

Bridgend Local Development Plan

2006-2021



Deposit LDP
Equalities Impact Assessment

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Bridgend Local Development Plan

Equalities Impact Assessment

April 2011

**Development Planning
Regeneration and Development
Communities Directorate
Bridgend County Borough Council
Angel Street, Bridgend
CF31 4WB**

Contents

1. Introduction

- 1.1. Why carry out an Equality Impact Assessment?
- 1.2. What has been assessed?
- 1.3. What is the process for undertaking an EIA?

2. EIA – PART A: Screening for Equality Impact

- 2.1. SP1 Regeneration led Development
- 2.2. SP2 Design & Sustainable Place Making
- 2.3. SP3 Strategic Transport Planning Principles
- 2.4. SP4 Conservation and Enhancement of the Natural Environment
- 2.5. SP5 Conservation of the Built and Historic Environment
- 2.6. SP6 Minerals
- 2.7. SP7 Waste Management
- 2.8. SP8 Renewable Energy
- 2.9. SP9 Employment & the Economy
- 2.10. SP10 Retail and Commercial Hierarchy
- 2.11. SP11 Tourism
- 2.12. SP12 Housing
- 2.13. SP13 Social and Community Facilities
- 2.14. SP14 Infrastructure

3. Sign Off on Screening for Equality Impact

4. EIA – PART B: Assessing for Equality Impact

- 4.1. SP1 Regeneration led Development
- 4.2. SP2 Design & Sustainable Place Making
- 4.3. SP3 Strategic Transport Planning Principles
- 4.4. SP9 Employment & the Economy
- 4.5. SP10 Retail and Commercial Hierarchy
- 4.6. SP12 Housing
- 4.7. SP13 Social and Community Facilities
- 4.8. SP14 Infrastructure

5. EIA - PART C: Summary of Assessment, Action Planning And Monitoring Progress

- 5.1. SP1 Regeneration led Development
- 5.2. SP2 Design & Sustainable Place Making
- 5.3. SP3 Strategic Transport Planning Principles
- 5.4. SP9 Employment & the Economy
- 5.5. SP10 Retail and Commercial Hierarchy
- 5.6. SP12 Housing
- 5.7. SP13 Social and Community Facilities
- 5.8. SP14 Infrastructure

6. Sign off on Equality Impact Assessment

7. Summary

1. Introduction

1.1 Why carry out an Equality Impact Assessment?

1.1.1. Equality Impact Assessments (EIA's) are required in law by the Race Relations (Amendment) Act 2000, Disability Discrimination Act 2005, the Equality Act 2006, the Welsh Language Act and the Gender Duty. The purpose of an EIA is to improve the work of the council. They can be used to make sure that the Council does not discriminate, promotes equality wherever possible and fosters good community relations.

1.1.2. EIA's are an objective way of considering both new policies and proposals and current ways of working to:

- make sure that the council's policies and services meet the needs of the people of Bridgend;
- ensure that staff and customers are treated fairly and not discriminated against, regardless of their race, disability, gender and transgender, language, age, sexual orientation, religion or belief and non-belief;
- identify and address real or potential inequalities resulting from policy and practice development;
- meet legal duties to eliminate discrimination and promote equality; and
- work continuously to improve services.

1.1.3. EIA's require councils to consult with stakeholders, assisting them to engage with customers and those affected by the policies. By ensuring that equality is part of the council's thinking throughout all of its processes, EIA's provide assistance in identifying potential problems thus enabling any necessary changes to be made to policy or service delivery.

1.2 What has been assessed?

1.2.1. This EIA has looked at the Deposit version of the Bridgend Local Development Plan (LDP). The LDP identifies land suitable for all types of development over a fifteen-year period, and therefore necessarily incorporates the proposals of a number of agencies, including public bodies and statutory undertakers. The Council is not responsible for the strategies of external bodies, or the extent to which these take equality issues into account. However, this EIA has been carried out to check that the LDP does not discriminate against particular groups, and to identify the positive contribution the LDP makes to the equalities agenda. The finalised (Adopted) version of the LDP will be used to assess future planning applications throughout Bridgend.

1.2.2. In practice, one of the most effective contributions that the LDP makes to the equalities agenda lies in the Plan preparation process. This requires the involvement of a wide range of organisations and individuals, in an effort to achieve consensus on the policies and proposals in the Plan. The public consultations on the Plan, which are

an essential part of the process, are by far the largest consultation exercises carried out by the Council, and differ fundamentally from most other exercises in that anyone affected by or interested in the Plan is invited to comment on any aspect of it. The significant point of this process for equality issues is that it provides the opportunity for all interested bodies and individuals to examine and comment on all of the land-use implications of the policies and programmes of both the Council and other development agencies, and to receive a detailed response (at least on the planning issues raised) from the Council. This opportunity could play a significant role in progressing equality issues by raising and debating them in a transparent and democratic process.

1.3. What is the process for undertaking an EIA?

1.3.1. The EIA process consists of the following three stages:

- **Screening for equality impact (Part A)** - this is a desk-top exercise to identify the likely impact of the policy on people protected by equality legislation and to establish whether it is necessary to carry out a more detailed assessment.
- **Assessing for equality impact (Part B)** – continues on from the screening stage and considers the evidence behind the development of the policy. It is a detailed assessment involving the consideration of data, consultation with stakeholders, national policy and any other source of information considered relevant.
- **Summary of assessment, action planning and monitoring progress (Part C)** – provides a summary of any equality impact identified by undertaking the EIA and any requisite mitigating actions that may be taken to reduce the risk of discrimination and to meet the Council's equality duties.

1.3.2. The LDP identifies 14 Strategic Policies and each of these has been screened to detect which Policies require a full equality assessment.

2. Part A: Screening for Equality Impact

2.1. SP1 Regeneration-Led Development

Name of policy	
Strategic Policy SP1 – Regeneration-Led Development	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>Strategic Policy 1 seeks to ensure that new developments in the County Borough are distributed according to the LDP Spatial Strategy. In particular, the four Strategic Regeneration Growth Areas (SRGAs) at Bridgend, Maesteg and the Llynfi Valley, Porthcawl and the settlements of the Valleys Gateway will collectively deliver a significant proportion of the County Borough's growth up to 2021 in a range of mixed-use developments that will create high quality sustainable places delivering new homes, work places and facilities. These areas can serve the existing and future residents of the County Borough and are considered to be of such a scale and focus to be strategic in nature and will have the potential to provide significant regeneration benefits for the whole of the County Borough.</p>	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>Focussing new development in the SRGA`s means that the collective scale of development is able to deliver 'more' in terms of benefits and improvements, balancing future job creation, housing provision, infrastructure provision and improvements to services and community facilities to create better places at key locations and can service other areas that are underperforming, suffering decline or in need of redevelopment or regeneration.</p> <p>Focussing development in these areas will deliver better overall outcomes and a more sustainable pattern of development for the County Borough as a whole.</p>	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>Communities within identified areas – through greater employment opportunity, greater housing choice, greater service / shopping / community facilities provision, improved access and linkages to neighbouring areas.</p> <p>Developers / Landowners / Agents</p> <p>BCBC Staff</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?		✓	
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?			✓
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?			✓
Is this policy delivered along with other public sector partner organisations or contractors?		✓	
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?		✓	
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?			✓
Encourage participation of disabled people in public life?			✓
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?			✓
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

By focussing development in areas where the maximum social, economic and environmental benefits can be achieved, Policy SP1 will seek to deliver improvements to the quality of life for all sections of society, and is thus considered not to have a specific differential impact on any one of the equality groups.

Likely relevance to the following equality duties:

N/A

Likely relevance to the following human rights:

N/A

Equal treatment of English and Welsh languages:

N/A

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	✓
Low	Likely to impact on some groups and relevant to some duties	
None	Unlikely to have an impact and not relevant to the duties	

2.2. SP2 Design & Sustainable Place Making

Name of policy	
Strategic Policy 2 Design and Sustainable Place Making	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>The Policy aims to ensure that all development contributes to the creation of high quality, attractive, sustainable places which enhance the community in which they are located, whilst having full regard to the natural, historic and built environment.</p>	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>The Policy introduces 15 Sustainable Place Making criteria which will be applied to all development proposals across the County Borough. This Policy represents the starting point for the assessment of all planning applications which are received by the Local Planning Authority.</p> <p>Design and Access Statements will be used within the Development Control process and should contain information relating to each of the 15 criteria (where appropriate) to ensure this policy is implemented effectively</p> <p>The Policy demands a high quality of design incorporating equality of access in all development proposals. Monitoring of Design & Access Statements will be undertaken to ensure development maintains and enhances the 'sense of place' it creates. Where appropriate, Travel Plans, Transport Statements or Transport Assessments will also be required as part of the planning process.</p>	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>BCBC Officers, particularly within the Communities Directorate.</p> <p>General public, particularly those living adjacent to development proposals</p> <p>Landowners</p> <p>Developers / Agents / Architects</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?		✓	
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?			✓
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?		✓	
Is this policy delivered along with other public sector partner organisations or contractors?			✓
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?		✓	
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?			✓
Encourage participation of disabled people in public life?			✓
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?			✓
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

The policy is not considered to have a differential impact on a specific equality group. The implementation of the policy will affect all sectors of the community, whether as an applicant, a neighbour to proposed development, or visitor to the County Borough; peoples' personal circumstances are generally not a relevant planning consideration in the determination of planning applications. The specific impact of individual development proposals will be assessed at the point they are submitted.

Likely relevance to the following equality duties:

Not relevant

Likely relevance to the following human rights:

Not relevant

Equal treatment of English and Welsh languages:

Not relevant

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	✓
Low	Likely to impact on some groups and relevant to some duties	
None	Unlikely to have an impact and not relevant to the duties	

2.3. SP3 Strategic Transport Planning Principles

Name of policy	
Strategic Policy SP3 - Strategic Transport Planning Principles	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>The main purpose of Policy SP3 is to support the sustainable delivery of transport infrastructure and improvements required to support the proposed level of growth contained within the LDP. Other aims of the policy are:</p> <ul style="list-style-type: none"> • To support improvements to public transport to improve accessibility. • To make the best use of existing transport infrastructure. • To manage travel demand. • To safeguard land and corridors for transport proposals. • To ensure road safety and reduce the negative impact of vehicles. • To encourage more sustainable patterns of travel. • To promote the use of alternative modes of transport to the private car (walking, cycling & public transport) 	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>Policy SP3 supports sustainable development and encourages the establishment of an integrated, safe and equitable transport system. The policy introduces 11 Strategic Transport Planning Principles which outline how the LDP will seek to improve opportunities for sustainable travel, contribute positively to social inclusion agendas, and allow better management of both travel demand and of the transport network.</p> <p>All developments will need to: take account of Welsh Assembly Government design criteria; ensure vehicles can enter or leave the highway at any new access point safely; provide appropriate measures of mitigation to counter any adverse highway effects of new development and; ensure that the flow of traffic on the highway is not affected detrimentally.</p> <p>The LDP directs new developments to locations offering a choice of transport modes that will support, and contribute towards the development of an efficient transport network. In particular this approach will enhance what the Wales Spatial Plan defines as the 'key settlement transport hubs' of Bridgend and Maesteg.</p>	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>BCBC Officers</p> <p>Developers / landowners / agents</p> <p>Residents</p> <p>WAG</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?		✓	
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?			✓
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?			✓
Is this policy delivered along with other public sector partner organisations or contractors?			✓
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?		✓	
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?		✓	
Encourage participation of disabled people in public life?		✓	
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?		✓	
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

The Policy is geared towards increasing the mobility of all sectors of society and as such will not have a differential impact on one specific group.

Likely relevance to the following equality duties:

Disability – Will promote equality of opportunity for all groups.

Likely relevance to the following human rights:

None

Equal treatment of English and Welsh languages:

No relevance

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	
Low	Likely to impact on some groups and relevant to some duties	✓
None	Unlikely to have an impact and not relevant to the duties	

2.4 SP4 Conservation and Enhancement of the Natural Environment

Name of policy	
Strategic Policy SP4 – Conservation and Enhancement of the Natural Environment	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>Policy SP4 highlights the strategically important areas within the County Borough that will specifically be protected from inappropriate development which directly or indirectly impacts upon them.</p> <p>Together with future development control decisions, the policy aims to reflect the relative significance of these sites for nature conservation, placing particular emphasis on the protection of internationally important sites. Special Areas of Conservation (SACs) designations are shown on the Proposals Map, and represent the 'highest tier' of sites of importance for nature conservation in the County Borough.</p>	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>Policy SP4 highlights the measures that will assist in the conservation and enhancement of the natural environment of the County Borough. This will include native species landscaping, careful location of development, the creation of green corridors and open space management.</p> <p>Development proposals affecting SACs will be rigorously examined. Development proposals will need to be screened to assess their potential impact (directly and indirectly) on SACs. Assessment will take into account the effects on water quality and quantity; air quality; human impact and coastal change amongst others.</p> <p>Habitats Regulations Assessments (HRAs) will be required to determine whether a proposal is likely to have a significant direct or indirect impact (on its own or cumulatively with other proposals) on internationally important sites, and the comments of CCW as the statutory advisor on nature conservation matters will be material to its consideration.</p>	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>BCBC Officers</p> <p>Developers / Applicants / Agents</p> <p>Statutory Agencies including CCW</p> <p>The wider Bridgend population – through enhanced quality of life (including health benefits) delivered through enhanced/extended provision and accessibility to green infrastructure.</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?			✓
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?			✓
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?			✓
Is this policy delivered along with other public sector partner organisations or contractors?			✓
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?			✓
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?			✓
Encourage participation of disabled people in public life?			✓
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?			✓
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

Implementation of Policy SP4 will help to conserve and enhance the natural environment thus contributing to the health and quality of life of people and communities. The development of a network of green infrastructure corridors will encourage the provision of imaginative recreational facilities that give educational and physical health benefits to local people. As such there is unlikely to be any differential impact on any specific equality group.

Likely relevance to the following equality duties:

N/A

Likely relevance to the following human rights:

N/A

Equal treatment of English and Welsh languages:

N/A

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	
Low	Likely to impact on some groups and relevant to some duties	
None	Unlikely to have an impact and not relevant to the duties	✓

2.5. SP5 Conservation of the Built and Historic Environment

Name of policy	
Strategic Policy SP5 – Conservation of the Built and Historic Environment	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>The main purpose of this policy is to ensure that development proposals must take account of heritage assets where these are directly or indirectly affected. Development which directly affects architecturally or historically important buildings, conservation areas, ancient monuments, archaeological sites, historic landscapes, parks and gardens (or their settings) must take account of their specific characteristics and ensure that the heritage assets are preserved and/or enhanced.</p>	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>The Policy requires high quality design and carefully-sited development that is both in keeping and scale with its location, and which is sensitive to the character of the historic built and natural environment. The various grant schemes available, and local regeneration initiatives, will assist in achieving this aim.</p> <p>The policy outlines the requirements that development proposals will have to satisfy to demonstrate that they will not have a significant adverse impact on the following: Listed buildings and their settings; Conservation areas and their settings; Scheduled ancient monuments; Sites or Areas of archaeological significance; Historic landscapes, parks and gardens; or Locally significant buildings and areas of historical importance.</p>	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>BCBC Staff</p> <p>CADW</p> <p>General Public</p> <p>Private developers / agents / architects</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?			✓
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?			✓
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?			✓
Is this policy delivered along with other public sector partner organisations or contractors?			✓
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?			✓
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?			✓
Encourage participation of disabled people in public life?			✓
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?			✓
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

The aim is to ensure an enhanced quality of life is promoted through the preservation & enhancement of the historic environment – there is unlikely to be any differential impact on any specific equality group.

Likely relevance to the following equality duties:

N/A

Likely relevance to the following human rights:

N/A

Equal treatment of English and Welsh languages:

N/A

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	
Low	Likely to impact on some groups and relevant to some duties	
None	Unlikely to have an impact and not relevant to the duties	✓

2.6. SP6 Minerals

Name of policy	
Strategic Policy SP6 - Minerals	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>The policy aims to ensure that a contribution to the national, regional and local demand for a continuous supply of minerals, in a sustainable manner, will be achieved through:</p> <ul style="list-style-type: none"> • Maintaining a minimum 10 year supply of aggregates throughout the plan period; • Safeguarding identified areas of high quality finite resources of coal, sand & gravel, limestone and sandstone; • Promoting the efficient usage of aggregates; promoting the use of commercial and demolition waste and secondary aggregates, and maximising the use of these alternative materials before the use of virgin aggregate • Ensuring that mineral development will not negatively impact on amenity and the environment • Mitigating against the conflict between sensitive land uses, and mineral operations by defining buffer and exclusion zones around mineral sites and relevant settlement boundaries respectively. 	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>The Policy safeguards areas known to contain finite mineral resources to enable their potential future extraction. This is achieved by protecting these areas from permanent development through the creation of development criteria used to evaluate development proposals in such Mineral Safeguarding Areas.</p> <p>The Policy also creates a series of buffer zones around all quarries and mineral operations to protect both mineral reserves and mineral resources from development which may sterilise them.</p>	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>BCBC Staff</p> <p>Developers</p> <p>General Public</p> <p>Central and Local Government (incl. neighbouring Authorities).</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?			✓
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?			✓
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?			✓
Is this policy delivered along with other public sector partner organisations or contractors?		✓	
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?			✓
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?			✓
Encourage participation of disabled people in public life?			✓
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?			✓
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

None

Likely relevance to the following equality duties:

N/A

Likely relevance to the following human rights:

N/A

Equal treatment of English and Welsh languages:

N/A

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	
Low	Likely to impact on some groups and relevant to some duties	
None	Unlikely to have an impact and not relevant to the duties	✓

2.7 SP7 Waste Management

Name of policy	
Strategic Policy SP7 – Waste Management	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>The policy identifies preferred sites suitable for development in principle of new waste treatment facilities to meet the regionally identified need to treat up to 228,000 tonnes of waste per annum.</p> <p>The policy intentionally provides for a degree of over-provision, but also provides for some certainty to waste facility developers by identifying where there are opportunities to locate in the future.</p>	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>The policy allocates sites that have been identified as being acceptable in principle to accommodate new waste processing facilities to serve local and regional / sub-regional needs.</p> <p>The policy also enables the consideration of other appropriate sites to meet projected local and regional needs provided it is on land suitable for B2 industrial uses and meets a set of criteria which proposals will be judged against.</p> <p>The Council propose to issue an SPG on the design/management of waste facilities, which will set out the need for an integrated approach to providing waste facilities for all built development.</p>	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>Developers</p> <p>BCBC Staff</p> <p>General Public</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?		✓	
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?			✓
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?			✓
Is this policy delivered along with other public sector partner organisations or contractors?		✓	
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?			✓
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?			✓
Encourage participation of disabled people in public life?			✓
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?			✓
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

The Policy aims to guide the suitable location of waste management facilities and as such is not considered to have a differential impact on specific equality groups.

Likely relevance to the following equality duties:

Not relevant

Likely relevance to the following human rights:

Not relevant

Equal treatment of English and Welsh languages:

The LDP will be made available in English and Welsh.

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	
Low	Likely to impact on some groups and relevant to some duties	
None	Unlikely to have an impact and not relevant to the duties	✓

2.8. SP8 Renewable Energy

Name of policy	
Strategic Policy SP8 – Renewable Energy	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>The Policy aims to ensure that the County Borough’s energy requirements are fully satisfied whilst having the minimum impact on the environment and local communities.</p> <p>The implementation of the Policy will help to contribute to UK Carbon emissions targets through:</p> <ul style="list-style-type: none"> • Support of renewable & low-carbon sources of energy; • Minimising energy requirements of development; • Incorporating renewable and low carbon energy sources in development. 	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>The policy will achieve its aims through a combination of the following actions:</p> <ul style="list-style-type: none"> • Sets targets for renewable energy generation by the end of the plan period • Safeguards specific sites for renewable energy generation • Sets a requirement for the preparation of energy statements to be prepared for all development proposals • Identifies the circumstances in which renewable energy development proposals will be permitted. • Commitment to preparation of an Energy Opportunities Plan as SPG. 	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>BCBC Staff</p> <p>Central and Local Government Bodies</p> <p>General Public</p> <p>Private Developers</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?			✓
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?			✓
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?			✓
Is this policy delivered along with other public sector partner organisations or contractors?			✓
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?			✓
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?			✓
Encourage participation of disabled people in public life?			✓
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?			✓
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

The Policy seeks to promote the development that will contribute to meeting renewable energy and energy efficiency targets provided they have no significant adverse impacts on the environment and local communities. As such the policy is not considered to have a differential impact on any specific equality group.

Likely relevance to the following equality duties:

N/A

Likely relevance to the following human rights:

N/A

Equal treatment of English and Welsh languages:

N/A

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	
Low	Likely to impact on some groups and relevant to some duties	
None	Unlikely to have an impact and not relevant to the duties	✓

2.9. SP9 Employment and the Economy

Name of policy	
Strategic Policy SP9 – Employment and the Economy	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>In order to meet the varying requirements of business and to provide access to employment and training for all residents, Policy SP9 aims to ensure a healthy supply of employment land for continued investment is maintained throughout the plan period, ensuring choice and flexibility for developers.</p>	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>The Policy identifies a total of 164 hectares of vacant employment land to ensure that a choice and range of sites are available across the County Borough during the plan period up to 2021.</p> <p>Included within this allocation is land safeguarded for the establishment of high quality 'strategic employment sites', which will be developed in accordance with a development brief / masterplan, to the highest design and environmental standards.</p>	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>BCBC Officers</p> <p>Developers / Agents</p> <p>Employers</p> <p>General Public – through increased access to employment and training opportunities</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?		✓	
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?		✓	
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?			✓
Is this policy delivered along with other public sector partner organisations or contractors?		✓	
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?		✓	
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?			✓
Encourage participation of disabled people in public life?			✓
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?			✓
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

Subject to wider access of opportunity to employment options and improved transport access and physical accessibility to employment the policy will have a positive impact on all equalities groups.
The policy is in part driven by equalities issues in seeking to rebalance employment opportunity in the city.

Likely relevance to the following equality duties:

Not relevant

Likely relevance to the following human rights:

Not relevant

Equal treatment of English and Welsh languages:

All LDP material will be made available in English and Welsh

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	✓
Low	Likely to impact on some groups and relevant to some duties	
None	Unlikely to have an impact and not relevant to the duties	

2.10. SP10 Retail and Commercial Hierarchy

Name of policy	
Strategic Policy SP10 – Retail and Commercial Hierarchy	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>Bridgend's established retail hierarchy has continued to evolve over many years and all the existing retailing and commercial centres fulfil an important role in meeting not only the shopping and service needs but the cultural and leisure requirements of the residents of the area.</p> <p>The main purpose of Policy SP10 is therefore to protect and strengthen the established retail hierarchy of the County Borough by focussing development in these centres, providing opportunities for employment as well as for social and cultural interaction. As far as possible, new retail development will only be permitted where it will be to the long-term benefit of existing commercial centres.</p>	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>Policy SP10 directs all new development of an appropriate scale and nature to the established town and district centres, in order to protect their vitality and viability as well as to meet the objectives of the Regeneration Strategies for Bridgend and Maesteg Town Centres, and the Porthcawl Waterfront.</p> <p>The aims of the policy will be achieved by only permitting out-of-centre retail development where a need and sequential test have been undertaken, in accordance with national policy to protect the vitality, viability and attractiveness of retail centres.</p>	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>BCBC Staff particularly in Communities Directorate</p> <p>Developers / Agents</p> <p>General public – both in terms of those seeking employment users of retail and commercial centres</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?		✓	
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?		✓	
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?			✓
Is this policy delivered along with other public sector partner organisations or contractors?		✓	
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?		✓	
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?			✓
Encourage participation of disabled people in public life?			✓
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?			✓
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

Policy SP10 seeks to sustain local retail facilities close to existing residential areas and is not considered to have a differential impact on any specific equality groups. Increased opportunities for employment and social and cultural interaction will benefit all members of society.

Likely relevance to the following equality duties:

Not relevant

Likely relevance to the following human rights:

Not relevant

Equal treatment of English and Welsh languages:

All LDP documentation will be made available in English and Welsh.

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	✓
Low	Likely to impact on some groups and relevant to some duties	
None	Unlikely to have an impact and not relevant to the duties	

2.11. SP11 Tourism

Name of policy	
Strategic Policy SP11 – Tourism	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>The main aim of Policy SP11 is to ensure that the economic and employment benefits associated with tourism are maximised through a combination of enhancing and developing the tourist potential of the County Borough and protecting and conserving the environment.</p> <p>High quality sustainable tourism will be encouraged based on the County Borough's distinctive and natural environment, its historic features, the individual identity of its settlements and its cultural heritage.</p>	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>The policy identifies the need to promote tourism development linked to the following regeneration initiatives:</p> <ul style="list-style-type: none"> • The strategically important tourist resort of Porthcawl; • Bryngarw Country Park; • Maesteg and the Llynfi Valley by means of enhanced cycling and mountain biking routes & at the destination hub of Caerau; • The Ogmere Valley, at the destination hubs of Nantymoel and Blackmill; • The Garw Valley, at the destination hubs of Blaengarw, Llangeinor and Pontycymmer. 	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>General Public including visitors to the County Borough</p> <p>BCBC Staff</p> <p>Developers / Agents</p> <p>Local businesses connected to the Tourism Industry</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?		✓	
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?			✓
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?			✓
Is this policy delivered along with other public sector partner organisations or contractors?		✓	
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?		✓	
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?		✓	
Encourage participation of disabled people in public life?			✓
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?			✓
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

The aim of the Policy is to ensure that tourism development in the borough is attractive and accessible to all groups and as such is not intended to have a specific differential impact.

Likely relevance to the following equality duties:

Disability – the policy will promote ongoing improvements across all sites and tourism facilities to ensure better access for all, both physically and intellectually.

Likely relevance to the following human rights:

Not relevant

Equal treatment of English and Welsh languages:

Not relevant

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	
Low	Likely to impact on some groups and relevant to some duties	
None	Unlikely to have an impact and not relevant to the duties	✓

2.12. SP12 Housing

Name of policy	
Strategic Policy SP12 - Housing	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>The main aims of the policy are to:</p> <ul style="list-style-type: none"> • To help meet housing demand and need in the borough having regard to the planned increased in population; • To increase affordable housing provision and choice; and • To ensure suitable sites are provided for gypsies, travellers & travelling show people. 	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>To provide for the housing needs of the planned increase in population in Bridgend over the plan period, policy SP12 makes provision for the development of 9000 new dwellings spatially allocated in accordance with the regeneration-led strategy of the plan itself.</p> <p>Within this, and in order to ensure an appropriate mix of dwelling size, type and tenure is provided, the policy will deliver approximately 1308 units of affordable housing.</p>	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>BCBC Staff</p> <p>Private Developers, Agents, House Builders</p> <p>General public</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?		✓	
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?			✓
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?		✓	
Is this policy delivered along with other public sector partner organisations or contractors?		✓	
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?	✓	Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?		✓	
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?			✓
Encourage participation of disabled people in public life?			✓
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?		✓	
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

The impact of the policy will be generally neutral in respect of race or ethnicity, with one exception where it will have a positive impact. The policy highlights the local situation in respect of the accommodation needs of Gypsies and Travellers, and promotes the coordinated development of a management solution to continually monitor and assess future needs for an expansion of provision of caravan sites / pitches. This emerged as a recommendation from a Gypsy & Traveller Accommodation Assessment undertaken to assess the need for permanent residential and transit pitches for Bridgend's Gypsy and Traveller population.

Likely relevance to the following equality duties:

Promote equality of opportunity – The policy will have a positive impact on People who cannot afford or cannot access market-priced housing, through the continued enabling of affordable homes.

Likely relevance to the following human rights:

N/A

Equal treatment of English and Welsh languages:

N/A

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	
Low	Likely to impact on some groups and relevant to some duties	✓
None	Unlikely to have an impact and not relevant to the duties	

2.13. SP13 Social and Community Facilities

Name of policy	
Strategic Policy SP13 – Social and Community Facilities	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>The main aim of this policy is to maintain and improve the quality of life for residents of the borough, through the retention and enhancement of social and community uses / facilities. In the interests of enhanced service provision and sustainable development, the benefit of co-locating such facilities with another similar use is promoted.</p> <p>The policy also seeks to provide new facilities where they are needed and justified.</p>	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>The aims of the policy will be achieved through the following:</p> <ul style="list-style-type: none"> • Protection against the loss of social and community facilities by outlining the exceptional circumstances in which the loss of a facility will be tolerated • Allocation of sites for the provision of health and well-being facilities, community buildings and educational and training facilities. • Specification of an Open Space standard for provision of outdoor recreation facilities that residential development should seek to meet • Identification of sites for the provision of playing fields, accessible natural greenspace, allotments and community food networks and cemeteries. 	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>BCBC Staff across Communities, Well Being and Children's Directorates</p> <p>General Public</p> <p>Developers and Agents</p> <p>Service Providers</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?		✓	
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?			✓
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?			✓
Is this policy delivered along with other public sector partner organisations or contractors?		✓	
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	✓
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?		✓	
Eliminate unlawful discrimination?		✓	
Foster good relations between people from different backgrounds?		✓	
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?		✓	
Encourage participation of disabled people in public life?		✓	
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?		✓	
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

The policy is likely to have a positive impact on young people within the Borough through delivering improvements to school provision.

Likely relevance to the following equality duties:

The policy seeks to retain or enhance facilities to ensure no section of the community is excluded from having access to basic services, thus helping to carry out the following equality duties:

- Promote equality of opportunities between disabled persons and other persons;
- Eliminate discrimination that is unlawful under the Disability Discrimination Act;
- Promote positive attitudes towards disabled persons;
- Encourage participation by disabled persons in public life; and
- Take steps to take account of disabled persons disabilities, even where that involves treating disabled persons more favourably than other persons

Likely relevance to the following human rights:

Right to education – the implementation of the Policy will help to ensure that the educational needs of children and young people are satisfactorily met.

Equal treatment of English and Welsh languages:

N/A

Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	
Low	Likely to impact on some groups and relevant to some duties	✓
None	Unlikely to have an impact and not relevant to the duties	

2.14. SP14 Infrastructure

Name of policy	
Strategic Policy SP14 - Infrastructure	
Name of lead officer	Gareth Denning
Directorate/Department	Communities / Regeneration & Development
<i>What is the main purpose of this policy? (give a brief description)</i>	
<p>The main purpose of this policy is to ensure that development contributes towards the provision of infrastructure, services and facilities to support the sustainable growth of the Borough and to mitigate the harmful impacts of development.</p> <p>Additionally the policy aims to establish the policy background and the processes involved in securing planning obligations.</p>	
<i>What are the main activities covered by this policy? (give a summary)</i>	
<p>The policy provides developers, the community and other stakeholders with an indication of the circumstances in which planning obligations may be entered into and the range of matters these may need to address or provide.</p> <p>The policy also outlines the Council's approach to entering into negotiations with developers and its willingness to take into consideration the financial viability of proposals and an understanding of the need to prioritise obligations when circumstances dictate.</p>	
<i>Who will be directly affected by the delivery of this policy and who is supposed to benefit from it? (e.g. staff, general public, target community, specific equality group)</i>	
<p>Developers, organisations and people applying for planning permission.</p> <p>People that live, work and visit Bridgend.</p> <p>Organisations and Service Areas responsible for delivering infrastructure / facilities / services operating within the Borough, such as Highways, Health Bodies and community organisations.</p> <p>BCBC staff.</p>	

Indicate the likely impact of the policy on the public, employees and community relations. (please tick below as applicable)		Yes	No
Is this policy likely to impact on the way services are delivered to the general public?			✓
Is this policy likely to impact on the way employees are treated in the workplace?			✓
Are people protected by the equality duties likely to have different access needs in relation to this policy?			✓
Is this policy likely to impact on relations between different communities or groups of people protected by the equality duties?			✓
Is this policy delivered along with other public sector partner organisations or contractors?		✓	
Indicate the potential impact on specific equality groups			
Is this policy likely to have a differential impact on the following groups of people protected by the equality duties? (please tick below as applicable)			
Women?		Men?	
Disabled people?		Different age groups?	
Different racial groups?		Different religion or belief?	
Lesbian, gay, bisexual or transsexual people?		Transgender people?	
Indicate the relevance to specific public duties			
Is this policy relevant to any of the following duties? (please tick below as applicable)		Yes	No
Promote equality of opportunity?		✓	
Eliminate unlawful discrimination?			✓
Foster good relations between people from different backgrounds?			✓
Eliminate harassment or victimisation?			✓
Promote positive attitudes towards disabled people?			✓
Encourage participation of disabled people in public life?			✓
Consider treating disabled people more favourably than others?			✓
Protect and promote human rights?			✓
Ensure the equal treatment of English and Welsh languages?			✓

Use the space below to briefly set out what evidence has been considered as part of the screening.

Likely differential impact on specific equality groups (positive or negative):

It is considered that the implementation of the policy is likely to have a positive impact upon all groups within society though in addition it is likely that works or other obligations provided as a result of S106 obligations will be likely to benefit a number of specific groups in society as well as benefitting the population as a whole.

Likely relevance to the following equality duties:

Not directly relevant

Likely relevance to the following human rights:

Right to education – the agreement of financial contributions towards the provision of sufficient educational facilities to cater for new development assists the Council in providing young people from all backgrounds and abilities with equal access to education.


Equal treatment of English and Welsh languages:

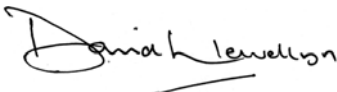
Not directly relevant


Indicate what impact the policy will have on equality groups and its relevance to duties: (please tick below as applicable)

High	Highly likely to have an impact on groups and highly relevant to duties	
Medium	Likely to have an impact on most groups and relevant to most duties	
Low	Likely to impact on some groups and relevant to some duties	✓
None	Unlikely to have an impact and not relevant to the duties	

3. Sign Off On Screening for Equality Impact

Name and job title of lead officer:	 Gareth Denning – Principal Section 106 Officer
Directorate/Department:	Communities / Regeneration & Development
Date:	06-04-2011

Checked by:	 David Llewellyn, Group Manager - Development
Directorate/Department:	Communities Directorate / Regeneration and Development
Date:	18th April 2011

Name and job title of Head of Service or Corporate Director:	 Satwant Pryce, Head of Regeneration and Development
Directorate/Department:	Communities Directorate
Date:	18th April 2011

4. Part B: Assessing For Equality Impact

4.1. SP1 Regeneration-led Development

1. Involvement of customers, employees and partner organisations

Briefly describe what consultation / involvement has been carried out that is relevant to the equality groups and the duties:

The development of a regeneration led spatial strategy as promoted by policy SP1 emerged from a series of consultation events to encourage feedback from all interested parties from an early stage of the plan preparation. This included the initial publication of an initial draft Vision and 5 Strategic Growth Options in June 2007. As part of the Pre-Deposit participation process the Council undertook stakeholder consultation on these in order to receive feedback on the general thrust and direction of the Plan at an early stage of its preparation. The consultation took the form of a dedicated LDP Key Stakeholder Forum meeting in June 2007 which was followed by a period for written comments to be made.

In February – March 2009, the Council consulted on its Pre-Deposit Proposals. These identified the issues facing the County Borough leading to the development of the LDP Vision and a set of objectives required to achieve the Vision. The Pre-Deposit Proposals considered various growth options and spatial strategies which are assessed to determine the most appropriate and sustainable way of achieving the LDP Vision and Objectives. The culmination of this process was the emergence of a Preferred Strategy and Strategic Policies which form the development framework and basis for meeting the key economic, social and environmental needs of the County Borough over the Plan period up to 2021. The consultation on this included the following:

- A CD containing the complete package of consultation documents was sent to all the specific consultees listed in the Delivery Agreement.
- A notification letter was sent to approximately 1,000 individuals and organisations listed in the LDP Consultation database. This letter described where more information could be obtained and how representations could be made. A representation form was also enclosed.
- Public Notices were placed in the Glamorgan Gazette in February 2009. A media release was also distributed to all local and regional newspaper, radio and television organisations.
- A copy of the LDP Newsletter, *Planning Our Future*, was distributed to all households in the County Borough. This summarised the contents of the Pre-Deposit Proposals and outlined where more information could be viewed and how representations could be made.
- A series of exhibitions and drop-in sessions were held throughout the County Borough during the first fortnight of the consultation period. These included utilising busy town centre locations on Saturdays. At least one exhibition and one drop-in session were held in each of the LDP Sub-Areas. Both the exhibitions and drop-in sessions were staffed by officers from the Council who

could answer specific questions and offer advice on how to formally respond.

- Before each drop-in session within each sub-area, local Members and Members of local Town and Community Councils were invited to attend a briefing session on the Pre-Deposit Proposals.
- With the help and assistance from the Council's Communities First teams, 10 local exhibitions were held in the Cornelly, Caerau, Llangeinor, Bettws, Sarn and Wildmill wards of the County Borough.
- The package of consultation documents were made available on the Council's website. A facility was also made available where respondents could complete an online form to make representations.
- Hard copies of all the consultation documents were placed at 'deposit' locations which included every library in the County Borough and the Council's Civic Offices.
- Each of the secondary schools in the County Borough and Bridgend College were directly contacted and invited to take part in the consultation process. This was offered in a number of ways including: making available exhibition material, questionnaires and newsletters within the schools, using in-house publicity mechanisms such as web-sites and internal newsletters etc, and arranging for small groups of pupils and classes to visit the community exhibitions and/or drop-in sessions.
- A meeting of the LDP Stakeholder Forum was convened in February 2009 to outline and discuss the contents of the LDP Pre-Deposit Proposals including the Preferred Strategy. The role of delegates attending the meeting was to represent the views of their organisation / group for the purposes of round table discussions on the contents of the Pre-Deposit Proposals. It was then for the delegates to be responsible for the dissemination of information from the meeting to members of their respective group / organisation.

Briefly describe what consultation / involvement will be undertaken that is relevant to the equality groups and the duties:

Further consultation will be undertaken as part of the Deposit Plan Consultation period. This will include exhibitions, stakeholder forum meetings, making the documentation available at various locations throughout the Borough and placing all information and documents on the Council's website.

2. Data collection and monitoring for equality

Briefly describe what data and information has been collected that is relevant to the equality groups and the duties:

A Settlement Role and Function Study was carried out in 2009 in partnership with a consultant team to inform the development of the policy and consisted of an analysis of the role and function of settlements in the County Borough. The exercise utilised a range of data sets and relevant information held and maintained by the Council, including annual housing, retail and employment surveys to inform the study.

Briefly describe what data and information will be collected and how it will be used that is relevant to the equality groups and the duties:

Information will be collected to monitor the amount of new development taking place in the SRGAs and Strategic Employment Sites in accordance with SP1.

Additionally the Status of Bridgend Wards in the Welsh Index of Multiple Deprivation will be monitored to determine the increase / decrease in the proportion of people in the County Borough who live in wards that rank amongst the 100 most deprived in Wales.

Data relating to the Economic Activity rates of County Borough residents will be collected to monitor if the percentage of the population who are economically active remains the same or increases.

Information will be collected from the following sources:

- Annual Joint Housing Land Availability Studies
- Annual Employment Land Survey
- Welsh Index of Multiple Deprivation (WIMD)
- Office for National Statistics

3. Delivery to customers – *Access issues*

Briefly describe what action has been taken to meet customer access issues that is relevant to the equality groups and the duties:

See 1 above

Briefly describe what action will be taken to meet customer access issues that is relevant to the equality groups and the duties:

See 1 above.

4. Employment issues

Briefly describe what action has been taken to meet employer access issues that is relevant to the equality groups and the duties:

Not relevant

Briefly describe what action will be taken to meet employer access issues that is relevant to the equality groups and the duties:

Not relevant

5. Delivery – *Partnerships and contractors*

Briefly describe what evidence there is that equality and human rights are considered in partnership working and contracts (i.e. tendering documents, contract clauses, performance measurements).

N/A

6. Harassment, community relations and human rights

If relevant to the policy, briefly describe what evidence there is about harassment, relations between different equality groups and human rights.

Not relevant

4.2. SP2 Design & Sustainable Place Making

1. Involvement of customers, employees and partner organisations

Briefly describe what consultation / involvement has been carried out that is relevant to the equality groups and the duties:

The Communities Directorate consults widely regularly on individual planning applications, in accordance with statutory requirements. Larger applications or those in sensitive areas require a site notice and an advertisement in the local press. Thousands of consultation letters are sent out every year to occupiers and residents affected by proposed developments. All planning applications are placed on the Council web site, along with weekly lists of planning applications. There is the facility to comment on applications via the website.

A wide range of statutory and non-statutory agencies and organisations are consulted depending on the type and scale of development proposal. This includes Community Councils, WAG, CCW, the Environment Agency, CADW, Welsh Water and the relevant internal Council Departments.

The Council endeavours to retain correspondence from the public which raises planning issues in their local area, including matters of design, scale, density, use of land, access and . Whilst these cannot be considered to be duly-made representations received as part of a formal consultation exercise related to the LDP, officers encourage the public to engage with the process at the most relevant time to affect any desired changes in policy.

There is no evidence to suggest that the methods or extent of consultation give rise to equality issues.

Briefly describe what consultation / involvement will be undertaken that is relevant to the equality groups and the duties:

See above.

The policy guides and directs development in accordance with the aim of promoting a sustainable development pattern. This fosters thriving sustainable communities. The implementation of the policy will be governed by statutory procedures; it has an open and transparent decision making process; it is inclusive in involving local residents (who are notified of applications by letter, site notice and / or newspaper advertisement), and consultees (statutory and non statutory partnership organisations).

2. Data collection and monitoring for equality

Briefly describe what data and information has been collected that is relevant to the equality groups and the duties:

None

Briefly describe what data and information will be collected and how it will be used that is relevant to the equality groups and the duties:

The Council maintains a register of planning applications which will be continually monitored to assess the proportion of applications received from different sectors of the community. If this shows that particular equality groups are under represented, further investigation will be carried out to determine the reasons for this.

3. Delivery to customers – Access issues

Briefly describe what action has been taken to meet customer access issues that is relevant to the equality groups and the duties:

None relevant

Briefly describe what action will be taken to meet customer access issues that is relevant to the equality groups and the duties:

Planning work often involves organising public meeting venues for consultation events, public inquiries etc. Wherever possible buildings that are fully accessible are used. If possible other facilities to meet disability needs will be made available. Corporate information and support in this area is important to ensuring good practice.

4. Employment issues

Briefly describe what action has been taken to meet employer access issues that is relevant to the equality groups and the duties:

Not relevant

Briefly describe what action will be taken to meet employer access issues that is relevant to the equality groups and the duties:

Not relevant

5. Delivery – *Partnerships and contractors*

Briefly describe what evidence there is that equality and human rights are considered in partnership working and contracts (i.e. tendering documents, contract clauses, performance measurements).

None

6. Harassment, community relations and human rights

If relevant to the policy, briefly describe what evidence there is about harassment, relations between different equality groups and human rights.

Not relevant

4.3. SP3 Strategic Transport Planning Principles

1. Involvement of customers, employees and partner organisations

Briefly describe what consultation / involvement has been carried out that is relevant to the equality groups and the duties:

The strategic transport improvements safeguarded under this policy are identified in the South East Wales Transport Alliance (SEWTA) Regional Transport Plan and as such have undergone detailed consultation with the other authorities and agencies that make up the Alliance including WAG. Internal directorates have also been engaged in this process.

Briefly describe what consultation / involvement will be undertaken that is relevant to the equality groups and the duties:

None identified

2. Data collection and monitoring for equality

Briefly describe what data and information has been collected that is relevant to the equality groups and the duties:

None identified

Briefly describe what data and information will be collected and how it will be used that is relevant to the equality groups and the duties:

Data will be collected to monitor the implementation of the policy including the following indicators:

- Progression on Regional Transport Plan developments.
- Traffic levels in County Borough
- Levels of bus patronage
- Levels of train patronage

3. Delivery to customers – *Access issues*

Briefly describe what action has been taken to meet customer access issues that is relevant to the equality groups and the duties:

Access issues relevant to the equality groups will not specifically be covered by this policy, but will be considered on a case by case basis when development proposals are submitted to the Council.

Briefly describe what action will be taken to meet customer access issues that is relevant to the equality groups and the duties:

None relevant.

4. Employment issues

Briefly describe what action has been taken to meet employer access issues that is relevant to the equality groups and the duties:

Not directly relevant

Briefly describe what action will be taken to meet employer access issues that is relevant to the equality groups and the duties:

Not directly relevant

5. Delivery – *Partnerships and contractors*

Briefly describe what evidence there is that equality and human rights are considered in partnership working and contracts (i.e. tendering documents, contract clauses, performance measurements).

All relevant adopted Welsh Assembly Government, SEWTA and BCBC equality and human rights policies will be complied with in partnership working and future tendering opportunities.

6. Harassment, community relations and human rights

If relevant to the policy, briefly describe what evidence there is about harassment, relations between different equality groups and human rights.

Not relevant

4.4. SP9 Employment & the Economy

1. Involvement of customers, employees and partner organisations

Briefly describe what consultation / involvement has been carried out that is relevant to the equality groups and the duties:

The Employment Land Availability Study was carried out in 2009 to inform the development of the Deposit LDP. As part of the annual update to the study, meetings are held between officers from Development Planning and Economic Development to discuss the annual employment land survey and agree the status of sites. This enables continual monitoring of the availability of suitable employment sites and the ability of the LDP in tandem with external agencies to bring forward the strategic employment sites.

The Employment Land Review was carried out in response to comments received as part of the Pre Deposit Proposals Consultation. This included carrying out of a business survey with over 1,000 companies in the County Borough to inform the findings of the review. Local agents were also contacted for their views on the current and future employment markets in the area. An internal steering group comprising officers from Development Planning, Economic Development and Property reviewed and commented on the report prior to publication.

Briefly describe what consultation / involvement will be undertaken that is relevant to the equality groups and the duties:

Updates to the Employment Land Availability Study are made annually and will continue throughout the life span of the LDP.

2. Data collection and monitoring for equality

Briefly describe what data and information has been collected that is relevant to the equality groups and the duties:

See 1 above.

Briefly describe what data and information will be collected and how it will be used that is relevant to the equality groups and the duties:

The Annual Employment Land Survey will be monitored to determine the take up rate of available employment land.

<p>3. Delivery to customers – Access issues</p>
<p>Briefly describe what action <u>has been</u> taken to meet customer access issues that is relevant to the equality groups and the duties:</p> <p>None outside of the consultation undertaken as part of the Pre-Deposit Proposals.</p>
<p>Briefly describe what action <u>will be</u> taken to meet customer access issues that is relevant to the equality groups and the duties:</p> <p>This policy, with the support of Policy SP14 – Infrastructure, will seek to address customer access issues that present barriers to employment through the use of employer Travel Plans and other sustainable transport improvements.</p>
<p>4. Employment issues</p>
<p>Briefly describe what action <u>has been</u> taken to meet employer access issues that is relevant to the equality groups and the duties:</p> <p>Not relevant</p>
<p>Briefly describe what action <u>will be</u> taken to meet employer access issues that is relevant to the equality groups and the duties:</p> <p>Not relevant</p>
<p>5. Delivery – Partnerships and contractors</p>
<p>Briefly describe what evidence there is that equality and human rights are considered in partnership working and contracts (i.e. tendering documents, contract clauses, performance measurements).</p> <p>All contractors engaged by the Council in partnership arrangements will continue to be made aware of the Council’s duties in respect of equality and human rights.</p>
<p>6. Harassment, community relations and human rights</p>
<p>If relevant to the policy, briefly describe what evidence there is about harassment, relations between different equality groups and human rights.</p> <p>Not relevant</p>

4.5. SP10 Retail and Commercial Hierarchy

1. Involvement of customers, employees and partner organisations

Briefly describe what consultation / involvement has been carried out that is relevant to the equality groups and the duties:

The development of the Policy was informed by the comprehensive consultation undertaken as part of the Pre-Deposit Proposals.

This highlighted the need for a review of the role and accessibility of the existing District Centres and their boundaries. As such the 'Retailing and Commercial Centres in Bridgend County Borough' Study was undertaken in 2009, which gathered input from local agents and relevant internal Council departments to inform the findings of the report. The report contained a review of the retail centre designations and boundaries and the recommendations of the study were used in the development of the revised retail hierarchy contained within Policy SP10.

Briefly describe what consultation / involvement will be undertaken that is relevant to the equality groups and the duties:

Ongoing monitoring of the LDP will be undertaken, incorporating the input of key stakeholders where required.

2. Data collection and monitoring for equality

Briefly describe what data and information has been collected that is relevant to the equality groups and the duties:

A Retail Needs Planning Study was carried out by CACI Ltd in 2010 to inform the Deposit LDP of the required quantum of retail development over the plan period. SP10 and its associated policies safeguard sites to meet this identified need but also allow for flexibility if the nature of retail needs changes over time.

Briefly describe what data and information will be collected and how it will be used that is relevant to the equality groups and the duties:

Monitoring of retail needs will be undertaken to ensure that the LDP continues to provide for sufficient sites for retail development over the life of the plan period.

Information will be gathered from the Annual Retail Health Check Report and the Planning Applications Register to determine vacancy rates in town and district centres throughout the County Borough.

3. Delivery to customers – *Access issues*

Briefly describe what action has been taken to meet customer access issues that is relevant to the equality groups and the duties:

Town Centre Health checks have been carried out by the Council since 1998. In recent years the format of the Health Checks has been altered so they have become compendiums of statistics from a number of sources, the most notable being the County Borough's annual retail survey. This contains indicators which can be used to assess the vitality, viability and attractiveness of town centres; collectively compiled and analysed, this data can be used to assess the performance of the town centre on a regular basis. These statistics are complemented by a short narrative at the end of each section which, whilst highlighting significant changes in the statistics over the last year, also includes information on significant regeneration and development activities which have occurred over that time. This new-style format enables the key messages and findings of the assessment to be conveyed.

As well as a useful planning document to inform both individual planning applications and the implementation and formulation of Development Plans, these documents can also be used to monitor progress on current regeneration programmes like those in Bridgend and Maesteg town centres at present.

Any particular access issues will be picked up in the annual survey.

Briefly describe what action will be taken to meet customer access issues that is relevant to the equality groups and the duties:

Retail Surveys of town and district centres will continue to be carried out on an annual basis.

4. Employment issues

Briefly describe what action has been taken to meet employer access issues that is relevant to the equality groups and the duties:

No actions identified as relevant

Briefly describe what action will be taken to meet employer access issues that is relevant to the equality groups and the duties:

No action identified as being relevant

5. Delivery – *Partnerships and contractors*

Briefly describe what evidence there is that equality and human rights are considered in partnership working and contracts (i.e. tendering documents, contract clauses, performance measurements).

Where partnership working is entered into by the Council, prospective partners are made aware of the Council's equality and human rights duties.

6. Harassment, community relations and human rights

If relevant to the policy, briefly describe what evidence there is about harassment, relations between different equality groups and human rights.

Not relevant

4.6. SP12 Housing

1. Involvement of customers, employees and partner organisations

Briefly describe what consultation / involvement has been carried out that is relevant to the equality groups and the duties:

As part of an Affordable Housing Viability Study commissioned to assess the viability of delivering affordable housing throughout Bridgend. A workshop was held with BCBC planning and property officers, house builders and RSLs to agree the methodology used in the viability study.

Local Housing Market Assessment (LHMA) – An LHMA has been carried in accordance with WAG legislation to inform the LDP process of housing needs throughout the Borough. A first stage of stakeholder and community consultation events was held in March 2009 to introduce the study and to allow stakeholders and local residents to highlight any initial areas of interest and concern. A second stage of consultation events with stakeholders, community members and Elected Members was held during September 2009, where findings of the draft LHMA were presented and discussed.

As part of the LHMA, a Gypsy & Traveller Accommodation Assessment has been carried out to assess ongoing need for residential and transit pitches for Bridgend's Gypsy and Traveller population. Initial consultation workshops were undertaken with local authority officers working with gypsies and travellers and related issues. Nine interviews were conducted with gypsies and travellers and the information supplied used to inform the study.

Briefly describe what consultation / involvement will be undertaken that is relevant to the equality groups and the duties:

Should a decision be taken based on the evidence contained within the study to revise the policies and targets of the Development Plan and Affordable Housing SPG, then a suitable period of public consultation will be held. This may involve some or all of the following:

- Statutory notices placed in local newspapers in both English and Welsh.
- A press release issued at the start of the consultation in both English and Welsh.
- Consultation documents being made available for inspection with representation forms at public buildings in the County Borough and at the Civic Offices, Angel Street, Bridgend.
- Information on the consultation, including all the documentation, representation forms and the facility to make representations electronically placed on the Councils website.
- A copy of the draft documents sent to targeted consultees including Community Councils, planning consultants, house builders and housing associations with details on how to respond.

By the end of the consultation period representations received will be summarised into a report along with the Councils responses/actions to the representations.

2. Data collection and monitoring for equality

Briefly describe what data and information has been collected that is relevant to the equality groups and the duties:

Information collected in relation to the formulation of the policy includes the following:

- Census data
- Local Housing Market Assessments
- Neighbourhood surveys
- Housing register data
- Supporting People Programme and needs analysis
- Homelessness and Housing Advice data
- Gypsy and Travellers Needs Assessment
- Demographic data on Bridgend's population
- Local Development Plan public consultation data
- Other Corporate and partner plans and information
- Health, benefits and council tax

Briefly describe what data and information will be collected and how it will be used that is relevant to the equality groups and the duties:

The Joint Housing Land Availability Study (JHLAS) provides a means of monitoring the provision of new housing throughout the Borough. Annual JHLAS meetings are held between WAG, BCBC, RSLs, House Builders and statutory undertakers to discuss the residential land bank survey and agree the status of sites.

The completion of the JHLAS enables the Council to forecast the supply of housing completions and to monitor this against its commitment of providing a 5 year supply of housing land for development throughout the plan period thus promoting equality of opportunity.

The policy aims to provide 9,000 homes throughout the plan period, which will be monitored through the collection of annual housing completion figures. This will assist in the Council's aim to create mixed and balanced communities, thus reducing the risk of discrimination.

The compilation of annual affordable housing completion figures will enable the Council to monitor progress against the target of providing 1308 affordable houses throughout the plan period, thus increasing access to affordable and decent new homes for all sections of society.

3. Delivery to customers – *Access issues*

Briefly describe what action has been taken to meet customer access issues that is relevant to the equality groups and the duties:

All meetings / consultation events have been held in locations and at time that ensure equitable access for all participants. Material has been made available in a variety of formats, and consultation documents placed on the Council's website to ensure access is available at all times.

Briefly describe what action will be taken to meet customer access issues that is relevant to the equality groups and the duties:

All future exhibitions / consultation events will be held in accessible locations at appropriate times to ensure equitable opportunity of access. Material will also be placed on the Council's website to ensure access is available at all times, and made available in English and Welsh in accordance with the Council's Welsh Language Scheme.

4. Employment issues

Briefly describe what action has been taken to meet employer access issues that is relevant to the equality groups and the duties:

N/A

Briefly describe what action will be taken to meet employer access issues that is relevant to the equality groups and the duties:

N/A

5. Delivery – *Partnerships and contractors*

Briefly describe what evidence there is that equality and human rights are considered in partnership working and contracts (i.e. tendering documents, contract clauses, performance measurements).

Where consultants are engaged in partnership arrangements or to provide specialist support the Council's Welsh Language Scheme has been highlighted in appropriate tender briefs / terms of reference.

6. Harassment, community relations and human rights

If relevant to the policy, briefly describe what evidence there is about harassment, relations between different equality groups and human rights.

N/A

4.7. SP13 Social and Community Facilities

1. Involvement of customers, employees and partner organisations

Briefly describe what consultation / involvement has been carried out that is relevant to the equality groups and the duties:

As part of the pre-deposit consultation undertaken on the LDP a series of exhibitions and drop-in sessions have been held throughout the County Borough. This included the contact being made with all secondary schools in the Borough to invite them to take part in the consultation through a variety of means to enable young people to find out more and influence proposals for their area. Information was made available on CD's, websites, internal newsletters, questionnaires and exhibition materials.

In addition to this, meetings of the LDP Stakeholder Forum have been convened at every formal stage of LDP consultation engaging a wide range of representative bodies, statutory consultees, partnership and voluntary community organisations. As a response to this consultation, the land-use requirements of health facilities have been incorporated into the Deposit LDP.

The implementation of policy SP13 will be assisted by the guidance contained within SPG16 – Educational Facilities and Residential Development. The consultation undertaken during the adoption of the SPG included the following: statutory notices in the press in both Welsh & English, press releases at the start and finish of the consultation in both Welsh & English, consultation documents made available at all libraries in the Borough, all information and literature placed on the Council's website and a copy of all material sent to 200 targeted consultees.

Briefly describe what consultation / involvement will be undertaken that is relevant to the equality groups and the duties:

To provide greater clarity with regards to the provision of public open spaces and recreational facilities associated with residential development, the preparation of Supplementary Planning Guidance will be undertaken to complement the guidance contained within the LDP. This will engage a wide variety of consultees using various methods of consultation to encourage them to make representations and will include community groups, developers, housing associations and sports teams.

2. Data collection and monitoring for equality

Briefly describe what data and information has been collected that is relevant to the equality groups and the duties:

The following data has been collected to assist the drafting of this policy:

- Recreation Audits - Updated recreation open space audits have been carried out and adopted by the Council in 2010. This is in accordance with the requirement of TAN16 and enables the Council to identify where the need for additional facilities and resources are required throughout the Borough.
- Allotment Audits - As part of the wider assessment of Open Space, an Allotment Audit was undertaken in 2009 leading to the development of an Allotment Strategy being published in 2010. Policy SP13 seeks to retain and enhance allotments and where appropriate allocates new sites for allotments and market gardens, whilst also protecting against their loss.

Briefly describe what data and information will be collected and how it will be used that is relevant to the equality groups and the duties:

Annual monitoring of the number of improvements to community facilities provision will be carried out via planning consents, planning conditions and/or planning obligations. This will help to identify gaps in provision.

Updates of the Recreation Audits and Allotment Audit will be undertaken when required to identify gaps in the provision of Open Space, Recreation Facilities and allotments.

In relation to the continued provision of educational facilities, capacities and pupil populations of all schools within the Borough will be monitored to assess how schools will be impacted by development proposals and to inform the process of negotiating appropriate contributions to mitigate against these impacts.

3. Delivery to customers – Access issues

Briefly describe what action has been taken to meet customer access issues that is relevant to the equality groups and the duties:

All consultation events related to the LDP have been held at times, venues and in a format that promotes equality of access for all groups.

Briefly describe what action will be taken to meet customer access issues that is relevant to the equality groups and the duties:

As above

4. Employment issues

Briefly describe what action has been taken to meet employer access issues that is relevant to the equality groups and the duties:

N/A

Briefly describe what action will be taken to meet employer access issues that is relevant to the equality groups and the duties:

N/A

5. Delivery – *Partnerships and contractors*

Briefly describe what evidence there is that equality and human rights are considered in partnership working and contracts (i.e. tendering documents, contract clauses, performance measurements).

Where appropriate partnership working arrangements have been and will be formed to assist in the preparation of guidance, audits and reports that assist in the formulation and implementation of the policy. All tender documentation produced contains relevant information relating to the Council's Welsh Language policy, consultation requirements and any other human rights duties.

6. Harassment, community relations and human rights

If relevant to the policy, briefly describe what evidence there is about harassment, relations between different equality groups and human rights.

N/A

4.8. SP14 Infrastructure

1. Involvement of customers, employees and partner organisations
Briefly describe what consultation / involvement <u>has been</u> carried out that is relevant to the equality groups and the duties:
The implementation of the policy is supported by SPG 13 Affordable Housing, SPG 15 Community Facilities and Residential Development and SPG 16 Educational Facilities and Residential Development. Each of these documents were adopted following a period of public consultation, with all draft documents made available for inspection, targeted consultees being notified directly, press releases timed to advertise the consultation and all responses being made publicly available together with BCBC's response.
Briefly describe what consultation / involvement <u>will be</u> undertaken that is relevant to the equality groups and the duties:
None currently planned, though the future adoption of a Community Infrastructure Levy in accordance with the Community Infrastructure Regulations 2010 (amended 2011) will follow the guidance contained within the legislation and comply with the consultation requirements prescribed.
2. Data collection and monitoring for equality
Briefly describe what data and information <u>has been</u> collected that is relevant to the equality groups and the duties:
None collected
Briefly describe what data and information <u>will be</u> collected and how it will be used that is relevant to the equality groups and the duties:
Continued monitoring will be carried out through the Planning Application Register, and the Joint Housing Land Availability Database.
3. Delivery to customers – <i>Access issues</i>
Briefly describe what action <u>has been</u> taken to meet customer access issues that is relevant to the equality groups and the duties:
Not relevant
Briefly describe what action <u>will be</u> taken to meet customer access issues that is relevant to the equality groups and the duties:
Not relevant

4. Employment issues

Briefly describe what action has been taken to meet employer access issues that is relevant to the equality groups and the duties:

Not relevant

Briefly describe what action will be taken to meet employer access issues that is relevant to the equality groups and the duties:

Not relevant

5. Delivery – *Partnerships and contractors*

Briefly describe what evidence there is that equality and human rights are considered in partnership working and contracts (i.e. tendering documents, contract clauses, performance measurements).

The parties engaged in the implementation of the policy will be required to comply with relevant equalities policy detailed within tender documentation and specified by the Authority.

6. Harassment, community relations and human rights

If relevant to the policy, briefly describe what evidence there is about harassment, relations between different equality groups and human rights.

Not relevant

5. Part C: Summary of Assessment, Action Planning And Monitoring Progress

5.1. SP1 Regeneration-led Development

Use the table below to analyse the findings from Part A and Part B and set out what options will help the Council to mitigate any risk of unlawful discrimination, promote equality, good community relations, Welsh language and human rights. This may include actions on involvement and consultation; data collection and further research; physical access to information or services; training or procurement. These actions should be included in the relevant policy and inform relevant strategic or service plans. Set out arrangements for reviewing the actions to measure whether the intended outcome has been achieved. The summary should be included in any formal corporate reports on the policy and retained by the service area for the statutory period of six years.

Name of policy : Strategic Policy SP1 – Regeneration-Led Development		Date : 06-04-2011	
<p>Summary of assessment: (expand as required)</p> <p>The Policy itself is not likely to have an adverse impact upon equality groups.</p> <p>Opportunities exist to make the next phase of consultation on the LDP itself to be accessible to all equality groups. This will be undertaken in liaison with the Corporate Development and Partnerships department. In addition, awareness raising of the Council's Equalities duties should be undertaken in tendering documentation and assessment as standard practice. Data collection will be undertaken as part of the monitoring of the policy; this will, where appropriate, include data relating to equality groups.</p>			
Action to be undertaken (expand as required)	Lead officer	Target date	Expected equality outcome
Appropriate further consultation on LDP itself is conducted which is accessible to all equality groups.	Communities Directorate	Deposit Plan Stage	To ensure accessible consultation for all
Reference to Council's Equalities duties to be included in future tender documentation.	Communities Directorate	Effective Immediately	To ensure that prospective tenders are aware of the Council's Equalities Duties

5.2. SP2 Design & Sustainable Place Making

Use the table below to analyse the findings from Part A and Part B and set out what options will help the Council to mitigate any risk of unlawful discrimination, promote equality, good community relations, Welsh language and human rights. This may include actions on involvement and consultation; data collection and further research; physical access to information or services; training or procurement. These actions should be included in the relevant policy and inform relevant strategic or service plans. Set out arrangements for reviewing the actions to measure whether the intended outcome has been achieved. The summary should be included in any formal corporate reports on the policy and retained by the service area for the statutory period of six years.

Name of policy : Strategic Policy 2 Design and Sustainable Place Making			Date : 06-04-2011
Summary of assessment: (expand as required)			
The policy itself is not likely to have an adverse impact upon equality groups.			
The 15 Sustainable Place Making criteria will assist the Council in making sound judgments when assessing all development proposals. They will also seek to ensure that the viability and amenity of neighbouring uses and their users / occupiers is not compromised by new development.			
Action to be undertaken (expand as required)	Lead officer	Target date	Expected equality outcome
Monitoring of Design & Access Statements	Communities Directorate	Ongoing	To ensure that development maintains the sense of place it creates within existing communities
Monitoring of nature of applicants	Communities Directorate	Annual	Identification sectors of society who are not represented in the submission of applications for development.

5.3. SP3 Strategic Transport Planning Principles

Use the table below to analyse the findings from Part A and Part B and set out what options will help the Council to mitigate any risk of unlawful discrimination, promote equality, good community relations, Welsh language and human rights. This may include actions on involvement and consultation; data collection and further research; physical access to information or services; training or procurement. These actions should be included in the relevant policy and inform relevant strategic or service plans. Set out arrangements for reviewing the actions to measure whether the intended outcome has been achieved. The summary should be included in any formal corporate reports on the policy and retained by the service area for the statutory period of six years.

Name of policy : Strategic Policy SP3 - Strategic Transport Planning Principles			Date : 07-04-2011
Summary of assessment: (expand as required)			
The provision of sustainable transport options will benefit all but is likely to have a particular benefit on various equality groups including those on low incomes, those with disabilities, older and young people without access to a car.			
Action to be undertaken (expand as required)	Lead officer	Target date	Expected equality outcome
Public transport usage will be monitored	Communities Directorate	Ongoing	The promotion of alternative methods of transport to the car could disadvantage certain equalities groups more reliant on this means of transportation.

5.4. SP9 Employment and the Economy

Use the table below to analyse the findings from Part A and Part B and set out what options will help the Council to mitigate any risk of unlawful discrimination, promote equality, good community relations, Welsh language and human rights. This may include actions on involvement and consultation; data collection and further research; physical access to information or services; training or procurement. These actions should be included in the relevant policy and inform relevant strategic or service plans. Set out arrangements for reviewing the actions to measure whether the intended outcome has been achieved. The summary should be included in any formal corporate reports on the policy and retained by the service area for the statutory period of six years.

Name of policy : Strategic Policy SP9 – Employment and the Economy			Date : 06-04-2011
Summary of assessment: (expand as required)			
Additional job opportunities will benefit all including opportunities to address social, gender, age and disability inequalities. Retention of existing employment sites in the most accessible locations may particularly benefit those without access to a car e.g. young people, the elderly, those on low incomes. Improving the skill base of local residents may also benefit particular ethnic groups who are shown to not perform as well as others at school and those on low incomes.			
Action to be undertaken (expand as required)	Lead officer	Target date	Expected equality outcome
Continued monitoring of the take up of employment sites through the Annual Employment Land Survey	Communities Directorate	Annual	Ability to monitor success of the County Borough in attracting inward investment to the region.
Monitoring of applications through the Planning Applications Register to assess Developer's consideration of access issues	Communities Directorate	Ongoing	Promotion of equality of access for all groups through increased use of Employer travel plans

5.5. SP10 Retail and Commercial Hierarchy

Use the table below to analyse the findings from Part A and Part B and set out what options will help the Council to mitigate any risk of unlawful discrimination, promote equality, good community relations, Welsh language and human rights. This may include actions on involvement and consultation; data collection and further research; physical access to information or services; training or procurement. These actions should be included in the relevant policy and inform relevant strategic or service plans. Set out arrangements for reviewing the actions to measure whether the intended outcome has been achieved. The summary should be included in any formal corporate reports on the policy and retained by the service area for the statutory period of six years.

Name of policy : Strategic Policy SP10 – Retail and Commercial Hierarchy		Date : 07-04-2011	
Summary of assessment: (expand as required)			
The appropriate provision of housing, retail, social, community, cultural and business facilities in town centres and local centres is crucial to the creation of balanced communities. The provision of new and enhanced retail, employment, services and facilities can improve inclusion and accessibility for all Equalities Groups. As such this assessment has deemed that this policy aims to deliver benefits to all sectors of society.			
Action to be undertaken (expand as required)	Lead officer	Target date	Expected equality outcome
Continued monitoring of retail centres, potentially expanded to consider particular performance in providing equal access to existing centres for all equality groups	Communities Directorate	Annual	Improved access for all to retail and commercial services

5.6. SP12 Housing

Use the table below to analyse the findings from Part A and Part B and set out what options will help the Council to mitigate any risk of unlawful discrimination, promote equality, good community relations, Welsh language and human rights. This may include actions on involvement and consultation; data collection and further research; physical access to information or services; training or procurement. These actions should be included in the relevant policy and inform relevant strategic or service plans. Set out arrangements for reviewing the actions to measure whether the intended outcome has been achieved. The summary should be included in any formal corporate reports on the policy and retained by the service area for the statutory period of six years.

Name of policy : SP12 Housing		Date : 07-04-2011	
Summary of assessment: (expand as required)			
The policy has been prepared to try and create a 'level playing field' to ensure that all people, including those from recognised equality groups, have the opportunity to access general housing services and the housing market. This policy may appear to favour and target certain groups however, justification for this emanates from the Council's evidence base, the consultation undertaken and the framework provided by Government guidance. As identified as part of this assessment, this policy aims to take positive action in targeting and meeting local housing needs.			
Action to be undertaken (expand as required)	Lead officer	Target date	Expected equality outcome
Continued monitoring through the JHLAS to determine the rate of housing completions including - occupations, affordable housing, lifetime homes, construction rates.	Communities Directorate	Annual – or more frequently if need determines	Maintenance of a 5 year supply of housing land, of a type that reflects the need of the County Borough.
Continued assessment of Gypsy and Travellers and Travelling Showpeople needs in terms of appropriate locations of sites and pitches and storage and maintenance provision.	Communities Directorate	Ongoing	Continued provision of sufficient space for the needs of Gypsies and Travellers and Travelling Showpeople.

5.7. SP13 Social and Community Facilities

Use the table below to analyse the findings from Part A and Part B and set out what options will help the Council to mitigate any risk of unlawful discrimination, promote equality, good community relations, Welsh language and human rights. This may include actions on involvement and consultation; data collection and further research; physical access to information or services; training or procurement. These actions should be included in the relevant policy and inform relevant strategic or service plans. Set out arrangements for reviewing the actions to measure whether the intended outcome has been achieved. The summary should be included in any formal corporate reports on the policy and retained by the service area for the statutory period of six years.


Name of policy : Strategic Policy SP13 – Social and Community Facilities		Date : 05-04-2011	
Summary of assessment: (expand as required)			
<p>The Policy adequately addresses equality issues, addressing the needs of those whom may warrant specific consideration. Additionally, the consultation process undertaken as part of the LDP made the documentation associated with the policy available to all that wished to view it. There maybe however opportunities in the future to specifically target groups in the interest of creating a more robust and meaningful consultation process.</p> <p>In addition, awareness raising of the Council’s Equalities duties should be undertaken in tendering documentation and assessment as standard practice. Data collection will be undertaken as part of the monitoring of the guidance; this will, where appropriate, include data relating to equality groups.</p>			
Action to be undertaken (expand as required)	Lead officer	Target date	Expected equality outcome
Community Audits to be undertaken to determine surplus / deficits of provision throughout the borough to inform future planning negotiations	Communities Directorate	Annual	Determine imbalances in provision throughout the County Borough

5.8. SP14 Infrastructure


Use the table below to analyse the findings from Part A and Part B and set out what options will help the Council to mitigate any risk of unlawful discrimination, promote equality, good community relations, Welsh language and human rights. This may include actions on involvement and consultation; data collection and further research; physical access to information or services; training or procurement. These actions should be included in the relevant policy and inform relevant strategic or service plans. Set out arrangements for reviewing the actions to measure whether the intended outcome has been achieved. The summary should be included in any formal corporate reports on the policy and retained by the service area for the statutory period of six years.

Name of policy : Strategic Policy SP14 - Infrastructure		Date : 05-04-2011	
Summary of assessment: (expand as required)			
<p>The policy establishes the range of planning obligations that the Council will seek to negotiate in relation to planning applications for new developments and aims to provide a reasonable degree of certainty to developers. The range of obligations sought are intended to mitigate the impact of developments upon the site locality, and include payments or non-financial obligations in relation to range of matters, including transport, open space, sport and recreation, education facilities, community provision, children and young people's play and informal recreation. The processes of seeking planning obligations in these areas is not related specifically to the end-users / beneficiaries of these obligations, but is predominantly related to the impact of the proposed development, in-line with central Government legislation and planning policies at a local, regional and national level. As such, the policy itself is not considered likely to have any overt equalities impacts.</p>			
Action to be undertaken (expand as required)	Lead officer	Target date	Expected equality outcome
Monitoring of the Section 106 database to determine the delivery of items of infrastructure specifically related to enhancing community cohesion and meeting different social, cultural and access needs of the equality groups	Section 106 Officer	Ongoing	The policy will seek the provision of appropriate infrastructure to support growth and to meet the needs of the community.

6. Sign Off On Equality Impact Assessment

Name and job title of lead officer:	 Gareth Denning – Principal Section 106 Officer
Directorate/Department:	Communities / Regeneration & Development
Date:	08-04-2011

Checked by:	 David Llewellyn, Group Manager - Development
Directorate/Department:	Communities Directorate / Regeneration and Development
Date:	18th April 2011

Name and job title of Head of Service or Corporate Director:	 Satwant Pryce, Head of Regeneration and Development
Directorate/Department:	Communities Directorate
Date:	18th April 2011

7. Summary

- 7.1. This EIA has examined whether the Strategic Policies of the Deposit LDP and the associated consultation arrangements will/have caused adverse impact or discriminated against different groups in the community. The screening exercise undertaken as Part A of the EIA has identified that policies SP4 – Conservation and Enhancement of the Natural Environment, SP5 – Conservation of the Built and Historic Environment, SP6 - Minerals, SP7 – Waste Management, SP8 – Renewable Energy and SP11 – Tourism are likely to have an indirect-positive impact on certain groups within the County Borough. These will also benefit the wider population.
- 7.2. Policies SP1 – Regeneration-led Development, SP2 – Design and Sustainable Place Making, SP3 – Strategic Transport Planning Principles, SP9 – Employment and the Economy, SP10 – Retail and Commercial Hierarchy, SP12 – Housing, SP13 – Social and Community Facilities and SP14 - Infrastructure were all identified as likely to have a direct-positive impact on certain groups and may appear to favour and target these groups more than others.
- 7.3. These policies have been assessed in more detail through Parts B and C of the EIA process. The findings from this indicate that these policies have been drafted to try and create a 'level playing field' to ensure that all people, including those from recognised equality groups, have the opportunity to access the same services. The justification for this emanates from the Council's evidence base, the consultation undertaken and the framework provided by Government guidance. As identified as part of this EIA process, these policies aim to take positive action in targeting and meeting local needs.
- 7.4. Indeed, the overall Strategy will contribute directly and indirectly to the delivery and accessibility of new homes, schools, employment opportunities and infrastructure facilities.
- 7.5. Based on the judgements made it is not considered that any measures are required to mitigate against any adverse impact a policy may have other than those identified as part of the individual EIA's. The Council will however, monitor the implementation and impact of the Local Development Plan policies through the production of the Annual Monitoring Report (AMR). The LDP also contains a monitoring framework, which should provide a robust basis for future monitoring and assessments.