

Equalities Impact Assessment Report



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1. INTRODUCTION

- 1.1 This document is the Equality Impact Assessment Report of the emerging Anglesey and Gwynedd Joint Local Development Plan. Equality Impact Assessments (EqIA's) are required in law by the Equality Act 2010.

What is Equality Impact Assessment?

- 1.2 Equality Impact Assessment is a tool that helps local authorities make sure that the Council does not discriminate, promotes equality wherever possible and fosters good community relations. Carrying out an EqIA involves assessing the likely effects of policies on people in respect of disability, gender, race, language, age, sexual orientation, sexual reassignment and religion or belief. Where relevant, the Equality Act 2010 also requires us to give consideration to marriage and civil partnership and maternity and pregnancy. In addition to assessing the impact on the protected characteristics as defined by the Equality Act, we will also assess any impact in relation to the Welsh language. This is element of the work is contained within the Linguistic Impact Assessment.
- 1.3 EqIAs are not only about addressing discrimination or adverse impacts – they should also positively promote equal opportunities, improved access, public participation and foster good relationships.

2. EQUALITY IMPACT ASSESSMENT OF THE ANGLESEY AND GWYNEDD JLDP

- 2.1 The Anglesey and Gwynedd JLDP is a land use plan which will form the statutory development plan for the Anglesey and Gwynedd Local Planning authority areas. It includes a vision, strategy, area-wide policies for development types, land allocations, and where necessary policies and proposals for key areas of change and protection. In practice, the plan's main implications to equality issues relate to the Plan preparation process in terms of the involvement of groups and individuals. As the JLDP is a land-use plan, its impact on equality is also linked to access to services, facilities and opportunities. Due to its potential to impact certain groups and individuals it has been decided to undertake an EqIA of the Plan to ensure that the JLDP does not discriminate against particular groups and to identify the positive contribution the JLDP makes to the equalities agenda.
- 2.2 An EqIA will be undertaken at the following key stages of the Plan process:
- i) **Strategic Options and Preferred Strategy** – this is one of the first stages in the production of the LDP. The strategy does not allocate sites for development but will establish key strategic objectives for the Plan. It also includes a vision and objectives, strategic options, key

policies and the suggested overall level of growth and key areas of change and protection for the County. The assessment of the

- ii) Strategic Options and the Preferred Strategy is the subject of this document.
- iii) **The Deposit Plan** – this will be the full draft of the Local Development Plan which will be based on the information gathered and the community’s response to the ‘Preferred Strategy and Strategic Options’. It will include specific land use policies and allocates specific sites to be used for particular purposes such as housing or employment.

3. METHODOLOGY AND STRUCTURE OF THE EQIA

- 3.1 Before undertaking the Equality Impact Assessment of the Anglesey and Gwynedd JLDP, it was important to describe and analyse the equality related characteristics of the area likely to be affected by the Plan. This subsequently enabled the identification of key issues and problems in terms of equality in the area, which, in turn provided a base upon which to undertake the robust Equality Impact Assessment of the Plan. Some data gaps were identified during the assessment process most notably in terms of information relating to ‘Pregnancy and Maternity’. Once this data becomes available, it will be fed into the assessment process. Appendix 1 describes the baseline conditions of the Plan Area relating to each of the equality groups (protected characteristics) using a mix of qualitative and quantitative data and also identifies issues and the implications of these to the JLDP and vice versa.
- 3.2 The EqIA itself has been undertaken using an assessment toolkit that has been developed by Gwynedd Council as part of its statutory duty to ensure that no individuals or groups are discriminated against. The toolkit contains specific headings which need to be addressed as part of the assessment process. The EqIA has been undertaken with the involvement of Equality Officers of both Anglesey County Council and Gwynedd Council to ensure that a full and comprehensive assessment is achieved.
- 3.3 Appendix 2 contains the EqIA of the ‘Strategic Options’ of the JLDP and Appendix 3 includes the EqIA of the Preferred Strategy. It should be noted that an assessment in relation to the Welsh Language has not been undertaken as this will be subject to a stand-alone Welsh language Linguistic Impact Assessment.

4. SUMMARY OF FINDINGS

Summary of Findings – Strategic Options

- 4.1 The EqIA showed that the JLDP Strategic Options are not likely to have a significant adverse effect on equality at this stage of Plan development. This is mainly due to the lack of detail and specificity available at this stage.

However, the assessment suggested that Option D3 is likely to cause the least inequalities. The proportionate distribution to urban and rural areas, as

would be implemented under this option, addresses the needs of a wider proportion of the population, whereas all other options are likely to discriminate against some others. Overall, Option D3 is likely to facilitate the social inclusion of most groups in the Plan area. However, as the Plan progresses, more detailed policies and allocations may impact negatively on the various aspects of equality. It will be important that the Plan addresses any inequalities that may arise through appropriate mitigation measures at later stages of Plan development.

Summary of Findings – Preferred Strategy

- 4.2 The EqIA has shown that the JLDP Preferred Strategy is not likely to have a significant adverse effect on equality at this stage of Plan development. This is mainly due to the lack of detail and specificity available at this stage. Conversely, the Strategy should impact positively upon various aspects of equality via the implementation of its strategic policies.
- 4.3 The proportionate distribution of development afforded by the emerging Preferred Strategy addresses the needs of residents in both rural and urban areas which is unlikely to lead to discrimination against minority groups. Underpinning the proposed broad Spatial Strategy is the basic principle that the best means of achieving the objectives of maintaining sustainable and inclusive communities and improving access to services is to facilitate rural entrepreneurship and to encourage a range of basic services at locations close to the rural population.
- 4.4 However, as the Plan progresses, more detailed policies and allocations may impact negatively on the various aspects of equality. It will be important that the Plan addresses any inequalities that may arise through appropriate mitigation measures at later stages of Plan development.

1.3 Between 2001 and 2009:

- The proportion of the population being white remained fairly similar in both Anglesey and Gwynedd.
- The proportion of the population described as non-white (mixed, Asian or British Asian; Black or Black British or other ethnic group) increased by 275% and 140% in Anglesey and Gwynedd respectively (*Source: Shared Equality Research and Background Paper, 2011*).

1.4 The following table highlights the key situation in terms of ethnicity in Gwynedd and Anglesey in 2009.

Table 1: Population estimates by ethnic group and Local Authority (2009)

Ethnicity	All groups	Asian or Asian british	Black or Black British	Mixed	Other	White	% of population from a non-white background
Isle of Anglesey	68,700	500	200	400	200	67,300	2%
Gwynedd	118,700	1,600	500	1000	600	115,100	3%
Wales	2,999,300	52,600	18,600	29,900	22,600	2,875,500	4.1%

(Source: StatsWales, 2009)

1.5 According to the 2001 Census, in Anglesey, the three wards with the highest proportion of non-white people were Cadnant (3.2%), Tysilio (2.9%) and Braint (2.3%). These wards are generally located in and around the Menai hub area. Three wards had no non-white people at all as residents – Bodorgan, Llanbadrig and Mechell – these are primarily rural wards.

1.6 In Gwynedd, The three wards with the highest proportion of non-white people was Pentir with (8.5%), Deiniol (7.5%) and Menai (Bangor (5.4%). These wards are generally urban in nature located in and around the Bangor area. Three wards had no ethnic minority residents at all, namely Llandderfel, Morfa Nefyn and Brithdir/Llanfachraeth – these are primarily rural wards.

1.7 Engagement with the Intercultural Skill Link Group which is a Black and Ethnic Minority community group consisting of people living in Bangor has identified the following issues:

- i) What the group liked about living in Bangor:

- Nature – the area provides a beautiful, peaceful and healthy environment in which to live;
- Safety – Bangor is a safe, quiet and non-threatening place to live, work and/or study in;
- Health – the group noted positive experiences in accessing local health care;
- Culture – culture is seen as a positive aspect of living in Bangor

ii) What the group didn't like about living in Bangor:

- Cost of living
- Poor quality accommodation
- Lack of suitable accommodation especially for families and Muslim students;
- Lack of leisure facilities such as no suitable swimming facilities for Muslim women.

1.8 The group concluded that their main priorities were i) the need for affordable family accommodation in Bangor and ii) the need to sustain and develop links and networks.

1.9 The life expectancy of Gypsy Travellers is significantly lower than the general population (Niner, 2002:10). A study by the Scottish Government in 2001 showed that the life expectancy of Gypsy Travellers was 55, compared with a life expectancy for women in their late 80s and men in their early 80s among the settled community. Stillbirth is 17 times higher among this community than the national average and infant mortality is 12 times higher than average rates (Power, 2004:41) (*Source: Shared Equality Research and Background Paper, 2011*).

1.10 Other health related issues that affect the Gypsy Traveller population are:

- low uptake of pre and post natal care;
- low uptake of preventative health care;
- low uptake of cervical cytology;
- high levels of smoking and alcohol consumption;
- low levels of GP registration;
- low levels of dental care; and
- low uptake of services including primary care, family planning and immunisation.

1.11 There is some reluctance by Gypsy Traveller men to seek out medical care and attention. However, women are better at seeking out medical care as the well being of their family is a priority. The attitude of Gypsy Travellers to health care is very much determined by individual experiences and experiences of the wider community. Lack of cultural awareness and sensitivity of the needs of the community by healthcare professionals makes it

even harder for the community to access services, and this leads to suspicion and lack of trust. (Source: *Shared Equality Research and Background Paper, 2011*).

- 1.12 National research indicates inequalities in the levels of attainment between genders, ethnicities and between disabled and non-disabled people. Boys, black, Bangladeshi and Pakistani pupils and disabled children all perform poorly on average compared to other groups. (*Shared Equality Research and Background Paper, 2011*).

Key factors from baseline analysis

- A significant increase in the proportion of ethnic minorities living in Gwynedd and Anglesey over the last decade or so.
- The proportion of the population from a non-white background higher in Gwynedd than in Anglesey but lower than in Wales overall.
- A higher rate of ethnic minorities living in the Bangor area.
- Geographical variations within the Plan Area in terms of the proportion of ethnic minority residents.
- A need for affordable family accommodation and the need to sustain and develop links and networks for ethnic minority residents in Bangor.
- Social exclusion issues with Gypsies and Travellers.

Implications to JLDP

- The JLDP should facilitate the development of appropriate residential accommodation in the Plan area which could benefit all groups.
- The JLDP should promote the social inclusion of all groups in society.
- The JLDP should facilitate accessibility to services and facilities throughout the Plan Area which would benefit all groups.
- The JLDP should facilitate improvements in the quality of life of residents – in all sections of society to maintain and promote sustainable, prosperous and equal communities.
- The JLDP should help reduce inequalities in access to information

services, buildings and the environment.

- The JLDP should promise adequate pitches to accommodate future needs of Gypsies and Travellers and travelling show people.
- Participation with different groups should be actively pursued throughout the JLDP process with information feeding into the Equality Impact Assessment so that a robust appraisal is undertaken.

2. DISABILITY

Summary of current situation and trends

2.1 The levels of disability in Wales generally increased during the time period 2007-2010 as shown in table 2 below:

- Total DDA (Disability Discrimination Act) disability for working age people in Anglesey stood at 18% in 2007 and 18.7% in 2010 – an increase of 3.8% .
- Total DDA disability for working age people in Gwynedd stood at 19.3% and 15.7% in 2010 – a decrease of 18%.

Table 2: Levels of DDA disability in working age people by local authority, 2007-10

	2007		2008		2009		2010	
	Number	Rate (%)						
Isle of Anglesey	7,100	18	7,900	20.1	7,800	20.2	7,200	18.7
Gwynedd	13,400	19.3	11,400	16.4	12,600	18.1	10,900	15.7
Wales	341,000	19.1	335,000	18.7	338,300	18.9	361,600	20.2

(Source: Statistical Bulletin 115/2011 WG)

2.2 Of particular note, Gwynedd and Anglesey had the 5th lowest and lowest rate respectively of DDA disability without work limiting disability in Wales which indicates that this aspect of disability is not a major problem compared to the national picture:

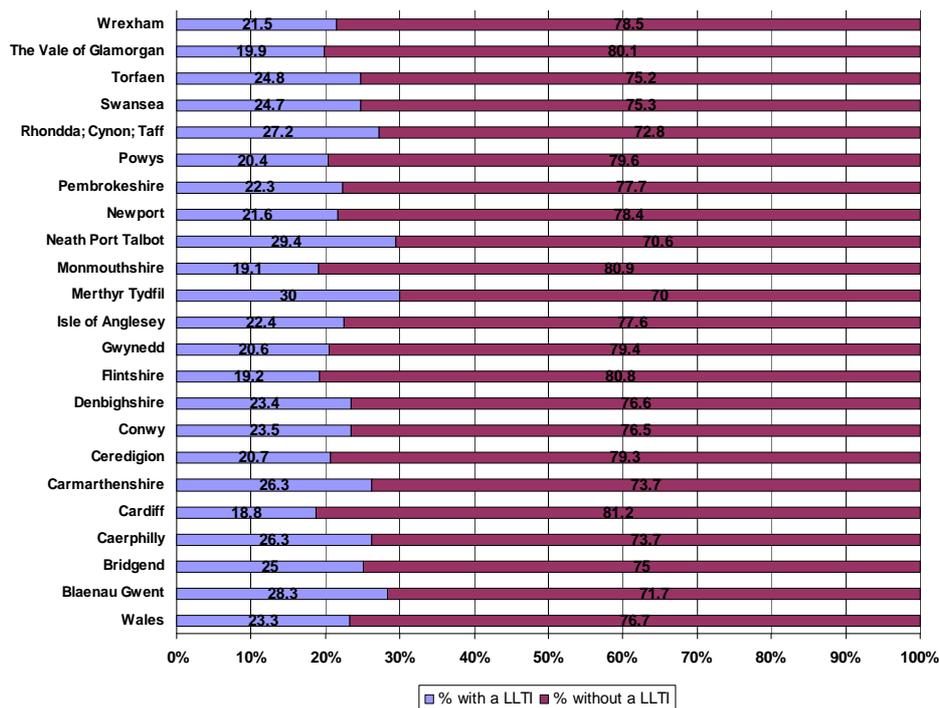
**Table 3: Disability in the working age population by type and local authority
2010**

	DDA disabled			Work limiting disability only	Non-disabled	Total
	DDA total	With work limiting disability	Without work-limiting disability			
Isle of Anglesey	18.7	14.4	4.4	2.6	78.6	100
Gwynedd	15.7	12.6	3.1	3.0	81.3	100
Wales	20.2	14.8	5.4	3.3	76.5	100

(Source: Statistical Bulletin 115/2011 WG)

- 2.3 At a Wales level, rates of DDA disability in working age people in 2010 were slightly higher for females than for males but local authority variation ranged from 13.5% of males in Wrexham to 28.2% in Blaenau Gwent, and 14.6% of females in Gwynedd to 29.6% in Neath Port Talbot.
- 2.4 The largest variations between the proportions of DDA disabled males and DDA disabled females at a local authority level were seen in the Isle of Anglesey (21.9% for males and 15.2% for females) and Swansea (17.6% for males and 22.8% for females).
- 2.5 In terms of levels of disability in working age people by basic economic status and region 2010, North Wales had the highest proportion of working age people with a DDA only disability who were economically active (86.3%) whilst South West Wales had the lowest (81.4%).
- 2.6 With the exception of people who had a work-limiting only disability, North Wales and Mid-Wales had higher proportions of economically active people in each group than the Welsh average. (Source: Statistical Bulletin 115/2011 WG)
- 2.7 According to the 2001 Census, 24,122 people (20.6% of Gwynedd's total population) had some form of limiting long-term illness (4th lowest out of all unitary authorities and slightly lower than the all-Wales figure of 23.3%). In Anglesey, 22.4% of the resident population had some form of limiting long-term illness – the 10th highest of all local authorities in Wales.

Figure 2: Limiting Long-term Illness by Unitary Authority (2001)



2.8 13 of Gwynedd’s wards had a higher percentage than the Welsh average. The 5 wards in Gwynedd with the highest rates of Limiting Long-term Illness were Llanbedrog (31%), Talysarn (26.4%), Cadnant Caernarfon (26%) and Penygroes (25.6%).

2.9 14 of Anglesey’s wards had a higher percentage than the Welsh average. The 5 wards in Anglesey with the highest rates of Limiting Long-term Illness were Llanbedrgoch (28.5%), Aberffraw (26.5%), Rhosyr (26.2%), Maeshyfryd (26.2%) and Amlwch Rural (25.7%).

2.10 The Mental Health, Resilience And Inequalities report by the World Health Organisation Europe has demonstrated how poor mental health experienced by individuals is a significant cause of wider social and health problems, including:

- low levels of educational achievement and work productivity
- higher levels of physical disease and mortality
- violence, relationship breakdown and poor community cohesion

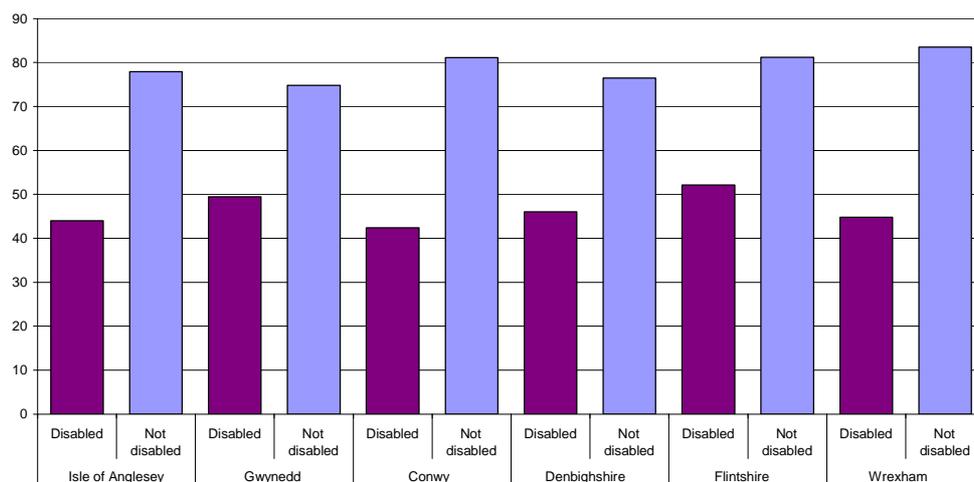
2.11 In addition the Royal College of Psychiatrists have argued that access to services should be made easier across the lifespan for all people with mental health problems. They found that the most overlooked groups include those in transition from adolescent to adult services, older people, prisoners, people with learning disabilities, and those with substance misuse problems.

2.12 National research indicates inequalities in the levels of attainment between disabled and non-disabled people. Disabled children perform poorly on average compared to other groups.

2.13 All Wales figures indicate much lower levels of employment among disabled people than non-disabled people and older people compared with the standard working age group. Local information indicates that this is also true in North Wales and its constituent local authority areas (*Source: Shared Equality Background and Research Paper, 2011*).

Figure 3: Employment Rate in North Wales by disability status

Chart 3 Employment Rate North Wales Authorities (Year Ending December 2009)



(*Source: Shared Equality Background and Research Paper, 2011*).

2.14 An opinion poll commissioned by the Disability Rights Commission (DRC) found that 76 per cent of disabled people in Wales reported difficulty in accessing goods and services. In addition to the communication and training barriers mentioned above lack of appropriate transport facilities and physical barriers also contribute to poor access. A good example of this comes from a Wales Council for the Blind’s survey of visually impaired people’s experiences of health care. It found that respondents had difficulty accessing GP services and hospital services. Key issues were described as physical accessibility and the attitudes of staff.

2.15 Disabled people are less likely to access a private car and more likely to rely on taxis and public transport. Unfortunately public transport is not always suitable and changes to UK benefits affecting DLA Mobility Component, from 2013, will impact on allowances for taxis and other private transport.

2.16 Recent research on disability in Wales by Leonard Cheshire found 23% of disabled people have had to turn down a job due to a lack of accessible transport. Research by the Bevan foundation for the EHRC found that:

‘Eleven per cent of respondents in the Living In Wales survey said that they did not use public transport because of health reasons (Welsh Assembly Government, 2008). Similarly, the report by the Welsh Consumer

Council/Equal Opportunities Commission (2005) found that 10 per cent of men aged 45 and over and 14 per cent of women aged 45 and over said they had a physical problem or disability that made using the bus difficult.'

- 2.17 The Leonard Cheshire study also highlighted physical access barriers e.g. steps to buildings, lack of available disabled parking spaces, as barriers to a range of services including claiming benefits.
- 2.18 The ongoing 'The Way to Go' project has highlighted a lack of accessible venues throughout North Wales, a low level of awareness and training for Planners on access issues, a need for more consultation with disabled people in the planning process and for greater consistency in relation to inclusive design (*Source: Shared Equality Background and Research Paper, 2011*).

Key factors from baseline analysis

- A recent increase in disability rates in Anglesey and a decrease in Gwynedd.
- Higher disability rates in working age people in the North Wales region.
- The proportion of the population with a limiting long-term illness varies within the Plan area.
- Lower levels of employment among disabled people than non-disabled to people compared with the standard working age group.
- Access to goods and services difficult for more than a quarter of disabled people.

Implications to JLDP

- The JLDP should facilitate easy access to goods and services to those with disabilities including those with mental health disabilities.
- The JLDP should facilitate the development of an efficient and accessible transport network that is suitable for disabled people.
- The JLDP should consider the location of new development in terms of accessibility by different transport modes. The availability of public transport should be an important consideration.
- The JLDP should promote appropriate design where applicable that is suitable for disabled people.
- The JLDP should promote healthy lifestyles and facilitate the development of leisure facilities and recreational assets.

- The JLDP should help reduce inequalities in access to information services, buildings and the environment.
- Participation with different groups should be actively pursued throughout the JLDP process with information feeding into the Equality Impact Assessment so that a robust appraisal is undertaken.

3. SEX

Summary of current situation and trends

3.1 Table 4 below outlines the current demographics of selected areas in Wales.

Table 4: Population by gender in selected areas

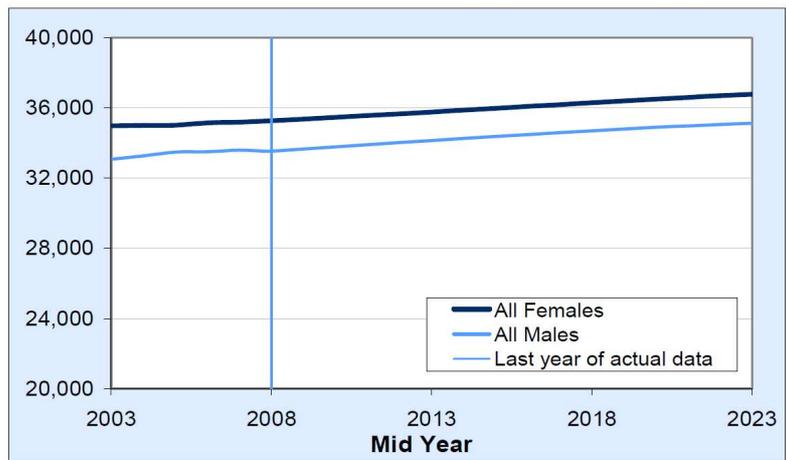
Year	2009					
	Gender	Persons	Males	%	Females	%
Area						
Isle of Anglesey		68,768	33,567	48.8	35,201	51.2
Gwynedd		118,767	57,625	48.5	61,142	51.5
Conwy		111,353	53,907	48.4	57,446	51.6
Denbighshire		96,732	47,006	48.6	49,726	51.4
Flintshire		149,923	73,793	49.2	76,130	50.8
Wrexham		133,207	65,636	49.3	67,571	50.7
North Wales		678,750	331,534	48.8	347,216	51.2
Wales		2,999,319	1,465,542	48.9	1,533,777	51.1

(Source: Learning and Skills Observatory for Wales: Labour Market Intelligence and Planning Toolkit)

Population Projections

3.2 Based on the mid-2008 WAG population projections, there will be more females than males in the population of Anglesey throughout the projection period. From mid-2008 to mid-2023 it is projected that there will be relatively similar growth patterns in the male and female population (4.7 per cent and 4.3 per cent respectively). This pattern is projected to continue for the remainder of the projection period up to mid- 2033.

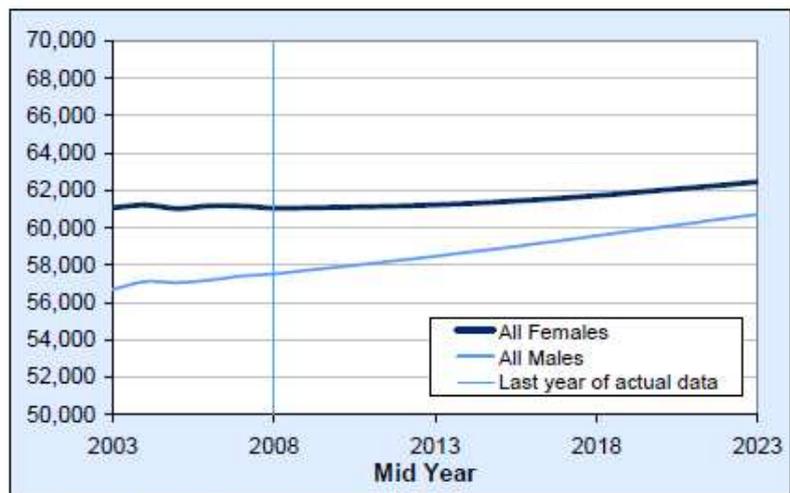
Figure 4: Isle of Anglesey Population by Gender



Population as at June 30th each year.

- 3.3 In Gwynedd it is projected that there will be more females than males in the population throughout the projection period. From mid-2008 to mid-2023 it is projected that more growth will be seen in the male population (5.5 per cent) than in the female population (2.3 per cent).

Figure 5: Gwynedd Population Projections by Gender

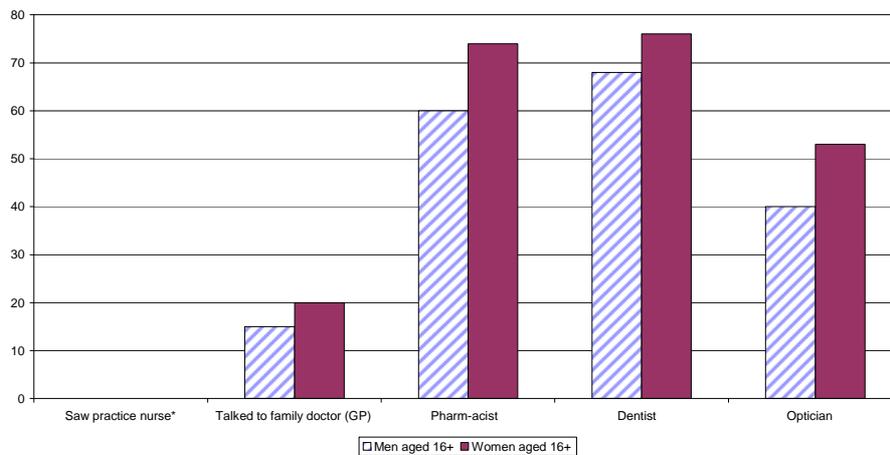


Population as at June 30th each year.

- 3.4 North Wales figures from the Welsh Health Survey indicate that men are less likely than women to access a range of health services as the figure below demonstrates.

Figure 6: Selected Health Services Usage 2008-09

Chart 2: Selected Health Services Usage 2008-9 (Betsi Cadwaladr/ North Wales)



(Source: Background and Research Document)

Key factors from baseline analysis

- There will be more females than males in the population over the next 10 years.
- Men are less likely than women to access health services.

Implications to JLDP

- The JLDP should promote the social inclusion of all sections of society and should not discriminate against any one group.
- The JLDP should facilitate the development of health facilities and access to those facilities for all sections of society.
- The JLDP should help reduce inequalities in access to information services, buildings and the environment.
- Participation with different groups should be actively pursued throughout the JLDP process with information feeding into the Equality Impact Assessment so that a robust appraisal is undertaken.

4. SEXUAL ORIENTATION

4.1 In Wales, 94.2% of people identified themselves as heterosexual/straight, 1.2% as gay/lesbian or bisexual and 0.3% as other. 4.3% did not respond to the question. The results are broadly similar to the results for the UK as a whole, though the non-response rate for Wales was higher than for the UK (2010-2011 Integrated Household Survey).

Table 5: Integrated Household Survey: Sexual Identity by Local Authority (2011)

	All people	Don't Know / Refusal	Gay/ Lesbian/ Bisexual	Heterosexual / Straight	Non response	Other
Wales	2,431,100	69,500	28,700	2,291	34,300	7,600
Anglesey	55,900	1,700	?	53,500	300	?
Gwynedd	96,500	3,900	1,800	88,500	2,100	?

* The data item is disclosive or not sufficiently robust for publication

4.2 Williams and Robinson (2007) found that LGB (Lesbian, Gay and Bisexual) people (of various ages) were more likely to be dissatisfied with health services and that some felt discriminated against by their GP, local hospital or the health service in general. Respondents living in North Wales were more likely to report discrimination than those living in South and Mid and West Wales. Cook et al, 2007 conducted research on LGB people's experiences in North and Mid Wales, which particularly focused on the impact of disclosure of sexual orientation on staff attitudes. They concluded that it is necessary to increase awareness and understanding. (Source: Shared Equality Research and Background Paper).

Key factors from baseline analysis

- A broadly similar proportion of gay/lesbian/bisexual people in the Plan Area to the national picture.
- A proportion of people in this group have felt discriminated against by the health service.

Implications to JLDP

- The JLDP should promote the social inclusion of all sections of society and should not discriminate against any one group.
- The JLDP should facilitate the development of health facilities and access to those facilities for all sections of society.

- The JLDP should facilitate the development of safe communities where all groups can live in a safe environment.
- The JLDP should help reduce inequalities in access to information services, buildings and the environment.
- Participation with different groups should be actively pursued throughout the JLDP process with information feeding into the Equality Impact Assessment so that a robust appraisal is undertaken.

5. GENDER RE-ASSIGNMENT

Summary of current situation and trends

- 5.1 The 'How Fair is Wales' document has pointed out that 1 in 7 transgender people who responded to a survey felt that they had been treated adversely by healthcare professionals because of their transgender status. The Triennial review 'How Fair is Britain?' also suggested that gay and lesbian people are more likely to say that they have been treated with respect in health services only some of the time or rarely.

Key factors from baseline analysis

- A lack of concrete evidence relating to gender re-assignment in the Plan Area.
- A proportion of people in this group have felt discriminated against by the health service.

Implications to JLDP

- The JLDP should promote the social inclusion of all sections of society and should not discriminate against any one group.
- The JLDP should facilitate the development of health facilities and access to those facilities for all sections of society.
- The JLDP should facilitate the development of safe communities where all groups can live in a safe environment.
- The JLDP should help reduce inequalities in access to information services, buildings and the environment.
- Participation with different groups should be actively pursued

throughout the JLDP process with information feeding into the Equality Impact Assessment so that a robust appraisal is undertaken.

6. RELIGION OR BELIEF

Summary of current situation and trends

- 6.1 Table 6 below outlines the religious views of the resident population of Gwynedd and Anglesey.

Table 6: Religion in Gwynedd, Anglesey and Wales

Religion	Gwynedd	Anglesey	Wales
Christian	74.5	79.4	71.9
Buddhist	0.2	0.1	0.2
Jewish	0.05	0.03	0.1
Hindu	0.1	0.04	0.2
Muslim	0.3	0.1	0.7
Sikh	0.02	0.03	0.1
Other religion	0.3	0.3	0.2
No religion	16.5	13.6	18.5
Religion not stated	7.9	6.5	8.1

(Source: StatsWales (Based on 2001 Census))

- 6.2 There are 37.3 million people in England and Wales who state their religion as Christian. The percentage of Christians is similar between the two countries but the proportion of people who follow other religions is 6.0 per cent in England compared with 1.5 per cent in Wales.
- 6.3 In Wales, the highest proportion of Christians is found on the Isle of Anglesey (79 per cent) and the fewest in Blaenau Gwent (64 per cent). Rhondda, Cynon, Taff has the highest proportion with no religion (25 per cent). Cardiff has the highest proportion of Muslims, Hindus, Sikhs and Jews. Ceredigion has the highest proportions of Buddhists and people of other religions.
- 6.4 Listed in table 7 below are the values, percentages and ranking for Local Authority areas in North Wales who stated that they had no religion.

Table 7: Percentage with no religion in North Wales

Ethnicity and Religion in North Wales			
No religion			
Wales / Cymru	Number	Percentage	Ranking

Gwynedd/Gwynedd	19311	16.5	15
Wrexham/Wrecsam	18630	14.5	18
Conwy/Conwy	15341	14.0	19
Isle of Anglesey/Ynys Môn	9057	13.6	20
Denbighshire/Sir Ddinbych	12451	13.4	21
Flintshire/Sir y Fflint	19195	12.9	22

Key factors from baseline analysis

- The majority of the resident population are Christians.
- Anglesey has the highest proportion of Christians in Wales.
- A lower than average proportion of people who state their religion is Jewish, Hindu, Muslim, Sikh and people with no religion.

Implications to JLDP

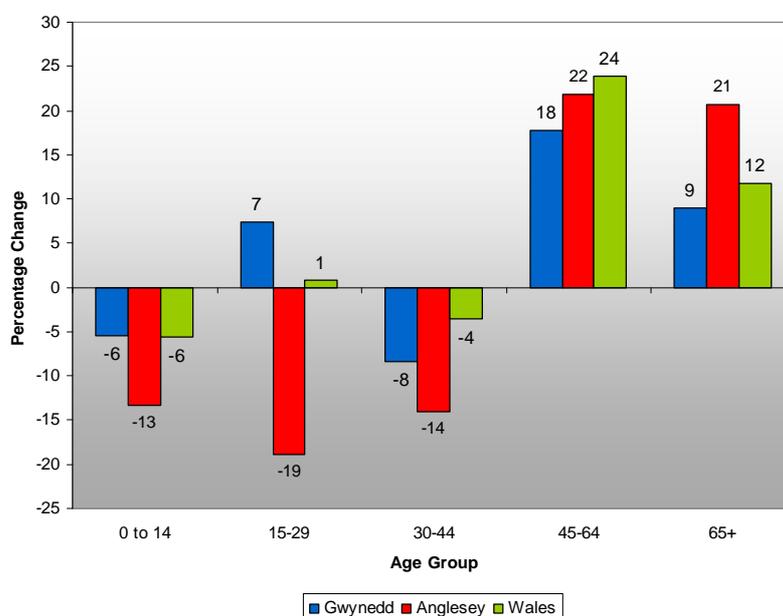
- The JLDP should promote the social inclusion of all sections of society and should not discriminate against any one group.
- The JLDP should facilitate the development of appropriate facilities (including housing, leisure facilities and community facilities) that are suitable for all religions.
- The JLDP should promote development of housing which are easily accessible to community facilities including religious facilities.
- The JLDP should help reduce inequalities in access to information services, buildings and the environment.
- Participation with different groups should be actively pursued throughout the JLDP process with information feeding into the Equality Impact Assessment so that a robust appraisal is undertaken.

7. AGE

Summary of current situation and trends

- 7.1 An examination of the changing age profile of Gwynedd and Anglesey's residents over the period 1991 shows evidence of an ageing population. The proportion in the 65+ age group increased by 9% in Gwynedd and 21% in Anglesey compared to 12% in Wales overall.
- 7.2 The change in the proportion of young people was mixed with a -6% decrease for the 0-14 age group and a 7% increase in the 15-29 age group in Gwynedd (this may be partially attributed to the impact of the student population in Bangor). In Anglesey, on the other hand, the 0-14 and 15-29 age groups saw decreases of 13% and 19% respectively.

Figure 7: Population by age group in Gwynedd, Anglesey and Wales-% change between 1991 and 2009



Anglesey Population Projections

- 7.3 Based on the mid-2008 WAG population projections, the total population of the Isle of Anglesey is projected to increase by 3,100 (or 4.5 per cent) by mid-2023. This is the ninth lowest population growth to mid-2023 of all local authorities in Wales. The population is projected to continue growing for the last ten years of the projection period reaching 72,600 by mid-2033.

Table 8: Isle of Anglesey population change, key years and key age groups

	2008	2013	2018	2023
Children	12,369	12,398	12,728	12,985
Ages 16-64	42,017	40,794	39,635	38,788
Ages 65+	14,413	16,712	18,624	20,122
Total	68,799	69,903	70,988	71,896

- 7.4 The population of the Isle of Anglesey is projected to increase by 4.5 per cent from mid-2008 to mid-2023. This increase is predominately due to the increase in people aged 65+, projected to grow by around 40 per cent from 14,400 in mid-2008 to 20,100 in mid-2023. This increase in the number of older people is due to two factors; firstly increased expectation of life which results in more people living longer, and secondly the ageing on of larger cohorts, such as those born after the Second World War.

Table 9: Dependents per 1,000 people aged 16-64, selected years
Table 2: Dependents per 1,000 people aged 16-64, selected years

	2008	2013	2018	2023
Children	294	304	321	335
Ages 65+	343	410	470	519
Total	637	714	791	854

- 7.5 As at June 30th 2008, there were approximately 576 dependents per 1,000 people aged 16-64 in Wales. Note that here dependents refer to children aged 0-15 and people aged 65+. Over the projection period, the dependency ratio in the Isle of Anglesey is projected to increase from around 640 per 1,000 people aged 16-64 in mid-2008 to 850 per 1,000 people aged 16-64 in mid-2023. This is predominately driven by an increase in the number of people aged 65+.

Gwynedd Population Projections

- 7.6 The population of Gwynedd is projected to increase by 3.9 per cent from mid-2008 to mid-2023. This increase is predominately due to the increase in people aged 65+, projected to grow by around 26.1 per cent from 23,500 in mid-2008 to 29,700 in mid-2023. This increase in the number of older people is due to two factors; firstly increased expectation of life which results in more people living longer, and secondly the ageing on of larger cohorts, such as those born after the Second World War.

Table 10: Population change, key years and key age groups

Table 1: Population change, key years and key age groups

	2008	2013	2018	2023
Children	21,170	20,094	19,798	20,422
Ages 16-64	73,893	73,579	73,516	73,076
Ages 65+	23,527	26,040	27,976	29,671
Total	118,590	119,713	121,290	123,170

7.7 As at June 30th 2008, there were approximately 576 dependents per 1,000 people aged 16-64 in Wales. Note that here dependents refer to children aged 0-15 and people aged 65+. Over the projection period, the dependency ratio in Gwynedd is projected to increase from around 610 per 1,000 people aged 16-64 in mid-2008 to 690 per 1,000 people aged 16-64 in mid-2023. This is predominately driven by an increase in the number of people aged 65+.

Table 11: Dependents per 1,000 people aged 16-64, selected years

Table 2: Dependents per 1,000 people aged 16-64, selected years

	2008	2013	2018	2023
Children	286	273	269	279
Ages 65+	318	354	381	406
Total	605	627	650	685

Key factors from baseline analysis

- An ageing population
- Out-migration of young people
- A projected increase in dependents aged over 65 years old. The effect of an ageing population will be an increase in the number of individuals of pensionable age and a decrease in the number of individuals of working age. This will lead to a large increase in the demand for health care, residential services, pensions and other services used by the elderly.

Implications to JLDP

- The JLDP should consider the needs of older people.
- The JLDP should consider the implications of an ageing population.

- The JLDP should facilitate the development of appropriate housing for older people in locations that are easily accessible and which have good public transport links to goods and services.
- The JLDP should help reduce inequalities in access to information services, buildings and the environment.
- Participation with different groups should be actively pursued throughout the JLDP process with information feeding into the Equality Impact Assessment so that a robust appraisal is undertaken.

8. MARRIAGE AND CIVIL PARTNERSHIP

Summary of current situation and trends

- 8.1 Table 12 below shows the marital status of the resident population in Gwynedd and Anglesey.

Table 12: Marital Status in Gwynedd and Anglesey

	Total	Percentage of Population					
		Single	Married	Re-married	Separated	Divorced	Widowed
Isle of Anglesey	66,833	40.2	36.8	6.5	1.4	7.2	7.9
Gwynedd	116,842	44.4	34.6	5.4	1.3	6.6	8
Wales	2,903,089	42.6	35.5	5.9	1.5	6.9	7.5

(Source: Census 2001)

- 8.2 The following points can be made with regard to civil partnerships in Wales:

- Same sex couples formed 282 civil partnerships (137 male and 145 female) in Wales in 2008, a small decrease from 294 civil partnerships formed in 2007.
- The total number of partnerships formed in Wales since the Act came into force in December 2005 is 1203.
- More women than men continued to form same-sex civil partnerships in Wales in 2008 (51.4% of all partnerships). This is different from the UK trend where more men than women formed same-sex civil partnerships.
- Male civil partners were older on average than female civil partners in 2008 (the mean age for males was 41.8 and 39.5 for females). However, the average age at formation fell for both sexes, from 43.9 in 2007 to 41.8 in 2008 for males, and from 40.9 in 2007 to 39.5 in 2008 for females.
- 10% of men and 22% of women formed a civil partnership in Wales in 2008 had been in a previous marriage or civil partnership.

- There were 12 civil partnership dissolutions granted in Wales in 2008. Of these, 58.3% of partners were aged under 35.

Key factors from baseline analysis

- A higher proportion of married people in Anglesey but a lower proportion in Gwynedd compared to the national average.
- More women than men continued to form same-sex civil partnerships in Wales in 2008.

Implications to JLDP

- The JLDP should promote the social inclusion of all sections of society and should not discriminate against any one group.
- The JLDP should help reduce inequalities in access to information services, buildings and the environment.
- Participation with different groups should be actively pursued throughout the JLDP process with information feeding into the Equality Impact Assessment so that a robust appraisal is undertaken.

9. PREGNANCY AND MATERNITY

There is no relevant information currently available on this topic.

Implications to JLDP

- The JLDP should promote the social inclusion of all sections of society and should not discriminate against any one group.
- The JLDP should facilitate the development of appropriate housing in locations that are easily accessible and which have good public transport links to goods and services and in particular health care facilities.
- The JLDP should help reduce inequalities in access to information services, buildings and the environment.
- Participation with different groups should be actively pursued throughout the JLDP process with information feeding into the Equality Impact Assessment so that a robust appraisal is undertaken.

APPENDIX 2

CONDUCTING AN EQUALITY IMPACT ASSESSMENT

For further help with this template, contact Ruth Richards, Equality and Language Officer ruthrichards@gwynedd.gov.uk ext. 2056

1) AUTHOR(S) OF THE ASSESSMENT

Aled Lewis (Senior Planning Policy Officer)

2) PARTNERS

Note all the individuals and groups who need to be included in the assessment process: These could include front line staff, partner organisations, specialist organisations etc.

Equality and Language Equality Officers (Gwynedd Council & Anglesey County Council)

3) START DATE

January 2012 (Pre-deposit stage)

4) END DATE

Anglesey and Gwynedd Joint Local Development Plan (JLDP) Deposit Plan stage

5) AIMS AND OBJECTIVES OF THE POLICY/ SERVICE/ PROCEDURE

Note the reason for the policy and what the Authority aims to achieve through it

The JLDP is a land use development strategy for a period of 15 years which concentrates on sustainable development. It will aim to achieve the following:

- Guide the development of housing, retail, employment and other uses;
- Include policies which will aid the Local Planning Authority's decision with regard to planning applications;
- Protect areas to ensure the maintenance and enrichment of the natural and built environment.

6) INVOLVEMENT AND CONSULTATION

What involvement and consultation exercises were conducted in relation to the policy/ service/ procedure and what were the outcomes?

The Regulations of the LDP require that Councils work in partnership with stakeholders and communities early on in the process of preparing the Joint LDP and throughout the process thereafter. The main principles which are the basis for engaging with communities in the Joint LDP process are defined in 'LDP Wales' (2005) as follows:

- To create circumstances that allow early participation and feedback at a time when people can see that an opportunity exists to influence the Plan;
- To encourage the commitment of all stakeholders to an open and honest discussion on other practical development options when seeking consensus; and
- To acknowledge the need to adopt methods of involving the community, including businesses, whilst also seeking the opinion of those people that would not usually participate.

The Delivery Agreement contains the Community Involvement Scheme which describes the consultation processes that have taken place up to now.

7) AVAILABLE EVIDENCE

Evidence can be based on local or national data, on consultation, monitoring, staff comments etc.

- Quantitative data from the 2001 Census
- Information and data based websites e.g. StatsWales, Office of National Statistics
- Regional and local data analysis and engagement/ consultation reports produced as part of the development of Gwynedd and Ynys Mon's Strategic Equality Plans
- Qualitative information from relevant equality officers of both Councils

8) EVIDENCE GAPS

Note any evidence gaps and how these will be filled.

Information relating to gender re-assignment and pregnancy and maternity

9) WHAT IS THE ACTUAL/ LIKELY IMPACT?

This should outline the relevance of the policy/ service/ function to the general duties of the Equality Act and to each of the equality groups (protected characteristics). You should clearly note what the actual or likely impact will be. It may be that there is no relevance or effect in relation to all the duties and characteristics, but if a relevance and/or effect is found in relation to one or more duty or characteristic, then it will be necessary to proceed with the assessment

9a)

General Duties of the Equality Act	Relevance to the general Duties	The actual or likely impact
Promoting equality positivley	Yes	The consultation process and the final outcomes have the potential to promote equality positivley: The process must acknowledge and act upon this potential
Elimimating illegal discrimination, harassmt and victimisation	Yes	The consultation process and the final outcomes have the potential to eliminate illegal discrimination, harassmt and victimisation: The process must acknowledge and act upon this potential
Promoting equal oppourtunities	Yes	Consideration of equality needs at early planning stages should lead to the promotion of equal oppourtunities as part of the process and Plan outcomes
Promoting good relationships	Yes	The consultation process and the final outcomes have the potential to promote good relationships between different groups: The process must acknowledge and act upon this potential

9b)

Characteristics	Relevance to characteristics	The actual or likely impact
Race	Yes	<p>It is not anticipated that the options are likely to have an adverse effect on race at this stage of Plan development.</p> <p>However, as the Plan progresses, more detailed policies and allocations may impact negatively on particular ethnic groups. An example would be the the imposition of tight restrictions on forms of development required by minority groups such as places of worship or particular types of businesses. Constraints on housing developments may also have an affect on some groups. It will therefore be important that the Plan facilitates the development of appropriate accommodation for minority groups.</p> <p>It will be important, that the Plan improves accessibility to services and facilities for minority groups throughout the Plan Area including the uptake of preventative health care services by Gypsies and Travellers.</p> <p>As it develops, the Plan should adopt a positive approach for the social inclusion of all ethnic groups including Gypsy Travellers.</p>
Disability	Yes	<p>An initial assessment of the spatial options suggests that Option D3 is likely to cause the least inequalities associated with disabled people. The proportionate distribution to urban and rural areas addresses the needs of residents in both these areas, whereas the other options are likely to discriminate against some areas.</p> <p>It will be important for the Plan's more detailed policies to facilitate the development of good quality housing which are appropriate for the needs of disabled people.</p> <p>It will also be important to guide development to accessible locations. This will involve the development of a sustainable transport system which improves access to all which, in turn will strengthen communities and allow people with disabilities to integrate better with the wider society.</p> <p>The Plan should also promote healthy lifestyles and facilitate the increase in the number of people in under-represented groups, choosing healthy lifestyles.</p>

		The Plan could also support the notion of working from home, in particular in rural areas which are less accessible to places of work particularly for people with mobility issues.
Sex	Yes	<p>Negligible impact at this stage. However, the more detailed policies of the Plan will directly address issues such as design, the public realm, public transport and fear of crime which may affect certain groups such as women.</p> <p>The Plan should also facilitate easy access to health facilities and access to those facilities for both men and women.</p> <p>It will be important for the Plan to consider the best way to minimise difficulties for various groups including men and women.</p>
Gender reassignment	Yes	It is not anticipated that the options are likely to have an adverse effect on this group at this stage of Plan development. However, as the Plan progresses and more detailed policies are formed, the impact of planning decisions on certain characteristics such as community safety (which is considered as being important to this group) will need to be assessed and mitigated against where appropriate. It is also considered that little is known of the particular needs of this group and this is a gap that will require future consideration in order to make a comprehensive assessment.
Sexual orientation	Yes	See assessment of 'Gender Reassignment' above.
Religion or belief	Yes	<p>It is not anticipated that the options are likely to have a significant adverse effect on this group at this stage of Plan development.</p> <p>The JLDP should facilitate the development of appropriate facilities (including housing, leisure facilities and community facilities) suitable for all religions.</p> <p>Some religious groups may require purpose built accommodation.</p>
The Welsh language	Yes	See Linguistic Impact Assessment for a more detailed assessment on the Welsh language.

<p>Age</p>	<p>Yes</p>	<p>Consideration should be given to the growth options in terms of which option will be most appropriate in terms of the adequacy of communities in providing suitable facilities to older people e.e. health care facilities.</p> <p>An assessment of the spatial options suggests that Option D3 is likely to cause the least inequalities associated with age. The proportionate distribution to urban and rural areas addresses the needs of residents in both these areas, whereas the other options are likely to discriminate against some areas. This option facilitates the social inclusion of older and younger people by directing development to both urban and rural areas.</p> <p>To address the needs of an ageing population , the Plan will need to facilitate the development of an appropriate supply of housing. The location of housing development will also be an important consideration.</p> <p>Ensuring easy access to facilities should also be integrated into the Plan.</p> <p>Housing policies will need to facilitate independent living for older people.</p> <p>The Plan should also meet the housing needs of younger people including students.</p>
<p>Pregnancy and maternity</p>	<p>Yes</p>	<p>The pregnancy and maternity group will be influenced most by the location of housing in relation to health care facilities and employment opportunities. It is important that this group has easy access to such facilities and opportunities so that they are not isolated from their communities.</p> <p>In terms of the Plan, therefore, it will be important for an appropriate level of housing developments to be located near to these facilities and opportunities and/or in accessible locations that have an efficient transport network. The location of development in terms of accessibility by different transport modes will also be important.</p> <p>The Plan should also facilitate the development of health care facilities that are accessible to all in the Plan Area.</p>
<p>Marriage and civil partnership</p>	<p>Unlikely</p>	<p>Negligible impact at this stage.</p>

10) ADDRESSING THE IMPACT

a)	Note any possible equality impact(s) No adverse impacts have been identified at this stage.
b)	What steps could be taken to reduce or improve these impacts? As the work progresses we must ensure that our engagement and consultation process are accessible and appropriate for all protected characteristics: This can be achieved through appropriate support and interpretation and/or through targeting specific groups
c)	Do we need to reconsider the plan? No

11) MONITORING AND REVIEWING ARRANGEMENTS

-

12) ACTION PLAN

An action plan, outlining the actions, responsibilities, timescale and review and evaluation processes should be appended.

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13) DECISION MAKING

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APPENDIX 3

EQIA OF THE ANGLESEY AND GWYNEDD JLDP PREFERRED STRATEGY

1) AUTHOR(S) OF THE ASSESSMENT

Aled Lewis (Senior Planning Policy Officer)

2) PARTNERS

Note all the individuals and groups who need to be included in the assessment process: These could include front line staff, partner organisations, specialist organisations etc.

Equality and Language Equality Officers (Gwynedd Council & Anglesey County Council)

3) START DATE

Januray 2012 (Pre-deposit stage)

4) END DATE

Anglesey and Gwynedd Joint Local Development Plan (JLDP) Deposit Plan stage

5) AIMS AND OBJECTIVES OF THE POLICY/ SERVICE/ PROCEDURE

Note the reason for the policy and what the Authority aims to achieve through it

The JLDP is a land use development strategy for a period of 15 years which concentrates on sustainable development. It will aim to achieve the following:

- Guide the development of housing, retail, employment and other uses;
- Include policies which will aid the Local Planning Authority's decision with regard to planning applications;
- Protect areas to ensure the maintenance and enrichment of the natural and built environment.

6) INVOLVEMENT AND CONSULTATION

What involvement and consultation exercises were conducted in relation to the policy/ service/ procedure and what were the outcomes?

The LDP Regulations require that Councils work in partnership with stakeholders and communities early on in the process of preparing their LDP and throughout the

process thereafter. The main principles which are the basis for engaging with communities in the Joint LDP process are defined in 'LDP Wales' (2005) as follows:

- To create circumstances that allow early participation and feedback at a time when people can see that an opportunity exists to influence the Plan;
- To encourage the commitment of all stakeholders to an open and honest discussion on other practical development options when seeking consensus; and
- To acknowledge the need to adopt methods of involving the community, including businesses, whilst also seeking the opinion of those people that would not usually participate.

The Delivery Agreement forms an important and legal part of the process of preparing the Joint Local Development Plan (JLDP). The Delivery Agreement establishes how the Plan will be prepared. There are two main parts to the Delivery Agreement, namely:

Section A – Joint LDP Preparation Timetable Management Plan, which states:

- the timetable for the preparation of the Joint LDP;
- the scope and influence of the Joint LDP;
- what is likely to influence the process of preparing the Joint LDP and its content;
- what will be the budgetary and staff resources commitment within the Councils for preparing the Joint LDP.

Section B – Community Involvement Scheme, which states:

- whom the Councils will contact during the preparation of the Joint LDP;
- how and when Council officers, elected Members, the public, groups with an interest in the area and developers can contribute to the overall process;
- what happens to the representations.

The draft Delivery Agreement was subject to a public consultation period between 14 April and 2nd June, 2011. The Delivery Agreement was approved by the Isle of Anglesey County Council on the 13 September 2011 and by Gwynedd Council on the 20 October 2011. The Welsh Government confirmed its agreement to the document on the 25 November 2011. A copy of the Delivery Agreement can be seen at:

http://www.gwynedd.gov.uk/gwy_doc.asp?cat=7073&doc=26553&Language=1&p=1&c=1

7) AVAILABLE EVIDENCE

Evidence can be based on local or national data, on consultation, monitoring, staff comments etc.

- Quantitative data from the 2001 and the emerging 2011 Census
- Information and data based websites e.g. StatsWales, Office of National Statistics
- Regional and local data analysis and engagement/ consultation reports produced as part of the development of Gwynedd and Ynys Mon's Strategic Equality Plans

- Qualitative information from relevant equality officers of both Councils

8) EVIDENCE GAPS

Note any evidence gaps and how these will be filled.

Information relating to gender re-assignment and pregnancy and maternity

9) WHAT IS THE ACTUAL/ LIKELY IMPACT?

This should outline the relevance of the policy/ service/ function to the general duties of the Equality Act and to each of the equality groups (protected characteristics). You should clearly note what the actual or likely impact will be. It may be that there is no relevance or effect in relation to all the duties and characteristics, but if a relevance and/or effect is found in relation to one or more duty or characteristic, then it will be necessary to proceed with the assessment

9a)

General Duties of the Equality Act	Relevance to the general Duties	The actual or likely impact
Promoting equality positivley	Yes	<p>The consultation process and the final outcomes have the potential to promote equality positively: The process must acknowledge and act upon this potential.</p> <p>Community involvement during the plan development process is underpinned by equality principles and is based on strengthening the engagement of traditionally under-represented groups, including young people, Gypsies and Travellers, and other ethnic minority groups. See sections 10 and 12 for information on the community involvement methods used to ensure the above.</p>
Eliminating illegal discrimination, harassment and victimisation	Yes	<p>The consultation process and the final outcomes have the potential to eliminate illegal discrimination, harassment and victimisation. The process must acknowledge and act upon this potential. See sections 10 and 12 for information on the community involvement methods used to ensure the above.</p>
Promoting equal opportunities	Yes	<p>Consideration of equality needs at early planning stages should lead to the promotion of equal opportunities as part of the process and Plan outcomes. See sections 10 and 12 for information on the community involvement methods used to ensure the above.</p>

Promoting good relationships	Yes	The consultation process and the final outcomes have the potential to promote good relationships between different groups: The process must acknowledge and act upon this potential See sections 10 and 12 for information on the community involvement methods used to ensure the above.
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9b)

Characteristics	Relevance to characteristics	The actual or likely impact
Race	Yes	<p>The analysis of race in Anglesey and Gwynedd (included in Appendix 1) has shown that there has been a significant increase in the proportion of ethnic minorities over the past decade or so. It is also noted that the greatest variation in ethnicity is seen in the Bangor area. This can be attributed to the University and Ysbyty Gwynedd to a degree.</p> <p>It is not anticipated that the emerging Preferred Strategy is likely to have an adverse effect on race at this stage of Plan development. Conversely, the emerging Strategy should impact positively upon race via the implementation of its strategic policies:</p> <p>Policy PS4 (Development in the Countryside) facilitates development sites for Gypsies and Travellers in rural locations, whilst Policy PS13 (Gypsy and Traveller Accommodation) directly addresses the needs of Gypsies and Travellers by safeguarding existing authorised land for accommodation at Llandygai, near Bangor, and by providing land and additional pitches to satisfy an unmet need for temporary, transit or permanent accommodation for Gypsies and Travellers.</p> <p>As the Plan progresses, more detailed policies and allocations may impact negatively on particular ethnic groups. An example would be the the imposition of tight restrictions on forms of development required by minority groups such as places of worship or particular types of businesses. Constraints on housing developments may also have an affect on some groups. It will therefore be important that the Deposit Plan facilitates the development of appropriate accommodation for minority groups. Consultation with the ISL (Intercultural Skills Group) in Bangor highlighted the requirement for suitable accommodation in Bangor, particularly for families from foreign countries who attend the University or come here to work.</p> <p>It will be important, that the Plan improves accessibility to services and facilities for minority groups throughout the Plan Area including the uptake of preventative health care services by Gypsies and Travellers.</p>

		<p>As it develops, the Plan should adopt a positive approach for the social inclusion of all ethnic groups including Gypsy Travellers.</p>
<p>Disability</p>	<p>Yes</p>	<p>Overall, the Plan Area is generally rural in nature with settlements dispersed throughout both Anglesey and Gwynedd. This can create problems to disabled people, particularly in terms of access to transport, economic opportunities and services.</p> <p>The overall impact of the emerging Preferred Strategy is likely to be positive with regards to disabled people. The proportionate distribution of development afforded by the emerging Preferred Strategy addresses the needs of residents in both rural and urban areas which is unlikely to lead to discrimination against minority groups. Underpinning the proposed broad Spatial Strategy is the basic principle that the best means of achieving the objectives of maintaining sustainable and inclusive communities and improving access to services is to facilitate rural entrepreneurship and to encourage a range of basic services at locations close to the rural population.</p> <p>Strategic policies contained in the emerging Strategy encourage the social inclusion of disabled people in a variety of ways:</p> <p>Policy PS5 (Infrastructure and developer contributions) ensures that community infrastructure, services and facilities such as sustainable transport networks, affordable housing and health facilities are provided as part of certain types of developments.</p> <p>PS8 (Providing opportunity for a flourishing economy) encourages working from home which should benefit disabled people.</p> <p>Policy PS11 (A balanced housing provision) addresses housing issues and provides a mix of housing unit types and tenures whilst ensuring that the needs and requirements of specific groups are met.</p> <p>Policy PS20 (Community infrastructure) encourages the development of appropriate</p>

		<p>community infrastructure to cater for the needs of vulnerable groups in the community.</p> <p>Policy PS22 (Sustainable transport, development and accessibility) facilitates the development of good sustainable transport links that will improve access to all groups in society including disabled people.</p> <p>It will be important for the Plan's more detailed policies to further facilitate the development of good quality housing, the layout and design of which are appropriate for the needs of disabled people.</p> <p>It will also be important to guide development to accessible locations. This will involve the development of a sustainable transport system which is well connected to new housing developments, facilities and services, and economic opportunities. This should improve access to all which, in turn will strengthen communities and allow disabled people to integrate better with the wider society.</p> <p>The Plan should also promote healthy lifestyles and facilitate the increase in the number of people in under-represented groups, choosing healthy lifestyles. This could include the development of leisure facilities in sustainable locations and the enhancement and protection of open spaces.</p>
<p>Sex</p>	<p>Yes</p>	<p>Negligible impact at this stage.</p> <p>Safety in the community is an issue that may affect certain groups such as women and younger men, who may be more vulnerable to violent crime. Policy PS1 (Sustainable Development) promotes high standards of design that may help reduce crime and anti-social behaviour. This should benefit a wide range of groups including women by reducing the fear of crime.</p> <p>An efficient transport network can benefit both men and women, particular women or men who may have childcare responsibilities and no form of private transport. Policy</p>

		<p>PS5 (Infrastructure and developer contributions) and particularly Policy PS22 (Sustainable transport, development and accessibility) facilitate the development of a sustainable transport network including public transport which should have a positive effect for the above named groups.</p> <p>The availability of a good mix of housing including affordable housing also benefits a wide range of groups including single parents who may have specific housing requirements such as units with multiple bedrooms. Policy PS11 (A balanced housing provision) facilitates the development of a mix of housing including affordable housing and specialist housing that create sustainable and inclusive communities.</p> <p>It will be important for the Deposit Plan to consider the best way to minimise difficulties for various groups including men and women. The more detailed policies of the Plan will directly address issues such as design, the public realm, public transport and fear of crime which may affect certain groups such as women. The Plan should also facilitate easy access to health facilities and access to those facilities for both men and women.</p>
<p>Gender reassignment</p>	<p>Yes</p>	<p>There is a lack of quantitative data on this group and there is a general need to develop communications for consultation purposes. Evidence from the Equality and Human Rights Commission has identified trans-phobic hate crimes as an issue.</p> <p>It is not anticipated that the emerging Preferred Strategy is likely to have an adverse effect on this group at this stage of Plan development.</p> <p>Safety in the community is an issue that may affect this group. Policy PS1 (Sustainable Development) promotes high standards of design that may help reduce crime and anti-social behaviour. This should benefit a wide range of groups by reducing the fear of crime.</p> <p>As the Plan progresses and more detailed policies are formed, the impact of planning decisions on certain characteristics such as community safety (which is considered as being important to this group) will need to be assessed and mitigated against where</p>

		appropriate. It is also considered that little is known of the particular needs of this group and this is a gap that will require future consideration in order to make a comprehensive assessment.
Sexual orientation	Yes	<p>There is a lack of quantitative data on this group and there is a general need to develop communications for consultation purposes. Evidence from the Equality and Human Rights Commission has identified homophobic hate crimes as an issue.</p> <p>See also assessment of 'Gender Reassignment' above.</p>
Religion or belief	Yes	<p>An analysis of the evidence (included in Appendix 1) has shown that the majority of the resident population are Christians. It is also noted that Anglesey has the highest proportion of Christians in Wales.</p> <p>It is not anticipated that the options are likely to have a significant adverse effect on this group at this stage of Plan development.</p> <p>The availability and accessibility of certain community facilities is an important consideration with regards to religious groups. Policy PS5 (Infrastructure and developer contributions) will ensure that developers contribute to the development of community facilities (including religious centres) in appropriate circumstances. Policy PS20 (Community facilities) also resists the loss and promotes the enhancement of existing social facilities which may be important to some religious groups.</p> <p>The emerging Strategy also facilitates the development of a mix of housing types which is suitable to a wide range of groups. This should benefit some religious groups which may have specific housing requirements including purpose built accommodation.</p> <p>The overall Strategy, as well as the implementation of Policy PS22 (Sustainable transport, development and accessibility) will ensure that services and facilities, which include religious facilities, are accessible to residents.</p>

		The Deposit Plan should further facilitate the development of appropriate facilities (including housing, leisure facilities and community facilities) suitable for all religions.
The Welsh language	Yes	See Linguistic Impact Assessment for a more detailed assessment on the Welsh language.
Age	Yes	<p>An analysis of the baseline data (included in Appendix 1) shows that the population in the Plan Area is ageing with out-migration of young people a significant issue. The effect of an ageing population will be an increase in the number of individuals of pensionable age and a decrease in the number of individuals of working age. This will lead to a large increase in the demand for health care, residential services, pensions and other services used by the elderly.</p> <p>The emerging Preferred Strategy recognises that the population is getting older. The proportionate distribution of development facilitated under the preferred spatial option is likely to encourage younger people to remain in or return to their communities, thus creating more balanced communities which will subsequently improve community viability and well-being in the Plan Area as a whole. This will be achieved by offering a variety of housing, including affordable housing as well as the provision for a range of employment needs that are distributed across the Plan Area. Policy PS12 on Affordable Housing, in particular, aims to facilitate the development of affordable housing that meets local needs which should encourage young people to remain in their communities.</p> <p>The emerging Preferred Strategy aims to safeguard sites or make specific employment allocations mainly within the Regional Sub Centre and the Urban Service centres and some allocations within the Rural Service Centres. Appropriate small scale employment opportunities are also supported in and around Villages, clusters and the countryside. This should help retain the working age population as well as young people in their communities, thus improving community well-being.</p> <p>To address the ageing population, it is important that a range of suitable housing is</p>

		<p>provided, as well as a provision of residential care development so that the older population can remain in their communities. A significant proportion of the forecast future increase in households will be of people aged over 65, so a provision of suitable housing for older people, especially within larger development schemes will be sought.</p> <p>However, as many key services (e.g. health services and facilities) are located in the key settlements, older people within rural communities may find it difficult to access these. The exact impact will depend on the location of development (housing as well as health related development) in relation to an effective and accessible transport network.</p> <p>Policy PS5 (Infrastructure and developer contributions) and PS20 (Community Infrastructure) should facilitate the provision of appropriate services and facilities for people of different age groups, which should improve community well-being and vitality. PS22 (Sustainable transport, development and accessibility) should also benefit younger and older age groups by making access to services easier.</p> <p>Overall, however, it is difficult to predict the exact range of possible impacts upon the age related groups in the Plan Area. Much will depend on a variety of factors including the provision of facilities and services in settlements, house prices and employment opportunities.</p> <p>Detailed policies in the Plan should further facilitate appropriate housing for people of all ages; facilitate the development of an effective and sustainable transport system which would enable people of all age groups, but in particular older people, to access key services and facilities that are located in the main settlements; and promote appropriate economic development and provide economic opportunities, including in rural areas, to ensure that the area is attractive to the existing population and those who would wish to return to the area.</p>
Pregnancy and maternity	Yes	The pregnancy and maternity group will be influenced most by the location of housing in relation to health care facilities and employment opportunities. It is important that this group has easy access to such facilities and opportunities so that they are not isolated

		<p>from their communities.</p> <p>Health care provision has been considered as part of the process of developing the Preferred Strategy. In addition, the emerging Preferred Strategy directly facilitates the provision of new health care facilities via Policy PS5 (Infrastructure and developer contributions). The majority of key health services and facilities are located within the main centres. This means that the preferred spatial strategy of focusing a higher proportion of development in the main centres, will allow pregnant mothers and women with children to have good access to these facilities.</p> <p>On the other hand, however, access to health services in some rural areas is poor. To address this problem, the draft Settlement Strategy via Policy PS3 directs development to a network of settlements that are supported by a, sustainable transport network, thus trying to ensure that the residents of new housing units have reasonable access to facilities and services. PS22 (Sustainable transport, development and accessibility) supports transport improvements that maximise accessibility particularly by foot, cycle and public transport, which will improve access to facilities and services. The overall impact upon this group is therefore likely to be positive.</p> <p>In terms of the emerging Deposit Plan, therefore, it will be important for an appropriate level of housing developments to be located near to these facilities and opportunities and/or in accessible locations that have an efficient transport network. The location of development in terms of accessibility by different transport modes will also be important. The Plan should also facilitate the development of health care facilities that are accessible to all in the Plan Area.</p>
Marriage and civil partnership	Unlikely	Negligible impact at this stage.

10) ADDRESSING THE IMPACT

a)	Note any possible equality impact(s) No adverse impacts have been identified at this stage.
b)	What steps could be taken to reduce or improve these impacts? As the work progresses we must ensure that our engagement and consultation processes are accessible and appropriate for all protected characteristics: This can be achieved through appropriate support and interpretation and/or through targeting specific groups.
c)	Do we need to reconsider the plan? No

11) MONITORING AND REVIEWING ARRANGEMENTS

The potential impacts upon equality will be reviewed at key stages as the Plan develops and further policies and proposals emerge.

12) ACTION PLAN

An action plan, outlining the actions, responsibilities, timescale and review and evaluation processes should be appended.

When the preferred strategy is chosen following community and key stakeholder participation, a more formal stage will begin which will involve periods of official public consultation. The Regulations state how much time should be allocated for this. Anyone will have an opportunity to submit written observations on the documents which will be available to view, and a formal record will be made of those observations. After consideration has been given to the observations, the work of drawing up a draft version of the Deposit Joint LDP will be undertaken, which can involve contacting organisations, establishments or partners formally to request information or specialist leadership. The Deposit Joint LDP will be available to view for an official period of 6 weeks, when it will be possible to submit observations on its contents to the Council. Should observations be received which offer sites that have not been included in the Deposit Joint LDP, then there will be a further period of public consultation. Objectors to the Deposit Joint LDP can submit their case to an Independent Inspector.

A number of methods are used to facilitate the involvement of stakeholders and communities throughout the process of preparing the Joint LDP. It's important that the techniques used are appropriate for the purpose with regards to different stages of preparing the Joint LDP and for the purposes of different groups. Here is a list of the types of engagement and consultation methods that are considered for use:

- Press Statements
- Articles in 'Newyddion Gwynedd News' and 'Newyddion Mon'
- Council Websites – a specific part of the websites will be designated for information on the Joint LDP (www.gwynedd.gov.uk or www.anglesey.gov.uk)
- "Cyswllt" news-sheet, intranet, staff e-bulletins – over 10,000 individuals work for Anglesey County Council and Gwynedd Council, and a very high percentage of these workers, their families and friends, also live in the Joint LDP area.
- Reception desks in the main Council Offices in Bangor, Caernarfon, Dolgellau, Llangefni and Pwllheli, payment offices, and local libraries.
- Use of events/meetings that already exist e.g. youth clubs.
- Direct contact (through letter or e-mail)
- Adverts in local newspapers
- Community Papers
- Text messages and/or use of social networking sites (e.g. Facebook)
- Holding workshops/open meetings

In addition to the above, the Councils are committed to using networks and partnerships that already exist, including:

- Gwynedd Together Partnership
- Gwynedd and Anglesey Local Service Boards
- Gwynedd Economic Partnership
- Gwynedd Environmental Partnership
- Gwynedd Housing Partnership
- Gwynedd Children and Young People Partnership
- Gwynedd Health, Care and Well-being Partnership
- Anglesey Planning Forum that includes representatives from focus groups involved with land use planning matters.
- Anglesey Forum, that includes representatives from the Economic Regeneration Partnership, Area Regeneration Partnership, Crime and Disorder Partnership, Children and Young People Framework Partnership, Health, Care and Well-being Partnership Board.
- Anglesey Environment Forum.

A Key Stakeholders Group of the Joint LDP has been established to assist with preparing the plan which will be a forum for constructive discussions. The KSG includes a cross-section of representatives which have a significant interest in the future development of the Joint LDP area.

13) DECISION MAKING

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