## Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

**Section 1 – Analysis Details** (Page 5 of the guidance document)

| | |
|---|---|
| **Name of Policy/Project/Decision** | Northern Gateway Western Access |
| **Lead Officer (SRO or Assistant Director/Director)** | Richard Binks, Assistant Director |
| **Department/Team** | Major Projects, Place Department |
| **Proposed Implementation Date** | 2nd December 2026 |
| **Author of the EqIA** | Richard Spensley / Elena Fox |
| **Date of the EqIA** | 13.10.2026 |

| **1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?** |
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| The Western Access scheme (Pilsworth Road Corridor Improvements) is a cross-boundary scheme with Rochdale Council, and will provide the necessary off-site, highway and transportation infrastructure required to access the early development phases of the Northern Gateway Investment Zone (IZ) site (JPA 1.1 allocation). The construction of the Northern Gateway Western Access (NGWA) scheme will create the potential capacity to unlock the initial phases of employment generating uses on the IZ site, supporting the creation of high quality, employment floor space, including space within the advanced manufacturing and foundational sectors.<br><br>The December 2026 NGWA Cabinet Report includes relevant background reports and appendices. |

**Section 2 – Impact Assessment** (Pages 6 to 10 of the guidance document)

| **2.1 Who could the proposed activity likely have an impact on?** |
|---|
| Employees (Businesses): **Yes**<br><br>Community/Residents: **Yes**<br><br>Third parties such as suppliers, providers and voluntary organisations: **Yes**<br><br>**If the answer to all three questions is 'no' there is no need to continue with this analysis.** |

| **2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation** |
|---|
| **Documentary Evidence:**<br><br>**Walking, cycling horse riding assessment:**<br><br>A policy review has identified an overarching opportunity to provide high-quality, safe active travel infrastructure to access the JPA 1.1 site and the broader Northern Gateway Development. The policy review also demonstrates an opportunity to improve active travel provision that supports broader network connectivity and integration, in line with TfGM's 'Right Mix' aspirations and Draft Greater Manchester Transport Strategy 2050.<br><br>**file:///Western%20Access\Walking,%20Cycling%20and%20Horse%20Riding%20Assessment.pdf**<br><br>**Appraisal Specification Report:**<br><br>An Appraisal Specification Report (ASR) has been prepared to set out the planned approach towards the appraisal of the Northern Gateway Western Access (NGWA) at the Outline Business Case (OBC) stage. The ASR forms part of the appraisal process as defined by the Department for Transport (DfT) in the Transport Analysis Guidance (TAG): The Transport Appraisal Process (May 2018). |

An ASR is produced to clarify the methodology and scope for further appraisal of a small number of better performing scheme options to enable decision-makers to make a 'rational and auditable decisions' about whether to proceed with intervention. Analysis focuses upon estimating the likely performance and impact of intervention in adequate detail.

**Data:**

**Bury Ward Profiler** - Bury Ward Profiler | Bury Directory

**Stakeholder information/consultation:**

A stakeholder engagement plan has been agreed by Bury Council with input from officers from Rochdale Council. Consideration has been given on how to effectively raise widespread awareness of the project, encourage buy-in, provide clear messaging, and obtain meaningful feedback from stakeholders and the public to inform the Preliminary designs including the Outline Business Case (OBC) and the emerging planning strategy.

Extensive stakeholder mapping has also been undertaken to identity the range of local and strategic stakeholders who may be interested or affected by the scheme proposals. The project team also regularly engage around proximate schemes, including with National Highways regarding Simister Island and Rochdale Council regarding the Brightley Brook project. This ensures all public communications are coordinated.

**Link to:**
file:///C:\Users\E.Fox\OneDrive%20-%20Bury%20Council\Western%20Access\Stakeholder%20Engagement%20Plan.docx

**2.3 The Socio-Economic Duty. Could the proposed activity have an effect on?**

People with low incomes **Yes**

Geographical areas of deprivation **Yes**

Does the activity include services or functions that will be based or delivered in localised areas (Wards/LSOAs)? **Yes**

If yes, which What is the Index of Multiple Deprivation score for these areas?

Hollins / Pilsworth – 6
Simister - 2

If score is 3 or higher, has consideration been given to basing the service/function in a more deprived area? **N/A**

**How could the activity contribute to the reduction of deprivation in the local area or for low-income people affected?**

Delivery of Northern Gateway is expected to extend beyond the PfE plan period (i.e. beyond 2039) and will need extensive supporting infrastructure. Development is expected to create 19,600 new fte jobs (KPMG) and 15,600 additional construction jobs (Atom Valley SOBC, 2023) during the delivery phase – around 1.5% of the 1,350,000 existing jobs across Greater Manchester.

Northern Gateway will also deliver a significant quantum of new homes. The table below breaks these down by site, and provides a total over the Northern Gateway MDC area:

| **Site** | **Number of New Homes** |
|---|---|
| JPA1.1 (excl. South Heywood) | 400 |
| JPA1.1 (South Heywood only) | 1,000 |
| *Total JPA1.1* | 1,400 |
| JPA1.2 | 1,550 |
| **TOTAL** (Northern Gateway MDC area)* | 2,950 |

To support local people to be able to receive the benefits associated with Northern Gateway site, and in recognition of the cross-boundary nature of the Northern Gateway programme, the Northern Gateway Social Value Strategy and related Delivery Plan were developed and adopted by both Bury and Rochdale Councils' Cabinets in November 2025. The Strategy and Delivery plan set out the strategic approach to social value and aligns the social value priorities of the Northern Gateway 'GM family' which includes Bury Council, Rochdale Council, GMCA and TfGM. The two documents seek to maximise the social value potential which could be realised from the scale and longevity of the development of Northern Gateway and ensure tangible and quantifiable outcomes for the communities and businesses of Bury and Rochdale

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| 2.4 Accessibility (Fully describe/explain yes or no answers and mitigations to be considered if answering no) | |
|---|---|
| **If physical spaces/locations are involved, are they fully accessible?** | **Yes** |
| **Does the physical space have adjustable lighting, temperature control and quiet spaces?** | **NA** |
| **If geographical locations are involved are these serviced by varied and affordable transport links** | **Yes** |
| **Are the opening times/availability of the service varied, flexible and mindful of religious observances?** | **NA** |
| **Is there suitable access and usage provision for those who are digitally excluded?** | **NA** |
| **Do all related documents/webpages meet the council's Accessible Document Standards?** | **Yes** |
| **Is there access to translation or interpretation (including instant BSL) services where required?** | **Yes** |

| 2.5 Identifying impacts (If the statement applies to a characteristic mark with an X – this suggests an impact) | | | | | | | | | | | | | | |
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| Consider these statements in relation to the characteristics. Mark the relevant box if the statement applies to the characteristic.<br>Marked boxes indicate a potential impact. Detail this impact, evidence to demonstrate the impact, mitigations and impact level in section 2.6<br>**Could the activity:** | **Age** | **Carers** | **Care exp. children** | **Care Leavers** | **Disability** | **Transgender** | **Marriage & CP** | **Neurodiversity** | **Pregnancy & Maternity** | **Race** | **Religion & belief** | **Sex** | **Sexual orientation** | **Veterans** |
| Cause worsening of access, experience or outcome of any services, healthcare, transport, buildings or environments? | | | | | | | | | | | | | | |
| Worsen health (physical or mental) and/or wellbeing of a group? | | | | | | | | | | | | | | |
| Worsen access to education, employment or training? | | | | | | | | | | | | | | |
| Make unsafe or increase the risk of hate towards a group? | | | | | | | | | | | | | | |
| Affect public attitudes towards an equality group? | | | | | | | | | | | | | | |
| Affect participation in the democratic running of the council or society? | | | | | | | | | | | | | | |

| 2.6 Characteristic | Describe the potential impact | Evidence (from 2.2) to demonstrate this impact | Mitigations to reduce negative impacts or improve activity | Impact level after mitigations Positive, Neutral, Negative |
|---|---|---|---|---|
| Age | Older people may experience greater travel disruption when accessing community facilities such as supermarkets, pharmacies and health centres during the construction period of the NGWA scheme. | In the Unsworth ward, the 22.8% of the total resident population are aged 65 or over. In the Unsworth ward, 2.8% of the total resident population is aged 85 and over. | Public consultations on the scheme's preliminary designs and proposed construction approach will be carried out to ensure that the public's views are considered.<br><br>During construction appropriate signage will be in place to ensure that road users are aware of upcoming traffic works and any relevant closures, this will allow road users to plan their journeys accordingly.<br><br>Post construction the scheme will provide greater opportunity for safer, more convenient and accessible travel.<br><br>Bury Council will provide communications material ahead of, and during key milestones of the construction period to ensure that groups | To be kept under review. |

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| | | | with of this characteristic are informed. | |
| Carers | It is unlikely there will be any negative impacts for this characteristic post construction. This will be kept under review as scheme designs progress. | | The NGWA scheme is intended to improve highways capacity to allow local people to access high-quality employment and training on the initial phases of the Northern Gateway development.<br><br>The scheme will include Active Travel provision that does not currently exist, to allow users to access the Northern Gateway site via sustainable modes. | To be kept under review. |
| Care Exp. children | It is unlikely there will be any negative impacts for this characteristic post construction. This will be kept under review as scheme designs progress. | | The NGWA scheme is intended to improve highways capacity to allow local people to access high-quality employment and training on the initial phases of the Northern Gateway development.<br><br>The scheme will include Active Travel provision that does not currently exists, to allow users | To be kept under review. |

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| | | | to access the Northern Gateway site via sustainable modes.<br><br>Through the Northern Gateway Social Value Strategy, it is intended that Care Leavers, and Care Experienced Young People will be a priority group for social value activity that may improve their access to skills or training opportunities. | |
| Care Leavers | It is unlikely there will be any negative impacts for this characteristic post construction. This will be kept under review as scheme designs progress. | | The NGWA scheme is intended to improve highways capacity to allow local people to access high-quality employment and training on the initial phases of the Northern Gateway development.<br><br>The scheme will include Active Travel provision that does not currently exists, to allow users to access the Northern Gateway site via sustainable modes. | To be kept under review. |

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| | | | Through the Northern Gateway Social Value Strategy, it is intended that Care Leavers, and Care Experienced Young People will be a priority group for social value activity that may improve their access to skills or training opportunities. | |
| Disability | There are opportunities within this project to make the Pilsworth Road Corridor more accessible, safer and convenient to people with disabilities.<br><br>People with disabilities may experience greater travel disruption when accessing community facilities such as supermarkets, pharmacies and health centres during the construction period of the NGWA scheme. | 19.1% of people in Unsworth reported having a limiting long-term illness of disability. | Public consultations on the scheme's preliminary designs and proposed construction approach will be carried out to ensure that the public's views are considered.<br><br>Alternative formats of consultation materials will be made available upon request.<br><br>During construction appropriate signage will be in place to ensure that road users are aware of upcoming traffic works and any relevant closures, this will allow road users to plan their journeys accordingly.<br><br>The active travel upgrades that will be provided by the | To be kept under review. |

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| | | | Western Access scheme provide an opportunity for improved journeys along corridor. | |
| Transgender | It is unlikely there will be any negative impacts for this characteristic post construction. This will be kept under review as scheme designs progress. | | The NGWA scheme is intended to improve highways capacity to allow local people to access high-quality employment and training on the initial phases of the Northern Gateway development.<br><br>The scheme will include Active Travel provision that does not currently exists, to allow users to access the Northern Gateway site via sustainable modes. | To be kept under review. |
| Neurodiversity | It is unlikely there will be any negative impacts for this characteristic post construction. This will be kept under review as scheme designs progress. | | The NGWA scheme is intended to improve highways capacity to allow local people to access high-quality employment and training on the initial phases of the Northern Gateway development. | To be kept under review. |

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| | | | The scheme will include Active Travel provision that does not currently exists, to allow users to access the Northern Gateway site via sustainable modes. | |
| Pregnancy & Maternity | Pregnant people or those on maternity leave may experience greater travel disruption when accessing community facilities such as supermarkets, pharmacies and health centres during the construction period of the NGWA scheme. | | The NGWA scheme is intended to improve highways capacity to allow local people to access high-quality employment and training on the initial phases of the Northern Gateway development.<br><br>The scheme will include Active Travel provision that does not currently exists, to allow users to access the Northern Gateway site via sustainable modes. | To be kept under review. |
| Race | It is unlikely there will be any negative impacts for this characteristic post construction. This will be kept under review as scheme designs progress. | | The NGWA scheme is intended to improve highways capacity to allow local people to access high-quality employment and training on the initial phases of the Northern Gateway development. | To be kept under review. |

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| | The Pilsworth Road Corridor is a space which is open to and inclusive of all. | | The scheme will include Active Travel provision that does not currently exists, to allow users to access the Northern Gateway site via sustainable modes. | |
| Religion & Belief | Religious groups may experience travel disruption when accessing community facilities or places of worship during the construction period of the NGWA scheme. | | Public consultations on the scheme's preliminary designs and proposed construction approach will be carried out to ensure that the public's views are considered.<br><br>During construction appropriate signage will be in place to ensure that road users are aware of upcoming traffic works and any relevant closures, this will allow road users to plan their journeys accordingly.<br><br>Post construction the scheme will provide greater opportunity for safer, more convenient and accessible travel.<br><br>Bury Council will provide communications material | To be kept under review. |

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| | | | ahead of, and during key milestones of the construction period to ensure that groups with of this characteristic are informed. | |
| Sex | It is unlikely there will be any negative impacts for this characteristic post construction. This will be kept under review as scheme designs progress. | | The NGWA scheme is intended to improve highways capacity to allow local people to access high-quality employment and training on the initial phases of the Northern Gateway development.<br><br>The scheme will include Active Travel provision that does not currently exists, to allow users to access the Northern Gateway site via sustainable modes. | To be kept under review. |
| Sexual Orientation | It is unlikely there will be any negative impacts for this characteristic post construction. This will be kept under review as scheme designs progress. | | The NGWA scheme is intended to improve highways capacity to allow local people to access high-quality employment and training on the initial phases of the Northern Gateway development. | To be kept under review. |

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| | | | The scheme will include Active Travel provision that does not currently exists, to allow users to access the Northern Gateway site via sustainable modes. | |
| Veterans | It is unlikely there will be any negative impacts for this characteristic post construction. This will be kept under review as scheme designs progress. | | The NGWA scheme is intended to improve highways capacity to allow local people to access high-quality employment and training on the initial phases of the Northern Gateway development.<br><br>The scheme will include Active Travel provision that does not currently exists, to allow users to access the Northern Gateway site via sustainable modes. | To be kept under review. |

**Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis**

| 2.7 Characteristics | Action | Action Owner | Completion Date |
|---|---|---|---|
| Age / Disability | Proactive communications from Bury Council to make road users aware of upcoming / ongoing works. | Bury Council | Construction completion |
| Age / Disability | Robust traffic management measures to ensure diversions / PROW are adequately signposted. | Balfour Beatty | Construction completion |

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|---|---|---|---|
| Disability | Look into clear signage and way finding (for those with disabilities or ESL). | Bury Council | Ongoing |
| All | Review of demographic data collected via public consultations to track if participation is reflective of the population of the local area.<br><br>It will also be key to consider whether the views of people with a particular protected characteristics differ from those of people who do not share those characteristics. This is an important part of the consultation process, as it can help identify unintended impacts, barriers, or perspectives that may not otherwise have been considered. | Bury Council | Ongoing |
| All | Awareness of opening times for community facilities and services. | Balfour Beatty | Ongoing |
| All | Proactive engagement by the project team throughout the duration of the public consultation, to ensure that effected landowners are engaged and consulted upon. | Bury Council | Ongoing |

## Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

### 3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

| Impact x Likelihood = Score | | | Likelihood of negative impact | | | |
|---|---|---|---|---|---|---|
| | | | 1 | 2 | 3 | 4 |
| | | | Unlikely | Possible | Likely | Very likely |
| Negative Impact | 4 | Very High | 4 | 8 | 12 | 16 |
| | 3 | High | 3 | 6 | 9 | 12 |

| | | | | | | |
|---|---|---|---|---|---|---|
| | 2 | Medium | 2 | 4 | 6 | 8 |
| | 1 | Low | 1 | 2 | 3 | 4 |
| | 0 | Positive / No impact | 0 | 0 | 0 | 0 |

| Risk Level | No Risk = 0 | Low Risk = 1 - 4 | Medium Risk = 5 – 7 | High Risk = 8 - 16 |
|---|---|---|---|---|

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| **3.2 Level of risk identified** | During Construction: Low Risk – Whilst road users will likely face increased travel disruption during the construction period, it is intended that with the planned mitigations, it will not cause any discrimination. This will be kept under review.<br><br>Post Construction: Low Risk |
| **3.3 Reasons for risk level calculation** | It is considered that the general planned activity along the Pilsworth Road Corridor is Low Risk. |

**Section 4 - Analysis Decision** (Page 11 of the guidance document)

| 4.1 Analysis Decision | X | Reasons for This Decision |
|---|---|---|
| There is no negative impact therefore the activity will proceed | | |
| There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed | X | With the appropriate mitigations it is anticipated that construction of the Westen Access scheme will be low risk. The scheme is intended to unlock the initial phases of development of Northern Gateway and |

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|---|---|---|
| | | provide local people with access to high-quality jobs and training opportunities. |
| There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review | | |

**Section 5 – Sign Off and Revisions** (Page 11 of the guidance document)

| 5.1 Sign Off | Name | Date | Comments |
|---|---|---|---|
| **Lead Officer/SRO/Project Manager** | | | |
| **EDI** | L. Cawley | 02/11/26 | QA Complete: Initial potential impacts have been identified which will be mitigated through planning works. It is unlikely this activity will have a significant impact specific to characteristics during works due to the local geography however this analysis will be reviewed on completion of the consultation and throughout the project to ensure potential impacts are considered throughout the works. |

**EqIA Revision Log**

| 5.2 Revision Date | Revision By | Revision Details |
|---|---|---|
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