

Cynllun Datblygu Lleol Cyngnor Bwrdeistref Sirol Merthyr Tudful (2016-2031)
Merthyr Tydfil County Borough Council Local Development Plan (2016-2031)



EFFAITH CYDRADDOLDEB | EQUALITIES IMPACTS
PAPUR BRIFFO | BRIEFING PAPER

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Contents

	Page
1. Introduction	2
2. Legislation	2
3. The Three aims of the PSED 3.1 Delivery Agreement 3.2 Consultation Reports 3.2 Community Involvement Scheme 3.4 People with Protected Characteristics in Merthyr Tydfil	3
4. Persons or groups with protected characteristics under the Equality Act 2010	10
5. Conclusion	10

Appendices

Appendix 1: Preferred Strategy EqIA – July 2017

Appendix 2: Deposit Plan EqIA – July 2018

Appendix 3: Submission and Focussed Change IIA – December 2018

1. Introduction

1.1 This briefing paper has been prepared in response to the request for further information, made by the Inspector in his letter dated 25th April 2019, in relation to the Equalities Impacts of the Merthyr Tydfil County Borough Council Replacement Local Development Plan (LDP) 2016 – 2031, as follows:

- 1) While the Replacement LDP Sustainability Appraisal (SA) Report assesses equalities impacts (e.g. via SA objective 4) it does not detail:
 - How the three aims of the Public Sector Equality Duty (PSED) have been integrated into the plan-making process, and
 - How the Plan might affect persons or groups with protected characteristics under the Equality Act 2010.
- 2) The SA Report, at paragraph 9.8, advises that an Equalities Impact Assessment (EqIA) has been completed during plan preparation. Consequently, a copy of the EqIA and/or a brief paper demonstrating how the Council has sought to meet the Equality Duty during the plan's production should be submitted.

1.2 In response to the Inspector's request this paper summarises how:

- The three aims of the PSED have been integrated into the preparation of the Replacement LDP; and
- How the Plan might affect persons or groups with characteristics protected under the Equality Act 2010.

1.3 This paper also includes copies of the EqIAs from the Pre-Deposit, Deposit and Submission/Focused Changes stages of plan preparation (see Appendix 1 – 3 of this paper).

2. Legislation

2.1 The PSED (the Equality Duty) came into force on 1 October 2010 and was created by the Equality Act 2010 in order to replace the previous anti-discrimination duties including age, race, disability, gender and religious equality under one single duty. It covers the same groups that were protected by existing equality legislation¹ now called 'protected characteristics'.

¹ The Equality Act 2010¹ replaced the Equal Pay Act 1970, Sex Discrimination Act 1975, Race Relations Act 1976, Disability Discrimination Act 1995, Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003 and the Employment Equality (Age) Regulations 2006.

2.2 Under the Equality Act there are nine protected characteristics which the Equality Duty covers comprising age, disability², gender reassignment³, race, religion or belief, sex, sexual orientation, marriage & civil partnership and pregnancy & maternity⁴.

2.3 The Equality Duty consists of a general equality duty and specific duties, which help public bodies to meet the general duty. The general equality duty, which is set out in section 149 of the Equality Act, aims to integrate considerations of the advancement of equality into the day-to-day business of public authorities. In summary, those subject to the equality duty, must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims of the general equality duty. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics;
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

3. How the three aims of the PSED have been integrated into the plan preparation process

3.1 The following paragraphs set out how the Council has addressed the three aims of the PSED through the engagement and public consultation methods used in the plan preparation process. Potential impacts on protected groups or people were also identified through equalities assessments undertaken at Pre-Deposit, Deposit and Focused Changes stages which are set out in the subsequent section.

² The Act includes a new protection from discrimination arising from disability and additionally, indirect discrimination now covers disabled people.

³ The Act no longer requires a person to be under medical supervision to be protected.

⁴ Breastfeeding is now explicitly protected.

3.2 Delivery Agreement

- 3.2.1 The Delivery Agreement (DA) agreed by the Welsh Government in August 2016 (submission document SD19) defined the approach that would be taken to prepare the Replacement LDP. This included securing early and effective community involvement to enable the consideration of wide ranging views and the building of a broad consensus (see paragraph 1.8 of the DA) which was outlined in the Community Involvement Scheme (CIS).

3.3 Community Involvement Scheme

- 3.3.1 The CIS (see section 3 of the DA) detailed how and when the Council would involve the community and other stakeholders in the preparation of the replacement LDP. Its aim was to make the process transparent, enable effective engagement and to build consensus on the Replacement LDP. It was shaped by the principles committed to in the Joint Cwm Taf Public Engagement Strategy which included encouraging and enabling 'everyone to be involved, if they choose'. The strategy was approved by the Cwm Taf Regional Collaboration Board in June 2014 and was carried out in preparation for the development of the Cwm Taf Well-being Plan, later published in May 2018 (ED006).
- 3.3.2 The intention was also to make use of the Cwm Taf Engagement Hub which enables users to view and comment on all consultation and engagement being undertaken across Merthyr Tydfil and Rhondda Cynon Taf (i.e. the Cwm Taf area). This 'hub' hosts a 'Citizens' Panel' which can be used as a control group to consider whether consultation responses received are reflective of the views of the wider population. Although the Hub was used in the early replacement LDP preparation stages the Council's communications team ceased supporting it during later stages of plan preparation (in part due to poor response rates generally) and alternative consultation and engagement methods as outlined in Appendix 3 of the DA were used.
- 3.3.3 In-line with the ICR, four topic based working groups were set up, to which a range of organisations were invited. The working groups comprised: Population and Community facilities; Heritage, Leisure and Countryside; Housing Viability; and Economic Development and Tourism and their views were relayed to a Replacement LDP Steering Group for consideration. Several meetings of the LDP Steering group were held throughout plan preparation and where a range of matters were discussed. Terms of reference for the Steering and working groups and notes of the meetings can be found attached at Appendices 10 – 25 of the ICR.

3.3.4 Other mechanisms for involving stakeholders and communities at each stage in preparing the LDP were designed to maximise opportunities for joint engagement (such as the Cwm Taf stakeholder workshops and utilising existing planned events e.g. The Merthyr Food Festival), to respond to the population profile (attached at Appendix 5 of the DA) and to meet the mission statement of Merthyr Tydfil County Borough Council which is to become an innovative local authority that is ambitious, customer led and outcome focussed. The operating principles of the mission statement include 'Listening and engaging with our stakeholders' and 'Promoting independence'.

3.4 Consultation Reports

3.4.1 All details of all involvement and consultation activities were included in Consultation Reports comprising the Initial Consultation Report (ICR) - June 2018 (submission document SD15), the Deposit Plan Consultation Report December - 2018 (submission document SD14) and the Focussed Changes Consultation Report - March 2019 (submission document SD59).

3.5 People with Protected Characteristics in Merthyr Tydfil

3.5.1 People with Protected Characteristics are monitored as part of the LDP Annual Monitoring Report (AMR) process by the Policy Planning Team in order to monitor changes in baseline data. These groups were also considered as part of evidence gathering for the Sustainability Scoping Report January 2017 (submission document SD10), the Initial Sustainability Report June 2017 (submission document SD09), Deposit Plan Sustainability Report June 2018 (submission document SD06), the Cwm Taf: Understanding Our Communities Wellbeing Assessment Consultation Report December 2016 (submission document SD54) and during the preparation of background papers produced to inform the LDP in order to set a baseline of data. A summary of where and when each protected characteristic has been considered during plan preparation is provided below:

Age -

- The age profile of Merthyr Tydfil can be found at Table 1 of Appendix 5 of the DA and Table 2 of the Merthyr Tydfil Local Housing Market Assessment (LHMA) 2014 – 2019 (submission document SD28);
- This characteristic was considered during preparation of the Open Space Strategy June 2016 (submission document SD47 - e.g. children, young people and teenagers open space needs and use); Population and Housing Requirements background paper June 2017 (submission document SD32 - population and household changes of specific age cohorts e.g. children, older people, and working aged people); the AMR's (e.g. young people in education and NEET); Cwm Taf: Understanding Our Communities Wellbeing Assessment Consultation (e.g. young carers and cares of older people); Merthyr Tydfil County Borough Council Statement of Well-being 2019/2020 (submitted alongside this paper - e.g. children and

young people and working-age population), and the Cwm Taf Well-being Plan (submitted alongside this paper - people of all ages);

- Several specific local groups were targeted during the plan preparation process as listed in Appendix 2 of the DA. These include for example, Aberfan and Merthyr Vale Darby and Joan Club, Dowlais OAP Association, Merthyr Tydfil 50+ Forum, and the Children & Young People's Voluntary and Organisations Forum. Members of the LDP Team also attended a meeting of the Merthyr Tydfil Borough Wide Youth Forum (MTBWYF) as part of the Pre-Deposit consultation (minutes of the meeting are attached at Appendix 39 of the ICR, document SD15).
- As part of the pre-deposit preparation it was identified that if there was to be no form of policy intervention (e.g. an LDP), the County Borough's total population aged 64 years and under will decrease but the numbers aged 65 years and over will grow significantly, with the biggest increase being in those aged 85 years and over. This was identified as key issue (see figure 1 of the Replacement LDP Written Statement- submission document SD01) and influenced the LDP growth strategy (see paragraph 4.4 of the Replacement LDP Written Statement).

Disability -

- There are higher levels of poor physical health, disabilities and people who suffer with mental health problems in the Cwm Taf area than elsewhere in Wales (identified in the Cwm Taf Understanding Our Communities Wellbeing Assessment Consultation).
- This characteristic was considered during preparation of LHMA (long-term illness and adapted housing) and the Cwm Taf Understanding Our Communities Wellbeing Assessment Consultation (e.g. people with physical and learning disabilities and sensory impairment).
- Several specific groups were identified and targeted during the early stages of plan preparation process as listed in Appendix 2 of the DA i.e. 'Bodies which represent the interests of disabled persons in the authority's area' and other organisations e.g. Disability Wales.
- Although no specific issues were raised the plan provides for accessible green and open space and includes inclusive design policies to allow access for 'all' and to protect access to community facilities.

Race -

- The origin of population by country of birth is identified in Appendix 5 of the DA which identifies that a total of 2.9% of people were born in other EU countries compared with a Wales average of 2.2% and 1.6% were born outside EU countries compared to a Wales average of 3.3% (ONS - 2011 Census).
- Appendix 5 of the DA also shows that 2.4% of people in Merthyr Tydfil County Borough identify as non-white compared to a Wales average of 4.5% according to the Local Labour Force Survey/Annual Population Survey, December 2015.

- This characteristic was considered as part of the preparation of the Gypsy and Traveller Accommodation Assessments 2016 and June 2018 (submission documents SD24 and SD25 respectively), which included a specific consultation (see pages 18-21 of document SD25) to inform the LDP; in addition figure 1 of the GTAA 2018 illustrates the 2011 Census breakdown of Ethnicity in Merthyr Tydfil.
- Several specific local groups were targeted during the plan preparation process i.e. 'Bodies which represent the interests of different racial, ethnic or national groups in the authority's area', e.g. Bridges (gypsy / traveller communities in Merthyr), The Polish Community of the Valleys and the Valleys Race Equality Council and other organisations including the Commission for Racial Equality and Diverse Cymru.
- Although the plan protects gypsy / traveller accommodation and contains a policy for the consideration of proposals to meet additional needs, no other issues were raised during plan preparation with regard to this protected characteristic.

Religion or belief –

- The religious identity of Merthyr Tydfil is shown under 'Identity' in Appendix 5 of the DA (2011 Census, South East Wales Skills Observatory). This shows that over 55% of people in Merthyr Tydfil identify as Christian, about 44% as non-religious or religion not stated and about 1% as either Buddhist, Hindu, Muslim, Sikh or other religion.
- Several specific local groups were targeted during the plan preparation process as listed in Appendix 2 of the DA see 'Bodies which represent the interests of different religious groups in the authority's area' and several churches listed under other consultee's e.g. Dowlais Wesley Methodist Church and St Margaret's Spiritualist Church.
- No specific issues were identified with regard to this protected characteristic.

Sex –

- In 2017 there were 29,416 males and 30,537 females residing in the County Borough (ONS).
- This characteristic was considered during the Cwm Taf Understanding Our Communities consultation workshops;
- Several organisations were targeted during the plan preparation process e.g. Chwarae Teg and Diverse Cymru.
- Issues raised with regard to this protected characteristic relate to violence against women (and sometimes men), domestic abuse and sexual violence however it is considered that the LDP cannot directly or tangibly have an impact on this characteristic.

Gender reassignment

- No specific targeted involvement as it is considered that the LDP will not directly or tangibly have an impact on this characteristic.

Sexual orientation

- No specific targeted involvement as it is considered the LDP will not directly or tangibly have an impact on this characteristic.

Marriage & Civil partnership

- No specific targeted involvement as it is considered the LDP will not directly or tangibly have an impact on this characteristic.

Pregnancy & Maternity

- No specific targeted involvement as the LDP will not directly or tangibly have an impact on this characteristic.

3.5.2 In addition to the above 'Easy Read' versions of the Preferred Strategy (submission document SD17) and Deposit Plan (submission Document SD03) were prepared to specifically target and aid people with protected characteristics such as age and disability.

3.5.3 Table 1 below illustrates how the Replacement LDP can support the three aims.

Table 3.1 How the LDP will support the three PSED aims following Plan preparation.
Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
<p>The LDP can help to encourage people from protected groups to participate in public life or in other activities where their participation is disproportionately low. Policies such as <i>Policy SW10: Protecting and Improving Open Spaces</i>, and <i>Policy SW11: Sustainable Design and Placemaking</i> make provision for accessible green and open spaces; and ensure inclusive design takes place.</p> <p>For example, a key principle of designating Local Nature Reserves is to improve access to them. This will assist in encouraging protected groups such as disabled people, or elderly people and children, to use facilities they may have considered unavailable or inaccessible to them.</p>
Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
<p>The LDP can indirectly take steps to meet the needs of people from protected groups where their needs are different from the needs of other people through various policies e.g. <i>Policy SW12: Improving the Transport Network</i> attempts to reduce barriers for those without a private car through the promotion of active travel and public transport and improving the accessibility of retail, leisure and community facilities, and employment opportunities.</p> <p>In addition, whilst not directly delivering particular types of housing to meet the needs of protected groups, the Plan allocates a sufficient range and quantity of sites to facilitate the delivery of a range of housing to meet a variety of needs. <i>Policy SW9: Planning Obligations</i> also seeks to secure appropriate levels of affordable housing, and it is likely that the delivery of affordable housing will more directly assist in meeting the housing needs of protected groups.</p>
Removing or minimising disadvantages suffered by people due to their protected characteristics.
<p>Although it is difficult to establish a direct and tangible link between the LDP and removing or minimising disadvantages suffered by people due to their protected characteristics, the LDP can indirectly assist in this aim through the robust implementation of Policies such as <i>SW11: Sustainable Design and Placemaking</i>. Creating attractive and sustainable places through high quality and inclusive design should assist in minimising disadvantages by facilitating the delivery of new development, facilities and services that can be used by all members of society.</p>

4. How the Plan might affect persons or groups with protected characteristics under the Equality Act 2010:

- 4.1 In addition to considering protected characteristics under the Equality Act 2010 through the plan preparation process, as outlined out above, the potential impacts on persons or groups with protected characteristics were also considered as part of the Equalities Impact Assessments (EqIA's) and Integrated Impact Assessment (IIA) completed at the Pre-Deposit, Deposit and Focused Changes/Submission stages:
- The Replacement LDP Preferred Strategy - Preferred Strategy Equality Impact Assessments (EqIA) – July 2017, attached at Appendix 1;
 - The Replacement Deposit Plan - Deposit Plan Equality Impact Assessments (EqIA) – July 2018, attached at Appendix 2; and
 - Focussed Changes Submission and Focussed Change Integrated Impact Assessment (IIA) – December 2018, attached at Appendix 3.
- 4.2 The EqIA assessments undertaken at the Pre-Deposit and Deposit stages found that there would likely be low positive impacts against the protected characteristics arising from the fact the LDP will facilitate the delivery of development, services and facilities that can be used by all. As part of the Council report to consider the Deposit Plan consultation responses and proposed Focused Changes the EqIA assessment was reviewed to form an Integrated Impact Assessment (IIA). The IIA incorporates consideration of the Well-being of Future Generations (Wales) Act 2015 goals and 5 ways of working in addition to protected characteristics. This found positive impacts against the wellbeing goals as well as low positive impacts against the protected characteristics.

5. Conclusion

- 5.1 This paper has illustrated how the plan preparation process has sought to incorporate and address the three aims of the Public Sector Equalities Duty under the Equality Act 2010. This has been addressed through the evidence gathering at the Pre-Deposit and Deposit stages which included use of topic based steering groups and targeted engagement with groups with protected characteristics identified in the DA in addition to formal public consultation exercises. This paper also indicates the Policies contained within the replacement LDP that have the potential to assist in achieving the three aims.
- 5.2 In addition, potential impacts on persons or groups with protected characteristics have been reviewed as part of the Equalities Impact Assessments undertaken at each stage of plan preparation. These demonstrate that the plan is unlikely to have negative impacts on any of the protected groups. Moreover, the EqIA process identified that the LDP is likely to have a minor positive effect on the protected groups.

APPENDIX 1: Pre Deposit Equality Impact Assessment

Equality Impact Assessment Form

Please ensure that you refer to the '[Equality Impact Assessment Guidance](#)' while completing this form. If you would like further guidance please contact the Equalities Officer or Equalities Team.

Details
Name of Initiative to be assessed: <i>Replacement Merthyr Tydfil Local Development Plan – Deposit Plan</i>
Name of responsible officer: <i>Judith Jones/ Chris O'Brien</i>
Group/Directorate: <i>Place and Transformation</i>
Service Area: <i>Planning and Countryside</i>
Date: <i>13th June 2017</i>

(a) WHAT ARE YOU ASSESSING FOR IMPACT?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal	Information/ Position statement
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe below

During summer 2016, the Council approved the recommendation to commence preparation of a replacement Local Development Plan (LDP) that will outline land use policies for the County Borough up until 2031, replacing the current adopted LDP that runs until 2021.

The Plan allocates land for housing, employment, open space and other uses, and also includes policies that facilitate development and offer environmental protection. The documentation being presented to Full Council at this time is referred to as the 'Preferred Strategy' and outlines the strategy of the new LDP, including the proposed level of growth for the County Borough and the broad location of development.

(c) IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?

If so, please identify what and how?

Preparation of a Local Development Plan is controlled the Planning (Wales) Act 2015 and The Town and Country Planning (Local Development Plan) Regulations 2005 (amended 2015). An LDP Manual (2015), produced by Welsh Government, contains guidance which builds on the statutory requirements contained in the Regulations.

(d) Does the initiative directly affect service users, employees or the wider community?

Yes ☒ Continue assessment
No ☐ No need to continue screening or carry out an EqIA

Screening/Relevance Test: Is an equality impact assessment required?

Screening is used to decide whether the initiative you are responsible for has a high or medium negative impact on any of the protected groups and will require a full EqIA. Please highlight the positive impact the decision will have on the protected characteristics

Equality Impact Assessment Form

What will be the effect on:-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Disability	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Gender Reassignment	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Marriage & Civil Partnership	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Pregnancy and Maternity	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Race	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Religion or Belief	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Sex	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Sexual orientation	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Carers	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Welsh Language	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>

If after completing the EqIA screening/relevance test you determine that this service/function/policy/project is not relevant for an EqIA you must provide adequate explanation below (Please use additional pages if necessary).

The proposal does not have any negative impact on any identified group. The LDP will assist in ensuring the Planning and Countryside Department fulfils its statutory obligations. The LDP plays a key role in ensuring that the County Borough is a safe and attractive place to live, work, play and visit for all members of society, through facilitating and managing new development and protecting the environment.

Are you happy that you have sufficient evidence to justify your decision?

Yes ...X..... No

Signed Judith Jones Position Head of Planning and Countryside

N.B. If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you MUST carry out a full EqIA.

APPENDIX 2: Deposit Plan Equality Impact Assessment

Equality Impact Assessment Form

Please ensure that you refer to the '[Equality Impact Assessment Guidance](#)' while completing this form. If you would like further guidance please contact the Equalities Officer or Equalities Team.

Details

Name of Initiative to be assessed: *Replacement Merthyr Tydfil Local Development Plan – Deposit Plan*

Name of responsible officer: *Judith Jones/ John Raine*

Group/Directorate: *Place and Transformation*

Service Area: *Planning and Countryside*

Date: *25th July 2018*

(a) WHAT ARE YOU ASSESSING FOR IMPACT?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal	Information/ Position statement
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe below

During summer 2016, the Council approved the recommendation to commence preparation of a replacement Local Development Plan (LDP) that will outline land use policies for the County Borough up until 2031, replacing the current adopted LDP that runs until 2021.

The Deposit Plan allocates land for housing, employment, open space and other uses, and also includes detailed policies that facilitate development and offer environmental protection.

(c) IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?

If so, please identify what and how?

Preparation of a Local Development Plan is controlled the Planning (Wales) Act 2015 and The Town and Country Planning (Local Development Plan) Regulations 2005 (amended 2015). An LDP Manual (2015), produced by Welsh Government, contains guidance which builds on the statutory requirements contained in the Regulations.

(d) Does the initiative directly affect service users, employees or the wider community?

Yes ☒ Continue assessment
No ☐ No need to continue screening or carry out an EqlA

Screening/Relevance Test: Is an equality impact assessment required?

Screening is used to decide whether the initiative you are responsible for has a high or medium negative impact on any of the protected groups and will require a full EqlA. Please highlight the positive impact the decision will have on the protected characteristics

Equality Impact Assessment Form

What will be the effect on:-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Disability	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Gender Reassignment	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Marriage & Civil Partnership	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Pregnancy and Maternity	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Race	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Religion or Belief	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Sex	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Sexual orientation	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Carers	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>
Welsh Language	<i>Low positive impact – the LDP will facilitate the delivery of development, services and facilities that can be used by all.</i>

If after completing the EqIA screening/relevance test you determine that this service/function/policy/project is not relevant for an EqIA you must provide adequate explanation below (Please use additional pages if necessary).

The proposal does not have any negative impact on any identified group. The LDP will assist in ensuring the Planning and Countryside Department fulfils its statutory obligations. The LDP plays a key role in ensuring that the County Borough is a safe and attractive place to live, work, play and visit for all members of society, through facilitating and managing new development and protecting the environment.

Are you happy that you have sufficient evidence to justify your decision?

YesX..... No

Signed Judith Jones Position Head of Planning and Countryside

N.B. If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you MUST carry out a full EqIA.

Appendix 3: Submission and Focused Changes Integrated Impact Assessment



Well-being of Future Generations (Wales) Act 2015 Integrated Impact Assessment (includes Equalities, Welsh Language, Sustainability and Biodiversity)

Before completing the Impact Assessment **PLEASE REFER TO THE CORRESPONDING GUIDANCE DOCUMENT** which provides essential background information.

An Integrated Impact Assessment **MUST** be completed for:

1. Any project (i.e. something that has a start and end date and is different from day to day business).
2. Where you are implementing significant change e.g. service provision.
3. For any Council / Cabinet report that is not part of an above mentioned project or significant change.

Title of Project / Report:	The Replacement Merthyr Tydfil Local Development Plan (2016 – 2031): Report of Consultation and Submission for Examination
Officer completing Impact Assessment:	<i>John Raine</i>
Lead Officer / Project Manager:	<i>Judith Jones</i>
Service:	<i>Planning and Countryside</i>
Impact Assessment completion date:	<i>18th December 2018</i>
Please give a brief description of the aims of the proposal: <i>During Summer 2016, the Council approved the recommendation to commence preparation of a replacement Local Development Plan (LDP) that will outline land use policies for the County Borough up until 2031, replacing the current adopted LDP that runs until 2021. The Plan allocates land for housing, employment, open space and other uses, and also includes detailed policies that facilitate development and offer environmental protection. Following public consultation on the Deposit LDP, focused changes that are considered necessary for 'soundness' are now being proposed prior to submitting the Replacement LDP to the Planning Inspectorate for a public examination.</i>	

1. Merthyr Tydfil Well-being Objectives

Does your proposal help to deliver any of the Council's Well-being Objectives identified below?

Well-being Objectives	Does your proposal have a positive or negative impact on the Council's Well-being Objectives? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
<u>Best Start to Life</u> Children and young people get the best start to life and are equipped with the skills they need to be successful learners and confident individuals.	x			<p><i>Whilst the LDP has not specifically allocated any land for educational facilities, the Plan is flexible enough to ensure that the Councils future needs in terms of land requirements for schools can be met.</i></p> <p><i>The LDP also protects areas of play/open space which contribute the health and well-being of children and young people.</i></p>	<p><i>Policies in the Plan ensure that if any protected open space is lost to development, appropriate mitigation/compensation must take place.</i></p> <p><i>An Annual Monitoring Report (AMR) for the LDP is required by legislation, and this report monitors the progress of the LDPs policies and allocations.</i></p>
<u>Working Life</u> People feel supported to develop the skills required to meet the needs of businesses with a developing, safe infrastructure making Merthyr Tydfil an attractive destination.	x			<p><i>The LDP includes policies and land use allocations that will assist in developing an environment and infrastructure for business to flourish, e.g. land safeguarded for public transport improvements, land specifically allocated for new employment uses.</i></p> <p><i>The Plan also contains policies that aim to directly protect and enhance our heritage and cultural assets.</i></p>	<p><i>An Annual Monitoring Report for the LDP is required by legislation, and this report monitors the progress of the LDPs policies and allocations.</i></p>
<u>Environmental Well-being</u> Communities protect, enhance and promote our environment and countryside.	x			<p><i>The LDP takes an active role in developing good quality biodiverse and well-connected green infrastructure and open spaces.</i></p>	<p><i>An Annual Monitoring Report for the LDP is required by legislation, and this report monitors the progress of the LDPs policies and allocations.</i></p>

				<p><i>The Plan allocates Local Nature Reserves in each ward of the County Borough and also includes policies that aim to protect and enhance existing open space and green infrastructure.</i></p> <p><i>The LDP also provides areas of search for renewable energy provision.</i></p>	<p><i>The Councils Open Space Strategy is also prepared by the Planning and Countryside Department, providing greater detail on the County Boroughs open spaces.</i></p>
<p>Living Well People are empowered to live independently within their communities, where they feel safe and enjoy good physical and mental health.</p>	x			<p><i>The Plan encourages the promotion of good physical and emotional well-being through facilitating the provision of a high quality environment throughout the County Borough.</i></p> <p><i>The Plan contains policies that cover the design of new development, including the promotion of “healthy and active environments” and reducing the opportunity for crime and anti-social behaviour.</i></p>	<p><i>An Annual Monitoring Report for the LDP is required by legislation, and this report monitors the progress of the LDPs policies and allocations.</i></p>
<p>Sources of evidence to support the above:</p> <p>MTCBC Replacement LDP 2016-2031 – Deposit Plan Written Statement (June 2018)</p> <p>MTCBC Replacement LDP 2016-2031 – Schedule of Focussed Changes (December 2018)</p> <p>https://www.merthyr.gov.uk/resident/planning-and-building-control/first-replacement-local-development-plan-2016-2031/</p>					

2. Sustainable Development Principles (The Five Ways of Working)

Does your proposal demonstrate you have met the sustainable development principles (five ways of working)?

Five Ways of Working	How does your proposal demonstrate you have met the five ways of working?	Are there any additional actions to be taken to better contribute to the five ways of working and/or mitigate any negative impacts?
Long Term - Thinking and planning for the long term.	<p><i>The LDP covers the time period 2016-2031 and is a medium to long term land use plan for the County Borough.</i></p> <p><i>The entire strategy of the LDP is based on providing sufficient land to provide for the needs of the population of the County Borough over the next 15 years.</i></p>	<p><i>Once adopted, there is a statutory requirement to review the LDP after 4 years. This ensures that any changes in circumstance or evidence, or whether or not the Plan is working, can be taken into account, and if necessary a new LDP can be prepared.</i></p>
Prevention - Preventing problems before they happen.	<p><i>A long term issue that has been identified in the County Borough had been the loss of services as the population declined over the course of several decades.</i></p> <p><i>More recently, the population has started to grow again, and the LDP now looks to continue this trend, in a sustainable manner, to help ensure that the problems associated with a declining population are prevented.</i></p>	<p><i>The LDP AMR, review process, and close monitoring of other evidence will assist in ensuring that this way of working is adhered to in the future.</i></p>
Integration - Integrating with other strategies.	<p><i>The process of preparing a LDP ensures that integration with other strategies is an integral part of Plan preparation.</i></p> <p><i>One of the initial pieces of work carried out is a review of existing plans, policies and programmes that assists in identifying the issues for the LDP to address and ensure consistency between the LDP and other strategies.</i></p>	<p><i>The LDP AMR, review process, and close monitoring of other evidence will assist in ensuring that this way of working is adhered to in the future.</i></p>

Collaboration - Collaborating with others.	<p><i>As part of the initial scoping work early in the LDP process, the Planning Department collaborated with the Cwm Taf partnership board in hosting a workshop on Environmental Well Being.</i></p> <p><i>Representatives from MTCBC also sit on the South East Wales Strategic Planning Group (SEWSPG) which looks at land use planning issues at a regional level.</i></p>	<p><i>The LDP AMR, review process, and close monitoring of other evidence will assist in ensuring that this way of working is adhered to in the future.</i></p>
Involvement - Involving people and communities.	<p><i>Involvement is a critical part of LDP preparation. The LDP is subject to a number of public consultation exercises at various stages through the process.</i></p> <p><i>Stakeholders have been involved through topic-based Working Groups, and through drop-in events held during the public consultations. The Planning Department was also pro-active at the outset of LDP preparation, actively seeking out expressions of interest of stakeholders that wanted to be involved through the LDP process.</i></p>	<p><i>The LDP AMR, review process, and close monitoring of other evidence will assist in ensuring that this way of working is adhered to in the future.</i></p>
<p>Sources of evidence to support the above:</p> <p>MTCBC Replacement LDP 2016-2031 – Delivery Agreement (August 2016)</p> <p>MTCBC Replacement LDP 2016-2031 – Initial Consultation Report (June 2018)</p> <p>https://www.merthyr.gov.uk/resident/planning-and-building-control/first-replacement-local-development-plan-2016-2031/</p>		

3. Protected Characteristics (including Welsh Language)

Does your proposal directly impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language as identified below?

Protected Characteristics	Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation	What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?
	Positive	Negative	N/A		
Age	x			<i>The LDP will have a low positive impact – the Plan will facilitate the delivery of services and infrastructure that can be used by all.</i>	<i>The LDP monitoring process will assist in ensuring that positive impacts are contributed to, and that appropriate mitigation takes place for any negative impacts.</i>
Disability	x			<i>The LDP will have a low positive impact – the Plan will facilitate the delivery of services and infrastructure that can be used by all.</i>	<i>The LDP monitoring process will assist in ensuring that positive impacts are contributed to, and that appropriate mitigation takes place for any negative impacts.</i>
Gender Reassignment	x			<i>The LDP will have a low positive impact – the Plan will facilitate the delivery of services and infrastructure that can be used by all.</i>	<i>The LDP monitoring process will assist in ensuring that positive impacts are contributed to, and that appropriate mitigation takes place for any negative impacts.</i>
Marriage and Civil	x			<i>The LDP will have a low positive impact – the Plan will facilitate the</i>	<i>The LDP monitoring process will assist in ensuring that positive</i>

Partnership				<i>delivery of services and infrastructure that can be used by all.</i>	<i>impacts are contributed to, and that appropriate mitigation takes place for any negative impacts.</i>
Pregnancy and Maternity	x			<i>The LDP will have a low positive impact – the Plan will facilitate the delivery of services and infrastructure that can be used by all.</i>	<i>The LDP monitoring process will assist in ensuring that positive impacts are contributed to, and that appropriate mitigation takes place for any negative impacts.</i>
Race	x			<i>The LDP will have a low positive impact – the Plan will facilitate the delivery of services and infrastructure that can be used by all.</i>	<i>The LDP monitoring process will assist in ensuring that positive impacts are contributed to, and that appropriate mitigation takes place for any negative impacts.</i>
Religion or Belief	x			<i>The LDP will have a low positive impact – the Plan will facilitate the delivery of services and infrastructure that can be used by all.</i>	<i>The LDP monitoring process will assist in ensuring that positive impacts are contributed to, and that appropriate mitigation takes place for any negative impacts.</i>
Sex (Gender)	x			<i>The LDP will have a low positive impact – the Plan will facilitate the delivery of services and infrastructure that can be used by all.</i>	<i>The LDP monitoring process will assist in ensuring that positive impacts are contributed to, and that appropriate mitigation takes place for any negative impacts.</i>

Sexual Orientation	x			<i>The LDP will have a low positive impact – the Plan will facilitate the delivery of services and infrastructure that can be used by all.</i>	<i>The LDP monitoring process will assist in ensuring that positive impacts are contributed to, and that appropriate mitigation takes place for any negative impacts.</i>
Welsh Language	x			<i>The LDP will have a low positive impact – the Plan will facilitate the delivery of services and infrastructure that can be used by all.</i>	<i>The LDP monitoring process will assist in ensuring that positive impacts are contributed to, and that appropriate mitigation takes place for any negative impacts.</i>
Sources of evidence to support the above: MTCBC Replacement LDP 2016-2031 – Deposit Plan Written Statement (June 2018) MTCBC Replacement LDP 2016-2031 - Schedule of Focussed Changes (December 2018) MTCBC Replacement LDP 2016-2031 – Deposit Plan Sustainability Appraisal Report (June 2018) https://www.merthyr.gov.uk/resident/planning-and-building-control/first-replacement-local-development-plan-2016-2031/					