



Equality Impact Assessment (EqIA) Appendix A

Template reviewed Nov 2021

The Public Sector Equality Duty (PSED) was introduced as part of the Equality Act 2010, which protects people from discrimination in the workplace, in the provision of services and in wider society.

The duty requires all public bodies to have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people

Public bodies demonstrate this due regard in different ways, including producing robust equality impact assessments when considering changes to policies and services.

An EqIA enables us to check the potential impacts on residents and employees of our policies, services and projects. It's an opportunity to challenge how we currently do things.

Carrying out an EqIA should not create extra work; it should be part of your normal service planning process. Most of the information required should already be available to you through other work already undertaken e.g. service user monitoring, analysis of complaints and national research.

The purpose of an EqIA is to *take account* of equality as plans develop, to promote and assist the consideration of equalities issues arising in plans and proposals and to ensure that where possible adverse or disproportionate impacts are minimised and positive impacts are maximised. As such where possible an EqIA should be started at the outset of a project/proposal and continually be developed and reviewed until a final proposal is adopted. An EqIA should be used to ensure decision makers have all the information they need regarding potential impacts to ensure they have due regard to the Public Sector Equality Duty when making judgements.

Carrying out EqIAs should be an integral part of policy or service development/change and larger projects may need more than one EqIA if different areas are impacted by the change.

Any project that requires consultation will automatically require an EqIA.

All approved and signed EqIAs are recorded in a central register. Please email your completed draft EqIA to equalities@buckinghamshire.gov.uk. Previous EqIAs can be made available for information upon request. For any questions or if you require support in completing your EqIA please contact Maria Damigos and Natalie Donhou Morley directly.



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Part A (Initial assessment) - Section 1 - Background

Proposal/Brief Title: South East Aylesbury Link Road (SEALR) Phase 2

OneDrive link to report/policy:

Related policies:

Date: 22/11/2022

Type of strategy, policy, project or service: Strategic Planning & Infrastructure

Please tick one of the following:

- Existing
- New or proposed
- Changing, update or revision
- Other (please explain)

This assessment was created by:

Name: Bradley Taylor

Job Title: Assistant Project Manager

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Briefly describe the aims and objectives of the proposal below:

SEALR Phase 2 Detailed Design (the Proposed Scheme) is the dualling of approximately 450 m of the SMRR (Stoke Mandeville Relief Road) between the roundabout junction for the future Southwest Aylesbury Link Road (SWALR) and a new roundabout provided by SEALR Phase 1 at the B4443 Lower Road Roundabout. This proposed Dualling will travelling through current private/agricultural land. This project forms part of the Orbital Route Strategy of Aylesbury, which is a key infrastructure project required to support the planned growth in Aylesbury.

The Proposed Scheme (SEALR Phase 2) is needed to mitigate severance effects on Risborough Road as a result of the High Speed Two (HS2) rail line which passes to the southwest of Aylesbury and to maintain the continuity of the Orbital Route Strategy of Aylesbury.

The proposed infrastructure improvements along SMRR are currently subject to planning and funding permission.

What outcomes do we want to achieve?

The scheme has a number of objectives, some of which include:



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- Facilitate development in Aylesbury by enabling the SWALR to connect to SMRR and thereby to other key routes; and
- To continue the Aylesbury orbital route and avoid a discontinuity to provision which could harm the effectiveness of the wider Aylesbury Transport Strategy and its ability to be delivered at an appropriate level of cost.
- In addition to this, the scheme will help to secure good local connectivity for all road users for movement to, from, within and around Aylesbury and contribute to the provision of enhanced pedestrian and cycle infrastructure in the area.

Does this proposal plan to withdraw a service, activity or presence? Yes/No

Does this proposal plan to reduce a service, activity or presence? Yes/No

Does this proposal plan to introduce, review or change a policy, strategy or procedure? Yes/No

Does this proposal affect service users and/or customers, or the wider community? Yes/No

Does this proposal affect employees? Yes/No

Will employees require training to deliver this proposal? Yes/No

Has any engagement /consultation been carried out, or is planned in the future? Yes/No

Section 2 - Impacts

Please highlight potential impacts (including unintended impacts or consequences) for each protected characteristic*/equality groups below. Where there are negative or positive impacts please give more details of the impact. Where the impacts are unclear please explain why.

Age*

Positive

Negative

Unclear

None

Details:

Negative

- 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.



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- Temporary diversions to footways/cycleways and PROWs could 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.
- Temporary diversions to footways/cycleways and PROWs may also have a differential effect on travel times. This will include those groups travelling to local schools and public facilities such as doctors and or hospitals.
- Emissions from construction Non-Road Mobile Machinery (NRMM) have the potential to increase Nitrogen Dioxide (NO2) and Particulate Matter (PM10) concentrations locally. This will be detrimental 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.

Positive

- New construction related jobs can provide those living in the local area with increased job opportunities. This includes young people who are more likely to face barriers to employment opportunities.
- 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 following completion.

Disability*

Positive

Negative

Unclear

None

Details:

Negative

- Negotiation of a Dual carriageway and roundabout connecting to SWALR may have a differential effect on those groups with mobility issues or for those who are more vulnerable to road safety issues including people with disabilities.

Positive

- 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.

Pregnancy & maternity*

Positive

Negative

Unclear

None

Details:

Evidence for this

- Temporary diversions to footways/cycleways and PROWs could 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.



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- 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 Dual carriageway and roundabout connecting to SWALR 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.

Race & Ethnicity*

Positive	Negative	Unclear	None
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Details:

Evidence for this

- The purchasing of agricultural 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 ethnic minority groups who are more likely to face barriers to employment opportunities.

Marriage & Civil Partnership*

Positive	Negative	Unclear	None
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Details:

Religion & Belief*

Positive	Negative	Unclear	None
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Details:

Sex*

Positive	Negative	Unclear	None
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Details:

Sexual Orientation*

Positive	Negative	Unclear	None
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Details:

This group may be more vulnerable as a consequence of construction works.

Gender Reassignment*

Positive	Negative	Unclear	None
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Details:

Gender identity

Positive	Negative	Unclear	None
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Details:

Carers

Positive	Negative	Unclear	None
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Details:

Rural isolation

Positive	Negative	Unclear	None
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Details:

Single parent families

Positive	Negative	Unclear	None
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Details:

Poverty (social & economic deprivation)

Positive	Negative	Unclear	None
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Details:

Military families / veterans

Positive	Negative	Unclear	None
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Details:

Additional information:

The purchasing of agricultural land may potentially affect leaseholders with various protected characteristics, influencing their ability to move out of the area. These may include those who may have formed formal and informal social and community ties/support mechanisms.



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Section 3 – Is a full assessment required?

If you have answered yes to any of the initial assessment questions in section 1 of this EqIA, or have indicated a negative or unclear impact in section 2, it is likely you will need to complete part B of the EqIA form. Should you need guidance as to whether a full EqIA is needed at this time please contact Maria Damigos or Natalie Donhou Morley before continuing.

Following completion of part A, is part B completion required?

- Yes
- No
- Not required at this time

Explain your answer:

We have identified a number of impacts on protected groups.

Have you completed an DPIA for this project/change? Yes/No

(As you are completing an EqIA, you may also require a DPIA - for more information please contact dataprotection@buckinghamshire.gov.uk)

Part B (Full assessment) - Section 5 – Further information

Will there be an impact on any other functions, services or policies? If so, please provide more detail:

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:

National legislation and policy:

- Equality Act 2010 and the Public Sector Equality Duty
- National Planning Policy Framework (NPPF)
- Planning Practice Guidance (PPG)

Regional Policy

- Buckinghamshire's Local Transport Plan 4
- Buckinghamshire Equality Policy and Objectives

Local Policy

- Aylesbury Local Plan

Stakeholders effected -

- Stoke Mandeville Hospital
- Florence Nightingale Hospice



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- Booker Park Primary School
- William Harding Combined School
- Stoke Mandeville Combined School
- Emergency Services
- Belmore Centre
- The Bungalow Stoke Leys School

Section 6 - Information gathering – what do you need to know about your customers and making a judgement about potential impacts on them?

The South East Aylesbury Link Road (SEALR) Phase 2 consultation began on 1 February 2021 and ended on 26 February 2021. The project team hosted the consultation through the [SEALR webpage](#) and a separate SEALR Phase 2 page on [Your Voice Bucks](#).

To summarise, the feedback form produced the following key findings:

- There were 39 respondents in total to the online feedback form.
- The most frequent mode of travel around Aylesbury used by participants is either car or motorcycle, with walking being the second most popular mode.
- Nearly one third of respondents travel along Lower Road daily.
- 64% of respondents view traffic congestion in this part of southern Aylesbury as a huge problem.
- 72% of respondents either strongly agree or agree that an Aylesbury Orbital Link Road would improve traffic congestion in this part of Aylesbury.
- 69% of respondents either strongly support or support the construction of SEALR Phase 2.
- 64% of respondents support the construction of the second cycleway behind the grass embankment.

Feedback and comment from stakeholders has been sought in preparing the planning application, with amendments being incorporated where appropriate. Now that the planning application has been submitted, the Council will continue its engagement with local stakeholders and build upon existing relationships within the community.

Do you need any further information broken down by protected characteristic or equality group to inform this EqIA?

- Yes
 No



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If yes, list here to help you gather data for the action plan in Section 11

Section 7 – Negative effects, impacts or consequences

Is there any potential for or actual direct or indirect discrimination or a disproportionate effect on a protected group or equality group?

No

What are the potential negative effects, impacts or consequences and how have, or may, they arise:

Construction:

- There is expected to be some land take of agricultural land that is required for the Proposed Scheme. This may potentially affect leaseholders with protected characteristics as suggested in Part 1, Section 2.
- 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.
- There is likely to be an increase in dust during the construction phase affecting air quality, particularly affecting the residential properties (between 10 and 100 units) on Ravel Lane, Beethoven Drive, Mozart End, Brahms Lane and Handel Drive, north of the proposed scheme. The dust produced during Phase 2 may also have an affect on Hall End Farm. This may cause children, older people and those with respiratory diseases to be more greatly affected by changes in air quality.
- Construction of the Proposed Scheme may result in safety, security and accessibility issues for residents, particularly those living at Bloor Home Development North on Lower 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.
- Construction of the Proposed Scheme may result in safety, security and accessibly issues for those visiting the small industrial estate, East of Lower 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.
- Disruption to Public Rights of Way (PRoWs) will be minimised where possible during construction. Temporary diversions will be put in place. The construction contractor will liaise with the BC PRoW Officer. Temporary 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.



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Operation:

- Post construction of Phase 2, there is a predicted increase in noise pollution due to the increase in traffic from the dualling link between the SWALR roundabout and Lower Road roundabout. Noise effects resulting from the operation of the scheme may have differential impact on children and older residents living on the affected roads.
- During the operational phase, dualling of approximately 450 m of the Stoke Mandeville Relief Road (SMRR) between the roundabout junction for the future South West Aylesbury Link Road (SWALR) and a new roundabout provided by SEALR Phase 1 at the B4443 Lower Road Roundabout. Negotiation of the new road layout 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.
- The Proposed Scheme will deliver two shared cycle/footways adjacent to the new carriageway. One of these would be adjacent to the carriageway and the other would be north of the noise bund with a link to the Bloor Homes Development and the potential to link to the Mandeville Park estate. Pedestrians and cyclists may use this new infrastructure to access open spaces, community assets or recreational facilities in the Aylesbury area. 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.

Section 8 – Proposals to remove or minimise negative effects, impacts or consequences

- 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.
- 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. 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.
- Some properties may qualify for insulation under the Noise Insulation Regulations
- Ensure that best practice/guidelines are met when Public Right of Ways or closures are put in place. E.g. Suitable diversions and advanced notice to users.
- Ensure that best practice/guidelines are followed in regard to air quality and noise, and local people are kept up to date regarding any works during night hours wherever possible.
- 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.



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Section 9 - Other factors to take into consideration:

SEALR Phase 2 forms part of the Orbital Route Strategy for Aylesbury, which is a key infrastructure project required to support the planned growth in Aylesbury. Phase 2 will not only link to Phase 1 but help to reduce congestion, as well as being a facilitator to development in the Stoke Mandeville Area.

Section 10 - Conclusion:

Overall, the construction of Phase 2 will help to Increase opportunity for active travel through the provision of shared footways/cycleways, 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 the elderly. Help to Improved safety, accessibility, and journey time savings for drivers. As well as Increasing connectivity around Aylesbury and the surrounding network and to future housing developments.

Section 11 - Action Planning

Actions to be taken to address negative effects, impacts or consequences and maximise positive impacts	Potential Outcomes	Lead	Timescales
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. This would help to maintain current levels of accessibility and any associated health and wellbeing benefits of active travel.			
Construction of the Proposed Scheme (Phase 1&2) will require the CPO of land from four different landowners. 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.			



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A Communication Strategy should be put in place so that information can be effectively shared with the local community.			
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 ethnic minority groups.			

Section 12 - Monitoring Arrangements

The EQIA should be monitored on a regular basis by the Project Manager. The Project Manager should review this at the fortnightly meetings to ensure that any changes to scope have been highlighted in the EQIA. A final review should be carried on before the construction phase commences.

Section 13 - Part A and B Sign off – (If Part B has not been completed please complete Section 4)

Officer completing Part A and B assessment: Bradley Taylor (AECOM) + internal input from Alan Owen) 23/11/2022

Equality advice sought from: Maria Damigos & Natalie Donhou Morley Date 24/11/2022

CMT sign off sign off: Ian Thompson 24/11/2022

Next review date: January 2023