

# **Revised Carmarthenshire Local Development Plan 2018 – 2033**

**Caeau Mynydd Mawr Special Area of Conservation  
Draft Supplementary Planning Guidance**

**Equality Impact Assessment**

**JANUARY 2020**



## **Carmarthenshire County Council**

### **Assessing Impact**

#### **The Equality Act 2010**

The Equality Act 2010 (the Act) brings together and replaces the previous anti-discrimination laws with a single Act. It simplifies and strengthens the law, removes inconsistencies and makes it easier for people to understand and comply with it. The majority of the Act came into force on 1 October 2010.

The Act includes a new public sector equality duty (the 'general duty'), replacing the separate duties on race, disability and gender equality. This came into force on 5 April 2011.

#### **What is the general duty?**

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.

The duties are legal obligations. Failure to meet the duties may result in authorities being exposed to legal challenge.

Under equality legislation, public authorities have legal duties to pay 'due regard' to the need to eliminate discrimination and promote equality with regard to race, disability and gender, including gender reassignment, as well as to promote good race relations. The Equality Act 2010 introduces a new public sector duty which extends this coverage to age, sexual orientation, pregnancy and maternity, and religion or belief. The law requires that this duty to pay 'due regard' be demonstrated in the decision making process. It is also important to note that public authorities subject to the equality duties are also likely to be subject to the

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obligations under the Human Rights Act and it is therefore wise also to consider the potential impact that decisions could have on human rights as part of the same process.

### **Carmarthenshire's approach to Equality Impact**

In order to ensure that the council is considering the potential equality impact of its proposed policies and practices, and in order to evidence that we have done so, every proposal will be required to be supported by the attached Equality Impact Assessment. Where this assessment identifies a significant impact then more detail may be required.

### **Reporting on assessments**

Where it is clear from the assessment that the likely impact on the authority's ability to meet the general duty is substantial, then it must publish a report.

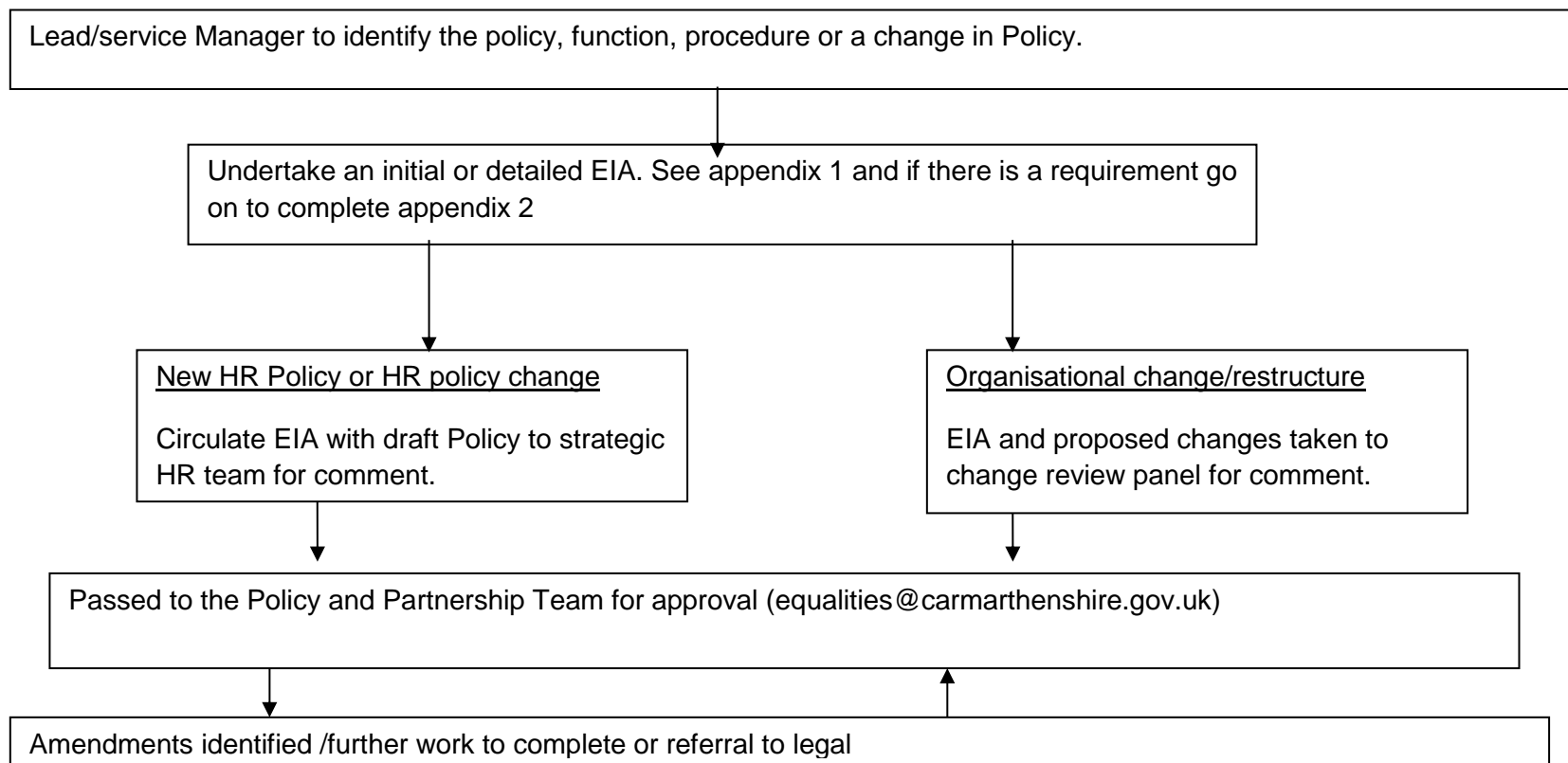
### **Initial and Detailed Equality Impact Assessments**

The initial EIA (appendix 1) is a simple and quick method of assessing the effect of a policy, function, procedure, decision including financial cuts on one or more of the protected characteristics.

The Service Manager responsible for the relevant new or revised policies, functions, procedures and financial decisions must undertake, at least, an initial EIA and where relevant a detailed Equality Impact Assessment (appendix 2); EIA must be attached as background paper with reports to Executive and Scrutiny .

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**Equality impact assessment – Process to follow where HR implications have been identified**



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## Initial Equalities Impact Assessment Template

## Appendix 1

<b>Department:</b>  Planning	<b>Completed by (lead):</b>  Ian Llewelyn	<b>Date of initial assessment:</b>  <b>January 2020</b>  <b>Revision Dates:</b>
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Caeau Mynydd Mawr Special Area of Conservation - DRAFT Supplementary Planning Guidance – (Revised Carmarthenshire Local Development Plan).	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	Yes. It should be noted that SPG on this matter was also prepared for the current/adopted Carmarthenshire Local Development Plan.	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
<ul style="list-style-type: none"> <li>• Legislation – including the Planning and Compulsory Purchases Act 2004, Planning (Wales) Act 2015, Well Being of Future Generations Act 2015, Environment (Wales) Act 2016 and European Directives;</li> <li>• National Planning Policy;</li> <li>• Town and Country Planning (Local Development Plan) (Wales) (Regulations) 2015;</li> <li>• Revised Carmarthenshire Local Development Plan 2018-2033 (deposit draft) and its evidence base;</li> <li>• The Caeau Mynydd Mawr Special Area of Conservation – Conservation Objectives;</li> <li>• Evidence Paper – Defining the Revised SPG Area (December 2019);</li> <li>• Evidence Paper – Mitigation Payment Calculation (December 2019);</li> <li>• Evidence Paper – Habitat Management Specifications and Monitoring Success (December 2019).</li> </ul>		

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<p><b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b></p>	<p>The Council is required under the provisions of the Planning and Compulsory Purchases Act 2004 to prepare and have in place an adopted LDP. Its preparation and content is governed by legislation and procedural regulations. The current LDP was adopted in December 2014, however the Council resolved in January 2018 to commence work on a Revised LDP for the period 2018 – 2033.</p> <p>Once adopted, the Revised LDP will be the land use plan for the County (excluding that area contained within the Brecon Beacons National Park) and therefore decisions will be based on its content, unless material considerations indicate otherwise.</p> <p>The Supplementary Planning Guidance (SPG) is an elaboration and consolidation of the policies and provisions of the Revised Carmarthenshire Local Development Plan (rLDP) Deposit Draft, most notably policy NE4: Development within the Caeau Mynydd Mawr SPG Area.</p> <p>This SPG provides specific guidance in relation to the consideration of development proposals impacting upon the Caeau Mynydd Mawr Special Area of Conservation (SAC). In noting its environmental credentials, this SPG is intended to assist in facilitating the delivery of the rLDP up to 2033 – most notably within the Cross Hands Principal Centre and surrounding areas as part of a place making approach.</p> <p>The SPG establishes a transparent and consistent approach to securing contributions that will resource the Caeau Mynydd Mawr project. It also makes applicants aware, at an early stage of the development process, of the Council's expectations in respect of the level of contributions required and where the SPG area is located.</p>						
<p><b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b></p> <p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>	<p><b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b></p> <p><b>Please indicate high (H) medium (M), low (L), no effect (N) for each.</b></p>	<p><b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b></p> <table border="1" data-bbox="1093 1082 1733 1302"> <thead> <tr> <th data-bbox="1093 1082 1393 1114">Risks</th> <th data-bbox="1393 1082 1733 1114">Positive effects</th> </tr> </thead> <tbody> <tr> <td data-bbox="1093 1114 1393 1302"></td> <td data-bbox="1393 1114 1733 1302"></td> </tr> </tbody> </table>	Risks	Positive effects			<p><b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b></p>
Risks	Positive effects						

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<b>Protected characteristics</b>	<b>Age</b>	M		<p>The SPG makes provision to support and enhance the rich and diverse natural environment of the County and its biodiversity value. This creates a sense of well-being and offers significant value to all aspects of the community. The SPG seeks to provide a framework for the development of cohesive and inclusive environments and places that respects community and individual needs whilst recognising the requirements for growth as set out within the Revised Carmarthenshire Local Development Plan 2018-2033.</p>	
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				The Well Being of Future Generations Act 2015 is noted.	
	<b>Disability</b>	L		The SPG makes provision to support and enhance the rich and diverse natural environment of the County and its biodiversity value. This creates a sense of well-being and offers significant value to all aspects of the community. The SPG seeks to provide a framework for the development of cohesive and inclusive environments and places that respects community and individual needs whilst recognising the requirements for growth as set out within the	

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				Revised Carmarthenshire Local Development Plan 2018-2033.	
	<b>Gender reassignment</b>	L		The SPG makes provision to support and enhance the rich and diverse natural environment of the County and its biodiversity value. This creates a sense of well-being and offers significant value to all aspects of the community. The SPG seeks to provide a framework for the development of cohesive and inclusive environments and places that respects community and individual needs whilst recognising the requirements for growth as set out within the Revised Carmarthenshire	

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				Local Development Plan 2018-2033.	
	<b>Race</b>	L		The SPG makes provision to support and enhance the rich and diverse natural environment of the County and its biodiversity value. This creates a sense of well-being and offers significant value to all aspects of the community. The SPG seeks to provide a framework for the development of cohesive and inclusive environments and places that respects community and individual needs whilst recognising the requirements for growth as set out within the Revised Carmarthenshire	

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				Local Development Plan 2018-2033.	
	<b>Religion/Belief</b>	L		The SPG makes provision to support and enhance the rich and diverse natural environment of the County and its biodiversity value. This creates a sense of well-being and offers significant value to all aspects of the community. The SPG seeks to provide a framework for the development of cohesive and inclusive environments and places that respects community and individual needs whilst recognising the requirements for growth as set out within the Revised Carmarthenshire	

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				Local Development Plan 2018-2033.	
	<b>Pregnancy and maternity</b>	L		The SPG makes provision to support and enhance the rich and diverse natural environment of the County and its biodiversity value. This creates a sense of well-being and offers significant value to all aspects of the community. The SPG seeks to provide a framework for the development of cohesive and inclusive environments and places that respects community and individual needs whilst recognising the requirements for growth as set out within the Revised Carmarthenshire	

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				Local Development Plan 2018-2033.	
	<b>Sexual Orientation</b>	L		The SPG makes provision to support and enhance the rich and diverse natural environment of the County and its biodiversity value. This creates a sense of well-being and offers significant value to all aspects of the community. The SPG seeks to provide a framework for the development of cohesive and inclusive environments and places that respects community and individual needs whilst recognising the requirements for growth as set out within the Revised Carmarthenshire	

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				Local Development Plan 2018-2033.	
	<b>Sex</b>	L		The SPG makes provision to support and enhance the rich and diverse natural environment of the County and its biodiversity value. This creates a sense of well-being and offers significant value to all aspects of the community. The SPG seeks to provide a framework for the development of cohesive and inclusive environments and places that respects community and individual needs whilst recognising the requirements for growth as set out within the Revised Carmarthenshire	

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			Local Development Plan 2018-2033.	
<b>Welsh language</b>	M		The SPG makes provision to support and enhance the rich and diverse natural environment of the County and its biodiversity value. This creates a sense of well-being and offers significant value to all aspects of the community. The SPG seeks to provide a framework for the development of cohesive and inclusive environments and places that respects community and individual needs whilst recognising the requirements for growth as set out within the Revised Carmarthenshire Local Development Plan	

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				2018-2033. The Welsh language is an important feature of the SPG Area – reference should be made to the SA-SEA of the Plan together with the Welsh Language Impact Assessment on the Plan.	
	<b>Any other area</b>	N			

<b>5. Has there been any consultation/engagement with the appropriate protected characteristics?</b>	<b>YES</b> <input type="checkbox"/> <b>NO</b> <input type="checkbox"/> Not applicable. The SPG will be formally published for public consultation as part of its preparation.
<b>6. What action(s) will you take to reduce any disproportionately negative impact, if any?</b>	
The SPG will where appropriate be amended to ensure any impact which emerges as a result of its publication and formal public consultation is satisfactorily considered and responded to. The SPG will be available in a different format upon request.	
<b>7. Procurement</b>	
<b>Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, service. N/A</b> <b>Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.</b>	

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<b>8. Human resources</b>		
Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service? N/A		
<b>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment?</b> (recommended if one or more H under section 2)	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
Approved by: Head of Service	Llinos Quelch	Date: January 2020.

## Detailed Equalities Impact Assessment Template

### Appendix 2

<b>Department:</b>	Please see initial impact assessment
<b>Completed by (lead):</b>	
<b>Date of Detailed assessment:</b>	
<b>Area to be assessed: (<i>Policy, function, procedure, practice or a financial decision</i>)</b>	Please see initial impact assessment
<b>Is this existing or new function/policy/Procedure/ practice</b>	Please see initial impact assessment

<b>1. Describe the aims, objectives or purpose of the function/policy, practice or procedure and who is intended to benefit.</b>	Please see initial impact assessment
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<p><b>2. Please list any existing documents, evidence, research which have been used to inform the Detailed equality impact assessment.</b> (This must include relevant data used in this assessment)</p>				
<p><b>3. Has any consultation, involvement been undertaken with the protected characteristics to inform this assessment?</b> (please provide details, who and how consulted)</p>				
<p><b>4. What is the actual/likely impact?</b></p>				
<p><b>5. What actions are proposed to address the impact? (<i>The actions needs to be specific, measurable and outcome based</i>)</b></p>	<p><b>What are we going to do</b></p>	<p><b>Who will be responsible</b></p>	<p><b>When will it be completed</b></p>	<p><b>How will we know we have achieved our objective</b></p>

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<b>6. How will actions be monitored?</b>				
<b>Approved by:</b> Head of Service			Date:	

Thank you for completing this assessment.

For further information regarding Assessing Impact, please contact the -

Policy & Partnership Team

Chief Executive's Department

01267 22(4914) / (4676)

[equalities@carmarthenshire.gov.uk](mailto:equalities@carmarthenshire.gov.uk)

**Please send a copy of the assessment to the above e-mail address upon completion.**

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