

Powys County Council

Equality Impact Assessment (EqIA) – Policy Assessment reporting template

This EqIA reporting template is designed to assist in the analysis of gathered data and evidence, to determine the equality impact of a new policy to be introduced, or an amendment to an existing policy. Once complete, the template should be made fully accessible to the public e.g. inclusion with publicly available Cabinet reports and/or publication on the Powys County Council website. For confidential matters, this should be made available once a decision has been taken and agreed.

N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.

Policy	Powys Local Development Plan	Lead Person undertaking the assessment	Peter Morris
Service Area	Regeneration, Property and Commissioning – Spatial Planning	Head of Service who has agreed this assessment	Sue Bolter, Head of Regeneration, Property and Commissioning
Date of Assessment	April 13 th 2015		

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE

Briefly describe the aim or purpose of the policy being assessed.

The Powys Local Development Plan (LDP) will set out the Council's policies and proposals for the development and use of land in Powys (outside the Brecon Beacons National Park) for the period up to 2026. It is anticipated that the LDP will be adopted in Dec 2016 and will supersede the Powys Unitary Development Plan as the basis for determining planning applications.

2. OBJECTIVES

Please state any associated objectives of this policy.

The LDP (Deposit Draft) sets out the following objectives. The objectives are supported by more detailed policies and proposals.

Planning for Growth in Sustainable Places

LDP Objective 1 – Meeting Future Needs

To meet the needs arising in Powys over the plan period up to 2026, to provide adequate, appropriately located land for:

- i. 6,071 dwellings to deliver a dwelling requirement of 5,519 which will meet all the housing needs of Powys' increasing and ageing population and its decreasing size of households, including open market and affordable housing, gypsy and traveller accommodation and other specialist housing needs.
- ii. 49 hectares of employment and economic development uses.
- iii. Retail, tourism, recreation, infrastructure, services and other needs.

LDP Objective 2 – Sustainable Settlements and Communities

To support sustainable development, access to services and the integration of land uses, by directing housing, employment and services development in accordance with a sustainable settlement hierarchy. Higher levels of development will be directed to Powys' towns and larger villages but where these are unable to sustain further growth due to capacity constraints, development will be accommodated in nearby towns or large villages.

LDP Objective 3 – Efficient Use of Land

To support the re-use and remediation of suitably and sustainably located previously developed land and where this is not possible to make efficient use of green field sites. To apply a general presumption against unsustainable development in the open countryside and development on soils of high value and important mineral resources which are recognised as finite resources.

LDP Objective 4 – Climate Change and Flooding

To support the transition to a low carbon and low waste Powys through all development, including the reduction of waste to landfill and by directing development away from high flood risk and, where possible, to reduce or better manage existing flood risk for communities, infrastructure and businesses.

LDP Objective 5 – Energy and Water

To support the conservation of energy and water and to generate energy from appropriately located renewable resources to enable households, businesses and communities to meet their needs where acceptable in terms of the economic, social, environmental and cumulative impacts.

In particular, to:

- i. Contribute to the achievement of the Water Framework Directive targets in Powys.
- ii. Provide an additional 50,000kW installed capacity of renewable electricity generating technology, 30,000kWt

renewable biomass and 16,000kWt building integrated heat generating technology.

Supporting the Powys Economy

LDP Objective 6 – Vibrant Economy

To support a diverse, robust and vibrant economy for Powys, including a strong rural economy, which is sustainable and responsive to change. To ensure towns and larger villages are the main focus for economic development and that town centres are vital, viable and attractive.

LDP Objective 7 – Key Economic Sectors

To maintain and strengthen key economic sectors within Powys including manufacturing in the Severn Valley and Ystradgynlais, sustainable year-round tourism opportunities, agriculture and the rural economy.

LDP Objective 8 - Regeneration

To support the regeneration and renewal of Powys' built environment, its historic towns and employment premises and to support regeneration activities such as the Powys Local Growth Zone initiative.

Infrastructure and Services

LDP Objective 9 – Infrastructure and Services

To support the provision of infrastructure and services to meet the future needs of Powys' communities.

LDP Objective 10 – Important Assets

To support the operation and development of regionally and nationally important assets located in Powys.

Natural and Built Assets

LDP Objective 11 – Natural Heritage

To conserve and protect Powys' land, air and water resources important for environmental quality, geodiversity and biodiversity and where possible to ensure development enhances them and produces a net gain for biodiversity.

LDP Objective 12 - Resources

To facilitate the sustainable management of Powys' natural and environmental resources whilst enabling development to take place including the provision of at least a 25 year landbank of crushed rock aggregates.

LDP Objective 13 – The Historic Environment

To protect, preserve and/or enhance the distinctive built heritage, landscape and cultural assets of Powys and adjoining areas, including its architectural and archaeological heritage and protected landscapes. In particular to facilitate the reduction of listed buildings at risk.

	<p>Supporting Healthy Communities</p> <p>LDP Objective 14 – Healthy Lifestyles To encourage active healthy lifestyles by enabling access to open spaces, areas for recreation and amenity including allotments or growing spaces, and to ensure development provides opportunities for walking, cycling, open and play spaces where required.</p> <p>LDP Objective 15 – Welsh Language and Culture To support and protect Welsh language and culture in Powys and specifically the Welsh speaking strongholds of the north-west and south-west.</p> <p>LDP Objective 16 – Community Well-being To promote development that supports community wellbeing and cohesion, especially in communities suffering from multiple deprivation and social exclusion.</p>
<p>3. BENEFITS and OUTCOMES</p>	
<p>i) What benefits does this policy provide and to whom?</p>	<p>The policies and proposals of the LDP will provide and facilitate the provision of numerous benefits to many people, interest groups, organisations, businesses, etc. Fundamentally the plan is designed to be in the public interest.</p> <p>As an example, the LDP will through its policies and proposals provide sufficient land to enable the construction of dwellings to meet the future housing needs of Powys’s households, including affordable housing where possible. This will benefit:</p> <ul style="list-style-type: none"> • households in need of accommodation; • landowners who receive an income from selling land; • the construction industry and its supply chains; • architects, estate / property agents; • the finance sector; • local communities who gain from the participation of household members; • local businesses and public services who benefit from household expenditure and patronage; • etc.
<p>ii) What are the intended outcomes from the policy?</p>	<p>The LDP seeks to contribute to the achievement of sustainable development and to reconcile competing land uses in the benefit of the wider public interest.</p>
<p>iii) How might the outcomes be measured?</p>	<p>A monitoring framework is included in the LDP to monitor whether the objectives and policies of the LDP are being met. An annual monitoring report will be produced.</p> <p>Where monitoring shows that the LDP’s objectives and policies are not being met, further investigation and research will be undertaken and appropriate action taken including if necessary a revision or review of the LDP.</p>

4. CORPORATE RELEVANCE

How does this policy relate to the Powys Change Plan and/or Powys One Plan?

The One Powys Plan 2014-17 sets out 5 priorities:

- Integrated health and adult social care.
- Children and Young People.
- Transforming learning and skills.
- Stronger, safer and economically viable Communities.
- Financially balanced and fit for purpose public services.

The LDP can support and facilitate each of the above priorities, as well as some of the actions and outcomes of the One Powys Plan where there are land use and development implications.

Specific reference is made to the LDP under the priority of **Stronger, safer and economically viable communities** which states the following action: "Align the Local Development Plan to ensure it provides a sustainable infrastructure that underpins the delivery of the One Powys Plan".

5. DATA USED

5.1. What data has been used to conduct this assessment?

Tick/shade boxes as appropriate.

Profiling of service users, providing a breakdown of who uses the service by the protected characteristics	No
Service user satisfaction rates, broken down by the protected characteristics.	No
Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	No
Qualitative data gathered from those that are not currently using the service.	Yes
Complaints monitoring against the protected characteristics	No
Wider research reports and findings.	Yes
Relevant service based Equality Impact Assessment	No

5.2. Are there any gaps in the data?

<p>Yes</p> <p>Please state the gaps and how they will be addressed going forward?</p> <p>The impact of development plan policies on protected characteristic groups is not gathered for the existing Unitary Development Plan. The LDP will be subject to annual monitoring once it has completed its preparation process, and the impact of its objectives and policies will be assessed as part of this.</p>	
---	--

	<p>In addition, albeit on a separate matter, there is little evidence about the characteristics of the users of the service i.e. those involved with the LDP process. Further data will be gathered on this as part of consultation processes.</p>	
<p>6. DATA ANALYSIS</p>		
<p><u>6.1 Quantitative</u> Summarise the key quantitative data analysis results, providing key headline statistics.</p> <p>Key questions:</p> <p>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<p>Please see Appendix 1.</p> <p>A statistical profile of some of the protected characteristic groups is included at the end of Appendix 1.</p>	
<p><u>6.2 Qualitative</u> Summarise the key qualitative data analysis, providing key themes or patterns.</p> <p>Key questions:</p> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p> <p>ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</p> <p>iii) What are the reasons behind some groups not using the service? How will a change affect this position.</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<p>Also identified in Appendix 1 are relevant comments / issues received from consultation and engagement on matters relevant to the LDP, and how the LDP propose to respond and address these.</p> <p>Consultation, involvement and engagement is important through the duration of the LDP preparation process. This is explained further in the LDP Delivery Agreement. This includes the identification of groups to be involved in the LDP's preparation and how 'hard to reach' groups will be involved.</p> <p>In preparing the evidence base to inform the policies of the LDP the Council has also prepared topic papers and undertaken research and wherever possible has engaged relevant persons and organisations in this in order to seek agreement and consensus.</p> <p>In addition, a summary of the responses received from consultation periods is provided in the Consultation report. Both these documents are on the LDP pages of the Council's website.</p>	
<p>7. EqIA RESULT</p>		

<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The policy does not present any adverse impact on equality. [Proceed to question 10]</p>	Yes
	<p>The policy presents some adverse impact on equality. [Proceed to question 8]</p>	
	<p>The policy presents significant impact on equality [Proceed to question 8]</p>	
<p>8. AREAS for IMPROVEMENT</p>		
<p>Please provide detail of the weak or sensitive areas in the policy identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>No areas for improvement have been identified.</p> <p>i) The LDP will provide policy support for some of the protected characteristic groups e.g. meeting the needs of older people, meeting the specific needs of a gypsy family residing in the County.</p> <p>ii) People on low incomes will benefit from the objectives / policies relating to economic development and affordable housing.</p> <p>iii) Welsh language use is encouraged by the plan, and mitigation will be sought where development could have a negative impact on Welsh-speaking strongholds.</p>	
<p>9. EQUALITY IMPROVEMENT</p>		
<p>9.1 Having identified that improvements are required, how will these now be addressed? <i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Do amendments need to be made to the policy? If so, what amendments?</p> <p>ii) Will the impact need to be mitigated with the introduction of the new/amended policy?</p>	<p>No areas for improvement have been identified.</p>	

9.2 Has this been included in the Service Improvement Plan?	Yes <input type="checkbox"/> Date added..... Reference.....	No <input checked="" type="checkbox"/> If no, please explain why not: This impact assessment relates the preparation of policy rather than the delivery of a service.

10. ONGOING MONITORING

How will the implementation of the policy now be monitored to consider its impact over time?		Please tick/shade
	Equality monitoring of uptake of people affected by the policy	
	Satisfaction monitoring of service users (broken down by protected characteristic)	
	Recording and analysing complaints/requests/compliments	
	Targeted periodic focus groups/service user interviews/feedback sessions	
	Other (please specify):	The impact of the LDP's objectives and policies on protected characteristics will be assessed as part of the annual monitoring report prepared for the LDP.

Appendix 1

Quantitative and Qualitative Data Analysis of relevance to the Powys LDP.

The following table identifies issues in the left hand column – both qualitative and quantitative issues – relating to the 10 protected characteristics groups. The issues have been identified from screening the sources of information listed below and are considered to be of relevance to the Powys LDP in that they relate to land use and development. Irrelevant issues that are unrelated and cannot be impacted upon by the LDP have been excluded.

- How Fair is Wales, Equality and Human Rights Commission, March 2011.
- How fair is Britain? Equality, Human rights and good relations in 2010 - The First Triennial Review, Equality and Human Rights Commission
- An Anatomy of Inequality in Wales, Equality and Human Rights Commission, May 2011
- How fair is Powys? Indicators from the National Equalities Measurement Framework , March 2012,
- Powys LDP Key Issues and Considerations (as set out in the Preferred Strategy, Powys County Council March 2012 and the comments received on the Strategy).
- One Powys Plan, 2014-17, Powys Local Service Board (OPP).
- Powys Strategic Equality Plan April 2012-March 2016, Powys County Council (SEP)
- How Fair is Powys: On-line Survey 2012, Powys County Council
- How Fair Is Powys, Indicators from the National Equalities Measurement Framework March 2012, Powys County Council
- Residents Survey Results, 2013/2014, Powys County Council – This also provides feedback from residents on particular planning issues such as the availability of affordable housing which showed that residents considered to be worsening.
- Young Residents' Survey 2012/13, Powys County Council.
- Comments received in relation to the preparation of the Powys LDP.

Having identified those issues of relevance, the right hand column describes how the issue is addressed by the LDP. Where appropriate recommendations are identified.

Protected characteristic and issue of relevance to the LDP	How is this Addressed by the LDP?
Race	
Non-white groups are more likely to experience time outside employment as young adults.	The LDP can contribute to addressing this issue by supporting the Powys economy and enabling the creation of employment / job opportunities for all persons, including young adults regardless of race. It does this through its objectives and policies. For instance LDP Objective 1 – Meeting Future Needs allocates 49 ha of land for employment purposes; LDP Objective 6 – Vibrant Economy aims for a diverse and resilient economy. These objectives are translated into more detailed policies

	such as Policy E1 – Employment Proposals on Allocated Employment Sites and Policy E2 – Employment Proposals which support economic development.
Significant differences remain associated with gender and ethnicity in employment and pay.	The LDP can contribute to addressing this issue by supporting the economy through its objectives and policies which will ensure land use policies will enable opportunities for better employment and pay. It also includes policies on affordable housing (Policies H4, H5, H6, H7) to help those persons unable to afford open market housing because of low pay.
Approximately a fifth of the Welsh population live in poverty (measured after housing costs). Those living on the lowest incomes are the youngest, disabled people, those of Pakistani and Bangladeshi ethnicity.	As above.
For males, being from a non-white ethnic group is associated with increased participation in part-time employment. For females, Indian and other Asian women, Black Caribbean and Black African women are all less likely to be in part-time employment than White women. This suggests that part-time employment is a more important source of work for White women than for other ethnic groups.	As above
Nearly two-thirds of people strongly disagree that they would have no objection to a Gypsy Traveller site being near their home. (EHRC Wales, 2009, Who do you see?)	Whilst the LDP has very limited ability to influence attitudes and perceptions, one of the purposes of the LDP is to help meet the housing needs of households. An update assessment of the accommodation needs of Gypsies and Travellers was completed in early 2015 and has identified a specific housing need for a Gypsy Family. LDP Objective 1 – Meeting Future Needs supports the provision of adequate land to meet all future housing needs arising in the County of the LDP plan period 2011-20126 including the need for gypsy and traveller accommodation. The deposit LDP 2015 proposes a site allocation to accommodate the needs of the Gypsy

	family through Policy H13 – Gypsy and Traveller Sites and Caravans. This policy also provides support for planning applications for further sites where it would meet a proven, unmet local need.
Sex (Male / Female)	
In terms of life expectancy, socio-economic inequalities combine with gender inequalities to result in particularly poor outcomes for men from working class backgrounds in Wales. A man in Wales has a life expectancy four years less than a woman and a man from a disadvantaged area has a shorter life expectancy than a man from the most prosperous parts of Wales.	<p>The LDP can contribute to addressing the issues of life expectancy by supporting healthy lifestyles. LDP Objective 14 – Healthy Lifestyles supports active and healthy lifestyles by enabling access to open spaces, areas for recreation and growing food, and incorporating opportunities for walking and cycling into development.</p> <p>At the same time, the economic development objectives of the plan aim to improve employment opportunities, and the housing objectives support the provision of housing, which are essential for ensuring longevity. Integrating and co-locating development will also contribute to individuals leading active and healthy lives.</p>
Close gender, ethnic and disability pay gaps faster and further.	The LDP has limited impact in closing pay gaps but can assist in addressing this issue through its economic objectives and policies which enable the advancement of equality of opportunity. In addition the LDP's objectives and policies on affordable housing provision seek to support those who cannot afford to buy/rent open market housing.
<p>Women are disadvantaged in employment terms: in almost all population groups women face an above-average incidence of non-employment. This is particularly the case for some ethnic minority groups in Wales, particularly women of Indian, Bangladeshi and Pakistani and Chinese ethnicity.</p> <p>Women are less likely to be in employment than men, in both Powys and Wales (How Fair Is Powys, Indicators from the National Equalities</p>	The LDP can contribute to addressing the disadvantages faced by women through its economic objectives and policies which enable the advancement of equality of opportunity.

Measurement Framework March 2012)	
<p>The median hourly earnings of men in Wales (£9.88, measured between 2004/5- 2008/9) were just above the overall UK median (£9.81), while median female earnings (£8.04) were only 82% of the UK median, giving a Wales gender gap of 19% in hourly earnings.</p> <p>Women are still paid considerably less than men in equivalent positions and fewer women are promoted to senior positions. (How Fair is Powys on-line survey 2012)</p>	As above.
Part-time employment is particularly concentrated amongst females.	As above.
In the case of females, the self-employment rate (at 5%) is less than half that for males (12%)	As above.
In terms of family status, the group most susceptible to living in poverty are lone parents, followed by single females. The position of single female households in Wales appears to be worse than that observed in other regions.	The LDP can contribute to addressing poverty through its support for the economy. Its objectives and policies which will ensure land use policies will enable the advancement of opportunities for better employment and pay. It also includes policies on affordable housing (Policies H4, H5, H6, H7) to help those persons unable to afford open market housing because of low pay. These will assist in improving the health and wellbeing of these households.
One in seven men and one in five women working in Wales earn a wage below 60% of national hourly pay.	The LDP can contribute to addressing the closing of pay gaps through its economic objectives and policies enable the advancement of equality of opportunity.
Age	
Reduce health inequalities between socio-economic groups - especially those affecting older and younger men.	The LDP can contribute to addressing health inequalities. LDP Objective 14 – Healthy Lifestyles supports active and healthy lifestyles by enabling access to open spaces, areas for recreation and growing food, and incorporating opportunities for walking and cycling into development. Co-locating different types of development in towns for instance also provides the opportunity for people

	<p>to lead healthier lifestyles e.g. to walk to shops / local facilities.</p> <p>At the same time, the economic development objectives of the plan aim to improve employment opportunities.</p>
<p>Reduce the incidence of young people who are not in education, employment or training.</p> <p>Groups whose median earnings fall below the two thirds of the UK median for full-time employees are young people</p> <p>Powys residents aged 16 to 19 and 50 to 64 are less likely to be in employment than those aged 20 to 49.</p> <p>Only 28% rated Powys as good or excellent for jobs. (Young Residents' Survey 2012/13)</p>	<p>The LDP can contribute to addressing these issues through its economic objectives and policies which enable the advancement of equality of opportunity. For instance, policies that support the retail sector, manufacturing sector, will provide a supportive policy climate for the creation of jobs that would benefit young people.</p> <p>The affordable housing objective and policies will also assist those unable to afford open market housing.</p>
<p>Approximately a fifth of the Welsh population live in poverty (measured after housing costs). Those living on the lowest incomes are once again the youngest.</p> <p>According to the How Fair is Powys – Online Survey 2012, The most significant issue cited (44% of the respondents) as being the cause of serious disadvantage was low income.</p>	<p>The LDP can contribute to addressing the issue of poverty through its support for the economy. Its economic objectives and policies which will ensure land use policies will enable the advancement of opportunities for better employment and pay. It also includes policies on affordable housing (Policies H4, H5, H6, H7) to help those persons unable to afford open market housing because of low pay.</p>
<p>For males the likelihood of being in employment increases until about the age of 45, after which it declines. Age has less of an effect on the participation of women in employment. Women aged 45-49 are most likely to be in work. This later 'peak' in employment participation among women is likely to reflect return to work patterns as dependent children enter full time employment.</p> <p>Levels of employment among men aged over 50 are much lower in Wales than in the rest of Britain.</p>	<p>The LDP can contribute to addressing these age and gender related patterns of employment through its economic objectives and policies which enable the advancement of equality of opportunity.</p>
<p>Young people aged 16-24 and men experienced the proportionately greatest decrease in employment. Between 2008 and 2010 and again, young people aged</p>	<p>As above.</p>

<p>16-24 and men of all ages experienced by far the largest increase in the numbers unemployed, as did unemployment amongst ethnic minority males which almost doubled over the same time. By June 2010 more than a quarter of young men in Wales were out of work.</p> <p>Objective 2 - Employment: Improve employment opportunities for people from disadvantaged groups Objective 6 - Service and Employment Accessibility: Improve the accessibility of our services and employment opportunities. (Powys Strategic Equality Plan 2012-2016)</p>	
<p>Powys's ageing population means fewer workers in the economy to support people who are not working.</p> <p>With an ageing population and currently around 600 young people aged 15-19 leaving the county each year to study (a large majority of whom don't come back) our population continues to get older and this means there is likely to be a significant future skills gap in Powys.</p>	<p>The LDP can contribute to addressing this population imbalance and the future skills gap through its objectives and policies for employment and affordable housing enable the opportunity for younger workers to remain in Powys.</p>
<p>The estimated number of people aged 80 or over in Powys is currently 8,600 and by 2036, this figure is predicted to rise to 18,900. This means the proportion of people aged over 80 will increase from 6.5% in 2012 to 14% in 2036.</p> <p>It is also estimated that in 2011, there were 1,058 people aged over 85 with dementia in Powys. However, by 2031, this number is projected to double to 2,236. This will significantly increase demand on our services as growing numbers of older people will need support and care.</p> <p>Objective 3 - Transport: "Assist disadvantaged groups to access transport", (Powys Strategic Equality Plan, April 2012-March 2016).</p>	<p>The LDP can contribute to addressing this age imbalance / structure through seeking to retain younger persons through its economic development and affordable housing objectives.</p> <p>The LDP strategy of directing development according to a settlement hierarchy, with larger levels of development directed to the larger settlements means that services can be accessed more easily by the ageing population.</p> <p>The LDP can assist in meeting the needs of an ageing population. For instance LDP Objective 1 – Meeting future needs refers to meeting all housing needs over the plan period including the needs of Powys' increasing and ageing population. LDP</p>

	Objective 9 also supports the provision of infrastructure and services to meet future needs.
29% of children aged 4-5 years are overweight or obese, which is higher than levels in Wales (28.2%).	The LDP can contribute to addressing obesity. LDP Objective 14 – Healthy Lifestyles encourages active, healthy lifestyles by for instance ensuring development provides opportunities for walking, cycling, open and play spaces where required. Policy DM1 – Strategic Planning Matters seeks protect open space from being lost to alternative uses, and Policy H14 – Open Space Provision in Housing Development seeks the inclusion of open space within housing developments of a certain scale where there is a deficiency in local provision.
Disability	
In parts of Wales more than half the population over the age of 55 is disabled. Given the forecast of significant increases in the number of older people in Wales, the health status of this group is a major issue.	For Powys, LDP Objective 1 – Meeting Future Needs seeks to address future housing need which includes the needs of people who are ageing and disabled. Directing development according to a sustainable settlement hierarchy will provide the opportunity to live and work in settlements / communities with good access to services and facilities.
Disabled people are disadvantaged in regard to access and are more likely to live in poorer quality housing.	As above.
People who are both DDA disabled and have a work limiting condition experience most disadvantage in relation to employment. Seventy four per cent are not employed. This is more than 3 times the overall UK proportion of 22% Disabled people are significantly less likely to be in employment than non-disabled, in both Powys and Wales.	The LDP can contribute to addressing the employment disadvantages of disable people of employment through its economic objectives and policies which enable the advancement of equality of opportunity.
The pay gap between disabled and non-disabled women is particularly large in Wales.	As above.
The earnings of a disabled worker are	As above.

about 7% lower than those of a fully comparable full time employee. This finding is consistent across the regions and nations of the UK.	
Households where one of the adults is disabled are more likely to have a low income than other households.	As above.
Religion or Belief	
Religion is a much more significant determinant of employment than ethnicity. Among males, those of Muslim belief are approximately half as likely to be in employment as those of Christian belief. The association between religion and reduced levels of participation in employment is stronger among women. Hindu and Sikh women are 64% less likely (or put another way, a third as likely) than Christian women of being in employment. Muslim women are 76% less likely (or a quarter as likely) than Christian women of being in employment.	The LDP can contribute to addressing this employment disadvantage through its support for the economy. Its objectives and policies will ensure land use policies enable the advancement of opportunities for employment.
Sexual Orientation	
No relevant land use and development related issues identified	
Pregnancy and Maternity	
No relevant land use and development related issues identified	
Gender Reassignment	
Transgender group has high levels of poor health.	LDP objective 14 – Healthy Lifestyles encourages the promotion of healthy living and physical activity through provision of recreation/green spaces and walking/cycling pedestrian routes and linkages.
Marriage and Civil Partnership	
No relevant land use and development related issues identified	
Welsh language communities and speakers	
To promote the use of Welsh Language Welsh language usage is falling in traditional strongholds of Powys.	The LDP can have a positive response, although the reasons for falling usage are multiple and complicated. LDP Objective 15 - Welsh Language and Culture seeks to protect and support the

	<p>use of Welsh language and culture in the Welsh speaking strongholds of north-west and south-west Powys. This objective is reflected by Policy DM2 – Detailed and Site Specific Planning Matters which includes a criterion that seeks mitigation from development that could potentially impact on Welsh language.</p>
<p>In-migration, whether from England or overseas, can be highly contentious and raises particular issues in Wales associated with Welsh language and culture. Whilst the focus at UK-level is on capping immigration, the focus in Wales has been on integration and community cohesion, whilst protecting the rights of all groups of people. This will continue to be a challenge in the future.</p>	<p>As above.</p>
<p>Other</p>	
<p>Properties were very expensive to purchase and not enough social housing available. Also public transport is poor in all areas. (How Fair is Powys, On-line Survey, 2012)</p>	<p>The LDP objectives and policies for affordable housing will contribute to a supply of more affordable properties.</p> <p>Larger levels of development are directed by the LDP to the most accessible settlements, in accordance with a sustainable settlement hierarchy. The largest places - towns and large villages – are those offering the best public transport opportunities.</p>
<p>Poor public transport, heavy reliance on own car, poor choice of shops and entertainment, need to travel to other larger towns or cities to have the same facilities that others take for granted. (How Fair is Powys, On-line Survey, 2012).</p>	<p>Larger levels of development are directed by the LDP to the most accessible settlements, in accordance with a sustainable settlement hierarchy. The largest places - towns and large villages – are those offering the best public transport opportunities.</p> <p>The LDP includes objectives and policies that would support more shops and entertainment in towns and town centres, but provision is made by the market. The size of facility (shop / entertainment facility) is determined commercially generally by the size of the catchment population, and given the County's sparsely distributed population it is inevitable that some shops, facilities</p>

	and services are located outside Powys in larger towns / cities.
Rural communities mean that people are severely disadvantaged in terms of accessing services, employment etc. This applies to all age groups. (How Fair is Powys, On-line Survey, 2012).	The LDP can contribute to addressing these issues by being flexible and enabling services and employment in rural areas. However, provision will also be determined by cost and viability, which are decisions to be taken by service providers / employers.
<p>Having a low income in a rural area such as Powys puts people at a range of disadvantages, as I suggested in my previous answer.</p> <p>Transport - if a household can only afford 1 car (or none) it severely affects the quality of life of people as public transport is so patchy.</p> <p>Health Service - harder to access due to transport issues.</p> <p>Housing – house prices are too high due to "bubble"/2nd homes/influx of elderly from more affluent areas. It is too difficult to obtain a mortgage on low wages and the rental market is made up of generally poor quality accommodation.</p>	<p>The LDP can contribute to addressing the disadvantages experienced by persons earning low incomes through policies that support the growth of the economy, and by providing affordable housing.</p> <p>The LDP has sought to direct larger amounts of development (housing, employment, community facilities, etc.) to towns and large villages, which are best served by public transport.</p>
<p>Almost half (47%) not feeling that Powys is a good place to live in terms of affordable housing. The issue seems to be a particular concern for those living in U004, the most southerly part of the county. Here, more respondents rate the issue as Poor than Good.</p> <p>Although the overall figure appears low, it is worth noting that the comparative figure in 2011 was just 35%, suggesting a considerable improvement during the past twelve months. In fact, further analysis identifies that this is a statistically significant change; the difference between the two years is large enough so as to be attributed to something other than expected sampling error. (Residents' survey 2012/13)</p>	The LDP contributes to addressing the issue of affordable housing through its objectives and policies. An affordable housing target is set by the LDP and provision will be monitored.
Just 13% of respondents, one in eight,	The LDP can contribute to the provision

feel that Powys is a good place to live in terms of job opportunities. Again, although low, this is actually higher than 2011 (7%).(Residents' survey 2012/13)

of employment and jobs in the County through its objectives and policies that support development and the growth of the economy.

Summary Profile of Protected Characteristic Groups in Powys

Ethnicity

In the 2011 Census 1.6% of Powys residents were BME, compared to 4.4% in Wales.

Sexual Identity

Latest data for Powys is suppressed / not sufficiently robust.

Disability

According to the 2011 Census, 22% (28,437) of people in Powys have a long-term health problem or disability. (This % is the same for the whole of Wales).

Age Structure / Gender

In 2012, the Population of Powys by age structure was:

All Ages	132952	
0-15	22400	16.8%
16-18	5088	3.8%
19-25	9011	6.8%
26-39	16928	12.7%
40-64	47779	35.9%
65-74	17236	13.0%
75+	14510	10.9%

(Source: 2012 ONS Mid-Year Population estimates)

49.4% of the population were male, 50.6% were female

Religion

63.3% of Powys's population stated that they had a religion, 27.9% had no religion and 8.8% did not state a religion. (2011 Census)

61.8% were Christian, 0.6% Other, 0.4% Buddhist, 0.2% Hindu, 0.2% Muslim and 0.1% Jewish.

Welsh Language

For persons aged 3 and over, 71.9% have no skills in Welsh, 6.6% can understand spoken Welsh only and 18.6% can speak Welsh. (2011 Census)