

Assessing the Impact on Protected Characteristics, the Welsh Language and Socio-Economic Disadvantage

For help to complete this form see the *How to Undertake an Equality Impact Assessment* leaflet. You are also welcome to contact Delyth Gadlys Williams, Policy and Equality Officer on ext. 32708 or DelythGadlysWilliams@gwynedd.llyw.cymru for further assistance.

The Council's is required (under the Equality Act 2010) to consider the effect any change in policy or procedure (or the creation of a new policy or procedure), has on people with protected equality characteristics. The Council also has a general duty to ensure fairness and foster good relations. A timely Equality Impact Assessment must be undertaken before making any decision on any relevant change (i.e. which has an effect on people with protected characteristics).

The Council is also required, under the requirements of the Welsh Language Standards (Section 44 of the Welsh Language (Wales) Measure 2011) to consider the effect of a change in any policy or procedure (or the creation of a new policy or procedure), in its opportunities for people to use Welsh and to ensure that Welsh is not treated less favourably than English. This document therefore ensures that these decisions protect and promote the use of the Welsh language.

From April 1st 2021 the Council has a duty to have due regard to tackling socio-economic disadvantage in strategic decisions.

1) Details

1.1. What is the name of the policy / service in question?

Call for Sites Process (including the Candidates Sites Process and Methodology Guidance)

1.2 What is the purpose of the policy / service that is being created or amended? What changes are being considered?

Cyngor Gwynedd are preparing a new Local Development Plan for the Gwynedd Local Planning Area (which is the area of Gwynedd located outside the Eryri National Park). The Plan's intention will be to address the housing, employment, social and environmental needs of the residents of Gwynedd for the period up to 2039.

When in place, the Plan will guide decisions on development proposals and address the needs and opportunities of the area. The main purpose of the Local Development Plan is to provide guidance on the types of development that are suitable in different locations.

In accordance with statutory requirements, it is necessary to follow a series of steps when preparing the Local Development Plan. The 'Call for Sites' process is one of the first steps associated with the Plan preparation.

Cyngor Gwynedd want to know about potential suitable sites for development and protection within the Local Planning Authority (LPA) area and therefore invite the submissions of Candidate Sites from the public, community groups, developers and landowners for potential inclusion within the Plan.

The accompanying Guide sets out the process and methodology used to assess the suitability of potential development sites (recognised as Candidate Sites) for inclusion in the Gwynedd LDP as development designations or infill sites.

1.3 Who is responsible for this assessment?

Linda Lee, Senior Planning Officer (Policy)

1.4 When did you commence the assessment? Which version is this?

Version 1.

2) Action

2.1 Who are the stakeholders or partners you need to work with to undertake this assessment?

- Key Stakeholder / Statutory Consultants
- Gwynedd Residents
- People who have shown interest in the preparation of the Local Development Plan or have commented on the Joint Local Development Plan
- Organisations that support or represent people with certain equality characteristics with its members
- North Wales Public Sector Organisations

(Annex 6 of the [Delivery Agreement](#) provides a list of shareholders in full)

2.2 What measures have you taken to engage with people with equality characteristics, regarding the Welsh language or with communities (either of place or of need) that live with socio-economic disadvantage?

- The Planning Policy Service has a database of people who have declared an interest in the Local Development Plan. The database also contains statutory and non statutory consultees. There are over 1300 people/organisations on the database. Everyone on the database will receive a letter or email informing them that the Call for Sites period is now open.

- The Candidate Site Submission form can be completed in Welsh or English. Large print versions are available on request. Paper copies of the forms will be available in all libraries and Siop Gwynedd.
- The Candidate Site Submission Form is available in different formats – online, electronic or paper copy.
- Anyone will be able to contact the Planning Policy Service officers for help to complete the form over the phone or face to face.
- An awareness raising process has been carried out including an Officer from the Planning Policy Service giving a presentation to the equality Core Group. This was done to try to ensure that representatives of groups that are difficult to reach and represent protected characteristics are aware of the 'Call for Sites' period.
- The assessment will be carried out bilingually with all correspondence and documents available in Welsh and English, without treating Welsh less favorably than English.

2.3 What was the result of the engagement?

The engagement process has not been undertaken yet therefore the results are premature. This assessment will be updated after the 'Call for Sites' period.

2.4 On the basis of what other evidence are you operating?

The Planning and Compulsory Purchase Act 2004 requires local planning authorities in Wales to prepare a Local Development Plan (LDP) for their areas. The Call for Potential Sites is the first formal step in the preparation of the Gwynedd LDP following the publication of the Delivery Agreement.

The Town and Country Planning (Local Development Plans) (Wales) Regulations 2005 sets out the regulations that must be followed in the preparation of a Delivery Agreement.

The preparation of a Local Development Plan is a priority in Gwynedd Council's Plan 2023-28.

To be fully transparent the LDP Handbook suggests preparing guidance in assessing the suitability of potential sites.

2.5 Are there any gaps in the evidence that needs to be collected?

No. The LDP Handbook sets out the process and how sites should be assessed.

3) Identifying the Impact

- ### **3.1 The Council must give due regard to the effect any changes will have on people with the equality characteristics noted below. What impact will the new policy/service or the proposed changes in the policy or service have on people with these characteristics?**

Characteristics	What type of impact? *	In what way? What is the evidence?
Race (including nationality)	None	There is no restriction on who can submit a site for consideration for inclusion in the LDP. No effect has been identified so far.
Disability	Positive	A site proposal form will be available online. Paper copies of the submission form available if required or in large print. Paper copies will be available in Gwynedd libraries and in Siop Gwynedd Caernarfon, Dolgellau and Pwllheli. Officers from the Planning Policy Service will be available to help with the site proposal process over the phone or face to face. It is hoped that the availability of Officers to provide assistance as needed will facilitate the process of presenting a site and ensure that it is a process that is accessible to everyone.
Sex	None	There is no restriction on who can submit a site for consideration for inclusion in the LDP. No effect has been identified so far.
Age	Positive	A site proposal form will be available online. Paper copies of the submission form available if required or in large print. Paper copies will be available in Gwynedd libraries and in Siop Gwynedd Caernarfon, Dolgellau and Pwllheli. Officers from the Planning Policy Service will be available to help with the site proposal process over the phone or face to face. It is hoped that the availability of Officers to provide assistance as needed will facilitate the process of presenting a site and ensure that it is a process that is accessible to everyone.
Sexual orientation	None	There is no restriction on who can submit a site for consideration for inclusion in the LDP. No effect has been identified so far.
Religion or belief (or non-belief)	None	There is no restriction on who can submit a site for consideration for inclusion in the LDP. No effect has been identified so far.
Gender reassignment	None	There is no restriction on who can submit a site for consideration for inclusion in the LDP. No effect has been identified so far.
Pregnancy and maternity	None	There is no restriction on who can submit a site for consideration for inclusion in the LDP. No effect has been identified so far.
Marriage and civil partnership	None	There is no restriction on who can submit a site for consideration for inclusion in the LDP. No effect has been identified so far.
The Welsh language	None	All material related to the Call for sites process will be available in Welsh.

Socio-Economic Disadvantage	Positive	<p>A site proposal form will be available online. Paper copies of the proposal form available if required or in large print. Copies will be available in Gwynedd libraries and in Siop Gwynedd Caernarfon, Dolgellau and Pwllheli.</p> <p>Officers from the Planning Policy Service will be available to help with the site proposal process over the phone or face to face.</p> <p>The Call for Sites process will lead to the identification of land within the Local Development Plan for a range of uses, including affordable housing, open spaces and community ones. It is hoped that the provision of land within the Plan for these purposes will meet the needs of local residents and provide for trying to alleviate the socio-economic disadvantage.</p>
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* Delete as appropriate

3.2 The Council has a duty under the 2010 Equality Act to contribute positively to a fairer society by promoting equality and good relations in its activities regarding the following characteristics – age, gender, sexual orientation, religion, race, gender reassignment, disability and pregnancy and maternity. The Council must give due attention to the way any change affects these duties.

General Duties of the Equality Act	Does it have an impact?*	In what way? What is the evidence?
Abolishing illegal discrimination, harassment and victimisation	Yes/no / possible	Not relevant for this step.
Promoting equal opportunities	Yes	<p>There is no restriction on who can submit a site to be considered for inclusion in the LDP, therefore there are equal opportunities for everyone to submit a site.</p> <p>Measures have also been taken to raise awareness of the process to ensure that individuals with protected characteristics are aware of the process.</p>
Encouraging good relationships	Yes	<p>The Call for Sites period gives people/stakeholders an opportunity to be part of the LDP early in the process. It is hoped that this will be a means of fostering a good relationship for the future and the valuable contribution that will result in the subsequent stages and the essential engagement periods linked to the preparation of a Local Development Plan.</p> <p>One of the main objectives of the Plan is to try to create inclusive communities and provide for meeting the needs of the population of Gwynedd. Fostering a good relationship from the first stage will ensure that the Scheme caters for those needs.</p>

* to be deleted as appropriate

3.3 How does your proposal ensure that you work in accordance with the requirements of the Welsh Language Standards (Welsh Language (Wales) Measure 2011), to ensure that the Welsh language is not treated less favourably than English and that you seize every opportunity to promote the Welsh language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community?

The assessment will be carried out bilingually, in accordance with the Welsh Language Standards, with all documents being released in Welsh and English, by default. Officers from the Planning Policy Service will be available to help with the site proposal process over the phone or face to face through Welsh without delay.

3.4 What other measures or changes could you include to strengthen or change the policy / practice in order to have a positive impact on people's opportunities to use the Welsh language, and to reduce or prevent any adverse effects that the policy / practice may have on the Welsh language?

We will ensure that any correspondence, public meetings or advisory documents will be published in Welsh, and ensure that choosing to contact the officers in Welsh will not lead to a delay in response.

3.5 How does the proposal show that you have had due regard to the need to address inequality caused by socio-economic disadvantage? (Note that this is about closing inequality gaps rather than just improving outcomes for everyone)?

A site proposal form will be available online. Paper copies of the proposal form available if necessary or in large print. Copies will be available in Gwynedd libraries as at Siop Gwynedd Caernarfon, Dolgellau and Pwllheli.

Officers from the Planning Policy Service will be available to help over the phone or face to face.

The Call for Sites process will help the Local Development Plan identify land for a range of uses including affordable housing, green open spaces and community uses.

3.6 What other measures or changes might you include to strengthen or change the policy / practice to show that you have had due regard to the need to reduce disproportionate outcomes as a result of socio-economic disadvantage, in accordance with the Socio-Economic Act?

The above will be monitored as the Local Development Plan process progresses.

4) Analysing the Results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the above and what is the reason for this?

Yes.

The Call for Sites process is likely to have a positive effect. It is an inclusive process that is accessible and free for everyone to respond to.

The purpose of the Call for Sites is to gather information to help formulate policies for the Local Development Plan. The intention of the Plan will be to address the housing, employment, social and environmental needs of the residents of Gwynedd for the period up to 2039.

4.2 Is the policy therefore likely to have a significant, negative impact on any of the above and what is the reason for this?

Not relevant.

4.3 What should be done?

Choose one of the following:

Continue with the policy / service as it is robust	✓
Adapt the policy to delete any barriers	
Suspend and delete the policy as the detrimental impacts are too big	
Continue with the policy as any detrimental impact can be justified	
No further action at this time because it is too soon to decide, or there is insufficient evidence	

4.4 If continuing with the project, what steps will you take to reduce or mitigate any negative impacts?

Continuously monitor feedback

4.5 If you are not taking any further action to delete or reduce the negative impacts, explain why here.

Not relevant.

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the policy or service (action plan)?

All proposed sites will be placed on a public register. The register will be part of a public statutory consultation in 2025 and any comment on the sites will be assessed.

The process of preparing the Development Plan will be subject to a comprehensive Impact Assessment throughout the journey. This assessment will be reviewed and adjusted as necessary.