EqIA proceeds across the following five steps:
- 1) Understanding the Scheme: Analysis of the Scheme, CPO process and any activity intended to manage impacts, and review of the TCPA Planning Application and Section 73 documents submitted in June 2026. This information has been used to develop a picture of the context for the Scheme and to identify those who are most likely to be affected. A summary of the approach to the CPO and wider land acquisition process is presented within **Chapter 3**;
 - 2) Establishing evidence, distribution and proportionality: Review of available demographic data and other published evidence to establish the likely scope and nature of equality impacts. This is presented in **Chapter 5**, with identification of potential impacts set out in a literature review in **Appendix A**.
 - 3) Stakeholder engagement: A summary and overview of this engagement is provided in the Statement of Community Involvement; and a summary overview of engagement with landowners and occupiers is presented in **Chapter 6**;
 - 4) Impact assessment: Understanding the extent and scale of any impacts arising, taking mitigation measures into account. This is presented in **Chapter 7**; and
 - 5) Action planning: Drawing conclusions and identifying opportunities and further actions to manage and mitigate impacts. Recommendations are made within the Impact Assessment (**Chapter 7**).

Protected characteristics

- 4.2.2 An EqIA provides a systematic assessment of the likely or actual effects of policies or proposals on social groups with the protected characteristics.
- 4.2.3 The EqIA considers protected characteristics as set out in Part 2 of the Equality Act 2010 (Ref 1):
- 1) **Age**: refers to a person belonging to a particular age or range of ages.
 - 2) **Disability**: a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

- 3) **Gender reassignment:** anyone who is proposing to undergo, are undergoing or have undergone a process (or part of a process) for the purpose of reassigning their sex.
- 4) **Pregnancy and maternity:** pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth.
- 5) **Race:** refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins.
- 6) **Religion or belief:** religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief including lack of belief (such as atheism).
- 7) **Sex:** this refers to a man or to a woman, or to a group of people of the same sex (sex is the protected characteristic and not gender).
- 8) **Sexual orientation:** whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

4.2.4 Although marriage and civil partnership is a protected characteristic under the Equality Act 2010, it is not classified as a 'relevant' characteristic for the broader aims of the PSED. This means that public bodies are only required to consider it in relation to eliminating discrimination, rather than the additional duties to advance equality of opportunity or foster good relations. Furthermore, protection against discrimination on the grounds of marriage and civil partnership applies solely to employment matters under the Act, as the provisions relating to services, public functions, premises, and education do not extend to this characteristic. Consequently, this equality group has been scoped out of the EqIA from the outset.

4.2.5 The analysis determines the likely effects of policies or proposals on social groups by:

- 1) Assessing whether one or more of these groups could experience differential or disproportionate effects (over and above the effects likely to be experienced by the rest of the population) as a result of the Scheme;
- 2) Identifying opportunities to promote equality more effectively; and
- 3) Developing ways in which any disproportionate negative impacts could be removed or mitigated to prevent any unlawful discrimination and minimise inequality of outcomes.

4.2.6 For the purpose of this EqIA, groups with protected characteristics have been identified based on the desk-based evidence review to improve the assessment:

- 1) Within 'age', all age ranges are considered, but specific sub-categories include children (aged under 16 years), younger people (aged 16-24 years), and older people (aged 65 or over);
- 2) Within 'race', all races and ethnicities are considered, but the sub-category of Ethnic Minority is identified to refer to all ethnicities with the exception of White British communities;

- 3) Within 'religion and belief', all religious and belief groups are considered, but the term 'Minority faith groups' refers to religious groups who are not Christian (Buddhist, Hindu, Jewish, Muslim, Sikh, and 'other');
- 4) Within 'sexual orientation' and 'gender reassignment', all sexual orientations and gender identities are considered;
- 5) Within 'sex', the subcategories of men and women are used; and
- 6) Within 'pregnancy and maternity', pregnant people are reported as a sub-category where the effect only relates to pregnancy.

4.2.7 In line with best practice, additional equality groups have been identified for inclusion in the EqIA, which are not covered by the protected characteristics set out in the Equality Act. Understanding the unique perspectives of these groups can lead to more targeted interventions and promote equity and inclusivity. They include:

- 1) People living in deprived neighbourhoods – defined as people living within the most deprived Lower Layer Super Output Areas¹. Indices of Multiple Deprivation and unemployment statistics are used to determine levels of poverty;
- 2) People on low incomes – defined as individuals with more limited financial resources, which may be indicated through income levels and employment status;
- 3) People living in rural areas – defined as those located in less densely populated areas with reduced access to services, facilities and transport networks; and
- 4) Migrant workers – defined as workers coming from abroad, often to fill seasonal roles in agricultural businesses. It is estimated that the vast majority of seasonal agriculture workers come from outside the UK. No specific data is held on migrant workers at a local level.

4.2.8 Intersectionality recognises the interconnected nature of social characteristics, such as race, gender and other identity markers and acknowledges that individuals may experience overlapping forms of discrimination or privilege based on the intersections of these characteristics. The EqIA will consider intersectionality to identify and address the challenges faced by individuals with multiple protected characteristics identities.

Study Area

4.2.9 The Study Area for this EqIA is derived from the relevant electoral wards in which the Scheme falls - Pinchbeck and Surfleet; and Moulton, Weston and Cowbit. Professional judgement has been applied to determine the Study Area, which is aligned with good practice.

Identifying and assessing equality effects

4.2.10 The assessment of effects across the EqIA process is predominantly qualitative and outlines the nature of the impact on people with protected characteristics within the below groups:

- 1) Local communities living within the Study Area;

¹ Lower Layer Super Output Areas (LSOAs) are geographical areas in England, with an average population of approximately 1,500 residents or 650 households and may be used for statistical analysis and comparison

- 2) Local landowners, business owners, land tenants, and employees who may be impacted by the use of CPO powers within the Study Area;
- 3) Users of community facilities and Public Rights of Way (PRoW) within the Study Area.

4.2.11 The assessment considers, where possible and applicable:

- 1) whether the use of powers granted under a CPO to facilitate the Scheme will have an adverse or beneficial effect on the lives of those who live or work in the area;
- 2) the relationship of the effect to the Scheme (e.g. direct relationship such as loss of property or indirect relationship such as loss of access to services);
- 3) the duration, frequency and permanence of the impacts;
- 4) the severity of the impact and the amount of change relative to the baseline; and
- 5) the capacity of the affected groups to absorb the impacts (their resilience), including their access to alternative facilities, resources or services.

4.2.12 The assessment considers potential direct and indirect effects over three periods: the CPO process, construction of the Scheme; and operation of the Scheme.

Types of equality effects considered

4.2.13 Potential effects arising from the Scheme will be assessed as either differential or disproportionate.

- 1) **Differential effects** occur where people with protected characteristics are likely to be affected in a different way to other members of the general population. This may be because groups have specific needs or are more susceptible to the effect due to their protected characteristics. Differential effects are not dependent on the number of people affected.
- 2) **Disproportionate effects** occur where there is likely to be a comparatively greater effect on people from a particular protected characteristic group than on other members of the general population. Disproportionate effects may occur if the affected community comprises of a higher-than-average proportion of people with a particular protected characteristic, or because people from a particular protected characteristic group are the primary users of an affected resource.

5. Evidence Review

5.1 Introduction

- 5.1.1 This chapter presents a summary of the evidence reviewed to identify and establish potential impacts. This supports the **Impact Assessment** in **Chapter 7**, but does not itself provide an assessment of the actual impacts or effects of this Scheme, but rather a summary of the potential impacts and potential groups affected.
- 5.1.2 A Literature Review identifying potential impacts can be found at **Appendix A**.

5.2 Assumptions and limitations

Assumptions

- 5.2.1 Where assessment of impacts relies on assumptions and findings of environmental deliverables which have accompanied the TCPA application and s37 submission, it is assumed these are accurate.
- 5.2.2 It is assumed that land information relied upon is accurate at the time of writing, including the approach to land acquisition and landowner engagement.

Limitations

- 5.2.3 No limitations have been identified at the time of writing that are considered to affect the assessment findings.

5.3 Area profile

Socio-demographic baseline

- 5.3.1 A socio-demographic baseline has been collated for the Study Area of the Scheme. This helps to identify the make-up of the local population and the proportion of the population who belong to different protected characteristic or other equality groups.
- 5.3.2 This is undertaken in order to identify where disproportionate equality impacts (see **Section 4.2.13**) may occur. Assessment of impacts is undertaken in **Chapter 7**.
- 5.3.3 The demographic analysis has been undertaken using publicly available data, sourced from the Office for National Statistics (ONS) Census 2021 (Ref 16); Indices of Multiple Deprivation 2019 (Ref 17); and the ONS Annual Population Survey (Ref 18).
- 5.3.4 The Study Area for this EqlA is derived from the relevant electoral wards in which the Scheme falls - Pinchbeck and Surfleet; and Moulton, Weston and Cowbit. Professional judgement has been applied to determine the Study Area, which is aligned with good practice.

- 5.3.5 Where data for the Study Area is not available at an electoral ward level, local authority (SHDC) level data is provided. This broader geography covers the electoral ward areas.
- 5.3.6 The table below provides an overview of the protected characteristic groups of the local population, which is relevant to understanding potential disproportionate equality effects.

Table 5.1 Summary of socio- demographics

Protected Characteristic	Comparison with East Midlands and England
Age	- The proportion of children in Pinchbeck and Surfleet (17%) and Moulton, Weston and Cowbit (17%) is in line with South Holland (17%), but lower than in the East Midlands (18%) and England (19%). - The proportion of working age people in Pinchbeck and Surfleet and Moulton, Weston and Cowbit (both 58%), is in line with South Holland (59%), but lower than the East Midlands (63%) and England (63%). - The proportion of older people in Pinchbeck and Surfleet (25%) and Moulton, Weston and Cowbit (23%) is in line with South Holland (24%), but higher than the East Midlands (19%) and England (18%).
Disability	- The proportion of people who are disabled under the Equality Act in Pinchbeck and Surfleet (17.6%) and Moulton, Weston and Cowbit (19.3%) is in line with South Holland (18.8%), the East Midlands (18.3%) and England (17.3%). - The proportion of people whose day-to-day activities are limited a lot in Pinchbeck and Surfleet (7.2%) and Moulton, Weston and Cowbit (7.3%) is in line with South Holland (7.9%), the East Midlands (7.7%) and England (7.3%). - The proportion of people whose day-to-day activities are limited a little in Pinchbeck and Surfleet (10.4%) and Moulton, Weston and Cowbit (12.0%) is in line with South Holland (10.9%), the East Midlands (10.7%) and England (10.0%).
Gender reassignment	- The proportion of people whose gender identity is the same as their sex registered at birth in South Holland (92.1%) is lower than in the East Midlands (93.4%) and England (93.5%). - The proportion of the population in South Holland who identify as a different sex from that registered at birth, as trans women, trans men, and all other gender identities, is in line with East Midlands and England.
Pregnancy and maternity	- The General Fertility Rate (GFR) in South Holland (50.2) is higher than in the East Midlands (48.9) and England (49.9). - The Total Fertility Rate (TFR) in South Holland (1.51) is higher than in the East Midlands (1.44) and England (1.44).

Protected Characteristic	Comparison with East Midlands and England
Race and ethnicity	• The proportion of people identifying as White British in Pinchbeck and Surfleet (89.1%) and Moulton, Weston and Cowbit (92.6%), is higher than South Holland (84.4%), the East Midlands (79.6%) and England (73.5%). • The proportion of people identifying as Other White in Pinchbeck and Surfleet (7.3%) and Moulton, Weston and Cowbit (3.8%), is lower than South Holland (11.3%) but in line with East Midlands (5.3%) and England (6.3%). • The proportion of people from ethnic minority groups in Pinchbeck and Surfleet (11.0%) and Moulton, Weston and Cowbit (7.5%) is in line with South Holland (8.8%), but considerably lower than in the East Midlands (19.9%) and England (26.5%).
Religion and belief	• The proportion of people identifying as Christian in Pinchbeck and Surfleet (60.8%) and Moulton, Weston and Cowbit (58.4%) is in line with South Holland (58.9%), but considerably higher than the East Midlands (45.4%) and England (46.3%). • The proportion of people identifying with minority religions in Pinchbeck and Surfleet and Moulton, Weston and Cowbit (both 1.3%) is in line with South Holland (1.5%) but considerably lower than East Midlands (8.8%) and England (11.0%).
Sex	• The proportion of males in Pinchbeck and Surfleet (49.4%) and Moulton, Weston and Cowbit (49.1%) is in line with South Holland (49.2%), the East Midlands (49.2%) and England (49.0%). • The proportion of females in Pinchbeck and Surfleet (50.6%) and Moulton, Weston and Cowbit (50.9%) is in line with South Holland (50.8%), the East Midlands (50.8%) and England (51.0%).
Sexual orientation	• The proportion of people identifying as Straight or Heterosexual in South Holland (89.3%) is in line with the East Midlands (89.8%) and England (89.4%). • The proportion of people identifying as lesbian, gay, bisexual or another sexual orientation in South Holland is lower than in the East Midlands and England.
Deprivation	• The proportion of people experiencing high deprivation in South Holland (18%) is in line with the East Midlands (20%) and England (22%).
Employment	• The employment rate for people aged 16–64 in South Holland (78.3%) is higher than in the East Midlands (75.6%) and England (75.7%).

Protected Characteristic Identified Through Engagement

- 5.3.7 Through our engagement with landowners, no self-declared protected characteristics have been received from landowners or their agents. As per our standard best practice, this communication will continue with all affected parties.
- 5.3.8 Based on information provided during engagement with landowners, five of the landowner groups are understood to fall within the protected characteristic of older persons under the relevant legislation described above. Each of these groups have instructed a land agent to act on their behalf. All correspondence and engagement with the landowner group is through their agent, as per our standard best practice.

Community Facilities and Open Space

- 5.3.9 Indirect impacts linked to access and environmental changes could arise as a result of the use of CPO powers to facilitate the Scheme. Users of community facilities and public rights of way with protected characteristics or who belong to an equality group could be affected by these. The assessment of impacts is set out in **Chapter 7**.
- 5.3.10 Community facilities and public rights of way within 500m of the Site Boundary (in line with the TCPA submission) have been identified as part of the area profile for the Scheme.

Community

- 5.3.11 There are two community facilities within 500m of the Site Boundary. Users of these facilities who belong to equality groups or who have particular protected characteristics could be impacted by the Scheme and CPO. These are:
- 1) St Marys Church, Weston: St Mary's Church is a local place of worship with limited regular use, hosting services every second Sunday at 10:00 am. Equality groups associated with St Marys Church are Christians.
 - 2) Weston Post Office, Weston: Weston Post Office is a local postal and retail facility operating daily with morning and afternoon opening periods.
- 5.3.12 The assessment of impacts is set out in **Chapter 7**.

Open space

- 5.3.13 National Grid have identified that six Public Rights of Way (PRoW) cross the Red Line Boundary (RLB) of the Scheme. Users of the PRoW may be affected by any changes in access during construction or operation.
- 5.3.14 The identified PRoW are:
- 1) Surf/3/2 and Surf/3/3, which are located to the north of the River Welland, running along the northern boundary of the River, providing public access between the River Glen and Fosdyke;
 - 2) Wstn/6/2, which is located along the southern bank of the River Welland, providing equestrian access along the River Welland between Spalding and Fosdyke;
 - 3) Wstn/7/1, which runs east from Marsh Road across agricultural land;

- 4) Wstn/8/1, which runs through Crowtree Farm, connecting Marsh Road to the River Welland; and
- 5) Moul/2/1, which is connected to Wstn/8/1.

5.3.15 The assessment of impacts is set out in **Chapter 7**.

5.4 Potential impacts

Sources of impact

- 5.4.1 Sources of impact are the specific changes, activities or practices associated with the Scheme which could have an effect on people.
- 5.4.2 Sources of impact have been identified through review of the Scheme, review of evidence and literature, review of wider environmental assessments associated with TCPA and s37 submission and professional judgement.
- 5.4.3 Different equality groups could be affected by activities associated with the use of CPO powers at different stages of the Scheme. Potential effects may arise during the land acquisition process, construction activities or the operation of the completed Scheme. This includes people and businesses living or operating within the Study Area and people accessing local services, facilities and infrastructure.
- 5.4.4 Potential sources of impacts identified for this Scheme include, but are not limited to:
 - 1) Temporary or permanent land and rights acquisition to support delivery of the Scheme;
 - 2) Construction and operational activities associated with delivery of the Scheme, including construction traffic and workforce movements;
 - 3) Engagement in, and understanding of, the CPO and land acquisition process;
 - 4) Temporary or permanent changes to land access arrangements;
 - 5) Temporary changes to access to Public Rights of Way during construction;
 - 6) Changes to local environmental conditions, including noise, air quality and visual amenity;
 - 7) Employment, training and supply chain opportunities generated by construction and operation of the Scheme; and
 - 8) Improvements to electricity network capacity and resilience arising from operation of the Scheme.

Potential impacts and effects

- 5.4.5 Based on the sources of impact identified above, a series of potential equality effects have been identified for assessment within this report.
- 5.4.6 These are assessed in **Chapter 7**.

Direct

- 1) Changes to businesses due to land use requirements;
- 2) Potential changes to employment due to business impact linked to land use requirements;
- 3) Financial implications associated with business impact due to land use requirements;
- 4) Changes to wellbeing associated with the CPO process; and
- 5) Understanding information and communication of CPO process.

Indirect

- 1) Changes in access to PRoW;
- 2) Changes in traffic flow;
- 3) Changes to general environmental conditions;
- 4) Changes to the landscape and visual environment;
- 5) Changes to employment opportunities; and
- 6) Changes to energy security.

6. Consultation and Engagement

- 6.1.1 Stakeholder consultation has been conducted in order to ensure that the views of stakeholders, communities, and others who may be impacted by the potential use of CPO powers are captured and inform further development of the Scheme.
- 6.1.2 An overview and summary of the consultation undertaken with stakeholders and the community is presented in the Statement of Community Involvement.

Landowner and occupier engagement

- 6.1.3 National Grid have appointed Dalcour Maclaren as Land and Property Consultants to manage and lead the land negotiation process. This includes working with landowners to secure voluntary agreements for acquisition of Rights as well as freehold acquisitions, if appropriate.
- 6.1.4 National Grid held a consultation from 18 November 2025 to 19 December 2025. In summary, the consultation and engagement process included:
 - 1) Pre-consultation stakeholder briefings, held virtually with local authority planning officers and offered to elected representatives and parish councils in October and November 2025.
 - 2) An eight-page invitation newsletter distributed to 971 households and businesses within 1km of the proposals in the week commencing 17 November 2025.
 - 3) Three consultation events, comprising two in-person public information events held in Weston (28 November 2025) and Moulton Seas End (29 November 2025), and one online webinar held on 3 December 2025.
 - 4) A dedicated project website, supported by social media advertising and print and digital newspaper advertising, which recorded 17,150 homepage views across 7,298 sessions during the consultation period.
 - 5) Multiple feedback channels, including an online feedback form, email, and Freepost address.
- 6.1.5 This engagement also formed part of National Grid's statutory consultation for the Grimsby to Walpole DCO application, setting out detailed proposals for Route Section 5 of the DCO project (within which the Scheme sits). Feedback was therefore invited as part of the consultation for both the Scheme and the Grimsby to Walpole DCO application.
- 6.1.6 Respondents raised concerns about the scale of environmental, landscape, construction, agricultural and visual impacts. Some respondents questioned the adequacy of consultation, expressing doubt over their ability to influence the final proposals, and highlighting issues surrounding the duration of consultation, accessibility, clarity, and cumulative impact of the Scheme alongside other projects in the region. All responses were assigned topic-based codes according to the content of the issues raised. Requests and suggestions to change the design of the Scheme were carefully reviewed, and where appropriate this feedback has informed post-

consultation design development and refinement. These refinements have shaped the proposals for the Scheme.

Direct engagement related to land assembly process

- 6.1.7 In addition to the community consultation outlined in the Statement of Community Involvement, direct landowner engagement has also been undertaken.
- 6.1.8 In October 2025, landowners who were potentially affected by the Scheme were contacted individually and invited to face-to-face meetings with the Scheme team. These meetings took place in November and December 2025 and provided an opportunity for landowners to receive detailed explanations of the updated proposals, discuss site-specific considerations, provide feedback and ask any questions.
- 6.1.9 All feedback from these meetings is considered as part of the ongoing design refinement process.
- 6.1.10 As of June 2026 all affected landowners and their agents have been issued with the Scheme's draft Heads of Terms, setting out the proposed approach to the acquisition of land rights and any required freehold interests for the Scheme. Following the issue of these draft Heads of Terms, meetings will continue to be undertaken with landowners and their representatives.

Approach to landowner and occupier engagement

- 6.1.11 National Grid have undertaken steps to ensure engagement with landowners is undertaken in a manner which enables and supports them to participate fully in the process.
- 6.1.12 Landowner and occupiers are encouraged to appoint a professional representative, normally an RICS qualified land agent, to advise them during the examination and in negotiations of the voluntary agreements, the costs of which are met by National Grid in line with the Compensation Code.
- 6.1.13 Correspondence takes place through the preferred communication method, including where some landowners have asked for communications to take place through their agents only. Meetings take place in the landowner's preferred location, be it their homes or their places of work, or their agent's offices. Where appropriate, videocalls are also utilised. Meeting summaries and minutes are issued as a follow-up to ensure all actions are logged, actions are followed up and landowners and/or their Agents are kept updated with the next steps in relation to their negotiations. Prior to all meetings taking place, landowners and/or their agents are encouraged to engage with the project team and advise if there are any support measures that may assist in addressing their needs throughout the project.
- 6.1.14 Where specific requests or preferences are made, National Grid consider these and communicate with landowners in line with their requirements and requests.

Other landowner and occupier engagement

- 6.1.15 Whilst not part of the land assembly or CPO process, ongoing engagement has been undertaken where required to progress the required licences to enable the undertaking of environmental, technical and geotechnical surveys required to inform the final design and assessment of the Scheme.

- 6.1.16 As part of this engagement landowners and their agents have been contacted in advance of survey activities, with clear information provided on the nature, timing and duration of the survey works, as well as the measures proposed to minimise disturbance and reinstate land following completion. Survey access is being progressed through voluntary licence agreements, with associated payments, forming an early stage of engagement that allows landowners to raise site-specific concerns and ensures that survey work is undertaken transparently and with appropriate safeguards in place.

7. Impact assessment

- 7.1.1 This chapter presents the Impact Assessment of the potential equality effects associated with the use of Compulsory Acquisition (CA) powers to facilitate the Scheme. It identifies how people sharing protected characteristics may be affected by activities associated with the CPO process, construction and operation of the Scheme, and outlines the measures incorporated by National Grid to avoid, minimise or mitigate potential equality effects.
- 7.1.2 The tables below assess the potential impacts and associated effects which may arise as a result of the use of CPO powers to facilitate the Scheme on protected characteristic groups, with a particular focus on owners and employees of businesses present on the land holdings; and residents of the local area. The tables present potential direct and indirect effects over three periods: the CPO process, construction of the Scheme; and operation of the Scheme.
- 7.1.3 The Impact Assessment has been informed by a review of documentation relating to the Scheme, published literature, stakeholder engagement and national and local policy as outlined in **Chapters 5, 6** and **Appendix A**. Potential disproportionate effects on particular groups based on the demographic analysis of the Study Area (**section 5.3**) are also identified.
- 7.1.4 Drawing on this evidence, conclusions have been reached regarding whether the use of CA powers to facilitate the Scheme have the potential to give rise to equality effects, and whether such effects may be beneficial or adverse in nature.
- 7.1.5 The Impact Assessment also identifies recommendations to mitigate adverse effects and, where applicable, enhance potential beneficial outcomes.

Table 7.1 Potential direct effects resulting from the use of CPO powers

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
Changes to agricultural businesses due to land use requirements Where CPO powers are sought to facilitate projects, there is the potential for changes to business operation associated with land or right acquisitions. In some circumstances this may give rise to equality effects for some local business owners. Older people or disabled people could experience these differentially, as they may experience greater difficulty managing operational changes. Given the higher proportion of older people living within the Study Area, there is also potential for disproportionate impacts. Engagement undertaken with affected landowners and occupiers has not identified any specific equality-related concerns or need at this stage. Of the current 12 agricultural land holdings affected by this Scheme, 11 require rights acquisition only, primarily to facilitate temporary construction access. Permanent land acquisition is limited to one land holding to facilitate the construction and operation of the substation.	National Grid have sought to embed further mitigations to reduce the impacts of land use requirements for affected agricultural businesses. Implementation of these measures is expected to minimise and mitigate any potential equality effects arising from potential business disruption during construction and operation of the Scheme These include: • Identification and engagement with all affected landowners through face-to-face meetings and engagement to gain meaningful understanding of equality need; their business operation and subsequently, potential impacts of the Scheme; • Landowners and business owners are given the opportunity to submit design change requests, which are reviewed and where accepted, integrated into the final Scheme design; • Where possible, National Grid and their Agents work closely with landowners to pursue voluntary acquisition to avoid the use of CA powers; • Landowners are strongly encouraged to retain the services of a suitably qualified Land Agent to support them during the process, the reasonable cost of which is reimbursed by National Grid in line with the Compensation Code;	The mitigation measures incorporated into the Scheme are expected to minimise potential equality effects as far as reasonably practicable. Any residual effects are expected to be limited and temporary, with any disruption to business likely minor and temporary.	Potential for limited and temporary adverse effects for older people and disabled people. No further recommendations for mitigation are made.

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
	• A Land Rights Strategy has been developed to provide a consistent methodology for acquiring land and land rights for infrastructure projects. • The Scheme has been designed to minimise severance, disruption and long-term effects on agricultural operations. • Where land is required temporarily for construction of the Scheme, land will be reinstated to its former agricultural use following completion of works; • Landowners will receive compensation for any disturbance, damage, or losses arising from construction or maintenance works in line with the Compensation Code; • All landowners and tenants, whether rights are secured through voluntary agreement or through the exercise of compulsory acquisition powers granted under the CPO, will be entitled to seek appropriate compensation in line with the Compensation Code.		
Changes to non-agricultural businesses due to land use requirements Where CPO powers are sought to facilitate projects, there is the potential for changes to business operation associated with land or rights acquisition. In some circumstances this may give rise to equality effects for	National Grid have sought to embed further mitigations to reduce the impacts of land use requirements for the affected non -agricultural businesses. Implementation of these measures is expected to minimise and mitigate any potential equality effects arising from potential business disruption during construction and operation of the Scheme. These include:	The mitigation measures incorporated into the Scheme are expected to minimise any potential equality effects as far as reasonably practicable. Any residual equality effects are anticipated to be negligible, with current information suggesting any	Potential for limited and temporary adverse effects for older people and disabled people. No further recommendations for mitigation are

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
some local business owners. Older people or disabled people could experience these differentially, as they may experience greater difficulty managing operational changes. Given the higher proportion of older people living within the Study Area, there is also potential for disproportionate impacts. Engagement undertaken with affected landowners and occupiers has not identified any specific equality-related concerns or need at this stage. Only one non- agricultural land holding has been identified as being affected by rights acquisition- a glamping holiday park. Temporary rights acquisition is being sought to enable access to facilitate nearby construction activities. Discussions are ongoing with the owner to understand potential impacts on the operation of the site and identify measures to allow the site to remain operational to current standards when access or nearby construction is required. Current information suggests any works directly affecting the immediate locality of the site would be very short- term.	• Identification and engagement with all affected landowners through face-to-face meetings and engagement to gain meaningful understanding of specific equality need; business operation and subsequently, potential impacts of the Scheme; • Landowners and business owners are given the opportunity to submit design change requests, which are reviewed and where accepted, integrated into the final Scheme design; • Where possible, National Grid and their Agents work closely with landowners to pursue voluntary acquisition to avoid the use of CA powers; • Landowners are strongly encouraged to retain the services of a suitably qualified Land Agent to support them during the process, the cost of which is reimbursed by National Grid; • The Scheme has been designed to minimise severance, disruption and long-term effects on business operations. • National Grid recently acquired Crowtree Farm to support strategic land swap mechanisms and reduce land take impact; • Where land is required temporarily for construction of the Scheme, land will be reinstated to its former use following completion of works; • Landowners will receive compensation for any disturbance, damage, or losses arising from	work in the locality will be very short- term.	expected to be required.

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
	construction or maintenance works in line with the Compensation Code; All landowners and tenants, whether rights are secured through voluntary agreement or through the exercise of compulsory acquisition powers granted under the CPO, will be entitled to seek appropriate compensation in line with the Compensation Code.		
Potential changes to employment due to business impact linked to land use requirements Where CPO powers are sought to facilitate projects, there is potential for changes to local employment where businesses experience disruption associated with land or rights acquisition. In some circumstances, this could give rise to equality effects if changes to business operations were to affect employment opportunities, working arrangements or workforce requirements. Older people, young people, migrant workers, ethnic minority groups, disabled people, women, men and LGBTQ+ people could potentially experience such changes differentially. Given the higher proportion of older people living in Study Area, there is also potential for disproportionate impacts.	National Grid have sought to mitigate the potential for employment disruption arising from land use requirements. Implementation of these measures is expected to minimise and mitigate potential equality effects associated with any employment changes associated with construction or operational activities. These include: - During engagement with landowners, National Grid are collating information on equality need and possible impact of the CPO on the business, including on employees, to assist identification of ongoing support measures and potential impacts of the Scheme; - A Land Rights Strategy has been designed to provide a consistent methodology for acquiring land and land rights for infrastructure projects. - The Scheme has been designed to minimise severance, disruption and long-term effects on operations.	Land use requirements may impact employment if business disruption occurs. However, the majority of affected land holdings are subject only to rights acquisition to be used temporarily, and mitigation measures have been incorporated into the Scheme to minimise disruption to business operations. As a result, any employment-related equality effects are expected to be limited and temporary in nature. In the case where impacts on employees are identified in future, National Grid should continue to work with landowners and their	Potential for limited and temporary adverse equality effects for older people, young people, migrant workers, ethnic minority groups, disabled people, women, men, and LGBTQ+ people. No additional mitigation measures are currently identified as necessary.

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
Of the current agricultural land holdings affected by this Scheme, 11 require rights acquisition only, primarily to facilitate temporary construction access. Permanent land acquisition is limited to one land holding to facilitate the construction and operation of the substation, which is subject to separate support to facilitate ongoing business activities. Only one non-agricultural land holding has been identified as being affected by rights acquisition. For this site, temporary rights acquisition is being sought to enable access to facilitate nearby construction activities. Ongoing engagement with affected landowners and occupiers has not identified any employment-related concerns. However, as detailed construction activities and business responses may continue to evolve, the potential for impacts on employment cannot be entirely discounted.	- Where land or rights are required temporarily for construction, land will be reinstated to its former use following completion of works; - All landowners and tenants, whether rights are secured through voluntary agreement or through the exercise of compulsory acquisition powers granted under the CPO, will be entitled to seek appropriate compensation in line with the Compensation Code.	agents to ensure suitable support or mitigation for employees is available.	
Financial implications associated with business impact due to land use requirements Where CPO powers are required to facilitate projects, there is potential for financial implications to arise where businesses experience disruption	National Grid have sought to mitigate any potential financial impacts associated with land use requirements. Implementation of these measures is expected to minimise and mitigate potential equality effects associated with potential financial implications. These include:	Land use requirements associated with the Scheme have the potential to give rise to financial implications where business disruption occurs.	Potential for limited adverse equality effects for older people. No further mitigation measures are currently

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
associated with land or rights acquisition. In some circumstances, this could give rise to equality effects where changes to business operations result in additional costs, loss of income or other financial pressures. Older people could potentially experience such impacts differentially. Given the higher proportion of older people living in the Study Area, there is also potential for disproportionate impacts. A total of 13 landowners are affected by the Scheme and may experience some equality effect related to financial implications associated with any business impact. Across the plots, there are 22 tenancies (the number of individual tenants is unknown), who may also experience some equality effect.	• Identification and engagement with all affected landowners through face to face meetings and engagement with Scheme team members. Where possible, National Grid are working closely with landowners to pursue voluntary acquisition to avoid the need to use CA powers; • Landowners are strongly encouraged to retain the services of a suitably qualified Land Agent to support them during the CPO and wider planning process, the cost of which is reimbursed by National Grid; • During engagement with landowners, National Grid are collating information on equality need and possible impact of the CPO on the business to assist identification of ongoing support measures; • Landowners and business owners are given the opportunity to submit design change requests, which are reviewed and where accepted, integrated into the final Scheme design; • A Land Rights Strategy has been developed to provide a consistent methodology for acquiring land and land rights for infrastructure projects. • The Scheme has been designed to minimise severance, disruption and long-term effects on agricultural operations. • Landowners will receive compensation for any disturbance, damage, or losses arising from	However, the mitigation measures progressed by National Grid, mean any potential for equality effects for older people are anticipated to be limited and mitigated as far as is reasonably practical.	identified as necessary

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
	construction or maintenance works in line with the Compensation Code; All landowners and tenants, whether rights are secured through voluntary agreement or through the exercise of compulsory acquisition powers granted under the CPO, will be entitled to seek appropriate compensation in line with the Compensation Code.		
Changes to wellbeing associated with the CPO process Where CPO powers are required to support land assembly, there is the potential for equality impacts to arise associated with changes to wellbeing linked with the potential increased stress and anxiety, particularly for those directly impacted such as business owners and employees. A total of 13 landowners are affected by the Scheme, whilst across the plots, there are 22 tenancies (the number of individual tenants and employees is unknown), who may also experience some equality effect. Older people and disabled people could potentially experience such impacts differentially. Given the higher proportion of older people living in the Study Area, there is also potential for disproportionate impacts for this group.	National Grid have sought to mitigate the wellbeing impacts of the CPO process. Implementation of these measures is expected to minimise and mitigate potential equality effects associated with changes to wellbeing. These include: - Identification and engagement with all affected landowners through face to face meetings and engagement with Scheme team members, with clear information setting out land requirements from each landowner. Where possible, National Grid are working closely with landowners to pursue voluntary acquisition to avoid the need to use CA powers; - Landowners are strongly encouraged to retain the services of a land agent to support them during the CPO and wider planning process, the cost of which is reimbursed by National Grid; - Affected landowners have been engaged with to identify their preferred methods of communication and engagement, such as in person, via call, at home, with efforts made to ensure this preference is adhered to;	Where CPO powers are required to support land assembly, there is potential for equality effects for older people and disabled people arising from changes to wellbeing associated with the land acquisition process. However, for this Scheme the mitigation measures put in place by National Grid mean any residual effects are anticipated to be limited and mitigated so far as is practicable.	Potential for limited residual adverse equality effects for older people and disabled people. No further mitigation measures are currently identified as necessary

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
	• A Land Rights Strategy has been developed to provide a consistent methodology for acquiring land and land rights for infrastructure projects. • The Scheme has been designed to minimise severance, disruption and long-term effects on agricultural operations. • Landowners will receive compensation for any disturbance, damage, or losses arising from construction or maintenance works, in line with the Compensation Code; • All landowners and tenants, whether rights are secured through voluntary agreement or through the exercise of compulsory acquisition powers granted under the CPO, will be entitled to seek appropriate compensation in line with the Compensation Code.		
Understanding information and communication of CPO process Where use of CA powers are required to support land assemble, equality impacts may arise where affected individuals experience barriers in accessing, understanding or engaging with information related to the process. Differences in communication preferences, literacy levels, language requirements or accessibility needs may affect an individual's ability to	National Grid has sought to minimise potential barriers to communication and engagement throughout the CPO process. Implementation of these measures is expected to minimise and mitigate potential equality effects associated with communication of the CPO process. These include: • Landowners are strongly encouraged to retain the services of a suitably qualified Land Agent to support them during the process, the cost of which is reimbursed by National Grid;	Where the use of CPO powers is required to support land assembly, there is potential for equality effects for older people, people from ethnic minority groups and disabled people where additional support is required to access, understand or engage with	Potential for limited residual adverse equality effects for older people, disabled people and people from ethnic minority groups. No further mitigation measures are currently

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
participate fully in the process. Older people, people from ethnic minority groups and disabled people could potentially experience such impacts differentially. Given the higher proportion of older people living within the Study Area, there is also potential for disproportionate impacts for this group. A total of 13 landowners are affected by the Scheme, whilst across the plots, who may experience some equality effect. Engagement undertaken with with affected landowners and occupiers has not identified any specific equality-related concerns or need at this stage.	• Affected landowners have been engaged with to identify their preferred methods of communication and engagement, such as in person, via call, at home, with efforts made to ensure this preference is adhered to; • A Land Rights Strategy has been developed to to provide a consistent methodology for acquiring land and land rights for infrastructure projects. • The Scheme has been designed to minimise severance, disruption and long-term effects on agricultural operations. • All landowners and tenants, whether rights are secured through voluntary agreement or through the exercise of compulsory acquisition powers granted under the CPO, will be entitled to seek appropriate compensation in line with the Compensation Code.	information relating to the CPO process. However, for this Scheme the mitigation measures put in place by National Grid mean any residual effects are anticipated to be limited.	identified as necessary

Table 7.2 Indirect impacts resulting from the use of CPO powers

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
Changes to PRow routes due to temporary diversions and land take. The use of CA powers to facilitate the Scheme will change PRow routes within Weston Marsh. This may give rise to equality effects. Older people, disabled people and children can be differentially impacted by changes in access to PRow. Given the higher proportion of older people living in the Study Area, there is also potential for disproportionate impacts. Six PRow run through the RLB, as outlined in section 5.3. Of these, three may be affected by changes, closures or diversions associated with the Scheme. However, planning is still underway. As of August 2026, the following PRow were identified as being affected: • Wstn/7/1 will be suspended and temporarily diverted during the works. This will result in an additional 600-750m walking distance. This could affect users with poorer mobility, who may be less able to accommodate the further distance. The route will be reinstated for the operational phase of the Scheme.	National Grid have sought to mitigate the impacts. Implementation of these measures is expected to minimise and mitigate temporary equality effects associated with changes in access to PRow: • Required diversions will be clearly marked with signage explaining the diversions, duration, and a contact number for concerns; • Access disruption is to be reduced as far as is practicable during constructions; and • The diversion route for Wstn/7/1 will be agreed with the local authority.	The measures incorporated into the Scheme will support the mitigation of identified potential temporary effects on the users of PRow within the RLB. However, as details of required closures or diversions are undergoing finalisation, there remains the potential for equality effects for some users. To further mitigate the residual impact from an equalities perspective it is recommended that National Grid: • Ensure ongoing changes to PRow access and diversions are reviewed from an equalities and inclusivity perspective, taking into account the needs of different users; • Ensure that all route diversions are designed in	Potential for adverse temporary equality effects for older people, children and disabled people. Further equality recommendations have been identified to support accessible route provision and communication of diversions as these are finalised.

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
- Access to Wstn/8/1 will be retained throughout, however new planting is proposed in the adjacent fields which may affect amenity and use. Surf/3/3 will be affected by a temporary closure and short diversion across the field to Surf/3/2. Further details of this diversion, including distance, is not yet available The remaining PRow with the Scheme area will remain open.		accordance with relevant accessibility guidance and standards, including appropriate surface quality, width, gradient and step-free access where feasible; and Ensure information on route changes and diversion is clear and accessible include alternative route mapping.	
Changes to traffic flow The use of powers granted under a CPO to facilitate the Scheme may give rise to equality effects for local people associated with changes to traffic flow during construction. This is as a result of the increased presence of heavy goods vehicles (HGVs) on local roads as well as increased traffic to the construction site and compound. Increased traffic flow may be associated with severance effects for pedestrians and road users, which could potentially differentially affect children, older people and disabled people.	As the Transport Statement concludes that the local transport network can accommodate the forecast construction traffic without material effects, no additional mitigation measures have been identified as necessary in relation to traffic flow.	Equality effects arising from changes to traffic flow are not anticipated. Whilst children, older people and disabled people may be more sensitive to changes in traffic conditions, the assessed construction traffic levels are not expected to affect operation of the local transport network. Furthermore, the identified construction access routes do not function as key links between homes and settlements.	No equality effect anticipated

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
Given the higher proportion of older people living within the Study Area, there is also potential for disproportionate impacts. As outlined in the Transport Statement submitted as part of the TCPA Planning Application for this Scheme, the main construction routes to be used would be the A16, A151, Marsh Road and Stone Gate, with a permanent access track from Marsh Road and a temporary haul track providing access from Stone Gate. Both Marsh Road and Stone Gate are rural single-track roads, with no pavement or associated footpath, and are not the main access routes between homes and settlements. The Transport Statement has assessed that the construction period will have a peak of 55 HGV movements, 150 LGVs and 60 construction workers cars/vans on average daily during the peak year of construction, and concludes that the local transport network has sufficient capacity to accommodate construction traffic, with no effects anticipated on its operation.			
Changes to general environmental conditions The use of powers granted under a CPO to facilitate the Scheme may give	National Grid has sought to minimise potential impacts associated with changes to environmental conditions through the incorporation of embedded mitigation measures, including:	Equality effects arising from changes to general environmental conditions during	No equality effect anticipated

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
rise to equality effects associated with changes to general environmental conditions during construction, including changes in noise levels and air quality. This could differentially impact older people, disabled people, people who live in deprived communities, and children. Given the higher proportion of older people living in the Study Area, there is also potential for disproportionate impacts. However, environmental assessments undertaken as part of the TCPA Planning Application, including Noise and Air Quality Assessments, concluded that no significant environmental effects are anticipated as a result of the Scheme.	• The Scheme has been designed to avoid sensitive receptors as far as possible; • Environmental considerations have been integral to ongoing design refinement of the Scheme, including the siting of the substations and access roads away from sensitive receptors; • A CEMP and CTMP will be produced to effectively manage construction to reduce any environmental effects. Outline versions of these documents have been produced and submitted with the Planning Application and S37 Applications.	construction and operation are not anticipated. This reflects the findings of the Noise and Air Quality Assessments and the embedded mitigation measures.	
Changes to the landscape and the visual environment The use of powers granted under a CPO will facilitate the Scheme, which may indirectly give rise to equality effects associated with permanent changes to the landscape and visual environment. Older people, people with learning disabilities, autism or dementia, and children with autism could potentially differentially experience such changes.	To minimise the impact on local people, National Grid have embedded the following mitigation: • A CEMP will be produced to effectively manage construction to mitigate visual effects; and • Hedgerow and tree planting along Marsh Road and the PRow to filter views for those visual receptors in closer proximity to the substation including Crowtree Cottages.	The Landscape and Visual Assessment identifies a temporary significant visual effect during construction for residents of Crowtree Cottages. A socio-demographic breakdown of this group is not available, and therefore the extent to which particular equality groups may be affected cannot be determined.	Potential for limited residual adverse equality effects associated with temporary changes to the landscape and visual environment for residents of Crowtree Cottages. No additional

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
Given the higher proportion of older people living in the Study Area, there is also potential for disproportionate impacts. However, as part of the TCPA Planning Application, environmental assessments were undertaken which included a Landscape and Visual Assessment. This found that there is likely to be no significant impacts for the majority of communities or users of recreational routes during operation. However, a temporary significant impact for the residents of Crowtree Cottages was identified during construction.		However, the existing mitigation is sufficient to mitigate equality impacts so far as is practicable. Adverse equality effects arising from changes to the landscape and visual environment are not anticipated beyond this specific location	mitigation measures are currently identified as necessary.
Changes to employment opportunities associated with the wider Scheme The use of powers granted under a CPO will facilitate the Scheme, and therefore may indirectly give rise to equality effects associated with new employment opportunities. Men, disabled people, young people, and people from ethnic minority communities could differentially benefit. It is estimated that construction of the Scheme would deliver approximately 76 full-time equivalent additional	National Grid have embedded a series of actions to enhance the beneficial impacts associated with new employment opportunities. These include: • Commitment to working with contractors to identify opportunities for local people to get involved in the construction of the Scheme; and • Offer training and skills development through ‘Grid for Good’ programme to help people access jobs in the green energy sectors; and work with local suppliers to create employment opportunities and work with schools to encourage students to consider careers in STEM.	The use of CPO powers will facilitate delivery of the Scheme, which has the potential to give rise to beneficial equality effects through the creation of employment opportunities and associated economic benefits for the local community. Men, disabled people, young people, and people from ethnic minority communities could differentially benefit from these opportunities.	Potential for beneficial equality effects for men, disabled people, young people and people from ethnic minority groups associated with employment, training and skills development opportunities. Recommendations to further enhance these benefits have been made.

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
construction workers per year during the three-year delivery programme. Of these, around 20 will be staff roles such as managers and engineers; with 56 operative roles such as foremen and steel fixers. The socio-economic assessment of the Scheme anticipates that this will require a further 31 FTE jobs in the local area through supply chain activities. It is also anticipated that the Scheme will create training and apprenticeship opportunities both on-site and in the supply chain.		To maximise these benefits, it is recommended that National Grid: • Engage with local authorities, employment services and skills providers regarding workforce requirements to help maximise awareness of employment, training and apprenticeship opportunities among local communities. Implementation of these measures is expected to support the delivery of beneficial equality effects associated with employment and skills development. While the scale of benefits may vary across groups, these measures are expected to support improved access to employment, skills and training opportunities.	

Overview	National Grid Mitigation	Conclusion	Overall Equality Finding
Changes to energy security The use of powers granted under a CPO will facilitate the Scheme, and therefore may indirectly give rise to equality effects associated with improvements to energy security. The Scheme will deliver improvements to the capacity of the grid by providing an onshore connection to the Outer Dowsing Offshore Wind Farm. This will enable the grid to better meet the forecasted increase in demand of electricity, which is likely to beneficially impact local communities. By increasing the overall capacity of the network, and connecting more renewable generation, the Scheme could contribute to improved energy security and lead to lower household bills. Older people, disabled people, low income households, children, and ethnic minority groups could be differentially impacted. Given the higher proportion of older people living in the Study Area, there is also potential for disproportionate impacts.	No further enhancements have been made.	The use of CPO powers will facilitate the delivery of the Scheme, which has the potential to give rise to beneficial equality effects through improvements to the capacity and resilience of the electricity network, supporting enhanced energy security. Older people, disabled people, low income households, children, and ethnic minority groups could differentially benefit from these improvements However, as National Grid does not directly supply electricity to consumers, it does not have direct control over energy pricing, the extent to which these system-level improvements translate into direct financial or affordability benefits for individuals may be limited.	Potential for beneficial effects for people living in low income households, older people, disabled people, children, and people from ethnic minority groups.

8. Conclusion

- 8.1.1 This EqlA has assessed the potential equality effects arising from the use of CPO powers to facilitate the Scheme. The assessment considers both direct and indirect effects that may arise during the CPO process, construction and operation of the Scheme.
- 8.1.2 Whilst this EqlA assesses the equality impacts of the potential use of a CPO in order to support the application for CPO powers, this does not mean that National Grid intends to rely solely on compulsory acquisition. National Grid are continuing to undertake engagement with all landowners and occupiers (see **Chapter 6**) and are seeking to achieve voluntary agreements for land acquisition with CPO only considered as a last resort.
- 8.1.3 This EqlA demonstrates how National Grid has paid due regard to the needs of protected characteristic groups in line with the Equality Act 2010 (Ref 1) and the PSED, and how this has been done. Although National Grid is not itself subject to the PSED, the relevant Authority must have regard to these requirements in determining the outcome of the relevant applications. It provides the Secretary of State with the necessary information to have regard to the requirements of the Equality Act 2010 (Ref 1) and the PSED when determining whether the CPO should be confirmed.
- 8.1.4 The assessment identifies a number of areas where adverse equality effects may arise, primarily associated with changes to land use. These include potential effects associated with changes to agricultural and rural business operations and associated implications for employment, financial circumstances and wellbeing, as well as effects associated with access to Public Rights of Way, engagement in the CPO process and changes to the landscape and visual environment
- 8.1.5 National Grid has embedded a range of measures within both the CPO process and the wider land's strategy to minimise potential equality effects as far as reasonably practicable. Whilst these measures are expected to reduce the potential for equality effects, a number of potential residual equality effects have been identified and recommendations have been made where appropriate to further support affected groups (see **Chapter 7**).
- 8.1.6 The EqlA also identifies potential beneficial equality effects associated with the wider Scheme, particularly through the creation of employment, training and skills development opportunities during construction and within the supply chain. These opportunities may provide benefits for groups who can experience barriers to employment. In addition, by facilitating the connection of the Outer Dowsing Offshore Wind Farm and supporting future electricity demand, the Scheme has the potential to contribute to wider improvements in energy security and network resilience, which may provide benefits for groups who are more reliant on secure access to electricity.
- 8.1.7 It is recommended that this EqlA is reviewed and updated as the Scheme progresses to reflect any new information, including socio- demographic, obtained through ongoing engagement and negotiations with affected landowners and occupiers. This will allow the assessment to be refined as further evidence becomes available regarding the characteristics of affected parties and the likely effects of land and rights acquisition.

8.2 Summary of potential equality effects

- 8.2.1 A number of potential equality effects have been identified. This includes potential impacts where, based on the evidence currently available, equality effects cannot be fully discounted. These comprise:

Potential for adverse equality effects

- 1) Potential for limited adverse equality effects associated with changes to agricultural or non-agricultural business operations arising from land or rights requirements for older people and disabled people.
- 2) Potential for limited **adverse equality effects associated with employment impacts resulting from changes to business operations for older people, young people, migrant workers, people from ethnic minority groups, disabled people, women, men and LGBTQ+ people.**
- 3) Potential for limited adverse equality effects associated with financial implications arising from land or rights requirements for older people.
- 4) Potential for limited residual adverse equality effects associated with wellbeing impacts arising from the CPO process for older people and disabled people.
- 5) Potential for limited **residual adverse equality effects associated with understanding and engagement in the CPO process for older people, disabled people and people from ethnic minority groups.**
- 6) Potential for adverse equality effects associated with changes in access to Public Rights of Way during construction and operation for older people, disabled people and children.
- 7) Potential limited residual equality effects associated with temporary changes to the landscape and visual environment for residents of Crowtree Cottages, where the equality characteristics of affected residents are not currently known.

Potential for beneficial equality effects

- 1) Potential beneficial equality effects for men, disabled people, young people and people from ethnic minority groups through employment, training and skills development opportunities associated with construction and supply chain activity.
- 2) Potential beneficial equality effects for older people, disabled people, people living in low-income households, children and people from ethnic minority groups arising from improvements in electricity network capacity, resilience and energy security.

8.3 Recommendations

- 8.3.1 This EqlA has also sought to make further recommendations to maximise the social outcomes and beneficial equality effects of the Scheme; and minimise any adverse equality effects. These are included in the Conclusion column of the Impact Assessment table in **Chapter 7**.

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- Ref 1 The Equality Act 2010. Available online:
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- Ref 2 Electricity Act 1989. Available online:
<https://www.legislation.gov.uk/ukpga/1989/29/contents> Accessed: 2 June 2026
- Ref 3 The Acquisition of Land Act 1981. Available online:
<https://www.legislation.gov.uk/ukpga/1981/67/contents> Accessed: 2 June 2026
- Ref 4 National Grid Diversity, Equality and Inclusion (DEI) Strategy (2025). Available online: Diversity, Equity and Inclusion | National Grid Accessed 17 August
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<https://www.nationalgrid.com/document/149001/download>
- Ref 6 The Human Rights Act 1998. Available online:
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- Ref 7 The National Planning Policy Framework. Available online:
<https://www.gov.uk/government/publications/national-planning-policy-framework--2>
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- Ref 8 South East Lincolnshire Joint Strategic Planning Committee (2019). South East Lincolnshire Local Plan 2011-2036 (adopted 2019). Available at:
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https://www.legislation.gov.uk/ukpga/1990/8/pdfs/ukpga_19900008_en.pdf
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- Ref 14 The Land Compensation Act 1961. Available online:
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- Ref 15 The Land Compensation Act 1973. Available online
<https://www.legislation.gov.uk/ukpga/1973/26/contents>

- Ref 16 The Census 2021. Available online:
<https://www.ons.gov.uk/census/aboutcensus/census2021generalreport/census2021generalreportfullversion>
- Ref 17 Indices of Multiple Deprivation 2019. Available online:
<https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019>
- Ref 18 Office for National Statistics – Annual Population Survey 2021. Available online:
<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/annualpopulationsurvey>

Appendix A

Identification of potential impacts

A.1 Identification of potential impacts

- A.1.1 Desk-based research focussing on people with protected characteristics has been undertaken to support the identification of potential differential impacts associated with the use of powers granted under a CPO to facilitate typical energy infrastructure projects.
- A.1.2 The table below summarises the findings of the literature review and presents a summary of potential impacts which could arise as a result of these kinds of projects and the potential equality groups who could be affected; with the assessment of these as it pertains to the Scheme in **Chapter 7**.

Table A.1 Summary of findings from literature review

Potential impact	Groups affected	Summary evidence
Direct impacts		
Changes to business due to land use requirements	Older people Disabled people Young people	Many older people continue to own, manage, or work in farming and wider agricultural businesses with 40% of principal farmers aged 65 or over. ² Disruption to businesses for older people may also contribute to significant health and wellbeing impacts such as loss of identity and increased stress and anxiety. ³ Young farmers may experience impacts in cases where changes to the business due to land use requirements is long term, with 70% citing access to land and reduced arable land as a key barrier for next generation farming. ⁴ Disabled business owners, specifically those with additional accessibility needs, could be potentially differentially impacted if land use changes disrupt business operations. Self-employment rates are typically higher amongst disabled people than the general population, but they can face wider barriers to long term sustainability. ⁵
Potential changes in employment due to business	Older people Young people Disabled people Women	Research suggests that older people can face additional barriers to finding new employment compared to other age groups, especially when attempting to secure interviews for potential new positions. ⁶

² DEFRA (2025). Agricultural workforce in England at 1 June 2025. Available at: [Agricultural workforce in England at 1 June 2025 - GOV.UK](https://gov.uk/agricultural-workforce-in-england-at-1-june-2025)

³ Holloway, L.A., Catney, G., Stockdale, A. and Nelson, R. (2021). *Sustainable family farming futures: Exploring the challenges of family farm decision making through an emotional lens of 'belonging'*. Sustainability, 13(21), 12271. <https://doi.org/10.3390/su132112271>

⁴ National Federation of Young Farmers Clubs (2023). Sustainable futures Report 2023. Available at: [Sustainable Futures report](https://nfyc.org.uk/sustainable-futures-report-2023)

⁵ Department for Work and Pensions (2019). *Understandings self employment for people with disabilities and health conditions*. Available: [Understanding self-employment for people with disabilities and health conditions](https://gov.uk/understanding-self-employment-for-people-with-disabilities-and-health-conditions)

⁶ Centre for Ageing Better (2020) Supporting Over 50s Back to Work. Available at: [supporting-over-50s-back-to-work.pdf](https://gov.uk/supporting-over-50s-back-to-work)

Potential impact	Groups affected	Summary evidence
impact linked to land use requirements	LGBTQ+ people Children Migrant workers Men Ethnic minority groups	Changes to employment could impact groups less likely to be employed. As of 2026, the unemployment rate for young people was 16.2%, with rural youth identified as facing distinct challenges in the labour market.⁷ Disabled people face more barriers when searching for employment compared to those who are not disabled. As a result, 53% of disabled people are in employment, compared to 83% of non-disabled people.⁸ Ethnic inequalities in the labour market affect employment opportunities for people from ethnic minority groups in the UK. Research has found that 77% of White 16-64 year olds were employed, compared to 69% of 16-64 year olds in other ethnic groups.⁹ In rural areas with limited labour markets and fewer culturally diverse employers people from ethnic minority groups may face additional challenges in securing employment opportunities.¹⁰ Migrant workers in rural agricultural settings may experience a range of barriers when seeking alternative employment. Agricultural roles are often seasonal and in some cases may be linked to specific employers or accommodation.¹¹ In the event of employment loss, access to alternative opportunities may be more limited in rural areas, particularly where there are constraints relating to transport, language or employment networks.¹² Women in rural economies are more likely be employed part time, in seasonal, or informal roles linked to family businesses, which may be less protected during relocation, or business loss. Rural women face greater barriers to re-employment due to limited local job markets and persistent occupational segregation.¹³ Men are more likely than women to work in farming, accounting for 66% of casual workers and 84% of principal farmers.¹⁴

⁷ Youth Futures Foundation (2023). 'Supporting young people in rural areas'. Available at: [Research Supporting young people in rural areas evidence-review 2023 Claire-Gordon-James-Noble-Flora-Charatan.pdf](#); House of Commons Library (2026). 'Youth unemployment statistics'. Available at: [Youth unemployment statistics - House of Commons Library](#)

⁸ Department for Work and Pensions (2026). The employment of disabled people 2025. [The employment of disabled people 2025 - GOV.UK](#)

⁹ GOV.UK (2023) Employment. Available at: [Employment - GOV.UK Ethnicity facts and figures](#)

¹⁰ OECD (2022). Ethnic Diversity, Employment and Rural Development. Paris:OECD Publishing. Available at: <https://www.oecd.org/publications/ethnic-diversity-employment-and-rural-development-2022.html>

¹¹ House of Commons Library (2023) Seasonal Worker visas and UK agriculture. London: UK Parliament. Available at: <https://commonslibrary.parliament.uk/research-briefings/cbp-7987/>

¹² House of Commons Library (2017) Migrant workers in agriculture. London: UK Parliament. Available at: <https://commonslibrary.parliament.uk/research-briefings/sn07745/>

¹³ OECD, (2020) rural wellbeing: Gender and Employment. Paris:OECD Publishing. Available at:<https://www.oecd.org/rural/gender-employment-wellbeing-2020.html>

¹⁴ Department for Environment, Food & Rural Affairs (Defra) (2025) *Agricultural workforce in England at 1 June 2025*. London: Defra. Available at: <https://www.gov.uk/government/statistics/agricultural-workforce-in-england-at-1-june/agricultural-workforce-in-england-at-1-june-2025>

Potential impact	Groups affected	Summary evidence
		Research indicates that LGBTQ+ workers in rural areas experience barriers to employment, including discrimination, and limited access to supportive professional networks.¹⁵ Changes to employment have compounded impacts when multiple family members are employed by the same employer. In family-run agricultural settings, the loss of employment for both partners may affect income and economic security beyond just the individual, particularly in rural areas with limited alternative employment opportunities.¹⁶
Financial implications associated with business impact due to land use requirements	Older people	In rural and agricultural settings, older people are over represented among business owners and landholders, and businesses are often closely tied to specific sites and land assets.¹⁷ Older people often lack the same financial means and income flexibility compared with other, younger age groups. Older people also face external barriers to financial resilience in terms of not knowing where to go for financial support.¹⁸
Changes in wellbeing associated with CPO process	Older people Disabled people	CPO processes can feel unsettling for many of those affected, with governmental guidance recognising that it can be upsetting and stressful to discover land is to be compulsorily acquired¹⁹ Older people may experience increased stress and anxiety due to complex legal and administrative requirements, which can be difficult to manage as a result of age-related changes in memory, processing speed and digital skills.²⁰ Where engagement and administration are moved online this can affect older people who are more likely to be digitally excluded.²¹

¹⁵ Stonewall, (2020). LGBT in Britain: Rural Experiences. Available at: <https://www.stonewall.org.uk/lgbt-in-britain-rural-experiences-2020>

¹⁶ Joseph Rowntree Foundation (2021). Rural Household Income and Employment Patterns. Available at: <https://www.jrf.org.uk/report/rural-household-income-employment-2021>

¹⁷ Department for Environment, Food & Rural Affairs (Defra) (2025) *Agricultural workforce in England at 1 June 2025*. London: Defra. Available at: <https://www.gov.uk/government/statistics/agricultural-workforce-in-england-at-1-june/agricultural-workforce-in-england-at-1-june-2025>

¹⁸ Age UK., 2024. *Managing Money in Later Life*. Available at: <https://www.ageuk.org.uk/our-impact/policy-research/managing-money-in-later-life/>

¹⁹ Butcher and Barlow (2026). 'Compulsory purchase: what landowners need to know'. Available at: [Compulsory purchase: what landowners need to know - Butcher & Barlow LLP](#); UK Government (2021). Compulsory purchase and compensation: guide 1 – procedure. Available at: [Compulsory purchase and compensation: guide 1 - procedure - GOV.UK](#)

²⁰ Murman, D.L. (2015). *The impact of age on cognition*. Seminars in Hearing, 36(3), pp.111–121. <https://doi.org/10.1055/s-0035-1555115>

²¹ Age UK (2025). *One in three (31%) over 60s say life is harder than five years ago because more services are now online*. Age UK, 18 March. Available at: <https://www.ageuk.org.uk/latest-press/articles/one-in-three-31-over-60s-say-life-is-harder-than-five-years->

Potential impact	Groups affected	Summary evidence
		Disabled people may experience increased stress and anxiety during due to uncertainty, loss of control and concerns about disruption. ²²
Information and communication during CPO process	Older people Disabled people People from ethnic minority groups	Governmental guidance on CPO recognises that procedures related to the process are ‘complex, which can be daunting’. ²³ This could present a challenge to those who have different information and communication needs by inadvertently excluding them through poor and exclusive communications ²⁴ . This includes but is not limited to people with cognitive or learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments, and people who use English as a second language. This may limit the ability of people to understand proposals and their rights. ²⁵
Indirect potential impacts		
Changes in access to recreational routes and green space	Older people Disabled people Children	Changes in access to PRoW can cause confusion and stress for older people, and reduced access can decrease their physical activity, impacting mobility and strength. ²⁶ For both disabled people and older people green spaces and recreational routes are areas to have social interaction, the temporary loss of which can decrease levels of social interaction leading to increased feelings of loneliness. ²⁷ Access to green spaces, including recreational routes, are crucial for supporting children’s emotional, social, physical and cognitive development. ²⁸ Decreased access to these spaces means children may face reduced opportunities for physical activity ²⁹

²² *Disability Price Tag 2024: the extra cost of disability*. London: Scope. Available at: <https://www.scope.org.uk/campaigns/disability-price-tag-2024>

²³ UK Government (2021). Compulsory purchase and compensation: guide 1 – procedure. Available at: [Compulsory purchase and compensation: guide 1 - procedure - GOV.UK](#)

²⁴ Passion4Social (2025). Inclusive communication- empowering people to live independent connected lives. Available at: [Inclusive communication: Empowering people to live independent, connected lives - Passion4Social](#)

²⁵ Scottish Government (2017) Barriers to community engagement in planning: research study. Available at [Barriers to community engagement in planning: research study - gov.scot](#)

²⁶ Evergreen Infrastructure (2025) *Understanding the social impacts of infrastructure disruption*. London: Evergreen Infrastructure. Available at: <https://evergreeninfrastructure.com/insights/>

²⁷ Rogers, N.T., Marshall, A., Roberts, C.H., Demakakos, P., Steptoe, A. and Scholes, S. (2019) ‘Physical activity and trajectories of frailty among older adults: evidence from the English Longitudinal Study of Ageing’, *BMJ Open*, 9(2), e025485. <https://doi.org/10.1136/bmjopen-2018-025485>

²⁸ Fields in Trust (2024) *The value of green spaces for children and young people*. London: Fields in Trust. Available at: <https://fieldsintrust.org/resources/the-value-of-green-spaces-for-children-and-young-people/>

²⁹ Rogers, N.T., Marshall, A., Roberts, C.H., Demakakos, P., Steptoe, A. and Scholes, S. (2019) ‘Physical activity and trajectories of frailty among older adults: evidence from the English Longitudinal Study of Ageing’, *BMJ Open*, 9(2), e025485. <https://doi.org/10.1136/bmjopen-2018-025485>

Potential impact	Groups affected	Summary evidence
Changes to traffic flow	Older people Disabled people Children	Increases and changes in road traffic levels and congestion may reduce children's access to educational facilities due to children being more vulnerable to the increase road severance and traffic delays. ³⁰ Short-term change to transport networks and road alignment can act as a barrier for disabled people wanting to access community facilities, exacerbating issues such as loneliness and social isolation. ³¹ Older people may find it difficult to access public spaces further away from their home or integrate into new social networks and retain established social network connections, in cases where there is severance caused by any increases in road traffic. ³²
Changes to general environmental conditions	Older people Disabled people Children People who live in deprived areas	Older people and disabled people with respiratory conditions such as asthma are more likely to be susceptible to the effects of air pollution when compared to other groups. ³³ Children are more susceptible to respiratory diseases such as asthma and long term cognitive developmental impacts. ³⁴ Deprived communities in England are more likely to be exposed to higher air pollution. ³⁵ Noise can negatively affect children's learning, behaviour and sleep. ³⁶ Older people and disabled people are also more vulnerable to construction noise due to auditory strain and age related reduced auditory function. ³⁷
Changes to the landscape and the visual environment	Older people Disabled people	Infrastructure projects by their nature can transform the character of large tracts of landscape. ³⁸ People with disabilities and in particular autism have sensitivity to environmental changes which can be overwhelming and

³⁰ MacDonald, M., Ferguson, A., Shiva, S. and Chaundler, S. (2025) 'Road safety, street design and its impact on paediatric health in the UK', *BMJ Paediatrics Open*, 9(1), e002346. <https://doi.org/10.1136/bmjpo-2024-002346>

³¹ Equality and Human Rights Commission (EHRC) (2017) *Being disabled in Britain: A journey less equal*. London: EHRC. Available at: <https://www.equalityhumanrights.com/publication-download/being-disabled-britain-journey-less-equal>

³² Transport for the North (2024) *Community severance across England*. Manchester: Transport for the North. Available at: <https://www.transportfornorth.com/wp-content/uploads/Community-severance-across-England.pdf>

³³ Public Health England (2018) Health matters: air pollution. Available at: [Health matters: air pollution - GOV.UK](https://www.gov.uk/government/publications/health-matters-air-pollution)

³⁴ Garcia, E., Rice, M.B. & Gold, D.R. (2021) *Air pollution and lung function in children*. *Journal of Allergy and Clinical Immunology*, 148(1), pp. 1–14. Available at: <https://www.jacionline.org/article/S0091-6749%2821%2900808-3/fulltext>

³⁵ University of York (2023). Deprived communities in England experience higher emissions of air pollution. Available at: [Deprived communities in England experience higher emissions of air pollution - News and events, University of York](https://www.york.ac.uk/news/press/2023/09/20/deprived-communities-in-england-experience-higher-emissions-of-air-pollution/)

³⁶ Healthy Children (2023) How Noise Affects Children. Available at: [How Noise Affects Children - HealthyChildren.org](https://www.healthychildren.org/0-16/all/noise/Pages/How-Noise-Affects-Children.aspx)

³⁷ Dillard, L.K., Humes, L.E., Matthews, L.J. & Dubno, J.R. (2023) *Noise exposure history and age-related changes to hearing*. *JAMA Otolaryngology–Head & Neck Surgery*. Available at: <https://jamanetwork.com/journals/jamaotolaryngology/fullarticle/2829093>

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³⁸ Landscape Institute (2020). *Infrastructure Technical Guidance Note*. Available at: [LI-Infrastructure-TGN-FINAL-200924.pdf](https://www.landscapeinstitute.com/wp-content/uploads/2020/06/LI-Infrastructure-TGN-FINAL-200924.pdf)

Potential impact	Groups affected	Summary evidence
		distressing. ³⁹ Older people can be affected by changes in visual landscape as it alters the sense of familiarity of the landscape resulting in stress and a deterioration of wellbeing. ⁴⁰
Changes to employment opportunities associated with the wider Scheme	Men Disabled people Young people People from ethnic minority groups	Men are more likely to be employed within the construction sector due to historical norms and the physically demanding nature of the work, such as heavy lifting. ⁴¹ Disabled people, young people and those from ethnic minority groups are more likely to face unemployment, meaning they could benefit from new employment opportunities. ⁴² Migrant workers play an important role in supporting employment within rural sectors, including construction and infrastructure delivery, where labour demand can be high and locally available workforces may be more limited. Across the UK, migrant workers form a notable proportion of the workforce, accounting for around 19% of employees. ⁴³
Changes to energy security	Older people Disabled people Children Low income households Ethnic minority groups	Changes to the electricity grid to improve capacity and enable expansion of renewable energy can affect different groups. Research by the Energy Saving Trust ⁴⁴ outlines that a reliable energy and electricity supply is essential in increasing quality of life, particularly for those such as older people and disabled people who rely on electricity to power lifesaving medical and assistive technologies such as hearing aids, automation systems and oxygen concentrators. ⁴⁵ Reliable electricity can reduce fuel poverty, which is more likely to affect low income households, families with children, disabled people and ethnic minority groups. ⁴⁶

³⁹ NeuroLaunch (2024) 'Autism and routines: Creating structure and stability for individuals on the spectrum'. *NeuroLaunch*, 11 August. Available at: <https://neurolaunch.com/autism-routines>

⁴⁰ Finlay, J., Westrick, A.C., Guzman, V. and Meltzer, G. (2023) 'Neighbourhood built environments and health in later life: A literature review', *Journal of Aging and Health*, 37(1–2), pp. 3–17. Available at: <https://pmc.ncbi.nlm.nih.gov/articles/PMC11111591/>

⁴¹ National Centre for Construction Education and Research (NCCER) (2023) *In her own words: Improving project outcomes (women in construction report)*. Available at: <https://www.nccer.org/women-in-construction/>

⁴² Department for Work and Pensions (2026). *The employment of disabled people 2025*. [The employment of disabled people 2025 - GOV.UK](#); GOV.UK (2023) *Employment*. Available at: [Employment - GOV.UK Ethnicity facts and figures](#)

⁴³ Migration Observatory (2026) *Migrants in the UK labour market: an overview*. Available at: <https://migrationobservatory.ox.ac.uk/resources/briefings/migrants-in-the-uk-labour-market-an-overview/>

⁴⁴ Energy Saving Trust (2021) *How energy access programmes can address the needs of people with disabilities*. Available at: <https://energysavingtrust.org.uk/how-energy-access-programmes-can-address-the-needs-of-people-with-disabilities/>

⁴⁵ Energy Saving Trust (2021) *How energy access programmes can address the needs of people with disabilities*. Available at: <https://energysavingtrust.org.uk/how-energy-access-programmes-can-address-the-needs-of-people-with-disabilities/>

⁴⁶ Institute of Health Equity (2023). 'Fuel poverty, cold homes and health inequalities in the UK'. Available at: [read-the-report.pdf](#)

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