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Anglesey Local Development Plan 2024–2039

Call for Sites Equality Impact Assessment

Mae'r ddogfen hon hefyd ar gael yn y Gymraeg
This document is also available in Welsh.



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Equality Impact Assessment Template (including the Welsh language and the Socio-Economic Duty)

Mae'r ddogfen hon hefyd ar gael yn Gymraeg / This document is also available in Welsh.

Version	Date	Summary of changes
1.0	November 2024	

Step 1: Background

1 - What are you assessing?

Candidate Sites Process and Methodology Paper for the New Anglesey Local Development Plan

2 - Is this a new or existing proposal?

New

3 - What are the aims and purpose of this proposal?

Anglesey County Council are preparing a new Local Development Plan for the Anglesey Local Planning Authority Area. The Plan's intention will be to address the housing, employment, social and environmental needs of the residents of Anglesey 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 'Call for Sites' process is one of the first steps associated with the Plan preparation

The purpose of the Candidate Sites Process and Methodology document is to set out the process and methodology to be used for assessing the suitability of potential development sites (Candidate Sites) for inclusion within the LDP. The methodology reflects legislative provisions within National planning policy (Planning Policy Wales: Edition 12 (2024) and Future Wales: The National Plan 2040 (2021)) together with the

requirements set out in Welsh Government guidance on the preparation of LDPs as set out in the Development Plans Manual (Edition 3 March 2020).

The Development Plans Manual states that the deliverability of sites is an important consideration when selecting suitable sites and will be critical in the identification of sites for inclusion within the LDP. Therefore, the assessment process detailed in the document will be applied to all sites submitted for consideration at the Call for Candidate Sites stage, including Candidate Sites submitted on undeveloped allocated sites in the Anglesey and Gwynedd Adopted Joint Local Development Plan (2011-2026), and any other sites considered appropriate and identified through the LDP process.

4 - Who is responsible for the proposal you are assessing?

Planning Policy, Isle of Anglesey County Council

5 - Who is the lead officer for this assessment?

Lowr Williams

6 - Who else is involved in undertaking this assessment?

Aled Lewis

7 - Is the proposal related to other areas of work? For example, are there other proposals of policies that should be taken into consideration as part of this assessment?

The document sets out the process and methodology for the call for candidate sites stage which is part of the development plan process. Subsequent stages of development plan preparation will require equality assessments to be undertaken when appropriate/necessary.

8 - Is the proposal relevant to how the Authority complies with the public sector general duty relating to people who are protected by the Equality Act 2010?

As a general rule, any policy that affects people is likely to be relevant across all protected groups.

The elimination of discrimination and harassment: Yes

The advancement of equality of opportunity: Yes

The fostering of good relations: Yes

The protection and promotion of human rights: Yes

9 – Is the proposal a strategic decision? If so, the Socio-Economic Duty is relevant - see appendix 1.

Yes

10 - Who would be affected by the proposal(s) (adversely or positively, directly or indirectly)?

If this is a strategic proposal, ensure that you give specific consideration to whether the proposal would affect more on people living in less favourable social and economic circumstances than others in the same society (see appendix 1)

All Anglesey residents have the potential to be affected by the proposal because of the potential designation of sites within the LDP.

The replacement LDP will contain strategic policies although the proposed North Wales Strategic Development Plan will eventually replace the need for strategic content in the Local Development Plan.

Step 2.1: Information Gathering – Welsh Language Standards and the Welsh Language Measure (Wales) 2011

11 - Does this proposal ensure that the Welsh language is treated no less favourably than the English language, in accordance with the Council's Welsh Language Policy?

All documents relating to the Call for Candidate Sites will be 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.

12 - Is there an opportunity here to offer more opportunities for people to learn and / or use the Welsh language on a day-to-day basis?

It will be ensured that any correspondence, public meetings or advisory documents will be published in Welsh and English. The emerging LDP will contain policies which will facilitate development that will support the Welsh language.

13 – Will this area of work proactively offer services in Welsh for users?

Yes

14 – Is this proposal likely to protect and promote the Welsh language within communities?

Yes

To help you to answer the questions above, the corporate **Impact Assessment Guidance** lists a series of questions which should be considered when assessing how proposals impact on the Welsh language in general. The extent to which these questions are relevant will depend on the proposal in question. However:

- If you are looking at how the implementation of the Council's key policies, strategies or guidance would affect the Welsh language; or
- If your initial response to the above questions raises any concerns or evidence to suggest that the proposal would treat the Welsh language less favourably than the English language, or would have a detrimental impact on opportunities for people to use the Welsh language;

a more comprehensive impact assessment on the Welsh language should be carried out. A separate template is available on MonITor. The **Welsh Language Commissioner's good practice advice document** is also available on MonITor to assist you further.

Step 2.2: Information Gathering – Human Rights Act 1998

15 - Are there any Human Rights issues? If so, what are they? For example, could this proposal result in the failure to safeguard the right to privacy?

No. Public participation will be an important part of the process of developing the LDP. Consultation with the public will be undertaken at various stages of plan development which will promote inclusivity.

Step 2.3: Information Gathering – Well-Being of Future Generations (Wales) Act 2015

16 – Does this proposal meet any of the seven national well-being goals outlined in the Well-being of Future Generations (Wales) Act 2015?

(Descriptions of the wellbeing goals are listed at Appendix 3)

A prosperous Wales: Yes

A resilient Wales: Yes

A healthier Wales: Yes

A more equal Wales: Yes

A Wales of cohesive communities: Yes

A Wales of vibrant culture and thriving Welsh language: Yes

A globally responsible Wales: Yes

Step 2.4: Information Gathering – Engagement / Consultation / Evidence / Filling gaps in information

Please see the pre-consultation and pre-engagement checklist, which is available on MonITor

17 - What has been done to date in terms of involvement and consultation with regard to this proposal?

The Candidate Sites Process and Methodology Paper was endorsed by Members in the Planning Committee. The engagement process has not been undertaken yet therefore the results are premature. This assessment will be updated after the 'Call for Sites' period.

18 – What other information have you used to inform your assessment? Please list any reports, websites, links used etc here and include the relevant evidence in the table in Step 3 below

The methodology reflects legislative provisions within National planning policy (Planning Policy Wales: Edition 12 (2024) and Future Wales: The National Plan 2040 (2021)) together with the requirements set out in Welsh Government guidance on the preparation of LDPs as set out in the Development Plans Manual (Edition 3 March 2020).

19 - Are there any gaps in the information collected to date? If so, how will these be addressed?

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

Step 3: Considering the potential impact and identifying mitigating action

20 – Note below any likely impact on equality for each individual group, and identify what action could be taken to reduce or improve the impact. *For determining potential impact, please choose from the following: **Negative / Positive / No impact**

Protected group	*Potential Impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
Age	Positive	Documents available online. Paper copies, large print and alternative formats available by request. Copies will be available in Anglesey libraries and the main Council Offices.	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.
Disability	None	Documents available online. Paper copies, large print and alternative formats available by request. Copies will be available in Anglesey libraries and the main Council Offices.	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	No Impact	No impact identified.	N/A
Gender Reassignment	No impact	No impact identified.	N/A
Pregnancy & Maternity	No impact	No impact identified.	
Race / Ethnicity / Nationality	None	No impact identified.	N/A

Protected group	*Potential Impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
Religion or Belief	No impact	No impact identified.	N/A
Sexual Orientation	No impact	No impact identified.	N/A
Marriage or Civil Partnership	No impact	No impact identified.	N/A
Welsh language	Positive	All documents will be available bilingually.	N/A
Human Rights	Positive	Enabling public participation as part of the process of developing the LDP will promote inclusivity.	N/A
Any other relevant issue.	No	N/A	N/A

There are clear links between equality and socio-economic issues. Discrimination against protected groups can be a direct cause of socio-economic disadvantage. If any such issues become apparent when assessing non-strategic matters, they should be given due regard and recorded under the relevant protected group, or under 'any other relevant issue' above.

Please complete this section if the proposal is a strategic matter (see appendix 1)

The Socio-Economic Duty	Potential impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
Is the proposal likely to cause any inequalities of outcome resulting from socio-economic disadvantage?	The inability to access consultation documents	Some groups may not be able to access consultation documents due to socio-economic disadvantages.	Paper Copies will be available in libraries and Council offices for people who are digitally excluded. Officers from the Planning Policy Service will be available to help with the site proposal process over the phone or face to face.

Step 4 – Outcome of the assessment

There are four possible outcomes – bear these in mind when completing the next section:

- **No major change** - The assessment demonstrates the proposal is robust; there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.
- **Adjust the proposal** - The assessment identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality.
- **Continue the proposal** - The assessment identifies the potential for adverse impact or missed opportunities to promote equality. Clearly set out the justifications for continuing with it. The justification should be included in the assessment and must be in line with the duty to have due regard. For the most important relevant proposals, compelling reasons will be needed.
- **Stop and remove the proposal** - The proposal shows actual or potential unlawful discrimination. It must be stopped and removed or changed. (The codes of practice and guidance on each of the public sector duties on the Commission's website provide information about what constitutes unlawful discrimination.)

Step 4: Outcome of the assessment

21 - Note the impacts identified and how it is intended to mitigate any negative impact in terms of equality, the Welsh language and, if relevant, socio-economic disadvantage (that is, a summary of step 3)

No negative impacts have been identified at this stage. It will be important to assess the LDP at different stages in the process of development.

22 - Describe any actions taken to maximise the opportunity to promote equality and the Welsh language, the goals of the Well-being of Future Generations (Wales) Act 2015 (sustainability) and, if relevant, ensure better outcomes for those facing economic disadvantage.

At this stage, everything possible has been done to maximise the opportunity to promote equality and the Welsh language. This call for sites stage will ensure that all sections of society are included as part of the development plan process.

23 - Would any aspect of the proposal contravene the wellbeing goals of the Well-being of Future Generations (Wales) Act 2015?

No

24 – Is there a need to look at what could be done differently, or to reconsider the entire proposal as a result of conducting this assessment?

(Evidence of negative impact could render the proposal or decision unlawful. If you have identified negative impact, you should consider at this stage whether it is possible to proceed with the proposal).

No

25 - Is there a strategy for dealing with any unavoidable but not unlawful negative impacts that cannot be mitigated?

No negative impacts have been identified.

26 - Will the proposal be adopted / forwarded for approval? Who will be the decision-maker?

The document will be submitted to the Council for approval, before subsequent stages in the development of the will begin.

27 - Are there monitoring arrangements in place? What are they?

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.

Step 5: Action Plan

Please detail any actions that are planned following completion of your assessment. You should include any changes that have been made to reduce or eliminate the effects of potential or actual negative impact, as well as any arrangements to collect data or to carry out further research.

Ref	Proposed actions	Lead officer	Timescale
	Collate all comments and observations as a result of this consultation and into one comprehensive report.		

Appendix 1 – A More Equal Wales – The Socio-Economic Duty (Commencement date of the Duty: 31 March 2021)

What is the Duty?

The general aim of the duty is to ensure better outcomes for those suffering socio-economic disadvantage. When making strategic decisions such as deciding priorities and setting objectives, due regard must be given to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage.

Who is likely to experience socio-economic disadvantage?

Socio-economic disadvantage can be disproportionate in both ‘communities of interest’ and ‘communities of place’, leading to inequality of outcome, which can be further exasperated when considering ‘intersectionality’:

Communities of interest – groups who share an experience, eg homelessness; or people who share an identity, eg lone parents, carers. Also those who share one or more of the protected characteristics listed in the Equality Act 2010.

Communities of place – people who are linked together because of where they live, work, visit or spend a substantial portion of their time there.

Intersectionality - crucially, this is about understanding the way in which a combination of characteristics such as gender, race or class, can produce unique and often multiple experiences of disadvantage in certain situations. One form of discrimination cannot and should not be understood in isolation from other forms. A truly intersectional approach ensures that this does not happen.

When will the Duty be relevant?

When making **strategic decisions**. The Welsh Government has provided some examples of strategic decisions (this is not an exhaustive list):

- Strategic directive and intent.
- Strategies developed at Regional Partnership Boards and Public Service Boards which impact on public bodies’ functions.
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans).
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy).
- Changes to and development of public services.
- Strategic financial planning.
- Major procurement and commissioning decisions.
- Strategic policy development

Further details can be found in the corporate equality impact assessment guidance.

Appendix 2 – Human Rights

Human rights are rights and freedoms that belong to all individuals, regardless of their nationality and citizenship. There are 16 basic rights in the Human Rights Act – all taken from the European Convention on Human Rights. For the purposes of the Act, they are known as ‘the Convention Rights’. They are listed below:

(Article 1 is introductory and is not incorporated into the Human Rights Act)

- Article 2: The right to life
- Article 3: Prohibition of torture
- Article 4: Prohibition of slavery and forced labour
- Article 5: Right to liberty and security
- Article 6: Right to a fair trial
- Article 7: No punishment without law
- Article 8: Right to respect for private and family life
- Article 9: Freedom of thought, conscience and religion
- Article 10: Freedom of expression
- Article 11: Freedom of assembly and association
- Article 12: Right to marry
- Article 14: Prohibition of discrimination
- Article 1 of Protocol 1: Protection of property
- Article 2 of Protocol 1: Right to education
- Article 3 of Protocol 1: Right to free elections
- Article 1 of Protocol 13: Abolition of the death penalty

Appendix 3 - Well-being of Future Generations (Wales) Act 2015

This Act is about improving the social, economic, environmental and cultural well-being of Wales. Public bodies need to make sure that when making their decisions they take into account the impact they could have on people living their lives in Wales in the future. The Act puts in place seven well-being goals:

A prosperous Wales:

An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

A resilient Wales:

A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).

A healthier Wales:

A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.

A more equal Wales:

A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

A Wales of cohesive communities:

Attractive, viable, safe and well-connected communities.

A Wales of vibrant culture and thriving Welsh language:

A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

A globally responsible Wales:

A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.