



Equality Impact Assessment (EqIA)

Template reviewed June 2023

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 1 and 2.

OneDrive link to report/policy:

Related policies:

Date: 4th Dec.

Type of strategy, policy, project or service: Transport, Infrastructure and Delivery

Please tick one of the following:

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

This assessment was created by:

Name: Taofeek Oyeyemi

Job Title: Assistant Project Manager

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Briefly describe the aims and objectives of the proposal below:

The South East Aylesbury Link Road (SEALR) is a 2 phase project that will respond to:

- The realignment of the A4010 as the single carriageway Stoke Mandeville Relief Road
- Aylesbury's future development plans

SEALR is a 1.1miles of dual carriageway which will be delivered in 2 phases.

Phase 1 aims to reduce the effects of the Stoke Mandeville Relief Road by providing a link between the A413 Wendover Road and the B4443 Lower Road. It will form a critical part of the Aylesbury Orbital Link Road.

The project will also provide a dual carriageway link to connect the B4443 Lower Road, the South West Aylesbury Link Road and the Stoke Mandeville Relief Road.

Phase 1 will:

- connect to the proposed Southern Link Road through the Hampden Fields development
- build 2 new roundabouts on the B4443 Lower Road and A413 Wendover Road
- build a road bridge crossing the Aylesbury to Marylebone railway line



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- provide a replacement public open space for the Stoke Grange and Wendover Park estates
- underground the existing overhead electricity cables to the north of the proposed road

Phase 2 will:

- build a new roundabout connecting the Stoke Mandeville Relief Road and the future South West Aylesbury Link Road (SWALR)

SEALR forms part of the broader Aylesbury Transport Strategy

The design of the project has taken into account equalities issues via design standards and requirements. This EqIA is a follow on from the EqIA in relation to Phase 2 alone and should be read in conjunction with it.

What outcomes do we want to achieve?

The primary objectives of the Scheme are outlined in other papers but in summary are to –

- Provide improved levels of network performance and reduce congestion;
- Enable delivery of the Aylesbury Garden Town 1 Development Site;
- Support development opportunities and create conditions for growth of existing and new businesses in Aylesbury and the surrounding area;
- Secure good local connectivity for all road users for movements to, from, within and around Aylesbury;
- Relieve pressure on a key blue light route (access to Stoke Mandeville Hospital); and
- Increase provision for walking and cycling in the town to encourage active travel and, in turn, reduce car use and congestion.

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

The scheme will provide job opportunities for employees, as well as other external organisations.

The scheme will affect service users using the public transport (bus) user on the Wendover road.

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



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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

Consultation with the public in relation to phase 1 and 2

Section 2 - Impacts

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

Age

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.
- 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

- 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*

Negative



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- Due to design updates (including as a result of consultation/negotiation) phase 2 will now include dualling of carriageway and roundabout connecting to SWALR. Dualling will affect road crossings however the standards required for road crossing will be implemented in the design to ensure those groups with mobility issues or for those who are more vulnerable to road safety issues including people with disabilities have appropriate crossings.

Positive

Pregnancy & maternity*

Positive

Negative

Unclear

None

Details:

Evidence for this

- Temporary diversions to footways/cycleways and PROWs could have a greater impact 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. This will however only be temporary during construction phases and will be reinstated as soon as possible.
- Due to design updates (including as a result of consultation/negotiation) phase 2 will now include dualling of carriageway and roundabout connecting to SWALR. Dualling will affect road crossings however the standards required for road crossing will be implemented in the design to ensure those who are more vulnerable to road safety issues including parents or carers with pushchairs have appropriate crossings.

Race & Ethnicity*

Positive

Negative

Unclear

None

Details:

Evidence for this

- It was originally highlighted that 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. It is now believed that relevant owners/occupiers are not from ethnic minorities and appropriate compensation is being negotiated/awarded.

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Marriage & Civil Partnership*

Positive Negative Unclear **None**

Details:

Religion & Belief*

Positive Negative Unclear **None**

Details:

Sex*

Positive Negative **Unclear** None

Details:

There is a possibility of road/walking safety issues occurring in relation to the public within this group, however no issues were raised during consultation and all appropriate design and construction management plans will be used to ensure safety of pedestrians in line with industry standards.

Sexual Orientation*

Positive Negative **Unclear** None

Details:

There is a possibility of road/walking safety issues occurring in relation to the public within this group, however no issues were raised during consultation and all appropriate design and construction management plans will be used to ensure safety of pedestrians in line with industry standards.

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](#)? Yes/**No**

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



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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:

Whilst measures have been identified and implemented above and previously, it is considered part B should be completed to ensure an action plan is available. At all times appropriate construction management plans are to be implemented and construction requirements are to be complied with.

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)

Not applicable

If required please complete part B (full assessment)

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



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

Stakeholders affected -

- Stoke Mandeville Hospital
- Florence Nightingale Hospice
- Booker Park Primary School
- William Harding Combined School
- Stoke Mandeville Combined School
- Emergency Services
- Belmore Centre
- The Bungalow Stoke Leys School
- HS2
- East West Rail
- Network Rail
- Public Transport Companies and Users
- Other stakeholder as identified in the Communication Management Strategy.

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

What data do you already have about your service users, or the people your policy or strategy will have an impact on, that is broken down by protected characteristics* and equality groups (non-statutory)?

Phase 1

Consultation on the scheme was held from 1 November to 8 December 2017; providing just over a month of time for the public to comment on the scheme. A consultation drop-in session was held on Wednesday 1st November 2017, approx. 200 people attended this drop-in session. It was held from 2 pm to 8 pm in the afternoon at the Stoke Mandeville Stadium.

- We received a total of 268 responses from our online questionnaires (209) and written responses completed at the consultation exhibition (59) or returned at a later date.
The majority of the respondents (79%) stated that they normally travel around Aylesbury by car. 18% and 17% of respondents stated that they normally walk and cycle around Aylesbury respectively. Only 11% were found to use the bus as their normal mode of transport.



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The most common source by which respondents heard about the consultation was a letter through the post, followed by a local newspaper advert and word of mouth

- From the total 268 responses to the SEALR consultation
 - 218 (81%) expressed their opinion on whether they supported the scheme
 - Over half (51%) of the respondents supported (stating agree or strongly agree) the proposal
 - less than a third (32%) of the respondents disagreed or strongly disagreed with the scheme
 - 17% were undecided
- The majority (85%) of respondents agreed that congestion is a problem on the road network in vicinity of the SEALR
- The majority (60%) of respondents supported the provision of a shared use cycleway alongside the SEALR

Phase 2

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.



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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

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?

Yes

No

Not sure at this time

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 was originally anticipated to potentially affect leaseholders with protected characteristics as suggested in Part 1, Section 2 however it is believed this is no longer the case.
- 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. Management plans for construction using industry standards and requirements will be used to minimise this.
- 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



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affected by changes in air quality. Management plans for construction using industry standards and requirements will be used to minimise this

- 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. Management plans for construction using industry standards and requirements will be used to minimise this.

- Construction of the Proposed Scheme may result in safety, security and accessibility 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. Management plans for construction using industry standards and requirements will be used to minimise this.

- 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. Minimum diversions will be implemented to ensure this is reduced as much as possible.

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. Acoustic noise barriers will therefore be included in the project to reduce the impact to below noise threshold. Noise levels will be monitored.

- During the operational phase, dualling 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. Any new road layout may have a greater impact 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, females or those who are more vulnerable. The design complied with Active Travel England requirements and appropriate crossings and footways etc were included in the design to minimise this



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- 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 due to the extension of the relevant travel time. Whilst the travel time may be longer, better footways and cycle/pedestrian travel is possible as dedicated pathways are included.

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

How is it proposed to mitigate or minimise the negative effects, impacts or consequences identified in Section 7?

- 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.
- Noise reduction measures implemented, monitoring of noise levels, Noise Insulation Regulations will be followed
- 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.

Section 9 - Other factors to take into consideration:

SEALR 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



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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 SEALR 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 and this is expected to have an overall positive impact in relation to noise and air quality as well as community and economic benefits. It is therefore anticipated that any impacts on protected groups/individuals will be temporary and minimised via management plans and individual liaison where appropriate with, as stated, an overall positive impact.

Section 11 - Action Planning

As well as measures identified above specific actions as follows:

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.	<i>Minimise impacts identified during construction</i>	<i>TBC</i>	<i>Before construction</i>
Construction of the Proposed Scheme (Phase 1) 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		<i>TBC</i>	<i>Before construction</i>



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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 Communication Strategy will be put in place so that information can be effectively shared with the local community.	Transparency and to allow specific issues to be raised including any specific problems relating to access or journeys. Consideration is to be given to ensuring targeted communication with householders and allowing appropriate feedback to allow reasonable adjustments/specific measures to be implemented if appropriate	TBC	<i>Throughout the project lifecycle.</i>
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.		TBC	<i>Throughout the lifecycle</i>
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.		TBC	<i>Throughout the lifecycle</i>

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 relating to construction matters should be carried on before the construction phase commences however the EqIA should still be reviewed at regular intervals during construction to review effectiveness and implementation



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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: (Taofeek Oyeyemi). Date: (04/12/23)

Equality advice sought from: Maria Damigos 4 December 2023

Service Director sign off:

CMT sign off:

Cabinet/Leader sign off:

Next review date: