

Appendix II: Action Plan of Recommended Measures

Table 1 Recommendations made in relation to protected characteristics

Ref	Protected Characteristic	Mitigation / Enhancement Measure to be implemented	Responsible Party	Timeframe	Secured via (by Design / by Condition)
ENGAGEMENT					
E1	Age	None identified to be necessary	Not applicable	Not applicable	Not applicable
E2	Disability	None identified to be necessary	Not applicable	Not applicable	Not applicable
E3	Gender Reassignment	None identified to be necessary	Not applicable	Not applicable	Not applicable
E4	Pregnancy and Maternity	None identified to be necessary	Not applicable	Not applicable	Not applicable
E5	Marriage and Civil Partnership	None identified to be necessary	Not applicable	Not applicable	Not applicable
E6	Race	None identified to be necessary	Not applicable	Not applicable	Not applicable
E7	Religion or Belief or Faith Groups	None identified to be necessary	Not applicable	Not applicable	Not applicable
E8	Sex	None identified to be necessary	Not applicable	Not applicable	Not applicable
E9	Sexual Orientation	None identified to be necessary	Not applicable	Not applicable	Not applicable
E10	Carers	None identified to be necessary	Not applicable	Not applicable	Not applicable
E11	Looked after children and care leavers	None identified to be necessary	Not applicable	Not applicable	Not applicable
E12	Military Veterans	None identified to be necessary	Not applicable	Not applicable	Not applicable
E13	Socio-Economically Vulnerable	None identified to be necessary	Not applicable	Not applicable	Not applicable

Ref	Protected Characteristic	Mitigation / Enhancement Measure to be implemented	Responsible Party	Timeframe	Secured via (by Design / by Condition)
CONSTRUCTION PHASE					
C1	Age	Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Principal Contractor	Approval prior to commencement of construction.	Secured by Condition
C2	Disability	Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Principal Contractor	Approval prior to commencement of construction.	Secured by Condition
C3	Gender Reassignment	None identified to be necessary	Not applicable	Not applicable	Not applicable
C4	Pregnancy and Maternity	Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Principal Contractor	Approval prior to commencement of construction.	Secured by Condition
		Construction Logistics Plan.	Principal Contractor	Approval prior to commencement of construction.	Secured by Condition
C5	Marriage and Civil Partnership	None identified to be necessary	Not applicable	Not applicable	Not applicable
C6	Race	None identified to be necessary	Not applicable	Not applicable	Not applicable
C7	Religion or Belief or Faith Groups	None identified to be necessary	Not applicable	Not applicable	Not applicable
C8	Sex	None identified to be necessary	Not applicable	Not applicable	Not applicable
C9	Sexual Orientation	None identified to be necessary	Not applicable	Not applicable	Not applicable
C10	Carers	Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Principal Contractor	Approval prior to commencement of construction.	Secured by Condition

Ref	Protected Characteristic	Mitigation / Enhancement Measure to be implemented	Responsible Party	Timeframe	Secured via (by Design / by Condition)
C11	Looked after children and care leavers	Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Principal Contractor	Approval prior to commencement of construction.	Secured by Condition
C12	Military Veterans	Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Principal Contractor	Approval prior to commencement of construction.	Secured by Condition
C13	Socio-Economically Vulnerable	Construction Environmental Management Plan (CEMP). A Framework CEMP is submitted with the application.	Principal Contractor	Approval prior to commencement of construction.	Secured by Condition
OPERATIONAL PHASE					
O1	Age	Implementation of Landscape Masterplan (submitted with application).	Applicant	Approval prior to commencement of construction.	Secured by Condition
		Retention of the current level of GPs where possible through the reprovision of dedicated healthcare space, subject to a commercial agreement.	Applicant	Approval prior to commencement of construction.	Secured by Design
O2	Disability	Implementation of Landscape Masterplan (submitted with application).	Applicant	Approval prior to commencement of construction.	Secured by Condition
		Travel Plan (submitted with application).	Applicant	Approval prior to commencement of construction.	Secured by Condition
O3	Gender Reassignment	None identified to be necessary	Not applicable	Not applicable	Not applicable
O4	Pregnancy and Maternity	Implementation of Landscape Masterplan (submitted with application).	Applicant	Approval prior to commencement of construction.	Secured by Condition
O5	Marriage and Civil Partnership	None identified to be necessary	Not applicable	Not applicable	Not applicable

Ref	Protected Characteristic	Mitigation / Enhancement Measure to be implemented	Responsible Party	Timeframe	Secured via (by Design / by Condition)
O6	Race	None identified to be necessary	Not applicable	Not applicable	Not applicable
O7	Religion or Belief or Faith Groups	None identified to be necessary	Not applicable	Not applicable	Not applicable
O8	Sex	None identified to be necessary	Not applicable	Not applicable	Not applicable
O9	Sexual Orientation	None identified to be necessary	Not applicable	Not applicable	Not applicable
O10	Care Leavers	Implementation of Landscape Masterplan (submitted with application).	Applicant	Approval prior to commencement of construction.	Secured by Condition
O11	Looked after children and care leavers	Implementation of Landscape Masterplan (submitted with application).	Applicant	Approval prior to commencement of construction.	Secured by Condition
O12	Military Veterans	Implementation of Landscape Masterplan (submitted with application).	Applicant	Approval prior to commencement of construction.	Secured by Condition
O13	Socio-Economically Vulnerable	Implementation of Landscape Masterplan (submitted with application).	Applicant	Approval prior to commencement of construction.	Secured by Condition