

VALE OF GLAMORGAN  
REPLACEMENT LOCAL DEVELOPMENT PLAN  
2021 - 2036

# EQUALITIES IMPACT ASSESSMENT OF THE DEPOSIT PLAN

November 2025



# Equality Impact Assessment

## Including the Welsh Language and Socio-economic Duty

### 1. What are you assessing?

Impact of the Replacement Local Development Plan (RLDP) Deposit Plan on vulnerable groups within the Vale of Glamorgan

### 2. Who is responsible?

<b>Name</b>		<b>Job Title</b>	
<b>Team</b>	Policy Planning	<b>Directorate</b>	Place

### 3. When is the assessment being carried out?

<b>Date of start of assessment</b>	October 2025
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### 4. Describe the proposal?

#### What is the purpose of the proposal?

The purpose of the Replacement LDP is to update planning policy, plan for future growth within the Vale and guide future planning decisions.

#### Why do you need to put it in place?

To keep planning policy up to date and plan for future growth and development in the Vale.

#### Do we need to commit significant resources to it (such as money or staff time)?

Resources are committed to the preparation and implementation of the RLDP

#### What are the intended outcomes of the proposal?

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An up-to-date Planning Framework that delivers planned sustainable growth.

### **Who does the proposal affect?**

Local residents, local businesses, developers and landowners within the plan area.

### **Will the proposal affect how other organisations work?**

Local authorities and regional bodies, health boards and social care, emergency services (fire, police, ambulance), environmental and heritage agencies will be affected due to the policies set out within the RLDP as well as the new development patterns that the RLDP will help to set out.

Developers and Business owners within the Vale will also be affected based on the framework for development and employment patterns that will be set out in the RLDP.

### **Will the proposal affect how you deliver services?**

No, the RLDP will serve in the same capacity the current LDP does now in guiding planning decisions and the framework for development within the Vale.

### **Will the proposal impact on other policies or practices?**

The RLDP will serve in the same capacity the current LDP does now in guiding planning decisions and the framework for development within the Vale.

### **Can you change the proposal so that it further promotes equality of opportunity and fosters good relations?**

The plan has been written with the aim of seeking to provide equality and prosperity throughout the Vale for all. It is informed by a Vision and Objectives which have been derived through extensive stakeholder engagement. Consultation events are scheduled to take place within early 2026 on the Deposit RLDP within the Vale public to attempt to

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foster good relations and listen to feedback from stakeholders in the Vale in respect of the RLDP.

### How will you achieve the proposed changes?

The Deposit Plan has already been informed by extensive community engagement in line with a Delivery Agreement which sets out who will be involved in the process and at what stage. Further stages of the process will be carried out in accordance with the Delivery Agreement.

### Who will deliver the proposal?

The Vale of Glamorgan Planning department

### How will you know whether you have achieved the proposal's purpose?

A yearly Annual Monitoring Report is produced by the Policy Planning department within the Council to track the progress of the RLDP. Through monitoring, evaluation and evidence-based indicators, the success of the current LDP and in future the RLDP can be measured. This is submitted to Welsh Government by 31<sup>st</sup> October each year and placed on the Council's website.

## 5. What evidence are you using?

**The Gunning Principles**, established from past court cases, can be helpful in ensuring we apply fairness in engagement and consultation:

**Principle 1:** Consultation must take place when the proposals are still at a formative stage. You must not have already made up your mind.

**Principle 2:** Sufficient reasons must be put forward to allow for intelligent consideration and response. Have people been given the information and opportunity to influence?

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**Principle 3:** Adequate time must be given for consideration and response. Is the consultation long enough bearing in mind the circumstances?

**Principle 4:** The product of consultation must be conscientiously taken into account when finalising the decision.

**Have you complied with the duty to engage as described above and are you sufficiently informed to proceed?**

<b>Yes</b>	Yes	<b>No</b>	
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### Engagement (with internal and external stakeholders)

Various methods have been used to engage with stakeholders through the RLDP. These are as follows:

#### 1. Virtual Workshops

A series of virtual workshops were delivered using Microsoft Teams to engage Elected Members, Public Services Board members, Town and Community Councils, Senior Council Officers, and other key stakeholders. Each session consisted of presentations by Planning Policy officers, followed by interactive discussion using the chat function and live verbal contributions.

#### 2. Online Surveys

Surveys were circulated both before and after workshops. Pre-session surveys gathered initial views on key topics, while post-workshop surveys ensured that participants who could not attend—or who had additional comments—could still contribute.

#### 3. Interactive Online Polling

Mentimeter was used during workshops to collect real-time feedback. Participants responded to questions through a web browser or mobile device, allowing responses to be displayed instantly on screen and prompting discussion.

#### 4. Targeted Focused Sessions

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Specialist groups participated in focused engagement sessions tailored to their expertise. This included a Rapid Participatory Health Impact Assessment workshop, presentations to the Public Services Board, and engagement with the Equalities Consultative Forum.

### **5. Facilitated Workshops Using Established Toolkits**

The HIA session used the WHIASU Health Impact Assessment toolkit, ensuring a structured, evidence-based method of engagement for considering health implications within the strategy.

### **6. In-Person Themed Presentations**

Where appropriate, in-person meetings were used, such as the presentation to the Vale 50+ Forum. These sessions provided direct engagement opportunities with specific community groups, allowing officers to present the RLDP and gather feedback through live discussion.

### **7. Advertised Public Engagement Through the Council Website and Social Media**

Details of the consultation, including background information, instructions on how to comment, and event dates, were published on the Council's website and on social media. This ensured transparent communication and wide public awareness of the opportunities to engage.

### **Consultation (with internal and external stakeholders)**

Consultation has been carried out in accordance with the [RLDP Delivery Agreement](#) and is summarised below. Full details of the engagement including the comments received and how these comments have been taken into account in the [Pre-Deposit Engagement Report](#)

### **RLDP vision and Objectives**

#### **Stakeholder and Elected Member Workshops**

Virtual Workshops held with Elected Members, the Public Service Board, Town and Community Councils took place in September, October and December 2022. These focused on the key issues within the Vale of Glamorgan and helped to shape the vision and objectives for the RLDP. Real-time digital polling (Mentimeter), verbal discussion, and Teams chat feedback were used to gather views on key issues, the draft Vision, and Objectives. Additional follow-up surveys ensured all stakeholders, including those unable to attend, could contribute, making the process inclusive and accessible.

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### **Growth and Spatial Options**

#### **Summary of Stakeholder and Elected Member Workshops**

Virtual workshops were held with Elected Members, the PSB, senior officers, and Town and Community Councils with 78 attendees over the course of the sessions between December 2022 and February 2023. Sessions presented the national and local context, explored alternative spatial strategies and growth scenarios, and gathered feedback using real-time digital polling (Mentimeter), verbal discussion, and Teams chat input. Follow-up surveys were issued after each workshop to capture additional views and ensure all stakeholders, including those unable to attend, could contribute.

#### **Preferred Strategy workshops for stakeholders:**

##### **Rapid Participatory Health Impact Assessment (HIA)**

A HIA based on the Preferred Strategy for the RLDP was undertaken in June 2023. This was attended by 22 participants. The session included an overview of the RLDP process and an interactive workshop using the WHIASU HIA toolkit, enabling participants to assess potential health impacts, identify risks and opportunities, and provide expert recommendations. Findings from the session were captured in the [formal HIA Report](#) and used to strengthen the Preferred Strategy's consideration of health inequalities and community wellbeing.

##### **Public Service Board (PSB) Briefing**

In July 2023, the PSB were presented with a draft of the Preferred Strategy to consider how this related to the PSB's Well-Being plan. A series of minor changes were made to the Preferred Strategy and Strategic Policies following the session.

##### **Equalities Consultative Forum**

The Equality Consultative Forum (ECF) is made up of external organisations that represent different protected characteristics and groups. These include Diverse Cymru, Race Equality First, Stonewall, Mind in the Vale, Vale People First, Citizens Advice Bureau, and the Vale 50+ Forum. Nominated elected members attend as do Council officers connected with the Youth Service, Age Friendly Vale, Healthy Living Team, Social Services and Human Resources. A presentation on the Preferred Strategy was given to Equalities Consultative Forum members in July 2023, with an opportunity for members of the Forum to provide feedback on the plan and ask questions. Members of the Forum were asked to disseminate information on the consultation within the organisations they represent.

##### **Preferred Strategy Public Consultation**

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The Preferred Strategy was subject to a statutory public consultation between December 2023 and February 2024. As part of this consultation, several in-person consultation events were held, the dates and locations of these sessions can be seen below:

- Barry at Victoria Park Community Centre-Tuesday 9<sup>th</sup> of January 2024 - 2pm-6pm (2 attendees)
- Rhoose at Rhoose Community Centre-Thursday 11<sup>th</sup> of January 2024 – 2:30pm-6:30pm (55 attendees)
- Cowbridge at Cowbridge Town Hall-Friday 12<sup>th</sup> of January 2024 – 2:30pm-6:30pm (41 attendees)
- Dinas Powys at Murchfield Community Centre-Monday 15<sup>th</sup> of January 2024 – 2pm-6pm (125 attendees)
- St Athan at Paul Lewis St Athan Community Centre-Tuesday 16<sup>th</sup> of January 2024 – 2:30pm-6:30pm (71 attendees)
- Llantwit Major at CF61 Centre-Thursday 18<sup>th</sup> of January 2024 – 3:30-6:30pm (7 attendees)
- Penarth at St Paul's Community Centre-Friday 19<sup>th</sup> of January 2024 – 2:30pm-6:30pm (32 attendees)

In addition to this, members of the public were also invited to comment online on the Preferred Strategy. The Council promoted opportunities to comment on the Preferred Strategy by website notification, social media, posters, exhibitions and virtual engagement. A total of 857 individuals made representations on the Preferred Strategy and its supporting documents.

The comments received through this consultation and how these have been taken account can be found in the [Initial Consultation Report](#).

### **Consultation with the 50+ Forum**

The Council undertook focused engagement with the Vale's 50+ Forum through a dedicated presentation session held on 24 January 2024. The meeting was delivered in person by Planning Policy officers and attended by the Forum's executive committee. Officers provided an overview of the RLDP and shared printed materials, including leaflets and comment forms, to support understanding and encourage formal feedback. The session allowed attendees to ask questions directly and provide real-time views, ensuring older residents were meaningfully involved in the consultation process and given a clear route to contribute to the development of the RLDP.

### **Placemaking Consultation**

Placemaking events were held in respect of four of the key sites proposed as part of the Preferred Strategy in October 2024. These sessions allowed the public and other interest parties the opportunity to comment on the layout and mix of uses proposed on the key sites at St Athan, Dinas Powys and Rhoose. The sessions were well attended by stakeholders. Information was hosted online as well as presented at the sessions, and



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representations could be made either using a questionnaire available at the event or after the event by email or post.

### **Housing Growth in Barry Consultation**

A further public consultation was held in summer on three proposed sites in Barry, including a key site to the North West of Barry. Within this, there was also an opportunity to comment on the impact of the proposed sites on Welsh language within the Vale. The consultation included a public event held in Millwood Bowling Club in Barry, which was well attended. Representations could be made using the Council's online consultation portal, by completing a paper questionnaire or by writing to the Council by either letter or email.

A summary of the representations and how these have been considered is set out in the Housing Growth in Barry [consultation report](#).

### **Deposit Plan**

#### **Health Impact Assessment**

A HIA of the Deposit Plan was conducted in September 2025 with key stakeholders to discuss the potential impacts of the Deposit Plan. It was felt that the detailed policies in the Deposit Plan which were reviewed have the potential to positively impact health. Participants felt that there were some elements of the policies that could be strengthened in terms of more clarification. The comments made at the session have been considered and policies in the Deposit Plan have been strengthened where appropriate.

Those attending felt that the workshop had provided a good opportunity to consider the needs of the local population in more detail and highlight specific issues related to the wider determinants which could well be influenced through Planning Policies for the coming years.

Evaluation of the workshop provided an insight into the how well the workshop went. Overall, the participants provided excellent scores, with many outlining that they wanted further discussion on the topic and would invite the option to participate or collaborate on future participatory workshops.

#### **Consultation with the PSB**

A presentation was given to the PSB in Autumn 2025 to explain how any new detailed policies would accord with the PSB Well-being Plan. The non site-specific Draft Deposit Plan policies were also circulated to the PSB organisations for their comments in advance of the formal reporting of the Deposit Plan.

#### **Further Deposit Plan Consultation**

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Further Stakeholder and public consultation will take place in early 2026 as part of the formal statutory consultation on the Deposit RLDP. This will be conducted in accordance with the approved Delivery Agreement.

### National data and research

The RLDP and its extensive evidence base are informed by a number of key national data sources including the 2021 Census, the latest Welsh Government population and household projections and the Welsh Index of Multiple Deprivation. Where data sources are used, these have been referenced as appropriate.

The evidence base at Preferred Strategy stage is available at <https://valeofglamorgan.oc2.uk/document/26> The Deposit RLDP will be supported by a series of additional background papers.

The Deposit Plan is supported by an Integrated Sustainability Assessment, which will be published alongside the RLDP.

### Local data and research

The RLDP and its extensive evidence base are informed by significant local data. Where data sources are used, these have been referenced as appropriate.

The evidence base at Preferred Strategy stage is available at <https://valeofglamorgan.oc2.uk/document/26> The Deposit RLDP will be supported by a series of additional background papers

## 6. How robust is the evidence?

### Does it show what the impact will be (positive and negative)?

The evidence that has been gathered supports the policy decisions that have been made within the RLDP. It is intended based on this evidence that the impact of the policy decisions made within the RLDP that the impact will be positive on all groups affected.

The Preferred Strategy was supported by an [Initial Integrated Sustainability Assessment](#). AECOM is commissioned to lead on Integrated Sustainability Appraisal (ISA) in support of

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the RLDP. The ISA fulfils the requirements and duties for Sustainability Appraisal (SA) and Strategic Environmental Assessment (SEA), Equalities Impact Assessment (EqIA), Health Impact Assessment (HIA), Welsh Language Impact Assessment (WLIA) and Well-being of Future Generations (WFG). The approach is to fully integrate these components to provide a single assessment process to inform the development of the RLDP.

The ISA Framework includes the following ISA objective: Equality, diversity and Inclusion - To reduce poverty and inequality; tackle social exclusion and promote community cohesion. The ISA assesses the key components of the Plan and alternative options against the ISA themes and objectives in order to determine any significant effects.

On the level of growth proposed for the plan, the Preferred Option – Medium Growth - is considered to deliver positive effects in terms of equality, diversity and social inclusion, for the reasons explained in detail within the document.

The location of growth is considered to have no significant effects on equality, diversity and social inclusion.

The ISA recommends that stipulations are added into the Deposit Plan in order to support and protect the Welsh language in the Vale. This recommendation has been taken into account in the policies, as detailed in the next section.

As part of the consultation on the Preferred Strategy, respondents were asked what impact the policies and proposals would have on the Welsh Language. This was a mandatory question for all representors completing a web representation. A total of 1,044 representations included some kind of response of this. Of these 84% either responded with no comment, that there was no impact or that they did not consider the question to be applicable. A further 8% responses stated that they were unsure if there would be any impact. Only 8% of respondents considered that there would be an impact – all of which expressing that this would be a negative impact. The concerns expressed are listed below:

- Population increases could mean immigration of non-Welsh speakers, diluting village identity.
- Education - Lack of Welsh Schools in the area to accommodate pupils from new development.
- Limited Community and retail to support the Welsh language.
- Development will impact negatively on the Heritage and Environment which will have subsequent impact on the Welsh Language.

The impact on the Welsh Language was also asked as part of the Housing Growth in Barry consultation. 119 people completed the questions, with 71% responding with no comment, that there was no impact or that they did not consider the question to be applicable. A further 12% were unsure and 18% felt that there would be a negative impact. The reasons given were:

- Pressure on Welsh speaking schools.

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- Dilution of Welsh culture as it was considered that residents unlikely to be Welsh.

### What are the gaps?

The RLDP is supported by an extensive evidence base as all policies in the plan must be supported by evidence. Following adoption of the plan, a series of Supplementary Planning Guidance documents will be prepared to provide more detail on the implementation of the policy.

It is noted that concerns were raised in previous consultations on the impact on the Welsh Language. Background papers will be published alongside the Deposit RLDP on Welsh Language and Education.

### What will you do about this?

Ongoing monitoring of policy implementation and preparation of Supplementary Planning Guidance as appropriate.

### What monitoring data will you collect?

Key data that will be collected by the yearly AMRs will include:

- Delivery against the housing trajectory and net additional dwellings built (market & affordable).
- Employment land provision (e.g., hectares of land allocated, jobs supported) aligned with projected working-age population.
- Indicators across policy themes such as Sustainable communities, Climate change, Transport, Built and natural environment, Community facilities, Retail, Economy and natural resources.
- Contextual and environmental monitoring (e.g., natural environment, transport data such as traffic flows) that may influence plan outcomes.
- Monitoring of strategic policy effectiveness: whether the strategy and objectives of the plan are being achieved and whether policies are functioning properly.

### How often will you analyse and report on this?

As took place with the previous LDP, a yearly Annual Monitoring Report (AMR) will be produced by the Planning department to track the progress of the RLDP.

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### Where will you publish monitoring data and reports?

The AMR is submitted to Welsh Government on an annual basis and published on the Council's website.

## 7. Impact

### Is there an impact?

For some groups, such as gender reassignment and marriage and civil partnership there will be little to no impact from the RLDP. However, there are some policies aimed at improving life for older residents and help level socio economic groups which show there will be significant positive impact due to the changes the RLDP is implementing.

### If there is no impact, what is the justification for thinking this? Provide evidence.

### If there is likely to be an impact, what is it?

#### Age

**The RLDP will have a positive impact upon both ranges of age within the Vale.**

#### ***Older people***

The Vale of Glamorgan is experiencing clear signs of an aging population. According to the 2021 Census, the median age rose to 44 (up from 42 in 2011). Between 2011 and 2021 the number of residents aged 65–74 increased by about 3,300, a growth of 26.4%. At the same time, younger age groups declined — for example the 35–49 age group fell by 7.0%.

To address this demographic, the formulation of policy has been guided by this data. This can be seen for example by the RLDP supporting an aging population through locating new development in areas that are accessible have good public transport links and good

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services. In addition, policies allow for the provision of affordable housing and specialist housing that would support an ageing population and support the Council's Older Persons Housing Strategy - Creating Homes and Neighbourhoods for Later Life 2022-36.

### *Relevant Policy and their effect*

- **PGD1 – Creating Well-Designed and Inclusive Places**

This policy benefits older people by ensuring that new developments are safe, accessible, and inclusive, allowing residents of all ages to move around comfortably. By prioritising active travel and sustainable transport the policy supports independence for non-private vehicle owners. The emphasis on green open space promotes both physical and mental wellbeing and encourages community and social interaction. Good design standards also enhance security and privacy, creating pleasant, age-friendly communities where older people can live safely, stay active, and feel connected.

- **SP7 – Affordable Housing Provision**

This policy supports the planning objective of creating balanced and inclusive communities by ensuring that housing developments provide an appropriate mix of affordable homes including those designed for older residents. SP7 helps deliver more accessible units within sustainable settlements, reducing the need for older people to relocate away from established support networks. This is important for keeping affordable provision of housing accessible for older members of the Vale.

- **Policy HG6 – Provision of Specialist Accommodation**

Policy HG6 supports the Vale's ageing population by ensuring new specialist accommodation reflects identified local need and improves equality of access. The policy provides positive impacts by enabling older people to live independently in well-designed, accessible homes located near transport, health services and community facilities. This reduces supports healthy ageing, and promotes inclusive, mixed communities. By freeing up general needs housing and easing pressure on health and social care services, the policy also benefits the wider population and responds directly to the area's shifting demographic profile.

### ***Children and Young people***

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The needs of children and young people also have been important in the formulation of the RLDP. The RLDP contains policies that provide young people with opportunities within the Vale through growth to employment provision as well as residential growth. In addition, there are also policies within the RLDP to increase provision of green space and reduce the number of hot food takeaways within the Vale to enhance the health of young people. Finally, new community facilities such as schools are intended to be built within the plan period, fostering education.

#### *Relevant Policy and their effect*

- **SP5 – Creating Healthy and Inclusive Places and Spaces**

This policy benefits young people and children by promoting planning principles that prioritise safe, inclusive, and health-focused environments. SP5 ensures that new developments incorporate accessible green spaces, play areas, and active travel routes, encouraging physical activity and social interaction from an early age. By requiring developers to assess health impacts, the policy embeds child-friendly design into the planning process—reducing exposure to pollution, improving access to healthy food options, and supporting mental well-being through high-quality public spaces. The inclusion of community and healthcare facilities within developments also strengthens local support networks for families, helping to create neighbourhoods where children can grow up in safe, engaging, and socially cohesive environments.

- **SP6 – Housing Requirement**

This policy benefits young people and families by ensuring positive housing options across the Vale of Glamorgan. Through planned housing growth and a balanced mix of market and affordable homes, SP6 supports the creation of sustainable communities where younger residents can access suitable housing without being priced out of the area. This will foster an environment where young people are encouraged to stay within the vale, rather than migrate elsewhere.

- **SP14 – Employment Growth**

This policy benefits young people by promoting a diverse and resilient local economy that will provide jobs to local people. SP14 supports the creation of a range of skilled and entry-level jobs suitable for young workers entering the labour market. The focus on

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major employment sites such as Bro Tathan and Cardiff Airport also encourages investment in modern industries, including aerospace and technology, helping to future-proof the local economy. By supporting accessible employment locations near sustainable transport routes, the policy ensures young people can live and work locally, strengthening community retention and aims to reduce migration for work away from the Vale.

- **RCS3 – Hot Food Takeaways**

RSC 3 benefits young people and children as by supporting healthier environments and reducing the number of fast-food outlets near schools and community spaces, healthier choices can be made. RCS3 therefore aligns with public health objectives and fosters environments that support the physical and social well-being of children and young people.

- **CI1 - Open Space provision**

Policy CI1 supports the needs of children and young people by ensuring that new housing developments provide accessible, high-quality play areas and usable open spaces. Given declining numbers of younger residents in the Vale, securing well-designed recreational spaces is vital for supporting healthy development, physical activity, and social interaction.

- **CI3 – New Community Facilities**

Policy CI3 plays an important role in supporting children and young people by ensuring that new and expanded education and community facilities are provided in areas experiencing population growth and rising demand for school places. By allocating land for new primary, secondary, and specialist schools the policy strengthens access to high-quality learning environments.

### **Disability**

**The RLDP will have a positive Impact on the disabled community within the Vale.**

A proportion of the Vale of Glamorgan's residents have disabilities that affect their day-to-day activities. Based on the 2021 Census, around 18% of the Vale's population reported having a disability or long-term health condition that limited their daily life. Of these,



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approximately 7% stated their activities were limited “a lot” and 11% “a little.” The Vale of Glamorgan Council’s Social Services Department currently supports several hundred adults with learning disabilities, while estimates suggest there are over 2,000 adults with learning disabilities living within the county.

People with disabilities within the Vale are supported by policy that increasing the amount of affordable accessible housing in the vale, making it easier for disabled people in the vale to be housed. In addition, disabled people will benefit from the improvements to transport and active travel routes that any that are present within the RLDP. Finally, the development of further housing in the Vale will mean additional funding for additional learning needs education under Section 106 agreements. Land is also- allocated for a new additional needs school within the Vale.

#### *Relevant Policy and their effect*

- **HG6 – Provision of Specialist Accommodation**

This policy directly benefits disabled people by ensuring that new housing developments are designed to meet a wide range of accessibility and support needs. By requiring proposals to be based on identified need within the Local Housing Market Assessment or relevant strategies, it helps guarantee that accommodation is tailored to specific needs within the Vale. Locating specialist housing close to public transport, health services, and community facilities promotes independence and reduces isolation. Affordable housing provision within settlements also fosters community spirit, helping disabled people with social opportunities. Additionally, ensuring appropriate on-site or local care provision allows individuals with disabilities to live safely and comfortably while maintaining autonomy.

- **SP10 – Sustainable Transport**

This policy benefits disabled people by making public transport easier to access and more frequent across the Vale of Glamorgan. Implementation of active travel routes, improvements to public transport and strategic highway improvements ensures that walking, cycling, and public transport options are safe and accessible for people with mobility impairments. TR1 therefore supports independent travel for disabled residents

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and reduces reliance on private vehicles. Improved access public transport also helps disabled people reach essential services, healthcare, and community facilities more easily which dependent on disability will help them get the medical care they need.

- **CI3 – New Community Facilities**

The allocation of Section 106 funding towards special education facilities including the safeguarded land for Additional Learning Needs (ALN) school at Lower Cosmeston Farm provides significant benefits for children and young people with disabilities. Investment through Section 106 also helps deliver the necessary funding for special education within the area.

### **Gender reassignment, including gender identity**

#### **The RLDP has no impact on the transgender community**

*Ensure policies explicitly include same-sex couples and use gender neutral language.*

According to Census 2021 data, the Vale of Glamorgan has an overall rate of 0.4% of people who do not identify with the gender that was assigned to them at birth. This rate is also similar to the whole of Wales based on the same census. This is split into trans women, trans men and non-binary. While there are no direct policies within the RLDP aimed towards transgender people, there are policies that will potentially provide more safe areas and help in certain elements of their lives.

#### *Relevant Policy and their effect*

- **SP5 – Creating Healthy and Inclusive Places and Spaces**

This policy supports the wellbeing of transgender and gender-diverse people by promoting inclusive, safe, and accessible environments that foster equality and social cohesion. By creating spaces that are in a close vicinity or have locally accessible healthcare, transgender people can receive the support they need.

- **SP10 – Sustainable Transport**

This policy benefits transgender people by promoting accessible, inclusive, and sustainable transport networks that make it easier to reach essential healthcare and community services. Many transgender individuals must travel further to access

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specialist medical care, support groups, and gender-affirming services, and SP10 helps address this by improving public transport so the Vale had further connectivity. In addition, enhanced connectivity between towns and rural areas reduces barriers to mobility and isolation, particularly for those who may not drive.

### **Marriage and civil partnership (discrimination only)**

#### **The RLDP has no effect upon married or people within a Civil Partnership**

People who are married or in a civil partnership may face challenges balancing work, family, and community responsibilities, particularly where access to flexible employment or local services is limited. The RLDP supports this group by promoting a sustainable mix of housing, employment, and community facilities that enable residents to live and work locally.

#### *Relevant Policy and their effect*

- **SP6 – Housing Requirement**

This policy benefits married couples and those in civil partnerships by ensuring an adequate and diverse supply of housing across the Vale of Glamorgan. By providing a mix of new homes and a high level of residential growth, SP6 supports access to suitable housing for families and couples at different life stages.

- **SP14 – Employment Growth**

This policy supports married couples and those in civil partnerships by ensuring a sufficient and diverse supply career and job opportunities within the Vale of Glamorgan. By safeguarding and allocating sites in key employment areas such as Barry, Bro Tathan, and Cardiff Airport, SP14 promotes accessible job opportunities close to residential areas, reducing out-commuting and supporting sustainable settlement patterns. The policy aligns with spatial planning objectives to strengthen the local economy and provide balanced employment opportunities that meet the needs of all residents.

### **Pregnancy and Maternity**

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### **The RLDP will have no impact upon pregnancy and Maternity**

Within the RLDP, there are no policies that are specifically relevant to pregnancy. However, the RLDP does intend to make sure there is a positive and strong transport network within the Vale so that healthcare, childcare and access to schools is available to all. This is also the case for the location of new development with the RLDP which also seeks to have the same amenities available.

#### *Relevant Policy and their effect*

- **SP10 – Sustainable Transport**

This policy benefits those who are pregnant by promoting accessible and well-connected transport networks across the Vale of Glamorgan. By prioritising sustainable travel modes such as walking, cycling, and public transport, SP10 ensures that new developments are located near key services like healthcare facilities, childcare, and schools. Improved accessibility and integrated Active Travel routes make it easier and safer for expectant parents to reach essential services without reliance on private vehicles. The policy supports inclusive planning outcomes by ensuring that transport infrastructure meets the needs of all residents, including those with limited mobility during pregnancy.

- **PGD1 – Creating Well Designed and Inclusive Places**

This policy supports people who are pregnant by ensuring new developments are designed to be safe, accessible, and inclusive. Through high-quality design principles, PGD1 promotes well-connected neighbourhoods with good access to essential services such as healthcare, childcare, and green open spaces, which can support physical and mental wellbeing during pregnancy. The focus on safe and active environments, alongside improved public spaces and transport connections, ensures that developments meet the needs of all residents, including expectant parents who may have additional mobility or health considerations.

### **Race**

### **The RLDP will have a positive effect on all races**

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According to the 2021 Census data 94.6% of people within the Vale of Glamorgan described themselves as white British. The only other demographics over 1% within the Vale describe themselves as mixed (2.3%) and Asian / Asian British / Asian Welsh (2.1%). This places that Vale as less ethnically diverse than the Welsh average, with white British accounting for 81.7% of people in all of Wales. The Vale of Glamorgan is also home to a limited number of gypsy and travellers in addition, which have been addressed through policy within the RLDP. Other policies are also relevant towards other all races in addition to this.

### *Relevant Policy and their effect*

- **SP7 – Affordable Housing**

Policy SP7 seeks to increase the supply of affordable housing across the Vale of Glamorgan to meet identified local needs. While the Vale is less ethnically diverse than the Welsh average, ensuring equitable access to affordable housing remains important for all communities. The policy will influence how different groups access secure and suitable homes, particularly in areas such as Barry and Penarth/Llandough, where housing pressures are greatest. As affordability challenges can disproportionately affect minority ethnic residents and other vulnerable groups, which SP7 aims to aid. Continued engagement with communities and ongoing equality monitoring will help ensure that the delivery of affordable housing supports equal opportunity and does not unintentionally disadvantage any racial or ethnic group.

- **SP9 – Gypsy and Traveller Site Provision**

Policy SP9 sets out how the Council will meet the identified accommodation needs of Gypsy and Traveller communities in line with national legislation and equality duties. The policy recognises that Gypsies and Travellers are protected under the Equality Act 2010 and seeks to promote equal access to suitable living accommodation while fostering good community relations. The provision of pitches through the existing allocation at Llangan, along with support for private or community-led sites, gives more options to gypsies and travellers, improving wellbeing.

- **GT1 – Gypsy and Traveller Accommodation**

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Policy GT1 makes a positive contribution toward racial equality by ensuring that the Vale of Glamorgan provides fair, safe, and well-located accommodation for Gypsy and Traveller communities. By requiring sites to be accessible, well-serviced, and sensitively designed, the policy promotes integration while protecting the wellbeing of both Gypsy and Traveller residents and the settled community. Overall, GT1 helps ensure equitable treatment of all racial groups by addressing an identified accommodation need and supporting community cohesion.

- **PGD1 – Creating Well-Designed and Inclusive Places**

Policy PGD1 promotes the creation of well-designed, inclusive, and sustainable places that support community wellbeing and equality. By building safe and accessible environments spaces are made to incorporate all backgrounds. Careful attention to design quality and local character, will help create environments that are welcoming, and supportive of diverse communities across foresting social interaction and reducing anti-social and potentially targeted behaviours.

### **Religion and belief**

#### **The RLDP will have no impact on religious people within the Vale.**

The 2021 census data shows that the majority of people within the Vale of Glamorgan describe themselves to have no religion (47.9%). This is closely followed by Christianity, which is 44.1% of the Vale. People within the Vale also identify as Muslim, Hindu, Buddhist, Sikh, Jewish and hold other beliefs however all of these individual groups are below 1% of populations of the Vale. Within Wales, there is an overall downward trend of people who have a religion -as between the 2011 UK Census to the 2021 UK Census 14.4% more people said they had no religion in Wales. Some Policies within the RLDP have some relevance to religion.

#### *Relevant Policy and their effect*

- **CI4 - Protecting and Enhancing Existing Community Facilities**

Policy CI4 will have a positive impact on religion and belief by protecting places of worship, cemeteries, and crematoriums from unnecessary loss. The policy safeguards these facilities and allows them to remain accessible to faith communities, preserving

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spaces fundamental to religious practice and cultural identity. Requirements for community consultation give faith groups input on decisions affecting their facilities, while support for multi-use provision and diversification may enable religious buildings to remain viable through complementary community uses.

- **SP10 - Sustainable Transport**

Policy SP10 will have a positive impact on religion and belief by improving accessibility to places of worship through enhanced sustainable transport options. Focusing on Active Travel Routes and walking and cycling infrastructure will enable faith communities—including those without access to private vehicles, elderly members, and lower-income households—to more easily reach religious facilities. Enhanced transport infrastructure such as the South Wales Metro will particularly benefit those who currently face challenges accessing places of worship.

### **Gender**

#### **The RLDP will have no impact on gender within the Vale**

Within Welsh government data there is a clear pay gap between men and women for full time workers as of 1.9% as of 2024, which increases to 8.9% including part time work. Incidents of sexual harassment and general violence towards women and girls have been highlighted through the HIA conducted through the deposit process and have been a consideration into how the RLDP intends to design public space through policy.

#### *Relevant Policy and their effect*

- **PGD1 – Creating Well-Designed and Inclusive Places**

Policy PGD1 supports the principles of equality and inclusion by ensuring that new development contributes to the creation of safe, accessible, and welcoming environments for all users. By prioritising active frontages and natural surveillance, PGD1 helps reduce fear of crime particularly for those who may feel vulnerable in public spaces. This will enable for women and girls to feel safer within these environments.

- **SP14 – Employment Growth**

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Policy SP14 directly supports equality and inclusion by promoting a balanced and diverse economy that provides employment opportunities accessible to all sections of the community. In the context of Wales's gender pay gap and ongoing disparities in workforce participation, this policy plays an important role in fostering economic equality through the allocation of well-located and flexible employment land. By encouraging a mix of strategic and local employment sites, SP14 aims to attract investment in both high-skill sectors such as aerospace and advanced manufacturing, and in smaller-scale local enterprises that provide opportunities closer to where people live. This will give all people within the Vale, including women and girls more opportunities for work within the Vale.

### **Sexual orientation**

#### **The RLDP will have no impact on people with various sexual orientation**

According to Census data from 2021 90.3% of the Vale identify as straight or heterosexual, with only 3.07% of people identifying as lesbian, gay, bisexual or any other sexual orientation and 6.6% of people not answering the question. This is less than the average within Wales. There are some policies that could relate to some sexual orientations.

#### *Relevant Policy and their effect*

- **SP5 - Creating Healthy and Inclusive Places and Spaces**

Policy SP5 will have an impact on sexual orientation by promoting inclusive environments that enable all individuals to participate fully in society regardless of sexual orientation or gender identity. Requirements for Health Impact Assessments ensure consideration of impacts on different population groups, including LGBTQ+ communities who may face specific health inequalities.

- **SP10 - Sustainable Transport**

Policy SP10 will have a positive impact on sexual orientation by improving access to LGBTQ+ support groups, community organisations, and specialized services. Enhanced sustainable transport options and Active Travel Routes will enable easier access to support networks that may be concentrated in urban centres. Improved connectivity



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through the South Wales Metro and public transport will reduce barriers to LGBTQ+ healthcare services, counselling, and advocacy organizations, supporting mental health and social wellbeing for this specific group.

### **Socio-economic considerations**

The 2021 Census confirms that between the age of 16 and 64 the 77.5% of people are employed, with 21.9% of people who are economically inactive. The unemployment rate within the Vale is 3.6%, with 3.2% being claimant of benefits. Furthermore, 54% of working age adults within the Vale of Glamorgan have a level 4 and above qualification level. This is a very similar rate to what is seen across the whole of Wales. Socio-economic issues have been fundamental within the RLDP's process, and there are many policies that try to address socio economic issues within the vale.

### *Relevant Policy and their effect*

- **SP7 – Affordable Housing Provision**

Policy SP7 supports socio-economic equality by increasing access to affordable housing across the Vale of Glamorgan. High market prices have made it difficult for many residents to secure suitable homes, particularly in areas such as Barry and Penarth/Llandough where need is greatest. The policy aims to deliver a minimum of 3,070 affordable dwellings through mixed tenure options, including social rent and low-cost ownership. This will help reduce economic inequality, support community stability, and enable lower-income households, young people, and key workers to live close to employment and essential services.

- **SP10 – Sustainable Transport**

Policy SP10 promotes equality of access and supports socio-economic wellbeing by improving sustainable travel choices across the Vale of Glamorgan. By prioritising walking, cycling, and public transport, the policy helps reduce transport-related inequality, particularly for residents without access to private vehicles. Locating development in accessible areas and strengthening links to the South Wales Metro and Active Travel routes ensures that communities are better connected to employment, education, and essential services, reducing inequality.

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- **SP14 – Employment Growth**

Policy SP14 directly supports socio-economic wellbeing by promoting access to quality employment and encouraging investment across the Vale of Glamorgan. This will help create over 5,000 new jobs and supporting both high-skill industries such as aerospace and advanced manufacturing and local business growth. By locating employment opportunities across urban and rural areas, the policy reduces inequalities in access to work, encourages upskilling, and strengthens local economies. This will aid socio-economic inequalities within the Vale and provide further opportunities.

- **SP5 – Creating Healthy and Inclusive Places and Spaces**

Policy SP5 plays a crucial role in addressing socio-economic inequalities by ensuring that all new development within the Vale of Glamorgan promotes health and accessibility. By prioritising high-quality public spaces and access to active travel routes, SP5 supports the creation of environments that reduce health disparities and improve quality of life for all residents. The policy also encourages early engagement with health bodies to ensure that community infrastructure meets local needs, particularly in areas with higher deprivation.

- **CC5 – Renewable, Low and Zero Carbon Energy Generation**

Policy CC5 supports socio-economic resilience and community well-being by enabling renewable, low and zero carbon energy generation. By promoting sustainable energy production, the policy contributes to long-term energy security and supports local economic opportunities, including community energy schemes. Additionally, favouring energy use within local communities helps lower energy costs and supports inclusive access to clean energy, thereby reinforcing environmental and socio-economic benefits across the Vale.

- **SP20 – Biodiversity and Ecosystem Resilience**

Policy SP20 directly supports socio-economic and community well-being by ensuring that development in the Vale of Glamorgan enhances biodiversity while strengthening ecosystem resilience. By safeguarding natural assets, the policy helps provide clean air and water, flood regulation, climate resilience, and spaces for recreation. This keeps the Vale as an area that is healthy for all and maintains access for all to the countryside, regardless of socio-economic position.

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### Welsh language

#### The RLDP will have a positive impact upon Welsh Language within the Vale

The 2021 census showed that within the Vale 11.5% of people over three could speak Welsh. This is lower than the national average, which is 17.8%, however the Vale did experience a rise in Welsh speakers between the 2011 Census and the 2021 Census. Welsh speakers across the vale are fairly evenly distributed by area and by urban and rural. No policies within the RLDP are specifically towards Welsh language however do benefit. In addition, consultation for the Preferred Strategy and other consultations leading into the RLDP have asked specifically about Welsh Language and all associated documents all associated documents will be translated. The housing growth in Barry consultation provided 119 representations commenting on the impact of potential development upon the Welsh Language. Within this consultation 82% of representations stated that there would be no impact or didn't know whether there would be any impact, however there was concern from some representations around the lack of school places within Welsh Language Schools, and the dilution of Welsh language due to the proposed development which could attract more non-Welsh speakers to the area. Alongside the provision of expansion to Welsh-medium education facilities that is outlined within Policy CI3 below, there is forecast to be sufficient capacity at Welsh-medium schools to meet future demand, and if additional spaces are required, funding will be secured through Section 106 agreements, thereby mitigating any impact on the Welsh language. Furthermore, through the provision of affordable housing from the key sites, allocated sites and 100% affordable housing sites within the RLDP, priority will be given to those on the Homes4U housing register. This will mitigate concern around dilution of Welsh language within the Vale and aid residents who speak Welsh to stay in the Vale and deliver much needed affordable housing for those residents. There are no policies within the Plan that treat the Welsh language less favourably than English.

- **CI3 – New Community Facilities**

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Policy CI3 supports the Welsh language by allocating land for the expansion and creation of Welsh-medium education facilities across the Vale of Glamorgan. The Vale currently has seven Welsh-medium schools, including Ysgol Iolo Morganwg, which is set to relocate and double its capacity from 210 to 420 pupils, and Ysgol Gymraeg Bro Morgannwg, the area's only Welsh-medium secondary school. A new Welsh Medium 3-18 School is proposed for the Western Vale. By increasing access to Welsh-medium education and improving facilities, the policy directly contributes to the aims of the Vale's Welsh in Education Strategic Plan (WESP) and strengthens opportunities for children and families to learn and use Welsh in daily life, promoting linguistic and cultural sustainability across the Vale.

- **SP13 - Community Infrastructure and Planning Obligations**

Policy SP13 supports the Welsh language by ensuring that new developments contribute to the delivery of community infrastructure that helps sustain and strengthen Welsh-speaking communities across the Vale. Although only 11.5% of residents speak Welsh—below the national average—the number of Welsh speakers is rising, and the even geographic distribution means benefits must be widespread. While the RLDP contains no Welsh-language-specific policy, SP13 indirectly supports Welsh speakers by securing investment in education (including Welsh-medium provision), community facilities, digital infrastructure, and public spaces that enable the continued use and visibility of the Welsh language. Consultation materials have also been made available bilingually, ensuring no less favourable treatment of Welsh compared with English.

### Human rights

#### The RLDP will have no impact upon human rights within the Vale of Glamorgan

Human rights are not something that is likely to be affected by the RLDP, however certain rights could be relevant as to some policies that are within the RLDP. These include respect for private and family life (Article 8), the right to education (Article 2, Protocol 1) of the Human Rights Act 1998 and the European Convention on Human Rights.

*Relevant Policy and their effect*

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- **SP4 – Placemaking**

Policy SP4 supports the creation of well-designed, inclusive, and sustainable places that uphold the principles of respect for private and family life as set out in Article 8 of the Human Rights Act. By promoting mixed-use, accessible, and connected developments, the policy enables people to live, work, and interact in environments that support their wellbeing, security, and sense of belonging. This protects individuals' rights to enjoy their homes without intrusion or harm.

- **CI3 – New Community Facilities**

Policy CI3 directly supports the right to education under Article 2, Protocol 1 of the Human Rights Act, by ensuring sufficient and accessible educational provision across the Vale of Glamorgan. The policy responds to increasing demand and promotes equal access to high-quality learning environments. The inclusion of both mainstream and Additional Learning Needs (ALN) facilities demonstrates a commitment to inclusive education that meets diverse community needs.

### 8. Monitoring ongoing impact

#### **Date you will monitor progress and outcomes**

Progress will be tracked via the annual monitoring report which is released each year for the period 1 April to 31 March, with report published by 31 October of the same year.

#### **Measures and outcomes that you will monitor**

Monitor delivery of affordable housing, employment sites, and sustainable transport infrastructure; track health, wellbeing, and inclusivity outcomes in new developments; and assess environmental impacts, including biodiversity net gain and low-carbon energy

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implementation, to ensure RLDP policies achieve intended socio-economic and environmental benefits.

#### 9. Further action as a result of this equality impact assessment

Possible Outcomes	Say which applies
No major change	No Change
Adjust the policy	No
Continue the policy	Yes
Stop and remove the policy	No

#### 10. Outcomes and Actions

<b>Recommend actions to senior management team</b>  No action required.
<b>Outcome following formal consideration of proposal by senior management team</b>  Continue the Policy

#### 11. Important Note

**Where you have identified impacts, you must detail this in your Cabinet report when seeking approval for your proposal.**

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### **12. Publication**

**Where will you publish your approved proposal and equality impact assessment?**

The Equality Impact Assessment will be published alongside as part of the evidence base for the Deposit RLDP and will be made available on the Council's website.

**In addition to anywhere you intend to publish your approved proposal and equality impact assessment, you must send a copy to Tim Greaves, Equality Co-ordinator, to publish on the equality pages of the Vale of Glamorgan website.**

### **13. Authorisation**

<b>Approved by (name)</b>	<b>[REDACTED]</b>
<b>Job Title (senior manager)</b>	<b>[REDACTED]</b>
<b>Date of approval</b>	27 <sup>th</sup> November 2025
<b>Date of review</b>	



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