

# Bridgend Replacement Local Development Plan 2018-2033



## Equality Impact Assessment

## Full Equality Impact Assessment (EIA) form

This document is a multi-purpose tool ensuring the appropriate steps are taken to comply with the [Public Sector Equality Duty](#) Equality Impact Assessment legislation and to demonstrate that we have shown due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage when taking strategic decisions under the [Socio-economic Duty](#). It also ensures consideration of the [Welsh Language Standards](#). [Click here to access more information and guidance to help you complete this EIA.](#)

- This assessment should be carried out **before your policy or proposal commences but after your engagement or consultation activities**.
- Your EIA screening form should have informed your consultation or engagement activities.
- If you are undertaking a full public consultation as part of your policy or proposal this form should be completed after the consultation has concluded.
- The results of your consultation and engagement activities will have helped you to gain a better understanding of the needs of those who may be impacted by the policy or proposal.
- **All sections and all questions require a response and must not be left blank even if they are ‘not applicable’.**

Name of project, policy, function, service or proposal being assessed:	Deposit Replacement Local Development Plan (LDP) 2018-33
Brief description and aim of policy or proposal:	<p>The Planning and Compulsory Purchase Act 2004 requires Bridgend County Borough Council (the Council) to prepare a Local Development Plan (LDP) setting out its objectives for the development and use of land in Bridgend County Borough over the plan period to 2033, and its policies to implement them. The existing LDP was adopted in 2013 and covers the period 2006-2021. Whilst a Replacement LDP is therefore required for the 2018-2033 period, it needs to and will very much build upon the first adopted Plan for the County Borough.</p> <p>The LDP will be required to:</p> <ul style="list-style-type: none"> <li>• deliver sustainable development;</li> <li>• build upon, and add value to the National Development Framework and national planning policies and guidance produced by the Welsh Government;</li> <li>• reflect local aspirations for the County Borough, based on a vision agreed by the Council and other stakeholders;</li> <li>• express in land-use terms the objectives of the Well-Being of Future Generations (Wales) Act 2015 and priorities of the Bridgend Public Services Board’s Well-being Plan. This will be enabled by</li> </ul>

	<p>demonstrating the Five Ways of Working (involvement, collaboration, integration, prevention and long term balancing factors) in the Plan's development;</p> <ul style="list-style-type: none"> <li>• provide a basis for rational and consistent development management decisions;</li> <li>• guide growth and change, while protecting local diversity, character, and sensitive environments; and</li> <li>• show why, how and where change will occur over the plan period.</li> </ul> <p>This Strategy contains a number of key elements, notably:</p> <ul style="list-style-type: none"> <li>• Key Issues and drivers that the Plan seeks to contribute to addressing;</li> <li>• A Vision for what Bridgend will look like in 2033;</li> <li>• Strategic Objectives to address the issues and deliver the Vision;</li> <li>• Growth Strategy;</li> <li>• Spatial Strategy; and</li> <li>• Strategic policies.</li> </ul>
Who is responsible for delivery of the policy or proposal?	Bridgend County Borough Council (Strategic Planning Section)
Date EIA screening completed:	30.10.2020

### Evidence

**Record of other consultation/engagement with people from equality groups, people who represent these groups, staff who work with groups, including any sessions run as part of a public consultation.**

Group or persons consulted	Date/venue and number of people	Feedback/areas of concern raised	Action Points
<b>Bridgend PSB Health Impact Assessment Workshop</b>	<b>BCBC Offices – 12/07/2019 – 19 people attended representing Natural Resources Wales, Bridgend College, Valleys to Coast</b>	Population groups potentially impacted by the plan were identified as: <ul style="list-style-type: none"> <li>• Older adults – the importance of recognising the needs of the ageing</li> </ul>	

	<p><b>Housing, South Wales Police, South Wales Fire and Rescue, members and officers from Bridgend CBC, Bridgend Association of Voluntary Organisations, the Local Public Health Team, Public Health Wales, and AWEN.</b></p>	<p>population in housing and development design</p> <ul style="list-style-type: none"> <li>• Children and young people – in particular recognising the importance of access to green outdoor space, active travel and healthy food environments as drivers in reducing obesity levels in children</li> <li>• Unemployed people</li> <li>• Homeless people</li> <li>• Areas in need of social and economic regeneration</li> <li>• People on a low income</li> <li>• Disadvantaged groups, including gypsies and travellers and people fleeing domestic abuse</li> </ul>	
<p><b>Bridgend Youth Council Open Day</b></p>	<p><b>BCBC Council Chamber – 28/10/2019</b></p> <p><b>15 people attended</b></p>	<p>Key issues that the Deposit Plan needs to cover:</p> <p>Renewable energy - Need to reduce Carbon footprint / potential to increase wind turbines in Garw Valley / make renewable technology standard in house construction / increase number of electric car charging points</p> <p>Greater provision of active travel routes – Current lack of connectivity between existing routes</p>	<p>The replacement LDP will seek to ensure that developments, where necessary, will be served by appropriate infrastructure such as electric vehicle charging points.</p> <p>Replacement LDP needs to ensure employment strategy safeguards a range of sites that are suitable for all types of employment uses of varying sizes to enable local companies to open premises in Bridgend.</p> <p>Strategic site policies need to ensure that residential development proposals provide active travel linkages to improve connections to existing routes.</p>

		<p>Revitalisation of town centres – range of uses needs to be broadened; particular reference to empty units in Maesteg being used to accommodate current edge of centre uses</p> <p>Regeneration of Porthcawl waterfront – broad support for this, particularly to encourage more leisure and hospitality uses. Greater range of events and facilities are required to improve its image as a tourist destination</p> <p>Rising levels of street litter – particular concern over the lack of litter bins / use of plastics</p> <p>Employment – Concern that local companies were given sufficient opportunities to open premises in Bridgend</p> <p>Growth Strategy – broad agreement with level and location of growth for the 15 year period. Importance of more interaction with younger age groups as future custodians of the decisions made today was encouraged.</p>	<p>Town Centre policies in the Replacement LDP need sufficient flexibility to encourage a wider range of uses can be accommodated to improve vitality of retail and commercial centres</p> <p>Further engagement with Youth Council as part of Deposit Plan consultation will be held</p>
<p><b>Planning Aid Preferred Strategy Consultation with Community and Town Councils</b></p>	<p><b>Five events held between 23/09/2019 and 04/11/2019 at Maesteg Town Hall, Ynysawdre Parish Room, Brackla Community Hall,</b></p>	<p>Summary of main issues:</p> <p>Provision of necessary infrastructure – negative impact of traffic congestion, hit and miss accessibility of public transport</p>	

	<p><b>High Tide Inn, Porthcawl and Heol y Cyw Welfare Hall – 37 people attended</b></p>	<p>Pressure on schools and ability to provide fair access to education</p> <p>Housing – role of towns and villages; Dormitory settlements; isolation; relationship with job provision;</p> <p>Affordable Housing – overwhelming need exceeding supply</p> <p>Town Centres – vacant shops; impact on jobs; lack of parking – particularly for disabled users</p> <p>Employment – scope for small-scale employment uses in rural areas, but is this being addressed?</p> <p>Environment and Biodiversity – loss of green spaces; pressure on open space; impact on health; forestry management; flooding</p> <p>Community Facilities – loss of public toilets and impact this has on minority groups</p> <p>Elderly population – need to accommodate and meet the needs of all age groups</p>	
<p><b>Preferred Strategy Consultation – public exhibitions</b></p>	<p><b>Consultation held between 30<sup>th</sup> September 2019 and 8<sup>th</sup> November 2019</b></p>	<p>Specific issues raised of relevance to EIA:</p> <ul style="list-style-type: none"> <li>• Shortage in provision of smaller dwellings, wider recognition</li> </ul>	

	<p><b>13 events were held at the following venues:</b></p> <ul style="list-style-type: none"> <li>• <b>Jennings Building, Porthcawl</b></li> <li>• <b>Pyle Library</b></li> <li>• <b>Pencoed Library</b></li> <li>• <b>Maesteg Town Council Meeting Rooms</b></li> <li>• <b>Bridgend Civic Offices</b></li> </ul> <p><b>A total of 186 people attended.</b></p> <p><b>In addition, an online consultation was held during the same period, which was advertised on the BCBC website and in local press. 354 specific representors were contacted with details of how to respond. 70 representations were received.</b></p>	<p>required of housing crisis and greater emphasis needed on provision of affordable housing</p> <ul style="list-style-type: none"> <li>• Need to address differences in economies between the valleys and coastal areas</li> <li>• Ageing population of Bridgend</li> <li>• Concern over upcoming loss of 1700 jobs at Bridgend and impact on residents</li> <li>• Importance of new development being capable of providing sufficient social and community infrastructure to meet the needs of residents in a sustainable manner</li> <li>• Primary Healthcare Provision – existing premises felt to be at capacity</li> <li>• Need to reduce car dependency</li> <li>• Support for creation of walkable neighbourhoods and safe streets</li> <li>• Inadequate provision of affordable housing in light of identified shortfall</li> <li>• Gypsy and Traveller accommodation needs to be recognised in the LDP</li> </ul>	
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<p>If you undertook a full public consultation please enter the details and a summary of the findings here:</p>	<p>The Deposit Plan will be subject to public consultation in June 2021. The Equality Impact Assessment will be published alongside it. The following key stakeholders will be written to as part of the consultation as they were with the Preferred Strategy consultation:</p> <ul style="list-style-type: none"> <li>• Bridgend and District YMCA</li> <li>• Bridgend Coalition of Disabled People</li> <li>• Bridgend Equality Forum</li> <li>• Bridgend Public Services Board – Bridgend County Borough Council, ABMU Health Board, South Wales Fire &amp; Rescue, Natural Resources Wales, Public Health Wales, South Wales Police, National Probation Service, Community Rehabilitation Company, Bridgend Association of Voluntary Organisations, Valleys to Coast, Housing Welsh Government, South Wales Police &amp; Crime Commissioner’s Office, Bridgend College, Awen, Bridgend Business Forum</li> <li>• Bridgend Women’s Aid</li> <li>• Bridgend Youth Council &amp; Forum</li> <li>• Commission for Racial Equality</li> <li>• Disability Rights Commission</li> <li>• Disability Wales</li> <li>• Equal Opportunities Commission</li> <li>• Gypsy and Travellers Wales</li> <li>• Royal National Institute for the Deaf and Hard of Hearing People</li> <li>• Royal National Institute for the Blind</li> <li>• Wales Council for the Disabled.</li> </ul>
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<p>Please list any existing documents, reports, evidence from previous engagement, previous EIAs, service user information etc. which have been used to inform this assessment.</p>	<p>The preparation of the Draft Pre-Deposit Preferred Strategy has emerged from a robust approach in respect of evidence gathering:</p> <ul style="list-style-type: none"> <li>• Existing LDP Review Report</li> <li>• Replacement LDP Delivery Agreement</li> <li>• SA/SEA Scoping Report</li> <li>• Sustainability Appraisal (SA) and Strategic Environmental Assessment (SEA) - Initial SA Report</li> </ul>
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|  | <ul style="list-style-type: none"> <li>• Deposit SA Report / HRA Appropriate Assessment Report</li> <li>• The Full Sustainability Appraisal of the Preferred Strategy</li> <li>• Candidate Site Register and Assessment Report (2020)</li> <li>• Economic Evidence Base Study (2019) and update (2020)</li> <li>• Retail Study (2019)</li> <li>• Renewable Energy Assessment (2020)</li> <li>• Bridgend Smart Energy Plan (2019)</li> <li>• Settlement Assessment Study (2019)</li> <li>• Demographic Analysis and Forecasts Report (2019)</li> <li>• Demographics Update Addendum (2020)</li> <li>• Outdoor Sport and Children's Play Space Audit (2021)</li> <li>• Green Infrastructure Assessment (2021)</li> <li>• Local Housing Market Assessment (2021)</li> <li>• Special Landscape Designations (2010)</li> <li>• Landscape Character Assessment (2013)</li> <li>• Gypsy and Traveller Accommodation Assessment (2020)</li> <li>• Health Impact Assessment (2021)</li> <li>• Bridgend's Active Travel Integrated Network Map</li> <li>• Bridgend Destination Management Plan 2018-2022</li> <li>• Bridgend Strategic Flood Consequences Assessment (2020)</li> <li>• LDP Viability Assessment (2021)</li> <li>• Bridgend Local Biodiversity Action Plan (2014)</li> <li>• Green Wedge Review (2021)</li> <li>• Site of Importance for Naturew Conservation Review (2020)</li> <li>• Strategic Transport Assessment (2021)</li> <li>• Infrastructure Delivery Plan (2021)</li> <li>• Bridgend PSB Assessment of Local Well-being (2017)</li> <li>• Bridgend PSB Well-being Plan (2018-2023)</li> <li>• Bridgend Town Centre Masterplan (Consultation version - 2021)</li> <li>• Bridgend County Borough Violence against Women, Domestic Abuse and Sexual Violence Strategy (Annual Report 2019 to 2020)</li> </ul> |
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If you have identified any data gaps then you **MUST** undertake more consultation/engagement/research.

## Assessment of Impact

It is important that you record the mitigating actions you will take when developing your final policy or proposal. Record here what measures or changes you will introduce to the policy or proposal in the final draft which could:

- Reduce or remove any unlawful or negative impact or disadvantage;
- Improve equality of opportunity;
- Introduce positive change;
- Reduce inequalities of outcome resulting from socio-economic disadvantage;
- Provide opportunities for people to use the Welsh Language;
- Ensure that the Welsh Language is treated no less favourably than the English Language.

## Protected characteristics

Based on the data you have analysed, and the results of consultation or engagement, consider what the potential impact will be upon people with protected characteristics (negative or positive). Include any examples of how the policy or proposal helps to promote equality. If you do identify any adverse impact you **must seek legal advice as to whether, based on the evidence provided, an adverse impact is or is potentially discriminatory, and identify steps to mitigate any adverse impact – these actions will need to be included in your action plan.**

	What are the impacts of your policy or proposal? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation and any supporting evidence.	Considerations to mitigate negative impact(s) and/or secure positive impact(s)
	Positive impact(s)	Negative impact(s)	No impact		
Gender			X	<p>Incidents of sexual harassment, assault and domestic violence highlight the importance of safety considerations in the design of public spaces and neighbourhoods in relation to their prevention.</p> <p>The Bridgend Wellbeing Assessment found that while the pay gap between men and women was higher in Bridgend than the Wales average</p>	<p>Good design and placemaking is at the heart of the LDP. This includes the need to minimise opportunities for crime to be generated or increased, whilst promoting community safety. Secure by Design principles form part of the overall sustainable design considerations for development proposals (<b>Policy SP3</b>), including those proposals that may</p>

				<p>each year between 2011 and 2014, it declined sharply from £148.00 in 2012 to £71.50 in 2015 - below the Wales average of £86.30.</p> <p>In addition to wage disparity, the location of development has potential to have a significant impact on the economic opportunities open to women. i.e. the availability of childcare, ability to access health, social &amp; care facilities, provision of public transport and travel times between employment and schools.</p> <p>The LDP has been formulated to ensure that sufficient employment land is allocated, and supported by the required social and community infrastructure to ensure a mix of equal employment opportunities can be created and promoted, in both full and part time occupations.</p>	<p>exacerbate existing issues. The Authority consults South Wales Police on all planning applications who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact upon street character and attractive, inclusive public realms. All future development proposals will be assessed to ensure that they will make a positive contribution towards strengthening local identity, achieving sustainable communities, encouraging a more sustainable way of living, and promoting community cohesion and engagement.</p> <p>The LDP seeks to tackle inequalities between communities and support people to adopt healthy, culturally fulfilled lifestyles by improving access to services, cultural opportunities and recreation facilities. In order to create mixed and balanced communities, housing choice will be maximised to provide for a range of sizes, types and tenures of accommodation that can</p>
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					<p>increase access to quality new homes, including market and affordable housing. The Sustainable Housing Strategy contained within <b>Policy SP6</b> will therefore provide an appropriate and sustainable supply of housing land to deliver inter-connected, balanced communities that form the basis for individuals and families to prosper in all aspects of their lives. The delivery of affordable housing is a key part of the housing strategy, with an integrated balance of tenures being a crucial means of fostering sustainable communities. The LDP has been informed by a Local Housing Market Assessment, which assessed the housing needs of all sectors of society. The findings of the LHMA will also be used in discussions with housing developers to ensure that appropriate housing mixes are delivered to meet a range of locally identified needs. Where a bespoke need has been identified, and on appropriate sites, new development may also be required to provide for more specialist affordable housing provision including temporary, move on and sheltered accommodation.</p>
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					<p>The LDPs Growth and Spatial strategy seeks to focus development in locations that already benefit from good infrastructure, have good access to services and facilities and are supported by a public transport network (<b>Policy SF1 and SP1</b>). In this way, development will be directed towards those settlements that are conducive to sustainable placemaking that facilitate a balance of environmentally friendly, economically vibrant, and socially inclusive characteristics, aiming to benefit current inhabitants and future generations alike. <b>Policy SP12</b> promotes Town, District and Local Centres as hubs of socio-economic activity and the focal points for a diverse range of services, which support the needs of the communities they serve. They act as the most appropriate and sustainable locations for new retail, leisure and supporting commercial development. The co-location of facilities and services at such locations will help support their long-term health and vitality as convenient and attractive places to live, work, shop, socialise, study, access services for health and well-being and to conduct business. This</p>
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					<p>approach will also encourage linked trips, enabling all residents of the County Borough have greater equality of opportunity to employment regardless of their gender.</p> <p>The LDP also promotes the dual location of community facilities through <b>Policy SP9</b>. The co-location of multiple uses in close proximity or in one building is important in providing a range of activities to meet the communities' diverse needs. Co-location provides the opportunity for sustainable linked activities and has potential to create a greater sense of ownership and community. The Council will, wherever practicable, seek to combine social and community uses in one location or a single building. This has particular relevance to new school developments, and the grouping of health and childcare facilities to help people balance full time employment with parenting.</p> <p>The LDP's economic strategy is encapsulated in <b>Policy SP11</b> and seeks to 'create productive and enterprising places' by providing sufficient employment land and a</p>
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					<p>variety of sites to support a diversity of employment opportunities. This will achieve new and better-paid jobs for existing and future generations of residents; and a better balance between the location of jobs and housing, which will reduce the need to travel and promote sustainable growth. A sustained and enhanced labour force, comprising skilled, established households, will ensure that Bridgend County Borough continues to be a desirable prospect for employers to move into or expand within, thereby stimulating economic growth and enhancing employment opportunities for local people.</p>
Disability	X			<p>A proportion of the Borough's residents have disabilities that limit their day-to-day activities. Based on the 2011 census, 13.4% of the Bridgend population considered they had a physical, sensory or learning disability or long-term illness and there are approximately 2,650 adults with learning disabilities in Bridgend. Bridgend Social Services knows about 522 adults with learning disabilities.</p> <p>Disability often requires adaptations to be made to properties and reliance</p>	<p>The LDP is supported by a Local Housing Market Assessment which identifies a strong correlation between the need for an accessible property and older age. Younger people are more likely to require complex adaptations, such as a through floor lift. Whilst the LHMA identified need for social rented accessible accommodation is small, many of these households will have very specific needs that will be difficult to accommodate within the existing housing stock. As such, this element of identified need is very</p>



				<p>on unpaid care. Life choices can be further reduced by limiting access to the housing market, and the design of new residential development failing to take into account the specific design needs of all sectors of the community. The LDP seeks to ensure the provision of accessible affordable and market housing, closely integrated with accessible neighbourhoods and facilities.</p> <p>A number of barriers in neighbourhood and street design could impact on access to the outdoors and active travel opportunities for people across a range of disabilities. As a result, this can increase reliance on private car travel. Furthermore, in rural areas and some of the Valley communities there is limited public transport; this increases the need for accessible parking and drop off points at homes.</p> <p>Consultation methods and LDP documents need to be accessible and take reasonable adjustments into account. A need to ensure the views of Disabled people are captured and that Disabled people do not face barriers to participation.</p>	<p>acute and will form a key part of design considerations in pre-application discussions with house builders.</p> <p>The provision of appropriate levels and tenures of Affordable Housing forms a key part of the LDP's Sustainable Housing Strategy (<b>Policy SP6</b>). In addition, <b>Policy COM2</b> of the LDP seeks provision of affordable housing within new housing developments to incorporate an appropriate mix of house types, sizes and tenures. <b>Policy COM3</b> sets percentage targets for each of the housing market areas. The LHMA will be used as the primary source of housing need in order to inform an appropriate mix of affordable dwellings on-site, alongside any other relevant local information provided by the Council. Where affordable housing is provided, it should be integrated into the overall development through separate clusters of no more than ten affordable units, and should not be obviously segregated through layout, location or design. This is fundamental to ensure delivery of balanced, mixed tenure, sustainable communities. Irrespective of</p>
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					<p>funding sources, the LDP will ensure that social rented units will be constructed to Development Quality Requirement Standards and intermediate units will be constructed to at least the same standard as the open market units on the site. A lifetime home standard is applicable to all social housing achieving the Development Quality Requirement (DQR) funded by WG Social Housing Grant.</p> <p>Where a bespoke need has been identified, and on appropriate sites, new development will be required to provide for more specialist affordable housing provision including accessible accommodation. However, it would not be appropriate for such provision to be required on every site as this will depend on the location of the site, the type of development, viability considerations and the level of housing need identified for that area.</p> <p>The LDP seeks to direct development to sustainable locations which are accessible by a range of transport means including public transport. <b>Policy SP3</b></p>
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					<p>demands a high quality of design incorporating equality of access in all development proposals. Design and Access Statements will be used within the Development Control process and should contain information relating to each of the 16 criteria (where appropriate) to ensure this policy is implemented effectively in terms of the consideration of Placemaking and good design. Good design is much more than the physical appearance of buildings, it is about the relationship between all elements of the natural and built environment and between people and places, as advocated by the Design Commission for Wales. Development proposals will be assessed for their design and Placemaking compatibility. Poor design can have adverse impacts on the character and appearance of an area, in addition to harming the collective street scene. Various elements (e.g. visual impact, loss of light, overlooking, traffic constraints) will be assessed to ensure there are no potential adverse impacts.</p> <p><b>Policy SP5</b> seeks to promote connectivity for all by maximising opportunities for active travel</p>
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					<p>routes, including those contained within Existing Route Maps and future proposals detailed within the Integrated Network Maps. Well-connected developments will assist in promoting the improvement of health and well-being by encouraging people to adopt healthier and active lifestyles, whilst also contributing to the creation of a successful place. A green infrastructure network also provides important amenity value in addition to health and well-being benefits. The LDP therefore seeks to integrate both active travel routes and green infrastructure networks where appropriate to catalyse creation of a high quality environment, encouraging active lifestyles. The design and functionality of streets is considered a fundamental aspect in achieving sustainable Placemaking to this end. A sense of place is recognised in the policy protecting the historic and cultural heritage assets in the County Borough.</p> <p>Promoting pedestrian/wheelchair friendly environments and routes that link to existing services/facilities forms normal Development Management practice when</p>
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					<p>considering the suitability of a proposal in terms of sustainable design. Consultation with Highways, Access and Public Rights of Way Officers informs this process for specific proposals. However over engineered environments in this respect can reduce the aesthetical quality and specific character of developments, these impacts therefore need to be balanced.</p> <p>Good design and placemaking is at the heart of the LDP. This includes the need to minimise opportunities for crime to be generated or increased, whilst promoting community safety. Secure by Design principles form part of the overall sustainable design considerations for development proposals (Policy SP3), including those proposals that may exacerbate existing issues. The Authority consults South Wales Police who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact</p>
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					<p>upon street character and attractive, inclusive public realms. All future development proposals will be assessed to ensure that they will make a positive contribution towards strengthening local identity, achieve sustainable communities, encourage a more sustainable way of living, and promote community cohesion and engagement.</p> <p>Bridgend Access Group and other disability groups are part of the LDP consultee database and will be consulted as part of the wider consultation. Reasonable adjustments and accessibility will be taken into account when public consultation events are held. A summary version of the Deposit Plan will also be made available in an Easy Read format.</p>
Race	X			<p>At the time of the 2011 Census, 96% of people in BCBC described themselves as White British. The next most common ethnic group was people identifying as White Polish but this still only accounted for less than 1% of the total population. The north of the County Borough was the least ethnically diverse with 98% of people in the Garw Valley and Llynfi Valley identifying as White British. Bridgend and Surrounding areas had</p>	<p>The LDP seeks to tackle inequalities between communities and support people to adopt healthy, culturally fulfilled lifestyles by improving access to services, cultural opportunities and recreation facilities. In order to create mixed and balanced communities, housing choice will be maximised to provide for a range of sizes, types and tenures of accommodation that can increase access to quality new</p>

				<p>the largest ethnic minority population with 94% of people in this area identifying as White British. The largest ethnic group in this area in 2011 was Polish accounting for just over 1% of the total population, followed by Filipino and Chinese groups making up around 0.5% of the population each. 73% of the total Polish population, 58% of the Chinese population and 81% of the Filipino population in the County Borough live in Bridgend and the surrounding area.</p> <p>98% of residents use either English or Welsh as their main language, slightly more than for Wales as a whole (97.14%). Behind English or Welsh, the next most common main language spoken in Bridgend is Polish - the main language of just 0.54 per cent of residents - followed by Tagalog/Filipino - the main language of 0.1 per cent of the residents.</p> <p>The LDP seeks to ensure that the cultural needs of the ethnic minority groups are met at a spatial level, particularly within the Bridgend area. Policies within the plan</p> <p>Residents and tourists may be targeted in cases of race hate crime.</p>	<p>homes, including market and affordable housing. The Sustainable Housing Strategy contained within <b>Policy SP6</b> will therefore provide an appropriate and sustainable supply of housing land to deliver inter-connected, balanced communities that form the basis for individuals and families to prosper in all aspects of their lives. The delivery of affordable housing is a key part of the housing strategy, with an integrated balance of tenures being a crucial means of fostering sustainable communities. The LDP has been informed by a Local Housing Market Assessment, which assessed the housing needs of all sectors of society including those of ethnic minorities. The findings of the LHMA will also be used in discussions with housing developers to ensure that appropriate housing mixes are delivered to meet a range of locally identified needs.</p> <p>The LDP Strategy directs the majority of growth towards areas that already benefit from good infrastructure, services and facilities, or where additional capacity can be provided, in order to facilitate sustainable placemaking in</p>
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				<p>This may have an impact on their use of public transport and ability to access opportunities and facilities within Bridgend and further afield. Policies within the LDP seek to ensure that community safety considerations form part of good design and neighbourhood layouts to create a safe environment. This is seen to be particularly important in terms of public transport related facilities.</p> <p>Members of the Gypsy and Traveller community may experience an adverse impact on their health and education if their specific accommodation needs are not met. Access to safe and appropriate sites and facilities can assist in helping to improve outcomes in these areas. The LDP has been informed by a GTAA and policies have been formulated to help meet the findings of this study and any unidentified need for sites to prevent unauthorised encampments in unsafe areas or without adequate facilities.</p> <p>Appropriate monitoring targets on delivery of Gypsy Traveller provision are required to ensure that future</p>	<p>accordance with the Settlement Hierarchy (<b>Policy SF1</b>). Policy SP9 seeks to retain and enhance social and community facilities to ensure no section of the community is excluded from having access to basic services, with the overall aim of creating sustainable and inclusive communities. Proposals coming forward for the provision of new facilities can be considered in this context.</p> <p>Good design and placemaking is at the heart of the LDP. This includes the need to minimise opportunities for crime to be generated or increased, whilst promoting community safety. Secure by Design principles form part of the overall sustainable design considerations for development proposals (<b>Policy SP3</b>), including those proposals that may exacerbate existing issues. The Authority consults South Wales Police who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact</p>
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				<p>accommodation needs are accounted for.</p>	<p>upon street character and attractive, inclusive public realms. All future development proposals will be assessed to ensure that they will make a positive contribution towards strengthening local identity, achieve sustainable communities, encourage a more sustainable way of living, and promote community cohesion and engagement.</p> <p>The LDP has been informed by a Gypsy and Traveller Accommodation Assessment covering the period 2018-2033, which identifies the additional pitch provision needed for Gypsies, Travellers and Show people in the County Borough. For the first 5 years of the GTAA period, a need for 5 additional pitches was identified, and for the remainder of the GTAA plan period, a need for 2 additional pitches was identified. This equates to a total need of 7 additional pitches over the entirety of the LDP period. All identified need was for permanent pitches and there was no need identified for local transit site provision. Since the GTAA was published, one household has now permanently relocated onto an existing authorised site in the County</p>
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					<p>Borough and has specifically declined any further assistance from the Council. The remaining six-pitch need arises from two separate families, most appropriately met through provision of two separate three-pitch sites. Based on this evidence of need, the Council has made site-specific provision for two permanent three-pitch sites (<b>Policy SP7</b>), which are intended for private development. The identified sites have been selected based on the guidance contained in Circular 005/2018. The site allocations have been informed by close consultation with the respective members of the Gypsy, Traveller and Showperson community.</p> <p>The LDP contains a detailed criteria based policy (<b>Policy COM8</b>) which will be used to assess any Gypsy, Traveller or Showperson site proposals that may arise over the LDP Plan period. This provides a fair, reasonable, realistic and effective means of determining planning applications to enable delivery of appropriate sites. Proposals must demonstrate that they are of an appropriate standard and design to allow residents of the site to have access to appropriate</p>
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					<p>facilities and live in safe, cohesive and sustainable communities. The development must not have a significant adverse impact on people's amenity. Where business uses are proposed, the site will be required to be able to accommodate home-based business uses without detracting from the amenity, appearance, character and environment of the area or neighbouring occupiers. This may include the provision of adequate facilities and space for such activities.</p> <p>Proposals will be required to demonstrate that through the siting, layout and access of the site, there would be no detriment to pedestrian or highway safety. Furthermore, proposals must demonstrate the site is able to provide a sufficient standard of physical infrastructure facilities and access to utilities, including an adequate water supply, power, drainage, waste disposal and sewage disposal to ensure the development of the site will not pose risks to human health and well-being of residents. The site should also have adequate accessibility, including by walking and cycling, to necessary social infrastructure</p>
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					<p>including education and health. Consideration will be given to environmental factors including flood risk, ground stability, land contamination and proximity of hazardous installations to ensure the site is appropriate for development.</p> <p>The future requirements for, and take-up of, pitches will be closely monitored, using the Monitoring Framework and Annual Monitoring Report. In accordance with the Housing (Wales) Act 2014, the Council will also undertake a new GTAA every five years and so a new GTAA is expected to be published in 2025. Any newly arising need identified within refreshed GTAA will be assessed against COM8.</p>
Religion and belief			X	<p>The 2017 Wellbeing Assessment found that almost four in ten people in Bridgend have no religion. Of those that do, most are Christian. The proportion of the population of Bridgend who identify as Christian decreased by over 15% between 2001 and 2011, from 70.2% to 55.1%. In the same period, the number of people identifying as having no religion increased by 15%, from 21.3% to 36.7% of the</p>	<p>Local social and community facilities are recognised for their important contribution they make to the health and well-being of local communities. Their existence is often the key determinant in creating viable and sustainable local communities if such facilities are in easy walking and cycling distance for local residents. The LDP recognises the need to protect and enhance social and community</p>

				<p>population. This change is similar to that observed across Wales. People who practice a religion other than Christianity make up just 1.2% of the population of Bridgend. This is a smaller proportion than for Wales as a whole (2.7%). As in Wales, the second most practiced religion in Bridgend is Islam, though Muslims only account for 0.4% of the population. Other minority religions include Buddhism, Hinduism, Judaism and Sikhism.</p> <p>Trend data suggests that there will be a continued decline in the proportion of the population who identify as having religious beliefs, particularly amongst Christians in Bridgend. This, along with other (wider) cultural changes, may lead to the fragmentation of traditional communities and potentially fewer people feeling that they 'belong' to their local area.</p> <p>The the LDP addresses potential impact on religion and belief in the following ways:</p> <ul style="list-style-type: none"> <li>• Maintaining physical access to places of worship including good transport links (public and private)</li> </ul>	<p>facilities, including cultural facilities and places of worship. This is encapsulated in <b>Policy SP9</b>, which seeks to retain such uses to ensure that no section of the community is excluded from having access to basic services, with the overall aim of creating sustainable and inclusive communities. The definition of such facilities is widely interpreted as any facility that is used by local communities for leisure and social purposes, and can be both publicly and privately owned. SP9 recognises that buildings used for these purposes often have a dual purpose, which is critical for ensuring longer-term sustainability. Of equal importance, the co-location of multiple uses in close proximity or in one building is important in providing a range of activities to meet the communities' diverse needs. Co-location provides the opportunity for sustainable linked activities and has potential to create a greater sense of ownership and community. Where proposals for new social and community facilities are promoted, the Council will seek to encourage dual-use provision.</p>
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				<ul style="list-style-type: none"> <li>• Protection of historic buildings and religious sites of importance through land use policy</li> <li>• Promotion of sustainable placemaking to help reduce the incidence and fear of crime due to religion or belief.</li> </ul>	<p>The LDP Strategy acknowledges that good access to social and community facilities is fundamental to address social inequalities within and between different communities in the County Borough, providing the opportunity for people to lead healthy, safe, and well-balanced lives. Where a need is identified, the LDP seeks to ensure that facilities are delivered in an appropriate manner at appropriate locations through the relevant LDP Policies and associated SPGs. To this end, whilst it is acknowledged that the provision of new social and community facilities may often be limited, <b>Policy SP10</b> provides the means for seeking and securing new facilities (or upgrades to existing) where they are needed and justified. Social infrastructure and services, as much as physical infrastructure, is needed to make places function efficiently and sustainably and is a fundamental part of the Replacement LDP. Development will only be permitted where there is adequate existing physical and social infrastructure in place, or where there are suitable proposals to increase provision to accommodate any additional demand from the proposed</p>
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					<p>development. Any such deficiencies must be addressed, where reasonable, by those undertaking the development through planning obligations (via a S106 legal agreement).</p> <p><b>Policy SP5</b> of the LDP recognises the need to promote sustainable travel choices by directing new development to locations which are accessible by a range of transport means including public transport and active travel. This has been a fundamental criteria in the selection of sites that make up the housing allocation policies. SP5 ensures that development minimises the need to travel, reduces dependency on the private car and enables sustainable access to local services and community facilities. Where appropriate, the LDP will seek the provision of new transport infrastructure and improvement measures. In all cases, these will need to positively integrate into the places which they serve or pass through to ensure that all members of society are able to access the services and facilities (including cultural and religious) they require to live full and active lives.</p>
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					<p>UK Acts of Parliament and national planning policy seeks to conserve the architectural merit of historic buildings and assets that are listed within Conservation Areas. Care for the Built and Historic Environment is fundamental to the LDP Strategy and to achieving sustainable development. This includes sites of religious importance. Policy SP18 recognises that the special and unique characteristics and intrinsic qualities of the natural and built environment must be protected in their own right for historic, scenic, aesthetic and nature conservation reasons. These features give places their unique identity and distinctiveness, whilst providing for cultural experiences and healthy lifestyles.</p> <p>Good design and placemaking is at the heart of the LDP. This includes the need to minimise opportunities for hate crime to be committed, whilst promoting community safety. Secure by Design principles form part of the overall sustainable design considerations for development proposals (<b>Policy SP3</b>), including those proposals that may exacerbate existing issues.</p>
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					<p>The Authority consults South Wales Police who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact upon street character and attractive, inclusive public realms. All future development proposals will be assessed to ensure that they will make a positive contribution towards strengthening local identity, achieve sustainable communities, encourage a more sustainable way of living, and promote community cohesion and engagement.</p>
Sexual Orientation			X	<p>There is no data on the number of people that identify as lesbian, gay or bisexual in Bridgend. In 2016, 95.2% of people in Wales identified as heterosexual/straight, 1.0% as gay/lesbian, 0.7% as bisexual, and 0.4% as other; 2.7% of people did not know, answer or respond to the question.</p> <p>However, residents may have to travel within the County Borough to access particular community and support groups. More specialist</p>	<p>The LDP seeks to develop a land use framework which ensures opportunities for enhanced inclusivity and to integrate the LDP with other plans and strategies that promoting accessibility to services.</p> <p>The Plan seeks to promote sustainable travel choices by locating new development in areas with good existing active travel and public transport facilities, or where clear linkages and new facilities can be provided or enhanced. This includes providing sustainable</p>

				<p>support facilities and some cultural venues and events may require longer journeys across the region. To help facilitate this, the LDP promotes the creation of new and enhancement of existing accessible public and private transport links within Bridgend connected to wider regional networks.</p> <p>The LDP also seeks to ensure that public spaces are designed in a manner that promotes community safety and engenders the feeling of being a safe environment to encourage their use by all sectors of society. This will help reduce the incidence and fear of hate crimes committed against residents of the borough due to their sexual orientation.</p> <p>By having a positive impact on health and wellbeing outcomes, the land use policies of the LDP will contribute to better mental health outcomes for LGBT+ people.</p>	<p>means of accessing facilities in the wider region, principally by improving access to rail connections. <b>Policy SP5</b> seeks to promote connectivity for all by maximising opportunities for active travel routes, including those contained within Existing Route Maps and future proposals detailed within the Integrated Network Maps. Well-connected developments will assist in promoting the improvement of health and well-being by encouraging people to adopt healthier and active lifestyles, whilst also contributing to the creation of a successful place. A green infrastructure network also provides important amenity value in addition to health and well-being benefits.</p> <p>Good design and placemaking is at the heart of the LDP. This includes the need to minimise opportunities for hate crime to be committed, whilst promoting community safety. Secure by Design principles form part of the overall sustainable design considerations for development proposals (<b>Policy SP3</b>), including those proposals that may exacerbate existing issues. The Authority consults South Wales</p>
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					<p>Police who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact upon street character and attractive, inclusive public realms. All future development proposals will be assessed to ensure that they will make a positive contribution towards strengthening local identity, achieve sustainable communities, encourage a more sustainable way of living, and promote community cohesion and engagement.</p> <p>Local social and community facilities are recognised for their important contribution they make to the health and well-being of local communities. Their existence is often the key determinant in creating viable and sustainable local communities. The LDP recognises the need to protect and enhance social and community facilities, including cultural and entertainment venues. This is encapsulated in <b>Policy SP9</b>, which seeks to retain such uses to ensure that no section of the community is</p>
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					<p>excluded from having access to basic services, with the overall aim of creating sustainable and inclusive communities. The definition of such facilities is widely interpreted as any facility that is used by local communities for leisure and social purposes, and can be both publicly and privately owned.</p> <p>Similarly, <b>Policy SP8</b> seeks to ensure that new development enables and supports the delivery of new healthcare facilities, in addition to other social infrastructure and community facilities.</p>
Age	X			<p>Bridgend has an ageing population, experiencing significant growth in the older age groups 65-79 and 80+, between 2001 and 2019. Porthcawl and Laleston/Merthyr Mawr in particular have a relatively high proportion of older residents and fewer young people.</p> <p>The policies of the LDP have been formulated to address this in a number of ways:</p> <ul style="list-style-type: none"> <li>• To meet the housing and support needs of an ageing population through facilitating the development of appropriate</li> </ul>	<p>The LDPs Growth and Spatial strategy seeks to focus development in locations that already benefit from good infrastructure, have good access to services and facilities and are supported by a public transport network (<b>Policy SF1</b>). In this way, development will be directed towards those settlements that are conducive to sustainable placemaking that facilitate a balance of environmentally friendly, economically vibrant, and socially inclusive characteristics, aiming to benefit current residents and future generations alike.</p>

				<p>housing options for older people in locations which are accessible, have good public transport links and good services.</p> <ul style="list-style-type: none"> <li>• Ensuring homes are built to changing Building Regulation standards to enable people to stay as their needs change without needing additional adaptations e.g. wide enough for wheel chairs and lifts.</li> <li>• Meeting current and future demand for neighbourhoods and communities that facilitate ageing in place and promote prevention agenda through accommodation and support, neighbourhood design and layout, access to health, community and other facilities and accessible transport.</li> </ul> <p>The needs of children and young people is also a key priority of the LDP and is addressed in the following ways:</p> <ul style="list-style-type: none"> <li>• Policies that recognise the changing needs of residents as children, young people and families grow – policies have been formulated to provide flexible places and to create</li> </ul>	<p><b>Policy SP1</b> makes provision for 60 hectares of employment land (to accommodate up to 4,995 jobs) and 8,333 new homes across the plan period. This level of growth will lead to more established households (particularly around the 35-44 age group) both remaining within and moving into the County Borough, coupled with less outward migration across other economically active age groups. This will encourage a more youthful, skilled population base to counter-balance the ageing population. The projected increase in the working age population and the linked dwelling requirement underpinning the LDP will provide significant scope for residents to live and work in the area. The Growth Strategy can be succinctly explained by the acronym ‘CARM’, which summarises the Strategy’s intentions to Counter-balance the ageing population by Attracting skilled, economically active households, Retaining skilled, economically active households and rendering the County Borough a Magnet for employers to expand within or move into.</p>
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				<p>spaces with a balanced approach not such limited specific uses.</p> <ul style="list-style-type: none"> <li>• In 2017/18, 24.6% of children aged five were overweight or obese in Bridgend. Children who play outdoors every day are more likely to be a healthy weight. The LDP seeks to enable children to gain access to high quality green and natural spaces and play facilities to help counter childhood obesity and to improve their mental wellbeing.</li> <li>• Access to affordable housing and job opportunities for young people in their local areas, and in particular for households with children in low income.</li> </ul>	<p>Meeting future and current housing needs is a key component of the sustainable housing strategy of the LDP as expressed in <b>Policy SP6</b> which seeks to deliver an appropriate and sustainable supply of housing land to deliver inter-connected, balanced communities that form the basis for individuals and families to prosper in all aspects of their lives. With particular reference to meeting the needs of the older residents of the county borough, the LDP is informed by the findings of the LHMA. Whilst the assessment shows only a small need for accessible and older persons' accommodation for social rent, this should not be overlooked as these groups can often be in acute housing need. Consideration will be given to how well the current supply of housing for older people meets the changing needs and aspirations of this group and there is undoubtedly need to continue diversifying the market, including through provision of level access flats, bungalows, extra care schemes and moderately priced later living schemes. Whilst there is no evidence to justify building new sheltered schemes at present, consideration will be given to</p>
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					<p>rebranding and/or upgrading existing schemes as appropriate. This may include physical improvement works (i.e. updating bathrooms, fitting new kitchens and upgrading heating), publicity (i.e. rebranding, holding open days and publicising tenant testimonials) and diversification (i.e. converting schemes into community hubs, accommodating households with support needs and such like). The findings of the LHMA will be used to inform discussions with developers at all stages of the planning process to ensure the housing mix proposed in schemes meets the specific needs of the different communities within the county borough.</p> <p>Good design and sustainable placemaking is embedded within everything that the LDP sets out to achieve and the means to achieve this is set out in <b>Policy SP3</b>. The criteria contained within the policy provide the starting point for assessment of all planning applications received by the planning authority. SP3 seeks to promote connectivity for all by maximising opportunities for active travel. Well-connected developments will assist in</p>
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					<p>promoting the improvement of health and well-being by encouraging people to adopt healthier and active lifestyles, whilst also contributing to the creation of successful places. A green infrastructure network also provides important amenity value in addition to health and well-being benefits. The LDP also seeks to conserve key attributes of the natural environment that promote healthy environments, promote specific sustainable design elements such as legible layouts that are pedestrian friendly, accessible buildings, natural surveillance and open spaces.</p> <p><b>Policy SP9</b> ensures that community facilities will be safeguarded to ensure no section of the community is excluded from having access to basic services, with the overall aim of creating sustainable and inclusive communities. The detailed policies that sit under SP9 clearly outline how the LDP will provide, protect and enhance community, sport, recreation and leisure facilities. These are seen as key to facilitating the well-being of children and adults alike, and for the social, environmental, cultural and</p>
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					<p>economic life of the County Borough's communities.</p> <p>With particular reference to the need to increase physical activity amongst young people and improve access to green and natural spaces, in addition to SP9, <b>Policy COM10</b> sets standards of open space provision that will be expected from all new housing developments. These are based on the benchmark standards endorsed by the Fields in Trust, National Society of Allotment and Leisure Gardeners and NRW. The standards are supported by Outdoor Sport, Playspace and Allotment Audits and further guidance will be provided in an Outdoor Recreation Facilities and New Housing Development SPG. The policy and audits encapsulate all forms of recreation facilities to ensure that the physical activity needs of people of all ages are catered for. This includes the changing needs of children as they grow older, from structured physical activity in safe equipped play areas for small children to more informal forms of exercise utilising naturally landscaped areas and grassy open spaces and then to team sport</p>
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					<p>facilities that can be safely accessed from housing areas.</p> <p>The provision of open spaces within strategic sites is also informed by an Allotment Audit that recognises the benefit they bring by providing moderate exercise, relaxation and the ability to produce fresh fruit and vegetables. They also provide community, health and social benefits, encouraging interaction between users of all ages, providing the opportunity to teach and learn, and enhancing local biodiversity.</p> <p>Access to affordable housing for young people in their local area, including those with young children, will be facilitated by <b>Policies COM 2-5</b> which set targets for affordable housing delivery, enable bespoke RSL schemes to come forward responding to identified need and facilitates the delivery of affordable housing exception sites.</p>
Pregnancy & Maternity			X	<p>The population profile of the County Borough is one of an increasing older population and single person and lone parent family households. This is borne out by the findings of the Local Housing Market Assessment.</p> <p>In land use planning terms, the LDP aims to ensure the location of new</p>	<p>The LDP seeks to develop a land use framework which ensures opportunities for enhanced inclusivity. The Plan seeks to integrate with other plans and strategies to improve accessibility to</p>

				<p>development provides access to health facilities, community facilities, greenspaces and shops. Where travel is required within the local area and wider region, the provision of access to a wide range of transport links is important to ensure pregnant women and new parents can attend health care appointments, childcare facilities and schools.</p>	<p>facilities and services for the residents of the County Borough.</p> <p>Specifically, the LDP seeks to promote new development in locations (<b>Policy SP1 and SP5</b>) that are well connected to existing communities by a range of sustainable transport options to ensure residents have access to health and community facilities. Where the need arises, the LDP also facilitates the provision of new facilities (<b>Policies COM1-5</b>) within residential development proposals to ensure lack of transport does not prevent a barrier to residents accessing the facilities they need to lead active and healthy lifestyles. In the case of pregnant women and new parents, this includes the ability to attend health appointments, access childcare facilities and make short linked journeys to shops, community buildings and greenspaces.</p> <p><b>Policy SP9</b> ensures that community facilities will be safeguarded to ensure no section of the community is excluded from having access to basic services, with the overall aim of creating sustainable and inclusive communities. The detailed policies that sit under SP9 clearly</p>
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					<p>outline how the LDP will provide, protect and enhance community, sport, recreation and leisure facilities. These are seen as key to facilitating the well-being of children and adults alike, and for the social, environmental, cultural and economic life of the County Borough's communities.</p> <p>Similarly, <b>Policy SP8</b> seeks to support the wider delivery of number of national objectives relating to reducing health inequalities, including allowing equality of access to the development of new healthcare facilities, in addition to other social infrastructure and community facilities. New development can also encourage a healthy lifestyle by providing access to a high quality natural environment, through maximising Active Travel opportunities; ensuring integrated green infrastructure networks, enhancing and maintaining open spaces for physical activity and providing space for the opportunity of food growing through allotments.</p> <p><b>Policy SP6</b> promotes a sustainable housing strategy that seeks to deliver a balanced portfolio of different housing types throughout</p>
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					the County Borough to help meet the needs of new and existing residents. This includes the provision of affordable housing, with the different tenures and types informed by the Local Housing Market Assessment. This acknowledges the likely increased demand for lone parent households over the life of the LDP period, which will be used to inform discussions with housing developers at the planning application stage. Close working partnerships will also be maintained with health authorities, registered social landlords and other agencies to tailor specific affordable housing solutions to help house those residents experiencing significant issues with complex needs (including teenage and single parent pregnancy). This will be achieved through <b>Policy SP10</b> , with further detail provided in the Affordable Housing SPG.
Transgender			X	There is no data on the number of people that identify as lesbian, gay or bisexual in Bridgend. In 2016, 95.2% of people in Wales identified as heterosexual/straight, 1.0% as gay/lesbian, 0.7% as bisexual, and 0.4% as other; 2.7% of people did not	The LDP seeks to develop a land use framework which ensures opportunities for enhanced inclusivity and to integrate the LDP with other plans and strategies that promoting accessibility to services.



				<p>know, answer or respond to the question.</p> <p>Residents may have to travel within BCBC to access community and support groups. More specialist support facilities and some cultural venues and events may require longer journeys. The LDP therefore seeks to promote active travel and accessible public and private transport links within Bridgend linked to wider regional networks.</p> <p>Public spaces need to be designed in a manner that promotes community safety and engenders the feeling of being a safe environment to encourage their use by all sectors of society. This will help to reduce the number of hate crimes committed against residents of the borough due to their sexual orientation.</p>	<p>The Plan seeks to promote sustainable travel choices by locating new development in areas with good existing active travel and public transport facilities, or where clear linkages and new facilities can be provided or enhanced. This includes providing sustainable means of accessing facilities in the wider region, principally by improving access to rail connections. <b>Policy SP5</b> seeks to promote connectivity for all by maximising opportunities for active travel routes, including those contained within Existing Route Maps and future proposals detailed within the Integrated Network Maps. Well-connected developments will assist in promoting the improvement of health and well-being by encouraging people to adopt healthier and active lifestyles, whilst also contributing to the creation of a successful place. A green infrastructure network also provides important amenity value in addition to health and well-being benefits.</p> <p>Good design and placemaking is at the heart of the LDP. This includes the need to minimise opportunities for hate crime to be committed,</p>
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					<p>whilst promoting community safety. Secure by Design principles form part of the overall sustainable design considerations for development proposals (<b>Policy SP3</b>), including those proposals that may exacerbate existing issues. The Authority consults South Wales Police who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact upon street character and attractive, inclusive public realms. All future development proposals will be assessed to ensure that they will make a positive contribution towards strengthening local identity, achieve sustainable communities, encourage a more sustainable way of living, and promote community cohesion and engagement.</p> <p>Local social and community facilities are recognised for their important contribution they make to the health and well-being of local communities. Their existence is often the key determinant in creating viable and sustainable</p>
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					<p>local communities. The LDP recognises the need to protect and enhance social and community facilities, including cultural and entertainment venues. This is encapsulated in <b>Policy SP9</b>, which seeks to retain such uses to ensure that no section of the community is excluded from having access to basic services, with the overall aim of creating sustainable and inclusive communities. The definition of such facilities is widely interpreted as any facility that is used by local communities for leisure and social purposes, and can be both publicly and privately owned.</p> <p>Similarly, <b>Policy SP8</b> seeks to ensure that new development enables and supports the delivery of new healthcare facilities, in addition to other social infrastructure and community facilities.</p>
Marriage and Civil partnership			X	<p>People who are married and or in a civil partnership can experience discrimination in the workplace.</p> <p>The LDP has been formulated to ensure that sufficient employment land is allocated, and supported by the required social and community</p>	<p>The policies within the LDP are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The Plan</p>

				<p>infrastructure to ensure a mix of equal employment opportunities can be created and promoted, in both full and part time occupations.</p>	<p>is inclusive of all members of the community and does not discriminate against any relationship status.</p> <p>One of the key functions of the LDP is to provide an appropriate and sustainable supply of housing land to deliver inter-connected, balanced communities that form the basis for individuals and families to prosper in all aspects of their lives. This is encapsulated in <b>Policy SP6</b> which seeks to deliver a range of private and affordable housing by providing a range of house types and sizes to meet the needs of residents at an efficient and appropriate density.</p> <p>Alongside the provision of housing opportunities for all groups, the LDP aims to deliver the a range of economic opportunities. In particular, <b>Policy SP11</b> seeks to 'create productive and enterprising places' by providing sufficient employment land and a variety of sites to support a diversity of employment opportunities. This will achieve new and better-paid jobs for existing and future generations of residents; and a better balance between the location of jobs and housing, which will reduce the need to travel and promote sustainable</p>
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					<p>growth. A sustained and enhanced labour force, comprising skilled, established households, will ensure that Bridgend County Borough continues to be a desirable prospect for employers to move into or expand within, thereby stimulating economic growth and enhancing employment opportunities for local people. The LDP also promotes the dual location of community facilities through <b>Policy SP9</b>. The co-location of multiple uses in close proximity or in one building is important in providing a range of activities to meet the communities' diverse needs. Co-location provides the opportunity for sustainable linked activities and has potential to create a greater sense of ownership and community. The Council will, wherever practicable, seek to combine social and community uses in one location or a single building. This has particular relevance to new school developments, and the grouping of health and childcare facilities to help people balance full time employment with parenting.</p> <p>Similarly, <b>Policy SP8</b> seeks to ensure that new development enables and supports the delivery of</p>
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						new healthcare facilities, in addition to other social infrastructure and community facilities.
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### Socio-economic impact

Does the evidence gathered suggest that your policy or proposal will have a disproportionate impact on people living in socio-economic disadvantage? This could include communities of place or communities of interest (i.e., where stakeholders, service users, staff, representative bodies, etc. are grouped together because of specific characteristics or where they live).

	What are the impacts of your policy or proposal? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation and any supporting evidence.	Considerations to mitigate negative impact(s) and/or secure positive impact(s)
	Positive impact(s)	Negative impact(s)	No impact		
<b>Socio-economic disadvantage</b>	X			<p>The Welsh Index of Multiple Deprivation (2014) identifies deprivation pockets throughout Wales. BCBC has 88 Lower Super Output Areas (LSOAs), which equates to 4.6% of the 1909 total LSOAs in Wales. In 2014, of the 88 LSOAs, 9 were in the most deprived 10% of Wales; 20 were in the most deprived 20%; 37 were in the most deprived 30% and 50 were in the most deprived 50% LSOAs.</p> <p>The percentage of households that are workless in Bridgend is 4.7% above that for Great Britain.</p>	<p>The LDP seeks to develop a land use framework which ensures opportunities for enhanced inclusivity. In doing so, the Deposit Plan has sought to integrate with various other cross cutting plans and strategies to promote equal accessibility to green spaces, housing, employment, education, community services, health facilities and transport. These include the Bridgend Local Wellbeing Plan, the Well-being of Future Generations (Wales) Act 2015, Future Wales: the National Plan 2040 and PPW – 11<sup>th</sup> Edition (2021).</p> <p><b>Policy SP1</b> sets out a holistic strategy to underpin the LDP, focused on meeting identified development needs and supporting sustainable economic growth and</p>

				<p>16.1% of those in Bridgend of claiming government benefits; 1.7% above that for Wales and 5.1% above that for Great Britain. This is reflected through gross disposable household income (GDHI) per head, which is lower in Bridgend than the Wales average. GDHI has declined by £163 per household since 2010. In 2014, GDHI was £14,753.00.</p> <p>Some parts of the BCBC area, especially in the Valley communities, are among the most deprived areas of Wales, with low levels of economic activity and access to facilities and services, particularly for children, young people and elderly populations.</p> <p>The LDP is part of a holistic strategy, designed to address multiple deprivation within parts of the BCBC area, including but not limited to the creation of new, high quality employment opportunities. This includes a clear employment land strategy to support the provision of new employment opportunities in appropriate and accessible locations. The LDP also includes a regeneration strategy with associated policies and proposals to catalyse a range</p>	<p>regeneration. SP1 makes provision for 71.7 hectares of employment land to accommodate up to 7,500 additional jobs and 8,333 new homes to meet a housing requirement of 7,575. SP1 will provide housing and employment growth in suitable locations to meet identified needs, without resulting in any significant adverse effects. This will be achieved through a combination of:</p> <ul style="list-style-type: none"> <li>• Sustainable Growth Areas – those settlements most conducive to logical expansion</li> <li>• Regeneration Growth Areas - consisting of strategic brownfield sites in need of redevelopment and investment to widely benefit the community</li> <li>• Regeneration Areas - specifically, the Ogmore and Garw Valleys, which are topographically constrained but would benefit from smaller scale growth relative to their form, role and function</li> </ul> <p>The focus on redeveloping key brownfield sites and directing growth to accessible locations, whilst also supporting community-based regeneration in the Valleys, will provide a range of opportunities to safeguard and improve physical and mental health and wellbeing. Simultaneously, through adopting</p>
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				<p>of physical, environmental, health and socio-economic improvements within identified deprived communities.</p> <p>Whilst approximately 1160 affordable dwellings have been provided to date over the existing LDP period, the estimated annual need for affordable housing far exceeds average annual rates of total housing completions.</p> <p>To help address this, the LDP is underpinned by a housing land strategy that allocates a sufficient quantum and appropriate range of housing sites to satisfy the identified housing land requirement.</p> <p>In 2017, 11.3% of the working age population (16 to 64yr) in the BCBC area held no qualifications, which is higher than the percentage of the population with no qualifications across Wales (8.7%). The level of attainment achieved by the working age population with qualifications is also lower in Bridgend than across Wales: 49% in Bridgend are qualified to level NVQ3 or above compared with 54.6% across Wales and 31.5% are</p>	<p>a masterplanned approach, development of Sustainable Growth Areas and Regeneration Growth Areas will help to meet existing community needs and unlock new opportunities (e.g. through appropriate infrastructure provision and community facilities) whilst accommodating population growth. This will ensure new development is integrated with its surroundings, helping to tackle area-based deprivation and catalyse socio-economic renewal. SP1 will therefore help to reduce poverty, tackle social exclusion and promote community cohesion.</p> <p>The delivery of 71.7ha of employment land, delivering up to 7,500 jobs over the Plan period, will meet the employment needs identified through the Bridgend Economic Evidence Base Study and will increase the number, quality and range of employment opportunities and skills to meet identified needs. The delivery of 8,333 new homes in appropriate locations will provide a sufficient quantum and range of accessible, deliverable and good quality housing across the LDP period to meet identified housing needs in accordance with the Local Housing Market Assessment and national policy requirements.</p> <p>The growth highlighted in SP1 will be delivered by the designation of individual growth areas and five strategic sites through <b>Policy SP2</b>. Reliance on a relatively limited</p>
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			<p>qualified to level NVQ4 or above compared with 35.1% for Wales. These statistics correlate with the findings of the Bridgend Business Research report, in which almost a third of businesses surveyed (60 out of 202) stated that they needed a more skilled workforce. More positively, in 2016-17 the percentage of pupils achieving 'Level 2 Threshold' qualifications was 67.9% in Bridgend compared to 67.0% across Wales.</p> <p>The LDP seeks to provide adequate provision of community and social infrastructure to meet existing and projected future population needs, including with specific provision to new to education infrastructure to improve capacity and choice.</p> <p>In 2017, the employment rate within the BCBC area was 70%, which was lower than across Wales (74.1%) and Great Britain (76%), whilst the percentage of the working age population that is economically active was also lower. The official unemployment rate in the BCBC area stood at 5.2% for 2017, which was higher than the unemployment rate across Wales (4.8%) and Great</p>	<p>number of site allocations to deliver the scale of development required to meet identified need places importance on the delivery of adequate infrastructure to accommodate such proposals without generating adverse impacts on existing communities or failing to meet the needs of future residents. To ensure this is achieved, <b>Policies PLA1-5</b> specifically identify the strategic infrastructure and environmental mitigation requirements for the sites which are considered to be fundamental to meeting identified development needs, together with the preparation of development trajectories, evidence base studies and a deliverability assessment to support the Deposit Plan.</p> <p><b>Policy SP3</b> and <b>SP5</b> directly seek to promote or maximise opportunities for active travel in new development, with specific delivery mechanisms set out in SP5. This will help to improve physical health and wellbeing outcomes by supporting opportunities for physical exercise. SP3 requires all development proposals to ensure efficient and equality of access for all, helping to tackle social exclusion and promote community cohesion. SP3 requires development proposals to use land efficiently and maximise the development potential of land, which will support the delivery of sustainable economic growth.</p>
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				<p>Britain (4.4%). Related to this, in 2016 the BCBC area had a jobs density of 0.74 (ratio of jobs to resident working age population) compared with 0.76 across Wales and 0.84 for Great Britain.</p> <p>ONS Annual Population Survey data indicates that over the period since 2010 there has been a small shift in the industry of employment of residents of the BCBC area, as the proportion of those who work in manufacturing and public administration, education and health has decreased whereas the proportion who worked in distribution, hotels and restaurants, and transport and communications increased. In 2017, full-time workers gross weekly pay in Bridgend averaged at £536.00, which was £37.60 above the level Wales but below that from Great Britain by £16.30. Females in Bridgend received £123.30 less in their gross weekly pay than the total average.</p> <p>In recent years the BCBC area has consistently experienced a higher unemployment rate than the national averages for Wales and Great Britain. This indicates either that insufficient or</p>	<p>Sitting beneath Policy SP3, PLA6 directs development to appropriate locations served by identified transport corridors. This aims to enhance access to community facilities and promote community cohesion. PLA8 safeguards transportation proposals, which includes bus corridor improvements and park and ride facilities. This will improve the accessibility of the transport network for a wider range of users, for example those who cannot drive or do not have access to a car.</p> <p><b>Policy SP5</b> include provisions requiring sustainable access to employment sites, in particular through active travel networks. Whilst not directly contributing to the creation of employment opportunities, this would help to improve the spatial relationship between housing and employment, thereby providing enhanced access to the labour market. SP5 requires development proposals to incorporate adequate transport infrastructure, provision for service vehicles and to cater for future innovation, which will help to create suitable conditions for economic growth. SP5 will also help to reduce transport related airborne pollution, and set out criteria to support reduced travel needs, sustainable modal shifts, increase active travel uptake and reduce car dependency.</p> <p><b>Policy SP6</b> states that, of the 7,575 homes required for the plan period, 1,977 number of</p>
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				<p>unsuitable employment opportunities have been provided for residents of the BCBC area, taking account of education and skills levels.</p> <p>To address this, the LDP provides an employment land and economic development strategy to support the creation of a broad range of new employment opportunities which match the skill levels of the existing labour market, whilst also seeking to attract high value sectors such as energy, advanced manufacturing and logistics.</p> <p>The LDP policies have been informed by the Sustainability Appraisal and aim to:</p> <ul style="list-style-type: none"> <li>• Deliver a sufficient quantum of good quality and well located new housing to meet a range of identified needs within the BCBC area.</li> <li>• Deliver economic growth and increase employment opportunities in the BCBC area, including for local residents.</li> <li>• Tackle deprivation, including areas with existing deprivation linked to poor accessibility to</li> </ul>	<p>homes will be affordable housing. Under the auspices of SP6, all new developments will need to make provision for affordable housing with their proposals. This will help to meet affordable housing need and reduce poverty. SP6 sets out a housing land strategy, which prioritises brownfield land redevelopment and focuses housing growth on strategic sites, including regeneration sites within existing settlement boundaries and sustainable urban extensions. This will help to direct new housing development to accessible locations, which would enhance the accessibility of public services, economic opportunities and markets for new residents. The policy includes a mechanism to monitor housing delivery to measure its success. The level of growth envisioned in SP6 will increase the local labour supply and support additional employment in the BCBC area. Sustained levels of increased housebuilding would also increase construction related economic activity and employment.</p> <p>Sitting beneath Policy SP6, Policy COM1 identifies sites allocated to deliver residential development during the plan period, with specific requirements for delivery of affordable homes. Provision of affordable housing in accordance with local needs will help to address the findings of the LHMA. Policies COM2 and COM3 identify the minimum number of affordable homes to be delivered, which will have a positive impact</p>
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				<p>key services, facilities and economic opportunities.</p> <ul style="list-style-type: none"> <li>• Ensure that community facilities and services are appropriate and accessible to users to meet the diverse needs of residents and workers in the BCBC area.</li> <li>• Maximise socio-economic benefits from the implementation of the South Wales Metro and the Cardiff Capital Region City Deal.</li> <li>• Align with the emerging National Development Framework (NDF) for Wales and the preparation of a Strategic Development Plan (SDP) for the Cardiff City Region.</li> <li>• Improve the accessibility of key destinations within the BCBC area and to other key locations through enhancing the transport network.</li> </ul>	<p>on the physical and mental health of those living in overcrowded, unsuitable or temporary accommodation. Provision of affordable housing in accordance with local needs will also help to create mixed and socially inclusive communities, designed in accordance with sustainable placemaking principles. Policy COM6 requires development to deliver residential development along public transport hubs, thereby providing good access to employment and educational facilities for all. This will also help increase connectivity and access to services and facilities and help to improve the spatial relationship between housing and employment.</p> <p><b>Policy SP8</b> specifically seeks to reduce health inequalities, including by avoiding significant health risks from pollution and ensuring appropriate provision of healthcare facilities and other infrastructure to meet population needs. The policy, which has been strengthened through the SA process, requires development to contribute to active travel and green infrastructure networks and to protect and where possible enhance safety, security and resilience. As such, the policy will directly help to improve all aspects of health and wellbeing. SP8 seeks to tackle health inequalities and support the achievement of local wellbeing objectives set out in the Bridgend Local Wellbeing Plan, including through requiring development</p>
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					<p>proposals to be supported by appropriate social and community infrastructure. SP8 requires new healthcare infrastructure proposals to be accessible by non-car modes and for all development proposals to help maintain and enhance active travel networks. This would help to reduce travel needs and deliver sustainable modal shifts. SP8 requires all development proposals to avoid significant health risks, including from air pollution, and to maintain and enhance active travel and green infrastructure networks. The policy also requires new healthcare infrastructure proposals to be accessible by non-car modes. As such, the policy would directly help to protect air quality and reduce car dependency.</p> <p><b>Policy SP9</b> requires social and community infrastructure including healthcare facilities to be retained and enhanced, with co-location of services promoted wherever possible. This will help to ensure adequate healthcare and wider social infrastructure is provided in accessible and appropriate locations to meet identified needs, thereby helping to protect and enhance health and wellbeing. It will also ensure good accessibility to public services is available for all members of society, helping to tackle deprivation and poverty. SP9 also requires developers to demonstrate that access to educational infrastructure can be incorporated within their development proposals. This will help to provide</p>
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					<p>appropriate training and skills opportunities for residents and to ensure young people of the Borough have access to first class education facilities.</p> <p>Sitting under Policy SP9, Policy COM9 specifically safeguards social and community facilities, which promotes social cohesion. Provision of access to cultural activities, amenities and public services also helps to address social inequalities, improve physical health and wellbeing outcomes and reduce health inequalities.</p> <p>Policies COM10, COM11, COM12 and COM13 protect and promote the provision of green space and enhanced access for all age groups. These policies set out the provisions for outdoor recreation space (including children’s play areas and playing pitches), allocate sites for accessible natural greenspace, allotments and cemeteries, which form part of the green infrastructure of the County. This will help to improve physical health and wellbeing outcomes by supporting opportunities for physical exercise. In addition to contributing to the network of green infrastructure that is central to the aims and objectives of the LDP, COM12 promotes the provision of allotments and community food networks, which will help facilitate the accessibility of affordable fresh produce to the most vulnerable communities. Taken together, these policies will help to reduce car</p>
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					<p>dependency by stating that no person should live more than 300m from their nearest accessible green space. The establishment of community food networks can also help to reduce food miles and reduce the need for individuals to travel by providing locally grown and surplus food.</p> <p><b>Policy SP10</b> requires development proposals to be supported by adequate infrastructure, including educational facilities, provision for outdoor recreation, transport improvements and any other infrastructure deemed necessary to make places function efficiently and sustainably and to mitigate any adverse impacts. This will help to improve physical health and wider wellbeing outcomes, help to tackle social exclusion, promote community cohesion, support economic growth and help to improve the economic performance of the BCBC area. The policy also requires developers to consult infrastructure providers on relevant applications.</p> <p>Taken together Policies SP8, SP9 and SP10 promote the co-location of health, social and community infrastructure, support green infrastructure provision and require development to be supported by adequate infrastructure more widely. This will help to direct development to locations with existing good infrastructure and help to maximise the efficient use of land.</p>
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					<p><b>Policy SP11</b> sets out an employment land strategy to meet projected employment needs over the period to 2033. By directing employment proposals to identified Sustainable Growth Areas and Strategic Regeneration Growth Areas, the strategy will enhance equality of access to employment opportunities for both existing and new residents. The policy will therefore help to tackle poverty and promote social inclusion. SP11 includes a target for growth in employment, the designation of strategic sites to accommodate substantial employment and the identification of a generous supply of viable employment sites (which have been subject to Sustainability Appraisal and marketability analysis). The policy will help to increase employment provision, support growth in the working age population, reinvigorate the labour market and counter population ageing. Informed by the Bridgend Economic Evidence Base Study 2019, SP11 will also directly help to maximise inward investment, diversify the local economic base and achieve growth of existing key sectors.</p> <p>Sitting under Policy SP11, Policies ENT1 and ENT2 allocate new and protect existing employment sites, which will help support and create employment opportunities and generate income for individuals and is a key determinant of health and wellbeing. Policy</p>
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					<p>ENT3 will help ensure that change of use of existing industrial development is managed appropriately, which in itself will help limit loss of employment opportunities associated with this industry and allow for growth in emerging sectors.</p> <p><b>Policy SP12</b> directs retail and commercial development proposals to accessible locations and requires such proposals to provide retail, community or commercial floorspace on the ground floor. This will help to support wellbeing and safety by ensuring equality of access for all too key services and amenities. SP12 directs retail, commercial and leisure development proposals to appropriate settlements within identified hierarchies and requires proposals to maintain or enhance the vibrancy, vitality and attractiveness of centres. Whilst the policy does not provide explicit support for new employment generating retail and commercial development proposals, it does provide a supportive policy framework for such proposals in appropriate and accessible locations. By directing such proposals to town centres, it also encourages increased uptake of public transport and active travel and generally provides a supportive policy framework for them. The policy will therefore help to promote business co-location, inward investment in town centres and economic growth in highly accessible areas, which will</p>
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					<p>enhance the economic competitiveness of the BCBC area.</p> <p><b>Policies SP13, SP14 and SP15</b> set out criteria to protect the health, wellbeing and amenity of communities from impacts associated with energy, minerals and waste management developments. The policies place particular emphasis on protecting against poor air quality and pollution, which will help to safeguard physical health. SP13 commits BCBC to supporting innovative low carbon energy proposals to stimulate the local economy and develop employment opportunities. This will directly help to provide new business opportunities, increase inward investment and support innovation.</p> <p>Sitting beneath Policy SP13, Policy ENT11 requires developments to incorporate renewable energy technologies which can have positive effects on health through reducing the burning of fossil fuels as outlined above. In addition to this, this proposal also supports the provision of energy efficient dwellings which can have positive effects on health, including through reducing energy costs and fuel poverty. This will have a particularly beneficial effect on vulnerable groups such as the elderly, those who are on low incomes or unemployed</p> <p><b>Policy SP16</b> requires tourism development proposals to provide a needs and impact</p>
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					<p>assessment to demonstrate, amongst other matters, that the proposal is viable, sustainable and can support the local economy. This will help to maximise local employment opportunities and ensure tourism development benefits local communities rather than contributing to inequalities. SP16 provides support for “appropriate sustainable tourism development”, recognises the strategically important role of the tourist economy in Porthcawl and identifies opportunities for tourism growth. This would help to strengthen the tourism sector of the economy within the BCBC area.</p> <p><b>Policy SP17</b> sets out criteria to protect designated sites (at all spatial scales) and areas of high environmental quality, including landscapes and habitats. Whilst the policy does not specifically refer to green infrastructure or to the importance of the natural environment for health and wellbeing, the policy would indirectly help to protect access to nature and outdoor recreation in specific locations, with resultant physical and mental health benefits, as well as improving the overall quality of the physical environment.</p>
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Consider how your policy or proposal ensures that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure the Welsh Language is not treated less favourably than the English Language, and that every opportunity is taken to promote the Welsh Language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community.

	<b>What are the impacts of your policy or proposal for persons to use the Welsh language and in treating the Welsh language less favourably than the English language? Please place an X in the relevant box</b>			<b>Why have you come to this decision? Please provide an explanation and any supporting evidence.</b>	<b>Record of mitigation in order to:</b> <ul style="list-style-type: none"> <li>• <b>secure positive or more positive effects</b></li> <li>• <b>avoid adverse effects or secure less adverse effects</b></li> </ul>
	<b>Positive impact(s)</b>	<b>Negative impact(s)</b>	<b>No impact</b>		
Will the policy or proposal impact on opportunities for people to use the Welsh language	X			<p>The 2018 Wellbeing Assessment found an increasingly small proportion of people in Bridgend can speak Welsh. The age group with the greatest proportion of Welsh speakers is children aged between 3 and 15 - 25.3% of this group can speak Welsh, but these speakers make up just 3.88% of the total population.</p> <p>In 2011, a smaller proportion of the population of Bridgend could understand, speak, read or write Welsh than in Wales as a whole - just 9.7% of the population, compared to 19% for Wales as a whole).</p>	<p>Technical Advice Note 20, Planning and the Welsh Language, 2017 provides advice on incorporating the Welsh language in LDPs through Sustainability Appraisals, whilst also outlining procedures for windfall development in areas where the language is particularly significant. TAN20 stresses the need to assess the potential cumulative effects of development across the plan area; specifically how the strategy and policies are likely to impact on use of the Welsh language and the sustainability of communities. The spatial distribution of new development and infrastructure can be used as a strategic means of supporting the language based on the findings of the Sustainability Appraisal.</p> <p>PPW also highlights the importance of considering the likely effects of LDPs on the use of the Welsh language. In order to achieve this, “a broad distribution and phasing of development that takes into account the ability of the area or community to accommodate development without</p>

				<p>Historic trend data suggests that the proportion of the population of Bridgend who will be able to speak Welsh will continue to decrease in future, despite many residents identifying the Welsh language as an important part of their cultural heritage and identity. However, the greatest proportion of Bridgend residents who can speak Welsh are young people, there is the potential for a growth in Welsh language use in Bridgend.</p> <p>The policies of the LDP have been formulated to encourage people to stay in Bridgend and to promote and safeguard the interests of the Welsh language and aspects of linguistic sensitivity and to continue to support its growth amongst young people.</p>	<p>adversely impacting use of the Welsh language” (PPW 2021, 3.26) is required.</p> <p>Local level data does not identify any particular settlement with a notable concentration of Welsh speakers within Bridgend and therefore a specific Welsh language policy is not deemed suitable as part of the LDP. Of far more benefit is the integration of appropriate facilities to support the Welsh Language into every aspect, policy and theme of the plan, with particular reference to tourism, conservation and social and community infrastructure. In such a way, the steps identified to safeguard and grow the use of the Welsh Language become an intrinsic element of the sustainable placemaking agenda at the heart of PPW, WCFG legislation and the LDP itself.</p> <p>This is encapsulated in <b>Policy SP2</b> that seeks the creation of high quality, attractive, sustainable places that support active and healthy lives and ensures that new development positively contributes towards this.</p> <p>Building on the advice contained within TAN20, the LDP has sought to incorporate the findings of the Sustainability Appraisal by incorporating specific requirements for the provision of Welsh medium schools within the strategic site <b>Policies PLA1-5</b> as an appropriate means of meeting Welsh</p>
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					<p>speaking needs and promoting the use of the Welsh language.</p> <p>Additionally, <b>Policy SP10</b> has been amended to reflect the findings of the Sustainability Appraisal and specifically references the need for development proposals to consider and include appropriate provision for the Welsh Language. Whilst the policy does not elaborate on this, in principle the policy would help to safeguard and increase the use of the Welsh Language.</p>
Will the policy or proposal treat the Welsh language no less favourably than the English language			X		There are no policies in the Deposit Plan that will treat the Welsh language any less favourably than the English Language.

### **Wider impact**

#### **Cumulative impact**

**What is the cumulative impact of this policy or proposal on different protected groups when considering other key decisions affecting these groups made by the organisation?** (You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups more adversely because of other decisions the organisation is making, eg, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, eg, disabled people, older people, single parents (who are mainly women), etc)

The Deposit LDP contains 75 policies and has the underlying principle to deliver sustainable placemaking to secure a better quality of life for every resident of the borough between 2018 and 2033. All the policies within the LDP contribute towards achieving this through providing and promoting the location of new homes, jobs and economic growth, conservation and enhancement of the natural environment and built heritage, improved infrastructure (both social and community), renewable energy, green spaces and the development of balanced communities.

Many of the policies within the Plan will benefit the wider community across the County Borough and not specifically those with protected characteristics. However, some policies will have the potential for some direct or indirect impact on different groups. The Deposit Plan has been assessed for their potential positive, negative or neutral impact on those groups and have been formulated to address and mitigated any of the potential adverse impacts identified in the formative stages of preparing the LDP.

### **Public Sector Equality Duty**

The Public Sector Equality Duty consists of a general equality duty and specific duties, which help authorities to meet the general duty.

The aim of the general equality duty is to integrate considerations of the advancement of equality into the day-to-day business of public authorities. In summary, those subject to the equality duty, must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a characteristic and those who don't
- Foster good relations between people who share a characteristic and those who don't

How does this policy or proposal demonstrate you have given due regard to the general equality duty?

Taking into account sustainable development and the purposes of the Well-Being Goals, the LDP policies must ensure that development takes place in locations that are appropriate for its scale and nature, and that development is built to ensure positive economic, social, environmental and cultural outcomes. Development should be delivered in such a way that it provides a safe, attractive, cohesive and inclusive environment.

The LDP is also subject to a statutory Sustainability Appraisal (SA). The purpose of the SA is to appraise the environmental, social and economic impacts of the LDP and to find ways to mitigate these to improve the Plan's overall sustainability. It is an on-going process carried out at various stages and assesses the plan's overall strategy and individual policies and proposals to ensure that these fit in with the principles of sustainable development.

### **Procurement and partnerships**

The Public Sector Equality Duty (PSED) requires all public authorities to consider the needs of protected characteristics when designing and delivering public services, including where this is done in partnership with other organisations or through procurement of services. The Welsh Language Standards also require all public authorities to consider the effects of any policy decision, or change in service delivery, on the Welsh language, which includes any work done in partnership or by third parties. We must also ensure we consider the Socio-economic Duty when planning major procurement and commissioning decisions to consider how such arrangements can reduce inequalities of outcome caused by socio-economic disadvantage.

**Will this policy or proposal be carried out wholly or partly by contractors or partners?**

Please place an X in the relevant box:	
Yes	
No	X

If yes what steps will you take to comply with the General Equality Duty, Welsh Language Legislation and the Socio-Economic Duty in regard to procurement and/or partnerships?

Steps taken to ensure compliance:	
General Equality Duty	
Welsh Language legislation	
Socio-economic duty	

**Record of recommendation and decision**

What is the recommendation for the policy or proposal based on assessment of impact on protected characteristics, Welsh Language and socio-economic impact?

If you chose to continue with the policy or proposal in its current form even though negative impacts have been identified a full justification should be provided and actions should be identified with the aim to reduce negative impacts.

	Please place an X in the relevant box	Please explain fully the reasons for this judgement.
Continue with the policy or proposal in its current form as no negative impacts have been identified	X	The development of the Deposit Plan policies have been informed by equality, health and sustainability assessments which have been



		<p>undertaken at the various stages of the preparation of the LDP. These have thoroughly assessed each of the policies within the emerging plan and identified, where necessary, appropriate mitigation requirements and in some cases changes to the policies to help ensure their implementation achieves the vision and objectives of the LDP.</p> <p>As such, the EIA does not identify any negative impacts on any of the protected characteristics.</p> <p>Each of the policies will be revisited as part of the EIA process, following public consultation on the Deposit Plan.</p>
Continue with the policy or proposal in its current form even though negative impacts have been identified		
Do not continue with this policy or proposal as it is not possible to address the negative impacts.		

### **Monitoring action plan and review**

#### **Equality Impact assessment Action Plan**

It is essential that you now complete the action plan. Include any considerations you have identified to mitigate negative impact(s) and/or secure positive impact(s) on protected characteristics, socio-economic impact and Welsh Language. Once your action plan is complete, please ensure that the actions are mainstreamed into the relevant Service Development Plan.

<b>Action</b>	<b>Lead Person</b>	<b>Target for completion</b>	<b>Resources needed</b>	<b>Service Development plan for this action</b>
Consultation methods and LDP documents need to be accessible and take reasonable adjustments into account. A need to ensure the views of	Strategic Planning Manager	As part of the Deposit Plan consultation to be undertaken in June 2021	Staff time/resource of Strategic Planning and Communication teams	LDP Delivery Agreement

Disabled people are captured and that Disabled people do not face barriers to participation				
Appropriate monitoring targets on delivery of Gypsy Traveller provision are required to ensure that future accommodation needs are accounted for.	Strategic Planning Manager	Annually following adoption of the LDP	Staff time and resource	LDP Annual Monitoring Report
Delivery of new housing – location and total annual completions	Strategic Planning Manager	Annually following adoption of the LDP	Staff time and resource	LDP Annual Monitoring Report LDP Housing Trajectory
Delivery of Affordable Housing – Total provided, tenure, thresholds and delivery per each sub-market area	Strategic Planning Manager	Annually following adoption of the LDP	Staff time and resource	LDP Annual Monitoring Report LDP Housing Trajectory
Employment Land Take-up and job growth	Strategic Planning Manager	Annually following adoption of the LDP	Staff time and resource	LDP Annual Monitoring Report Annual Employment Land Survey Development Management Monitoring ONS

**Please outline how and when this EIA will be monitored in the future and when a review will take place:**

<b>Monitoring arrangements:</b>	<b>Date of Review:</b>
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The EIA will be reviewed following public consultation on the Deposit Plan, which is to take place in June 2021. The list of key stakeholders identified in the Delivery Agreement will be contacted and their feedback, alongside any relevant equality related feedback from other organisations, groups and individuals will be considered and captured within this assessment.	<b>October 2021</b>
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### Approval

<b>Date Full EIA completed:</b>	<b>19<sup>th</sup> April 2021</b>
<b>Name of the person completing the Full EIA:</b>	<b>Gareth Denning</b>
<b>Position of the person completing the Full EIA:</b>	<b>Strategic Planning Team Leader</b>

<b>Approved by (Head of Service or Corporate Director):</b>	
<b>Date Full EIA approved:</b>	

### Publication of EIA and feedback to consultation groups

It is important that the results of this impact assessment are published in a user friendly accessible format.

It is also important that you feedback to your consultation groups with the actions that you are taking to address their concerns and to mitigate against any potential adverse impact.

**When complete, this form must be signed off and retained by the service and a copy should also be sent to [equalities@bridgend.gov.uk](mailto:equalities@bridgend.gov.uk)**

**Where a full EIA has been completed this should be included as an appendix with the relevant cabinet report and therefore will become available publically on the website.**

If you have queries in relation to the use of this toolkit please contact the Equalities Team on 01656 643664 or [equalities@bridgend.gov.uk](mailto:equalities@bridgend.gov.uk)