

Template for a full equality impact assessment

Name of the strategy, service or policy	Local Development Plan 2: Preferred Strategy
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Description of strategy, service or policy.	<p>Principle strategy of the emerging Replacement LDP2. LDP2 will upon adoption become the development plan for the National Park area, with all planning decisions being made against its requirements. The Preferred Strategy</p> <ul style="list-style-type: none"> • Provides a vision for the development of the Authority area for the next 15 years. • Provides an evidenced based assessment of growth needs to underpin the future LDP2, • Defines how this growth should be distributed spatially and • Defines strategic policies aimed at delivering the vision.
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Name, Job Title, Department and phone number of staff completing the assessment form	<p>Helen Lucocq Principal Planning Officer (Policy) Planning 01874 620429</p>
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Name and date of committee to which the report is being presented (NPA, PAROW or Audit and Scrutiny Committee)	National Park Authority 25 th June 2019
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Step one: identify the strategy, policy or service aims

What are the main aims, purposes and outcomes of the strategy, service or policy and how does it fit in with the wider aims of the Authority?

The main outcome of the Preferred Strategy is to ensure that there is sufficient land identified to meet development needs of the next 15 years (2018-2033) whilst not

impacting on National Park Purposes and Duty

List the main activities of the strategy, service or policy (for strategies list the main policy areas)

The strategy is intended to guide development, it is principally a planning document, however it has wider implications through its implementations for all areas of the Authority's work.

Who are the key stakeholders?

All those who live, work and enjoy the National Park. Key Stakeholders include but are not limited to

- The Welsh Government
- Natural Resources Wales
- Dwr Cymru Welsh Water
- Constituent Unitary Authorities (of note Highways, Housing, Education, Regeneration)
- Neighbouring Authorities
- Local Businesses
- Home Builders
- Planning Agents
- Community Councils
- Residents

Who will be responsible for the strategy, service or policy and how will progress be measured?

Adoption of the final policy will be a decision of the National Park Authority following independent examination via a Welsh Government appointed Planning Inspector.

Implementation of the Strategy will be undertaken by the Planning and Rights of Way Committee and via decisions taken in accordance with the Authority's approved Scheme of Delegation.

There will be a defined programme of monitoring both of the strategy itself and its implementation which will be reported to the NPA and submitted to the Welsh Government

for approval. Planning Policy Officers will be primarily responsible for monitoring.

Step two: consider the data and research

What data is available to inform the impact assessment?

Check available data research, studies, reports, audits, surveys, feedback etc., concerning each equality target group (ethnicity, religion/belief, disability, gender, sexual orientation, age and welsh language.

Age	Data available from Stats Wales https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Projections/National-Park/populationprojectioncomponentsofchange-by-year-nationalparkarea
Disability	Data available from Stats Wales https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Disability
Gender reassignment	Not known
Marriage or civil partnership	Data available from StatsWales https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Marital-status
Pregnancy	https://statswales.gov.wales/Catalogue/Health-and-Social-Care/Births-Deaths-and-Conceptions/Conceptions
Race	Data available from StatsWales https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Ethnicity
Religion / Belief	Data available from StatsWales https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Religion
Sex / Gender (including transgender)	Data available from StatsWales https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/National-Park/populationestimates-by-gender-nationalpark
Sexual	Data available from StatsWales

orientation	https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Sexual-Orientation
Welsh language	Data available from StatsWales https://statswales.gov.wales/Catalogue/Welsh-Language
Where, if any, are the gaps in the information required? What reasons are there for any lack of information? List the reasons below.	
Not much data is available by NPA area, and will required disaggregation from UA data, this is done by applying a ratio of population, which is exceptionally imprecise understanding of the actual characteristics of the area.	
Is additional information required? If yes, what is needed and how will it be carried out?	
It is not considered at this stage that additional information is necessary	

Step three: analysis of the strategy, service or policy

Does or could the strategy, service or policy have any influence on any of the equality strands in relation to:	Yes	No
<ul style="list-style-type: none"> • Promoting equality • Elimination discrimination • Achieving equality 		
Age	Indirectly	
Disability	Indirectly	
Gender reassignment		X
Marriage or civil partnership		X

Pregnancy		X
Race		X
Religion / Belief		X
Sex / Gender (including transgender)		X
Sexual orientation		X
Welsh language	X	

Step four: assess the likely impact on equality

Could the strategy, service or policy in the way it is planned / delivered have a negative impact on any of the equality target groups (i.e. it could disadvantage them) or could it have a positive impact on any of the groups, contribute to promoting equality, equal opportunities or improve relations?			
Group affected	Positive impact	Negative impact	Reason
Age	X		Improved opportunities for lifetime homes
Disability			Improved opportunities for improvements to housing stock to better meet the needs of those living with disability
Gender			No predicted impacts

reassignment			
Marriage or civil partnership			No predicted impacts
Pregnancy			No predicted impacts
Race			No predicted impacts
Religion / Belief			No predicted impacts
Sex / Gender (including transgender)			No predicted impacts
Sexual orientation			No predicted impacts
Welsh language	x		Through sustainable place making policy, opportunity exists to strengthen communities where the Welsh Language forms a part of the cultural heritage of place.
If you have indicated there is a negative impact on any group, is that impact:		Yes	No
Lawful? i/e/ it is not discriminatory under anti-discriminatory legislation			
Intended?			

Could you minimise or improve any negative impact? Explain how.

Step five: consider the alternatives

Can changes be made to the strategy, service or policy?

There are no predicted negative impacts in relation to protected characteristics

Can the strategy, service or policy be implemented in a different way?

The strategy responds to the evidence of need for the area.

Implementation is through the statutory planning function.

Is it possible to consider a different strategy, service or policy which still achieves your aim, but avoids any adverse impact?

Step six: involve and consult relevant stakeholders

What previous or planned consultation on this strategy, service or policy has taken place / will take place with groups / individuals from equality target groups? If there has already been consultation, what does it indicate about negative impacts and how people view this strategy, service or policy?	
Equalities target group	Summary of function carried out or planned
Age	It is proposed to consult on the Preferred Strategy in line with the requirements of the adopted Community Involvement Strategy. It is not considered that this process will directly negatively impact on any protected group
Disability	It is proposed to consult on the Preferred Strategy in line with the requirements of the adopted Community Involvement Strategy. It is not considered that this process will directly negatively impact on any protected group
Gender reassignment	It is proposed to consult on the Preferred Strategy in line with the requirements of the adopted Community Involvement Strategy. It is not considered that this process will directly negatively impact on any protected group
Marriage or civil partnership	It is proposed to consult on the Preferred Strategy in line with the requirements of the adopted Community Involvement Strategy. It is not considered that this process will directly negatively impact on any protected group
Pregnancy	It is proposed to consult on the Preferred Strategy in line with the requirements of the adopted Community Involvement Strategy. It is not considered that this process will directly negatively impact on any protected group

Race	It is proposed to consult on the Preferred Strategy in line with the requirements of the adopted Community Involvement Strategy. It is not considered that this process will directly negatively impact on any protected group
Religion / Belief	It is proposed to consult on the Preferred Strategy in line with the requirements of the adopted Community Involvement Strategy. It is not considered that this process will directly negatively impact on any protected group
Sex / Gender (including transgender)	It is proposed to consult on the Preferred Strategy in line with the requirements of the adopted Community Involvement Strategy. It is not considered that this process will directly negatively impact on any protected group
Sexual orientation	It is proposed to consult on the Preferred Strategy in line with the requirements of the adopted Community Involvement Strategy. It is not considered that this process will directly negatively impact on any protected group
Welsh language	It is proposed to consult on the Preferred Strategy in line with the requirements of the adopted Community Involvement Strategy. It is not considered that this process will directly negatively impact on any protected group
<p>If there are any gaps in your previous or planned consultation and research, are there any experts / relevant groups that can be contacted to get further views or evidence on this issue. Please list them and explain how you will obtain their views.</p>	
<p>Planning Aid Wales have been commissioned to facilitate workshops at three venues within the National Park.</p>	

Step seven: making the decision

The following matrix may assist you to make the decision on whether to adopt the strategy, service or policy and what actions may be needed.

What is the potential risk on the effect of equality? (indicate one)		
<p>Highly likely to have an adverse impact on equality</p> <p>High Risk</p> <p><input type="checkbox"/></p>	<p>May possibly have an adverse impact on equality</p> <p>Moderate Risk</p> <p><input type="checkbox"/></p>	<p>Probably will not have an adverse effect</p> <p>Low Risk</p> <p><input checked="" type="checkbox"/></p>
<p>Highly likely to promote equality of opportunity and good relations</p> <p>High Potential</p> <p><input type="checkbox"/></p>	<p>May have the potential to promote equality and good relations</p> <p>Moderate Potential</p> <p><input type="checkbox"/></p>	<p>Probably will not promote equality and good relations</p> <p>Low Potential</p> <p><input type="checkbox"/></p>
Summarise the findings and give an overview on whether the function or policy will promote equality and diversity		
<p>There will be no direct adverse effects on equality or diversity as a result of the Preferred Strategy, potential positive effects have been identified from policy and objectives to create sustainable places.</p>		



Step eight: equality impact assessment action plan

Category	Actions	Target date	Person responsible
Practical changes required to reduce adverse impact			
Measures to improve access to / take up of services and understanding of the policy / strategy.			
Dissemination of information on the EIA			
Involvement and consultation			
Assessment and analysis			
Procurement and partnerships			
Monitoring, evaluating and reviewing (including publishing the results)			

Step nine: For the record

Date EIA completed	12 th June 2019
Signature of Manager	
Signature of Director	

Note for Directors:

Directors must ensure that:

- The policy, strategy or service has **been informed by the outcome** of the EIA
- That you have gathered all **relevant evidence** and used **any feedback** from previous involvement / consultation and / or **consulted** and **involved** stakeholders
- Have an **action plan** (if required) to **reduce and (potential) adverse impact**