

Appendix I: Detailed Impact Assessment

Table 1 Impact Assessment of protected characteristics during engagement activities

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
E1	Age (younger and older persons)	Between 2011 and 2021, the age group that increased the most in population size was ages 65+, increasing by 19.6%. This is the case for Greater Manchester, the North West and England. Projections show that all listed areas will experience a significant increase in age groups 65+, showing an aging population.	People aged 0-16 years: Much effort has been made by the Applicant to ensure that consultation was had with groups that represented all ages. For example, a leaflet was sent to addresses within all three Prestwich wards (St Mary's, Holyrood, and Sedgley totalling 15,891 addresses), contact channels were also established (including freephone, freepost and email) and social media channels were launched, distribution of a newsletter with enclosed questionnaire, project website, drop-in sessions, online Q&A, community workshop and setting up a Consultation Liaison Group. Furthermore, in order to reach as wide an audience as possible the applicant attended two community events in Prestwich – Clough Day (May 2023) and Prestwich Carnival (June 2023). At both events the applicant had a stand with information to hand out and members of the project team were on hand to answer questions. The Applicant held workshops with two local schools – St Monica's High School (3rd May 2023) and St Mary's Primary School (15th November 2023). Following a short presentation from the design team the children were asked to give their thoughts on what they would like to see in Prestwich and ideas on how the area could be improved. Further targeted engagement has taken place reaching out to youth groups in the area.	Positive	None identified to be necessary	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			People aged 65+ years: Much effort has been made by the Applicant to ensure that consultation was had with groups that represented all ages. For example, a leaflet was sent to addresses within all three Prestwich wards (St Mary's, Holyrood, and Sedgley totalling 15,891 addresses), contact channels were also established (including freephone, freepost and email) and social media channels were launched, distribution of a newsletter with enclosed questionnaire, project website, drop-in sessions, online Q&A, community workshop and setting up a Consultation Liaison Group. Furthermore, in order to reach as wide an audience as possible the applicant attended two community events in Prestwich – Clough Day (May 2023) and Prestwich Carnival (June 2023). At both events the applicant had a stand with information to hand out and members of the project team were on hand to answer questions. This range of communication methods and options for inviting response was designed to facilitate engagement with people of all ages, no matter what their preference.	Positive	None identified to be necessary	Positive
E2	Disability (physical disability incl. but not limited to sensory impairments, and learning disability & autism, and mental health)	In Bury 18.5% of the population are classed as being disabled under the Equality Act. North West is higher at 19.4% and the regional rate is lower at 17.3%.	The Applicant engaged with key stakeholders, community groups and residents of Prestwich through extensive public consultation on the development proposals to ensure an inclusive approach. To promote inclusivity a variety of online and offline engagement methods were used including leaflets sent to all addresses in Prestwich (with alternative formats available upon	Positive	None identified to be necessary	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			request); community drop-ins at a local, fully accessible venue; a community workshop; online Q&As for those unable or with a preference to not attend in person events; and community contact channels including email, freephone information line and freepost address. Accessible versions of the materials were placed on the website, along with videos of the online Q&A's. Information banners were displayed in the library at the Longfield Centre for people to view at their leisure. The consultation was also promoted through posters, a window wrap at the Longfield Centre and leaflets placed in local venues. In advance of the second conversation and in response to feedback received during the first conversation, the Applicant reviewed its approach to ensure that materials and events were as accessible as possible. For example, providing large print and read out loud formats of materials, engaging with the Bury Hearing Hub and Bury Society for Blind & Partially Sighted People to seek their guidance, and holding a 'quiet hour' during the community drop in for residents that are neurodiverse, with conditions such as attention deficit hyperactive disorder or autism, dyspraxia and dyslexia. The website was also updated to be more accessible including ensuring that every feature can be used when text size is increased by 200% and that content reflows to a single column when it's increased by 400%; accessible for people using			

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			screen readers; and alt text for image tags.			
E3	Gender Reassignment	The most common gender identity in Bury is the same as the sex registered at birth at 94.4%. The same at wider scales such as at regional (94.2%) and national (93.5%). The proportion of transgender men, transgender women and all other gender identities is 0.1% of the total population in all listed areas.	Much effort has been made by the Applicant to ensure that consultation was had with groups that represented all ages. For example, a leaflet was sent to addresses within all three Prestwich wards (St Mary's, Holyrood, and Sedgley totalling 15,891 addresses), contact channels were also established (including freephone, freepost and email) and social media channels were launched, distribution of a newsletter with enclosed questionnaire, project website, drop-in sessions, online Q&A, community workshop and setting up a Consultation Liaison Group. Furthermore, in order to reach as wide an audience as possible the applicant attended two community events in Prestwich - Clough Day (May 2023) and Prestwich Carnival (June 2023). At both events the applicant had a stand with information to hand out and members of the project team were on hand to answer questions. This range of communication methods and options for inviting response was designed to facilitate engagement with people of all genders who reside in the area, make use of existing amenities or have potential to make use of future amenities generated by the Proposed Development.	Positive	None identified to be necessary	Positive
E4	Pregnancy and Maternity (incl.	Bury had a lower conception rate of under 18s (14.4) per 1,000 compared to the regional rate (16.4). Bury had a significantly lower rate of early	Much effort has been made by the Applicant to ensure that consultation was had with groups that represented all ages. For example, a leaflet was sent to	Positive	None identified to be necessary	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
	maternity and associated rights)	access to maternity care at 29.4% compared to the regional average of 57.8%.	addresses within all three Prestwich wards (St Mary's, Holyrood, and Sedgley totalling 15,891 addresses), contact channels were also established (including freephone, freepost and email) and social media channels were launched, distribution of a newsletter with enclosed questionnaire, project website, drop-in sessions, online Q&A, community workshop and setting up a Consultation Liaison Group. Furthermore, in order to reach as wide an audience as possible the applicant attended two community events in Prestwich - Clough Day (May 2023) and Prestwich Carnival (June 2023). At both events the applicant had a stand with information to hand out and members of the project team were on hand to answer questions. This range of communication methods and options for inviting response was designed to facilitate engagement with people who may be pregnant or on maternity who reside in the area, make use of existing amenities or have potential to make use of future amenities generated by the Proposed Development.			
E5	Marriage and Civil Partnership	Bury O24C had a higher percentage of residents who had never married or never registered a civil partnership (43.4%) than the percentage of married residents (35.8%). This was not the case for the wider scales, such as Bury with 36.6% of single residents and 45.3% of married residents.	Much effort has been made by the Applicant to ensure that consultation was had with groups that represented all ages. For example, a leaflet was sent to addresses within all three Prestwich wards (St Mary's, Holyrood, and Sedgley totalling 15,891 addresses), contact channels were also established (including freephone, freepost and email) and social media channels were	Positive	None identified to be necessary	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			launched, distribution of a newsletter with enclosed questionnaire, project website, drop-in sessions, online Q&A, community workshop and setting up a Consultation Liaison Group. Furthermore, in order to reach as wide an audience as possible the applicant attended two community events in Prestwich - Clough Day (May 2023) and Prestwich Carnival (June 2023). At both events the applicant had a stand with information to hand out and members of the project team were on hand to answer questions. This range of communication methods and options for inviting response was designed to facilitate engagement with people who are married and in a civil partnership who reside in the area, make use of existing amenities or have potential to make use of future amenities generated by the Proposed Development.			
E6	Race (nationality and ethnicity incl. Travellers)	Bury had a higher percentage of White residents (82.9%) compared to Greater Manchester (76.4%). The regional proportion of White residents is 81.0%, and the North West is 85.6%. This means that Bury had a lower proportion of the population who identify with minority ethnic groups in comparison to Greater Manchester and England, and a larger proportion than the North West.	Much effort has been made by the Applicant to ensure that consultation was had with groups that represented all ages. For example, a leaflet was sent to addresses within all three Prestwich wards (St Mary's, Holyrood, and Sedgley totalling 15,891 addresses), contact channels were also established (including freephone, freepost and email) and social media channels were launched, distribution of a newsletter with enclosed questionnaire, project website, drop-in sessions, online Q&A, community workshop and setting up a Consultation Liaison Group. Furthermore, in order to reach as wide an audience as	Positive	None identified to be necessary	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			possible the applicant attended two community events in Prestwich – Clough Day (May 2023) and Prestwich Carnival (June 2023). At both events the applicant had a stand with information to hand out and members of the project team were on hand to answer questions. This range of communication methods and options for inviting response was designed to facilitate engagement with people of all represented nationalities and ethnicities residing in the area, make use of existing amenities or have potential to make use of future amenities generated by the Proposed Development.			
E7	Religion or Belief or Faith Groups	Christianity is the most common religion in Bury (48.8%), a higher rate than England (46.3%) but lower than the North West (52.5%). The Jewish religion is the second most common in Bury O24C (7.7%) and St Mary's (8.3%), whilst Muslims are the second most common religious group at the wider scales.	In order to effectively engage with the Jewish community, the Applicant set up a Jewish Liaison Group. The group met on 3rd May 2023. The Applicant hosted public drop-in sessions during both stages of consultation at Prestwich Library. The events were held on the following dates: - Sunday 29th January 2023, 11am – 3pm - Saturday 16 September 2023, 11am – 3pm - Wednesday 20 September 2023, 5pm – 8pm Due to a clash with a Jewish holiday in September, the Applicant arranged a further drop-in event to accommodate those who were unable to attend the events at Prestwich Library. This event	Positive	None identified to be necessary	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			was held at Sedgley Community Hub on Thursday 28th September 1-4pm.			
E8	Sex (incl. men, women and gender non-conforming)	Bury has a slightly higher proportion of women (50.9%) to men (49.1%). This is similar across all spatial scales except the LSOA Bury 024C where males account for 52.2% of the population and females account for 47.5%. In Bury trans men, trans women and other genders account for 0.1% of the population each, whilst people no specific gender identity account for 0.2% of the population in Bury.	Much effort has been made by the Applicant to ensure that consultation was had with groups that represented all ages. For example, a leaflet was sent to addresses within all three Prestwich wards (St Mary's, Holyrood, and Sedgley totalling 15,891 addresses), contact channels were also established (including freephone, freepost and email) and social media channels were launched, distribution of a newsletter with enclosed questionnaire, project website, drop-in sessions, online Q&A, community workshop and setting up a Consultation Liaison Group. Furthermore, in order to reach as wide an audience as possible the applicant attended two community events in Prestwich - Clough Day (May 2023) and Prestwich Carnival (June 2023). At both events the applicant had a stand with information to hand out and members of the project team were on hand to answer questions. This range of communication methods and options for inviting response was designed to facilitate engagement with people of all genders residing in the area, make use of existing amenities or have potential to make use of future amenities generated by the Proposed Development.	Positive	None identified to be necessary	Positive
E9	Sexual Orientation	Bury has a slightly higher proportion of residents who identify as heterosexual or straight at 90.6% compared to the regional (90.1%) and	Much effort has been made by the Applicant to ensure that consultation was had with groups that represented all ages. For example, a leaflet was sent to	Positive	None identified to be necessary	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
		national (89.4%) rate. Albeit the rates across the scales are similar for the different sexual orientations.	addresses within all three Prestwich wards (St Mary's, Holyrood, and Sedgley totalling 15,891 addresses), contact channels were also established (including freephone, freepost and email) and social media channels were launched, distribution of a newsletter with enclosed questionnaire, project website, drop-in sessions, online Q&A, community workshop and setting up a Consultation Liaison Group. Furthermore, in order to reach as wide an audience as possible the applicant attended two community events in Prestwich – Clough Day (May 2023) and Prestwich Carnival (June 2023). At both events the applicant had a stand with information to hand out and members of the project team were on hand to answer questions. This range of communication methods and options for inviting response was designed to facilitate engagement with people who identify with all represented sexual orientations residing in the area, make use of existing amenities or have potential to make use of future amenities generated by the Proposed Development.			
E10	Carers	Greater Manchester has the highest total proportion of the population providing unpaid care at 9.5%. This is followed by the North West at 9.3%, Bury at 8.8% and then England at 8.7%.	Targeted engagement has taken place with specific groups, including schools workshops with young people and reaching out to youth groups in the area, and attending a Social Prescribing drop-in organised by the Prestwich Primary Care Network.	Positive	None identified to be necessary	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
E11	Looked after children and care leavers	In 2021 Bury had a rate of 80 per 100,000 population of children who were looked after by the local authority, which then increased by 2.5% in 2022 to 82 per 100,000. This is lower than the rate in the North West which remained at 97 per 100,000 children for both 2021 and 2022. The national rate in both years was lower than in Bury and the North West at 67 in 2021 and 70 in 2022. This was a national total increase of 4.5%.	Targeted engagement has taken place with specific groups, including schools workshops with young people and reaching out to youth groups in the area, and attending a Social Prescribing drop-in organised by the Prestwich Primary Care Network.	Positive	None identified to be necessary	Positive
E12	Military Veterans	2% of the population in St Mary's ward and 2.4% of the population in Bury have served in the UK regular armed forces. This compares to 2.2% in Greater Manchester, 2.8% in the North West and 2.9% in England.	Much effort has been made by the Applicant to ensure that consultation was had with groups that represented all ages. For example, a leaflet was sent to addresses within all three Prestwich wards (St Mary's, Holyrood, and Sedgley totalling 15,891 addresses), contact channels were also established (including freephone, freepost and email) and social media channels were launched, distribution of a newsletter with enclosed questionnaire, project website, drop-in sessions, online Q&A, community workshop and setting up a Consultation Liaison Group. Furthermore, in order to reach as wide an audience as possible the applicant attended two community events in Prestwich - Clough Day (May 2023) and Prestwich Carnival (June 2023). At both events the applicant had a stand with information to hand out and members of the project team were on hand to answer questions. This range of communication methods and options for inviting response was	Positive	None identified to be necessary	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			designed to facilitate engagement with Military Veterans residing in the area, make use of existing amenities or have potential to make use of future amenities generated by the Proposed Development.			
E13	Socio-Economically Vulnerable	- Children and adolescents (aged 0-15 years) (see E1). - Older people (aged over 65 years) (see E1). - People on low incomes and those who are unemployed. - People in poor health and living in more deprived areas.	Much effort has been made by the Applicant to ensure that consultation was had with groups that represented all ages. For example, a leaflet was sent to addresses within all three Prestwich wards (St Mary's, Holyrood, and Sedgley totalling 15,891 addresses), contact channels were also established (including freephone, freepost and email) and social media channels were launched, distribution of a newsletter with enclosed questionnaire, project website, drop-in sessions, online Q&A, community workshop and setting up a Consultation Liaison Group. Furthermore, in order to reach as wide an audience as possible the applicant attended two community events in Prestwich - Clough Day (May 2023) and Prestwich Carnival (June 2023). At both events the applicant had a stand with information to hand out and members of the project team were on hand to answer questions. This range of communication methods and options for inviting response was designed to facilitate engagement with people who are identified as being particularly socio-economically vulnerable residing in the area, make use of existing amenities or have potential to	Positive	None identified to be necessary	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			make use of future amenities generated by the Proposed Development.			

Table 2: Impact assessment of protected characteristics at construction phase

	Protected Characteristic	Baseline	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual Effect
C1	Age (younger and older persons)	Between 2011 and 2021, the age group that increased the most in population size was ages 65+, increasing by 19.6%. This is the case for Greater Manchester, the North West and England. Projections show that all listed areas will experience a significant increase in age groups 65+, showing an aging population.	People aged 0–15 years: Sensitive human receptors in the context of potential emissions during the construction phase, such as dust and noise, are considered to include residential dwellings and care homes, schools and hospitals, and some commercial buildings depending on their use. As such, there are sensitive human receptors located within 350m of the Site including residential properties located on Rectory Green, Highfield Place, Highfield Road and Bury New Road, and Albion Mews apartment building, a primary school located off Rectory Lane, Our Lady of Grace (OLOG) Presbytery Church. ES Chapter 9 Noise and ES Chapter 10 Air Quality both indicate potential for a significant adverse temporary effect relating to noise and vibration and dust respectively caused by the construction phase on at least some nearby sensitive receptors, but with recommended mitigation, the residual effects will be not significant for all receptors.	Negative	Best practice construction measures will be facilitated through implementation of a Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Neutral
			People aged 65+ years: Sensitive human receptors in the context of potential emissions during the construction phase, such as dust and noise, are considered to include residential dwellings and care homes, schools and hospitals, and some commercial buildings depending on their use. As such, there are sensitive human receptors located within 350m of the Site including residential properties located on Rectory Green, Highfield Place, Highfield Road and Bury New Road, and Albion Mews apartment building, a primary school located	Negative	Best practice construction measures will be facilitated through implementation of a Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Neutral

Protected Characteristic		Baseline	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual Effect
			off Rectory Lane, Our Lady of Grace (OLOG) Presbytery Church, and Prestwich Job Centre. ES Chapter 9 Noise and ES Chapter 10 Air Quality both indicate potential for a significant adverse temporary effect relating to noise and vibration and dust respectively caused by the construction phase on at least some nearby sensitive receptors, but with recommended mitigation, the residual effects will be not significant for all receptors.			
C2	Disability (physical disability incl. but not limited to sensory impairments, and learning disability & autism, and mental health)	In Bury 18.5% of the population are classified as being disabled under the Equality Act. North West is higher at 19.4% and the regional rate is lower at 17.3%.	Sensitive human receptors in the context of potential emissions during the construction phase, such as dust and noise, are considered to include residential dwellings and care homes, schools and hospitals, and some commercial buildings depending on their use. As such, there are sensitive human receptors located within 350m of the Site including residential properties located on Rectory Green, Highfield Place, Highfield Road and Bury New Road, and Albion Mews apartment building, a primary school located off Rectory Lane, Our Lady of Grace (OLOG) Presbytery Church, and Prestwich Job Centre. ES Chapter 9 Noise and ES Chapter 10 Air Quality both indicate potential for a significant adverse temporary effect relating to noise and vibration and dust respectively caused by the construction phase on at least some nearby sensitive receptors, but with recommended mitigation, the residual effects will be not significant for all receptors. Construction will create a total of 52 net FTE jobs over the programme in the Area of	Negative	Best practice construction measures will be facilitated through implementation of a Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Neutral

	Protected Characteristic	Baseline	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual Effect
			Impact (defined as M25 and M45 Postcode Sectors in Bury and M7 in Salford based on the visitor catchment analysis) (see ES Chapter 6 Socio-Economics for further detail). Construction employment opportunities will be compliant with the Equality Act 2010 which states that adjustments should be made to ensure that those who are disabled can access employment.			
C3	Gender Reassignment	The most common gender identity in Bury is the same as the sex registered at birth at 94.4%. The same at wider scales such as at regional (94.2%) and national (93.5%). The proportion of transgender men, transgender women and all other gender identities is 0.1% of the total population in all listed areas.	Construction will create a total of 52 net FTE jobs over the programme in the Area of Impact (defined as M25 and M45 Postcode Sectors in Bury and M7 in Salford based on the visitor catchment analysis) (see ES Chapter 6 Socio-Economics for further detail). Construction employment opportunities will be compliant with the Equality Act 2010, which provides for specific expectations in respect of the protected characteristic, Gender Reassignment.	Neutral	None identified to be necessary	Neutral
C4	Pregnancy and Maternity (incl. maternity and associated rights)	Bury (14.4) had a lower conception rate of under 18s per 1,000 compared to the regional rate (16.4). Bury had a significantly lower rate of early access to maternity care at 29.4% compared to the regional average of 57.8%.	Sensitive human receptors in the context of potential emissions during the construction phase, such as dust and noise, are considered to include residential dwellings and care homes, schools and hospitals, and some commercial buildings depending on their use. As such, there are sensitive human receptors located within 350m of the Site including residential properties located on Rectory Green, Highfield Place, Highfield Road and Bury New Road, and Albion Mews apartment building, a primary school located off Rectory Lane, Our Lady of Grace (OLOG) Presbytery Church, and Prestwich Job Centre.	Negative	Best practice construction measures will be facilitated through implementation of a Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application. In addition, a Construction Logistics Plan will be implemented during the construction period.	Neutral

Protected Characteristic		Baseline	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual Effect
			ES Chapter 9 Noise and ES Chapter 10 Air Quality both indicate potential for a significant adverse temporary effect relating to noise and vibration and dust respectively caused by the construction phase on at least some nearby sensitive receptors, but with recommended mitigation, the residual effects will be not significant for all receptors. ES Chapter 8 Traffic and Transport indicates that short-term negative transport effects during the construction phase will be negligible. By association, no negative impacts are expected in relation to parents being able to access childcare/schools as a result of construction activities.			
C5	Marriage and Civil Partnership	Bury O24C had a higher percentage of residents who had never married or never registered a civil partnership (43.4%) than the percentage of married residents (35.8%). This was not the case for the wider scales, such as Bury with 36.6% of single residents and 45.3% of married residents.	Construction will create a total of 52 net FTE jobs over the programme in the Area of Impact (defined as M25 and M45 Postcode Sectors in Bury and M7 in Salford based on the visitor catchment analysis) (see ES Chapter 6 Socio-Economics for further detail). Construction employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Marriage and Civil Partnership.	Neutral	None identified to be necessary	Neutral
C6	Race (nationality and ethnicity incl. Travellers)	Bury had a higher percentage of White residents (82.9%) compared to Greater Manchester (76.4%). The regional proportion of White residents is 81.0%, and the North West is 85.6%. This means that Bury had a lower proportion of the population who identify with minority ethnic groups in comparison to Greater Manchester and England, and a larger proportion than the North West.	Construction will create a total of 52 net FTE jobs over the programme in the Area of Impact (defined as M25 and M45 Postcode Sectors in Bury and M7 in Salford based on the visitor catchment analysis) (see ES Chapter 6 Socio-Economics for further detail). Construction employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Race.	Neutral	None identified to be necessary	Neutral

	Protected Characteristic	Baseline	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual Effect
C7	Religion or Belief or Faith Groups	Christianity is the most common religion in Bury (48.8%), a higher rate than England (46.3%) but lower than the North West (52.5%). The Jewish religion is the second most common in Bury O24C (7.7%) and St Mary's (8.3%), whilst Muslims are the second most common religious group at the wider scales.	Construction will create a total of 52 net FTE jobs over the programme in the Area of Impact (defined as M25 and M45 Postcode Sectors in Bury and M7 in Salford based on the visitor catchment analysis) (see ES Chapter 6 Socio-Economics for further detail). Construction employment opportunities and onsite provision for construction workers will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Religion, Belief or Faith.	Neutral	None identified to be necessary	Neutral
C8	Sex (incl. men, women and gender non-conforming)	Bury has a slightly higher proportion of women (50.9%) to men (49.1%). This is similar across all spatial scales except the LSOA Bury O24C where males account for 52.2% of the population and females account for 47.5%. In Bury trans men, trans women and other genders account for 0.1% of the population each, whilst people no specific gender identity account for 0.2% of the population in Bury.	Construction will create a total of 52 net FTE jobs over the programme in the Area of Impact (defined as M25 and M45 Postcode Sectors in Bury and M7 in Salford based on the visitor catchment analysis) (see ES Chapter 6 Socio-Economics for further detail). Construction employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Sex.	Neutral	None identified to be necessary	Neutral
C9	Sexual Orientation	Bury has a slightly higher proportion of residents who identify as heterosexual or straight at 90.6% compared to the regional (90.1%) and national (89.4%) rate. Albeit the rates across the scales are similar for the different sexual orientations.	Construction will create a total of 52 net FTE jobs over the programme in the Area of Impact (defined as M25 and M45 Postcode Sectors in Bury and M7 in Salford based on the visitor catchment analysis) (see ES Chapter 6 Socio-Economics for further detail). Construction employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Sexual Orientation.	Neutral	None identified to be necessary	Neutral
C10	Carers	Greater Manchester has the highest total proportion of the population providing unpaid care at 9.5%. This is	Sensitive human receptors in the context of potential emissions during the construction phase, such as dust and noise, are	Negative	Best practice construction measures will be facilitated through implementation of a Construction	Neutral

Protected Characteristic		Baseline	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual Effect
		followed by the North West at 9.3%, Bury at 8.8% and then England at 8.7%.	considered to include residential dwellings and care homes, schools and hospitals, and some commercial buildings depending on their use. As such, there are sensitive human receptors located within 350m of the Site including residential properties located on Rectory Green, Highfield Place, Highfield Road and Bury New Road, and Albion Mews apartment building, a primary school located off Rectory Lane, Our Lady of Grace (OLOG) Presbytery Church, and Prestwich Job Centre. ES Chapter 9 Noise and ES Chapter 10 Air Quality both indicate potential for a significant adverse temporary effect relating to noise and vibration and dust respectively caused by the construction phase on at least some nearby sensitive receptors, but with recommended mitigation, the residual effects will be not significant for all receptors.		Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	
C11	Looked after children and care leavers	In 2021 Bury had a rate of 80 per 100,000 population of children who were looked after by the local authority, which then increased by 2.5% in 2022 to 82 per 100,000. This is lower than the rate in the North West which remained at 97 per 100,000 children for both 2021 and 2022. The national rate in both years was lower than in Bury and the North West at 67 in 2021 and 70 in 2022. This was a national total increase of 4.5%.	Sensitive human receptors in the context of potential emissions during the construction phase, such as dust and noise, are considered to include residential dwellings and care homes, schools and hospitals, and some commercial buildings depending on their use. As such, there are sensitive human receptors located within 350m of the Site including residential properties located on Rectory Green, Highfield Place, Highfield Road and Bury New Road, and Albion Mews apartment building, a primary school located off Rectory Lane, Our Lady of Grace (OLOG) Presbytery Church, and Prestwich Job Centre. ES Chapter 9 Noise and ES Chapter 10 Air Quality both indicate potential for a significant adverse temporary effect relating	Negative	Best practice construction measures will be facilitated through implementation of a Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Neutral

	Protected Characteristic	Baseline	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual Effect
			to noise and vibration and dust respectively caused by the construction phase on at least some nearby sensitive receptors, but with recommended mitigation, the residual effects will be not significant for all receptors.			
C12	Military Veterans	2% of the population in St Mary's ward and 2.4% of the population in Bury have served in the UK regular armed forces. This compares to 2.2% in Greater Manchester, 2.8% in the North West and 2.9% in England.	Sensitive human receptors in the context of potential emissions during the construction phase, such as dust and noise, are considered to include residential dwellings and care homes, schools and hospitals, and some commercial buildings depending on their use. As such, there are sensitive human receptors located within 350m of the Site including residential properties located on Rectory Green, Highfield Place, Highfield Road and Bury New Road, and Albion Mews apartment building, a primary school located off Rectory Lane, Our Lady of Grace (OLOG) Presbytery Church, and Prestwich Job Centre. ES Chapter 9 Noise and ES Chapter 10 Air Quality both indicate potential for a significant adverse temporary effect relating to noise and vibration and dust respectively caused by the construction phase on at least some nearby sensitive receptors, but with recommended mitigation, the residual effects will be not significant for all receptors. Construction will create a total of 52 net FTE jobs over the programme in the Area of Impact (defined as M25 and M45 Postcode Sectors in Bury and M7 in Salford based on the visitor catchment analysis) (see ES Chapter 6 Socio-Economics for further detail). Construction employment opportunities will be compliant with the Equality Act 2010 which provides for specific	Negative	Best practice construction measures will be facilitated through implementation of a Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Neutral

	Protected Characteristic	Baseline	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual Effect
			expectations in respect of protected characteristics.			
C13	Socio-Economically Vulnerable	- Children and adolescents (aged 0–15 years) (see E1). - Older people (aged over 65 years) (see E1). - People on low incomes and those who are unemployed. - People in poor health and living in more deprived areas.	Sensitive human receptors in the context of potential emissions during the construction phase, such as dust and noise, are considered to include residential dwellings and care homes, schools and hospitals, and some commercial buildings depending on their use. As such, there are sensitive human receptors located within 350m of the Site including residential properties located on Rectory Green, Highfield Place, Highfield Road and Bury New Road, and Albion Mews apartment building, a primary school located off Rectory Lane, Our Lady of Grace (OLOG) Presbytery Church, and Prestwich Job Centre. ES Chapter 9 Noise and ES Chapter 10 Air Quality both indicate potential for a significant adverse temporary effect relating to noise and vibration and dust respectively caused by the construction phase on at least some nearby sensitive receptors, but with recommended mitigation, the residual effects will be not significant for all receptors.	Negative	Best practice construction measures will be facilitated through implementation of a Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Neutral

Table 3 Impact assessment of protected characteristics at operational phase

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
O1	Age (younger and older persons)	Between 2011 and 2021, the age group that increased the most in population size was ages 65+, increasing by 19.6%. This is the case for Greater Manchester, the North West and England. Projections show that all listed areas will experience a significant increase in age groups 65+, showing an aging population.	People aged 0–15 years: The increased residential population of the proposed Development would result in an increased demand for Primary school and Secondary school places. An assessment of pupil yield has been undertaken on the basis of information on the age structure of residents and size of dwellings from the 2021 Census to derive yield factors. This suggests that, when fully developed, the scheme could accommodate 51 children of primary school age and 33 children of secondary school age – a total of 84 children of statutory school age. In terms of primary schools, there is a current identified surplus (allowing for 95% capacity) of 766 within the Area of Impact. The Proposed Development would reduce this marginally to a surplus of 715. In terms of secondary schools, the yield from the Proposed Development could be accommodated within the identified surplus capacity in 2021 but would reduce the current identified 84 places by 33 places (39% of current surplus) to a reduced surplus of 51. As such, the education demand arising from the Proposed Development can be accommodated by the existing capacity in the local area. At present, there is no open space on site. The Proposed Development will create a new hierarchy of streets with a focus on reducing vehicular traffic, encouraging active travel and integrating green infrastructure. There will be significant levels of new tree planting, open	Positive	Implementation of Landscape Masterplan (submitted with application)	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			spaces and public spaces where people and nature can thrive, for example (but not limited to) in the Village Square. Further information can be found in the Design and Access Statement (Jon Matthews Architects, January 2024). All of this will contribute to new, safe recreational areas for children and youth that were not previously available.			
			People aged 65+ years: The Proposed Development is found to have a Negligible effect on primary healthcare within the Area of Impact. Two scenarios have been modelled, with the reprovision of dedicated NHS space in one scenario which keeps the same number of FTE GPs from the existing facility based on discussions with NHS. In the other, the space is used for office space and only 4.5 GPs are kept in the Area of Impact due to leakage. If the number of patients registered at these practices by 499 (the population of the Proposed Development), the number of patients per GP in the area would increase to between 1,419 and 1,536. As this ratio is still below the accepted standard of 1,800 patients per GP, there is assessed to be sufficient GP capacity in the local area to deal with the additional demand generated by the Proposed Development. This is of particular note in respect of people aged 65+ years due to the projected ageing population. Nevertheless, measures to retain the current level of GPs through the reprovision of dedicated healthcare space are	Positive	Implementation of Landscape Masterplan (submitted with application) Retention of the current level of GPs where possible through the reprovision of dedicated healthcare space, subject to a commercial agreement.	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			recommended. See ES Chapter 6 Socio-Economics for further detail. The proposed mix of uses within both the full and outline components of the Proposed Development will provide a range of amenities for people of all ages, including those aged over 65 years. In addition, the Proposed Development will create a new hierarchy of streets with a focus on reducing vehicular traffic, encouraging active travel and integrating green infrastructure. There will be significant levels of new tree planting, open spaces and public spaces where people and nature can thrive, for example (but not limited to) in the Village Square. Further information can be found in the Design and Access Statement (Jon Matthews Architects, January 2024).			
O2	Disability (physical disability incl. but not limited to sensory impairments, and learning disability & autism, and mental health)	In Bury 18.5% of the population are classified as being disabled under the Equality Act. North West is higher at 19.4% and the regional rate is lower at 17.3%.	Accessibility has been at the forefront of the vision for Prestwich's new village centre. It is acknowledged as being crucial to ensure that the space is inclusive and for use by everyone. Examples of ways in which the design has aimed to be inclusive are creating generous, flat pathways that are easy to navigate for those with mobility aids, providing accessible seating and tables, installing tactile paving to aid those with visual impairments, and ensuring that all signage is clear and easy to read. Further information can be found in the Design and Access Statement (Jon Matthews Architects, January 2024). In addition, there are 26 accessible parking bays as part of the full component and 14 accessible parking bays as part of the outline component.	Positive	Implementation of Landscape Masterplan (submitted with application) Travel Plan	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
O3	Gender Reassignment	The most common gender identity in Bury is the same as the sex registered at birth at 94.4%. The same at wider scales such as at regional (94.2%) and national (93.5%). The proportion of transgender men, transgender women and all other gender identities is 0.1% of the total population in all listed areas.	Accounting for the existing employment on-site, the Proposed Development will generate between 36 and 101 net additional jobs (depending on the use of the flexible space) through the provision of retail and food stores, dedicated employment space, leisure, and community spaces. Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Gender Reassignment.	Positive	None identified to be necessary	Positive
O4	Pregnancy and Maternity (incl. maternity and associated rights)	Bury (14.4) had a lower conception rate of under 18s per 1,000 compared to the regional rate (16.4). Bury had a significantly lower rate of early access to maternity care at 29.4% compared to the regional average of 57.8%.	The Proposed Development is found to have a Negligible effect on primary healthcare within the Area of Impact. Two scenarios have been modelled, with the reprovision of dedicated NHS space in one scenario which keeps the same number of FTE GPs from the existing facility based on discussions with NHS. In the other, the space is used for office space and only 4.5 GPs are kept in the Area of Impact due to leakage. If the number of patients registered at these practices by 499 (the population of the Proposed Development), the number of patients per GP in the area would increase to between 1,419 and 1,536. As this ratio is still below the accepted standard of 1,800 patients per GP, there is assessed to be sufficient GP capacity in the local area to deal with the additional demand generated by the Proposed Development. This is of particular note in respect of people aged 65+ years due to the projected ageing population. Nevertheless, measures to retain the current level of GPs through the reprovision of dedicated healthcare space is recommended.	Positive	Implementation of Landscape Masterplan (submitted with application) Retention of the current level of GPs where possible through the reprovision of dedicated healthcare space, subject to a commercial agreement.	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			See ES Chapter 6 Socio-Economics for further detail. At present, there is no open space on site. The Proposed Development will create a new hierarchy of streets with a focus on reducing vehicular traffic, encouraging active travel and integrating green infrastructure. There will be significant levels of new tree planting, open spaces and public spaces where people and nature can thrive. All of this will contribute to new, safe recreational areas for families, children and youth that were not previously available. Further information can be found in the Design and Access Statement (Jon Matthews Architects, January 2024).			
O5	Marriage and Civil Partnership	Bury O24C had a higher percentage of residents who had never married or never registered a civil partnership (43.4%) than the percentage of married residents (35.8%). This was not the case for the wider scales, such as Bury with 36.6% of single residents and 45.3% of married residents.	Accounting for the existing employment on-site, the Proposed Development will generate between 36 and 101 net additional jobs (depending on the use of the flexible space) through the provision of retail and food stores, dedicated employment space, leisure, and community spaces. Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Marriage and Civil Partnership.	Positive	None identified to be necessary	Positive
O6	Race (nationality and ethnicity incl. Travellers)	Bury had a higher percentage of White residents (82.9%) compared to Greater Manchester (76.4%). The regional proportion of White residents is 81.0%, and the North West is 85.6%. This means that Bury had a lower proportion of the population who identify with minority ethnic groups in comparison to Greater	Accounting for the existing employment on-site, the Proposed Development will generate between 36 and 101 net additional jobs (depending on the use of the flexible space) through the provision of retail and food stores, dedicated employment space, leisure, and community spaces. Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific	Positive	None identified to be necessary	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
		Manchester and England, and a larger proportion than the North West.	expectations in respect of the protected characteristic, Race.			
O7	Religion or Belief or Faith Groups	Christianity is the most common religion in Bury (48.8%), a higher rate than England (46.3%) but lower than the North West (52.5%). The Jewish religion is the second most common in Bury O24C (7.7%) and St Mary's (8.3%), whilst Muslims are the second most common religious group at the wider scales.	Accounting for the existing employment on-site, the Proposed Development will generate between 36 and 101 net additional jobs (depending on the use of the flexible space) through the provision of retail and food stores, dedicated employment space, leisure, and community spaces. Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Religion, Belief, or Faith.	Positive	None identified to be necessary	Positive
O8	Sex (incl. men, women and gender non-conforming)	Bury has a slightly higher proportion of women (50.9%) to men (49.1%). This is similar across all spatial scales except the LSOA Bury O24C where males account for 52.2% of the population and females account for 47.5%. In Bury trans men, trans women and other genders account for 0.1% of the population each, whilst people no specific gender identity account for 0.2% of the population in Bury.	Accounting for the existing employment on-site, the Proposed Development will generate between 36 and 101 net additional jobs (depending on the use of the flexible space) through the provision of retail and food stores, dedicated employment space, leisure, and community spaces. Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Sex.	Positive	None identified to be necessary	Positive
O9	Sexual Orientation	Bury has a slightly higher proportion of residents who identify as heterosexual or straight at 90.6% compared to the regional (90.1%) and national (89.4%) rate. Albeit the rates across the scales are similar for the different sexual orientations.	Accounting for the existing employment on-site, the Proposed Development will generate between 36 and 101 net additional jobs (depending on the use of the flexible space) through the provision of retail and food stores, dedicated employment space, leisure, and community spaces. Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of the protected characteristic, Sexual Orientation.	Positive	None identified to be necessary	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
O10	Carers	Greater Manchester has the highest total proportion of the population providing unpaid care at 9.5%. This is followed by the North West at 9.3%, Bury at 8.8% and then England at 8.7%.	At present, there is no open space on site. The Proposed Development will create a new hierarchy of streets with a focus on reducing vehicular traffic, encouraging active travel and integrating green infrastructure. There will be significant levels of new tree planting, open spaces and public spaces where people and nature can thrive. All of this will contribute to new, safe recreational areas for children and youth that were not previously available. Further information can be found in the Design and Access Statement (Jon Matthews Architects, January 2024). The Proposed Development is found to have a Negligible effect on primary healthcare within the Area of Impact. Two scenarios have been modelled, with the reprovion of dedicated NHS space in one scenario which keeps the same number of FTE GPs from the existing facility based on discussions with NHS. In the other, the space is used for office space and only 4.5 GPs are kept in the Area of Impact due to leakage. If the number of patients registered at these practices by 499 (the population of the Proposed Development), the number of patients per GP in the area would increase to between 1,419 and 1,536. As this ratio is still below the accepted standard of 1,800 patients per GP, there is assessed to be sufficient GP capacity in the local area to deal with the additional demand generated by the Proposed Development. This is of particular note in respect of people aged 65+ years due to the projected ageing population. Nevertheless, measures to retain the current level of GPs through the reprovion of dedicated healthcare space is recommended.	Positive	Implementation of Landscape Masterplan (submitted with application) Retention of the current level of GPs where possible through the reprovion of dedicated healthcare space, subject to a commercial agreement.	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			See ES Chapter 6 Socio-Economics for further detail.			
O11	Looked after children and care leavers	In 2021 Bury had a rate of 80 per 100,000 population of children who were looked after by the local authority, which then increased by 2.5% in 2022 to 82 per 100,000. This is lower than the rate in the North West which remained at 97 per 100,000 children for both 2021 and 2022. The national rate in both years was lower than in Bury and the North West at 67 in 2021 and 70 in 2022. This was a national total increase of 4.5%.	At present, there is no open space on site. The Proposed Development will create a new hierarchy of streets with a focus on reducing vehicular traffic, encouraging active travel and integrating green infrastructure. There will be significant levels of new tree planting, open spaces and public spaces where people and nature can thrive. All of this will contribute to new, safe recreational areas for children and youth that were not previously available. Further information can be found in the Design and Access Statement (Jon Matthews Architects, January 2024). The Proposed Development is found to have a Negligible effect on primary healthcare within the Area of Impact. Two scenarios have been modelled, with the reprovision of dedicated NHS space in one scenario which keeps the same number of FTE GPs from the existing facility based on discussions with NHS. In the other, the space is used for office space and only 4.5 GPs are kept in the Area of Impact due to leakage. If the number of patients registered at these practices by 499 (the population of the Proposed Development), the number of patients per GP in the area would increase to between 1,419 and 1,536. As this ratio is still below the accepted standard of 1,800 patients per GP, there is assessed to be sufficient GP capacity in the local area to deal with the additional demand generated by the Proposed Development. This is of particular note in respect of people aged 65+ years due to the projected ageing population.	Positive	Implementation of Landscape Masterplan (submitted with application) Retention of the current level of GPs where possible through the reprovision of dedicated healthcare space, subject to a commercial agreement.	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			Nevertheless, measures to retain the current level of GPs through the reprovision of dedicated healthcare space is recommended. See ES Chapter 6 Socio-Economics for further detail.			
O12	Military Veterans	2% of the population in St Mary's ward and 2.4% of the population in Bury have served in the UK regular armed forces. This compares to 2.2% in Greater Manchester, 2.8% in the North West and 2.9% in England.	Accounting for the existing employment on-site, the Proposed Development will generate between 36 and 101 net additional jobs (depending on the use of the flexible space) through the provision of retail and food stores, dedicated employment space, leisure, and community spaces. Operational employment opportunities will be compliant with the Equality Act 2010 which provides for specific expectations in respect of protected characteristics.	Positive	None identified to be necessary	Positive
O13	Socio-Economically Vulnerable	- Children and adolescents (aged 0-15 years) (see E1). - Older people (aged over 65 years) (see E1). - People on low incomes and those who are unemployed. - People in poor health and living in more deprived areas.	At present, there is no open space on site. The Proposed Development will create a new hierarchy of streets with a focus on reducing vehicular traffic, encouraging active travel and integrating green infrastructure. There will be significant levels of new tree planting, open spaces and public spaces where people and nature can thrive. All of this will contribute to new, safe recreational areas for children and youth that were not previously available. Further information can be found in the Design and Access Statement (Jon Matthews Architects, January 2024). The Proposed Development is found to have a Negligible effect on primary healthcare within the Area of Impact. Two scenarios have been modelled, with the reprovision of dedicated NHS space in one scenario which keeps the same number of FTE GPs from the existing facility based on discussions with NHS. In the	Positive	Implementation of Landscape Masterplan (submitted with application) Retention of the current level of GPs where possible through the reprovision of dedicated healthcare space, subject to a commercial agreement.	Positive

Ref	Protected Characteristic	Baseline summary	Impact commentary	Potential effect	Mitigation / Enhancement Measure	Residual effect
			other, the space is used for office space and only 4.5 GPs are kept in the Area of Impact due to leakage. If the number of patients registered at these practices by 499 (the population of the Proposed Development), the number of patients per GP in the area would increase to between 1,419 and 1,536. As this ratio is still below the accepted standard of 1,800 patients per GP, there is assessed to be sufficient GP capacity in the local area to deal with the additional demand generated by the Proposed Development. This is of particular note in respect of people aged 65+ years due to the projected ageing population. Nevertheless, measures to retain the current level of GPs through the reprovision of dedicated healthcare space is recommended. See ES Chapter 6 Socio-Economics for further detail.			