



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: Proposed 40 mph Speed Limit – B488 Horton Road, Horton

OneDrive link to report/policy: N/A

Related policies: N/A

Date: TBC

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: Leigh Brown

Job Title:

Email address:

Briefly describe the aims and objectives of the proposal below:

The TROs are aimed at introducing a change of speed limit from National Speed Limit (NSL) to 40mph on the Horton Road exit, adjusted between the village name sign and the existing 30mph sign located on the bend as one enters the main body of Horton Village.

What outcomes do we want to achieve?

Implementation to the amendments of the Traffic Regulation Orders (TROs) and addressing the safety concerns related to the existing speed limit (National Speed Limit) for single-carriageway roads, set at 60mph frequently impeding the safe access to premises.

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

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:



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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:

Does this proposal affect employees? **No**

Please explain your answer:

N/A

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:

Statutory Consultation has taken place in April / May 2024 relating to this project.

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)

-

Long-term (finished scheme)

-

Disability*

Positive Negative Unclear **None**

Details:

Short-term (construction)

Long-term (finished scheme)

Pregnancy & maternity*

Positive Negative Unclear **None**

Details:

Short-term (construction)



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Long-term (finished scheme)

Race & Ethnicity*

Positive Negative Unclear **None**

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**

Details: N/A

Religion & Belief*

Positive Negative Unclear **None**

Details: N/A

Sex*

Positive Negative Unclear **None**

Details: N/A

Sexual Orientation*

Positive Negative Unclear **None**

Details: N/A

Gender Reassignment*

Positive Negative Unclear **None**

Details: N/A

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**



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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:

N/A

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:

N/A

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

N/A

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



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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

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**



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Section 9 - Other factors to take into consideration:

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
N/A			

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)

N/A

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:

Equality advice sought from:

Service Director sign off:

Next review date: