

## Appendix E



### Equality Impact Assessment (EqIA)

Name of Policy or Practice	Conwy Replacement Local Development Plan		
Head of Service responsible for the Policy or Practice	James Harland		
Name of officer (s) completing impact assessment form	Richard Clarke		
Service	Strategic Planning Policy Service	Date of Assessment	May 2019

EqIA Completed by :		EqIA Agreed by Head of Service :	
Date	May 2019	Date	May 2019
Name(s)	Richard Clarke	Name	James Harland
Signature(s)	<i>R A Clarke</i>	Signature	<i>J A Harland</i>

## **STEP 1 – Identify the Main Aims and Objectives of the Policy or Practice**

1. What is being assessed? *(Please double click on the box and select 'checked' as appropriate to cross X)*

- New and revised policies or practices
- New procedures (which modify service delivery or employment practices)
- Service review or re-organisation proposals which affect the community and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year
- Decisions affecting service users, employees or the wider community
- New project proposals affecting staff, communities or accessibility to the built environment, eg, new construction work or adaptations to existing buildings
- Other please explain in the box below :

2. What are the overall aims and objectives of the policy or practice ?

To provide the Council, as a local planning authority, with an up-to-date planning policy framework for the Plan Area. The Plan Area to which the RLDP relates is defined as Conwy County Borough exclusive of the area within the Snowdonia National Park Authority.

This is the initial equalities impact assessment to identify how the Replacement Local Development Plan is taking into account the needs of protected characteristic groups within the community.

The Replacement Local Development Plan links into Conwy's overarching strategic documents:

- Conwy/Denbighshire Wellbeing Plan
- Corporate Plan (priority areas)
- Strategic Equality Plan (priority areas)
- Health, Social Care and Well-Being Strategy (priority areas)
- Children and Young People's Plan (priority areas/aims)
- Community Safety Partnership (priority themes)
- Local Housing Strategy (vision or main aim)

The proposed vision for the RLDP is:

*By 2033, Conwy will offer greater opportunities to live, work and visit. A good quality of life will be offered to all, supporting the diversity of Conwy's people and places. The importance of the Welsh language in many communities is recognised and will be enhanced. Older people of Conwy will be encouraged to lead active, healthy and fulfilling lives into old age. Improved education, employment and social opportunities will be made available to encourage young people to stay and return to Conwy and support growth. An increased range of well-designed accommodation will be provided across Conwy, based on the local need for affordable and open market housing.*

*A renewed focus on placemaking and regeneration led initiatives will ensure that high quality and well-designed development supports the creation of healthier and more vibrant places and reflects Conwy's position within the regional North Wales Growth Deal.*

*The economic strength of Conwy's employment hubs, built around the strategic transport links throughout the county will be enhanced. Conwy will have a prosperous network of towns and villages, and a viable rural economy which protects and enhances the natural environment. Further inward investment, infrastructure, and active travel provision will be encouraged to support sustainable development where compatible with the need to mitigate against the causes and effects of climate change. Conwy's rich natural and cultural heritage will be protected and promoted; recognising their importance to the wellbeing of people and wildlife, and to the tourism economy.*

Conwy Replacement LDP Strategic Objectives:

**Strategic Objective 1 (SO1):** Contribute to the creation of sustainable places, social inclusion and improved wellbeing overall in Conwy through the delivery of inclusive placemaking and regeneration that ensures future growth levels and development takes place in sustainable and accessible locations, seeks to promote good design and healthier places, protects Welsh language and is supported by the necessary social, environmental, cultural and economic infrastructure to create great places.

**Strategic Objective 2 (SO2):** Promote a holistic and co-located employment and housing growth strategy by delivering new homes, including affordable homes and gypsy and traveller accommodation needs in sustainable and accessible locations, and ensuring that the right range of housing types, sizes and tenure are brought forward alongside the necessary community infrastructure.

**Strategic Objective 3 (SO3):** Achieve vibrant, attractive and viable town and commercial centres in Conwy by redefining their role and by encouraging a diversity of activities and uses.

**Strategic Objective 4 (SO4):** Contribute to a sense of place and overall health, wellbeing and amenity of local communities by ensuring that the existing and future population groups have access to a sustainable mix of community facilities.

**Strategic Objective 5 (SO5):** Encourage physical and mental wellbeing through the provision and protection of high quality, accessible green spaces and recreation space networks.

**Strategic Objective 6 (SO6):** Deliver sustainable development and seek to tackle the causes of climate change by extending the choice of sustainable transport to enable Conwy's communities to access jobs and key services through the promotion of shorter and more active and efficient walking, cycling and public transport use and by influencing the location, scale, density, mix of uses and design of new development.

**Strategic Objective 7 (SO7):** Support long-term economic prosperity, diversification and regeneration, by taking advantage of Conwy's

strategic position within the wider regional context and by promoting a holistic employment and housing growth strategy, which will facilitate new jobs growth of the right type in sustainable and accessible locations, support business networks and clusters, increase skills in high value employment and provide the necessary new infrastructure, which overall will enable new businesses to locate in Conwy and existing business to grow.

**Strategic Objective 8 (S08):** Encourage and support the provision of sustainable tourism where it contributes to economic prosperity and development, conservation, rural diversification, regeneration and social inclusion, while recognising the needs of visitors, businesses, local communities and the need to protect historic and natural environments.

**Strategic Objective 9 (S09):** Promote and support sustainable and vibrant rural communities by establishing new enterprise, expanding existing business and by adopting a constructive approach to agriculture and changing farming practices.

**Strategic Objective 10 (S010):** Secure an appropriate mix of energy provision, including the promotion of a Tidal Lagoon, which maximises benefits to Conwy's economy and communities whilst minimising potential environmental and social impacts.

**Strategic Objective 11 (S011):** Contribute to the implementation of the circular economy, manage waste with minimal environmental impacts and ensure the sustainable use of natural resources, including for energy generation and providing an adequate supply of minerals and materials for construction.

**Strategic Objective 12 (S012):** Conserve and enhance Conwy's high quality natural and cultural heritage assets.

**Strategic Objective 13 (S013):** Support growth, regeneration and development opportunities in Coastal Areas, whilst at the same time being aware and responsive to the challenges resulting from natural pressures.

**Strategic Objective 14 (S014):** Protect and enhance biodiversity and build resilient ecological networks.

**Strategic Objective 15 (S015):** Reduce exposure to air and noise pollution, balance the provision of development and lighting to enhance safety and security, and protect and enhance the water environment and water resources, including surface and groundwater quantity and quality.

### 3. Who is the policy or practice intended to help or benefit (stakeholders) ?

- Council Services – Development Control / Education / Highways / Housing / Regeneration etc by providing an up to date development plan to be used for determining planning applications, which endeavours to meet the land use planning requirements of the Council
- Public Sector Agencies – Health Boards / Welsh Assembly / Infrastructure Providers by identifying the land use planning requirements of these organisations and implementing policies (where appropriate) to assist them in meeting their objectives.
- Developers/ Landowners – Employers / Housebuilders / Retailers / Tourism Operators
- General Public – People making planning applications by providing clear, relevant policies which assist in meeting the needs of Conwy's communities
- Elected Members

### 4. Who are the main consultative groups or communities of interest ?

- Public Sector Agencies – Health Boards / Welsh Assembly / Infrastructure Providers
- Developers / Landowners – Employers / Housebuilders / Retailers / Tourism Operators
- Community Groups – Town and Community Councils / Specific Interest Groups / Residents and visitors to Conwy
- Elected Members

## **STEP 2 - Consider Existing Information and What This Tells You**

When completing this section, you need to consider if you have sufficient information with which to complete your EqIA, or whether you need to undertake a period of engagement/consultation before continuing. The legislation relating to the EqIA process requires you to **engage and involve people who represent the interests of those who share one or more of the protected characteristics and with those who have an interest in the way you carry out your functions.** This needs to be proportionate to the policy or practice being Equality Impact Assessed. You may have already recently undertaken consultation specifically on this policy or practice. Other officers within CCBC may have carried out engagement work which will be relevant to this EqIA and you can review the Community Involvement Database to find out what engagement activities have taken place in Conwy and establish if this is relevant. If you have very little or no information from previous engagement that is relevant to this EqIA, you should consider undertaking some engagement work with your stakeholders and with relevant representative groups to ensure that you do not unwittingly overlook the needs of each protected group.

5. What do you already know about the impact on each protected characteristic from your experience of current service delivery or previous engagement or consultation? You could refer to the Initial Equality Impact Assessment Screening Form and the Community Involvement Database.

**The ‘Plan Area’ to which the RLDP relates consists of Conwy County Borough (CCB) excluding Snowdonia National Park Authority (SNPA). Much of the available data covers local authorities in their entirety, or separated into Wards or Community Council areas whose boundaries do not match up with those of SNPA. Unless otherwise stated the following figures are from the 2011 census, with Conwy data including the whole of CCB both inside and outside SNPA. With only 4% of the population of CCB living within the National Park<sup>1</sup> and limited data available specific to the RLDP Plan Area, it is considered reasonable to use these figures where necessary to provide an overview of diversity in Conwy.**

Protected Group	Relevance of the policy / practice by protected characteristic																																																										
Race	<p>The table below details the ethnic population living in Conwy, Wales &amp; England. Source: Census 2011</p> <table border="1" data-bbox="658 352 1778 895"> <thead> <tr> <th data-bbox="658 352 1059 459"></th> <th colspan="2" data-bbox="1064 352 1413 459">Conwy</th> <th data-bbox="1417 352 1594 459">Wales</th> <th data-bbox="1599 352 1778 459">England &amp; Wales</th> </tr> <tr> <th data-bbox="658 461 1059 496"></th> <th data-bbox="1064 461 1189 496">Number</th> <th data-bbox="1193 461 1413 496">%</th> <th data-bbox="1417 461 1594 496">%</th> <th data-bbox="1599 461 1778 496">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="658 497 1059 533"><b>All people</b></td> <td data-bbox="1064 497 1189 533">115,228</td> <td data-bbox="1193 497 1413 533"></td> <td data-bbox="1417 497 1594 533">3,063,456</td> <td data-bbox="1599 497 1778 533">56,075,912</td> </tr> <tr> <td data-bbox="658 534 1059 569"><b>White British</b></td> <td data-bbox="1064 534 1189 569">109,911</td> <td data-bbox="1193 534 1413 569">95.4%</td> <td data-bbox="1417 534 1594 569">93.2%</td> <td data-bbox="1599 534 1778 569">80.5%</td> </tr> <tr> <td data-bbox="658 571 1059 606"><b>Gypsy or Irish traveller</b></td> <td data-bbox="1064 571 1189 606">65</td> <td data-bbox="1193 571 1413 606">0.1%</td> <td data-bbox="1417 571 1594 606">0.1%</td> <td data-bbox="1599 571 1778 606">0.1%</td> </tr> <tr> <td data-bbox="658 608 1059 643"><b>Other white</b></td> <td data-bbox="1064 608 1189 643">2,573</td> <td data-bbox="1193 608 1413 643">2.2%</td> <td data-bbox="1417 608 1594 643">2.3%</td> <td data-bbox="1599 608 1778 643">5.3%</td> </tr> <tr> <td data-bbox="658 644 1059 679"><b>Mixed</b></td> <td data-bbox="1064 644 1189 679">894</td> <td data-bbox="1193 644 1413 679">0.8%</td> <td data-bbox="1417 644 1594 679">1.0%</td> <td data-bbox="1599 644 1778 679">2.2%</td> </tr> <tr> <td data-bbox="658 681 1059 716"><b>Asian or Asian British</b></td> <td data-bbox="1064 681 1189 716">876</td> <td data-bbox="1193 681 1413 716">0.8%</td> <td data-bbox="1417 681 1594 716">2.3%</td> <td data-bbox="1599 681 1778 716">7.5%</td> </tr> <tr> <td data-bbox="658 718 1059 753"><b>Black or black British</b></td> <td data-bbox="1064 718 1189 753">199</td> <td data-bbox="1193 718 1413 753">0.2%</td> <td data-bbox="1417 718 1594 753">0.6%</td> <td data-bbox="1599 718 1778 753">3.3%</td> </tr> <tr> <td data-bbox="658 754 1059 790"><b>Chinese</b></td> <td data-bbox="1064 754 1189 790">376</td> <td data-bbox="1193 754 1413 790">0.3%</td> <td data-bbox="1417 754 1594 790">0.4%</td> <td data-bbox="1599 754 1778 790">0.7%</td> </tr> <tr> <td data-bbox="658 791 1059 826"><b>Other ethnic group</b></td> <td data-bbox="1064 791 1189 826">334</td> <td data-bbox="1193 791 1413 826">0.3%</td> <td data-bbox="1417 791 1594 826">0.5%</td> <td data-bbox="1599 791 1778 826">1.0%</td> </tr> </tbody> </table> <p data-bbox="629 935 2101 1043">Conwy has a high proportion of White British residents (95.4%) compared with England and Wales. This indicates that Conwy has a very small ethnic minority population. The RLDP is relevant to this protected characteristic as access to safe and appropriate housing is a basic need for all households.</p> <p data-bbox="629 1083 2101 1410">More specifically, the provision of site(s) for Gypsy &amp; Traveller accommodation is a requirement for LPAs, where their Gypsy and Traveller Accommodation Needs Assessment demonstrates a need. It is widely documented that Gypsies &amp; Travellers suffer from a number of inequalities<sup>ii</sup>, with lack of suitable accommodation being a significant contributing factor. A residential gypsy site has already been established in Conwy to meet previously identified need, however present data shows a requirement for a new transit site in Conwy, which the RLDP will seek to allocate. The provision of such a site would enable Gypsy &amp; Traveller groups moving through north Wales to stop lawfully on a purpose-built site. As such, it is considered that the RLDP will have a beneficial impact on the Gypsy &amp; Traveller community in Conwy and the North Wales region.</p>					Conwy		Wales	England & Wales		Number	%	%	%	<b>All people</b>	115,228		3,063,456	56,075,912	<b>White British</b>	109,911	95.4%	93.2%	80.5%	<b>Gypsy or Irish traveller</b>	65	0.1%	0.1%	0.1%	<b>Other white</b>	2,573	2.2%	2.3%	5.3%	<b>Mixed</b>	894	0.8%	1.0%	2.2%	<b>Asian or Asian British</b>	876	0.8%	2.3%	7.5%	<b>Black or black British</b>	199	0.2%	0.6%	3.3%	<b>Chinese</b>	376	0.3%	0.4%	0.7%	<b>Other ethnic group</b>	334	0.3%	0.5%	1.0%
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## Disability

The following table details persons living with a limiting long-term illness

Source: Census 2011

	Conwy		Wales	England & Wales
	Number	%	%	%
<b>All people</b>	115,228		3,063,456	56,075,912
Day-to-day activities limited a lot	13,896	12.1%	11.9%	8.5%
Day-to-day activities limited a little	14,019	12.2%	10.8%	9.4%
Day-to-day activities not limited	87,313	75.8%	77.3%	82.1%
<b>Aged 16-64</b>	67,940			
Day-to-day activities limited a lot	5,209	7.7%	8.3%	5.8%
Day-to-day activities limited a little	5,982	8.8%	8.6%	7.2%
Day-to-day activities not limited	56,749	83.5%	83.1%	87.0%

Limiting long term illness data from the 2011 Census is widely used to give an estimate of disability. The term 'limiting long-term illness' covers a self assessment of whether or not a person has a limiting long-term illness, health problem or disability which limits their daily activities or the work they can do, including problems that are due to old age. Of the population aged 16-64, the proportion of Conwy's residents for whom disability limits day-to-day activities is very similar to the Welsh average, although severely limiting disability is lower than the National average. For the population as a whole however, the proportion of both slightly and significantly limiting disabilities amongst the Welsh population is higher than the Welsh average. This is likely to be due to Conwy's high ageing population and relatively small young population, coupled with the level of long-term illness in a population increasing with age<sup>iii</sup>.

The table below details the number of persons living in Conwy with registered sensory and / or physical disabilities (2017-18).

Source: StatsWales register of physically / sensory disabled persons and persons with learning disabilities

	Conwy		Wales	
	Number	%	Number	%
<b>All people (2017)</b>	116,863		3,125,165	
<b>Sight impaired and / or deaf, and / or physically disabled</b>	283	0.2%	15,041	0.5%
<b>Physical disability only</b>	6,553	5.6%	39,284	1.3%
<b>Deaf and hard of hearing only</b>	51	0.0%	12,295	0.4%
<b>Learning disability</b>	633	0.5%	13,843	0.4%
<b>Total with any disability</b>	7,520	6.4%	80,463	2.6%

Physical impairments account for the majority of disabilities within Conwy (5.7%). The LDP is relevant to this protected characteristic as access to safe and appropriate housing is a basic need for all households. The Housing Strategy in the LDP seeks to promote a supply of good quality, accessible housing for households with disabled occupants. The statistics above clearly indicate that Conwy's population includes a significant number of residents with disabilities and/or limiting long term illnesses. The LDP will help to ensure that there is a continued supply of suitable adapted properties to meet these identified needs. Additionally, all developments are required to meet Development Principles policies which include requirements for appropriate levels of accessibility to buildings, although this element of building design is mainly controlled by Building regulations, which falls outside the scope of the LDP.

Sex

The table below details the percentage of the population in Conwy who are male or female.  
Source: StatsWales mid-year population estimates, 2017

	Conwy		Wales	
	Number*	%**	Number*	%**
<b>Total population</b>	116,900		3,125,200	
<b>Males</b>	56,900	48.6%	1,540,200	49.3%
<b>Females</b>	60,000	51.4%	1,585,000	50.7%

\*numbers are rounded to the nearest 100.

\*\*percentage is calculated from unrounded data.



The table below details the male to female ratios for Conwy, Wales & UK.  
Source: StatsWales mid-year population estimates, 2017

	Conwy	Wales	UK
<b>Male:female ratio</b>	105	103	103
<b>Aged 0-15</b>	95	95	95
<b>Aged 16-64</b>	103	101	101
<b>Aged 65+</b>	119	118	120
<b>Aged 85+</b>	182	179	179

**Definition**

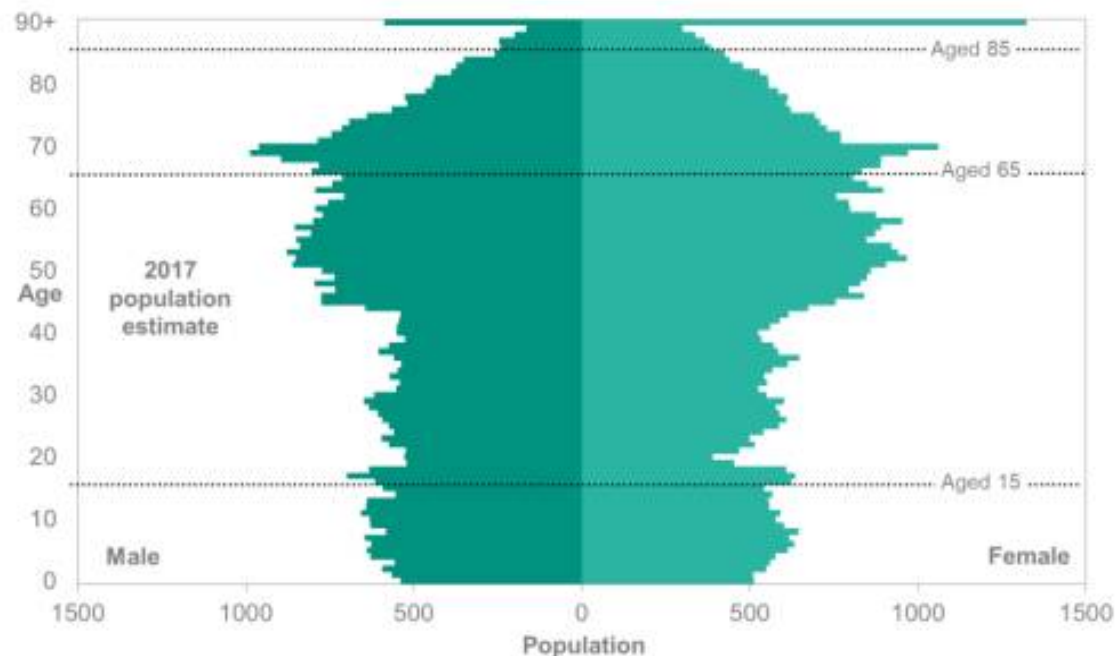
Male:female ratio – number of females in the population for every 100 males

Conwy has a slightly higher proportion of female residents than the Welsh average. This may be in part due to the longer life expectancy of females and the high proportion of older people living in Conwy (see below) as well as the out migration of young people, in particular young males. The RLDP is relevant to this protected characteristic as the planning policies in the RLDP will apply to all age groups.

Age

The table and pyramid below detail the age of the population in Conwy, Wales and the UK (2017)  
Source: StatsWales mid-year population estimates, 2017; Population profile for Conwy County Borough<sup>1</sup>

	Conwy	Wales	UK
<b>All ages</b>	116,900	3,125,200	66,040,200
<b>0-15</b>	18,900	16.2%	17.9%
<b>16-64</b>	66,200	56.6%	61.5%
<b>65+</b>	31,700	27.2%	20.6%
<b>85+</b>	4,800	4.1%	2.6%



In Conwy 16.2% of the population aged under 16 compares to 17.9% in Wales as a whole and 18.9% across the UK. In 2017 there were 66,200 people of working age (16-64) in Conwy. This makes up 56.6% of the population, compared to 61.5% in Wales and 62.9% in the UK. The number of people in the working age population group in the County Borough is particularly affected by the out-migration of young adults in the 18-24 age group.

There were 31,700 people aged 65 and over in Conwy in 2017. Conwy's 27.2% of the population aged 65 and over compares to 20.6% in Wales as a whole and 18.2% across the UK. Similar high proportions of the post-retirement age population are only found in areas known to be retirement locations, such as the south west coast of England. The high proportion of elderly within our population also leads to the proportions of children (aged 0-15) and residents of working age (aged 16-65) being significantly below Wales and UK averages. The large proportion of people aged over 65 is mainly due to two factors; firstly improvements in mortality rates mean people are living longer; and secondly the ageing on of the large 'baby boom' cohort born after the Second World War. Very elderly are defined as those in the population aged 85 and over (also included in the 65+ age group). There were 4,800 people aged 85 and over in the County Borough in 2017. Conwy's 4.1% of the population aged 85 and over compares to 2.6% in Wales as a whole and 2.4% across the UK.

Age is relevant to the LDP as the housing strategy in the Plan seeks to supply suitable, accessible and affordable accommodation for all age groups. However the particularly high proportion of older people living in Conwy justifies the development of a housing strategy specifically for older people. The RLDP will deliver a range of employment opportunities and encourage employers to upskill and employ locally. This is relevant to people of working age in Conwy, particularly younger people, a large proportion of whom have typically left the area for work. The community facilities section of the LDP will ensure that new housing developments will have adequate open space provision, to benefit young people.

Religion & Belief

**The following table details the religion of residents in Conwy (2011)**

Source: Census 2011

	Conwy		Wales	England & Wales
	Number	%	%	%
<b>All people</b>	115,228		3,063,456	56,075,912
<b>Christian</b>	74,506	64.7%	57.6%	59.3%
<b>Buddhist</b>	347	0.3%	0.3%	0.4%
<b>Hindu</b>	206	0.2%	0.3%	1.5%
<b>Jewish</b>	62	0.1%	0.1%	0.5%
<b>Muslim</b>	583	0.5%	1.5%	4.8%
<b>Sikh</b>	17	0.0%	0.1%	0.8%
<b>Any other religion</b>	478	0.4%	0.4%	0.4%
<b>No religion</b>	30,017	26.1%	32.1%	25.1%
<b>Religion not stated</b>	9,012	7.8%	7.6%	7.2%

There is a higher proportion of Christians living in Conwy (64.7%) than in Wales or England & Wales.

Sexual Orientation

Statistics about sexual identity are not available at Conwy level. The Integrated Household Survey which is produced by the Office for National Statistics does produce estimates at an all-Wales level, but data are not released for Conwy as they are sample based and not considered robust (the sample size is too small to be representative). These are experimental statistics and so they are not yet fully

developed and have not been passed as a National Statistic.

The table below details the sexual orientation of the population in Wales & the UK aged 16 and over (2017).

Source: ONS Sexual Orientation Statistical Bulletin, January 2019.

	Wales	UK
<b>Heterosexual / straight</b>	95%	93.9%
<b>Gay / Lesbian</b>	1%	1.3%
<b>Bisexual</b>	0.7%	0.7%
<b>Other</b>	0.5%	0.6%
<b>Don't know / refusal / no response</b>	2.5%	4.1%

There is no reliable data about the size of the gay, lesbian or bisexual population in the UK. Estimates from various sources range from 0.3% to 10%, but they do not allow for non-reporting or misreporting and so the Equality and Human Rights Commission believe that none of these provide an adequate basis for an estimate. The Department of Trade and Industry gives an official estimate that 5-7% of the British population are gay, lesbian or bisexual.

Gender Reassignment

No data about people who are transgender is currently available at unitary authority or national level. A figure cannot be provided from an administrative source either. The Office for National Statistics (ONS) has undertaken research to assess the feasibility of gathering transgender data, and concluded that, because of its sensitive nature, using a question in a survey to capture this information is not feasible.

Marriage & Civil Partnership

The Table below details the marital status of residents living in Conwy & Wales.

Source: Census 2011

	Conwy		Wales	
	Number	%	Number	%
<b>All Usual Residents Aged 16 and Over</b>	96102		2507160	
<b>Single (Never Married or Never Registered a Same-Sex Civil Partnership)</b>	27729	28.9	840347	33.5
<b>Married</b>	46379	48.3	1167315	46.6
<b>In a Registered Same-Sex Civil Partnership</b>	197	0.2	4654	0.2

	<table border="1"> <tr> <td><b>Separated (but Still Legally Married or Still Legally in a Same-Sex Civil Partnership)</b></td> <td>2229</td> <td>2.3</td> <td>54686</td> <td>2.2</td> </tr> <tr> <td><b>Divorced or Formerly in a Same-Sex Civil Partnership which is Now Legally Dissolved</b></td> <td>10215</td> <td>10.6</td> <td>242193</td> <td>9.7</td> </tr> <tr> <td><b>Widowed or Surviving Partner from a Same-Sex Civil Partnership</b></td> <td>9353</td> <td>9.7</td> <td>197965</td> <td>7.9</td> </tr> </table>	<b>Separated (but Still Legally Married or Still Legally in a Same-Sex Civil Partnership)</b>	2229	2.3	54686	2.2	<b>Divorced or Formerly in a Same-Sex Civil Partnership which is Now Legally Dissolved</b>	10215	10.6	242193	9.7	<b>Widowed or Surviving Partner from a Same-Sex Civil Partnership</b>	9353	9.7	197965	7.9					<p>Conwy has a slightly higher proportion of married couples (48.3%) compared with Wales (46.6%), and a lower proportion of single people. This may be in part due to the lower proportion of younger people in Conwy in comparison to the National average.</p>																									
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Welsh Language	<p>Residents who are able to speak Welsh account for 19% of the total population in Wales, whilst this figure rises to 27.4% in Conwy CB. Towyn and Kinnel Bay are the areas with fewest Welsh Speakers (less than 12%) whilst in Llanrwst and the rural areas to the south and east of here Welsh is more prominent, rising to 71% of residents of Uwchaed speaking Welsh<sup>iv</sup>.</p> <p>The table below details knowledge of Welsh (2011). Source: Census 2011</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">Conwy</th> <th>Wales</th> </tr> <tr> <th></th> <th>Number</th> <th>%</th> <th>%</th> </tr> </thead> <tbody> <tr> <td><b>All aged 3+</b></td> <td>111,724</td> <td></td> <td>2,955,841</td> </tr> <tr> <td><b>No knowledge of Welsh</b></td> <td>67,716</td> <td>60.6%</td> <td>73.3%</td> </tr> <tr> <td><b>Understands spoken Welsh only</b></td> <td>10,655</td> <td>9.5%</td> <td>5.3%</td> </tr> <tr> <td><b>All Welsh speakers</b></td> <td>30,600</td> <td>27.4%</td> <td>19.0%</td> </tr> <tr> <td><b>Speaks but neither reads nor writes Welsh</b></td> <td>4,603</td> <td>4.1%</td> <td>2.7%</td> </tr> <tr> <td><b>Speaks and reads but cannot write Welsh</b></td> <td>2,706</td> <td>2.4%</td> <td>1.5%</td> </tr> <tr> <td><b>Speaks, reads and writes Welsh</b></td> <td>23,063</td> <td>20.6%</td> <td>14.6%</td> </tr> <tr> <td><b>Other combination of skills</b></td> <td>2,981</td> <td>2.7%</td> <td>2.5%</td> </tr> </tbody> </table>							Conwy		Wales		Number	%	%	<b>All aged 3+</b>	111,724		2,955,841	<b>No knowledge of Welsh</b>	67,716	60.6%	73.3%	<b>Understands spoken Welsh only</b>	10,655	9.5%	5.3%	<b>All Welsh speakers</b>	30,600	27.4%	19.0%	<b>Speaks but neither reads nor writes Welsh</b>	4,603	4.1%	2.7%	<b>Speaks and reads but cannot write Welsh</b>	2,706	2.4%	1.5%	<b>Speaks, reads and writes Welsh</b>	23,063	20.6%	14.6%	<b>Other combination of skills</b>	2,981	2.7%	2.5%
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The table below details Welsh speakers by age in Conwy & Wales (2011).

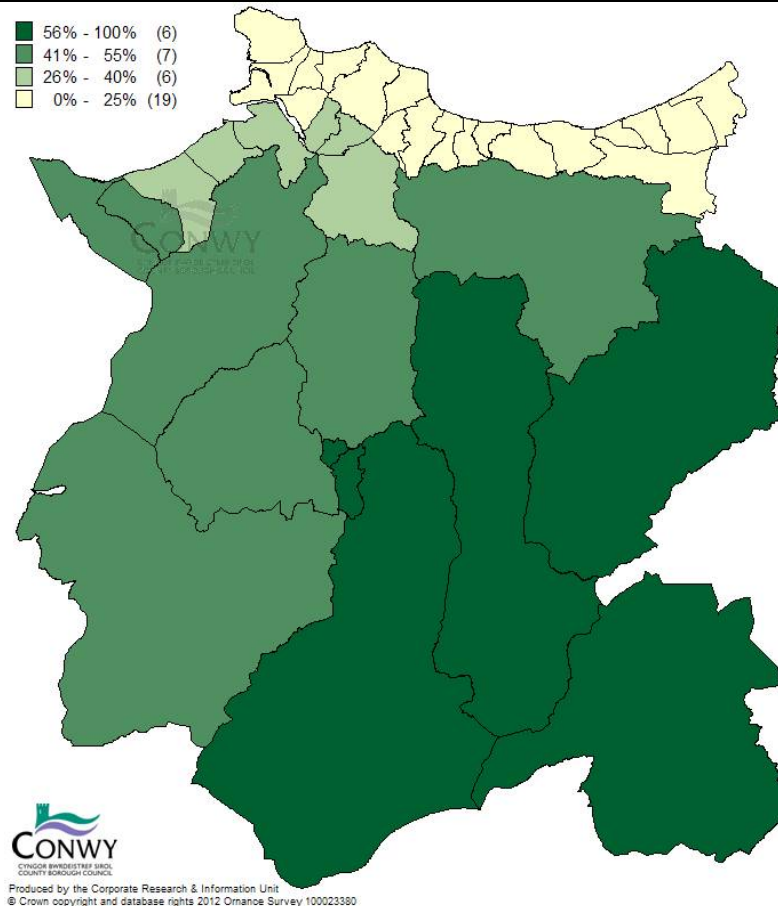
Source: Census 2011

	Conwy			Wales		
	Total	Speak Welsh	% Speak Welsh	Total	Speak Welsh	% Speak Welsh
<b>All aged 3+</b>	111,724	30,600	27.4%	2,955,841	562,016	19.0%
<b>3 - 4</b>	2,335	740	31.7%	70,686	16,495	23.3%
<b>5 - 15</b>	13,287	6,539	49.2%	377,995	152,255	40.3%
<b>16 - 19</b>	5,239	1,953	37.3%	161,952	43,651	27.0%
<b>20 - 44</b>	30,281	8,420	27.8%	968,546	150,742	15.6%
<b>45 - 64</b>	32,420	6,703	20.7%	814,118	107,941	13.3%
<b>65 - 74</b>	13,966	2,936	21.0%	300,550	45,112	15.0%
<b>75+</b>	14,196	3,309	23.3%	261,994	45,820	17.5%

The ability to speak Welsh is most prevalent amongst those of school age; 49.2% of 5-15 year olds can speak Welsh in Conwy, compared with 40.3% in Wales.

The following map details the proportion of Welsh speakers in Conwy by ward.

Source: Census 2011 table



In general, the incidence of Welsh speakers' increases towards the west, and as one travels inland from the more highly populated coastal strip. Ability to speak Welsh is at a peak in the rural southern ward of Uwchaled (71% Welsh speaking), and at its lowest in the eastern coastal community of Towyn & Kinmel Bay (less than 12%).

The RLDP is relevant to this protected characteristic as National Planning Guidance Technical Advice Note (TAN) 20<sup>v</sup> requires local authorities to give consideration to the Welsh Language both when producing development plans and making planning decisions.

Other (please state)	
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6. Summarise the additional relevant data, research and performance management information you already have:

<b>Data / Information</b>	<b>Examples</b>
<p>The EqIA screening identified the Replacement LDP as potentially having a differential impact in relation to the protected characteristics of the Welsh Language and Race (Gypsy &amp; Travellers). A Welsh language impact assessment is underway and will be ongoing through the RLDP process to ensure that every opportunity is taken to use the RLDP to support use of the Welsh language, and where potential harm is identified measures are taken to mitigate this. In terms of Gypsies &amp; Travellers, the Screening identified potential benefits to the Gypsy &amp; traveller communities of the RLDP through the provision of sites based on identified need.</p>	<p>Initial EqIA Screening Complaints Compliments Service User data Service User Feedback Inspections or Audits</p>
<b>Research or Comparative Information</b>	<b>Examples</b>
<p>Also refer to data in section 5 above.</p> <p>The stages involved in production or review of a Local Development Plan are set out in legislation (The Town and Country Planning (Local Development Plan) (Wales) Regulations 2005), with additional procedural guidance contained in Planning Policy Wales and the Development Plans Manual. These require a strict timetable to be adhered to for the production of LDPs, including statutory stages for public consultation and adoption 3.5 years following commencement of LDP production/review.</p> <p>Some engagement has taken place to date with key stakeholders, including statutory bodies, town/community councils and internal CCBC departments. Public consultation of the Preferred Strategy is due to take place in summer 2019 as detailed in the RLDP Delivery Agreement/Community Involvement Scheme. This consultation will provides the first opportunity for public engagement with the RLDP process and a number of organisations representing protected groups will be involved at this stage. In addition, specific pieces of research supporting the RLDP target issues relevant to protected characteristics and the results of these will contribute to the Plan to ensure groups are not disadvantaged by the RLDP either through its production or by its final policies when adopted.</p>	<p>Service User Surveys Studies by Government departments or professional bodies Census data Service based projects and research How Fair Is Wales (EHRC data)</p>



7. Have you complied with the duty to Engage as described at the start of this section and are you sufficiently informed to proceed?

Yes  No  **(please cross as appropriate X)** If Yes, please proceed to Step 3

If No, you may wish to consider pausing at this point while you undertake engagement activities (which you should add to your action plan – Step 6). Please incorporate any information you have obtained from this additional activity in the box below and state what the key findings were :

Results will be added here following Preferred Strategy consultation.

### **STEP 3 - Procurement and Partnerships**

The public sector General Duty means all public authorities need to consider the needs of different groups when designing and delivering public services. This duty also applies to private sector organisations who deliver a public function on our behalf and we need to ensure that those organisations exercise those functions by ensuring our procurement and monitoring of those services complies with the General Duty.

8. Is this policy or practice to be carried out wholly or partly by contractors or in partnership with another organisation(s)?

Yes  No  **(please cross as appropriate X)** If No, please proceed to Step 4

9. If yes, how will you comply with Equality, Human Rights and Welsh Language Legislation? Think about :

#### **Procurement**

- Setting out clear equality expectations in Tendering and Specification documentation
- On what you based your decisions in the award process
- That contract clauses cover legislative equality requirements
- Performance and Monitoring measures are included to monitor compliance

#### **Partnerships**

Who is responsible for :

- Equality Monitoring relevant data
- Equality Impact Assessment
- Delivering the actions from the EqIA
- Ensuring that equality, human rights and Welsh Language legislation is complied with by all partners

**STEP 4 - Assessing the Impact**

10. Is there any evidence of higher or lower take-up or satisfaction by any group(s), and if so, how is this explained?

11. Does the geography or demography of any groups reveal anything?

12. Do any rules or requirements or the way the policy or practice is delivered prevent or reduce the likelihood of any groups from use or access or are any other barriers created for them?

Eg: due to limited income, location, times of availability, access to buildings, information or language, eligibility rules, dress code, cultural issues

13. Can any of these limitations be justified on the grounds of advancing equality of opportunity or fostering good relations between those who share a protected characteristic and those who do not?

14. Do any of these limitations amount to unlawful discrimination?

Yes       No       Not Sure   
**(please cross as appropriate X)**

If you answered Yes or Not Sure, please state on the table below, which protected group(s) it applies to and if possible explain why (including likely impact or effects of this proposed change):

Race	Black Minority Ethnic groups Gypsies / Travellers Language
Disability	Mobility Dexterity Blind or Visually impaired Deaf or Hearing impaired Mental Health Learning Disabilities
Sex	Men Women
Age	Older People Children Young People
Religion & Belief	Faith communities
Sexual Orientation	Gay Lesbian Bi-sexual Heterosexual
Gender Reassignment	A person who proposes to, starts or has changed his or her gender
Marriage & Civil Partnership	
Pregnancy & Maternity	

Human Rights	Right to Education, Private and Family Life, Protection of property, etc
Welsh Speaking Communities	
Other socially excluded groups or communities (please state)	

15. If you answered No to Question 14, do the barriers and limitations amount to a differential impact for certain groups?

Yes  No  Not Sure   
**(please cross as appropriate X)**

16. If you answered Yes or Not Sure to Question 15, please give details in the box below and explain why

17. Do you have enough information to make an informed judgement?

Yes  No  **(please cross as appropriate X)**

If you answered Yes, please justify:

If you answered No, what information do you require about protected groups?

18. Is it possible to get the information needed quickly and easily, or should data collection be included in the action plan? Please give details below:

## **STEP 5 – Dealing with Adverse or Unlawful Impact and Strengthening the Policy or Practice**

In this section, you will consider whether there are any measures to reduce or remove any adverse impact. You should also explore other ways of achieving the same goal and / or alternative means of delivering a service to meet the needs of different groups.

19. What measures can you introduce to the policy or practice which could reduce or remove any unlawful impact or disadvantage?

20. What measures could be included to strengthen the policy/practice and foster good relations and advance equality of opportunity?

21. What actions could you take to achieve the same goal by an alternative means?

**STEP 6 – Action Plan**

Please outline below the actions you will take to progress your proposal. These might involve carrying out additional Engagement/Involvement activities, collecting Equality data where this was not readily available to help with this EqIA, undertake data analysis from future data obtained to monitor the impact of this policy/practice on an ongoing basis, any actions you need to take to ensure procurement complies with the General Duty, any arrangements you need to put in place to monitor and review the impact of this policy/practice in future, and so on.

Action	Measure of Success	Timeframe	Lead Responsibility	Add to Service Plan (✓)
<b>Actions to be taken before EqIA and policy/practice can be signed off</b>				
<b>Actions after EqIA and policy/practice signed off</b>				

**STEP 7 – Decision To Proceed**

22. Using the information you have gathered in steps 1 – 5 above, please state on the table below whether you are able to proceed with the policy or practice and if so, on what basis?

*(please cross as appropriate X)*

Decision		Action
<input type="checkbox"/> Yes	Continue with policy or practice in its current form	Complete the Monitoring and Review section (Step 8) to ensure the outcomes are monitored and regularly reviewed
<input type="checkbox"/> Yes	Continue with policy or practice but with amendments for improvement	Complete Action Plan and Monitor and Review sections (Steps 6 & 8) to continually assess impact
<input type="checkbox"/> Yes	Continue with policy or practice but with amendments to remove any areas of adverse impact as identified in Step 5	Complete Action Plan (Step 6) to address any areas of adverse impact and Monitor and Review (Section 8) to continually assess impact
<input type="checkbox"/> No	Abandon this policy or practice as it is not possible to address the adverse impact, and consider alternative ways of addressing the issues	Complete Action Plan to address any issues resulting from abandoning policy and to deal with the adverse impact identified



**STEP 8 – Arrangements for Monitoring Outcomes and Reviewing Data**

The EqIA process is an ongoing one that doesn't end when the policy/practice and EqIA is agreed and implemented. There is a specific legal duty to monitor the impact of policies/practices on equality on an ongoing basis to identify if the outcomes have changed since you introduced this new policy or practice.

23. Please outline below what arrangements you will make to monitor and review the ongoing impact of this policy or practice :

<b>Monitoring and Review arrangements</b> (including where outcomes will be recorded)	<b>Timeframe &amp; Frequency</b>	<b>Lead Responsibility</b>	<b>Add to Service Plan (✓)</b>

**STEP 9 – Publishing the Equality Impact Assessment**

Please arrange for this completed EqIA to be agreed by your Head of Service, refer to the EqIA Policy regarding publishing arrangements and return a copy to the HR and Equality Officer.

## REFERENCES

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- <sup>i</sup> CCBC (2018) *Population profile Research bulletin (Issue 7)*. Available from: <http://www.conwy.gov.uk/en/Council/Statistics-and-research/Population/Population-profile-for-Conwy-County-Borough.aspx>
- <sup>ii</sup> Equality and Human Rights Commission (2009) *Inequalities experienced by Gypsy and Traveller communities: A review*. Available from: [https://www.equalityhumanrights.com/sites/default/files/research\\_report\\_12inequalities\\_experienced\\_by\\_gypsy\\_and\\_traveller\\_communities\\_a\\_review.pdf](https://www.equalityhumanrights.com/sites/default/files/research_report_12inequalities_experienced_by_gypsy_and_traveller_communities_a_review.pdf)
- <sup>iii</sup> Equality & Human Rights Commission (2011) *How fair is Wales?* Available from: <http://www.equalityhumanrights.com/wales/library/how-fair-is-wales/>
- <sup>iv</sup> CCBC (2013) *The Welsh language in Conwy County Borough - Research bulletin*. Available from: <https://www.conwy.gov.uk/en/Council/Statistics-and-research/The-Welsh-language-in-Conwy-County-Borough.aspx>
- <sup>v</sup> Welsh Government (2013) *Technical Advice Note (TAN) 20: Planning and the Welsh Language*. Available from: <https://gov.wales/technical-advice-note-tan-20-planning-and-welsh-language>