



Equality Impact Assessment (EqIA)

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: Shenley Park Supplementary Planning Document

OneDrive link to report/policy: <https://buckscc.sharepoint.com/sites/PROJ-PGS-PE-BLP/Shared%20Documents/Forms/AllItems.aspx?csf=1&web=1&e=WmKwE8&cid=260b21f9%2D2b90%2D4782%2D9b09%2D343705b4839f&FolderCTID=0x012000AB0F903850E35A41BB34B95D2BB36A06&id=%2Fsites%2FPROJ%2DPGS%2DPE%2DBLP%2FShared%20Documents%2FGeneral%2F11%20SPD%2FShenley%20Park&viewid=1cfb699f%2Dccf3%2D4c06%2D9dd2%2D6be09744c81b>

Related policies: Vale of Aylesbury Local Plan

Date: 15 November 2022

Type of strategy, policy, project or service:

Please tick one of the following:

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

This assessment was created by:

Name: Stephen Miles

Job Title: Senior Planning Officer (Policy)

Email address: stephen.miles@buckinghamshire.gov.uk

Briefly describe the aims and objectives of the proposal below:

The Vale of Aylesbury Plan – Shenley Park Supplementary Planning Document is a requirement of Policy D-WHA001 of the Vale of Aylesbury Local Plan to support the development at the Shenley Park allocation for development.

The site covers an area of around 99 ha and is in predominantly agricultural use. It is situated immediately to the southwest of the Milton Keynes Council boundary. The policy requires the creation of an exemplar development, of regional significance, which will be a great place to live, work and grow. To be built to a high sustainable design and construction standards. The development will provide a balanced mix of facilities to ensure that it meets the needs and aspirations of new and existing residents, at least 1,150 homes, 110 bed care home/extra care facility, new primary school, subject to the need for a site for a new secondary school, multi-functional green infrastructure, mixed use local centre, exemplary



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Sustainable Drainage Systems, new link road between A421 Buckingham Road and H6 and or H7 Childs Way/Chaffron Way, public transport and cycling and walking links. .

What outcomes do we want to achieve?

A robust and clear SPD which sets out clear principles to guide the development, that has been informed by and will be used by the public, developers, affordable housing providers and other interested parties.

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

Please explain your answer: This is new guidance to existing policy.

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

Please explain your answer: This is new guidance to existing policy.

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

Please explain your answer: This is new guidance to existing policy.

Does this proposal affect service users and/or customers, or the wider community? Yes

Please explain your answer: This is new guidance to existing policy and will support a better-quality development at the Shenley Park site.

Does this proposal affect employees? Yes

Please explain your answer: It will aid the interpretation of policy.

Will employees require training to deliver this proposal? No

Please explain your answer: Advice will be available from Planning Policy.

Has any engagement /consultation been carried out, or is planned in the future? Yes

Please explain your answer: Full public consultation was carried out between 30th August to 11th October 2023. The consultation followed engagement guidance as set out in the Statement of Community Involvement, including holding a public consultation event in the



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local village hall and publishing display material afterwards. The consultation invited residents of Buckinghamshire and Milton Keynes to comment on the draft SPD. This could be undertaken through our online consultation portal, email or in writing.

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
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Details:

Disability*

Positive	Negative	Unclear	None
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Details:

Pregnancy & maternity*

Positive	Negative	Unclear	None
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Details:

Race & Ethnicity*

Positive	Negative	Unclear	None
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Details:

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**

Details:

Gender Reassignment*

Positive Negative Unclear **None**

Do you anticipate any impacts on military families/veterans in relation to the Armed Forces Act 2021 requirements on local authorities to have due regard to the Armed forces Covenant? No

Please explain your answer: The SPD provides guidance for interpreting adopted policy.

Are there any other additional groups/impacts that the EqIA should evaluate in relation to the proposal? No

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:

The document itself is unlikely to have impacts on protected groups and is providing guidance to existing adopted policy. The consultation document will be available in an accessible format in accordance with Buckinghamshire Council's guidelines.

Have you completed an DPIA for this project/change? Yes

(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: Stephen Miles Date: 15.11.2022 updated Emily Brown 15/11/2023

Equality advice sought from: Maria Damigos

Date: 18/11/2022



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Natalie Donhou Morley Date : 19/07/2023 updated 16/11/2023

Service Director sign off: Colin Walker

Date: 29/11 /2023

CMT/Leader sign off sign off: (Please insert name)

Date: (Please insert Date)

Next review Date: N/A