

South East Aylesbury Link Road

Equality Impact Assessment

Buckinghamshire County Council

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Quality information

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1. Introduction

Purpose

- 1.1 AECOM has been commissioned by Buckinghamshire County Council ('the Applicant') to undertake an Equality Impact Assessment (EqIA) to support the planning application for a new link road between the A413 Wendover Road and B443 Lower Road (hereafter referred to as 'the Proposed Scheme').
- 1.2 The Proposed Scheme relates to the following description:

"A new dual carriageway link between the new Stoke Mandeville Bypass (A4010) junction with the B4443 Lower Road and the A413 Wendover Road. The road will be accessed by a new roundabout at the junction of the B4443/A4010 to the west, tying into the Stoke Mandeville Bypass, and a new roundabout at the junction with the A413."
- 1.3 As a public sector organisation, Buckinghamshire County Council (BCC) has a duty under the Equality Act 2010 (in particular, the Public Sector Equality Duty (PSED) under section 149 of that Act) to ensure that the Proposed Scheme does not lead to unlawful discrimination (direct and indirect), and that it advances equality of opportunity and fosters good relations between those with a protected characteristic¹ and all others.
- 1.4 An EqIA is often used by public sector organisations to demonstrate how due regard has been paid to the PSED. It is a systematic assessment of the potential or actual effects of plans, policies, or proposals on groups with protected characteristics as defined by the Equality Act 2010.
- 1.5 This EqIA will provide evidence that equality duties in relation to the PSED have been fulfilled in developing the Proposed Scheme. It provides a consideration of potential direct and indirect equality impacts (both negative and positive) associated with the construction and operation of the new link road and associated works. It also provides potential mitigation and recommendations for ensuring due regard continues to be paid to the PSED during the detailed design and operational stages of the Proposed Scheme.

Background

- 1.6 The requirement for the South East Aylesbury Link Road has resulted from the High Speed 2 realignment of the A4010 (Stoke Mandeville bypass). Transport modelling analysis suggests that the A4010 realignment causes congestion at the Aylesbury Gyratory. This link road will be required to relieve congestion as well as improve connectivity around Aylesbury. The Proposed Scheme forms part of a wider Aylesbury orbital routes proposal, which is a long-term ambition of BCC.
- 1.7 The Proposed Scheme will comprise a new 1.2km dual carriageway link road, which includes a railway bridge over the London- Aylesbury Line, a 3m wide shared footway/ cycle on the northern side of the new road and noise attenuation barriers. The Scheme will be accessed by a new roundabout at the junction of the B4443 and the A4010 realignment in the west. To the east the road will also be accessed by a new junction with the A413.
- 1.8 The new link road will traverse agricultural land between the A413 Wendover Road and the B443 Lower Road and will separate the village of Stoke Mandeville and the southern extent of Aylesbury. The current land uses immediately surrounding the corridor of the Proposed Scheme

¹ Protected characteristics are defined under the Equality Act 2010: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage/civil partnership.

comprises agricultural land, trees, hedges, a water course, the Aylesbury - Marylebone Railway Line and public footpaths and cycleways.

- 1.9 The Proposed Scheme will help to remove the constraints that limit the capacity for Aylesbury's economy to grow and become more productive. It is key in making the town a more attractive place to live and work, encouraging a thriving economy in an area with limited connectivity. The site has been allocated for development in the draft Vale of Aylesbury Local Plan 2013-2033, which is due to be adopted in 2020. It also forms part of the Aylesbury Transport Strategy, which sets out the improvements that are required to support planned growth in Aylesbury until 2033.

Report structure

1.10 Following on from this introduction section, the remainder of the report is structured as follows:

- **Chapter 2: Methodology** – setting out our approach to collecting evidence and assessment of impacts;
- **Chapter 3: Policy and legislation review** – providing context through relevant national, regional and local policy and legislation associated with equalities and transport schemes;
- **Chapter 4: Summary of the proposed development** – an overview of the Proposed Scheme;
- **Chapter 5: Equalities baseline** – using secondary data sources such as Census 2011 data to form an understanding of the local community;
- **Chapter 6: Consultation** – overview of consultation and engagement with stakeholders and the public;
- **Chapter 7: Assessment of potential equality effects** – an appraisal of impacts and equality effects of the Proposed Scheme using the evidence gathered; and
- **Chapter 8: Recommendations and conclusions** – high level recommendations and conclusions for enhancing positive equality impacts and minimising potential negative impacts of the Proposed Scheme.

2. Methodology

Introduction

- 2.1 This chapter sets out the approach to assessing the equality effects associated with the Proposed Scheme. The assessment considers how the South East Aylesbury Link Road could directly impact and contribute to equality effects for groups with protected characteristics within the study area. It also considers the indirect equality effects realised through the Proposed Scheme.
- 2.2 The approach for undertaking this EqIA and compiling this report follows a three-stage process:
- *Desk-based review - including relevant national, regional and local policies and legislation, plans of the Proposed Scheme and secondary datasets relating to groups with protected characteristics;*
 - *Appraisal of potential impacts - informed by a consideration of the policy context, consultation responses, equalities baseline data, and information from environmental and transport assessments of the scheme as well as impacts relating to the CPO process; and*
 - *Recommendations and conclusions.*
- 2.3 The approach is based on our understanding of the Equality Act 2010, particularly section 149 regarding the PSED, and supporting technical guidance produced by the Equality and Human Rights Commission (EHRC) as well as AECOM's in-house approach to conducting EqIAs.
- 2.4 Buckinghamshire County Council sets out its approach to undertaking equality impact assessments and outlines that there is two stage process including a short initial assessment for relevance to the Equality Duty and a fuller impact assessment if required. BCC has also produced an EqIA template, which has been completed as a part of this assessment and included as Appendix A of this report.

Desktop Review

- 2.5 In addition to a review of relevant national, regional and local policies and legislation, the desk-based review includes a full review of the following:
- Relevant and recent information regarding the Proposed Scheme;
 - National and local datasets associated with groups with protected characteristics as well as data on key equality themes within the area; and
 - Consultation activities undertaken to date in relation to the Proposed Scheme.

Appraisal of equality impacts

- 2.6 The assessment of equality effects considers the information gathered through the above activities in light of the impacts identified within the Environmental Statement and Transport Assessment as well as mitigation measures outlined in these documents and the Outline Environmental Management Plan (EMP).
- 2.7 Following the desktop review, a judgment has been made as to how the Proposed Scheme would contribute to the realisation of the equality effects for affected groups with protected characteristics as defined in the Equality Act 2010 as:
- **Age:** this refers to persons defined by either a particular age or a range of ages;
 - **Disability:** a disabled person is defined as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities;

- **Gender reassignment:** this refers to people who are proposing to undergo, are undergoing, or have undergone a process for the purpose of reassigning their gender identity;
- **Marriage and civil partnership:** marriage can be between a man and a woman or between two people of the same sex. Same-sex couples can also have a civil partnership. Civil partners must not be treated less favourably than married couples;
- **Pregnancy and maternity:** pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth;
- **Race:** the Equality Act 2010 defines race as encompassing colour, nationality (including citizenship) and ethnic or national origins;
- **Religion or belief:** religion means any religion a person follows. Belief means any religious or philosophical belief, and includes those people who have no formal religion or belief;
- **Sex:** this refers to a man or to a woman or a group of people of the same sex;
- **Sexual orientation:** a person's sexual orientation relates to their emotional, physical and/or sexual attraction and the expression of that attraction.

2.8 The appraisal considers both disproportionate and differential impacts. A disproportionate equality effect arises when an impact has a proportionately greater effect on protected characteristic groups than on other members of the general population at a particular location. For the purpose of this EqIA, a disproportionate impact is defined by the following:

- Where an impact is predicted for the area in which a group with protected characteristics are known to make up a greater proportion of the affected resident population than their representation in the wider local authority district and/or county/region as identified in the baseline; or
- Where an impact is predicted on a community resource predominantly or heavily used by protected characteristic groups (e.g. primary schools attended by children; care homes catering for very elderly people).

2.9 A differential equality effect is one which affects members of a protected characteristic group differently from the rest of the general population because of specific needs, or a recognised sensitivity or vulnerability associated with their protected characteristic.

2.10 In some cases, protected characteristic groups could be subject to both disproportionate and differential equality effects. The EqIA considers impacts on groups of people rather than on individuals. In considering impacts a 'worst case scenario' is used for assessment purposes.

3. Policy and legislation context

National legislation and policy

Equality Act 2010 and the Public Sector Equality Duty

- 3.1 The Equality Act 2010 is a major piece of UK legislation which provides the framework to protect the rights of individuals against unlawful discrimination and to advance equal opportunities for all. Section 149 of the Equality Act sets out the PSED to which Buckinghamshire County Council (BCC) as a public body, is subject in carrying out all its functions, including in the exercise of its Compulsory Purchase Order (CPO) powers. Those subject to the PSED must, in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
 - Advance equality of opportunity between people who share a protected characteristic and those who do not; and
 - Foster good relations between people who share a protected characteristic and those who do not.
- 3.2 These are sometimes referred to as the three aims or arms of the PSED. The Act explains that having due regard for advancing equality involves:
- Removing or minimising disadvantages suffered by people due to their protected characteristics;
 - Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
 - Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
- 3.3 The Act describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.
- 3.4 The duty covers the following nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation as described Section 2.5 of this report.
- 3.5 Public authorities need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first arm of the duty applies to this characteristic, but that the other arms (advancing equality and fostering good relations) do not apply.

Compulsory Purchase Order (CPO)

- 3.6 Compulsory purchase powers are provided to enable acquiring authorities to compulsorily purchase land to carry out a function which Parliament has decided is in the public interest. Anyone who has land acquired is generally entitled to compensation. Local authorities have CPO powers under the Acquisition of Land Act 1981, the Town and Country Planning Act 1990 and other specific Acts of Parliament in order to promote development and regeneration. The CPO process comprises a number of stages, including Resolution, Inquiry, Decision and Compensation stages. The acquiring authority does not have the powers to compulsorily acquire land until the CPO is confirmed by the relevant Government minister. However, they can acquire

by agreement at any time and the general presumption is that they should endeavour to do so before acquiring by compulsion.

- 3.7 The Government guidance on CPO process² includes an explanation of how the PSED should be taken into account. The guidance confirms that in exercising compulsory purchase powers public sector acquiring authorities must have regard to the effect of any differential impacts on groups with protected characteristics.
- 3.8 Although not in the guidance, the CPO process should demonstrate that the acquiring authority considered making the CPO in another area where the impact would not be so detrimental but, on balance, decided this was the most appropriate location and most importantly need to show how impacts have been mitigated.

National Planning Policy Framework (NPPF) (February 2019)

- 3.9 The NPPF sets out the Government's planning policies for England and Wales and how these are expected to be applied. It provides a framework within which local people and their relevant councils produce their own local and neighbourhood plans. The NPPF contains policies that are applicable to travellers, community and private assets.
- 3.10 Section 9 of the NPPF, entitled "Promoting Sustainable Transport" outlines the transport considerations for plan-making and development proposals.
- 3.11 Paragraph 102 outlines that "transport issues should be considered from the earliest of stages of plan-making and development proposals", in order to ensure that:
- *"the potential impacts of development on transport networks can be addressed;*
 - *opportunities from existing or proposed transport infrastructure, and changing transport technology and usage, are realised – for example in relation to the scale, location or density of development that can be accommodated;*
 - *opportunities to promote walking, cycling and public transport use are identified and pursued;*
 - *the environmental impacts of traffic and transport infrastructure can be identified, assessed and taken into account – including appropriate opportunities for mitigation and for net gains in environmental quality; and*
 - *patterns of movement, streets, parking and other transport considerations are integral to the design of schemes, and contribute to making high quality places."*
- 3.12 Paragraph 103 outlines that the planning system should, 'actively manage patterns of growth' in order to support the objectives outlined in paragraph 102. It goes on to say that, 'significant developments should be focused in locations which are or can be made sustainable'. This sustainability, it states, can be achieved through, 'limiting the need to travel' and by, 'offering a genuine choice of transport modes.'
- 3.13 Paragraph 104 outlines the ways in which planning policies should contribute to promoting sustainable transport. Planning policies should:
- *"Support an appropriate mix of uses across an area, and within strategic sites, to minimise the number and length of journeys needed for employment, shopping, leisure, education and other activities;*

² Ministry of Housing, Communities & Local Government (2018) Guidance on Compulsory purchase process and the Criche Down Rules available at <https://www.gov.uk/government/publications/compulsory-purchase-process-and-the-criche-down-rules-guidance>

- *be prepared with the active involvement of local highways authorities, other transport infrastructure providers and operators and neighbouring councils, so that strategies and investments for supporting sustainable transport and development patterns are aligned;*
 - *identify and protect, where there is robust evidence, sites and routes which could be critical in developing infrastructure to widen transport choice and realise opportunities for large scale development;*
 - *provide for high quality walking and cycling networks and supporting facilities such as cycle parking – drawing on Local Cycling and Walking Infrastructure Plans; and*
 - *provide for any large-scale facilities, and the infrastructure to support their operation and growth, taking into account any relevant national policy statements and whether such development is likely to be a nationally significant infrastructure project. For example, ports, airports, interchanges for rail freight, roadside services and public transport projects.*
- 3.14 Paragraph 108 outlines the key considerations when assessing sites to be allocated for development in plans or specific development applications. These are:
- *Appropriate opportunities to promote sustainable transport modes can be – or have been – taken up, given the type of development and its location;*
 - *safe and sustainable access to the site can be achieved for all users; and*
 - *any significant impacts from the development on the transport network (in terms of capacity and congestion), or on highway safety, can be cost effectively mitigated to an acceptable degree.”*
- 3.15 If a development is to be prevented or refused on highway grounds, paragraph 109 explains that this should only happen if, ‘residual and cumulative impacts on the road network or road safety would be severe’.
- 3.16 Paragraph 110 explains that applications for development should:
- *“give priority first to pedestrian and cycle movements, both within the scheme and with neighbouring areas; and second – so far as possible – to facilitating access to high quality public transport, with layouts that maximise the catchment area for bus or other public transport services, and appropriate facilities that encourage public transport use;*
 - *address the needs of people with disabilities and reduced mobility in relation to all modes of transport;*
 - *create places that are safe, secure and attractive – which minimise the scope for conflicts between pedestrians, cyclists and vehicles, avoid unnecessary street clutter, and respond to local character and design standards; · allow for the efficient delivery of goods, and access by service and emergency vehicles; and*
 - *be designed to enable charging of plug-in and other ultra-low emission vehicles in safe, accessible and convenient locations.”*
- 3.17 There is no policy within the NPPF on the effect of development on farm holdings, although paragraph 83 emphasises the need to support economic growth in rural areas to create jobs and prosperity by, amongst other means, promoting the development and diversification of agricultural and other land-based rural businesses

Planning Practice Guidance (PPG)

3.18 In March 2014, the government published the PPG, which provides guidance that is relevant to this chapter. This includes open spaces, sports and recreational facilities, public rights of way and local green spaces:

- Open space should be considered in planning for new development and considering proposals that may affect existing open space (see NPPF para. 73-74).
- Open space, includes all open space of public value, can take many forms, from formal sports pitches to open areas within a development, linear corridors and country parks.
- It can provide health and recreation benefits to people living and working nearby; have an ecological value and contribute to green infrastructure (see NPPF para. 114), as well as being an important part of the landscape and setting of built development, and an important component in the achievement of sustainable development (see NPPF para. 6-10).

Regional Policy

Buckinghamshire's Local Transport Plan 4 (LTP4) (April 2016)

3.1 Buckinghamshire's Local Transport Plan 4 is the fourth Local Transport Plan (LTP) for Buckinghamshire and sets out how transport can play its part in BCC's vision to make Buckinghamshire a great place to live and work. The LTP was informed by an Equalities Impact Assessment completed in February 2016.

3.2 The objectives of the plan are:

- **Objective 1: Connected Buckinghamshire** – Provide a well-connected, efficient and reliable transport network which links to key national and international destinations helping Buckinghamshire's residents and economy to flourish while capitalising on external investment opportunities.
- **Objective 2: Growing Buckinghamshire** – To secure good road, public transport, cycle and walking infrastructure and service provision, working in partnership with local businesses, the community and district councils through a range of initiatives and taking advantage of new and emerging technologies to meet the (current and future) needs of our residents as Buckinghamshire grows.
- **Objective 3: Healthy, Safe and Sustainable Buckinghamshire** – Allow residents to improve their quality of life and health, by promoting sustainable travel choices and access to opportunities that improve health. Ensure transport systems are accessible by all, safe and allow people to make the most of Buckinghamshire whilst protecting its special environments.
- **Objective 4: Empowered Buckinghamshire** – Allow everybody to access the educational, work and social opportunities they need to grow. Increase opportunities for residents to support themselves and their communities by enabling local transport solutions.

3.3 The Local Transport Plan 4 outlines the impact of HS2 Phase 1 on the county as the HS2 route runs for 60km through the County, starting from the Colne Valley in the south to Westbury and Turweston in the north. Policy 5 of the Plan sets out how the Council will look to mitigate the construction of the HS2 Phase 1 Rail Line through negotiating the best mitigation package possible for the affected areas as well as bringing benefits to Buckinghamshire.

Equality Policy and Objectives

- 3.4 Under the Equality Act 2010, local authorities must prepare and publish one or more objectives they think they should achieve to do any of the things mentioned in the aims of the PSED. The aim of the equality objectives is to help focus attention on the priority equality issues within an organisation in order to deliver improvements in policy making, service delivery and employment. Objectives should be updated at least every four years, be specific and measurable and published in a way that is accessible to the public
- 3.5 The Buckinghamshire County Council's equalities objectives are:
- Safeguarding our vulnerable**
- Improve outcomes for children and adults with special educational needs or disability.
- Creating opportunities and building self-reliance**
- Enable and support all our children to be successful and cared for throughout their school years;
 - Enable all our young people to be prepared for the world of work and adult life;
 - Continue to improve the health and wellbeing of our residents;
 - Promote good citizenship, encourage participation, help strengthen local communities and inclusivity; and
 - Promote integration within and between all our communities.
- Thriving and attractive**
- Enable the right conditions to attract people to live, learn and work in Buckinghamshire.
- 3.6 Buckinghamshire County Council is committed to advancing equality of opportunity, fostering good relations, and eliminating discrimination, harassment and victimisation through its roles as an employer, service provider, commissioner of services, educator, partner and community leader.
- 3.7 The Council is firmly committed to the principles of equality and inclusion in both employment and the delivery of services across all nine protected characteristics.

Local Policy

- 3.8 Aylesbury Vale District Council (AVDC) are currently in the process of developing a new Local Plan to set out the vision and objectives for the district through to the 2033.
- 3.9 This Local Plan was submitted to the Secretary of State in 2017 and an examination in public was held in July 2017. The proposed submission Local Plan, along with the consultation responses and supporting documents, was submitted to the Planning Inspectorate in February 2018 for examination.

Draft Vale of Aylesbury Local Plan (VALP)

- 3.10 The draft VALP is the proposed submission Local Plan in accordance with Regulation 19. It is the latest stage in the preparation of the Local Plan, which sets out the long-term vision and strategic context for managing and accommodating growth within the district until 2033. The aim of the plan is to set out:
- Where developments will take place;
 - The area that will be protected; and
 - Policies that will be used to determine planning applications.

- 3.11 The VALP has been prepared through an extensive scoping process, where evidence has been gathered, examining and identifying the key issues, options and consultations. The policy forms the cornerstone of planning for the whole district and is critical to delivering national, community and corporate objectives and aspirations and in doing so, conforms to the policy set out in the aforementioned NPPF.
- 3.12 An Equalities Impact Assessment on the VALP has been undertaken and ensures that the required steps have been taken to ensure that equality issues have been considered through the preparation of the Local Plan.
- 3.13 The following VALP policies have been identified as relevant to the SEALR EqIA:
- *Policy D1: Delivering Aylesbury Garden Town* – This policy outlines that Aylesbury is the focus for the majority of the district's growth. Development should be in accordance with the vision for Aylesbury Garden Town and deliver key infrastructure requirements.
 - *Policy D-AGT1 South Aylesbury* – 'South Aylesbury' is allocated as a strategic site for Aylesbury and contributes to the delivery of Aylesbury Garden Town. It comprises an allocation for 1,000 dwellings and includes support for the delivery of the Aylesbury South East Link Road (A413 to B4443 Lower Road). Parts of the overall site comprises several HELAA sites and individual planning applications which are at varying stages. SMD004 (Land south of Stoke Mandeville Hospital) has an approved application for 125 dwellings (16/04608/AOP) and SMD018 has outline planning permission for 117 dwellings.
 - *Policy S1: Sustainable Development for Aylesbury Vale* – This policy outlines that all developments within Aylesbury Vale must comply with the principles of sustainable development set out in the NPPF, with all developments contributing positively to meeting the vision and strategic objectives for the district and fit the intentions and policies of VALP.
 - *Policy S2: Spatial Strategy For Growth* – This policy outlines the levels and locations of strategic growth in the area, underpinned by infrastructure to support this growth. The primary focus of the strategic growth is in Aylesbury, with 19,400 homes, swathes of employment land and retail convenience floor space to be built. The SEALR will support this growth by providing additional road capacity.
 - *Policy S5: Infrastructure* – This policy sets out the need for all developments to provide appropriate on and off site infrastructure in order to mitigate any negative impacts of the development. The SEALR will provide the necessary infrastructure to support the transport needs of proposed new developments in order to provide an alternative route for traffic displaced by the building of HS2.
 - *Policy T1: Delivering the Sustainable Transport Vision* – All development proposals should be consistent with and contribute to the implementation of transport policies and objectives set out in the BCC Local Transport Plan 4 (LTP4). The SEALR is in accordance with the objectives of LTP4.
 - *Policy T2: Protected Transport Schemes* – Highlights that 'the Council will continue to work with HS2 with the aim of influencing the design and construction of the route through Aylesbury Vale to minimise adverse impacts and maximise any benefits that arise from the proposal'.
 - *Policy T4: Delivering Transport in New Development* – This policy states that 'transport and new developments will only be permitted if the necessary mitigation is provided against any unacceptable transport impacts which arise from that development'. The SEALR will mitigate against the traffic congestion shown, through traffic modelling, to arise from the building of the Stoke Mandeville Relief Road at the Stoke Road Gyrotory.
 - *Policy T6: Footpaths and Cycle Routes* – This policy outlines how developments must improve and not be detrimental to existing footpaths and cycle ways. The building of the SEALR supports this policy through the building of improved cycle and pedestrian routes along the route, alongside the improvement of cycle and pedestrian crossings along the route.

- *Policy N6: Pollution, Air Quality and Contaminated Land* – New developments must minimise any negative impacts on pollution, air quality and land. Through the building of the SEALR traffic congestion will be reduced at a number of locations across Aylesbury, therefore the road will in turn reduce the levels of air pollution in the area.
- *Policy BE3: Protection of the Amenity of Residents* – States that planning permission will not be granted where the proposed development would unreasonably harm any aspect of the amenity of existing residents and achieve a satisfactory level of amenity for future residents. Where planning permission is granted, the Council will use conditions or planning obligations to ensure that any potential adverse impacts on neighbours are eliminated or appropriately controlled.
- *Policy I3 Community Facilities and Assets of Community Value* – States that the council will refuse proposals that result in the erosion of community facilities and services.

4. The Proposed Scheme

Introduction

- 4.1 This chapter describes the infrastructure associated with the Proposed Scheme, including a brief outline of the construction methodology and an overview of operational details.
- 4.2 The need for the Proposed Scheme has arisen through the development of High Speed Two (HS2) as the HS2 alignment routes to the south west of Aylesbury and severs the A4010 Risborough Road south of Stoke Mandeville.
- 4.3 HS2 proposals call for the delivery of the Stoke Mandeville Relief Road, which diverts the A4010 around the west of Stoke Mandeville and connects it with the B4443 Lower Road to the north via a new roundabout. Traffic modelling carried out for this scheme suggests that the new relief road will result in congestion at the Stoke Road Gyratory within Aylesbury town centre causing increased traffic delays and queuing. There are also likely to be worsening air quality issues due to the increased levels of congestion at the Stoke Road Gyratory, which is already an Air Quality Management Area (AQMA).
- 4.4 In order to address the issues outlined above the Proposed Scheme will provide a new road that will connect the B4443 Lower Road with the A413 Wendover Road to ensure that congestion issues are addressed.
- 4.5 The Proposed Scheme has a number of objectives some of which include:
- Maintenance of current levels of network performance at the Stoke Gyratory and A413, A4010 and B4443;
 - Enabling the unlocking of development opportunities and creating an environment for the growth of existing businesses in Aylesbury;
 - Securing good local connectivity for all road users making trips to, from, within and around Aylesbury; and
 - Increasing the provision of walking and cycling infrastructure within the town to encourage active travel and reduce the need to travel by car.
- 4.6 The Proposed Scheme also forms part of a wider long-term vision to deliver an orbital route around Aylesbury together with link roads coming forward as part of large housing projects to the south east of Aylesbury. This vision is set out in the Aylesbury Transport Strategy and the Vale of Aylesbury Local Plan.

Description of the Proposed Scheme

- 4.7 The Proposed Scheme crosses agricultural land between the A413 Wendover Road, at its eastern extent, and the B4443 Lower Road at its western extent. The existing land uses immediately surrounding the route comprise of agricultural land, trees and hedges, a watercourse, overhead power lines, the Chiltern Railway line and public footpaths.
- 4.8 The Proposed Scheme will consist of a new dual carriageway link between the new Stoke Mandeville Bypass junction with the B4443 Lower Road and the A413 Wendover Road. The road will be accessed by a new roundabout at the junction of the B4443/A4010 to the west, tying into the Stoke Mandeville Bypass, and a new roundabout at the junction with the A413.
- 4.9 The Proposed Scheme will comprise of the following permanent features;
- A 1.2km dual carriageway, which will be designed to standards for 40mph;

- Varying road heights ranging from 1.1m below ground (towards the western end) and approximately 12.5m above ground, on the western side of the bridge that crosses the London-Aylesbury railway line.
- A new junction at the eastern end of the link road that connects with the A413 to the north and south;
- A new junction at the western end to connect with the B4443 to the north and south and the new Stoke Mandeville Relief Road (A4010) to the west. An Armillary Sphere is proposed to be located in the centre of the roundabout island;
- A new 46.5m span bridge crossing the London-Aylesbury railway line that will be 12m above ground level at its highest point;
- A 3-metre-wide shared cycle/footway on the northern side of the new road including the realignment of Footpath SMA3/1 north and south of the proposed road alignment and the provision of new crossing of pedestrians and cyclists via a toucan crossing near the Lower Road roundabout.
- A 2-metre-wide footpath on the southern side of the road;
- Controlled pedestrian crossings at the A413 and B4443 roundabouts;
- New lighting for the two roundabout junctions and approaches; and
- Noise attenuation barriers on part of the northern side of the road and at the two new roundabouts

Construction overview

4.10 The Proposed Scheme will be constructed over four phases

- Phase 1: Removal of topsoil from construction works areas, embankment works, archaeological works and earthworks;
- Phase 2: Construction of the main bridge structure over the London-Aylesbury Line;
- Phase 3: Drainage and utilities works;
- Phase 4: Landscaping and construction of the main carriageway and footways/cycleways.

4.11 Once construction works relating to the four phases above is completed, additional activities are required before the Proposed Scheme can be open to traffic. Installation of traffic signs and road markings on the various pieces of infrastructure will be required along with final landscaping details. The Proposed Scheme is programmed to be open to traffic in Q4 2021.

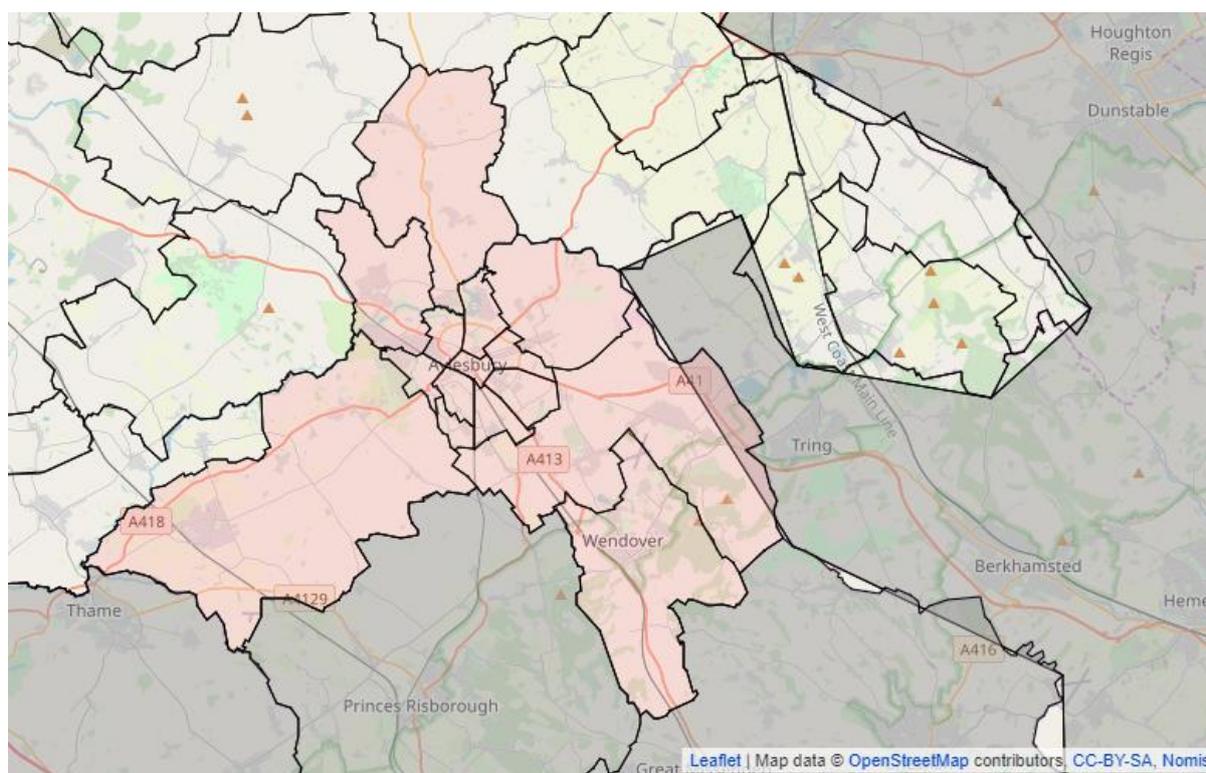
4.12 Construction of the Proposed Scheme is expected to start in Q4 2020, with completion of all elements planned for Q4 2021. The total duration of construction will last approximately 12 months including utility works. The sequence of works will largely be determined by the construction of the bridge over the London-Aylesbury railway line.

4.13 Construction working hours will be restricted to Monday to Friday from 08.00-18.00 for main carriageway works. One hour either side of these core working hours will be required for start-up and close-down which may cause some disturbance. Some overnight works will also be required to suit restrictions imposed by Network Rail and works requiring possessions of roads.

5. Baseline

- 5.1 The section outlines the equalities baseline relevant to the Proposed Scheme. This includes analysis of Census 2011 data and other datasets at the ward, borough and county scale for comparison purposes. Ward areas analysed include Aston Clinton, Aylesbury Central, Bedgrove, Mandeville & Elm Farm, Berton, Coldharbour, Haddenham, Quarrendon, Gatehouse, Oakfield, Southcourt, Walton Court and Hawkslade, Wendover and Weedon. It is considered that these wards cover the areas that could be potentially impacted by the Proposed Scheme.
- 5.2 Some equality impacts will be experienced at a more local level and as such a more detailed analysis of the baseline is also undertaken where appropriate for areas where potentially relevant impacts are identified. A map of the study area can be found in Figure 5-1 below.
- 5.3 Wherever possible the most recently available data is presented at all geographical levels relevant to the study area. The main source of data used in the baseline profiling at this stage is Census 2011 data from the Office for National Statistics (ONS).
- 5.4 A baseline profile of the population living and working within the study area is necessary for the identification of potential equality impacts in order that an assessment can be made as to the potential level of impact the Proposed Scheme may have on groups with protected characteristics.

Figure 5-1 Map of the study area



Description of Study Area

5.5 The Proposed Scheme traverses agricultural land³ between the A413 Wendover Road, at its eastern extent, and the B4443 Lower Road, at its western extent between the village of Stoke Mandeville and south part of Aylesbury. The existing London Marylebone to Aylesbury railway line bisects the site in a north to south direction.

Residential Properties

5.6 There are no residential properties within the red line boundary. Within the surrounding area, there are residential properties to the north including properties on Edwards Close, Jane Close and Patrick Way, to the west and east.

Commercial Properties

5.7 There are no commercial properties within the red line boundary (although the very edge does affect a parking space of the Fountain Business Park). Within the surrounding area, nearby commercial property includes the existing Stoke Mandeville Autocentre, the Fountain Business Centre on the B4443, and the Stoke Mandeville Stadium.

Community Facilities

5.8 Community facilities around the Proposed Scheme include the Stoke Mandeville Hospital which is a large National Health Service (NHS) hospital in Aylesbury, which forms part of Buckinghamshire Healthcare NHS Trust. It is located within 500m of the site to the north. The Florence Nightingale Hospice is also located to the north of the site. Booker Park School is located approximately 400m to the north-west.

5.9 Although there are no designated areas of public open space in the vicinity of the Proposed Scheme, there is a strong local community presence using land within the vicinity of the site for dog walking and access for recreational amenity and there is an area of informal parkland, adjacent to Wendover Road. There are a number of Public Right of Ways (PRoWs) passing along the site including SMA1/3, SMA2/1 – 2/3 and SMA3. It is noted that pedestrians walk across the field to the east of the Aylesbury-London railway line.

Transport

5.10 Stoke Mandeville Railway Station is located approximately one kilometre south of the site on Station Road. The station is situated on the London Marylebone to Aylesbury line.

5.11 The following bus stops are located within the study area:

- Wendover Road
- Silver Birch Way;
- Hampden Hall;
- Wendover Road; and
- Eastcote Road.
- Lower Road
- Ambulance Station; and
- Ranch House.

³ Arable farmland and horse pasture, which is mapped at a large scale under the Agricultural Land Classification system as Grades 3a and 3b.

5.12 These bus stops provide links to Aylesbury, Wendover, Dunstable, Amersham and High Wycombe.

Population

5.13 According to the most recent data available⁴, the study area has a combined population of 108,221 people. As shown in Table 5-1, the population of the study area increased at a lower rate between 2001 and 2017 in comparison to Aylesbury Vale but increased at a higher rate compared to Buckinghamshire.

Table 5-1 Population growth 2001 - 2017⁵

Date	Study Area	Aylesbury Vale	Buckinghamshire
2001	94,545	165,748	479,026
2011	101,327	174,137	505,283
2017	108,221	196,020	535,918
% Change	14.5%	18.3%	11.9%

Source: ONS 2001 and 2011 Census and Mid-year population estimates, 2017

5.14 According to data published by the ONS the population in the district of Aylesbury Vale is projected to increase to 207,554 by 2021 and is further expected to increase to 217,804 by 2025.

Age

5.15 **Table 5-2** outlines age breakdown across the different geographical areas encompassed within the baseline area. The proportion of residents aged 0 – 15 years old across the study area is 21.8%; this is higher than both the district (20.6%) and Buckinghamshire (20.5%). The proportion of the residents within the 16 – 64 age group across all the geographies presented in the table are all aligned around 60%, although the study area has a higher proportion of residents aged 16-64 compared to the district and county. Finally, the proportion of residents over the age of 65 within the study area (15%) is significantly lower than the average for the district (16.7%) and Buckinghamshire (18.6%).

Table 5-2 Age breakdown by different geographical areas

Age group	Study Area	Aylesbury Vale	Buckinghamshire
0-15	21.8%	20.6%	20.5%
16-64	63.2%	62.7%	60.9%
65 and over	15.0%	16.7%	18.6%

Source: ONS Mid-year population estimates, 2017

5.16 Population projections⁶ for the years suggest that by 2025 the proportion of the population aged 0-15 years within Aylesbury Vale (20.9%) and Buckinghamshire (20.6%) remains at a similar level to current proportions. However, projections show an increase in the proportion of those over the age of 65 within Aylesbury Vale (18.6%) and Buckinghamshire (20.4%) in 2025. These are significantly higher compared to current proportions.

⁴ ONS (2017): Population estimates - small area based by single year of age - England and Wales

⁵ ONS (no date): Census 2011: Population Density 2011 (Table QS102EW); Population Density 2001 (Table UV02)

⁶ ONS (2016) Population Projections by Local Authority

(<https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2006>)

Disability

5.17 The proportion of residents within the study area who reported that their day-to-day activities were 'limited a lot' (6%) is slightly lower than the proportions of residents in Aylesbury Vale (6.7%) and Buckinghamshire (6.8%). This may be due the higher proportion of residents aged over 65 within the district and county. The proportion of residents with day-to-day activities not is also higher within the study area than across Aylesbury Vale and Buckinghamshire.

Table 5-3 Limiting long-term illness or disability by different geographical areas

Date	Study Area	Aylesbury Vale	Buckinghamshire
Day-to-day activities limited a lot	6.0%	6.7%	6.8%
Day-to-day activities limited a little	8.0%	9.4%	9.4%
Day-to-day activities not limited	86.0%	83.9%	83.8%

Source: ONS, DC3602EW - Long-term health problem or disability by NS-SeC by sex by age⁷

Gender reassignment

5.18 There are no official statistics relating to gender reassignment and the UK Census currently only collects data relating to sex (gender assigned at birth). The Office for National Statistics (ONS) has identified a need for information about gender identity for policy development and service planning with these requirements strengthened by the need for information on those with the protected characteristic of gender reassignment as set out in the Equality Act 2010. Work is currently being undertaken to identify the ways of capturing this information within the 2021 Census.

Marriage and civil partnership

5.19 36.5% of the population in the study area who are over the age of 16 are married or in a registered same-sex civil partnership comparable to 53.2% in Aylesbury Vale, 54.3% in Buckinghamshire and 46.8% nationally.⁸

Pregnancy and maternity

5.20 Pregnant women can be more susceptible to experience negative effects associated with highways schemes. For example, pregnant women can be more susceptible to poor air quality⁹, which can have a negative impact on birth weight.

5.21 Pregnant women will also need good access to health care facilities, particularly towards the latter stages of pregnancy. Accessibility is therefore an important issue for this group.

Race

5.22 **Table 5-4** shows that highest proportion of residents in the study area identify as White British residents (80%) this is relatively lower than the average for Aylesbury Vale (85.2%) but largely in line with the average for Buckinghamshire (81.1%).

5.23 The study area, the district and the county all have a relatively low presence of other ethnic groups including Indian, Bangladeshi, Chinese, Black African and Arab residents. However, the

⁷ ONS, (2011); DC3602EW - Long-term health problem or disability by NS-SeC by sex by age, available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?reset=yes&mode=construct&dataset=676&version=0&anal=1&initiale=> accessed November 2019

⁸ ONS, (2011); LC1107EW - Marital and civil partnership status by sex by age, available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?menuopt=200&subcomp=> accessed November 2019

⁹ <https://www.nhs.uk/news/pregnancy-and-child/air-pollution-associated-with-low-birthweight/>

study area does have a higher concentration of those identifying as Pakistani (5.2%) compared with all other geographies.

Table 5-4 Ethnic groups by different geographical areas

Ethnic group		Study Area	Aylesbury Vale	Buckinghamshire
White	British	80.0%	85.2%	81.1%
	Irish	1.0%	0.9%	1.1%
	Gypsy or Traveller	0.1%	0.1%	0.1%
	Other	4.0%	3.5%	4.1%
Mixed/ Multiple Ethnic Groups	White/ Black Caribbean	1.2%	0.9%	0.9%
	White and Black African	0.3%	0.3%	0.2%
	White and Asian	0.7%	0.6%	0.8%
	Other	0.6%	0.5%	0.5%
Asian/ Asian British	Indian	1.5%	1.1%	2.2%
	Pakistani	5.2%	3.1%	4.2%
	Bangladeshi	0.1%	0.1%	0.2%
	Chinese	0.4%	0.4%	0.5%
	Other	1.6%	1.1%	1.4%
Black/ African/ Caribbean/ Black British	African	1.3%	1.0%	0.8%
	Caribbean	1.1%	0.7%	1.0%
	Other Black	0.3%	0.2%	0.3%
Other Ethnic Group	Arab	0.2%	0.2%	0.2%
	Other	0.3%	0.2%	0.3%

Source: ONS QS201EW - Ethnic group¹⁰

Religion or belief

5.24 The breakdown of religion is very similar between the study area, Aylesbury Vale and Buckinghamshire. We do note, however, a slightly lower proportion of population identifying as Christian (58.4%) in the study area compared with the district (61.7%) and county (60.5%). There

¹⁰ ONS, (2011); DC2101EW - Ethnic group, available at: <https://www.nomisweb.co.uk/query/construct/submit.asp?forward=yes&menuopt=201&subcomp=> - accessed November 2019

is also a higher proportion of Muslims (6.2%) compared with (3.9%) in the district and county (5.1%).

Table 5-5 Religion or belief by different geographical areas

Religion	Study Area	Aylesbury Vale	Buckinghamshire
Christian	58.4%	61.7%	60.5%
Buddhist	0.4%	0.4%	0.4%
Hindu	1.1%	0.8%	1.2%
Jewish	0.2%	0.2%	0.3%
Muslim	6.2%	3.9%	5.1%
Sikh	0.2%	0.1%	0.9%
Other religion	0.3%	0.3%	0.4%
No religion	26.3%	25.6%	24.0%
Religion not stated	6.9%	7.0%	7.1%

Source: ONS, QS208EW - Religion¹¹

Sex

5.25 The study area has a slightly higher proportion of female residents (50.7%) compared to males (49.3%). A similar trend is observed nationally (Census 2011).

Sexual orientation

5.26 In 2017, there were an estimated 1.1 million people aged 16 years and over identifying as lesbian, gay or bisexual (LGB) out of a UK population aged 16 years and over of 52.8 million. This reflects approximately 2.0% of the UK population identifying as LGB in 2017, a 0.5% increase from 2012 figures¹².

5.27 The South East as a region has the largest proportion of adults identifying as Lesbian, Gay, or Bisexual (LGB), at 1.8% (with other regions in the UK ranging from 1.0% in the East Midlands to 2.6% in London). Estimates relating to numbers of people identifying with a specific sexual orientation are not available at borough level or below, due to the small sample size of this dataset.

Nationality and migration

5.28 Within the study area, 86.6% of residents were born in the UK, 3.6% were born in EU countries 8.9% were born in other countries. These figures are in line with the district and Buckinghamshire, although the district has a lower proportion of residents born outside the UK (7.1%)¹³.

Socio-economic status

5.29 Socio-economic status considers an individual's or family's economic and social position in relation to others, based on several factors including levels of deprivation, employment, education, health / health inequality, and housing. These factors are pertinent to those with

¹¹ ONS, (2011); QS208EW - Religion, available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?reset=yes&mode=construct&dataset=616&version=0&anal=1&initse1> accessed November 2019

¹² ONS: Sexual orientation, UK: 2017 Available at: https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2017?utm_source=govdelivery&utm_medium=email#main-points

¹³ ONS (2011): KS204EW - Country of birth

protected characteristics and provide an indication of the levels of vulnerable groups residing within an area. Therefore, additional baseline information relevant to the forthcoming appraisal of equality effects and has been provided in this section and includes data on: transport and connectivity; access to services and facilities; public realm and open space; safety, security and well-being; and community cohesion.

Deprivation

5.30 According to the 'Wider Social Determinants of Health' chapter of the Buckinghamshire Joint Strategic Needs Assessment, Aylesbury Vale has higher levels of deprivation than the other three districts in Buckinghamshire.

5.31 The Index of Multiple Deprivation 2019 (IMD) is an overall relative measure of deprivation constructed by combining seven domains of deprivation according to their respective weights, as described below. The seven deprivation domains are as follows:

- *Income*: The proportion of the population experiencing deprivation relating to low income, including those individuals that are out-of-work and those that are in work but who have low earnings (satisfying the respective means tests).
- *Employment*: The proportion of the working-age population in an area involuntarily excluded from the labour market, including those individuals who would like to work but are unable to do so due to unemployment, sickness or disability, or caring responsibilities
- *Education, Skills and Training*: The lack of attainment and skills in the local population.
- *Health Deprivation and Disability*: The risk of premature death and the impairment of quality of life through poor physical or mental health. Morbidity, disability and premature mortality are also considered, excluding the aspects of behaviour or environment that may be predictive of future health deprivation.
- *Crime*: The risk of personal and material victimisation at local level.
- *Barriers to Housing and Services*: The physical and financial accessibility of housing and local services, with indicators categorised in two sub-domains.
 - a. 'Geographical Barriers': relating to the physical proximity of local services
 - b. 'Wider Barriers': relating to access to housing, such as affordability.
- *Living Environment*: The quality of the local environment, with indicators falling categorised in two sub-domains.
 - a. 'Indoors Living Environment' measures the quality of housing.
 - b. 'Outdoors Living Environment' measures air quality and road traffic accidents.

Two supplementary indices (subsets of the Income deprivation domains), are also included:

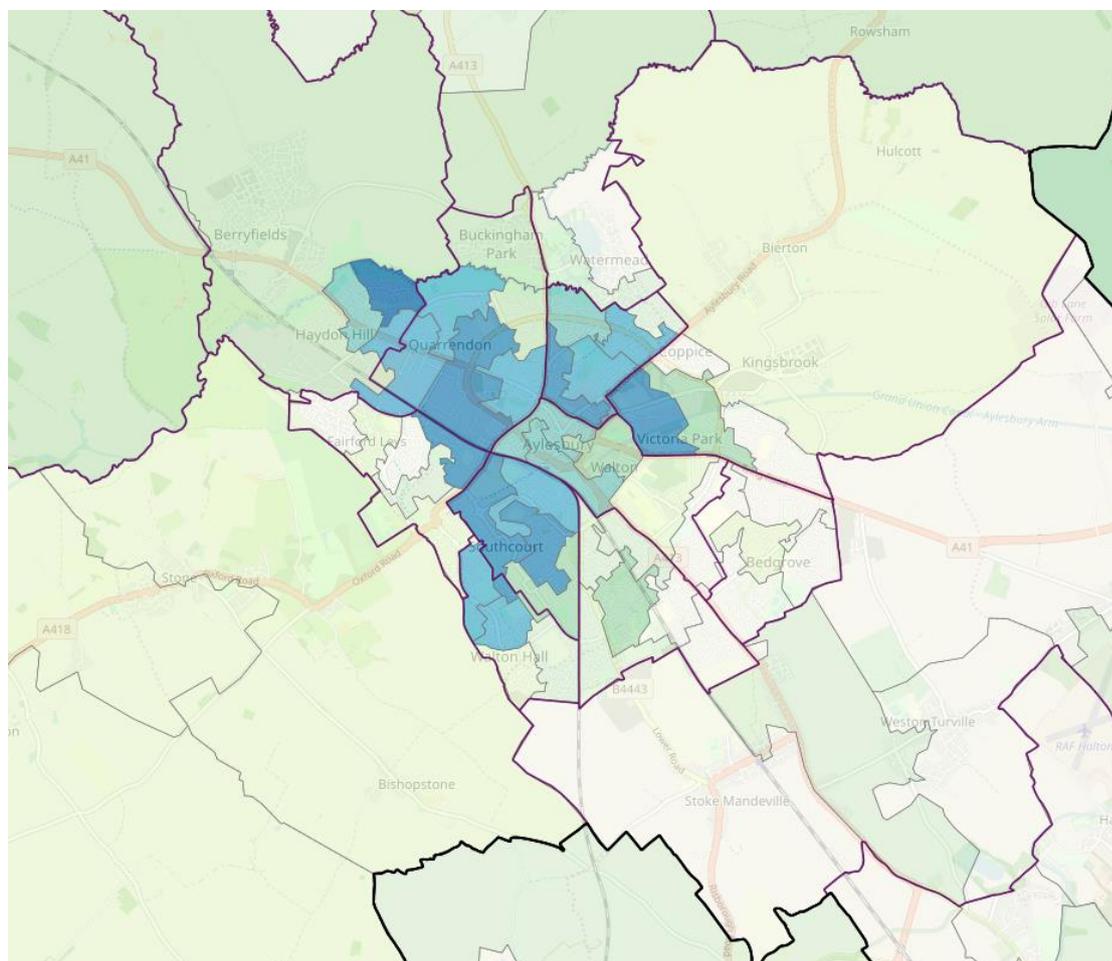
- *Income Deprivation Affecting Children Index*: The proportion of all children aged 0 to 15 living in income deprived families.
- *Income Deprivation Affecting Older People Index*: The proportion of all those aged 60 or over who experience income deprivation.

5.32 Lower Super Output Areas (LSOAs) are a geographic hierarchy designed to improve the reporting of small area statistics in England and Wales. They are standardised geographies designed to be as consistent in population as possible, with each LSOA containing approximately 1,000 to 1,500 people. In relation to the IMD 2019, LSOAs are ranked out of the 32,844 in England and Wales, with 1 being the most deprived. Ranks are normalised into deciles, with a value of 1 reflecting the top 10% most deprived LSOAs in England and Wales.

5.33 On a scale of average Index of Multiple Deprivation, where 1 is most deprived, at local authority level, Aylesbury Vale ranks 277 out of 317. 77.8% of Aylesbury Vale's 115 LSOAs are in the least deprived deciles 8, 9 and 10. The district has 1 LSOA within the top 20% most deprived in England and Wales and 6 within the top 30% most deprived.

5.34 As shown in Figure 5-2, LSOAs in the immediate vicinity of the Proposed Scheme do not have high levels of deprivation. However due to the nature of the scheme impacts may be experienced beyond the scheme immediate surroundings. LSOAs located within or surrounding the centre of Aylesbury show relatively high levels of deprivation.

Figure 5-2: Index of Multiple Deprivation – Aylesbury Wards



Employment

5.35 According to 2011 census data, 66.7% (49,042) of the study area residents are in employment, 3.9% are unemployed and 17.4% are retired. In comparison, in Aylesbury Vale 65.9% of residents are in employment, 3.3% are unemployed and 19.2% retired. Levels of economic activity within the study area are similar to those in Buckinghamshire where 67.7% of residents are in employment, 3.2% unemployed and 20.9% retired.

5.36 Additionally, 10.8% of people aged 16-24 within the study area are unemployed, this is marginally higher than the rates across Aylesbury Vale (9.4%) and Buckinghamshire (9.2%). 2011 Census data also suggests that there is a higher rate of unemployment in BAME groups in the wider area of the Scheme compared to the Aylesbury Vale District. Specifically, 9.3% of those from mixed/multiple ethnic groups in the wider area surrounding the Scheme are unemployed compared to 7.8% in the Aylesbury Vale District. Similar trends are seen for other ethnic groups (includes those who identify as Arabic) and Black/ African/ Caribbean/ Black British ethnic groups.

Education

5.37 Education attainment (**Error! Reference source not found.**) at the study area level shows a higher percentage of residents with no qualifications (18.4%) relative to Aylesbury Vale (17.4%)

and Buckinghamshire (16.8%). The proportion of residents with level 4 qualifications and above in the study area (29.5%) is lower than both Aylesbury Vale (32%) and Buckinghamshire (34.8%).

Table 5-6 Educational attainment by different geographical areas

Qualifications	Study Area	Aylesbury Vale	Buckinghamshire
No qualifications	18.4%	17.4%	16.8%
Level 1 qualifications	14.6%	13.8%	12.5%
Level 2 qualifications	16.6%	16.5%	15.6%
Apprenticeship	3.6%	3.6%	3.5%
Level 3 qualifications	12.0%	12.2%	11.9%
Level 4 qualifications and above	29.5%	32.0%	34.8%
Other qualifications	5.2%	4.6%	4.9%

Source: ONS, LC5102EW - Highest level of qualification by age

Health inequalities

- 5.38 There is a tendency for people belonging to protected characteristic groups, particularly young people, older people, disabled people, and BAME people, to experience poorer health.¹⁴
- 5.39 Local Authority Health Profiles provide an overview of health for each local authority in England. They pull together existing information in one place and contain data on a range of indicators for local populations, highlighting issues that can affect health in each locality. The Aylesbury Vale Health Profile gives a picture of people's health in the district:¹⁵
- 5.40 The health of people in Aylesbury Vale is generally better than the England average. However, life expectancy is 7 years lower for men and 5 years lower for women in the most deprived areas compared with the least deprived.
- 5.41 Child health and adult health indicators are better than the England average. For example, levels of teenage pregnancy and GCSE attainment are better than the England average. For adults, early deaths from cardiovascular diseases are also better.

Safety and security

- 5.42 The feeling of safety and security within a person's local area is key to ensuring their personal wellbeing. Everyone is vulnerable to feelings of being unsafe, however these may be particularly acute for people belonging to certain protected characteristic groups, including young people, older people, disabled people, women, and people belonging to a particular ethnicity, or sexual orientation.¹⁶
- 5.43 The top three reported crimes within a 1 mile radius around the area of the proposed development between September 2018 and August 2019 are Violence and sexual offences (452), anti-social behaviour (203) and Criminal damage and arson (177).¹⁷
- 5.44 With regards to road safety young drivers between the ages of 17 and 24 account for 7% of drivers and 5% of all miles driven in Great Britain but make up 18% of all drivers in reported road

¹⁴ Equality and Human Rights Commission, (2010); *How Fair is Britain?* Report. Available at: https://www.equalityhumanrights.com/sites/default/files/how_fair_is_britain_-_complete_report.pdf [accessed January 2018]

¹⁵ Local Authority Health Profiles <https://fingertips.phe.org.uk/profile/health-profiles>

¹⁶ Equality and Human Rights Commission, (2010); *How Fair is Britain?* report. Available at: <http://www.equalityhumanrights.com/publication/how-fair-britain>, accessed September 2016.

¹⁷ Police UK (2019), *Crime map* available at: < https://www.police.uk/thames-valley/N413/crime/+9JNcUjM/stats/#crime_stats> accessed October 2019.

accidents¹⁸. Changes to road safety through highways improvements can therefore have a disproportionate impact on young drivers.

Community cohesion

- 5.45 To ensure healthy communities which are functional, safe, and enjoyable places to live and work, it is important to promote community cohesion and good relations between different groups. Encouraging civic engagement and ensuring dialogue with all people in the community; particularly those belonging to protected characteristic groups, is an important step in working towards community cohesion. For people belonging to protected characteristic groups, their feelings of a lack of cohesion (or exclusion) may be more acute than those of other people.

¹⁸ DfT (2015) Facts on Young Car Drivers
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/448039/young-car-drivers-2013-data.pdf accessed October 2019

6. Consultation

Introduction

6.1 Effective consultation and engagement with stakeholders and the local community is important for community cohesion and the development of an inclusive and supported scheme. This chapter presents an overview of consultation undertaken to date by BCC in relation to the Proposed Scheme. Full details of engagement undertaken, and feedback received can be found in the Statement of Community Involvement (SCI) for the Proposed Scheme.

Summary of engagement and consultation to date

6.2 The engagement process for the Proposed Scheme comprised of two stages and allowed the community to provide feedback at different stages during the design process. This has meant that BCC has been able to undertake thorough engagement with a variety of individuals and groups. Consultation has been undertaken in line with Buckinghamshire County Council's Statement of Community Involvement, which was adopted in January 2015.

6.3 The first public consultation took place on the 1st November 2017 and it was an opportunity to present the Proposed Scheme to the public and gain feedback. A second public event took place in July 2018 where changes to the design based on consultation responses were presented. The public consultation events were structured as a drop-in event hosted at the Stoke Mandeville Stadium. This location was selected as it is centrally located in relation to the Proposed Scheme, easy to access, has ample parking provision and is fully accessible (the stadium is the home of disability sports and the birthplace of the Paralympics). These factors provided an inclusive consultation venue encouraging more members of the public to attend the event. Approximately 200 people attended the first event and roughly 160 people attended the second event. Members of the public were able to speak to project team members including representatives from both BCC and AECOM.

6.4 Both public events were widely advertised with posters being distributed to local parish councils so that they could be displayed on Parish Notice Boards. Letters outlining details of the drop-in sessions were also distributed to households in the vicinity of the Proposed Scheme. Prior to the first public event in November 2017 a press release was issued in October 2017 along with links to media coverage.

6.5 Both events provided an opportunity for attendees to give their views on the information presented. After the first event, attendees were encouraged to provide feedback via a number of methods including paper feedback forms, through an online Survey Monkey Link or in person at the consultation event. Feedback could be returned to BCC by post, in person at a drop-in event or via email. Feedback from the second event in July 2018 could be provided through a simple feedback form including a comment box, where issues and concerns could be raised.

6.6 Priority stakeholders and stakeholder groups were directly engaged with and included local authorities, parish councils, political stakeholders and other business groups. Priority stakeholders and stakeholder groups included:

- Local County Councillors
- Aylesbury Vale District Council
- Stoke Mandeville Parish Council
- Aylesbury Town Council
- Aston Clinton Parish Council
- Weston Turville Parish Council

- Transport for Buckinghamshire
 - Network Rail
 - High Speed Two Ltd
- 6.7 A project website for the Proposed Scheme was also set up (www.buckscc.gov.uk/sealr) The website provides information around the description and purpose of the scheme, a video simulation of the project indicating what it might look like upon completion and, information about consultation including the drop-in sessions and the ways in which feedback could be provided. Following the second consultation event, a list of the most frequently asked questions was compiled and was added as a feature on the BCC website two weeks after the event.
- 6.8 The project team also created a mailing list with the permission of registered attendees from the event in November 2017 and several project update emails have been issued following the creation of the mailing list.

Feedback relating to equalities

- 6.9 Stakeholders and members of the public were invited to provide their views and feedback on the Proposed Scheme. The responses have been recorded within the Statement of Community Involvement and have been reviewed for the purpose of this EqIA.
- 6.10 The following comments have been identified as relating to equality issues and mainly relate to the impact of the Proposed Scheme on nearby residential properties and impacts on walkers and cyclists:
- A number of comments were raised regarding the proximity of the Proposed Scheme on existing residential properties on the Stoke Grange Estate.
 - Concerns were also raised around the intrusion of the Proposed Scheme on the public open space that is adjacent to the Stoke Grange Estate.
 - Residents on the Estate raised further concerns about children playing in close proximity to a dual carriageway.
 - A number of comments received through the consultation mentioned provision of walkers and cyclists including questions around the provision of appropriate crossings.
- 6.11 Other feedback included comments relating to the need for improvements along Wendover Road and Eastcote Road due to safety concerns for pedestrians trying to cross the road. As this location is away from the immediate scheme location, the issue has been considered as part of the Transport Assessment.
- 6.12 Additionally, comments were also raised around the potential noise impacts of the Proposed Scheme by local residents including concerns around the visual appearance, location and effectiveness of noise reduction barriers. Since comments were received from the consultation events, the noise assessment has been carried out and will inform the positioning of noise barriers. A range of materials for the barriers are being considered with regard being paid to their effectiveness and visual impact.

7. Appraisal of equality impacts

Introduction

- 7.1 This appraisal considers the potential impacts on affected people sharing protected characteristics arising from the Proposed Scheme. This includes potential impacts identified through the policy and baseline review as well as impacts and mitigation measures as identified within the following documents:
- Environmental Statement – Environmental Impact Assessments including Noise and Vibration, Air Quality, People and Communities, Landscape and Visual chapters;
 - Transport Assessment – information with regards to drivers, pedestrians, cyclists and public transport users; and
 - The Outline Environmental Management Plan (EMP) – mitigation measures associated with construction impacts.
- 7.2 It also considers feedback and issues raised through consultation and engagement with stakeholders and the public with regards to the proposed development as documented in the Statement of Community Involvement (SCI).
- 7.3 The appraisal examines both the disproportionate and differential effects of the identified impacts on groups with protected characteristics and the proposed mitigation measures that may eliminate or mitigate any adverse equality impacts. In addition, recommendations are made as to further reduce adverse equality effects as well as to enhance beneficial impacts and equality of opportunity.

Potential equality effects of the Proposed Scheme - Construction Phase

Compulsory Purchase Order (CPO)

Compulsory acquisition of agricultural land

- 7.4 There is expected to be some land take as a result of the Proposed Scheme, although no residential or commercial properties will be demolished. Land take is associated with agricultural land with four main landowners expected to be affected by the Proposed Scheme. The majority of the land is currently in control of investment companies and managed on various short-term and insecure arrangements with local farmers.
- 7.5 The CPO of land may potentially affect leaseholders with protected characteristics that influence their ability to move out of an area. These include ethnic minority groups, people with disabilities, older people and families who may have formed formal and informal social and community ties and support. There should be continued engagement with leaseholders to ensure that they are provided with the most appropriate compensation and support relating to any specific needs due to their protected characteristics.
- 7.6 Through effective communication with landowners and leaseholders, offering appropriate levels of compensation and minimising impacts of severance and disruption from construction, then BCC would be paying due regard to the PSED.

Environmental

Construction works noise and vibration impacts

- 7.7 Construction works related noise and vibration impacts are likely to occur during the day and out of hours (evenings, weekends and night time). There are likely to be increased noise levels for residential properties in close proximity to the Proposed Scheme. Affected residential properties include those on the south side of Patrick Ways and Charles Close; 29 Jane Close (including other residents on the same and parallel streets, such as Edward Close); residents on Dalesford Road and Edward Close, which are close to the proposed bridge over the railway line; and residents west of the Proposed Scheme, close to the junction on Lower Road.
- 7.8 The noise effects resulting from construction works may have a differential impact on children and older residents living near the Proposed Scheme. Research has shown that children are more vulnerable to the effects of increased noise than the population overall and exposure at home may result in more adverse impacts than exposure at school. Children spend more time at home than at school and night time exposure can be associated with sleep disturbance, with regard to both quality and quantity. Sleep disturbance and sleep problems may affect behavior in children. Research has also shown that older people may also be more vulnerable to noise exposure due to spending more time at home than the population overall¹⁹.
- 7.9 A further detailed assessment and preparation of a construction noise assessment and control scheme (including agreed noise limits) should be completed, so as not to exceed the relevant noise limit (which will be agreed with the Aylesbury Vale District Council (AVDC) Environmental Health Officer). Mitigation requirements, e.g. localised solid site hoarding, will be implemented through the final CEMP and enforced by a planning condition as necessary.
- 7.10 A planning condition to undertake a further detailed assessment and prepare a construction noise assessment and control scheme will be put in place. If considered appropriate, Section 61 prior consent will be used.
- 7.11 A planning condition to agree potentially significant noise or vibration emitting activities with AVDC will also be put in place.

Increase in pollutants for residential properties during construction

- 7.12 The air quality assessment shows that there will be an increase in NO₂ concentrations at residential properties along Stoke Road and Tring Road during construction. Evidence shows that children are particularly vulnerable to poor air quality compared to the population overall²⁰ and older people and people with respiratory diseases are also more likely to be affected by changes in air quality.
- 7.13 Mitigation to reduce air quality impacts during construction are outlined within Chapter 5 of the Environmental Statement. A planning condition will ensure that that a Construction Environmental Management Plan (CEMP) will be developed. The CEMP should ensure that best practices will be applied and in effect reduce the likelihood of increased air pollution.

Accessibility

Diversions for pedestrians and cyclists using Public Rights of Way

- 7.14 Construction of the Proposed Scheme will require temporary diversions to NMU facilities on Wendover Road (including Amberway Cycle Route) and Lower road, resulting in moderate adverse effects, which are significant. Temporary diversions will also be required to PRoW

¹⁹ Hjortebjerg D et al (2015) Exposure to Road Traffic Noise and Behavioral Problems in 7-Year-Old Children: A Cohort Study in Environ Health Perspect. Feb 2016

²⁰ Department for Transport TAG unit A4.2 Distributional Impact Appraisal January 2014

SMA/3/1. Additionally, PRow SMA1/2 SMA2/2 and SMA/2/3 are likely to experience impacts on the amenity of the routes.

- 7.15 Temporary diversions could result in differential effects on those groups with mobility issues or for those who are more vulnerable to road safety issues including children, older people, people with disabilities and parents or carers with pushchairs.
- 7.16 A planning condition will ensure that a Construction Environmental Management Plan (CEMP) will be developed including a Construction Traffic Management Plan (CTMP) to ensure that the appropriate diversions are implemented. Temporary and permanent diversions should be well positioned to ensure a similar level of access for users. Access will be managed and routes maintained for people with disabilities using motorised scooter or electronic wheelchairs. Consultation with the Local Access Forum regarding the routing of diversions and relevant signposting should be undertaken at the appropriate point in the project. This would help to maintain current levels of accessibility and any associated health and wellbeing benefits of active travel. The contractor should provide advanced notice of diversion routes and works and potentially invite local Community groups to regular meetings.

Disruption to local bus routes during construction

- 7.17 The presence of construction works has the potential to cause some short-term disruption to local bus routes which use Lower Road and Wendover Road. It is considered that this disruption will be limited to the relocation of a bus stop for public transport users wishing to travel into Aylesbury from Wendover Road. There is also a potential for there to be minor delays to bus journeys due to construction traffic turning into and out of site access points.
- 7.18 The relocation of the bus stop will have a potentially adverse impact on people with mobility issues including people with disabilities, older people, pregnant women and parents or carers with pushchairs.
- 7.19 A planning condition will ensure that a CEMP will be developed including the development of a Construction Traffic Management Plan (CTMP) through liaison with BCC as the highway authority. It also recommended that seating facilities at the new bus stop location are provided so that it is a like for like re-provision and ensures the comfort for passengers with limited mobility.
- 7.20 Clear information regarding the location of the new bus stop including safe crossing points from nearby residential areas should be provided to the local community. Additionally, the local community should also be made aware of any potential disruptions to journey times so that they are able to plan their journeys appropriately during the construction period. A Communication Strategy should be put in place so that information can be effectively shared with the local community.

Safety and accessibility issues during construction

- 7.21 Construction of the Proposed Scheme may result in safety, security and accessibility issues for residents, particularly those living on Lower Road and Wendover Road. Safety and accessibility issues are more prevalent amongst those for who mobility is an issue including older people, disabled people and pregnant women. Children may also be potentially subject to safety issues with regards to construction sites and vehicles.
- 7.22 Groups who are more vulnerable to poor security include women, young people, older people, disabled people, ethnic minority groups, transgender and people from the LGTBQ community.
- 7.23 A planning condition will ensure that a Construction Environmental Management Plan (CEMP) will be developed including a Construction Traffic Management Plan (CTMP) to ensure the safety, security and accessibility of residents. Additionally, a safety campaign should be implemented at Stoke Mandeville Combined School, Booker Park School and other local schools as part of the CEMP. This should warn students about the dangers of construction sites and of the new road.

This could form part of a wider school engagement exercise, supporting the schools with careers talks and other educational activities highlighting the benefits of the scheme and careers in the construction and engineering industries.

- 7.24 It is also recommended that key walking routes and crossing points in the area should be maintained or appropriately diverted where possible. The appropriate security should also be provided where natural surveillance is limited.

Employment

Employment opportunities during the construction of the scheme

- 7.25 Construction of the Proposed Scheme will provide direct employment opportunities which can be shared by groups with protected characteristics. It is estimated that the Proposed Scheme will provide direct employment around 70 employees on-site including both office staff and construction staff.
- 7.26 The area has a marginally higher unemployment rate compared to the local authority especially for younger people (those aged 16-24) and people from BAME groups (further statistics on unemployment rates can be found within Section 5.3.6). New construction related jobs can provide those living in the local area with increased job opportunities. This includes young people, people from BAME groups and people with disabilities who are more likely to face barriers to employment opportunities.
- 7.27 A local employment and procurement policy should be produced to include a requirement for contractors to adhere to national or local schemes to promote employment amongst under-represented equality groups e.g. Disability Confident Employer. People currently living and working in the area should be given priority over construction jobs and training through a Skills, Employment and Education Plan or Policy. This could link with existing initiatives such as Wannabe Bucks (<https://wannabebucks.org/>) which advertises jobs, apprenticeships, work experience placements to young people across Buckinghamshire.
- 7.28 The contractor will aim to employ local personnel where possible for construction related jobs and also seek to procure sub-contractors (for example, cleaners for compounds) from the local area as well.

People and Communities

Effective consultation and community engagement

- 7.29 Effective consultation and engagement with affected stakeholders and the local community is important for community cohesion, as well as ensuring that important cultural and social links within the area are not lost and that all groups with protected characteristics, including 'hard to reach' groups (young people and BAME groups), can benefit from the proposed scheme. A clear and on-going engagement strategy should be developed for this purpose. Diversity monitoring should be taken where appropriate for all future engagement activities with relevant stakeholders.

Intrusion of the Proposed Scheme on open space

- 7.30 Construction of the Proposed Scheme will result the loss of an area of open space within the Stoke Grange Estate. This area of open space lies within the red line boundary of the Proposed Scheme. The loss of this space may have differential impacts on children and young people who use the space for its recreation value. It is considered that appropriate replacement of the open space will be provided, either within the red line boundary or close to its current location. It should be ensured that the re-provision of open space is a like for like replacement so that the space can be used for the same activities and has the same level of accessibility.

Diversity monitoring to understand effects on equality protected groups

- 7.31 Monitoring of equality and impacts should be included as part of the Proposed Scheme's Monitoring and Evaluation Plan to track and update impacts throughout the design, development and construction of the proposed development. The monitoring plan will also seek to review how the proposed benefits of the proposed development will be realised by groups with protected characteristics once operational.

Operational Phase

Environmental

Increased noise levels on residential properties

- 7.32 During the operational phase of the Proposed Scheme there is likely to be increased noise levels on residential properties including those located over 1km away from the Proposed Scheme. Outcomes of the noise assessment suggest that there will be an adverse impact on residential properties due to increased traffic levels.
- 7.33 As mentioned in paragraph 7.10 above, research shows that children are more vulnerable to the effects of increased noise than the population overall and exposure at home may result in more adverse impacts than exposure at school. Children spend more time at home than at school and night-time exposure can be associated with sleep disturbance, with regard to both quality and quantity. In children sleep disturbance and sleep problems may affect behaviour. Research has also shown that older people may also be more vulnerable to noise exposure due to spending more time at home than the population overall. The noise effects resulting from the operation of the Proposed Scheme may have a differential impact on children and older residents living on roads affected by the Proposed Scheme.
- 7.34 Some properties may qualify for insulation under the Noise Insulation Regulations, although the indication from current noise modelling suggests that absolute traffic noise levels may be too low to meet the qualifying criteria.

Decrease in pollutants within the Stoke Road AQMA

- 7.35 The air quality assessment suggests that there will be a medium decrease in NO₂ concentrations at residential properties within the Stoke Road AQMA resulting in a significant beneficial effect. This may potentially be beneficial for children who are particularly vulnerable to poor air quality as well as older people and people with respiratory diseases who are also more likely to be affected by changes in air quality.

Accessibility

New crossing points for pedestrians and cyclists

- 7.36 During the operational phase, new junctions in the form of roundabouts will be in operation on both Wendover Road and Lower Road. Negotiation of new junctions and associated crossing facilities may have a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues including children, older people, people with disabilities and parents or carers with push chairs. A signal-controlled Toucan crossing will be put in place on several of the approaches to the roundabouts to enhance facilities for pedestrians and cyclists which should help provide safe crossing for vulnerable users.

Permanent diversion of Public Rights of Way

- 7.37 The PRow SMA/3/1 will require a permanent diversion during the operational phase of the Proposed Scheme. The proposed diversion will now require pedestrians and cyclists to cross a

dual carriageway via a signal-controlled crossing. The permanent diversion of the PRow could have differential effects on those groups with mobility issues or for those who are more vulnerable to road safety issues, this includes children, older people, people with disabilities and parents or carers with pushchairs. The CEMP and CTMP will provide plans for managing access and maintaining routes for people with disabilities using motorised scooter or electronic wheelchairs. As a part of the planning application consultation, contact should be made with the local access to confirm the diversion routes, signposting, etc. In addition, implementation of appropriate crossings should be undertaken at the appropriate point in the project.

Increased opportunity for travel

- 7.38 During the operational phase, the Proposed Scheme will provide a 3m wide shared footway/cycle routes on the northern side of the new road. In addition, crossing points where necessary will be provided to ensure the safety of pedestrians and cyclists using footways/cycleways will intersect with the Proposed Scheme's route.
- 7.39 As a result, the proposal will encourage walking and cycling through the provision of additional walking routes and the implementation of safety measures. This will provide an increased opportunity for active travel and associated benefits for physical health that can be shared by groups with protected characteristics including children, young people and older people.
- 7.40 It should be ensured that there is appropriate provision for cyclists included within the Proposed Scheme. Additionally, consultation with cycling groups should be undertaken at the appropriate point in the project to ensure that the appropriate crossings and routes are implemented.

Summary of potential impacts

- 7.41 Table 7-1 provides a summary of direct and indirect effects of the Proposed Scheme. This describes each potential impact alongside the potentially affected groups with protected characteristics. Details of embedded mitigation are provided where confirmed and individual further recommendations are given for consideration where appropriate.
- 7.42 It is envisaged that as more development details and mitigation measures are developed for the CEMP then this table will be updated, and the assessment of effects and recommendations reviewed to reflect this update.

Table 7-1 Summary of equality impacts

Impact	Potentially Affected Protected Characteristic Groups											Overview of potential effects	Planned and further recommended mitigation	
	Age			Sex	Ethnicity- BAME groups	Religion	Disability	Transgender	Sexual Orientation	Pregnancy/ Maternity	Marriage/ Civil Partnership			
	Children	Young People	Older People											
Construction Phase														
Direct Effects	Land take through a Compulsory Purchase Order	X	-	X	-	X	-	X	-	-	-	-	<p>There is expected to be some land take as a result of the Proposed Scheme. No residential or commercial properties will be demolished. Land take is associated with agricultural land with four main landowners being expected to be affected by the Proposed Scheme. The majority of the land is currently in control of investment companies and managed on various short term and insecure arrangements with local farmers.</p> <p>The CPO of land may potentially affect leaseholders with protected characteristics that influence their ability to move out of the area. These include ethnic minority groups, people with disabilities, older people and families who may have formed formal and informal social and community ties and support.</p>	<p>Recommended mitigation:</p> <p>Continued engagement with leaseholders to ensure that they are provided with the most appropriate compensation and support.</p>
Environmental	<p>Construction works noise and vibration impacts both during the day and out of hours (evenings, weekends and night time) on nearby residential properties.</p> <p>Affected residential properties include those on the south side of Patrick Ways and Charles Close; 29 Jane Close (including other residents on the same and parallel streets, such as Edward Close); residents on Dalesford Road and Edward Close, which are close to the proposed bridge over the railway line; and residents west of the Proposed Scheme, close to the junction on Lower Road.</p>	X	-	X	-	-	-	-	-	-	-	-	<p>The scheme will result in increased noise levels for residential properties in close proximity to the Proposed scheme due to construction noise and vibration.</p> <p>Research shows that children are more vulnerable to the effects of increased noise than the population overall and exposure at home may result in more adverse impacts than exposure at school. Children spend more time at home than at school and night-time exposure can be associated with sleep disturbance, with regard to both quality and quantity. In children sleep disturbance and sleep problems may affect behaviour.</p> <p>Research has also shown that older people may also be more vulnerable to noise exposure due to spending more time at home than the population overall.</p> <p>The noise effects resulting from construction works may have a differential impact on children and older residents living near the proposed scheme.</p>	<p>Planned mitigation measures:</p> <p>Further detailed assessment and preparation of a construction noise assessment and control scheme (including agreed noise limits) once a Principal Contractor is appointed, so as not to exceed the SOAEL1 or the relevant noise limit (which will be agreed with the Aylesbury Vale District Council (AVDC) Environmental Health Officer). Mitigation requirements, e.g. localised solid site hoarding, will be implemented through the final CEMP and enforced by planning condition as necessary.</p> <p>A planning condition to undertake a further detailed assessment and prepare a construction noise assessment and control scheme will be put in place. If considered appropriate, Section 61 prior consent will be used.</p> <p>A planning condition to agree potentially significant noise or vibration emitting activities with AVDC will be put in place.</p>

Impact		Potentially Affected Protected Characteristic Groups											Overview of potential effects	Planned and further recommended mitigation	
		Age			Sex	Ethnicity- BAME groups	Religion	Disability	Transgender	Sexual Orientation	Pregnancy/ Maternity	Marriage/ Civil Partnership			
		Children	Young People	Older People											
Air Quality	Effects of construction traffic on NO2 concentrations at residential properties on Stoke Road and Tring Road.	X	-	X	-	-	-	-	-	-	-	-	-	<p>The air quality assessment shows an increase in pollutant concentrations along Stoke Road and Tring Road.</p> <p>Evidence shows that children are particularly vulnerable to poor air quality compared to the population overall and older people and people with respiratory diseases are also more likely to be affected by changes in air quality.</p>	<p>Planned mitigation measures:</p> <p>Mitigation measures to reduce air quality impacts are outlined in Chapter 5 of the Environmental Statement.</p> <p>A planning condition will ensure that a Construction Environmental Management Plan (CEMP) will be developed. The CEMP should ensure that best practices will be applied and in effect reduce the likelihood of increased air pollution.</p>
	Accessability	Diversions for pedestrians and cyclists users using Amberway Cycle Route, Wendover Road and Lower Road during construction.	X	-	X	-	-	-	X	-	-	X	-	<p>During the construction phase, temporary diversions will be required to the pedestrian and cyclist facilities on Wendover Road, Lower Road, resulting in moderate adverse effects, which are considered significant. This could have a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues including children, older people, people with disabilities and parents or carers with pushchairs.</p>	<p>Planned mitigation measures:</p> <p>A planning condition will ensure that a Construction Environmental Management Plan (CEMP) will be developed including a Construction Traffic Management Plan (CTMP).</p> <p>Further recommended mitigation:</p> <p>Consultation with the local access forum to confirm the diversion routes and signposting should be undertaken at the appropriate point in the project.</p>
PROWs		Diversions for pedestrians and cyclists using PProWs during construction.	X	-	X	-	-	-	X	-	-	X	-	<p>Temporary diversions will also be required to PProW SMA/3/1. PProW SMA1/2 SMA2/2 and SMA2/3 are likely to experience impacts on the amenity of the routes. This could have a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues including children, older people, people with disabilities and parents or carers with pushchairs.</p>	<p>Planned mitigation measures:</p> <p>A planning condition will ensure that a Construction Environmental Management Plan (CEMP) will be developed including a Construction Traffic Management Plan (CTMP).</p> <p>Further recommended mitigation:</p> <p>Consultation with the local access forum to confirm the diversion routes and signposting should be undertaken at the appropriate point in the project. Contractor to provide advanced notice of diversion routes and works and potentially invite local Community groups to regular meetings.</p>

Impact		Potentially Affected Protected Characteristic Groups											Overview of potential effects	Planned and further recommended mitigation
		Age			Sex	Ethnicity- BAME groups	Religion	Disability	Transgender	Sexual Orientation	Pregnancy/ Maternity	Marriage/ Civil Partnership		
		Children	Young People	Older People										
Public Transport	Short term disruption to local bus routes affecting public transport users during construction including the relocation of a bus stop.	-	-	X	-	-	-	X	-	-	X	-	<p>The presence of construction works may cause some short-term disruption to local bus routes which use Lower Road and Wendover Road. However, this disruption would be limited to the need to relocate the bus stop for public transport users wishing to travel into Aylesbury from Wendover Road and minor delays to buses when construction traffic is turning into and out of the Site access points.</p> <p>The relocation of the bus stop will have a potentially adverse impact on people with mobility issues including people with disabilities, older people, pregnant women and parents or carers with pushchairs.</p>	<p>Planned mitigation measures:</p> <p>A planning condition will ensure that a Construction Environmental Management Plan (CEMP) will be developed including a Construction Traffic Management Plan (CTMP).</p> <p>Further recommended mitigation:</p> <p>Provide seating facilities at the new bus stop location to provide like for like re-provision and to ensure comfort for passengers with limited mobility.</p> <p>Provide clear information to the local community with regards to the location of the new bus stop including safe crossing points from the nearby residential area.</p>
Safety	Safety and accessibility issues during construction	X	X	X	X	-	-	X	X	X	X	-	<p>The construction of the proposed scheme may result in safety, security and accessibility for local residents, particularly those living on Lower Road and Wendover Road.</p> <p>Safety and accessibility issues are more prevalent amongst those for who mobility is an issue including older people, disabled people, pregnant women.</p> <p>Children may be potentially subject to safety issues with regards to construction sites and vehicles</p> <p>Groups who are more vulnerable to poor security including women, young people, older people, disabled people, ethnic minority groups, transgender and people from the LGBTQ community.</p>	<p>Planned mitigation measures:</p> <p>A planning condition will ensure that a Construction Environmental Management Plan (CEMP) will be developed including a Construction Traffic Management Plan (CTMP).</p> <p>Further recommended mitigation:</p> <p>Key walking routes and crossing points in the area should be maintained or appropriately diverted where possible and appropriate security provided where natural surveillance has been limited.</p> <p>Safety campaign should be implemented at Stoke Mandeville Combined School, Booker Park School and other local relevant schools as part of the CEMP. This should warn of dangers of construction sites and road as part of a wider school engagement activity.</p>

Impact	Potentially Affected Protected Characteristic Groups												Overview of potential effects	Planned and further recommended mitigation
	Age			Sex	Ethnicity- BAME groups	Religion	Disability	Transgender	Sexual Orientation	Pregnancy/ Maternity	Marriage/ Civil Partnership			
	Children	Young People	Older People											
<p>Employment</p> <p>Creation of new construction-related and other employment opportunities</p>	-	✓	-	-	✓	-	✓	-	-	-	-	<p>The area has a marginally higher unemployment rate compared to the local authority. Data from the 2011 Census²¹ suggests that 10.8% of 16 to 24-year-olds are unemployed in the wider area surrounding the Proposed Scheme, which is slightly higher than the average of the Aylesbury Vale district (9.4%). 2011 Census data also suggests that there is a higher rate of unemployment in BAME groups in the wider area of the Scheme compared to the Aylesbury Vale District. Specifically, 9.3% of those from mixed/multiple ethnic groups in the wider area surrounding the Scheme are unemployed compared to 7.8% in the Aylesbury Vale District. Similar trends are seen for other ethnic groups (includes those who identify as Arabic) and Black/ African/ Caribbean/ Black British ethnic groups</p> <p>New construction related and other associated jobs can provide those living in the local area with increased job opportunities. This includes young people, people from BAME groups and people with disabilities who are more likely to face barriers to employment opportunities.</p>	<p>Planned mitigation: Local people will be employed for construction and other related roles as suitable. In addition, locally sourced subcontractors (i.e. cleaners for compounds) will be used.</p> <p>Further recommended mitigation: A local employment and procurement policy should be produced to include a requirement for contractors to adhere to national or local schemes to promote employment amongst under-represented equality groups, e.g. Disability Confident Employer.</p> <p>People currently living and working in the area should be given priority over jobs such as in construction or compound cleaning and training through a Skills, Employment and Education Plan or Policy. This could link with existing initiatives such as Wannabe Bucks (https://wannabebucks.org/ which advertises jobs, apprenticeships, work experience placements to young people across Buckinghamshire</p>	
<p>People and Communities</p> <p>Effective consultation and community engagement with affected groups to contribute to sharing benefits of the Proposed Scheme</p>	-	✓	-	-	✓	-	-	-	-	-	-	<p>All groups including those with protected characteristics who are traditionally 'hard to reach' in terms of engagement. This can include young people and BAME groups</p>	<p>Planned mitigation: Consultation to date has been comprehensive and well documented.</p> <p>Further local community engagement is proposed through local group meetings such as a resident committee.</p> <p>Further recommended mitigation: Develop engagement strategy for continued engagement with groups affected by the Proposed Scheme.</p> <p>Diversity monitoring should be taken where appropriate for all future engagement activities with relevant stakeholders.</p>	

²¹ ONS Census 2011 data set DC6201EW - Economic activity by ethnic group by sex by age

Impact		Potentially Affected Protected Characteristic Groups											Overview of potential effects	Planned and further recommended mitigation	
		Age			Sex	Ethnicity- BAME groups	Religion	Disability	Transgender	Sexual Orientation	Pregnancy/ Maternity	Marriage/ Civil Partnership			
		Children	Young People	Older People											
	Loss of public open space to the south of the Stoke Grange estate.	X	X	-	-	-	-	-	-	-	-	-	-	An area of open space lies within the red line boundary of the Proposed Scheme. Loss of the open space may have differential impacts on children and young people who use the space for its recreational value.	<p>Planned mitigation:</p> <p>Appropriate replacement open space will be provided within the red line boundary or close to the existing area of open space.</p> <p>Further recommended mitigation:</p> <p>Ensure that the replacement land is a like for like replacement so that the space can be used for the same activities and has the same level of accessibility.</p>
	Diversity monitoring to understand effects on equality protected groups	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Monitoring of equality and impacts should be included as part of the Proposed Scheme's Monitoring and Evaluation Plan to track and update impacts throughout the design, development and construction of the proposed development.	<p>Recommended mitigation:</p> <p>Diversity monitoring should be taken for all engagement activities with businesses, employees, residents and visitors</p>
Operational Phase															
Environmental	Noise	Increased noise levels on residential properties including those over 1km away from the Proposed Scheme.	X	-	X	-	-	-	-	-	-	-	-	<p>Outcomes from the noise assessment suggest that there will be an adverse impact due to increased traffic levels on residential properties, including those over 1km away, during operation.</p> <p>Research shows that children are more vulnerable to the effects of increased noise than the population overall and exposure at home may result in more adverse impacts than exposure at school. Children spend more time at home than at school and night-time exposure can be associated with sleep disturbance, with regard to both quality and quantity. In children sleep disturbance and sleep problems may affect behaviour.</p> <p>Research has also shown that older people may also be more vulnerable to noise exposure due to spending more time at home than the population overall.</p> <p>The noise effects resulting from the operation of the Proposed Scheme may have a differential impact on children and older residents living on roads affected by the Proposed Scheme.</p>	<p>Planned mitigation:</p> <p>Some properties may qualify for insulation under the Noise Insulation Regulations, although the indication from current noise modelling suggests that absolute traffic noise levels may be too low to meet the qualifying criteria.</p>

Impact		Potentially Affected Protected Characteristic Groups											Overview of potential effects	Planned and further recommended mitigation	
		Age			Sex	Ethnicity- BAME groups	Religion	Disability	Transgender	Sexual Orientation	Pregnancy/ Maternity	Marriage/ Civil Partnership			
		Children	Young People	Older People											
Air Quality	Effects of operational traffic on NO2 concentrations on sensitive receptors within the Stoke Road AQMA.	✓	-	✓	-	-	-	-	-	-	-	-	-	The air quality assessment suggests that there will be a medium decrease in NO2 concentrations at residential properties within the Stoke Rd AQMA resulting in a significant beneficial effect. This may potentially be beneficial for children who are particularly vulnerable to poor air quality as well as older people and people with respiratory diseases are also more likely to be affected by changes in air quality.	No further mitigation required.
Accessibility	New junctions for Non-Motorised Users using Amberway Cycle Route, Wendover Road and Lower Road	X	-	X	-	-	-	X	-	-	X	-	During the operational phase, new junctions in the form of roundabouts will be in operation on both Wendover Road and Lower Road. Negotiation of a new junction and associated crossing may have a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues including children, older people, people with disabilities and parents or carers with pushchairs.	Planned mitigation: The CEMP and CTMP will provide plans for managing access and maintaining routes for people with disabilities using motorised scooter or electronic wheelchairs. Signal controlled Toucan crossings will be put in place on several of the approaches to the roundabouts to enhance facilities for pedestrians and cyclists.	
	Permanent diversion of footpath SMA/3/1	X	-	X	-	-	-	X	-	-	X	-	PRoW SMA/3/1 will be permanently diverted during the operational phase and the new route will require non-motorised users to cross a dual carriageway via a signal-controlled crossing. Diversion of the PRoW could have a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues and including children, older people, people with disabilities and parents or carers with pushchairs.	Planned mitigation: The CEMP and CTMP will provide plans for managing access and maintaining routes for people with disabilities using motorised scooter or electronic wheelchairs. Further mitigation measures: Consultation with local access forum at the appropriate point in the project should be undertaken.	
	PROWs	Increased opportunity for active travel	✓	✓	✓	-	-	-	-	-	-	-	-	A 3m wide shared cycle/footway on the northern side of the new road will be delivered as a part of the Proposed Scheme. The proposal will encourage walking and cycling through the provision of additional walking routes and the implementation of safety measures. This will provide an increased opportunity for active travel and associated benefits for physical health that can be shared by groups with protected characteristics including children, young people and older people.	Recommended mitigation measures: Continue to ensure that appropriate provision for cyclists is included within the Proposed Scheme. Consultation with cycling groups to ensure appropriate crossings and routes are out in place.

8. Recommendations and conclusions

Recommendations

8.1 The following provisional high level recommendations are set out to strengthen, secure or enhance positive equality impacts and to mitigate for potential negative equality impacts associated with the Proposed Scheme:

- The CEMP as well as the CTMP for the Proposed Scheme should take into account the various needs of those with protected characteristics including language requirements for information purposes, accessibility issues in the vicinity of construction sites and communications with local schools as part of a wider school engagement exercise, warning of the dangers of construction sites.
- Construction of the Proposed Scheme will require the CPO of land from four different land owners. It is recommended that there is continued engagement with leaseholders to ensure that they are provided with the most appropriate compensation and support. This includes making necessary reasonable adjustments if required as part of the engagement process but also to consider any appropriate mitigation of equality effects as a result of the loss of land.
- Construction of the Proposed Scheme will also require an area of open space at the Stoke Grange Estate. Any re-provision of open space should be a like for like replacement to ensure that the open space can be used for the same activities and has the same level of access. Engagement with the local residents regarding the replacement open space should be undertaken.
- During the operational phase a number of residential properties, including those located over 1km away from the Proposed Scheme will be affected by traffic noise. Whilst some properties may qualify for insulation under the Noise Insulation Regulations others may not. Further research should identify any households where additional mitigation may be required.
- Following a planning decision, BCC should develop a renewed strategy for on-going and wide-ranging stakeholder engagement prior to and during the construction stage. Local community engagement should seek to be inclusive and accessible and consider any specific needs associated with groups with protected characteristics in the area so that they are able to fully participate. Clear diversity monitoring of engagement events and activities should be undertaken to ensure equal representation.
- Jobseekers in the area should be able to share in direct and indirect newly created employment opportunities and be supported to ensure that they are aware of job opportunities in the area. A local employment and procurement policy should ensure that recruitment involving contractors during the construction stage and businesses at the operation stage is inclusive and that opportunities are available to all groups with protected characteristics. This should include a requirement for contractors to adhere to national or local schemes to promote employment amongst under-represented equality groups, e.g. Wannabe Bucks.
- Information with regards to the relocation of bus stops and any potential changes to bus services during construction and operation should be communicated through different channels including at existing bus stops. Facilities at the bus stops should be replaced on a at least a like-for-like basis including seating and raised kerbs where appropriate.
- The Proposed Scheme will provide improved safety, access and journey time savings which can be also be experienced by groups with protected characteristics. However, diversions of PRoWs and other walking and cycling facilities should be provided appropriately in order to avoid impacts on pedestrians, cyclists and those with mobility issues including older people, people with disabilities, pregnant women and those with young children and/or pushchairs.

- Monitoring of equality impacts should be included as part of the Proposed Scheme's Monitoring and Evaluation Plan. This should use Table 7-1 of this report as a basis on which to track and update impacts throughout the continued design, development and construction of the proposed development.
- 8.2 The Monitoring and Evaluation Plan should also seek to review how the proposed benefits of the scheme will be realised by groups with protected characteristics once operational. It is recommended that a member of the project team is given responsibility for tracking and updating the equalities and human rights actions within the monitoring plan.

Conclusions

- 8.3 The SEALR scheme is likely to provide a range of benefits that can be shared by groups with protected characteristics. These include:
- Construction of the Proposed Scheme will provide direct employment opportunities which can be shared by groups with protected characteristics. A local procurement commitment and Employment and Skills Plan will help to provide opportunities for local people.
 - Improved safety, accessibility and journey time savings for drivers.
 - A decrease in pollutants for residential properties within the Stoke Road AQMA will result in health and well-being benefits for residents, particularly children and older people who are more vulnerable to noise impacts.
 - The Proposed Scheme will include a new cycle/ along the new link road along with the associated crossing and will provide a safer and more seamless route for people to cycle in the area including those with protected characteristics including young people and other protected characteristic groups.
- 8.4 The EqIA has also identified a number of impacts of the Proposed Scheme where groups with protected characteristics may experience adverse disproportionate or differential effects. These include:
- During the operational stage there is potential for there to be increases in noise levels at a number of residential properties and may result in differential impacts on vulnerable groups including children and older residents living on roads affected by the Proposed Scheme.
 - Permanent diversion of the SMA/3/1 may have implications for people with mobility issues including older people and people with disabilities and people with pushchairs and or young children. Measures will be incorporated in into the CEMP and CTMP to manage access and maintain routes.
- 8.5 Furthermore, although the proposed scheme does not include the demolition of any residential properties it is expected that the exercise of CPO powers is required for parcels of agricultural land. It is important that in by doing so the Council do all within their means to adhere to the PSED and Human Rights Act 1998. This includes making reasonable adjustments if required in terms of engagement with leaseholders and ensuring appropriate compensation and support package for leaseholders should the CPO show any specific negative equality issues.
- 8.6 Effective consultation and engagement with affected stakeholders and the local community (possibly through a resident's committee) is important for community cohesion and to ensure that all groups with protected characteristics can benefit from the Propose Scheme. A clear and on-going engagement strategy should be developed for this purpose. A Community Relations Manager could also be appointed to lead engagement with affected communities and to be a point of contact, for any resident's queries or complaints.
- 8.7 In conclusion, it is considered that developing a set of clear mitigation measures and following the recommendations outlined above should provide benefits for those groups with protected characteristics and help to minimise any adverse impacts of the Proposed Scheme. Monitoring of equality effects should also be undertaken on a regular basis to capture the realisation of

benefits and the implementation of mitigation measures. This will demonstrate BCC's due regard to the PSED in the continued design and delivery of the Proposed Scheme.

Appendix A Buckinghamshire County Council EqlA form

Equality Impact Assessment

Part 1: Project details

Project title	South East Aylesbury Link Road
Is this a new or existing project?	Existing
Responsible officer	Thomas Fitzpatrick
Job title	Team Leader (HS2 Projects)
Contact phone number	01296387105/ 07885269123
Email	tfitzpatrick@buckscc.gov.uk
Team	Highways Infrastructure Projects
Service	Regeneration and Infrastructure
Business Unit	Transport Economy and Environment
Date started	January 2017
Date completed	TBC

Part 2: Purpose and Objectives

2.1	What is the purpose of the project or change?	The need for the South East Aylesbury Link Road has arisen through the development of High Speed Two (HS2). The HS2 alignment routes to the south west of Aylesbury and severs the A4010 Risborough Road south of Stoke Mandeville. As a form of mitigation, HS2 proposals call for the delivery of the Stoke Mandeville Relief Road. Traffic modelling carried out for this scheme suggests that the Relief Road will result in congestion at the Stoke Road Gyratory within Aylesbury town centre causing increased traffic delays and queueing. The South East Aylesbury Link Road is required to relieve congestion
2.2	What are the key objectives of the project or change?	The scheme has a number of objectives, some of which include: <ul style="list-style-type: none"> • Maintenance of current levels of network performance at the Stoke Gyratory and A413, A4010 and B4443; • Enabling the unlocking of development opportunities and creating an environment for the growth of existing businesses in Aylesbury; • Securing food local connectivity for all road users making trips to, from, within and around Aylesbury; and • Increasing the provision of walking and cycling infrastructure within the town to encourage active travel and reduce the need to travel by car.
2.3	Which other functions, services or policies may be impacted?	As a part of the EqIA a policy and legislation review has been undertaken to ensure that the scheme aligns with the relevant national, regional and local policies. The following policies have been reviewed: <p><u>National legislation and policy:</u></p> <ul style="list-style-type: none"> • Equality Act 2010 and the Public Sector Equality Duty • Compulsory Purchase Order (CPO) • National Planning Policy Framework (NPPF) • Planning Practice Guidance (PPG) <p><u>Regional Policy</u></p> <ul style="list-style-type: none"> • Buckinghamshire’s Local Transport Plan 4 • Buckinghamshire Equality Policy and Objectives <p><u>Local Policy</u></p> <ul style="list-style-type: none"> • Draft Vale of Aylesbury Local Plan
2.4	Who are the main stakeholders impacted by this project or change?	<ul style="list-style-type: none"> • Local residents • Buckinghamshire County Council • Vale of Aylesbury District Council • Stoke Mandeville Parish Council • Aylesbury Town Council • Aston Clinton Parish Council • Weston Turville Parish Council • Transport for Buckinghamshire • Network Rail • High Speed Two Ltd
2.5	Which other	n/a

	stakeholders may be affected by this project or change?	
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Part 3: Data and Research

3.1	What data and research has been used to inform this assessment?	A baseline analysis has been undertaken at the ward, borough and county scale for comparison purposes. A more detailed analysis of the baseline has also been undertaken where equality impacts may be experienced at a more local level. Wherever possible the most recent data is presented at all levels, the main source of data used in the baseline profiling at this stage is Census 2011 data from the Office of National Statistics.
3.2	Have any complaints on the grounds of discrimination been made in relation to this project?	n/a- no complaints have been made on the grounds of discrimination.
3.3	Please provide evidence of these.	n/a

3.4 What <u>positive</u> impacts have been established through research findings, consultation and data analysis?	<p>The following positive impacts have been identified as a part of the equality impact assessment;</p> <p><u>Construction</u></p> <ul style="list-style-type: none">• Creation of new construction related employment opportunities that can provide those living the local area with increased job opportunities. This includes young people, people from BAME groups and people with disabilities who are more likely to face barriers to employment opportunities.• Effective consultation and community engagement with affected groups to contribute to sharing benefits of the Proposed Scheme. This includes groups with protected characteristics who are traditionally 'hard to reach' in terms of engagement. This can include young people and BAME groups. <p><u>Operation</u></p> <ul style="list-style-type: none">• Decrease in N02 concentrations at residential properties within the Stoke Road AQMA resulting in a significant beneficial effect. This may potentially be beneficial for children, older people and those with respiratory diseases who are more likely to be affected by changes to air quality.• Increased opportunity for active travel through the provision of a shared footway/cycleway, walking routes and implementation of safety measures. The increased opportunity for active travel and associated benefits can be shared by groups with protected characteristics including children, young people and older people.
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<p>3.5 What <u>negative</u> impacts have been established through research findings, consultation and data analysis?</p>	<p>The following negative impacts have been identified as a part of the equality impact assessment:</p> <p><u>Construction:</u></p> <ul style="list-style-type: none"> • There is expected to be some land take of agricultural land that is required for the Proposed Scheme. Land is expected to be taken through a CPO process, this may potentially affect leaseholders with protected characteristics that influence their ability to move out of the area. These include ethnic minority groups, people with disabilities, older people and families who may have formed formal and informal social and community ties and support. There is no evidence currently of any adverse impact on these groups. • Construction of the scheme will result in increased noise levels at residential properties. Noise effects resulting from construction works may potentially have a differential impact on children and older residents living near the proposed scheme. • The air quality assessment shows an increase in pollutant concentrations along Stoke Road and Tring Road during construction. Children, older people and those with respiratory diseases are also more likely to be affected by changes in air quality. • Diversions for pedestrians and cyclists users using Amberway Cycle Route, Wendover Road and Lower Road during construction. Temporary diversions will also be required to PRoW SMA/3/1. PRoW SMA1/2 SMA2/2 and SMA/2/3 are likely to experience impacts on the amenity of the routes. This could have a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues including children, older people, people with disabilities and parents or carers with pushchairs. • Construction works may cause some short-term disruption to local bus routes which use Lower Road and Wendover Road. However, this disruption is limited to the relocation of a bus stop for public transport users wishing to travel into Aylesbury from Wendover Road. This may potentially have an adverse impact on people with mobility issues including people with disabilities, older people, pregnant women and parent or carers with pushchairs. • Construction works may result in safety, security and accessibility for local residents. Safety and accessibility issues are more prevalent amongst those who mobility is an issue including older people, disables people and pregnant women. Children are potentially more subject to safety issues and groups including women, young people, older people, disabled people, ethnic minority groups and people from the LGBTQ community are more susceptible to poor security. • Loss of public open space to the south the of Stoke Grange estate may have differential impacts on children and young people who use the space for its recreational value. <p><u>Operation</u></p> <ul style="list-style-type: none"> • Outcomes of the noise assessment suggest that there will be an adverse impact on residential properties, including those over 1km away from the proposed scheme, due to increased traffic levels. Noise effects resulting from the operation of the scheme may have differential impact on children and older residents living on the effected roads. • New junctions in the form of roundabouts will be implemented as a result of the scheme. Negotiation of a new junction and associated crossing may have a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues including children, older people, people with disabilities and parents or carers with pushchairs. • PRoW SMA/3/1 will be permanently diverted during the operational phase. This could have a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues and including children, older people, people with disabilities and parents or carers with pushchairs.
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3.6	What additional information is needed to fill any gaps in knowledge about the potential impact of the project?	n/a
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Part 4: Testing the impact

Within this table, please indicate (✓) whether the project will have positive, negative or neutral impacts across the following nine protected factors and provide relevant comments. Both positive and negative impacts should be specified where this applies.

Note 1: Listing a negative outcome does not mean the project cannot continue.

Note 2: This is an opportunity to identify and address issues for improvement

		Positive Impact	Negative Impact	Neutral Impact	What evidence do you have for this?	Improvement Actions Required
4.1	Age	✓	✓		<ul style="list-style-type: none"> • Research shows that children are more vulnerable to the effects of increased noise than the population overall and exposure at home may result in more adverse impacts than exposure at school. Children spend more time at home than at school and night-time exposure can be associated with sleep disturbance, with regard to both quality and quantity. In children sleep disturbance and sleep problems may affect behaviour. • Research has also shown that older people may also be more vulnerable to noise exposure due to spending more time at home than the population overall. • The CPO of land may potentially affect leaseholders with protected characteristics that influence their ability to move out of the area. These include older people who may have formed formal and informal social and community ties and support. • Evidence shows that children are particularly vulnerable to poor air quality compared to the population overall and older people are also more likely to be affected by changes in air quality. • Temporary diversions to footways/cycleways and PROWs could a differential effect on those groups with mobility issues or for 	<ul style="list-style-type: none"> • Continued engagement with leaseholders to ensure that they are provided with the most appropriate compensation and support. • Contact with the local access forum to confirm the diversion routes and signposting should be undertaken at the appropriate point in the project. • Provide seating facilities at the new bus stop location to provide like for like re-provision and to ensure comfort for passengers with limited mobility. • People currently living and working in the area should be given priority over construction jobs and training through a Skills, Employment and Education Plan or Policy including young people.

				<p>those who are more vulnerable to road safety issues including children and older people.</p> <ul style="list-style-type: none"> • The relocation of the bus stop will have a potentially adverse impact on people with mobility issues including older people. • New construction related jobs can provide those living in the local area with increased job opportunities. This young people who are more includes likely to face barriers to employment opportunities. • Loss of the open space may have differential impacts on children and young people who use the space for its recreational value • During operation there will be a decrease in NO2 concentrations at residential properties within the Stoke Rd AQMA resulting in a significant beneficial effect. This may potentially be beneficial for children who are particularly vulnerable to poor air quality as well as older people and people with respiratory diseases are also more likely to be affected by changes in air quality. • Negotiation of a new junction and associated crossing may have a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues including children and older people. • increased opportunity for active travel and associated benefits for physical health that can be shared by groups with protected characteristics including children, young people and older people. 	<ul style="list-style-type: none"> • Ensure that the replacement open space is a like for like replacement so that the space can be used for the same activities and has the same level of accessibility. • Some properties may qualify for insulation under the Noise Insulation Regulations
4.2	Disability	✓	✓	<ul style="list-style-type: none"> • The CPO of land may potentially affect leaseholders with protected characteristics that influence their ability to move out of the area. These include people with disabilities who may have formed formal and informal social and community ties and support. • The CPO of land may potentially affect leaseholders with protected characteristics that influence their ability to move out of the area. These include people with disabilities. • The relocation of the bus stop will have a potentially adverse impact on people with mobility issues including people with disabilities. • New construction related jobs can provide those living in the local area with increased job opportunities. This includes people with disabilities who are more likely to face barriers to employment opportunities. • Negotiation of a new junction and associated crossing may have a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues including 	<ul style="list-style-type: none"> • Continued engagement with leaseholders to ensure that they are provided with the most appropriate compensation and support. • Consultation with the local access forum to confirm the diversion routes and signposting should be undertaken at the appropriate point in the project. • Provide seating facilities at the new bus stop location to provide like for like re-provision and to ensure comfort for passengers with limited mobility. • A local employment and procurement policy should be produced to include a requirement for contractors to adhere to national or local schemes

					people with disabilities.	<p>to promote employment amongst under-represented equality groups, e.g. Disability Confident Employer.</p> <ul style="list-style-type: none"> • People currently living and working in the area should be given priority over construction jobs and training through a Skills, Employment and Education Plan or Policy. This includes those with disabilities.
4.3	Gender			✓	No impacts anticipated on this protected group	n/a
4.4	Marriage & Civil Partnership			✓	No impacts anticipated on this protected group	n/a
4.5	Pregnancy, Maternity & Paternity	✓	✓		<ul style="list-style-type: none"> • The CPO of land may potentially affect leaseholders with protected characteristics that influence their ability to move out of the area. These include families who may have formed formal and informal social and community ties and support. • Temporary diversions to footways/cycleways and PROWs could a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues including parents or carers with pushchairs. • The relocation of the bus stop will have a potentially adverse impact on people with mobility issues including pregnant women and parents or carers with pushchairs. • Negotiation of a new junction and associated crossing may have a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues including parents or carers with pushchairs. 	<ul style="list-style-type: none"> • Continued engagement with leaseholders to ensure that they are provided with the most appropriate compensation and support. • Consultation with the local access forum to confirm the diversion routes and signposting should be undertaken at the appropriate point in the project. • Provide seating facilities at the new bus stop location to provide like for like re-provision and to ensure comfort for passengers with limited mobility.
4.6	Race	✓	✓		<ul style="list-style-type: none"> • The CPO of land may potentially affect leaseholders with protected characteristics that influence their ability to move out of the area. These include ethnic minority groups, who may have formed formal and informal social and community ties and support. • New construction related jobs can provide those living in the local area with increased job opportunities. This includes people from BAME groups who are more likely to face barriers to employment opportunities. 	<ul style="list-style-type: none"> • Continued engagement with leaseholders to ensure that they are provided with the most appropriate compensation and support. • A local employment and procurement policy should be produced to include a requirement for contractors to adhere to national or local schemes to promote employment amongst under-represented equality groups, e.g. Disability Confident Employer. • People currently living and working in the area should be given priority over

						construction jobs and training through a Skills, Employment and Education Plan or Policy including those from BAME groups.
4.7	Religion & Belief			✓	No impacts anticipated on this protected group	n/a
4.8	Sexual Orientation		✓		<ul style="list-style-type: none"> Groups who are more vulnerable to poor security (including as a consequence of construction works) include people from the LGBTQ community. 	<ul style="list-style-type: none"> Key walking routes and crossing points in the area should be maintained or appropriately diverted where possible and appropriate security provided where natural surveillance has been limited.
4.9	Transgender			✓	No impacts anticipated on this protected group	n/a
4.10	Carers*			✓	No impacts anticipated on this protected group	n/a

*someone who provides unpaid care for a family member or friend who is unable to cope without their support. This may be due to illness, disability, frailty, mental health problems or addiction

Part 5: Ongoing improvement monitoring

From the improvement actions identified in section 4, this table can be used for monitoring the progress made		
5.1	Improvement Actions Required	Detail of progress made against the required improvements
	A planning condition will ensure that a Construction Environmental Management Plan (CEMP) will be developed including a Construction Traffic Management Plan (CTMP). The Construction Environmental Plan (CEMP) as well as the Construction Traffic Management Plan (CTMP) for the Proposed Scheme should consider the various needs of those with protected characteristics including language requirements for information purposes, accessibility issues in the vicinity of construction sites and diversion of routes.	
	Construction of the Proposed Scheme will require the CPO of land from four different land owners. It is recommended that there is continued engagement with leaseholders to ensure that they are provided with the most appropriate compensation and support. This includes making necessary reasonable adjustments if required as part of the engagement process but also to consider any appropriate mitigation of equality effects as a result of the loss of land.	
	A clear communications and engagement strategy to be developed including potential recruitment of a community relations manager and setting up a residents committee. This also includes consultation with local community groups including the local access forum.	

	A local employment and procurement policy should be produced to include a requirement for contractors to adhere to national or local schemes to promote employment amongst under-represented equality groups, e.g. Disability Confident Employer.	
	People currently living and working in the area to be given priority over construction jobs and training through a Skills, Employment and Education Plan or Policy including those from BAME groups. Vacancies should be advertised through Wannabe Bucks. https://wannabebucks.org	
	School engagement activities to take place at Stoke Mandeville Combined School, Booker Park School and other local relevant schools as part of the CEMP. This should warn of dangers of construction sites and the new road as well as supporting schools with other careers and educational activities, highlighting the benefits of the scheme and careers in the construction and engineering industries.	

Part 6: Director / Head of Service Statement

<p>I am fully aware of the duties required of Buckinghamshire County Council (BCC) under the Equality Act 2010 and I have read our Equality Strategy.</p> <p>I am satisfied that this Equality Impact Assessment shows that we have made every possible effort to address any actual or potential unlawful discrimination.</p>	Name
	Signature
	Date

