



Equality Impact Assessment (EqIA)

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:

OneDrive link to report/policy:

Related policies:

Date: 12/10/2023

Type of strategy, policy, project or service:

Please tick one of the following:

1. Existing
2. New or proposed
3. Changing, update or revision
4. Other (please explain)

This assessment was created by: Highways Development Management

Name: Joseph Bates

Job Title: Transport Co-ordinator

Email address: joe.bates@buckinghamshire.gov.uk

Briefly describe the aims and objectives of the proposal below:

To improve highway safety on Stratford Drive whilst providing highway works required to facilitate a new residential development of 150 dwellings.

What outcomes do we want to achieve?

Implementation of a raised table to achieve the above objective.

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

Please explain your answer:

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

Please explain your answer:



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Does this proposal plan to introduce, review or change a policy, strategy or procedure?

Please explain your answer: [The proposal plans to introduce:](#)

1. [A raised table located on Stratford Drive, outside St Paul Combined School and across a new junction staggered from the school entrance to facilitate a new development.](#)

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

Please explain your answer:

[The proposals change the level of the existing carriageway which means that vehicles will have to traverse a ramp to travel along this road. In doing so, vehicle speeds will be considerably lower which will improve highway safety for all road users including both car users and pedestrians.](#)

Does this proposal affect employees? **Yes/No**

Please explain your answer:

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

Please explain your answer:

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

Please explain your answer:

[Buckinghamshire Council has worked with the developer \(Croudace Homes\) to carry out a consultation in accordance with the requirements of the Highways Act and the Highways \(Traffic Calming\) Regulations as well as other enabling powers. Residents directly affected have been letterdropped and notices with drawings posted onsite in prominent locations. A webpage was also available for further details and a link to this provided on the notices. Statutory consultees such as Thames Valley Police and the Road Safety Team were given the opportunity to comment as well as the Parish Council, Local Councillors, the emergency services and Bucks Vision. Following the formal consultation, a report including public feedback on the proposals and any amendments to the scheme, will be presented to the Cabinet Member for Transportation and the Leader of the Council for a decision.](#)

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



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impacts please give more details of the impact. Where the impacts are unclear please explain why.

Age*

Positive	Negative	Unclear	None
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Details: Relocation of uncontrolled pedestrian crossing points makes it easier for the elderly to cross the road due to the removal of potential trip hazards. Likewise younger children may also benefit this.

Disability*

Positive	Negative	Unclear	None
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Details: Removal of kerb upstand outside The Cedars and West View has potential to make it more difficult for the visually impaired to navigate this area. However, we did not receive any responses as part of the consultation in relation to accessibility for disabled people.

Bollards have been proposed to provide further protection and an alternative route is available on the western side of Stratford Drive. The inclusion of bollards will slightly narrow the short stretch of footway outside The Cedars and West View which may make it more difficult for two wheelchairs and/or buggy users to pass side by side.

People with disabilities, especially those with reduced mobility are likely to benefit from the relocation of uncontrolled pedestrian crossing points as noted in 'Age'.

Accessibility is a key consideration of our technical approval process, as such footway widths, tactile paving, footway gradients are other elements of the design are considered in detail in accordance with key guidance documents that take into account the needs of wheel-chair users and the visionally impaired i.e. Manual for Streets and Guidance on the Use of Tactile Paving Surfaces.

Pregnancy & maternity*

Positive	Negative	Unclear	None
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Details: As per age.

Race & Ethnicity*

Positive	Negative	Unclear	None
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Details:

Marriage & Civil Partnership*



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	Positive	Negative	Unclear	None
Details:				
Religion & Belief*				
Positive		Negative	Unclear	None
Details:				
Sex*				
Positive		Negative	Unclear	None
Details:				
Sexual Orientation*				
Positive		Negative	Unclear	None
Details:				
Gender Reassignment*				
Positive		Negative	Unclear	None
Details:				
Gender identity				
Positive		Negative	Unclear	None
Details:				
Carers				
Positive		Negative	Unclear	None
<p>Details: As per 'Age'. Relocation of uncontrolled pedestrian crossing points makes it easier for the elderly to cross the road due to the removal of potential trip hazards. Likewise younger children may also benefit this.</p>				
Rural isolation				
Positive		Negative	Unclear	None
Details:				
Single parent families				
Positive		Negative	Unclear	None



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Details:

Poverty (social & economic deprivation)

Positive

Negative

Unclear

None

Details:

Military families / veterans

Positive

Negative

Unclear

None

Details:

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?

5. Yes

6. **No**

7. Not required at this time

Explain your answer:

A Stage 1/2 Safety Audit has been conducted on the scheme along with consultation with the Road Safety Team, none of which have outlined any concerns with the above proposal. We fully intend to carry out additional Safety Audits upon completion of the scheme to ensure any concerns are identified and addressed prior to sign off.

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)

Section 4 – Sign off (Only complete when NOT completing Part B)

Officer completing this assessment: [Joseph Bates](#) Date: 12th October 2023

Equality advice sought from: Natalie Donhou Morley Date: 19/10/2023

Service Director sign off: Colin Walker Date: 26/10/2023

CMT sign off (if deemed necessary by Service Director) sign off: (Please insert name) Date:
(Please insert Date)

Next review Date: (Please insert Date)