



Equality Impact Assessment Deposit Plan

February 2015



Gwynedd & Môn - Joint Local Development Plan



CYNGOR SIR
YNYS MON
ISLE OF ANGLESEY
COUNTY COUNCIL



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1. INTRODUCTION

- 1.1 This document is the Equality Impact Assessment Report of the Anglesey and Gwynedd Joint Local Development Deposit Plan. Equality Impact Assessments (EqIA's) are required in law by the Equality Act 2010.

What is Equality Impact Assessment?

- 1.2 Equality Impact Assessment is a tool that helps local authorities make sure that the Council does not discriminate, promotes equality wherever possible and fosters good community relations. Carrying out an EqIA involves assessing the likely effects of policies on people in respect of disability, gender, race, language, age, sexual orientation, sexual reassignment and religion or belief. Where relevant, the Equality Act 2010 also requires us to give consideration to marriage and civil partnership and maternity and pregnancy. In addition to assessing the impact on the protected characteristics as defined by the Equality Act, we will also assess any impact in relation to the Welsh language. This is element of the work is contained within the Linguistic Impact Assessment.
- 1.3 EqIAs are not only about addressing discrimination or adverse impacts – they should also positively promote equal opportunities, improved access, public participation and foster good relationships.

2. METHODOLOGY AND STRUCTURE OF THE EQIA

- 2.1 Before undertaking the Equality Impact Assessment of the Anglesey and Gwynedd JLDP, it was important to describe and analyse the equality related characteristics of the area likely to be affected by the Plan. This subsequently enabled the identification of key issues and problems in terms of equality in the area, which, in turn provided a base upon which to undertake the robust Equality Impact Assessment of the Plan. Some data gaps were identified during the assessment process most notably in terms of information relating to 'Pregnancy and Maternity'. Once this data becomes available, it will be fed into the assessment process. Appendix 1 describes the baseline conditions of the Plan Area relating to each of the equality groups (protected characteristics) using a mix of qualitative and quantitative data and also identifies issues and the implications of these to the JLDP and vice versa.
- 2.2 The EqIA itself has been undertaken using an assessment toolkit that has been developed by Gwynedd Council as part of its statutory duty to ensure that no individuals or groups are discriminated against. The toolkit contains specific headings which need to be addressed as part of the assessment process. The EqIA has been undertaken with the involvement of Equality Officers of both Anglesey County Council and Gwynedd Council to ensure that a full and comprehensive assessment is achieved.

3. EQUALITY IMPACT ASSESSMENT OF THE ANGLESEY AND GWYNEDD JLDP

3.1 The Anglesey and Gwynedd JLDP is a land use plan which will form the statutory development plan for the Anglesey and Gwynedd Local Planning authority areas. It includes a vision, strategy, area-wide policies for development types, land allocations, and where necessary policies and proposals for key areas of change and protection. In practice, the plan's main implications to equality issues relate to the Plan preparation process in terms of the involvement of groups and individuals. As the JLDP is a land-use plan, its impact on equality is also linked to access to services, facilities and opportunities. Due to its potential to impact certain groups and individuals it has been decided to undertake an EqIA of the Plan to ensure that the JLDP does not discriminate against particular groups and to identify the positive contribution the JLDP makes to the equalities agenda.

3.2 An EqIA has already been undertaken at the Strategic Options and Preferred Strategy stage of plan preparation. This was one of the first stages in the production of the JLDP. The strategy establishes key strategic objectives for the Plan. It also includes a vision and objectives, strategic options, key policies and the suggested overall level of growth and key areas of change and protection for the County. An outline of the main findings are set out below.

Summary of Findings – Strategic Options

3.3 The EqIA showed that the JLDP Strategic Options are not likely to have a significant adverse effect on equality at this stage of Plan development. This is mainly due to the lack of detail and specificity available at this stage. However, the assessment suggested that Option D3 is likely to cause the least inequalities. The proportionate distribution to urban and rural areas, as would be implemented under this option, addresses the needs of a wider proportion of the population, whereas all other options are likely to discriminate against some others.

Summary of Findings – Preferred Strategy

3.4 The EqIA showed that the JLDP Preferred Strategy is not likely to have a significant adverse effect on equality at this stage of Plan development. This is mainly due to the lack of detail and specificity available at this stage. Conversely, the Strategy should impact positively upon various aspects of equality via the implementation of its strategic policies.

3.5 The proportionate distribution of development afforded by the emerging Preferred Strategy addresses the needs of residents in both rural and urban areas which is unlikely to lead to discrimination against minority groups. Underpinning the proposed broad Spatial Strategy is the basic principle that the best means of achieving the objectives of maintaining sustainable and inclusive communities and improving access to services is to facilitate rural

entrepreneurship and to encourage a range of basic services at locations close to the rural population.

EqIA of The Deposit Plan

- 3.6 The Deposit Version of the Plan has now been completed. This is the full draft of the Local Development Plan which is based on the information gathered and the community's response to the 'Preferred Strategy and Strategic Options'. It includes specific land use policies and allocates specific sites to be used for particular purposes such as housing or employment. The EqIA of the Deposit Plan is the subject of this document and the assessment is included in Appendix 2.

APPENDIX 1

1. RACE

Summary of current situation and trends

1.1 On a national level:

- Between 2001 and 2011, the percentage of people in Wales from minority ethnic groups increased from 2.1% to 3.9%.
- The largest minority ethnic group in Wales is Asian or Asian British. In 2011 this group totalled 17,256, 2.3% of Wales' population.

Ethnic Group – 2011 (KS201EW)			
Source: Office for National Statistics	Gwynedd	Anglesey	Wales
All Usual Residents	121874	69751	3063456
White; English/Welsh/Scottish/Northern Irish/British	115072	67349	2855450
White; Irish	570	476	14086
White; Gypsy or Irish Traveller	153	65	2785
White; Other White	1778	630	55932
Mixed/Multiple Ethnic Groups; White and Black Caribbean	287	180	11099
Mixed/Multiple Ethnic Groups; White and Black African	126	41	4424
Mixed/Multiple Ethnic Groups; White and Asian	332	180	9019
Mixed/Multiple Ethnic Groups; Other Mixed	219	79	6979
Asian/Asian British; Indian	461	135	17256
Asian/Asian British; Pakistani	220	33	12229
Asian/Asian British; Bangladeshi	176	53	10687
Asian/Asian British; Chinese	905	153	13638
Asian/Asian British; Other Asian	408	117	16318
Black/African/Caribbean/Black British; African	195	50	11887
Black/African/Caribbean/Black British; Caribbean	70	25	3809
Black/African/Caribbean/Black British; Other Black	24	6	2580
Other Ethnic Group; Arab	700	134	9615
Other Ethnic Group; Any Other Ethnic Group	178	45	5663

1.2 On a Local Authority level:

- According to Stats Wales, in 2014 2.8% of Gwynedd's population were classified as being from a 'non-white background'.
- Gwynedd is ranked as the 8th highest local authority in Wales for its percentage of 'non-white' people.
- In the Isle of Anglesey, 1.2% of the population were classified as being from a 'non-white' background.
- The Isle of Anglesey is ranked as the 16th highest local authority in Wales for its percentage of 'non-white' people.

Stats Wales – Ethnicity by area and ethnic group (Year ending 31 Mar 2014)

Local Authority	All persons	People who say they are from a white background	People who say they are from a non-white background	Percentage of population from a non-white background
Wales	3021900	2902200	117800	3.9
Cardiff	354900	309200	45400	12.8
Newport	143100	126100	17000	11.9
Swansea	235300	223200	11600	4.9
Wrexham	134600	129300	5200	3.8
The Vale of Glamorgan	125600	121000	4500	3.6
Merthyr Tydfil	55900	54100	1800	3.2
Ceredigion	77200	74800	2300	3.0
Gwynedd	118600	115300	3300	2.8
Torfaen	90100	87700	2300	2.5
Denbighshire	96000	93700	2300	2.4
Neath Port Talbot	137400	134200	3200	2.3
Carmarthenshire	180900	176900	3600	2.0
Monmouthshire	87800	86100	1700	2.0
Pembrokeshire	116600	114700	1800	1.6
Bridgend	135200	133300	1900	1.4
Isle of Anglesey	68400	67500	900	1.2
Conwy	109400	108100	1400	1.2
Rhondda Cynon Taf	232800	230100	2700	1.2
Blaenau Gwent	67600	66800	700	1.1
Flintshire	149500	147900	1600	1.0
Powys	130800	129600	1200	0.9
Caerphilly	174000	172300	1600	0.9

1.3 Between 2001 and 2011:

- The proportion of the population being white remained fairly similar in both Anglesey and Gwynedd.
- The proportion of the population described as non-white (mixed, Asian or British Asian, Black or Black British or other ethnic group) increased by 155% in Anglesey and 210% in Gwynedd (Source: 2001 Census and 2011 Census).

Proportion of population described as non-white					
2001 Census			2011 Census		
Anglesey	Gwynedd	Wales	Anglesey	Gwynedd	Wales
481	1389	61580	1231	4301	135203

Percentage increase of population described as non-white from 2001 to 2011		
Anglesey	Gwynedd	Wales
155%	210%	120%

1.6 Engagement with the Intercultural Skill Link Group which is a Black and Ethnic Minority community group consisting of people living in Bangor has identified the following issues:

i) What the group liked about living in Bangor:

- Nature – the area provides a beautiful, peaceful and healthy environment in which to live;
- Safety – Bangor is a safe, quiet and non-threatening place to live, work and/or study in;
- Health – the group noted positive experiences in accessing local health care;
- Culture – culture is seen as a positive aspect of living in Bangor

ii) What the group didn't like about living in Bangor:

- Cost of living
- Poor quality accommodation
- Lack of suitable accommodation especially for families and Muslim students;
- Lack of leisure facilities such as no suitable swimming facilities for Muslim women.

1.7 The group concluded that their main priorities were i) the need for affordable family accommodation in Bangor and ii) the need to sustain and develop links and networks.

1.8 The life expectancy of Gypsy Travellers is significantly lower than the general population (Niner, 2002:10). A study by the Scottish Government in 2001 showed that the life expectancy of Gypsy Travellers was 55, compared with a life expectancy for women in their late 80s and men in their early 80s among the settled community. Stillbirth is 17 times higher among this community than the national average and infant mortality is 12 times higher than average rates (Power, 2004:41) (*Source: Shared Equality Research and Background Paper, 2011*).

1.9 Other health related issues that affect the Gypsy Traveller population are:

- low uptake of pre and post natal care;
- low uptake of preventative health care;
- low uptake of cervical cytology;
- high levels of smoking and alcohol consumption;
- low levels of GP registration;
- low levels of dental care; and
- low uptake of services including primary care, family planning and immunisation.

- 1.10 There is some reluctance by Gypsy Traveller men to seek out medical care and attention. However, women are better at seeking out medical care as the well-being of their family is a priority. The attitude of Gypsy Travellers to health care is very much determined by individual experiences and experiences of the wider community. Lack of cultural awareness and sensitivity of the needs of the community by healthcare professionals makes it even harder for the community to access services, and this leads to suspicion and lack of trust. (Source: *Shared Equality Research and Background Paper, 2011*).
- 1.11 National research indicates inequalities in the levels of attainment between genders, ethnicities and between disabled and non-disabled people. Boys, black, Bangladeshi and Pakistani pupils and disabled children all perform poorly on average compared to other groups. (*Shared Equality Research and Background Paper, 2011*).

Key factors from baseline analysis
<ul style="list-style-type: none"> • A significant increase in the proportion of ethnic minorities living in Gwynedd and Anglesey over the last decade or so. • The proportion of the population from a non-white background higher in Gwynedd than in Anglesey but lower than in Wales overall. • A higher rate of ethnic minorities living in the Bangor area. • Geographical variations within the Plan Area in terms of the proportion of ethnic minority residents. • A need for affordable family accommodation and the need to sustain and develop links and networks for ethnic minority residents in Bangor. • Social exclusion issues with Gypsies and Travellers.

2. DISABILITY

Summary of current situation and trends

- 2.1 The levels of disability in Wales generally increased during the time period 2007-2010 as shown in Table 1 below:
- Total DDA (Disability Discrimination Act) disability for working age people in Anglesey stood at 18% in 2007 and 18.7% in 2010 – an increase of 3.8%.
 - Total DDA disability for working age people in Gwynedd stood at 19.3% and 15.7% in 2010 – a decrease of 18%.

Table 1: Levels of DDA disability in working age people by local authority, 2007-10

Area	2007		2008		2009		2010	
	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
Isle of Anglesey	7,100	18	7,900	20.1	7,800	20.2	7,200	18.7
Gwynedd	13,400	19.3	11,400	16.4	12,600	18.1	10,900	15.7
Wales	341,000	19.1	335,000	18.7	338,300	18.9	361,600	20.2

(Source: Statistical Bulletin 115/2011 WG)

- 2.2 Of particular note, Gwynedd and Anglesey had the 5th lowest and lowest rate respectively of DDA disability without work limiting disability in Wales which indicates that this aspect of disability is not a major problem compared to the national picture:

Table 2: Disability in the working age population by type and local authority 2010

DDA Disabled						
Area	DDA total	With work limiting disability	Without work-limiting disability	Work limiting disability only	Non-disabled	Total
Isle of Anglesey	18.7	14.4	4.4	2.6	78.6	100
Gwynedd	15.7	12.6	3.1	3.0	81.3	100
Wales	20.2	14.8	5.4	3.3	76.5	100

(Source: Statistical Bulletin 115/2011 WG)

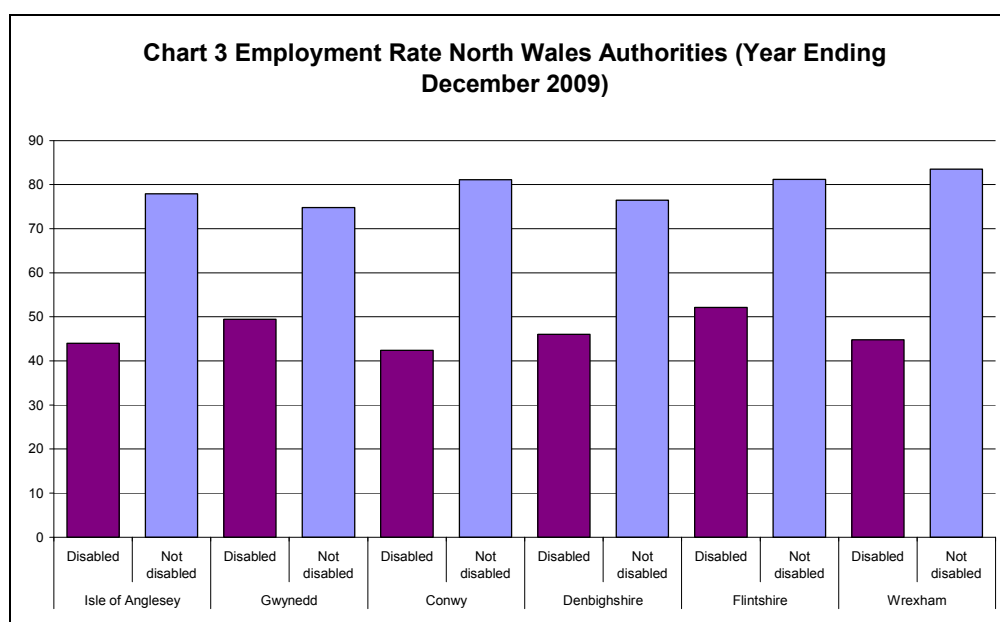
- 2.3 At a Wales level, rates of DDA disability in working age people in 2010 were slightly higher for females than for males but local authority variation ranged from 13.5% of males in Wrexham to 28.2% in Blaenau Gwent, and 14.6% of females in Gwynedd to 29.6% in Neath Port Talbot.
- 2.4 The largest variations between the proportions of DDA disabled males and DDA disabled females at a local authority level were seen in the Isle of Anglesey (21.9% for males and 15.2% for females) and Swansea (17.6% for males and 22.8% for females).
- 2.5 In terms of levels of disability in working age people by basic economic status and region 2010, North Wales had the highest proportion of working age people with a DDA only disability who were economically active (86.3%) whilst South West Wales had the lowest (81.4%).
- 2.6 With the exception of people who had a work-limiting only disability, North Wales and Mid-Wales had higher proportions of economically active people in each group than the Welsh average. (Source: Statistical Bulletin 115/2011 WG)

- 2.7 According to the 2011 Census, in Gwynedd 23,095 people (18.9% of Gwynedd's total population) had less than good health. In Anglesey, 14,950 people (21.4% of Anglesey's total population) had less than good health. In Wales as a whole, 681,396 people had less than good health (22.2% of the national population).

Health and Provision of Unpaid Care – 2011 (KS301EW)			
Source: Office for National Statistics	Gwynedd	Anglesey	Wales
All Usual Residents	121874	69751	3063456
Day-to-Day Activities Limited a Lot	11824	7970	364318
Day-to-Day Activities Limited a Little	13184	8142	331537
Day-to-Day Activities Not Limited	96866	53639	2367601
Day-to-Day Activities Limited a Lot; Age 16 to 64	4625	3086	162156
Day-to-Day Activities Limited a Little; Age 16 to 64	5882	3669	167224
Day-to-Day Activities Not Limited; Age 16 to 64	65276	35489	1615236
Very Good Health	61396	33492	1428697
Good Health	37383	21309	953363
Fair Health	16593	10541	447789
Bad Health	4998	3413	178222
Very Bad Health	1504	996	55385
Provides No Unpaid Care	109431	61709	2693226
Provides 1 to 19 Hours Unpaid Care a Week	7266	4677	212436
Provides 20 to 49 Hours Unpaid Care a Week	1680	1180	54046
Provides 50 or More Hours Unpaid Care a Week	3497	2185	103748

- 2.9 The Mental Health, Resilience And Inequalities report by the World Health Organisation Europe has demonstrated how poor mental health experienced by individuals is a significant cause of wider social and health problems, including:
- low levels of educational achievement and work productivity
 - higher levels of physical disease and mortality
 - violence, relationship breakdown and poor community cohesion
- 2.10 In addition the Royal College of Psychiatrists have argued that access to services should be made easier across the lifespan for all people with mental health problems. They found that the most overlooked groups include those in transition from adolescent to adult services, older people, prisoners, people with learning disabilities, and those with substance misuse problems.
- 2.11 National research indicates inequalities in the levels of attainment between disabled and non-disabled people. Disabled children perform poorly on average compared to other groups.
- 2.12 All Wales figures indicate much lower levels of employment among disabled people than non-disabled people and older people compared with the standard working age group. Local information indicates that this is also true in North Wales and its constituent local authority areas (*Source: Shared Equality Background and Research Paper, 2011*).

Figure 3: Employment Rate in North Wales by disability status



(Source: Shared Equality Background and Research Paper, 2011)

- 2.13 An opinion poll commissioned by the Disability Rights Commission (DRC) found that 76 per cent of disabled people in Wales reported difficulty in accessing goods and services. In addition to the communication and training barriers mentioned above lack of appropriate transport facilities and physical barriers also contribute to poor access. A good example of this comes from a Wales Council for the Blind's survey of visually impaired people's experiences of health care. It found that respondents had difficulty accessing GP services and hospital services. Key issues were described as physical accessibility and the attitudes of staff.
- 2.14 Disabled people are less likely to access a private car and more likely to rely on taxis and public transport. Unfortunately public transport is not always suitable and changes to UK benefits affecting DLA Mobility Component, from 2013, will impact on allowances for taxis and other private transport.
- 2.15 Recent research on disability in Wales by Leonard Cheshire found 23% of disabled people have had to turn down a job due to a lack of accessible transport. Research by the Bevan foundation for the EHRC found that:
- 'Eleven per cent of respondents in the Living In Wales survey said that they did not use public transport because of health reasons (Welsh Assembly Government, 2008). Similarly, the report by the Welsh Consumer Council/Equal Opportunities Commission (2005) found that 10 per cent of men aged 45 and over and 14 per cent of women aged 45 and over said they had a physical problem or disability that made using the bus difficult.'*
- 2.16 The Leonard Cheshire study also highlighted physical access barriers e.g. steps to buildings, lack of available disabled parking spaces, as barriers to a range of services including claiming benefits.

- 2.17 The ongoing 'The Way to Go' project has highlighted a lack of accessible venues throughout North Wales, a low level of awareness and training for Planners on access issues, a need for more consultation with disabled people in the planning process and for greater consistency in relation to inclusive design (*Source: Shared Equality Background and Research Paper, 2011*).

Key factors from baseline analysis
<ul style="list-style-type: none"> • A recent increase in disability rates in Anglesey and a decrease in Gwynedd. • Higher disability rates in working age people in the North Wales region. • The proportion of the population with a limiting long-term illness varies within the Plan area. • Lower levels of employment among disabled people than non-disabled to people compared with the standard working age group. • Access to goods and services difficult for more than a quarter of disabled people.

3. SEX

Summary of current situation and trends

- 3.1 Table 3 below outlines the current demographics of selected areas in Wales.

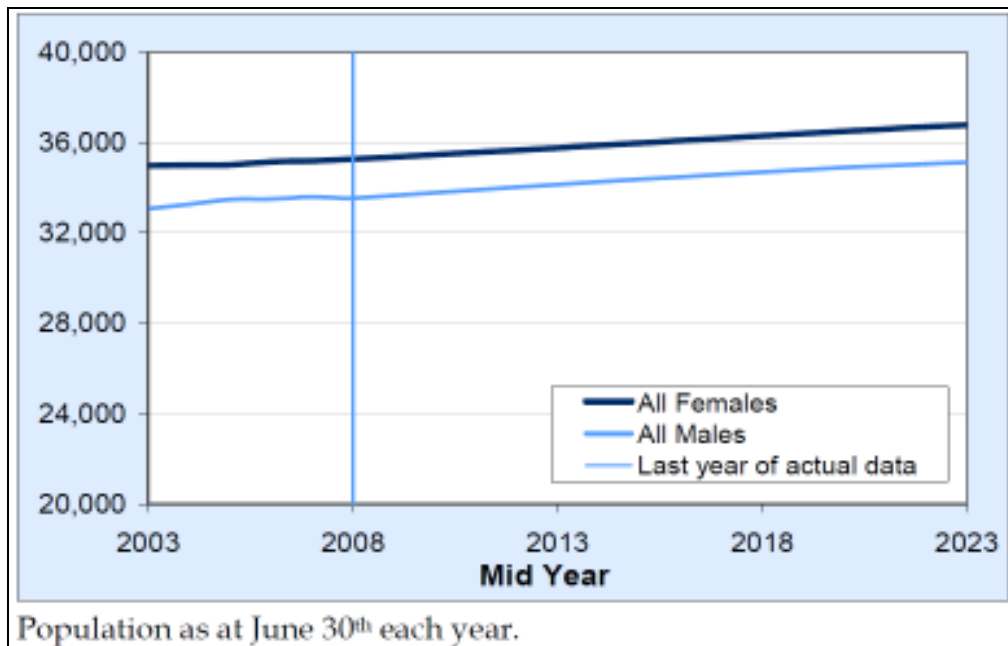
Table 3: Population by gender in selected areas

Year	2011				
Gender	Persons	Males	%	Females	%
Area					
Isle of Anglesey	69,751	34,274	49.1	35,477	50.9
Gwynedd	121,874	59,906	49.2	61,968	50.8
Conwy	115,228	55,749	48.4	59,479	51.6
Denbighshire	93,734	45,987	49.1	47,747	50.9
Flintshire	152,506	75,247	49.3	77,259	50.7
Wrexham	134,844	67,052	49.7	67,792	50.3
North Wales	687,937	338,215	49.2	349,722	50.8
Wales	3,063,456	1,504,228	49.1	1,559,228	50.9

Population Projections

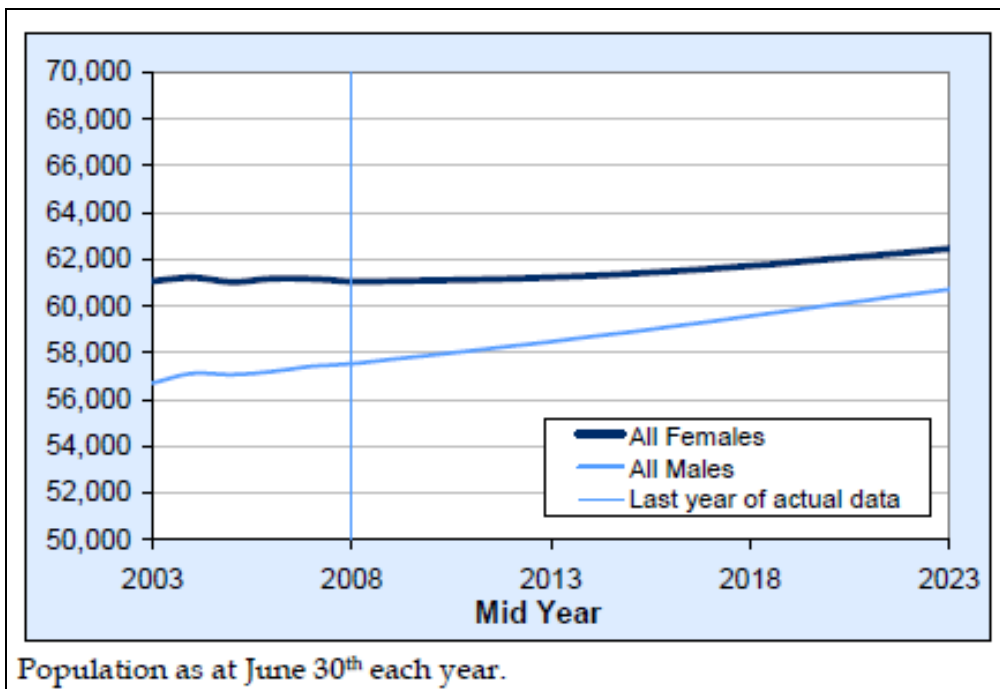
- 3.2 Based on the mid-2008 WAG population projections, there will be more females than males in the population of Anglesey throughout the projection period. From mid-2008 to mid-2023 it is projected that there will be relatively similar growth patterns in the male and female population (4.7 per cent and 4.3 per cent respectively). This pattern is projected to continue for the remainder of the projection period up to mid- 2033.

Figure 4: Isle of Anglesey Population by Gender



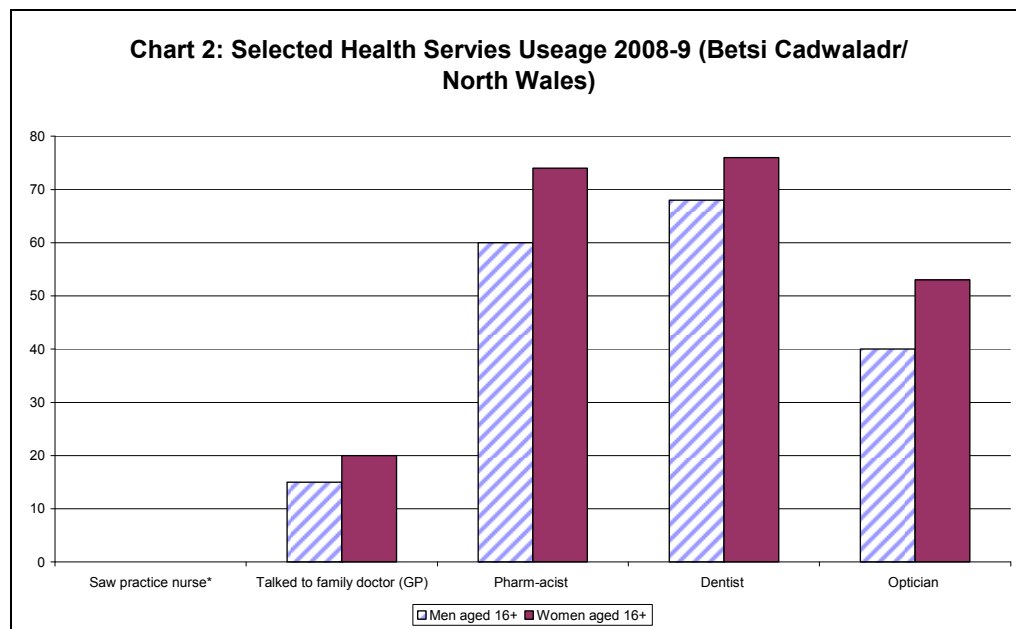
- 3.3 In Gwynedd it is projected that there will be more females than males in the population throughout the projection period. From mid-2008 to mid-2023 it is projected that more growth will be seen in the male population (5.5 per cent) than in the female population (2.3 per cent).

Figure 5: Gwynedd Population Projections by Gender



- 3.4 North Wales figures from the Welsh Health Survey indicate that men are less likely than women to access a range of health services as the figure below demonstrates.

Figure 6: Selected Health Services Usage 2008-09



(Source: Background and Research Document)

Key factors from baseline analysis

- There will be more females than males in the population over the next 10 years.
- Men are less likely than women to access health services.

4. SEXUAL ORIENTATION

- 4.1 In Wales, 94.2% of people identified themselves as heterosexual/straight, 1.2% as gay/lesbian or bisexual and 0.3% as other. 4.3% did not respond to the question. The results are broadly similar to the results for the UK as a whole, though the non-response rate for Wales was higher than for the UK (2010-2011 Integrated Household Survey).

Table 4: Integrated Household Survey: Sexual Identity by Local Authority (2011)

Sexual Identity by Local Authority						
Area	All People	Don't Know / Refusal	Gay / Lesbian / Bisexual	Heterosexual / Straight	Non-Response	Other
Wales	2,431,100	69,500	28,700	2,291	34,300	7,600
Anglesey	55,900	1,700	?	53,500	300	?
Gwynedd	96,500	3,900	1,800	88,500	2,100	?

* The data item is disclosive or not sufficiently robust for publication

- 4.2 Williams and Robinson (2007) found that LGB (Lesbian, Gay and Bisexual) people (of various ages) were more likely to be dissatisfied with health services and that some felt discriminated against by their GP, local hospital or the health service in general. Respondents living in North Wales were more likely to report discrimination than those living in South and Mid and West Wales. Cook et al, 2007 conducted research on LGB people's experiences in North and Mid Wales, which particularly focused on the impact of disclosure of sexual orientation on staff attitudes. They concluded that it is necessary to increase awareness and understanding. (Source: *Shared Equality Research and Background Paper*).

Key factors from baseline analysis

- A broadly similar proportion of gay/lesbian/bisexual people in the Plan Area to the national picture.
- A proportion of people in this group have felt discriminated against by the health service.

5. GENDER RE-ASSIGNMENT

Summary of current situation and trends

- 5.1 The 'How Fair is Wales' document has pointed out that 1 in 7 transgender people who responded to a survey felt that they had been treated adversely by healthcare professionals because of their transgender status. The Triennial review 'How Fair is Britain?' also suggested that gay and lesbian people are more likely to say that they have been treated with respect in health services only some of the time or rarely.

Key factors from baseline analysis

- A lack of concrete evidence relating to gender re-assignment in the Plan Area.
- A proportion of people in this group have felt discriminated against by the health service.

6. RELIGION OR BELIEF

Summary of current situation and trends

- 6.1 Table 6 below outlines the religious views of the resident population of Gwynedd and Anglesey.

Table 6: Religion in Gwynedd, Anglesey and Wales

Religion 2011 (QS208EW)	Gwynedd		Anglesey		Wales	
	No.	%	No.	%	No.	%
All Residents	121874	100.0	69751	100.0	3063456	100.0
Christian	72503	59.5	45400	65.1	1763299	57.6
Buddhist	426	0.3	165	0.2	9117	0.3
Jewish	55	0.05	40	0.06	2064	0.07
Hindu	238	0.2	45	0.06	10434	0.3
Muslim	1378	1.1	250	0.4	45950	1.5
Sikh	39	0.03	43	0.06	2962	0.1
Other religion	637	0.5	257	0.4	12705	0.4
No religion	36163	29.7	17797	25.5	982997	32.1
Not stated	10435	8.6	5754	8.2	233928	7.6

- 6.2 There are 37.3 million people in England and Wales who state their religion as Christian. The percentage of Christians is similar between the two countries but the proportion of people who follow other religions is 6.0 per cent in England compared with 1.5 per cent in Wales.
- 6.3 In Wales, the highest proportion of Christians is found on the Isle of Anglesey (79 per cent) and the fewest in Blaenau Gwent (64 per cent). Rhondda, Cynon, Taff has the highest proportion with no religion (25 per cent). Cardiff has the highest proportion of Muslims, Hindus, Sikhs and Jews. Ceredigion has the highest proportions of Buddhists and people of other religions.
- 6.4 Listed in table 7 below are the values, percentages and ranking for Local Authority areas in North Wales who stated that they had no religion.

Table 7: Percentage with no religion in North Wales

Ethnicity and Religion in North Wales – No Religion				
Source: Office for National Statistics	2001		2011	
	No.	%	No.	%
Anglesey	9,057	13.6	17,797	25.5
Conwy	15,341	14.0	30,017	26.1
Denbighshire	12,451	13.4	25,132	26.8
Flintshire	19,195	12.9	38,726	25.4
Gwynedd	19,311	16.5	36,163	29.7
Wrexham	18,630	14.5	36,927	27.4

Key factors from baseline analysis

- The majority of the resident population are Christians.
- Anglesey has the highest proportion of Christians in Wales.
- A lower than average proportion of people who state their religion is Jewish, Hindu, Muslim, Sikh and people with no religion.

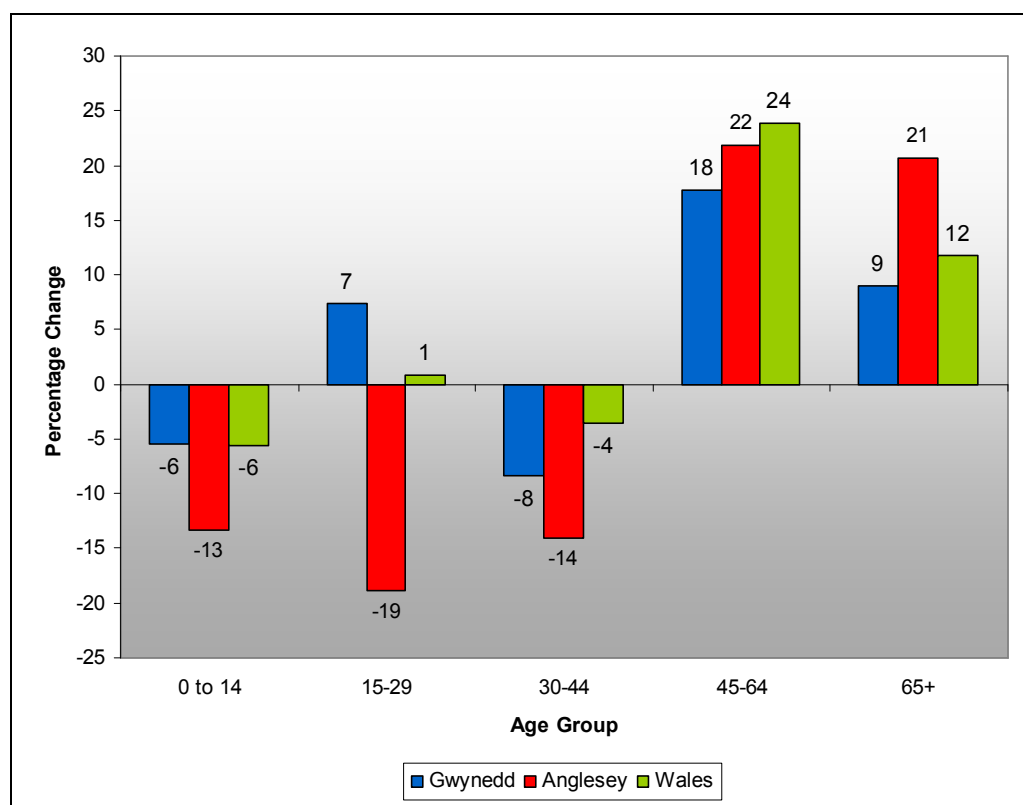
7. AGE

Summary of current situation and trends

- 7.1 An examination of the changing age profile of Gwynedd and Anglesey's residents over the period 1991 shows evidence of an ageing population. The proportion in the 65+ age group increased by 9% in Gwynedd and 21% in Anglesey compared to 12% in Wales overall.
- 7.2 The change in the proportion of young people was mixed with a -6% decrease for the 0-14 age group and a 7% increase in the 15-29 age group in Gwynedd (this may be partially attributed to the impact of the student population in Bangor). In Anglesey, on the other hand, the 0-14 and 15-29 age groups saw decreases of 13% and 19% respectively.

Age Structure						
Source: Office for National Statistics	Gwynedd		Anglesey		Wales	
	2001	2011	2001	2011	2001	2011
All People	116843	121874	66829	69751	2903085	3063456
People aged 0-4	6861	6819	3612	3878	167903	178301
People aged 5-7	4265	3748	2445	2082	108149	99429
People aged 8-9	3004	2430	1747	1382	77176	63650
People aged 10-14	7125	6610	4411	3746	195976	177748
People aged 15	1366	1344	806	773	37951	37168
People aged 16-17	2743	2784	1710	1680	75234	77111
People aged 18-19	3181	4220	1376	1398	71519	84841
People aged 20-24	7661	9719	3305	3863	169493	211924
People aged 25-29	6576	6472	3541	3603	166348	185728
People aged 30-44	22088	20714	12893	12050	605962	570894
People aged 45-59	23103	23341	14321	14189	569676	609233
People aged 60-64	6667	8533	4059	5461	152924	204885
People aged 65-74	11671	13130	6766	8574	264191	300550
People aged 75-84	7779	8565	4317	5046	182202	187434
People aged 85-89	1824	2278	1016	1249	38977	49360
People aged 90 and over	929	1167	504	777	19404	25200

Figure 7: Population by age group in Gwynedd, Anglesey and Wales-% change between 1991 and 2009



Anglesey Population Projections

7.3 Based on the mid-2008 WAG population projections, the total population of the Isle of Anglesey is projected to increase by 3,100 (or 4.5 per cent) by mid-2023. This is the ninth lowest population growth to mid-2023 of all local authorities in Wales. The population is projected to continue growing for the last ten years of the projection period reaching 72,600 by mid-2033.

Table 7: Isle of Anglesey population change, key years and key age groups

Isle of Anglesey Population Change				
Age Band	2008	2013	2018	2023
Children	12,369	12,398	12,728	12,985
Ages 16-64	42,017	40,794	39,635	38,788
Ages 65+	14,413	16,712	18,624	20,122
Total	68,799	69,903	70,988	71,896

7.4 The population of the Isle of Anglesey is projected to increase by 4.5 per cent from mid-2008 to mid-2023. This increase is predominately due to the increase in people aged 65+, projected to grow by around 40 per cent from 14,400 in mid-2008 to 20,100 in mid-2023. This increase in the number of older people is due to two factors; firstly increased expectation of life which results in more people living longer, and secondly the ageing on of larger cohorts, such as those born after the Second World War.

Table 8: Dependents per 1,000 people aged 16-64, selected years

Dependents per 1,000 people aged 16-64, selected years				
Age Band	2008	2013	2018	2023
Children	294	304	321	335
Ages 65+	343	410	470	519
Total	637	714	791	854

- 7.5 As at June 30th 2008, there were approximately 576 dependents per 1,000 people aged 16-64 in Wales. Note that here dependents refer to children aged 0-15 and people aged 65+. Over the projection period, the dependency ratio in the Isle of Anglesey is projected to increase from around 640 per 1,000 people aged 16-64 in mid-2008 to 850 per 1,000 people aged 16-64 in mid-2023. This is predominately driven by an increase in the number of people aged 65+.

Gwynedd Population Projections

- 7.6 The population of Gwynedd is projected to increase by 3.9 per cent from mid-2008 to mid-2023. This increase is predominately due to the increase in people aged 65+, projected to grow by around 26.1 per cent from 23,500 in mid-2008 to 29,700 in mid-2023. This increase in the number of older people is due to two factors; firstly increased expectation of life which results in more people living longer, and secondly the ageing on of larger cohorts, such as those born after the Second World War.

Table 9: Population change, key years and key age groups

Gwynedd Population Change				
Age Band	2008	2013	2018	2023
Children	21,170	20,094	19,798	20,422
Ages 16-64	73,893	73,579	73,516	73,076
Ages 65+	23,527	26,040	27,976	29,671
Total	118,590	119,713	121,290	123,170

- 7.7 As at June 30th 2008, there were approximately 576 dependents per 1,000 people aged 16-64 in Wales. Note that here dependents refer to children aged 0-15 and people aged 65+. Over the projection period, the dependency ratio in Gwynedd is projected to increase from around 610 per 1,000 people aged 16-64 in mid-2008 to 690 per 1,000 people aged 16-64 in mid-2023. This is predominately driven by an increase in the number of people aged 65+.

Table 10: Dependents per 1,000 people aged 16-64, selected years

Dependents per 1,000 people aged 16-64, selected years				
Age Band	2008	2013	2018	2023
Children	286	273	269	279
Ages 65+	318	354	381	406
Total	605	627	650	685

Key factors from baseline analysis

- An ageing population

- Out-migration of young people
- A projected increase in dependents aged over 65 years old. The effect of an ageing population will be an increase in the number of individuals of pensionable age and a decrease in the number of individuals of working age. This will lead to a large increase in the demand for health care, residential services, pensions and other services used by the elderly.

8. MARRIAGE AND CIVIL PARTNERSHIP

Summary of current situation and trends

- 8.1 Table 12 below shows the marital status of the resident population in Gwynedd and Anglesey.

Table 11: Marital Status in Gwynedd and Anglesey

Marital and Civil Partnership Status – 2011 (KS103EW)			
Source: Office for National Statistics	Gwynedd	Anglesey	Wales
All Usual Residents Aged 16 and Over	100923	57890	2507160
Single (Never Married or Never Registered a Same-Sex Civil Partnership)	36781	17245	840347
Married	44330	28385	1167315
In a Registered Same-Sex Civil Partnership	140	90	4654
Separated (but Still Legally Married or Still Legally in a Same-Sex Civil Partnership)	1906	1210	54686
Divorced or Formerly in a Same-Sex Civil Partnership which is Now Legally Dissolved	9049	5694	242193
Widowed or Surviving Partner from a Same-Sex Civil Partnership	8717	5266	197965

- 8.2 The following points can be made with regard to civil partnerships in Wales:

- Same sex couples formed 282 civil partnerships (137 male and 145 female) in Wales in 2008, a small decrease from 294 civil partnerships formed in 2007.
- The total number of partnerships formed in Wales since the Act came into force in December 2005 is 1203.
- More women than men continued to form same-sex civil partnerships in Wales in 2008 (51.4% of all partnerships). This is different from the UK trend where more men than women formed same-sex civil partnerships.
- Male civil partners were older on average than female civil partners in 2008 (the mean age for males was 41.8 and 39.5 for females). However, the average age at formation fell for both sexes, from 43.9 in 2007 to 41.8 in 2008 for males, and from 40.9 in 2007 to 39.5 in 2008 for females.
- 10% of men and 22% of women formed a civil partnership in Wales in 2008 had been in a previous marriage or civil partnership.
- There were 12 civil partnership dissolutions granted in Wales in 2008. Of these, 58.3% of partners were aged under 35.

Key factors from baseline analysis

- A higher proportion of married people in Anglesey but a lower proportion

in Gwynedd compared to the national average.

- More women than men continued to form same-sex civil partnerships in Wales in 2008.

9. PREGNANCY AND MATERNITY

There is no relevant information currently available on this topic.

APPENDIX 2

1) AUTHOR(S) OF THE ASSESSMENT

Aled Lewis (Senior Planning Policy Officer)

2) PARTNERS

Note all the individuals and groups who need to be included in the assessment process: These could include front line staff, partner organisations, specialist organisations etc.

Equality and Language Equality Officers (Gwynedd Council & Anglesey County Council)

3) START DATE

January 2012 (Pre-deposit stage)

4) END DATE

Anglesey and Gwynedd Joint Local Development Plan (JLDP) Adoption

5) AIMS AND OBJECTIVES OF THE POLICY/ SERVICE/ PROCEDURE

Note the reason for the policy and what the Authority aims to achieve through it

The JLDP is a land use development strategy for a period of 15 years which concentrates on sustainable development. It will aim to achieve the following:

- Guide the development of housing, retail, employment and other uses;
- Include policies which will aid the Local Planning Authority's decision with regard to planning applications;
- Protect areas to ensure the maintenance and enrichment of the natural and built environment.

6) INVOLVEMENT AND CONSULTATION

What involvement and consultation exercises were conducted in relation to the policy/ service/ procedure and what were the outcomes?

The Regulations of the LDP require that Councils work in partnership with stakeholders and communities early on in the process of preparing the Joint LDP and throughout the process thereafter. The main principles which are the basis for engaging with communities in the Joint LDP process are defined in 'LDP Wales' (2005) as follows:

- To create circumstances that allow early participation and feedback at a time when people can see that an opportunity exists to influence the Plan;
- To encourage the commitment of all stakeholders to an open and honest discussion on other practical development options when seeking consensus; and
- To acknowledge the need to adopt methods of involving the community, including businesses, whilst also seeking the opinion of those people that would not usually participate.

The Delivery Agreement formed an important and legal part of the process of preparing the Joint Local Development (JLDP). The Delivery Agreement established how the Plan was to be prepared. The draft Delivery Agreement was subject to a public consultation period between 14 April and 2nd June, 2011.

A key element in developing the LDP is to identify potential sites for a range of land uses including housing, employment and other uses such as community and recreation. The Candidate Sites register was opened on the 11 October 2011. Developers, landowners, community groups and members of the public were invited to formally submit sites for potential inclusion within the Joint Local Development Plan (JLDP). Although the formal 'call for sites' process closed on 13 February 2012 additional late entries submitted before 31 October, 2012 were also been placed on the Candidate Site Register.

The Preferred Strategy provided an outline of the plan's vision and objectives. Public consultation on this document lasted for 6 weeks and ended on 27 June 2013. This stage was a key stage for members of the public along with other stakeholders to comment on the Plan.

7) AVAILABLE EVIDENCE

Evidence can be based on local or national data, on consultation, monitoring, staff comments etc.

- Quantitative data from the 2001 and 2011 Census
- Information and data based websites e.g. StatsWales, Office of National Statistics
- Regional and local data analysis and engagement/ consultation reports produced as part of the development of Gwynedd and Ynys Mon's Strategic Equality Plans
- Qualitative information from relevant equality officers of both Councils

8) EVIDENCE GAPS

Note any evidence gaps and how these will be filled.

Information relating to gender re-assignment and pregnancy and maternity

9) WHAT IS THE ACTUAL/ LIKELY IMPACT?

This should outline the relevance of the policy/ service/ function to the general duties of the Equality Act and to each of the equality groups (protected characteristics). You should clearly note what the actual or likely impact will be. It may be that there is no relevance or effect in relation to all the duties and characteristics, but if a relevance and/or effect is found in relation to one or more duty or characteristic, then it will be necessary to proceed with the assessment.

9a)

General Duties of the Equality Act	Relevance to the general Duties	The actual or likely impact
Promoting equality positivley	Yes	The consultation process and the final outcomes have the potential to promote equality positivley: The process must acknowledge and act upon this potential.
Eliminating illegal discrimination, harassment and victimisation	Yes	The consultation process and the final outcomes have the potential to eliminate illegal discrimination, harassment and victimisation: The process must acknowledge and act upon this potential.
Promoting equal opportunities	Yes	Consideration of equality needs at early planning stages should lead to the promotion of equal opportunities as part of the process and Plan outcomes.
Promoting good relationships	Yes	The consultation process and the final outcomes have the potential to promote good relationships between different groups: The process must acknowledge and act upon this potential.

9b)

Characteristics	Relevance to characteristics	The actual or likely impact
Race	Yes	<p>The analysis of race in Anglesey and Gwynedd has shown that there has been a significant increase in the proportion of ethnic minorities over the past decade or so. It is also noted that the greatest variation in ethnicity is seen in the Bangor area. This can be attributed to the University and Ysbyty Gwynedd to a degree. Consultation with the ISL (Intercultural Skills Group) in Bangor highlighted the requirement for suitable accommodation in Bangor, particularly for families from foreign countries who attend the University or come here to work.</p> <p>It is not anticipated that the detailed policies contained in the Plan are likely to have an adverse effect on race. Conversely, the emerging Plan should impact positively upon race via implementation of its policies. Housing policies could potentially have an affect on some groups by imposing restrictions on certain housing developments e.g. suitable accommodation for families from foreign countries who attend the University or come here to work. However, it is considered that the range of policies relating to housing development provide the scope to develop a variety of housing suitable for different ethnic groups.</p> <p>Numerous policies also facilitate social inclusion which will aid the integration of groups into local communities. Improving accessibility is also an important theme in the Plan, which will help integrate minority groups, including Gypsies and Travellers into society.</p> <p><u>Relevant Policies</u></p> <ul style="list-style-type: none">• Policies TAI11, TAI/12 and TAI/13 Gypsy and Travellers – safeguards existing land and provides for additional land.• Policy TAI/1 - Appropriate Housing Mix - promotes sustainable mixed communities by ensuring that all new residential development contributes to improving the balance of housing and meets the identified needs of the whole community.• Policy TAI/2 - Subdivision of existing properties to self-contained flats & Houses in

		<p>Multiple Occupation (HMOs) – facilitates the sub-division of existing properties to self-contained flats and HMOs.</p> <ul style="list-style-type: none"> • Policy ISA/2 – Community Facilities - encourages the development of appropriate community infrastructure to cater for the needs of vulnerable groups in the community. • Policy ISA/1 – Infrastructure Provision - ensures that community infrastructure, services and facilities such as sustainable transport networks, affordable housing and health facilities are provided as part of certain types of development. • Policy TRA4 – Managing Transport Impacts – promotes the provision of safe, convenient and sustainable transport developments.
<p>Disability</p>	<p>Yes</p>	<p>As the Plan Area is generally rural in nature, with settlements dispersed throughout both Anglesey and Gwynedd, access to services and economic opportunities can be difficult to disabled people. It is important, therefore that services and facilities are accessible. The Plan facilitates the development of a sustainable transport system which improves access to all which, in turn will strengthen communities and allow people with disabilities to integrate better with the wider society.</p> <p>The various housing policies in the Plan facilitate the development of good quality housing which are appropriate for the needs of disabled people. In support of these policies, Policy PCYFF2 (Design and Place Shaping) ensure that all development achieves inclusive design by ensuring barrier free environments, allowing access by all and making full provision for people with disabilities.</p> <p>The Plan also supports the notion of working from home, in particular in rural areas which are less accessible to places of work particularly for people with mobility issues.</p> <p><u>Relevant Policies</u></p> <ul style="list-style-type: none"> • Policy ISA/1 – Infrastructure Provision – ensures that community infrastructure,

		<p>services and facilities such as sustainable transport networks, affordable housing and health facilities are provided as part of certain types of development.</p> <ul style="list-style-type: none"> • Policy ISA/2 – Community Facilities – encourages the development of appropriate community infrastructure to cater for the needs of vulnerable groups in the community. • Policy CYF/5 – Reuse and Conversion of Rural Buildings for Residential Use - encourages working from home which should benefit disabled people. • Policy TRA4 – Managing Transport Impacts – promotes the provision of safe, convenient and sustainable transport developments. • Policy TAI/1 - Appropriate Housing Mix - promotes sustainable mixed communities by ensuring that all new residential development contributes to improving the balance of housing and meets the identified needs of the whole community. • Policy PCYFF/2 – Design and Place Shaping – facilitates access by all and making full provision for people with disabilities.
<p>Sex</p>	<p>Yes</p>	<p>Safety in the community is an issue that may affect certain groups such as women and younger men, who may be more vulnerable to violent crime. It is not anticipated that the detailed policies are likely to have a significant adverse effect on these groups. Policies contained in the Plan directly address issues such as design, the public realm, public transport and fear of crime which may affect certain groups such as women. The Plan also facilitates easy access to health facilities and access to those facilities for both men and women.</p> <p><u>Relevant Policies</u></p> <ul style="list-style-type: none"> • Policy PCYFF/2 – Design and Place Shaping – aims to achieve and create attractive, safe places and public spaces, taking account of 'Secured by Design'

		<p>principles.</p> <ul style="list-style-type: none"> • Policy TRA/4 –Managing Transport Impacts- facilitates the development of an efficient transport network that can benefit both men and women, particularly women or men who may have childcare responsibilities and no form of private transport.
Gender reassignment	Yes	<p>The Plan has limited scope to influence these groups. However, safety in the community may be an issue which affects this group. Policies contained in the Plan directly address issues such as design, the public realm, public transport and fear of crime.</p> <p><u>Relevant Policies</u></p> <ul style="list-style-type: none"> • Policy CYFF/2 – Design and Place Shaping – aims to achieve and create attractive, safe places and public spaces, taking account of 'Secured by Design' principles.
Sexual orientation	Yes	<p>See assessment of 'Gender Reassignment' above.</p>
Religion or belief	Yes	<p>It is not anticipated that the detailed policies are likely to have a significant adverse effect on this group. The availability and accessibility of certain community facilities is an important consideration with regards to religious groups. The JLDP facilitates the development of appropriate facilities (including housing, leisure facilities and community facilities) suitable for all religions. The Plan also facilitates the development of a mix of housing types which is suitable to a wide range of groups. This should benefit some religious groups which may have specific housing requirements including purpose built accommodation.</p> <p><u>Relevant Policies</u></p> <ul style="list-style-type: none"> • Policy ISA/2 – Community Facilities - encourages the development and protection

		<p>community facilities.</p> <ul style="list-style-type: none"> Policy TAI/1 - Appropriate Housing Mix - promotes sustainable mixed communities by ensuring that all new residential development contributes to improving the balance of housing and meets the identified needs of the whole community
The Welsh language	Yes	See Linguistic Impact Assessment for a more detailed assessment on the Welsh language.
Age	Yes	<p>Detailed policies in the Plan aim to address the needs of various groups within communities. Housing policies will ensure that the housing needs of different age groups will be addressed. A proportion of new homes will be 'affordable housing' subject to viability. Of particular relevance are policies TAI/1 (Appropriate Housing Mix), TAI/5 (Local Market Housing) and TAI/9 (Affordable Housing Threshold & Distribution) which promote sustainable mixed communities by ensuring that all new residential development contributes to improving the balance of housing and meets the identified needs of the whole community. Policy – TAI/4 (Residential Care Homes, Extra Care Housing or Specialist Care Accommodation for the elderly) directly addresses the housing requirements of older people. Infrastructure policies will facilitate the provision of appropriate services and facilities for people of different age groups which should improve community well-being and vitality.</p> <p>The Plan aims to safeguard employment sites (Policy CYF1) and facilitates economic growth in both urban and rural areas which should help retain the working age population as well as young people in their communities thus improving community well-being.</p> <p>Sustainable transport policies will benefit both younger and older age groups by making access to services easier, particularly in rural communities.</p> <p><u>Relevant Policies</u></p> <ul style="list-style-type: none"> Policy TAI/1 - Appropriate Housing Mix - promotes sustainable mixed communities

		<p>by providing a mix of housing types including affordable housing and residential homes which meets the needs of both young and elderly people alike.</p> <ul style="list-style-type: none"> • Policy TAI/4 - Residential Care Homes, Extra Care Housing or Specialist Care Accommodation for the elderly. • Policy CYF/1 – CYF/8 – policies which facilitate economic growth will help retain the working age population as well as young people in their communities. • Policy TRA4 – Managing Transport Impacts –will improve accessibility to key services and facilities for elderly people. • Policy ISA/2 – Community Facilities –should facilitate the provision of appropriate services and facilities for people of different age groups, which should improve community well-being and vitality.
<p>Pregnancy and maternity</p>	<p>Yes</p>	<p>This group will be affected mostly by the location of housing in relation to health care facilities and employment opportunities. It is important that this group has easy access to such facilities and opportunities so that they are not isolated from their communities.</p> <p>Housing policies will facilitate the proportionate distribution of development to where it is needed. Indeed, a key aim of the Plan is to seek to ensure a reasonable geographical spread of housing and employment development, maximising access to jobs and key services and facilities.</p> <p>Sustainable transport policies will also benefit this group by making access to services easier, particularly in rural communities. The Plan also facilitates the development of health care facilities that are accessible to all in the Plan Area.</p> <p><u>Relevant Policies</u></p> <ul style="list-style-type: none"> • Policy ISA/2 – Community Facilities - directly facilitates the provision of new health

		<p>care facilities.</p> <ul style="list-style-type: none"> • Policy TRA4 – Managing Transport Impacts – supports transport improvements that maximise accessibility by different transport modes.
Marriage and civil partnership	Unlikely	No impacts identified.

10) ADDRESSING THE IMPACT

a)	Note any possible equality impact(s) No significant adverse impacts have been identified.
b)	What steps could be taken to reduce or improve these impacts? As the work progresses we must ensure that our engagement and consultation process are accessible and appropriate for all protected characteristics: This can be achieved through appropriate support and interpretation and/or through targeting specific groups.
c)	Do we need to reconsider the plan? No

11) MONITORING AND REVIEWING ARRANGEMENTS

An Annual Monitoring Report (AMR) will be published, and every 4 years, a full review of the Plan will be undertaken.

12) ACTION PLAN

An action plan, outlining the actions, responsibilities, timescale and review and evaluation processes should be appended.

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13) DECISION MAKING

Anyone will have an opportunity to submit written observations on the documents which will be available to view, and a formal record will be made of those observations. The Deposit Joint LDP will be available to view for an official period of 6 weeks, when it will be possible to submit observations on its contents to the Council. Should observations be received which offer sites that have not been included in the Deposit Joint LDP, then there will be a further period of public consultation. Objectors to the Deposit Joint LDP can submit their case to an Independent Inspector.

A number of methods are used to facilitate the involvement of stakeholders and communities throughout the process of preparing the Joint LDP. It's important that the techniques used are appropriate for the purpose with regards to different stages of preparing the Joint LDP and for the purposes of different groups. Here is a list of the types of engagement and consultation methods that are considered for use:

- Press Statements
- Articles in 'Newyddion Gwynedd News' and 'Newyddion Mon'
- Council Websites – a specific part of the websites will be designated for information on the Joint LDP (www.gwynedd.gov.uk or www.anglesey.gov.uk)

- “Cyswllt” news-sheet, intranet, staff e-bulletins – over 10,000 individuals work for Anglesey County Council and Gwynedd Council, and a very high percentage of these workers, their families and friends, also live in the Joint LDP area.
- Reception desks in the main Council Offices in Bangor, Caernarfon, Dolgellau, Llangefni and Pwllheli, payment offices, and local libraries.
- Use of events/meetings that already exist e.g. youth clubs.
- Direct contact (through letter or e-mail)
- Adverts in local newspapers
- Community Papers
- Text messages and/or use of social networking sites (e.g. Facebook)
- Holding workshops/open meetings

In addition to the above, the Councils are committed to using networks and partnerships that already exist, including:

- Gwynedd Together Partnership
- Gwynedd and Anglesey Local Service Boards
- Gwynedd Economic Partnership
- Gwynedd Environmental Partnership
- Gwynedd Housing Partnership
- Gwynedd Children and Young People Partnership
- Gwynedd Health, Care and Well-being Partnership
- Anglesey Planning Forum that includes representatives from focus groups involved with land use planning matters.
- Anglesey Forum, that includes representatives from the Economic Regeneration Partnership, Area Regeneration Partnership, Crime and Disorder Partnership, Children and Young People Framework Partnership, Health, Care and Well-being Partnership Board.
- Anglesey Environment Forum.

A Key Stakeholders Group of the Joint LDP has been established to assist with preparing the plan which will be a forum for constructive discussions. The KSG includes a cross-section of representatives which have a significant interest in the future development of the Joint LDP area.

