



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: Picasso Place Raised Table Cycle Crossing, Aylesbury

OneDrive link to report/policy: [Report for Emerald Way Improvements Scheme.pdf \(moderngov.co.uk\)](#)

Related policies: [Active travel fund: local transport authority allocations - GOV.UK \(www.gov.uk\)](#)

Date: 06/02/2024

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: Simon Glover

Job Title: Senior Project Manager

Email address: simon.glover@buckinghamshire.gov.uk

Briefly describe the aims and objectives of the proposal below:

This project is part of the Platinum Way cycleway (formerly known as the Emerald Way cycleway) improvements to improve pedestrian and cycle facilities in Aylesbury and surrounding conurbations by providing active travel opportunities for people in Buckinghamshire.

The project supports the recent changes in legislation, which give priority to pedestrians and cyclists at road crossings and to provide a safer crossing point for cyclists and pedestrians across Picasso Place, mitigating potential hazards for vulnerable users and other persons from traffic using the roads at inappropriate speeds.

The new raised table cycle crossing will reduce the potential risk to the cycleway users from the current situation where drivers do not have to give-way or stop for the users present on the Platinum Way Cycleway.

Proposals have been designed to enable the above including:

- Raised table crossing on Picasso Place
- Localised improved footways, dropped kerbs and surfacing
- Enhanced signing and lining

What outcomes do we want to achieve? More appropriate highway arrangements to benefit all users in this location.

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



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Please explain your answer:

No Council service, activity or presence is being withdrawn.

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

Please explain your answer:

No Council service, activity or presence is being reduced.

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

Please explain your answer:

No Council service, activity, presence or procedure is being introduced or changed.

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

Please explain your answer:

In the short term, roadworks for the construction will require traffic management including traffic lights and barriers. There will be limited access/restrictions to properties at various stages and times of day during the construction phase. These will be managed on an individual basis. Access to cars, pedestrians and cyclists will be maintained where possible throughout the delivery of the project.

Long term, the construction of the raised table is to help reduce vehicle speeds, make safer and improve the local pedestrian and cycle environment in this location. It should be noted that this will improve local resident experience and access to active travel options. It is also likely to affect the speed of the emergency response time of vehicles, but not significantly that it should prevent implementation of the scheme.

Does this proposal affect employees? Yes

Please explain your answer:

Through consultation and stakeholder engagement, Members and Officers may be subject to negative and potentially targeted communications from the public or organisations opposed to the scheme.

Will employees require training to deliver this proposal? No

Please explain your answer:

No, it is not expected that additional training is required.

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

Please explain your answer:

A statutory consultation, including a revised TRO, was held between 15 November 2023 - 6 December 2024. This is comprised a project website and Your Voice Bucks feedback form including support from the Comms team to advertise the consultation. A Leader Key decision is expected in February 24.



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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*

Positive

Negative

Unclear

None

Details:

Short-term (construction)

Traffic Management (TM) will be in place during the construction works to safely deliver the scheme. It is expected there will be a temporary loss of on-street parking to enable construction. This may include temporary rerouting of footways. Provision for wheelchairs and prams ramps will be provided to allow users to commute along the footway safely and enable access to nearby properties.

Long-term (finished scheme)

Raised table will enable an improved sense of safety due to the reduction of vehicle speeds. There will be improved crossing points with tactile paving because of newly constructed raised tables. This should improve the experience for users of all ages.

Disability*

Positive

Negative

Unclear

None

Details:

Short-term (construction)

Traffic Management (TM) will be in place during the construction works to safely deliver the scheme. It is expected there will be a temporary loss of on-street parking to enable construction. This may include temporary rerouting of footways. Provision for wheelchairs and prams ramps will be provided to allow users to commute along the footway safely and enable access to nearby properties.

Long-term (finished scheme)

Raised table will enable an improved sense of safety due to the reduction of vehicle speeds. There will be improved crossing points with tactile paving because of newly constructed raised tables. This should improve the experience for disabled users.

Pregnancy & maternity*

Positive

Negative

Unclear

None

Details:

Short-term (construction)

Traffic Management (TM) will be in place during the construction works to safely deliver the scheme. It is expected there will be a temporary loss of on-street parking to enable construction. This may include temporary rerouting of footways. Provision for



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wheelchairs and prams ramps will be provided to allow users to commute along the footway safely and enable access to nearby properties.

Long-term (finished scheme)

Raised table will enable an improved sense of safety due to the reduction of vehicle speeds. There will be improved crossing points with tactile paving because of newly constructed raised tables. This should improve the experience for all users.

Race & Ethnicity*

Positive	Negative	Unclear	None
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Details:

Short-term (construction)

All communications about the project are to be provided in an accessible plain English language format.

If information is required in a different format language, then the Council can be contacted to arrange this. Due to cost and technical implications, it may not be possible to translate all the information requested. However, the required parts can be translated or interpreted as appropriate.

Long-term (finished scheme)

None identified.

Marriage & Civil Partnership*

Positive	Negative	Unclear	None
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Details: N/A

Religion & Belief*

Positive	Negative	Unclear	None
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Details: N/A

Sex*

Positive	Negative	Unclear	None
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Details: N/A

Sexual Orientation*

Positive	Negative	Unclear	None
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Details: N/A

Gender Reassignment*

Positive	Negative	Unclear	None
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Details: N/A



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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: N/A

Are there any other additional groups/impacts that the EqIA should evaluate in relation to the proposal? Yes

Carers

Details:

Short-term (construction)

Traffic Management (TM) will be in place during the construction works to safely deliver the scheme. It is expected there will be a temporary loss of on-street parking to enable construction. This may include temporary rerouting of footways. Provision for wheelchairs and prams ramps will be provided to allow users to commute along the footway safely and enable access to nearby properties.

Long-term (finished scheme)

Raised table will enable an improved sense of safety due to the reduction of vehicle speeds. There will be improved crossing points with tactile paving because of newly constructed raised tables. This should improve the experience for disabled users/ carers and those with prams.

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:

N/A



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Have you completed an DPIA for this project/change? No, not deemed necessary.

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:

During the construction works, Traffic Management (TM) will be in place to safely deliver the scheme. This may include temporary rerouting of footways. Provision for wheelchairs and prams ramps will be provided to allow users to commute along the footway safely and enable access to nearby properties. It is expected that there will be a temporary loss of on-street parking in specific locations where works are being carried out.

Emergency Service will be affected, as speeds will be lowered due to the traffic calming measures. They will also be affected by temporary traffic management during the construction of the works.

Council waste collection services are not considered to be affected by this scheme in the long term. However, they will be affected by temporary traffic management.

Existing on-street parking restrictions are not affected by this scheme in the long term. However, they will be affected by temporary traffic management whilst the measures are constructed.

There will be disruption to nearby properties such as noise/vibration/dust generation. Works which will be managed by the determined restrictions/conditions and in accordance with the contractor's requirements and necessary Health & Safety procedures

Further coordination with the Council's Environmental Health team will be held once the detailed design of the project has developed sufficiently to allow for a high level of confidence in the construction methodology.

Construction sites are noisy by nature. As a certain degree of noise emission is inevitable, we will always work towards the best practical solution for all concerned and within Construction industry best practice thresholds.

<https://www.buckinghamshire.gov.uk/environment/environmental-health-and- nuisance/noise-light-smoke-and-smells/noise-from-a-construction-site/>

Are there any potential barriers to implementing changes to your service/strategy/policy/ project?

Planning permission is not required for this scheme. The extent of the work is within the maintained highway boundary and is therefore delivered using Permitted Development Rights. The scheme will require statutory consultation for the vertical traffic measures in accordance with our obligations under section 90c of the Highways Act 1980, section 4 of The Highways (Traffic Calming) Regulations 1999 and section 3 of The Highways (Road Humps) Regulations 1999.



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Capital funding has been identified to deliver the design and construction but has not yet been approved, expected February 2024. The council will seek value for money in the delivery of the scheme.

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)?

Age*: None

Disability*: None

Pregnancy and maternity*: None

Race*: None

Marriage & Civil Partnership*: None

Religion or belief*: None

Sex*: None

Sexual orientation*: None

Gender re-assignment*: None

Military families/veterans: None

Additional groups (*where appropriate - please identify*): None

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



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What are the potential negative effects, impacts or consequences and how have, or may, they arise: None

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? N/A

Section 9 - Other factors to take into consideration:

This project is part of the successful Platinum Way improvements programme of works, helping to improve active travel opportunities for people in Aylesbury, Buckinghamshire.

Section 10 - Conclusion:

This EqIA assessment outlines the current understanding of the project concerning the potential impacts associated with the delivery of the scheme.

Section 11 - Action Planning

Actions to be taken to address negative effects, impacts or consequences and maximise positive impacts	Potential Outcomes	Lead	Timescales
To carry out a public consultation to seek the view of key stakeholders. Addressing issues raised as part of the detailed design process	Completion of public consultation	Simon Glover	November – December 23
Undertake Road Safety Audits 1 and 2. Continue to look at the detailed design of the scheme including the potential use of additional signage and/or lining to aid vulnerable footway users during construction.	Pedestrian, cycle and vehicle conflicts	Simon Glover	November 23 and February 24
Coordinate with the Council Parking team on recent planned parking enforcement changes to the area including pedestrianised zoning	Parking and Parking Restrictions	Simon Glover	December 23 – January 24



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Section 12 - Monitoring Arrangements

What are the plans to monitor the actual and/or final impact? (The EqIA will help anticipate likely effect but the final impact may only be known after implementation)

As part of the design approach for the highway scheme, the project team will use independent RSA auditors to help identify potential issues with the proposed scheme.

A Road Safety Audit (RSA) is a formal way of examining how safe a new or improved road will be for all users, especially those who are more vulnerable like pedestrians and cyclists. The audit aims to reduce the number and severity of crashes that might happen after the highway scheme is completed. The audit looks for potential road safety issues and suggests practical solutions to improve them.

What are the proposals for reviewing and reporting actual impact?

The Buckinghamshire Highways design team follows the guidance under [GG 119 Road Safety Audit](#). In GG119 there are four road safety audit stages:

- Stage 1 – Completion of Preliminary Design
- Stage 2 – Completion of Detailed Design
- Stage 3 – Completion of Construction
- Stage 4 – Post opening monitoring

For RSA Stage 1-3 it is necessary to produce a RSA Response report. The RSA Response Report must respond to each of the problems raised, either by:-

- accepting the RSA problem and recommendation, or
- accept the RSA problem but suggesting an alternative solution, or
- disagreeing with the RSA problem and recommendation, giving justifiable reasons for their rejection.

The responses to each problem must then be agreed with the Highway Authority, with the actions to be taken recorded in a decision log, which would form part of the final RSA Response report.

Following the first year a Highway Improvement Scheme is complete, a check should be undertaken of the personal injury incidents that have occurred, so that any new patterns or trends that may be associated with the works are identified and remedial actions taken where necessary.

Stage 4 monitoring reports shall be prepared using 12 months of incident data from the time the scheme became operational. The collision records shall be analysed in detail to identify:

- Higher than anticipated numbers of incidents that have occurred since the scheme became operational compared to control data
- Locations at which incidents have occurred
- Incidents that appear to arise from similar causes or show common factors or trends.



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The analysis should include the identification of changes in the incident population in terms of number, types, and other incident variables, with comparisons made with control data. Where the Highway Improvement Scheme is an improvement then the incident record before the scheme was built should be compared with the situation after opening.

The Stage 4 Road Safety Audit report will identify any road safety problems indicated by the data analysis and observations during any site visits undertaken. The reports should make recommendations for remedial action.

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: *Simon Glover* Date: 06/02/2024

Equality advice sought from: *Natalie Donhou Morley* Date: Feb 2024

Service Director sign off: *Kevin Goad* Date: Feb 2024

~~CMT sign off: (Please insert name) Date: (Please insert Date)~~

~~Cabinet/Leader sign off: (if deemed necessary by CMT/decisions progressing to Cabinet/Council) (Please insert name) Date: (Please insert date)~~

Next review date: April 2024