



Equalities Impact Assessment for Local Development Plan (Re-Deposit Consultation)

Pembrokeshire County Council

Local Development Plan 2

2017-2033

July 2024

Note:

Due to the nature of the LDP it has been identified that a full Equality Impact Assessment was needed and as a result a screening exercise was not undertaken.

Table of Contents

Description of the policy/decision/proposal	4
Context Setting	5
Equality Impact Assessment	5
Delivery Agreement.....	6
Future Wales: The National Plan 2040	6
National Planning Policy	7
Background Papers	7
Sustainability Appraisal	7
Welsh Language.....	7
National Well-being Goals.....	8
What are the Impacts of the Plan on:	9
Customers, stakeholders and the public in general	9
The work undertaken by PCC	9
The long-term work of PCC	9
Staff	9
Evidence base	11
Age.....	11
Disability	23
Gender Reassignment	35
Sex (Gender)	39
Marriage and civil partnership	43
Pregnancy and Maternity	43
Race	45
Religion and Belief.....	49
Sexual Orientation	54
Data Gaps	57
Identifying Impact.....	60
Age.....	60
Disability	72
Gender Reassignment	79
Sex (Gender)	82
Marriage and Civil Partnership	84
Pregnancy and Maternity	85
Race	87
Religion, Belief and Non Belief	90

Sexual Orientation	93
Assessing Impact in relation to the General Duty	96
Addressing any adverse impact.....	99
Monitoring and Review	101
Declaration	101
Appendix 1:Wales Index of Multiple Deprivation 2019 – Pembrokeshire LSOAs.....	102
Appendix 2: Wales Index of Multiple Deprivation Health Domain	104
Appendix 3 Wales Index of Multiple Deprivation Education Domain	106

Description of the policy/decision/proposal

1. The Planning and Compulsory Purchase Act 2004 requires Pembrokeshire County Council to prepare a Local Development Plan (LDP).
2. The LDP contains a Vision, Objectives, a Growth and Spatial Strategy and Strategic and General Policies. It also includes specific land use allocations for a range of land-use types.
3. The replacement Local Development Plan (LDP 2) covers the period 2017 to 2033
4. The Plan includes site-specific allocations including for example housing, employment and community facility sites.
5. Details of all stages of Local Development Plan preparation can be found in the Authority's Delivery Agreement.
6. LDP 2 is required to be in conformity with Future Wales: The National Plan 2040. It must also comply with national planning policies and guidance produced by the Welsh Government. The LDP 2 is required to deliver sustainable development in accordance with the objectives of the Well-Being of Future Generations (Wales) Act 2015.
7. The Plan should be seen and read as a whole. Often there will be more than one policy relevant to a proposed development, and all policies will be taken into consideration. In order to make the Plan simple to follow and easily understood policies have been expressed as directly as possible. Issues such as landscape, amenity, access, and design will arise with practically all applications for development and specific general development policies (GN 1 and GN 2) cover these aspects.
8. The Local Development Plan is underpinned by a large amount of technical studies, assessments, evidence and supporting information which includes a Sustainability Appraisal (SA) incorporating Strategic Environmental Assessment (SEA), Health Impact Assessment, Welsh Language Assessment, and a separate Habitats Regulations Assessment (HRA). It was also informed by the Equalities Impact Assessment on the Preferred Strategy and this updated Equalities Impact Assessment at the Re-Deposit Plan stage.

Context Setting

Equality Impact Assessment

9. The specific equality duties in Wales are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. They place a duty on Pembrokeshire County Council to assess and consult on the impact its proposed policies will have on people who are protected under the Equality Act 2010 (people who share a protected characteristic of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and its ability to meet the public sector equality duty.
10. The requirement to assess impact means that the Authority must consider relevant evidence in order to understand the likely or actual effect of policies and practices on protected groups.
11. This includes ensuring the policy or practice does not unlawfully discriminate, identifying any adverse impacts on protected groups, considering how the policy or practice could better advance equality of opportunity and considering whether the policy will affect relations between different groups.
12. This process requires listed bodies to consider taking action to address any issues identified, addressing negative impacts where possible. The Authority must have 'due regard' to the results of this process.¹
13. Equality Impact Assessments are a systematic way of meeting this duty. The headings below set out the ways in which this process has been undertaken to reflect the nature of the LDP and plan making process:

Context setting: Information on LDP review process and wider policy framework it operates in.

Review of the evidence base: Consideration of quantitative and qualitative sources and their relevancy to the LDP review to form basis for identifying impacts for the Assessment.

Assessing potential Impact and action planning: Officers provided responses to impacts identified and sought further information or clarification where needed. A number of actions were identified during this process.

¹Equality and Human Rights Commission (EHRC), 4. Assessing impact and the Equality Duty: A guide for listed public authorities in Wales: [Assessing impact and the Equality Duty: A guide for listed public authorities in Wales | EHRC \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/equality-act/guidance/assessing-impact-and-the-equality-duty) (Accessed 03/06/2024)

Consultation on Preferred Strategy: Equality organisations and community groups were included within the list of consultees contacted at this consultation stage.

Monitoring and Review: The content of the Assessment will be reviewed following feedback gathered as part of the consultation. Amendments and further actions will be identified and applied where necessary.

Declaration: This will be signed following completion of above stages.

Delivery Agreement

14. The Delivery Agreement sets out the way in which we propose to involve the local community and other stakeholders in the preparation of the Pembrokeshire County Council Replacement Local Development Plan. The Further Revised Delivery Agreement in July 2024 is the most recently published Delivery Agreement for preparation of LDP 2.

15. It provides details of the various stages involved in the process, the time each part of the process is likely to take and how and when different groups, organisations and individuals can participate.

16. A copy of the Delivery Agreement can be viewed here:

<https://www.pembrokeshire.gov.uk/local-development-plan-review/delivery-agreement-including-the-community-involvement-scheme>

The current version is edition 4.

Future Wales: The National Plan 2040

17. Future Wales: The National Plan 2040 was published in February 2021. It provides the spatial context for facilitating the delivery of development in Wales over the next 20 years up to 2040. Future Wales has development plan status forming the national tier of the development plan hierarchy, with Pembrokeshire's LDP 2 required to be in 'conformity' with the strategy and policies of Future Wales.

National Planning Policy

18. In producing the replacement Local Development Plan Deposit Plan the Authority has had regard to national planning policies. This includes Planning Policy Wales, Circulars and Technical Advice Notes such as TAN 12: Design (2016) and guidance on design and access statements. In accordance with guidance local planning policy should have regard to national planning policies but not repeat them. The Local Development Plan should therefore be considered in conjunction with the Planning Policy Wales Edition 12² which identifies those areas where clear statements of national development control policy should not need to be repeated in Local Development Plans. It should be noted therefore that the Local Development Plan only provides the policy framework for issues of a locally distinct nature. Development proposals that do not present specific locally distinct issues will be assessed in accordance with the requirements of national planning policy.

Background Papers

19. The first stage in preparing the replacement plan is to review the existing information from the evidence base and keep it up to date. The evidence in this Equality Impact Assessment has been updated following the 2021 Census. This is to ensure that the development plan is based on real evidence so that the plan will be deemed to be 'sound'. The evidence gathered also includes plans and proposals by other organisations. Background Papers of particular relevance and have been considered in this equality impact assessment. Background Papers can be accessed here: <https://www.pembrokeshire.gov.uk/local-development-plan-review/ldp2-evidence-base>

Sustainability Appraisal

20. Sustainability Appraisal has been used to assess policy options and site allocations. This involved assessing the likely performance of policy options against a framework of environmental, social and economic sustainability objectives. These sustainability objectives were arrived at through identifying sustainability issues for Pembrokeshire County Council as indicated by national policy and guidance and current knowledge and statistics. The development of these objectives was subject to a public consultation as part of the scoping stage of the Sustainability Appraisal.

Welsh Language

21. Issues in relation to Technical Advice Note 20 are addressed in the Welsh Language Background Paper and within the Sustainability Appraisal.

² <https://beta.gov.wales/planning-policy-wales> (Accessed 03/06/2024)

National Well-being Goals

22. Under the Planning (Wales) Act 2015 any statutory body carrying out a planning function must exercise those functions in accordance with the principles of sustainable development as set out in the Well-being of Future Generations (Wales) Act 2015. In doing so, it can contribute positively to the achievement of the Well-being goals of a prosperous Wales, a resilient Wales, a healthier Wales, a more equal Wales, a Wales of cohesive communities, a Wales of vibrant culture and thriving Welsh Language and a globally responsible Wales.

What are the Impacts of the Plan on:

Customers, stakeholders and the public in general

23. Planning applications that are submitted by or impact on public/stakeholders must be determined in accordance with the adopted plan unless material considerations indicate otherwise.
24. Provide certainty for developers and the public about the type of development that will be permitted at a particular location.
25. Impact on areas such as affordable housing, housing mix, access to services and community facilities, quality of green spaces in the future.

The work undertaken by PCC

26. The LDP sets the context for rational and consistent decision making in line with national policies. Planning applications must be determined in accordance with the adopted plan unless material considerations indicate otherwise.
27. Annual LDP monitoring report is produced by the Authority.
28. The adopted plan can impact on other work streams of the Authority such as education, housing, transportation, the economy, tourism and recreation, health and well-being activities and community based work.

The long-term work of PCC

29. The LDP contributes to the Authorities Well-being Objectives and wider Well-being Goals under the Wellbeing of Future Generations Act and national sustainable planning objectives.

Staff

30. The LDP sets the context for rational and consistent decision making in line with national policies. Planning applications must be determined in accordance with the adopted plan unless material considerations indicate otherwise.
31. Staff will need to communicate and explain the Plan to stakeholders and communities.
32. The LDP will impact on staff and community relations.

33. The impact on affordable housing and policies in relation to housing such as space standards could impact on staff in terms of attracting and enabling staff to live within the local area, additionally, policy around transport may impact on staff's commute to work and travel between locations.

Evidence base

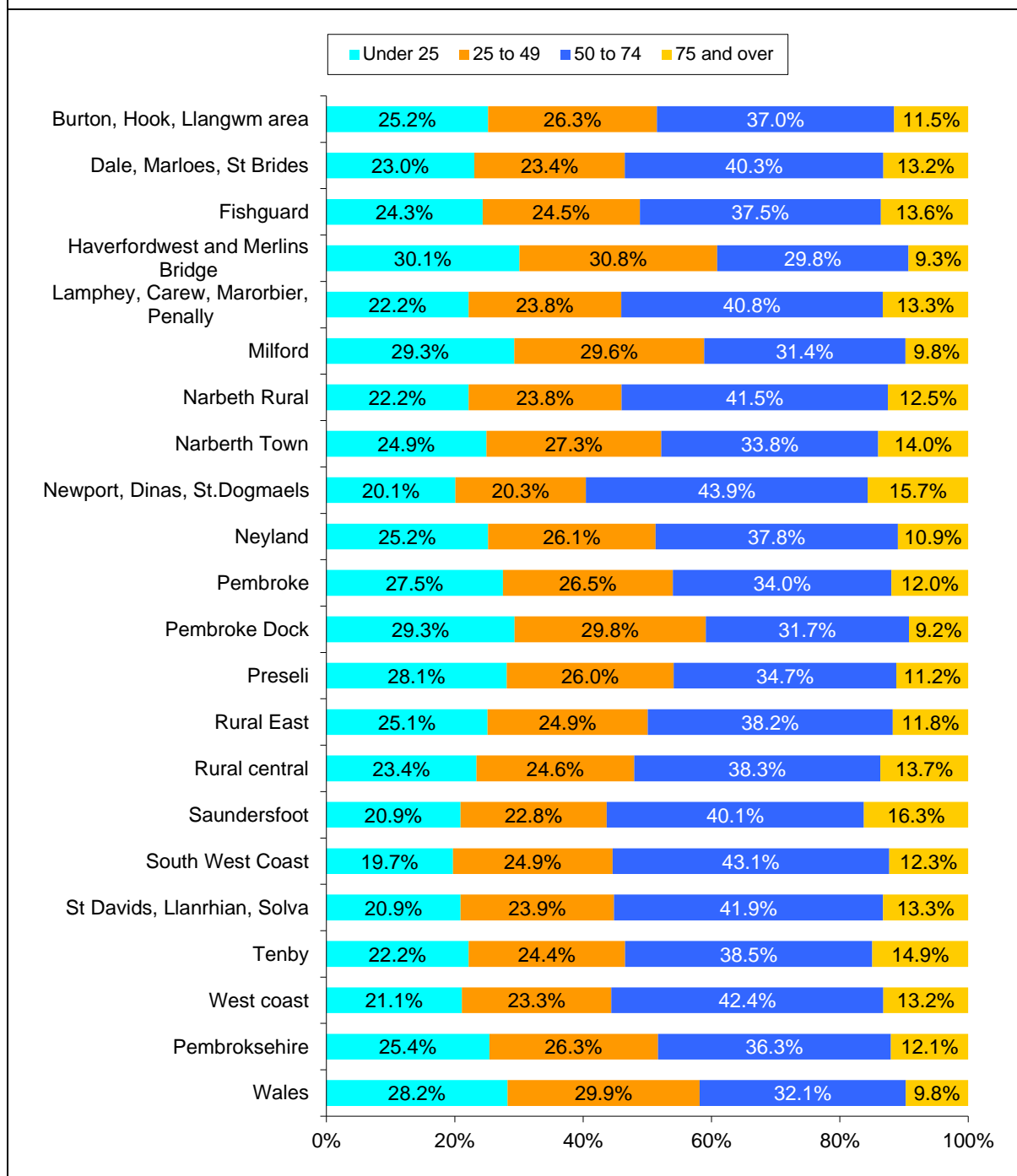
Age

34. The population in Pembrokeshire and Wales is ageing. In 2021, the Census recorded 26.1% of the Pembrokeshire population as 65 and over, compared to 21.3% nationally. The percentage of the population over the age of 65 has increased from 21.8% recorded in 2011. The 2021 Census recorded the following statistics for Pembrokeshire:

- An increase of 20.6% aged 65 years and over
- A decrease of 4.9% aged 15 to 64 years, and
- A decrease of 5.5% in children aged under 15 years.

35. Figure 1 below illustrates the age composition of the population of the constituent Housing Market Areas (HMAs) in 2021, as identified in the Local Housing Market Assessment for Pembrokeshire (2022). The population in Pembrokeshire is older overall than the national situation. Some 48.4% of people in the County are aged 50 and over, with 12.1% aged 75 or over. This is notably larger than the national equivalents of 41.9% and 9.8%. Within Pembrokeshire, the HMAs of Saundersfoot and Newport, Dinas, St.Dogmaels recorded the highest proportion of people aged 75 and over. In contrast, Haverfordwest and Merlin's Bridge, Milford and Pembroke Dock have the largest proportion of the population aged under 25.

Figure 1. Population composition in Pembrokeshire 2021



Source: LHMA 2022, 2021 Census

36. Evidence within PCC's Evidence Base – Demographic Forecasts Update 2020³ shows how the population age profile is forecast to change over the LDP 2 Plan period by 2033. The Demographic evidence considered a range of growth scenarios based on the Welsh Government's 2018 based Household Projections and a range of Housing Led growth scenarios. The Report analyses how the growth scenarios impact on the future age profile of the County and summarises that growth in the

³ <https://www.pembrokeshire.gov.uk/local-development-plan-review/ldp2-evidence-base> (Accessed 03/06/2024)

oldest age groups is very similar across each growth scenario, with the key differences evident in the young adult age groups, 20-44. The higher dwelling growth rates drive higher net in-migration of young adults with a corresponding increase in the 0-14 age rate.

37. The Welsh Government has published Age Friendly Wales: Our strategy for an ageing society (2021)⁴. In Wales, projections indicate that in 20 years (by 2038) 1 in 4 of the population will be over 65. The population aged over 75 in Wales is also projected to increase from 9.3% of the population in 2018 to 13.7% in 2038. There is an increasing number of people living alone and increasing numbers of people on the dementia register. The number of unpaid carers in Wales is also increasing. The strategy states that “there is currently a difference of around 18 years in healthy life expectancy between the most and least deprived areas”.

38. The strategy identifies three cross cutting themes:

1. Creating an age friendly Wales
2. Prioritising prevention by building communities, homes, transport systems and outdoor spaces that enable people to age well.
3. A rights based approach to ensure older people do not experience discrimination due to age or other protected characteristics such as disability, race or sexual orientation. Welsh language services should be accessible.

39. The strategy identifies four aims:

- Enhancing well-being - prevent illness and support people to manage their own health and well-being and enabling people to live independently for as long as possible.
- Improving local services and environments by ensuring the natural and built environment is safe and age friendly. Housing should be of an acceptable standard and new housing models support people to age well, which will include contemporary sheltered housing and extra care housing. Ensure open spaces and buildings are safe and accessible to older people and reinvigorate town centres which are the most accessible areas of towns to provide face to face contact in shops and facilities.
- Building and retaining people’s own capability
- Tackling age related poverty

40. Pembrokeshire County Council’s Draft Housing Strategy (September 2023) identifies six priority actions. One of the actions is to; “**Ensure our affordable housing delivery takes account of the need for supported and specialised housing** including older persons housing to meet the needs of our ageing population as well as supported living provision.” The Strategy states that “In light of the predicted growth in Pembrokeshire’s older population there is an associated need to both plan

⁴ Age Friendly Wales: Our strategy for an ageing society (2021 [Age friendly Wales: our strategy for an ageing society | GOV.WALES](#) (Accessed 03/06/2024)

for and deliver an appropriate mix of new and affordable housing to meet the changing profile of the population. The provision of specialised housing, including sheltered housing built to Welsh Housing Quality Standard (WHQS) has an important role to play in reducing health inequalities and supporting our ageing population to live well for longer.” The 2021 Census showed a decreased in the proportion of those aged 65 and over living in a communal registered care establishment, having fallen from 3.7% in 2011 to 2.9% in 2021 as older people have moved into enhanced sheltered / extra care housing instead. The LHMA 2022 identifies the need for 1,064 additional specialist units for older persons up until 2036, this is comprised of a need for 550 additional units of sheltered housing for older people and 514 additional units for enhanced sheltered/extra care housing up until the end of 2036, which is slightly longer than the plan period.

41. The West Wales Regional Partnership Board have reported on a projected number of people with dementia in Pembrokeshire: In 2022 there were an estimated 2,358 people over the age of 65 with dementia. This is expected to rise to 3,831 by 2035⁵.

42. Despite projected decreases in the number of children in Pembrokeshire it is important to consider potential trends and issues facing this age group. The percentage of children living in relative low-income families across Pembrokeshire in 2022 remained beneath the Welsh average of 28% for the same period⁶. However, within Pembrokeshire, a significant number of those within main town areas have higher percentages than the Welsh average, with Wards of over 28% in a number of locations including Haverfordwest, Milford Haven, Pembroke and Pembroke Dock. These geographic concentrations of child poverty are strongly influenced by the location of family social housing. Information from the Wales Index of Multiple Deprivation identifies a number of LSOAs in the Main towns as in the 20% most deprived in Wales (Pembroke Dock: Llanion 1, Haverfordwest Garth 2, Pembroke: Monkton, Pembroke Dock: Central, Milford: Hubberston 2, Pembroke Dock: Pennar 1, Milford: East, Milford: West). See Appendices 1-3.

⁵ DWP Stat-Xplore, Children in Low Income Families (Relative), Ward by Age [Stat-Xplore - Home \(dwp.gov.uk\)](https://stat-xplore.dwp.gov.uk/webapi/opendatabase?id=CILIF_REL) https://stat-xplore.dwp.gov.uk/webapi/opendatabase?id=CILIF_REL (Accessed 03/06/2024)

⁶ Relative income poverty: April 2022 to March 2023 - <https://www.gov.wales/relative-income-poverty-april-2022-march-2023-html> [Children in low income families: local area statistics 2014 to 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/children-in-low-income-families-local-area-statistics-2014-to-2023) - <https://www.gov.uk/government/statistics/children-in-low-income-families-local-area-statistics-2014-to-2023> (Accessed 03/06/2024)

Percentage of children Relative Low income families by Ward:

Ward	FYE 2019	FYE 2020	FYE 2021
Amroth	15.6%	22.1%	29.7%
Burton	5.2%	7.6%	12.4%
Camrose	15.9%	16.3%	18.3%
Carew	12.2%	19.9%	28.1%
Cilgerran	22.0%	21.9%	30.1%
Clydau	25.4%	28.8%	27.9%
Crymych	16.6%	18.5%	27.2%
Dinas Cross	24.9%	22.7%	28.1%
East Williamston	18.0%	18.7%	24.1%
Fishguard North East	22.0%	34.5%	35.6%
Fishguard North West	28.4%	29.1%	35.2%
Goodwick	24.0%	26.0%	39.3%
Haverfordwest: Castle	22.6%	23.0%	32.4%
Haverfordwest: Garth	24.2%	27.2%	32.8%
Haverfordwest: Portfield	26.1%	30.5%	32.2%
Haverfordwest: Prendergast	13.6%	18.6%	18.1%
Haverfordwest: Priory	19.2%	28.9%	27.4%
Hundleton	26.7%	29.5%	35.8%
Johnston	18.3%	20.3%	27.3%
Kilgetty/Begelly	24.2%	23.6%	34.7%
Lampeter Velfrey	21.2%	22.1%	26.0%
Lamphey	18.7%	16.9%	23.9%
Letterston	18.1%	19.5%	21.2%
Llangwm	12.4%	14.0%	15.9%
Llanrhian	18.3%	19.1%	29.0%
Maenclochog	22.5%	27.3%	35.3%

Ward	FYE 2019	FYE 2020	FYE 2021
Manorbier	22.1%	24.6%	31.8%
Martletwy	18.3%	21.0%	27.8%
Merlin's Bridge	25.6%	26.4%	30.6%
Milford: Central	26.8%	26.6%	35.9%
Milford: East	20.7%	21.5%	32.5%
Milford: Hakin	19.3%	18.3%	29.9%
Milford: Hubberston	24.6%	25.4%	34.2%
Milford: North	22.5%	23.4%	31.6%
Milford: West	23.8%	30.6%	34.8%
Narberth	12.2%	17.4%	20.9%
Narberth Rural	8.5%	13.3%	19.1%
Newport	13.0%	14.2%	31.6%
Neyland: East	17.8%	18.7%	28.5%
Neyland: West	21.5%	26.2%	29.5%
Pembroke Dock: Central	23.8%	27.7%	33.9%
Pembroke Dock: Llanion	21.9%	26.0%	33.9%
Pembroke Dock: Market	17.9%	22.1%	24.5%
Pembroke Dock: Pennar	23.6%	24.6%	37.1%
Pembroke: Monkton	39.9%	38.5%	44.5%
Pembroke: St. Mary North	22.7%	25.3%	33.1%
Pembroke: St. Mary South	20.7%	12.1%	19.5%
Pembroke: St. Michael	14.8%	19.4%	21.2%

Ward	FYE 2019	FYE 2020	FYE 2021
Penally	17.7%	13.1%	21.6%
Rudbaxton	7.8%	14.8%	11.5%
Saundersfoot	17.6%	20.1%	17.9%
Scleddau	17.9%	25.0%	34.5%
Solva	25.8%	27.3%	30.1%
St. David's	22.8%	23.8%	29.2%
St. Dogmaels	23.6%	26.7%	33.9%
St. Ishmael's	22.1%	21.0%	23.6%
Tenby: North	23.5%	20.8%	31.1%
Tenby: South	21.5%	25.7%	32.9%
The Havens	13.0%	11.6%	20.4%
Wiston	20.6%	20.8%	26.9%

Source: [Children in low income families: local area statistics 2014 to 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/children-in-low-income-families-local-area-statistics-2014-to-2023) - <https://www.gov.uk/government/statistics/children-in-low-income-families-local-area-statistics-2014-to-2023> (Accessed 03/06/2024)

43. An increase in children living in low income families may also have an impact longer term with a greater number of families needing to access affordable housing options. According to the 2022 Local Housing Market Assessment, the majority of demand in Pembrokeshire (68%) is for one bed properties.⁷

44. The Wales Rural Observatory report on The Experiences and Aspirations of Young People in Rural Wales which used Fishguard in Pembrokeshire as one of its study areas noted that:

- 1) Young people liked living in rural areas for the quality of life it afforded, including the peace and quiet, the beautiful scenery, ease of access to the high quality natural environment and the wide range of outdoor activities available nearby and the perceived safety of the rural communities, particularly compared to urban and more built-up areas.
- 2) Issues identified by the study for young people included:
 - a) **Lack of Leisure and social opportunities:** Young people and young families emphasised the importance of securing and maintaining current levels of service provision within their areas, particularly the small core of services that they viewed as crucial to their communities, such as a shop, primary school, GP surgery and community hall or leisure centre. Issue of social isolation identified as a result of

⁷ PCC, Local Housing Market Assessment 2022: <https://www.pembrokeshire.gov.uk/local-development-plan-review/ldp2-evidence-base> (Accessed 03/06/2024)

poor availability, accessibility and choice of leisure and recreation facilities and wider social activities specifically aimed at young people and children.

- b) **Transport:** The availability of both private and public transport was identified as a major barrier to young people and young families in accessing local education and training opportunities, leisure and social activities and for travelling to educational establishments or workplaces. Limited transport options impacted on young people's job search strategies who wished to secure training placements or employment after leaving formal education and on sustaining employment if placement or job involved shift work or anti-social hours and the person was reliant on public transport.
- c) **Housing:** The research confirmed that the availability of housing, to buy or rent, that was affordable and accessible was a major and growing problem within the study areas and was a key factor influencing young people's decisions to move out of their home communities, or discouraging their return. The findings suggest that young people and young families were disadvantaged in housing markets because there was intense competition from commuters, retirees and second-home buyers. Younger households, typically those on lower incomes and with young families, were also being hard hit by a shortage of available social housing. The planning system was also seen as a major obstacle to the provision of sufficient and suitable affordable housing in the study areas and was widely viewed as inflexible with regard to local needs.
- d) **Employment:** Specific concern for young people when considering their future work or career options and aspirations was the limited range of job opportunities available in their local areas.⁸

45. In 2021/22 the Child Measurement Programme showed that 26.4% of children aged 4-5 were overweight or obese in Pembrokeshire. The proportions across Wales varied from 21.1% in Monmouthshire to 31.4% in Carmarthenshire⁹. The Planning for better health and well-being in Wales report notes that "Takeaway exposure was found to be associated with a higher consumption of fast food, and with Body Mass Indexes (BMIs) up to 1.21% higher than for those less exposed."¹⁰

46. The document also highlighted the positive benefits allotment gardening and access to green space can have on older people in particular older men.¹¹

⁸ The Wales Rural Observatory, The Experiences and Aspirations of Young People in Rural Wales, 2013: <http://bit.ly/2hzXaQy> (Accessed 03/06/2024)

⁹ Child Measurement Programme Annual Report 2021-2022: <https://phw.nhs.wales/services-and-teams/child-measurement-programme/reports-and-data/> (Accessed 03/06/2024)

¹⁰ Town & Country Planning Association, Wales Health Impact Assessment Support Unit and Public Health Wales, Planning for better health and well-being in Wales, 2016: <https://www.tcpa.org.uk/resources/planning-for-health-and-well-being-in-wales/> (Accessed 03/06/2024)

¹¹ Ibid

Key Factors from Baseline Analysis	Implications for Local Development Plan
<p>An ageing population, which is projected to increase further by 2033.</p> <p>A current and future demand for neighbourhoods and communities that facilitate ageing in place and promote prevention agenda through accommodation and support, neighbourhood design and layout, access to health, community and other facilities and accessible transport.</p>	<p>The need to meet the housing and support needs of an ageing population through facilitating the development of appropriate housing options for older people in locations which are accessible, have good public transport links and good services. This should be taken into account in terms of spatial policies.</p> <p>The Local Housing Market Assessment 2022 only projects bedroom numbers needed for affordable housing, not market housing. A policy would be required to influence the mix of housing required to ensure housing suitable for an ageing profile is delivered.</p> <p>LDP should facilitate development of Dementia Friendly Neighbourhoods, taking into account the principles found within Dementia friendly communities Guidance for councils¹² and Neighbourhoods for Life Designing dementia-friendly outdoor environments.¹³</p> <p>Spatial Strategy</p> <p>SP 1 Creating Sustainable Places SP 2 Housing Requirement SP 3 Affordable Housing Target SP 6 Settlement Hierarchy GN 2 Sustainable Design GN 15 Housing Mix, Space standards and requirements for Lifetime Home Standards</p>

¹² Local Government, innovation in Dementia, Dementia Friendly Communities, Guidance for Councils: <https://www.local.gov.uk/creating-dementia-friendly-communities-resources> (Accessed 03/06/2024)

¹³ Oxford Institute for Sustainable Development, Neighbourhoods for Life Designing dementia-friendly outdoor environments: https://www.researchgate.net/publication/216354789_Neighbourhoods_for_life_Designing_dementia-friendly_outdoor_environments (Accessed 03/06/2024)

Key Factors from Baseline Analysis	Implications for Local Development Plan
	<p>GN 22 Specialist and Supported Accommodation GN 23 Specialist and Supported Allocations</p>
<p>Access to affordable housing for young people.</p> <p>Increased percentage of children in low-income household within the Plan area may impact on need for affordable housing for families in the future.</p>	<p>How will proposed changes within the plan impact on affordable housing provision in terms of younger people and potentially families on low income within the Plan area?</p> <p>Spatial Strategy</p> <p>SP 1 Creating Sustainable Places SP 2 Housing Requirement SP 3 Affordable Housing Target SP 5 Supporting Prosperity SP 6 Settlement Hierarchy SP 8 Regional Growth Areas and Urban Settlements SP 9 Narberth Rural Town, Service Centres and Service Villages SP 10 Local Villages SP 11 Countryside SP 13 Port and Energy Related Development and Celtic Freeport SP 14 Strategic Employment SP 17 Visitor Economy GN 3 Infrastructure and New Development GN 13 Residential Development GN 15 Housing Mix, Second homes and short-term lets, Space standards and requirements for Lifetime Home Standards GN 16 Residential Allocations GN 20 Local Needs Affordable Housing GN 21 Exception Sites for Local Needs Affordable Housing</p>

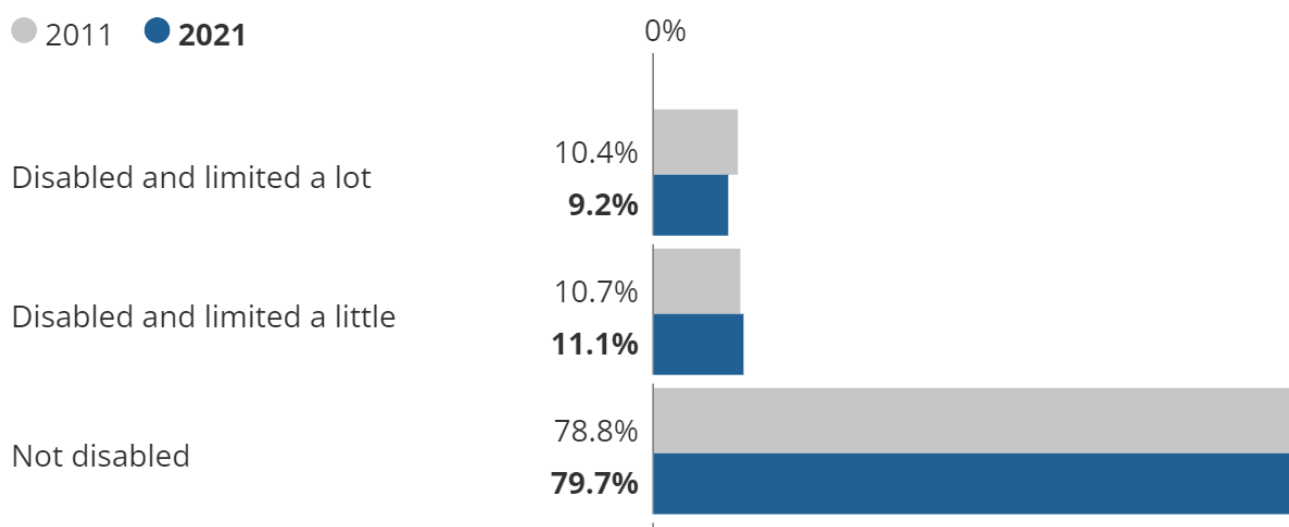
Key Factors from Baseline Analysis	Implications for Local Development Plan
<p>Public health considerations including:</p> <p>Impact of air (travel congestion)</p> <p>Noise and other pollution on child health.</p> <p>Mechanisms to help counter childhood obesity - access to healthy and non-healthy food and promotion of walking.</p> <p>Access to play facilities and greenspaces for children in terms of Mental Wellbeing.</p> <p>Access to outdoors and community facilities for older people in terms of mental wellbeing and preventing isolation.</p> <p>Road safety consideration for children.</p>	<p>A need to take into account public health considerations through land use policies.</p> <p>Spatial Strategy</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 12 Maintaining and Enhancing the Environment</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p> <p>GN 3 Infrastructure and New Development</p> <p>GN 45 Green Infrastructure</p> <p>GN 48 Green Wedges</p> <p>GN 51 Protection and Creation of Outdoor Recreation Areas</p> <p>GN 52 Protection of Open Spaces with Amenity Value</p>
<p>Concern for young people about limited range of job opportunities available in their local areas.</p> <p>Implication of policies for young people in certain industries e.g. young farmers</p>	<p>A need to ensure land use policy is encouraging a range of job opportunities available to young people in local areas, taking into account accessibility and transport considerations.</p> <p>Spatial Strategy</p> <p>SP 5 Supporting Prosperity</p> <p>SP 13 Port and Energy Related Development and Celtic Freeport</p> <p>SP 14 Strategic Employment Provision</p> <p>SP 15 Safeguarding of existing Strategic Employment Sites</p> <p>SP 17 Visitor Economy</p> <p>SP 18 Non-Energy Minerals</p> <p>GN 8 Employment proposals</p>

Key Factors from Baseline Analysis	Implications for Local Development Plan
	<p>GN 9 Employment Allocations GN 10 Mixed-use proposals GN 33 Farm diversification</p>
<p>Transport barriers faced by older people and young people due to rural nature of area, poor public transport links and costs associated with private transport. Negative impact on people's ability to access facilities, recreational opportunities, health facilities, colleges, job placements and employment.</p> <p>Importance of accessible transport options in terms of public transport and access to accessible car parking and drop off places in terms of facilities.</p>	<p>Location of developments in terms of public transport links and proximity to employment and education opportunities, community facilities and health facilities.</p> <p>Promotion of accessible public transport infrastructure.</p> <p>Potential issues relating to need for car parking and accessible car parking spaces for residential units.</p> <p>Drop off places in terms of facilities.</p> <p>Storage considerations in terms of mobility scooters.</p> <p>Spatial Strategy SP 1 Creating Sustainable Places SP 6 Settlement Hierarchy SP 8 Regional Growth Areas and Urban Settlements SP 9 Narberth Rural Town, Service Centres and Service Villages SP 10 Local Villages SP 20 Transport Infrastructure and Accessibility GN 1 General Development Policy GN 2 Sustainable Design GN 3 Infrastructure and New Development</p>

Disability

47. In the 2021 Census, Pembrokeshire recorded 20.3% of the population as disabled under The Equality Act, marginally larger than the figure for Wales of 21.1%. This amounts to 27,173 people in the County with a disability. Within the County, Pembroke and Milford Haven have the highest disabled population within this definition. In 2021, 9.2% of Pembrokeshire residents were identified as being disabled and limited a lot. This figure has decreased from 10.4% in 2011. In 2021, 11.1% were identified as being disabled and limited a little, compared to 10.7% in 2011. The proportion of Pembrokeshire residents who were not disabled increased from 78.8% to 79.7%¹⁴. 8,373 people in Pembrokeshire were in receipt of Personal Independence Payment (PIP) in April 2023 which equated to 6.6% of the population of the County, in comparison, 7.4% of the population of Wales were in receipt of PIP¹⁵.

Age-standardised proportion of usual residents by long-term health condition or illness, **Pembrokeshire**



Source: Office for National Statistics – 2011 Census and Census 2021

¹⁴ Office for National Statistics Census 2011, 2021 <https://www.ons.gov.uk/> (Accessed 03/06/2024)

¹⁵ Department for Work and Pensions <https://www.gov.uk/government/collections/personal-independence-payment-statistics> (Accessed 03/06/2024)

48. The Office of National Statistics reported that in 2021, 4.9% of Pembrokeshire residents (aged five years and over) provided up to 19 hours of unpaid care each week. This figure decreased from 7.6% in 2011. These are age-standardised proportions to enable comparisons between populations over time and across geographies, as they account for differences in the population size and age structure. In 2021, 2.3% reported providing between 20 and 49 hours of unpaid care each week compared with 1.8% in 2011. The proportion of Pembrokeshire residents (aged five years and over) that provided at least 50 hours of weekly unpaid care increased from 3.4% to 3.5%. The decrease in the proportion of people providing up to 19 hours of weekly unpaid care in Pembrokeshire was similar to the decrease recorded in Carmarthenshire. The Census in 2021 was undertaken during the Coronavirus pandemic which may have influenced how people perceived and managed their provision of unpaid care and affected the responses. In terms of those providing over 50 hours of care a week, Pembrokeshire is similar to the Wales average. Standardised data for smaller geographical areas is not available at the time of reporting. However, in terms of absolute numbers some areas of Pembrokeshire are significantly higher than the Welsh average. These include a number in the larger settlements, including Johnston, Haverfordwest Merlins Bridge, and Pembroke: St Mary South¹⁶.

Provision of unpaid care, age-standardised proportions
Pembrokeshire

Unpaid care (5 categories)	Observation
Does not apply	0
Provides no unpaid care	89.3
Provides 19 or less hours unpaid care a week	4.9
Provides 20 to 49 hours unpaid care a week	2.3
Provides 50 or more hours unpaid care a week	3.5

Wales

Unpaid care (5 categories)	Observation
Does not apply	0
Provides no unpaid care	89.5
Provides 19 or less hours unpaid care a week	4.7
Provides 20 to 49 hours unpaid care a week	2.2
Provides 50 or more hours unpaid care a week	3.6

Source ONS, 2021 Census

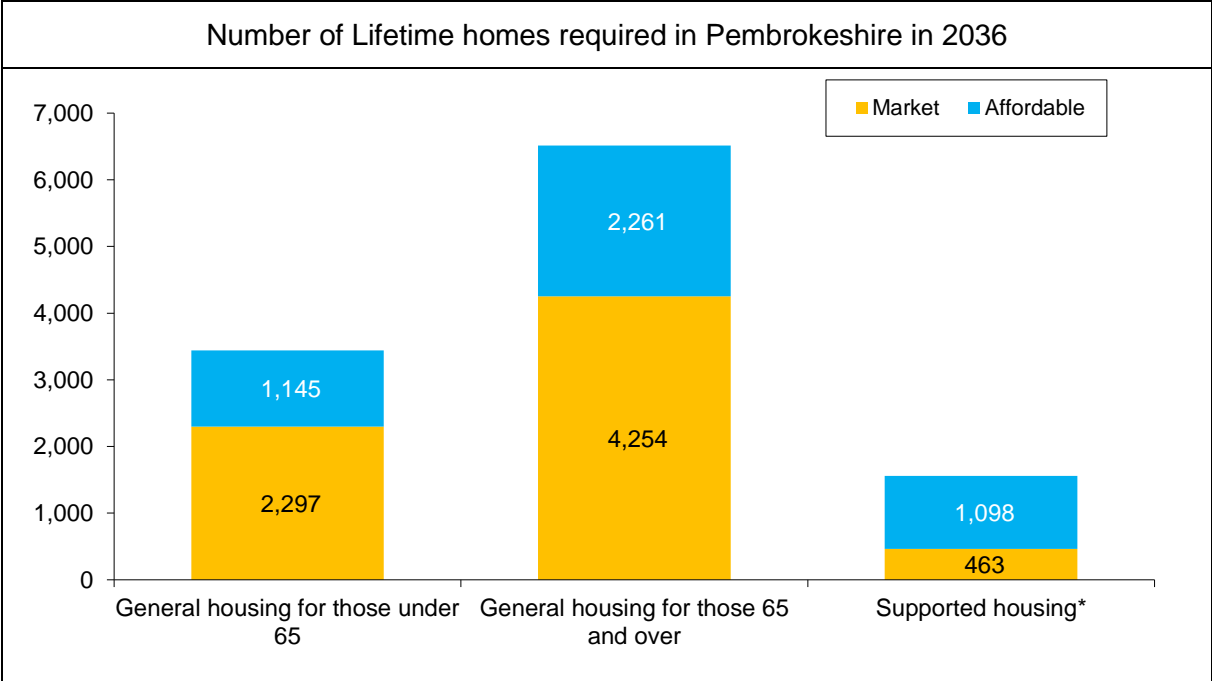
49. The Welsh Government’s Planning Policy Wales notes that Local Planning Authorities should promote:

“‘barrier free’ housing developments, for example built to Lifetime Homes standards” noting that “The ‘Lifetime Homes’ concept promoted by the Joseph Rowntree Foundation comprises 16 major standards that aim to provide homes which are flexible and can cater for people with a wide range of disabilities.”¹⁷

¹⁶ Office for National Statistics Census 2011, 2021 <https://www.ons.gov.uk/> (Accessed 03/06/2024)

¹⁷ Welsh Government, Planning Policy Wales S <https://www.gov.wales/planning-policy-wales> (Accessed 03/06/2024)

50. The LHMA 2022 modelled the requirement for accessible and adaptable housing for Pembrokeshire by 2036. The figure below indicates the requirement for accessible and adaptable homes in Pembrokeshire within the Welsh Government’s Principal Projection variant, differentiated by setting, age group and tenure. “In total, 11,518 adaptable homes are required in 2036, of which 7,014 should be in the market sector and 4,504 in affordable accommodation.¹⁸” The requirement for 11,158 adaptable homes implies that a notable uplift of homes will be required to be built to Lifetime Homes Standard, and that by the end of 2036, around 18.3% of the total stock should be available to meet the Lifetime Homes Standard¹⁹.



*Supported housing is specialist housing for older person households, such as those listed in Table 6.1, taken from the LHMA 2022. Source: 2021 Census

51. The LHMA 2022 also assessed the requirement for wheelchair users dwellings. The net requirement between 2020 and 2036 is for 190 new wheelchair homes in Pembrokeshire in market accommodation and 221 units in affordable housing.

52. The significance of meeting accessible housing provision through Lifetime Homes and specific design features in terms of both affordable and market housing is noted within a report providing a new perspective on the market case for accessible homes. It noted that across the UK:

- a) Significant numbers of people with needs for accessible features also have the means to consider the purchase of a home.

¹⁸ LHMA 2022 paragraph 6.11. https://www.pembrokeshire.gov.uk/objview.asp?object_id=10378&language=(Accessed 03/06/2024)

¹⁹ LHMA 2022. https://www.pembrokeshire.gov.uk/objview.asp?object_id=10378&language=(Accessed 03/06/2024)

- b) Amongst households with an identified need for accessible housing, 39% (700,000) have incomes in the top half of the income distribution of the population as a whole. In addition, 55% of owner occupiers living in a household including a disabled person and 33% of working age households containing a disabled person have incomes above this level.
- c) 360,000 households containing a disabled person have savings of £12,000 or more.
- d) 1 in 4 households needing accessible housing (480,000) have incomes above the median income after housing costs of all owner occupier households (£448 per week).
- e) Disabled people are significantly more likely to be dissatisfied with their current home than non-disabled people – 14% say they are dissatisfied compared to 8% of non-disabled people. Satisfaction levels are lowest among disabled people under 45 and those currently renting from a private landlord.
- f) What distinguishes this market segment is their specific requirements for features that make it possible for them to buy with the confidence that their new home will meet their needs into the future. Many also found the proximity of family and friends – their support network – an essential factor in choice of location.
- g) The survey found that a number of people of all tenures see a move to social rented housing as a likely future option, that would meet their accessibility needs as they grow older.
- h) Regardless of current housing situation the public in general do acknowledge their potential future need for accessible housing features to some degree.
- i) The majority (59%) of disabled people who are 65 and over say that they will need accessible housing features in the next five years, with 46% of all disabled people and 20% of the general public saying the same.
- j) Of people with caring responsibilities, 47% say that the person they care for will need accessible housing features within the next five years or so.
- k) 50% of people said they would most favour staying in their current home with some adaptations to allow them to live independently.
- l) Around 19% of the public (or 9.8 million people across Great Britain) would most favour moving to a different property specifically designed or adapted to enable them to live independently.
- m) Among the public at large, a significant minority indicate in principle interest in living in inclusive accessible housing schemes if they need care and support at some point in their life. 38% say they would be interested in living in a scheme for disabled and non-disabled people of a similar age range. 35% indicate an interest in living in a scheme for disabled and non-disabled people of any age.
- n) Nearly half of the British public (47%) say they would be more likely to consider moving to a property if it had a downstairs bathroom,
- o) More than a third would be more likely to consider a property if it had adaptations to make it easier to use a bathroom, or step free access at the front of the property.

- p) People with unmet need for accessible housing are four times more likely to be unemployed or not seeking work because they are sick or disabled than those whose needs are met or who are disabled but do not need accessible housing.
- q) Developers, planners, and health and social care commissioners should take note of the overwhelming desire of the general public to maintain independence in mainstream housing as they age and/or develop needs for care and support. We need to ensure that the homes of the future enable people to age in place, or have genuine choice to move to a home that is designed and built to support their ongoing independence – not only for the sake of the household but to minimise public spending on the alternative.²⁰

53. However, it is also important to view this within the context of wider welfare reform and for those on lower incomes affected by under occupancy charge there is a need to develop one or two bed accessible affordable accommodation.

54. Linked to accessible housing is the need for wider neighbourhoods and facilities to be accessible. A Royal National Institute for Blind People (RNIB) report noted that Blind and partially sighted people told them that, on a day to day basis, they face the following problems when out and about:

- a) Street obstacles, both permanent and temporary, injuring blind and partially sighted people, sometimes seriously – such as bollards, advertising boards (a-boards), bins, cars parked on pavements and street furniture.
- b) Dangerous roads which do not have adequate, safe or accessible pedestrian crossings.
- c) Developments that remove kerbs and crossing points making an area more difficult for blind and partially sighted people to walk around – including developments sometimes called shared space or shared surfaces.²¹

55. In terms of active travel A Living Streets report from May 2016 on overcoming barriers and identifying opportunities for everyday walking for disabled people noted a number of physical barriers and other issues that prevented people from accessing and using their neighbourhood:

- a) At crossings the absence of dropped kerbs on the other side of the road was a particular problem for people in wheelchairs. Drop kerbs at junctions being too steep.
- b) For pedestrians with visual impairments the sounds generated by high traffic volumes can be frightening.

²⁰ Habinteg and Popworth Trust: The hidden housing market. A new perspective on the market case for accessible homes: <https://www.habinteg.org.uk/hidden-housing-market/> (Accessed 03/06/2024)

²¹ RNIB, The barriers to blind and partially sighted people getting out and about: <https://www.rnib.org.uk/professionals/health-social-care-education-professionals/knowledge-and-research-hub/reports-and-insight/barriers-faced-by-people-with-sight-loss/> (Accessed 03/06/2024)

- c) Absence of safe places to cross on busy roads was a big concern for participants with limited mobility. Even with the design features, such as build outs which narrow the road carriageway and reduce the distance pedestrians need to travel, it is impossible to step out in the face of steady traffic. Disabled pedestrians are left waiting for a driver to notice them, slow down and stop to enable them to cross the road.
- d) New puffin crossings are able to detect pedestrians and to allow more time to cross. However, their design also situates the red and green men at a lower level – out of the line of sight of people in wheelchairs when there are other pedestrians around. This led to the recommendation from wheelchair users that all controlled crossings should have an audio signal.
- e) In high footfall areas and residential locations uneven surfaces were a concern due to a fear of tripping (e.g. over raised flagstones). It could discourage people from getting off the bus and walking instead. For those who through choice or necessity walked anyway, that worry was expressed by the need to constantly look down and check their footing – reducing their pleasure in walking. This was a particular issue for people recovering from stroke.
- f) Difficulties caused by temporary obstructions, such as wheelie bins, advertising boards (A-boards) and cars parked on the pavement, resulting in people having to go on the road or facing an obstruction and not being able to move.
- g) Cycling on pavements and mobility scooters were seen as a menace. This was a particular concern for carers.
- h) Design considerations intended to help people with one type of sensory impairment may conflict with the needs of people with other types of impairment. Tactile paving, for example, is known to cause discomfort for those with arthritis. The raised blisters on steps and at crossings can cause trips and falls too, but their need is accepted.
- i) The issue of shared space or shared surfaces (in particular the absence of kerbs) is contentious for many blind and partially sighted people.
- j) For people with visual impairments, the lack of colour contrast could make it difficult to detect uneven surfaces:
- k) Well designed pedestrian environments support functional mobility and boost psychological recovery from limiting conditions. Participants identified how low cost measures, such as the provision of handrails could make a big difference in hilly areas.
- l) For carers, the physical demands of pushing wheelchairs up steep slopes influences travel decisions. Volunteers helping multiple residents find it easier to use a car. Where mitigation measures (e.g. ramps) have been put in place, these need to be consistent.
- m) The availability of accessible toilets (or lack thereof) was identified as an issue that can limit everyday walking opportunities.
- n) The provision of seating might encourage disabled people to walk more.
- o) Consideration needs to be given to the, "door-to-door" journey and the links between buildings, streets, and public transport services. People with different mobility and accessibility needs are more at risk of community severance, consequently, an inclusive, accessible outdoor environment is one that allows

an older person to travel from their home to any chosen destination without risk or worry.

- p) Walking routes and interchanges with public transport need to be easy to use and direct in order to compete with the convenience offered by the car.²²

56 Lack of accessible routes will impact on people being able to access wider facilities such as health care facilities, education facilities, employment opportunities, recreational and community facilities and wider independence. Each year 1.4 million people miss, turn down or choose not to seek medical help because of transport problems.²³ Alongside accessible routes it is also important that facilities themselves are accessible.

57 Access to the outdoors can have positive mental health and wellbeing benefits. A report on Planning for better health and well-being in Wales notes in relation to wider research that:

- a) Mixed land use, higher population densities and highly connected street layouts are associated with a greater likelihood of walking, of between 25% and 100%.
- b) That research shows that mental health patients reported reduced levels of rumination after taking part in a 90-minute nature walk, while patients taking part in similar walk in an urban environment reported no improvements.
- c) Access to green space can also result in improvements in mental health and well-being, and has positive effects on depression, stress and dementia (White et al., 2013).
- d) Researchers who undertook a longitudinal study found that people who walked or cycled to work benefited from improved mental well-being in comparison with those who travelled by car (Martin et al., 2014).
- e) Regular walking can reduce the risk of mortality by up to 20%, and the risk of cardiovascular disease by up to 30%. It also reduces the risk of high blood pressure, stroke and high cholesterol (Sinnott et al. 2011).
- f) Access to green space has a range of positive health effects, via increased levels of exercise, and has a series of positive impacts on body mass index (Coombes et al. 2010) and other conditions typically associated with inactivity, such as diabetes, cardiovascular disease, musculoskeletal conditions and cancers (Department of Health, 2011).
- g) A number of studies have found that allotment gardening is positively linked to health. One study found that less than 30 minutes of allotment gardening can

²² Living Streets, Overcoming barriers and identifying opportunities for everyday walking for disabled people, May 2016: www.livingstreets.org.uk (Accessed 03/06/2024)

²³Town & Country Planning Association, Wales Health Impact Assessment Support Unit and Public Health Wales, Planning for better health and well-being in Wales, 2016: <https://phwwhocc.co.uk/whiasu/planning-for-better-health-and-wellbeing-in-wales-resources/> (Accessed 03/06/2024)

result in improvements in self esteem and mood via reductions in tension and depression (Wood et al., 2015).²⁴

58 In terms of access to tourism opportunities The Recreational Audit for disabled access in Pembrokeshire Survey Report, 2016 highlighted a number of barriers to access for Disabled people including:

- a) Difficulties with public transport: A lack of regular, public transport services, particularly to rural areas, during hours of desired participation, i.e. weekends, evenings, out of the holiday season, etc.
- b) Lack of appropriate facilities: Some of the providers reported that the natural environment can provide great challenges due to the varying landscapes, either encountered while conducting the activity or attempting to access a site. Appropriate sites that are available are not always geographically suitable. Though there are venues that are better suited than others they are not always geographically situated to be used efficiently for all providers.²⁵

59 Results of the activity providers survey within the report noted the following relevant areas:

- a) The most common provision of opportunities for disabled individuals made was the ability for wheelchair users to access some trails/activities (50%). Forty five percent offered provision for wheel chair users to indoor facilities while only 9% offered the ability to use all outdoor trails and activities due the landscape of the natural terrain either used to access an area or during the activity itself.
- b) Activity providers were asked if they faced 'physical barriers' that prevent participation in activities at their location if they provided activities on-site, 43% of the responses showed that there are areas within the facilities or on the property that are inaccessible.. Health and safety concerns over the appropriateness of the activity for all users was cited 37%, and 31% of providers stated that they face no issues with physical barriers in regards to onsite provision of activities. Comments: "*Most onsite habitats accessible,*" "*Rough terrain leading to the activity location*"
- c) 81% of businesses stated that they faced issues with offsite facilities, and generally felt that the natural environment presented challenges in terms of use and access.
- d) 24% of those surveyed felt that health and safety concerns prevent participation to offsite activities compared to 37% of activities provided onsite. This could be due to the opportunity to use a variety of different venues in Pembrokeshire which can allow for varying abilities of participants.

²⁴ Town & Country Planning Association, Wales Health Impact Assessment Support Unit and Public Health Wales, Planning for better health and well-being in Wales, 2016: <https://phwwhocc.co.uk/whiasu/planning-for-better-health-and-wellbeing-in-wales-resources/> (Accessed 03/06/2024)

²⁵ PCF, Recreational audit for Disabled access in Pembrokeshire survey report, 2016: <http://www.pembrokeshireoutdoors.org.uk/wp-content/uploads/2016/07/RADA-Survey-Report.pdf> (Accessed 03/06/2024)

The ability to access appropriate equipment accounted for 43% of the responses, and only 9% of the businesses surveyed felt they face no issues with physical barriers.

60 102 disability related hate crimes were recorded by the Dyfed- Powys police force area in 2021 to 2022.²⁶ Promotion of “Secure by Design” principles and community safety as part of good design can help create a safer more secure environment in terms of buildings, public transport facilities such as bus stops and layout of neighbourhoods.

61 It is important that engagement mechanisms for consultation process are accessible to people across the disability spectrum with reasonable adjustments made where needed.

²⁶ Hate crime, England and Wales, 2021/22 - Appendix Tables: <https://www.gov.uk/government/statistics/hate-crime-england-and-wales-2021-to-2022> (Accessed 03/06/2024)

Key Factors from Baseline Analysis	Implications for Local Development Plan
<p>High Percentage of people whose day-to-day activities are limited in some LSOA areas. Main Towns in Pembrokeshire in particular have the highest percentage of people providing some form of unpaid care and identified as in the 20% of most deprived LSOAs for health by WIMD 2019.</p> <p>Implications of this in terms of accessible affordable and market housing and developing accessible neighbourhoods and facilities.</p>	<p>A need to ensure adequate provision of accessible housing in terms of affordable housing and market housing. Taking into account a need to future proof housing through Lifetime Homes principles and promoting certain design features.</p> <p>SP 1 Creating Sustainable Places SP 3 Affordable Housing Target GN 2 Sustainable Design GN 15 Housing Mix, Second homes and short-term lets, Space standards and requirements for Lifetime Home Standards GN 22 Specialist and Supported Accommodation</p>
<p>A number of barriers in neighbourhood and street design impact on access to the outdoors and active travel opportunities for disabled people across a range of disabilities.</p> <p>As a result this can limit active travel opportunities and increase reliance of private car travel.</p> <p>However, due to rural nature of area and limited public transport, accessible parking and drop off points at homes and facilities will be important.</p>	<p>Taking into account accessible design features at a street and neighbourhood level including distances to public transport will help overcome barriers to active travel for disabled people.</p> <p>A need to consider access to accessible parking and drop of points at homes and facilities.</p> <p>SP 1 Creating Sustainable Places SP 2 Affordable Housing SP 6 – Settlement Hierarchy SP 20 Transport Infrastructure and Accessibility GN 1 General Development Policy GN 2 Sustainable Design GN 36 Transport Routes and Improvements</p>

Key Factors from Baseline Analysis	Implications for Local Development Plan
<p>Access to green spaces, active walking opportunities and allotments can have a positive effect on people's mental health and wellbeing.</p>	<p>Positive impact of policies that promote greenspaces, active walking opportunities and allotments. A need to ensure that access to these opportunities is available to all e.g. policies that remove barriers to accessibility.</p> <p>SP 1 Creating Sustainable Places SP 6 Settlement Hierarchy SP 12 Maintaining and Enhancing the Environment GN 1 General Development Policy GN 2 Sustainable Design GN 3 Infrastructure and New Development GN 36 Transport Routes and Improvements GN 45 Green Infrastructure GN 51 Protection and Creation of Outdoor Recreation Areas GN 52 Protection of Open Spaces with Amenity Value GN 53 Community Growing Spaces</p>
<p>Potential access issues in terms of tourism and recreational opportunities within Pembrokeshire</p> <p>Positive identification and creation of wheelchair walks and easy access view points.</p>	<p>A need to ensure that policies related to tourism industry take into account accessibility considerations.</p> <p>SP 1 Creating Sustainable Places SP 17 Visitor Economy SP 12 Maintaining and Enhancing the Environment SP 20 Transport Infrastructure and Accessibility GN 2 Sustainable Design GN 45 Green Infrastructure GN 36 Transport Routes and Improvements</p>

Key Factors from Baseline Analysis	Implications for Local Development Plan
<p>Residents and tourists may be targeted in terms of disability hate crime. This may impact on their use of public transport and access to opportunities and facilities within Pembrokeshire and further afield.</p>	<p>A need to promote Secure by Design principles and community safety considerations as part of good design and neighbourhood layouts to create a safe environment. This will be particularly important in terms of public transport related facilities.</p> <p>SP 20 Transport Infrastructure and Accessibility GN 1 General Development Policy GN 2 Sustainable Design GN 36 Transport Routes and Improvements</p>
<p>Consultation methods need to be accessible and take reasonable adjustments into account.</p> <p>Documentation on LDP and its policies need to be accessible.</p>	<p>A need to ensure views of Disabled people are captured and that Disabled people do not face barriers to participation.</p> <p>A need to respond to reasonable adjustment request relating to format of LDP documentation once adopted.</p>

Gender Reassignment

- 62 The 2021 Census included a new, voluntary question on gender reassignment for people aged 16 years and over. The 2021 Census recorded 93.4% of people in Pembrokeshire aged 16 years and over as having a gender identity the same as their sex registered at birth. 0.12% of the population of Pembrokeshire had a gender identity different from their sex registered at birth and, 6.28% did not answer the question. The figures were very similar to the Welsh average²⁷.
- 63 In the UK wide Trans Mental Health Study, 81% of participants avoided certain situations due to fear, 51% worried they would have to avoid social situations or places in the future due to fear of being harassed, read as trans, or being outed.²⁸ Twenty-five Transgender related hate crimes were recorded by the Dyfed-Powys police force area in 2021/22.²⁹ The House of Commons Transgender Equality inquiry noted that confidential surveys of trans people suggest experience of hate crime is pervasive and everyday. The Equality and Human Rights Commission (EHRC) told them a study found that 40% of transgender respondents had experienced verbal abuse, 30% had experienced threatening behaviour, 25% had experienced physical abuse and 4% had experienced sexual abuse. While victims of transphobia can be targeted up to 50 times in one year, only three in 10 report the incident.³⁰ In the Welsh Government Consultation for their Welsh Government Action Plan to advance equality for transgender people respondents were particularly concerned about safety and harassment on public transport.³¹
- 64 There is an uneven geographical distribution of Gender Identity Clinics, meaning that many people have to travel long distances in order to access treatment.³² This means people will be travelling out of Pembrokeshire and Wales to access treatment and access to good transport links will be important. The rural nature of Pembrokeshire also means that people will be reliant on good transport links to access community and support networks and groups within Pembrokeshire or further afield.

²⁷ 2021 Census Profile for areas in England and Wales - Nomis (nomisweb.co.uk) - https://www.nomisweb.co.uk/sources/census_2021/report?compare=W06000009#section_8 (Accessed 03/06/2024)

²⁸ Welsh Government, Welsh Government Action Plan Welsh Government Action Plan to advance equality for transgender people: <http://bit.ly/2gNFHap> (Accessed 09/01/2020)

²⁹ Hate crime, England and Wales, 2021/22 - Appendix Tables: <https://www.gov.uk/government/statistics/hate-crime-england-and-wales-2021-to-2022> (Accessed 03/06/2024)

³⁰ House of Commons, Women and Equalities Committee, Transgender Equality, First Report of Session 2015: <http://bit.ly/1TX6NoC> (03/06/2024)

³¹ Welsh Government, Welsh Government Action Plan Welsh Government Action Plan to advance equality for transgender people: <http://bit.ly/2gNFHap> (Accessed 09/01/2020)

³² House of Commons, Women and Equalities Committee, Transgender Equality, First Report of Session 2015: <http://bit.ly/1TX6NoC> (Accessed 09/01/2020)

65 Evidence suggests that incidence of mental health problems is high for Trans people. For example, the Scottish Evidence Review survey found that 88% of respondents had suffered from depression, 80% from stress and 75% from anxiety at some time. While the EHRC Transgender Research Review found that rates of self-harm and of attempted suicide were high (Isolation, discrimination and transphobia were thought to contribute to this).³³ Research has shown that access to greenspace, allotments and nature walks can have a positive impact on mental health and wellbeing.³⁴

66 The Welsh Government has published its LGBTQ+ Action Plan for Wales³⁵ It states that in a survey commissioned to support development of the Plan in summer 2020, 78% of respondents stated they have avoided being open about their sexual orientation or gender for fear of a negative reaction from others. 46% of LGBTQ+ people in Wales had experienced verbal harassment in the year prior to the survey. Some important subjects raised in the survey included:

1. Tackling LGBTQ+ discrimination
2. Improving safety
3. Addressing health inequalities, particularly trans health

67 The report included recommendations on a broad range of policy areas;

- Recognition of trans and non-binary people and strengthen understanding of human rights of LGBTQ+ people.
- Safety – to prevent hate crime and ensure homelessness services are inclusive of the specific needs of LGBTQ+ people.
- Home and communities – to make Wales a National of Sanctuary for LGBTQ+ migrants.
- Health and social care – to improve healthcare outcomes for all LGBTQ+ people.
- Education and lifelong learning – to provide LGBTQ+ inclusive education across Wales.
- Communities, private and family life – improve inclusion and participation for LGBTQ+ people in all areas of life.
- Participation in Welsh life: Culture and sport.
- Inclusive workplaces.
- Supporting the COVID-19 response.

³³ EHRC, Transgender Research Review, 2009: <http://bit.ly/2eOt2jN> (Accessed 09/01/2020)

³⁴ Town & Country Planning Association, Wales Health Impact Assessment Support Unit and Public Health Wales, Planning for better health and well-being in Wales, 2016: <https://phwwhocc.co.uk/whiasu/planning-for-better-health-and-wellbeing-in-wales-resources/> (Accessed 09/01/2020)

³⁵ <https://www.gov.wales/lgbtq-action-plan-wales-contents> (Accessed 09/01/2020)

Key Factors from Baseline Analysis	Implications for Local Development Plan
<p>Trans people may feel unsafe in public spaces and be targeted in terms of hate crime. This may impact on their use of public transport and access to opportunities and facilities within Pembrokeshire and further afield.</p>	<p>A need to promote Secure by Design principles and community safety considerations as part of good design and neighbourhood layouts to create a safe environment. This will be particularly important in terms of public transport related facilities.</p> <p>SP 1 Creating Sustainable Places SP 6 Settlement Hierarchy GN 1 General Development Policy GN 2 Sustainable Design SP 20 Transport Infrastructure and Accessibility</p>
<p>People may have to travel within Pembrokeshire and out of area to access community and support groups.</p> <p>People accessing Gender Identity Clinics will have to travel out of county and currently Wales to access them.</p>	<p>A need to promote good accessible public transport and private transport links in Pembrokeshire and beyond.</p> <p>SP 1 Creating Sustainable Places GN 1 General Development Policy SP 20 Transport Infrastructure and Accessibility GN 36 Transport Routes and Improvements</p>
<p>Importance of being able to access health facilities for Trans people.</p>	<p>A need to promote access to health facilities. Land use policies that have positive impact on health and wellbeing</p>

Key Factors from Baseline Analysis	Implications for Local Development Plan
<p>Inequalities in mental health outcomes for Trans people.</p>	<p>outcomes may contribute to better mental health outcomes for Trans people.</p> <p>SP 1 Creating Sustainable Places GN 1 General Development Policy GN 29 Community Facilities SP 20 Transport Infrastructure and Accessibility GN 52 Protection of Open Spaces with Amenity Value GN 53 Community Growing Spaces</p>

Sex (Gender)

68 Pembrokeshire follows the trend found in Wales of an almost even split between genders, but with there being slightly more females than males. At LSOA the most significant difference in terms of population make up by gender is Solva within the National Park where 55.3% of the population is male. LSOAs where 54% or more of the population are female exist in Camrose 2, Amroth, Pembroke: Monkton, and Pembroke Dock: Llanion 1.³⁶

LSOA Name	% Males	% Females
W01000553 - Amroth	46%	54%
W01000554 - Burton	49%	51%
W01000555 - Camrose 1	53%	47%
W01000556 - Camrose 2	46%	54%
W01000557 - Carew	48%	52%
W01000558 - Cilgerran	49%	51%
W01000559 - Clydau	50%	50%
W01000560 - Crymych 1	51%	49%
W01000561 - Crymych 2	49%	51%
W01000562 - Dinas Cross	47%	53%
W01000563 - East Williamston 1	51%	49%
W01000564 - East Williamston 2	48%	52%
W01000565 - Fishguard North East	49%	51%
W01000566 - Fishguard North West	49%	51%
W01000567 - Goodwick	50%	50%
W01000568 - Haverfordwest: Castle	53%	47%
W01000569 - Haverfordwest: Garth 1	47%	53%
W01000570 - Haverfordwest: Garth 2	50%	50%
W01000571 - Haverfordwest: Portfield	49%	51%
W01000572 - Haverfordwest: Prendergast	48%	52%
W01000573 - Haverfordwest: Priory	47%	53%
W01000574 - Hundleton	51%	49%
W01000575 - Johnston	48%	52%
W01000576 - Kilgetty/Begelly	49%	51%
W01000577 - Lampeter Velfrey	48%	52%
W01000578 - Lamphey	52%	48%
W01000579 - Letterston	48%	52%
W01000580 - Llangwm	47%	53%
W01000581 - Llanrhian	52%	48%
W01000582 - Maenclochog 1	49%	51%
W01000583 - Maenclochog 2	49%	51%

³⁶ Population and household estimates, England and Wales - Office for National Statistics (ons.gov.uk) - <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/populationandhouseholdestimatesenglandandwales/census2021unroundeddata> (Accessed 09/01/2020)

LSOA Name	% Males	% Females
W01000584 - Manorbier	49%	51%
W01000585 - Martletwy	51%	49%
W01000586 - Merlin's Bridge	48%	52%
W01000587 - Milford: Central	51%	49%
W01000588 - Milford: East	50%	50%
W01000589 - Milford: Hakin 1	49%	51%
W01000590 - Milford: Hakin 2	50%	50%
W01000591 - Milford: Hubberston 1	48%	52%
W01000592 - Milford: Hubberston 2	49%	51%
W01000593 - Milford: North	48%	52%
W01000594 - Milford: West	51%	49%
W01000595 - Narberth	48%	52%
W01000596 - Narberth Rural	47%	53%
W01000597 - Newport	47%	53%
W01000598 - Neyland: East	48%	52%
W01000599 - Neyland: West	48%	52%
W01000600 - Pembroke Dock: Central	52%	48%
W01000601 - Pembroke Dock: Llanion 1	45%	55%
W01000602 - Pembroke Dock: Llanion 2	51%	49%
W01000603 - Pembroke Dock: Market	50%	50%
W01000604 - Pembroke Dock: Pennar 1	48%	52%
W01000605 - Pembroke Dock: Pennar 2	50%	50%
W01000606 - Pembroke: Monkton	46%	54%
W01000607 - Pembroke: St. Mary North	49%	51%
W01000608 - Pembroke: St. Mary South	51%	49%
W01000609 - Pembroke: St. Michael	46%	54%
W01000610 - Penally	47%	53%
W01000611 - Rudbaxton	50%	50%
W01000612 - St. David's	50%	50%
W01000613 - St. Dogmaels	49%	51%
W01000614 - St. Ishmael's	51%	49%
W01000615 - Saundersfoot 1	48%	52%
W01000616 - Saundersfoot 2	54%	46%
W01000617 - Scleddau	50%	50%
W01000618 - Solva	55%	45%
W01000619 - Tenby: North	47%	53%
W01000620 - Tenby: South 1	47%	53%
W01000621 - Tenby: South 2	51%	49%
W01000622 - The Havens	49%	51%
W01000623 - Wiston	50%	50%
Total	49.1%	50.9

Source ONS: Census 2021

- 69 Research for the RTPI Gender Toolkit showed that the following issues feature highly for women:
- a) Safety (personal safety, fear of crime)
 - b) Environmental justice
 - c) Access and mobility
 - d) Affordable housing
 - e) Local facilities including shops, community facilities for children and elder care, schools, meeting places, parks, leisure facilities and play spaces, accessible recycling facilities, seating and shelter
 - f) Public toilets. ³⁷

70 In terms of safety consideration nearly half a million adults are sexually assaulted each year and around 85,000 women and 12,000 men are raped each year in England and Wales.³⁸ The Crime Survey for England and Wales for year ending March 2015; estimates that 8.2% of women and 4.0% of men reported experiencing any type of domestic abuse in the last year (that is, partner / ex-partner abuse (non-sexual), family abuse (non-sexual) and sexual assault or stalking carried out by a current or former partner or other family member). This is equivalent to an estimated 1.3 million female victims and 600,000 male victims. The number of incidents of domestic abuse in Wales for Dyfed Powys Police was 7174.³⁹ Promotion of “Secure by Design” principles and community safety as part of good design can help create a safer more secure environment in terms of buildings, public transport facilities such as bus stops and layout of neighbourhoods. Due to the rural nature of Pembrokeshire access to good transport links will be important in terms of people looking for support who may have to travel to other areas within the County to access it.

71 The highest suicide rate in the UK in 2014 was for men aged 45-49 at 26.5 per 100,000. Overall female suicide rates in Wales in 2014 were at their lowest since 1981. The male suicide rate is the second lowest in this time.⁴⁰ Data from the Welsh Health Survey indicates that more women than men are not meeting guidelines on physical activity (half of all women and a third of all men in Wales.)⁴¹ Research has shown that access to greenspace, allotments and nature walks can have a positive impact on mental health and wellbeing particular stress.⁴²

72 Chwarae Teg research into “Working Women’s Journeys, An Overview of the Relationship between Commuting and Gender” notes that:

³⁷ RTPI, Gender and Spatial Planning Good Practice Briefing: <http://bit.ly/2hAYken> (Accessed 09/01/2020)

³⁸ Welsh Government, EIA on National Strategy on Violence against Women, Domestic Abuse and Sexual Violence <http://bit.ly/2gNJYKQ> (Accessed 09/01/2020)

³⁹ Ibid

⁴⁰ Samaritans, Suicide Statistics Report, <http://bit.ly/1VfWwDT> (Accessed 09/01/2020)

⁴¹ ⁴¹ Town & Country Planning Association, Wales Health Impact Assessment Support Unit and Public Health Wales, Planning for better health and well-being in Wales, 2016: <http://bit.ly/2hK1AHQ> (Accessed 09/01/2020)

⁴² Ibid

- a) For both men and women, the local authority where the highest proportion live and work is Pembrokeshire, while the lowest is the Vale of Glamorgan.
- b) A considerably higher proportion of women work closer to home than men, and the fact that women still undertake the lion's share of caring responsibilities is the most likely reason. Working closer to home makes it easier for women to balance caring and work but it also limits their employment opportunities and earning potential, and often results in the under-utilisation of women's skills.
- c) Women are also far more likely than men to take their children to school, with women making an average of 70 such trips a year compared to men making an average of 31.1 Women are more likely, therefore, to drop off their children at school on their way to work, making their commute more complicated.⁴³

73 Consideration of access to child care facilities and location of employment in terms of schools and homes could help to have a positive impact on women with caring responsibilities.

Key Factors from Baseline Analysis	Implications for Local Development Plan
The importance of safety considerations in terms of public spaces and neighbourhoods in relation to sexual harassment and assault and domestic violence.	<p>A need to promote Secure by Design principles and community safety considerations as part of good design and neighbourhood layouts to create a safe environment.</p> <p>SP 1 Sustainable Places GN 1 General Development Policy GN 2 Sustainable Design</p>

⁴³ Chwarae Teg, Working Women's Journeys: <http://bit.ly/2gHRGBi> (Accessed 09/01/2020)

Marriage and civil partnership

74 The 2021 Census recorded the number of people who were married or in a civil partnership as 47.3% which had decreased from 50.5% in 2011. The number considered single, never having been in a civil partnership or married in Pembrokeshire was 32,566, an increase from 28,538 in 2011. Of those aged 16 and older in Pembrokeshire 31.8% were single, an increase from 28.4% in 2011. 220 people were in same sex marriages in Pembrokeshire in 2021, which was not legal in 2011. 10,888 were recorded as divorced and 24 with a dissolved civil partnership, making up 10.6% of people aged 16 and over. The proportion of people in a marriage or civil partnership has declined and the number of people who were never married or in a civil partnership has increased, which follows the long-term trend of declining marriages.⁴⁴

Key Factors from Baseline Analysis	Implications for Local Development Plan
47.3% of people in Pembrokeshire were in a marriage or civil partnership in the 2021 census.	No implications for the plan in relation to marriage or civil partnership discrimination.

Pregnancy and Maternity

75 There were 970 live births in Pembrokeshire in 2022. However, within Pembrokeshire, Withybush Hospital has a midwife led unit for women with straight forward pregnancies only, and those requiring doctor led maternity care would travel outside of the County for specialist care.

76 Access to transport, health and community facilities, greenspace and healthy food options will play a part in ensuring adult and child health and well-being.. As the RPTI report into poverty and place noted:

“Each year 1.4 million people miss, turn down or choose not to seek medical help because of transport problems. Similarly, alongside other factors, ‘food poverty’ (defined as the inability to obtain healthy affordable food) is significantly affected by whether people lack shops in their area or have trouble reaching them.⁴⁵

⁴⁴ Office for National Statistics (ONS), https://www.nomisweb.co.uk/sources/census_2021/report?compare=W06000009#section_8 (Accessed 03/01/2024)

⁴⁵ RTPI, Poverty, place and inequality: <https://www.rtpi.org.uk/policy/2016/february/poverty-place-and-inequality/> (Accessed 09/01/2020)

Key Factors from Baseline Analysis	Implications for Local Development Plan
<p>Importance of location and access to health facilities, community facilities, greenspace and shops in terms of healthy food options.</p> <p>Access to transport links important in terms of ensuring pregnant women and new mums don't miss health care appointments.</p>	<p>Location of developments in terms of public transport links and proximity to health and community facilities and shops.</p> <p>Promotion of accessible public transport infrastructure.</p> <p>SP 1 Sustainable Places SP 6 Settlement Hierarchy SP 20 Transport Infrastructure and Accessibility GN 1 General Development Policy GN 2 Sustainable Design GN 29 Community Facilities GN 30 Community Facility Allocation GN 36 Transport Routes and Improvements</p>

Race

77 2.4% of the population of Pembrokeshire (including the National Park) was non-White as recorded in the 2021 Census. This was lower than the national figure of 6.2%. The figure had risen from the 2011 Census, which recorded 1.9% of the population in Pembrokeshire as being non-White. The highest non-White population is found in Haverfordwest and Merlin's Bridge.⁴⁶

78 538 race related hate crimes were recorded by the Dyfed-Powys police force area in 2021/22.⁴⁷ Due to the low number of people from BME backgrounds in Pembrokeshire there is potential that people may be targeted in terms of racist hate crimes, this includes not only residents but also tourists and visitors to Pembrokeshire. Promotion of "Secure by Design" principles and community safety as part of good design can help create a safer more secure environment in terms of buildings, public transport facilities such as bus stops and layout of neighbourhoods. As part of government resettlement schemes, Pembrokeshire also hosts a small number of people from the Ukraine, Syria and Afghanistan, who may be vulnerable to being targeted in terms of hate crime.

79 When compared with Wales as a whole, Pembrokeshire has a relatively large resident Gypsy and Traveller population, as demonstrated by accommodation needs assessments, caravan count surveys⁴⁸ and the 2021 Census. The assessment of Gypsy and Traveller accommodation needs, and the duty to make provision for sites where the assessment identifies need, became statutory requirements under the Housing (Wales) Act 2014. Pembrokeshire County Council 2019 Gypsy Traveller Accommodation Need Assessment (GTAA) for Pembrokeshire⁴⁹ notes that:

- a) There are 74 (caravan count 2023 records 73) residential pitches across five existing Local Authority-run residential sites in Pembrokeshire none of which are in the National Park Area.
- b) There are 16 private sites in Pembrokeshire with planning permission. All apart from one private site are located within Pembrokeshire County Council's planning jurisdiction.
- c) At the time the GTAA was prepared in 2019, planning permission had been granted for three further sites near the Green, Hundleton for a single pitch, granted April 2016, 4 pitches at Broadmoor Farm Nurseries granted a Certificate of Lawfulness in April 2016 and a single pitch was permitted at Letterston in

⁴⁶ [How life has changed in Pembrokeshire: Census 2021 \(ons.gov.uk\)](https://www.ons.gov.uk)

<https://www.ons.gov.uk/visualisations/censusareachanges/W06000009/> (Accessed 03/06/2024)

⁴⁷ Hate crime, England and Wales, 2021/22 - Appendix Tables:

<https://www.gov.uk/government/statistics/hate-crime-england-and-wales-2021-to-2022> (Accessed 03/06/2024)

⁴⁸ Welsh Government, Gypsy and Traveller Caravan Count: January 2023 <https://www.gov.wales/gypsy-and-traveller-caravan-count-january-2023-html> (Accessed 03/06/2024)

⁴⁹ <https://www.pembrokeshire.gov.uk/local-development-plan-review/ldp2-evidence-base> (Accessed 03/06/2024)

December 2018. The use of land for a Travelling Showperson's yard was granted in September 2018 at Portfield Gate. At the time of the survey one unauthorised encampment and one unauthorised development (two households) were identified in the Haverfordwest / Portfield Gate area. The unauthorised, development, which is for a show person's yard, is tolerated by the Authority.

- d) From the survey of 200 households, 118 households completed the survey. The 118 households comprised of 327 individuals and 323 gave information regarding their ethnicity which is shown in the table below, as taken from the GTAA 2019.

Ethnicity	No of respondents 2019	No of additional individuals 2019	Total
'Romani' / 'Romani gypsy' / 'Romani traveller' / 'Welsh Romani' / 'British Romani'	30	48	78
'English Traveller'	1	0	1
'New Traveller'	1	4	5
Gypsy Traveller	16	30	46
'Showperson' / 'Welsh British Showperson'	2	3	5
'Roma Gypsy' /	2	6	8
'Gypsy' / 'Welsh Gypsy' / Welsh British Gypsy	39	74	113
'Traveller' / 'Welsh Traveller' / Old Traveller	6	10	16
White British / White Welsh British	5	8	13
'Other' / Non response	2	2	4
Non Gypsy Traveller ¹⁵	14	24	38
Total	118	209	327

- e) 35% of individuals identified as 'Gypsy, Welsh Gypsy, Welsh British Gypsy' and 24% of individuals identified as Romani or as a variant there of. None of the households that gave responses in the survey identified as having Irish Traveller ethnicity.
- f) The assessment identified an unmet need for 11 residential pitches over the next five years (by the end of 2024). Up to the end of 2033 a need for 46 residential pitches (net additional need from 2025 to 2033 is 35 pitches).
- g) Respondents to the survey also generally identified a need for more transit pitches and sites in Wales. The Council considered that the questions within the survey surrounding need for transit pitches/sites were not comprehensive enough to establish meaningful results for this aspect of the survey.

- h) The Council has analysed the responses which identified a need for additional accommodation. To help to plan future provision, respondents were asked what area within Pembrokeshire they would like to move to. The general locations identified by people in need are generally within the south of the county with Haverfordwest providing the furthest location to the north. The Council has delivered 10 local authority pitches at Kingsmoor.
- i) To meet the identified unmet need, four sites have been allocated in the LDP 2 Deposit Plan. Three of these allocations are extensions to existing well established local authority sites. Where unauthorised encampments and unauthorised developments have been identified officers will seek to work with residents to apply for planning permission and regularise the site (where appropriate).
- j) Both PCC and the Pembrokeshire Coast National Park Authority (PCNPA) have policies which allow for private sites to be developed where they meet certain criteria. An opportunity to help address the shortage of Gypsy and Traveller sites has been provided with the Council inviting the submission of Gypsy Traveller sites as part of the Candidate Sites submission process. One Gypsy Traveller Candidate Site was submitted which was assessed prior to the publication of the Deposit Plan.
- k) This Accommodation Assessment was approved by Welsh Ministers in May 2024.

80 A detailed Criteria policy is included in the LDP 2 Deposit Plan.

81 Access to appropriate sites can have positive impact on health and education outcomes for Gypsies and Travellers. It is noted in Welsh Government 'Designing Gypsy and Traveller Sites' guidance (May 2015, paragraphs 1.19-1.21) that:

"Gypsies and Travellers are amongst the most socially excluded groups, with health and education outcomes significantly worse than the settled population. Some evidence suggests where they are able to settle on well managed and maintained sites, Gypsies and Travellers are better able to access health and education services and this leads to a better quality of life. As recognised by Estyn, children should benefit through better attendance and attainment within the education system as education professionals are able to build stable and trusting relationships with families. Better health will result from, for example, uptake of preventative healthcare, including vaccinations of children as health visitors are able to access families which they couldn't access previously. Greater integration of Gypsies and Travellers is also likely as individuals access local facilities, which can also lead to the reduced likelihood of children having to live or play in unsafe environments."⁵⁰

82 The above document also provides guidance on consulting with Gypsy and Traveller community and the need to take into account low literacy levels within communities and a preference for face to face contact.

⁵⁰Welsh Government, Designing Gypsy and Traveller Sites: <http://bit.ly/2hr0q2M> (Accessed 09/01/2020)

Key Factors from Baseline Analysis	Implications for Local Development Plan
<p>Pembrokeshire is not ethnically diverse as a whole. However Haverfordwest in particular has a higher than average of BME residents for Pembrokeshire.</p>	<p>A need to consider potential community infrastructure needs at a spatial level within Haverfordwest.</p> <p>SP 8 Regional Growth Areas and Urban Settlements</p> <p>GN 29 Community Facilities</p> <p>GN 30 Community Facility Allocation</p>
<p>Residents and tourists may be targeted in terms of racist hate crime. This may impact on their use of public transport and access to opportunities and facilities within Pembrokeshire and further afield.</p>	<p>A need to promote Secure by Design principles and community safety considerations as part of good design and neighbourhood layouts to create a safe environment. This will be particularly important in terms of public transport related facilities.</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 6 Settlement Hierarchy</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p>
<p>Specific policies required on Gypsy Traveller Sites</p>	<p>SP 4 Gypsy, Traveller and Showpeople</p> <p>GN 24 Gypsy, Traveller and Showpeople Allocation</p> <p>GN 25 Gypsy, Traveller and Showpeople Sites</p>
<p>Appropriate monitoring targets on delivery of Gypsy Traveller provision to be included in Monitoring Section of Deposit Plan.</p>	<p>Appendix 4: Monitoring Framework</p>

Key Factors from Baseline Analysis	Implications for Local Development Plan
<p>Gypsies and Travellers experience worse health and education outcomes than the settled community.</p> <p>Access to safe and appropriate sites and facilities can assist in helping to improve outcomes in these areas.</p>	<p>Importance of meeting need for sites to prevent unauthorised encampments in unsafe areas or without adequate facilities.</p> <p>GN 25 Gypsy, Traveller and Showpeople Sites.</p>

Religion and Belief

83 According to Census 2021 data 49% of people in Pembrokeshire selected Christianity as their religion, down from 63% in the 2001 Census. This is higher than the average across Wales, where 43.6% were recorded as Christian. In Pembrokeshire, 43% recorded 'no religion' which has increased from 27% in 2011. Across Wales, the percentage of residents who described themselves as having "no religion" increased from 32.1% to 46.5%. The combined totals of the population recorded as Buddhist, Muslim or Hindu comprise 1% of the population in Pembrokeshire. In the 2021 census 61% of the population of Penally identified as Christian. Pembroke St Michael, Carew and Camrose 1 were the other LSOAs with over 58% of the population identifying as Christian. Haverfordwest generally had the highest percentage of Muslims – 2.3%. With Pembroke and Milford also having figures of a little over 1% In terms of Hindu's the LSOA with the highest percentage is Haverfordwest: Prendergast with 1.2%. Rudbaxton and Pembroke Dock Central had Buddhist population of just over 1%.

84 As an area with a significant percentage of people showing some form of religious affiliation, particularly Christianity in some LSOA areas, the key points highlighted in the Faith Groups and the Planning System Policy Briefing for planning frameworks are particularly relevant:

- a) Local planning authorities to protect space for social infrastructure, including places of worship
- b) Section 106 agreements and the community infrastructure levy are legitimate means for supporting places of worship provision
- c) Proactive approach to social infrastructure provision in new developments.⁵¹

85 Due to the rurality of Pembrokeshire good public and private transport links will be important for access to religious places of worship.

⁵¹ AHRC Faith and Place network , Faith Groups and the Planning System, Policy Briefing: <http://bit.ly/2h7rq4e> (Accessed 09/01/2020)

86 Pembrokeshire contains a number of historic religious buildings and sites of importance.

87 37 religious related hate crimes were recorded by the Dyfed- Powys police force area in 2021/22.⁵² Due to the low number of people from non Christian faiths in Pembrokeshire there is potential that people from other faiths may be targeted in terms of hate crime, this includes not only residents but also tourists and visitors to the Pembrokeshire. Promotion of “Secure by Design” principles and community safety as part of good design can help create a safer more secure environment in terms of buildings, public transport facilities such as bus stops and layout of neighbourhoods.

Religion by area as percentage of population

Lower layer Super Output Areas Code	No religion	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion
W01000553 - Amroth	40.9%	51.3%	0.5%	0.0%	0.1%	0.0%	0.1%	1.0%
W01000554 - Burton	37.6%	55.4%	0.3%	0.0%	0.0%	0.1%	0.0%	0.4%
W01000555 - Camrose 1	34.1%	58.5%	0.5%	0.2%	0.0%	0.5%	0.1%	0.1%
W01000556 - Camrose 2	39.5%	51.0%	0.2%	0.0%	0.0%	0.5%	0.0%	0.6%
W01000557 - Carew	35.4%	58.8%	0.1%	0.2%	0.0%	0.7%	0.0%	0.7%
W01000558 - Cilgerran	47.6%	42.9%	0.3%	0.0%	0.1%	0.0%	0.0%	0.5%
W01000559 - Clydau	40.1%	51.7%	0.1%	0.1%	0.0%	0.0%	0.0%	0.7%
W01000560 - Crymych 1	37.5%	53.4%	0.1%	0.1%	0.0%	0.1%	0.0%	1.2%
W01000561 - Crymych 2	46.4%	43.3%	0.5%	0.2%	0.0%	0.0%	0.0%	1.7%
W01000562 - Dinas Cross	39.3%	52.6%	1.0%	0.0%	0.0%	0.1%	0.0%	0.7%
W01000563 - East Williamston 1	33.8%	55.3%	0.2%	0.1%	0.2%	0.0%	0.0%	0.5%
W01000564 - East Williamston 2	38.7%	51.1%	0.5%	0.7%	0.0%	0.0%	0.0%	0.5%
W01000565 - Fishguard North East	41.2%	48.7%	0.4%	0.1%	0.0%	0.8%	0.1%	0.8%
W01000566 - Fishguard North West	45.5%	45.7%	0.2%	0.3%	0.0%	1.0%	0.0%	0.1%
W01000567 - Goodwick	46.7%	45.5%	0.6%	0.2%	0.0%	0.1%	0.0%	0.9%
W01000569 - Haverfordwest North	47.2%	44.5%	0.9%	0.7%	0.0%	0.0%	0.0%	0.5%

⁵² Hate crime, England and Wales, 2021/22 - Appendix Tables:

<https://www.gov.uk/government/statistics/hate-crime-england-and-wales-2021-to-2022> (Accessed 03/06/2024)

Lower layer Super Output Areas Code	No religion	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion
W01000570 - Haverfordwest: Garth	60.1%	27.9%	0.2%	0.0%	0.0%	2.2%	0.0%	0.5%
W01000571 - Haverfordwest: Portfield	43.1%	47.4%	0.7%	0.1%	0.0%	2.8%	0.0%	0.2%
W01000572 - Haverfordwest: Prendergast	38.3%	51.5%	0.3%	1.2%	0.0%	2.7%	0.0%	0.3%
W01000573 - Haverfordwest: Priory	43.0%	49.0%	0.5%	0.2%	0.0%	0.5%	0.0%	0.2%
W01000574 - Hundleton	36.9%	54.7%	0.5%	0.1%	0.0%	0.2%	0.0%	0.5%
W01000575 - Johnston	42.3%	48.9%	0.3%	0.2%	0.0%	0.1%	0.0%	0.4%
W01000576 - Kilgetty/Begelly	38.5%	53.9%	0.2%	0.0%	0.0%	0.0%	0.0%	0.3%
W01000577 - Lampeter Velfrey	37.6%	55.1%	0.1%	0.1%	0.1%	0.3%	0.0%	0.2%
W01000578 - Lamphey	36.9%	53.7%	0.3%	0.0%	0.1%	0.3%	0.1%	1.0%
W01000579 - Letterston	39.6%	52.4%	0.2%	0.0%	0.0%	0.1%	0.0%	0.5%
W01000580 - Llangwm	40.2%	50.5%	0.5%	0.0%	0.0%	0.3%	0.0%	1.0%
W01000581 - Llanrhian	41.3%	50.3%	0.3%	0.1%	0.0%	0.2%	0.0%	1.4%
W01000582 - Maenclochog 1	40.1%	51.6%	0.4%	0.0%	0.0%	0.0%	0.1%	1.0%
W01000583 - Maenclochog 2	40.3%	52.1%	0.1%	0.1%	0.0%	0.1%	0.1%	0.8%
W01000584 - Manorbier	39.3%	52.5%	0.2%	0.0%	0.1%	0.1%	0.0%	0.4%
W01000585 - Martletwy	36.5%	53.1%	0.3%	0.0%	0.1%	0.2%	0.0%	0.4%
W01000586 - Merlin's Bridge	47.7%	45.4%	0.0%	0.0%	0.0%	0.7%	0.0%	0.3%
W01000587 - Milford: Central	44.2%	46.4%	0.5%	0.0%	0.0%	1.7%	0.0%	0.6%
W01000588 - Milford: East	50.3%	43.3%	0.5%	0.1%	0.0%	0.5%	0.0%	0.4%
W01000589 - Milford: Hakin 1	51.7%	40.8%	0.4%	0.0%	0.2%	0.0%	0.0%	0.1%
W01000590 - Milford: Hakin 2	39.9%	49.6%	0.1%	0.0%	0.0%	0.2%	0.3%	0.4%
W01000591 - Milford: Hubberston 1	54.1%	40.5%	0.3%	0.0%	0.1%	0.7%	0.0%	0.4%
W01000592 - Milford: Hubberston 2	56.7%	36.4%	0.1%	0.0%	0.0%	0.3%	0.0%	0.2%
W01000594 - Milford: West	48.8%	42.8%	0.4%	0.0%	0.0%	0.4%	0.1%	0.6%

Lower layer Super Output Areas Code	No religion	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion
W01000595 - Narberth	50.3%	42.5%	0.3%	0.4%	0.0%	0.3%	0.0%	1.2%
W01000596 - Narberth Rural	42.4%	51.2%	0.2%	0.0%	0.0%	0.1%	0.0%	0.2%
W01000597 - Newport	43.6%	48.4%	0.9%	0.1%	0.2%	0.1%	0.0%	1.0%
W01000598 - Neyland: East	46.2%	46.8%	0.5%	0.0%	0.0%	0.1%	0.0%	0.6%
W01000599 - Neyland: West	46.5%	45.2%	0.3%	0.2%	0.0%	0.3%	0.0%	1.1%
W01000600 - Pembroke Dock: Central	47.3%	41.9%	1.1%	0.0%	0.1%	1.0%	0.2%	0.8%
W01000601 - Pembroke Dock: Llanion 1	55.4%	36.7%	0.1%	0.1%	0.1%	1.2%	0.0%	0.5%
W01000602 - Pembroke Dock: Llanion 2	39.8%	54.9%	1.0%	0.2%	0.0%	0.2%	0.0%	0.7%
W01000603 - Pembroke Dock: Market	49.3%	43.0%	0.2%	0.2%	0.1%	0.1%	0.0%	0.7%
W01000604 - Pembroke Dock: Pennar 1	49.3%	42.9%	0.3%	0.0%	0.0%	0.2%	0.0%	1.3%
W01000605 - Pembroke Dock: Pennar 2	47.9%	44.1%	0.2%	0.0%	0.1%	0.2%	0.3%	0.7%
W01000606 - Pembroke: Monkton	49.9%	42.0%	0.2%	0.2%	0.1%	0.8%	0.0%	0.3%
W01000607 - Pembroke: St. Mary North	49.7%	42.6%	0.3%	0.2%	0.0%	0.2%	0.0%	0.5%
W01000608 - Pembroke: St. Mary South	45.9%	45.7%	0.5%	0.0%	0.0%	1.1%	0.0%	0.4%
W01000609 - Pembroke: St. Michael	34.3%	58.9%	0.3%	0.0%	0.0%	0.5%	0.1%	0.3%
W01000610 - Penally	32.7%	61.1%	0.2%	0.2%	0.1%	0.1%	0.0%	0.4%
W01000611 - Rudbaxton	37.0%	55.3%	1.2%	0.4%	0.0%	0.6%	0.0%	0.3%
W01000612 - St. David's	34.7%	55.0%	0.5%	0.0%	0.5%	0.0%	0.0%	0.7%
W01000613 - St. Dogmaels	44.4%	45.9%	0.8%	0.0%	0.0%	0.1%	0.0%	1.9%
W01000614 - St. Ishmael's	39.5%	54.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.9%
W01000617 - Strumble Head	43.6%	47.1%	0.5%	0.0%	0.0%	0.1%	0.0%	1.3%
W01000618 - Solva	45.8%	44.8%	0.4%	0.2%	0.1%	0.4%	0.0%	0.7%

Lower layer Super Output Areas Code	No religion	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion
W01000619 - Tenby: North	36.8%	56.4%	0.2%	0.1%	0.1%	0.5%	0.0%	0.4%
W01000622 - The Havens	39.6%	52.9%	0.2%	0.2%	0.1%	0.1%	0.0%	0.1%
W01000623 - Wiston	35.2%	57.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.5%
W01002009 - Haverfordwest Central	46.2%	42.9%	0.8%	0.5%	0.1%	1.9%	0.0%	1.0%
W01002010 - Haverfordwest Dew Street	54.2%	34.7%	0.4%	0.3%	0.0%	1.8%	0.1%	1.7%
W01002011 - Milford Haven Steynton	45.6%	48.8%	0.0%	0.3%	0.0%	0.3%	0.0%	0.3%
W01002012 - Milford Haven Liddeston	47.3%	43.8%	0.0%	0.1%	0.1%	0.9%	0.0%	0.3%
W01002013 - Saundersfoot	35.7%	56.1%	0.3%	0.3%	0.3%	0.5%	0.0%	0.2%
W01002014 - Tenby and Caldey	40.9%	50.7%	0.7%	0.0%	0.1%	0.9%	0.1%	0.5%

Source Census 2021 - [Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk)

Key Factors from Baseline Analysis	Implications for Local Development Plan
<p>Significant percentage of people in Pembrokeshire show religious affiliation in particular with Christian faith. Some Haverfordwest LSOAs also have a relatively high percentage of Hindus and Muslims.</p> <p>Access to places of worship likely to be important.</p>	<p>A need to protect space for social infrastructure, including places of worship, promote Section 106 agreements and the community infrastructure levy as legitimate means for supporting places of worship provision and proactive approach to social infrastructure provision in new developments including consideration of transport links.</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 6 Settlement Hierarchy</p> <p>GN 1 General Development Policy</p> <p>GN 3 Infrastructure and New Development</p>

Key Factors from Baseline Analysis	Implications for Local Development Plan
	GN 29 Community Facilities
Access to good transport links (public and private) to access religious places of worship and facilities	<p>A need to promote good accessible public transport and private transport links within Pembrokeshire linked to wider regional networks.</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 1 General Development Policy</p> <p>GN 36 Transport Routes and Improvements</p>
Protection of Religious sites of importance	<p>Protection of historic buildings and sites through land use policy.</p> <p>GN 28 Protection and Enhancement of the Historic Environment</p> <p>GN 29 Community Facilities</p>
Residents and tourists may be targeted in terms of hate crime due to their religion or belief. This may impact on their use of public transport and access to opportunities and facilities within Pembrokeshire and further afield.	<p>A need to promote Secure by Design principles and community safety considerations as part of Good Design and neighbourhood layouts to create a safe environment. This will be particularly important in terms of public transport related facilities.</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p>

Sexual Orientation

88 The question on sexual orientation was new for the 2021 Census and was voluntary for people aged 16 years and over. In Pembrokeshire 89.8% identified as straight or heterosexual, compared to 89.4% across Wales. 1.07% of people in Pembrokeshire

identified as gay or lesbian, compared to 1.49% across Wales. The figures recorded in Wales were very similar for those of Wales as a whole.

- 89 A write up from Stonewall Cymru's Have your say event 2014-15 highlighted that experiences of LGBT community life and culture are vastly different in rural and urban areas:

"LGBT people living outside of major cities have less access to a local LGBT scene of bars, clubs and diverse cultural events, and so are more dependent on initiatives such as community groups. However, community groups in all areas struggle with costs and funding, which limits opportunities."⁵³

- 90 This means people could be travelling out of Pembrokeshire to access LGBT scene of bars, clubs and events and support or be at risk of isolation. To enable people to access opportunities access to strong transport links will be important in terms of public and private transport.

- 91 At Stonewall Cymru Have your say event 2014-15 local authorities were praised for continuing to consider ways in which public spaces can be made to feel safe and welcoming for LGBT people however it was agreed that they should continue to tackle anti-social behaviour and hate crime in public spaces.⁵⁴

- 92 147 hate crimes related to sexual orientation were recorded by the Dyfed- Powys police force area in 2021/22.⁵⁵ An NIESR (National Institute of Economic and Social Research) report noted that "Analyses of data from the British Crime Survey suggest LGB people are at greater risk of being victim to hate crime when compared to heterosexual people."⁵⁶ Promotion of "Secure by Design" principles and community safety as part of good design can help create a safer more secure environment in terms of buildings, public transport facilities such as bus stops and layout of neighbourhoods.

- 93 In terms of access to health facilities it is noted in the NIESR report that: "the need for health services may be greater amongst LGB people. Because of their more limited familial support networks (see Section 10.3), LGB people are more likely than heterosexual people to expect to have to get help from formal sources if they were ill and needed help around the home: amongst those aged over 55, twice as likely (Stonewall, 2010a). This included 18% who expected to have to turn to their GP for help, compared with 10% of heterosexual people."⁵⁷

- 94 The report also noted that there was evidence of inequalities in health outcomes, with LGB people's general and mental health being identified as worse than that of heterosexual people. With evidence of higher incidence of attempted suicide, self-

⁵³ Stonewall Cymru, Have your say: <http://bit.ly/2hNewww> (Accessed 09/01/2020)

⁵⁴ Ibid

⁵⁵ Hate crime, England and Wales, 2021/22 - Appendix Tables:

<https://www.gov.uk/government/statistics/hate-crime-england-and-wales-2021-to-2022> (Accessed 03/06/2024)

⁵⁶ NIESR, Inequality among lesbian, gay bisexual and transgender groups in the UK: a review of evidence, 2016: <http://bit.ly/2bk4r85> (Accessed 09/01/2020)

⁵⁷ Ibid

harm, anxiety and depression amongst LGB people compared with heterosexual people.⁵⁸

Key Factors from Baseline Analysis	Implications for Local Development Plan
<p>The rural and small town nature of Pembrokeshire means people are likely to be travelling further afield to access LGBTQ+ scene of bars, clubs and events and support in more urbanised areas. People may have to travel within Pembrokeshire to access community and support groups within the county.</p>	<p>A need to promote good accessible public transport and private transport links within Pembrokeshire linked to wider regional networks.</p> <p>SP 1 Creating Sustainable Places SP 20 Transport Infrastructure and Accessibility GN 1 General Development Policy GN 36 Transport Routes and Improvements</p>
<p>LGBTQ+ people may feel unsafe in public spaces and be targeted in terms of hate crime. This may impact on their use of public transport and access to opportunities and facilities within the plan area and further afield.</p>	<p>A need to promote Secure by Design principles and community safety considerations as part of Good Design and neighbourhood layouts to create a safe environment. This will be particularly important in terms of public transport related facilities.</p> <p>SP 1 Creating Sustainable Places GN 1 General Development Policy GN 2 Sustainable Design</p>
<p>Importance of being able to access health facilities for some LGBTQ+ people.</p> <p>Inequalities in mental health outcomes for LGBTQ+ people.</p>	<p>A need to promote access to health facilities.</p> <p>Land use policies that have positive impact on health and wellbeing outcomes may contribute to better mental health outcomes for LGB people.</p> <p>SP 6 Settlement Hierarchy GN 29 Community Facilities</p>

⁵⁸ NIESR, Inequality among lesbian, gay bisexual and transgender groups in the UK: a review of evidence, 2016: <http://bit.ly/2bk4r85> (Accessed 09/01/2020)

Data Gaps

95 There are data gaps at a local level in terms of Sexual Orientation and Gender Identity, however this relates to wider national gaps in data.

96 Some 2021 Census data had not been fully analysed so fully comparable data at LSOA is not available -data on the proportion of unpaid care by LSOA was not available.

Engagement

Feedback on key themes from engagement with specific groups/ organisations

97 Below is a list of organisations that were consulted with as part of the above consultation. No specific comments were received on the content of the Equalities Impact Assessment as part of the Preferred Strategy feedback.

Organisation/ Group/ Person
Pembrokeshire Young Farmers
Age Concern
Pembrokeshire Access Group
Pembrokeshire's 50+ Forum
The Youth Assembly for Pembrokeshire
Mind Pembrokeshire
Pembrokeshire People First
LGBT+ Youth Pembrokeshire
Pembrokeshire Voices for Equality
Pembrokeshire Gypsy Traveller Steering Group

Organisation/ Group/ Person
Pembrokeshire Association of Community Transport Organisations (PACTO)
Older Person's Commissioner for Wales
Children's Commissioner for Wales
West Wales Action for Mental Health
Learning Disability Wales
RNIB Cymru
Action on Hearing Loss
Disability Wales
Stonewall Cymru
Unity Group Wales
Diverse Cymru
Women's Equality Network Wales
Chwarae Teg
Victim Support
Public Health Wales
Wales YFC
Churches Together in Wales
Evangelical Alliance Wales
Buddhist Council of Wales
Bahá'í Council for Wales
Muslim Council for Wales
Church in Wales

Organisation/ Group/ Person
Hindu Council of Wales
Free Church Council of Wales
South Wales Jewish Representative Council
Race Council Cymru
Welsh Refugee Council
Relevant comments made by other organisations, groups or individuals.

Identifying Impact

98 This section shows how this policy / decision / practice could have an impact (positive or negative) on the protected groups.

Do you think this policy / decision / practice will have a positive or negative impact on people?

Age

Protected Group: Age			
Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
An ageing population, with a high concentration of older people in some areas within Pembrokeshire.	The need to meet the housing and support needs of an ageing population through facilitating the development of appropriate housing options for older people in locations which are accessible, have good public transport links and good services. This should be taken into account in terms of spatial policies.	+	The Plan's Growth Strategy makes provision for 6,425 dwellings to enable the delivery of a housing requirement for 5,840 new homes over the plan period. This level of growth will lead to more households in the 30 to 44 age group within County within the plan period and growth in the 0-4, 10-14 age groups. This will counter-balance the ageing population. Retaining skilled, economically active households

Protected Group: Age

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	<p>The housing market assessment only takes into account bedroom numbers. Can the mix of housing provided be influenced?</p> <p>LDP should facilitate development of Dementia Friendly Neighbourhoods, taking into account the principles found within Dementia friendly communities Guidance for councils⁵⁹ and Neighbourhoods for Life Designing dementia-friendly outdoor environments.⁶⁰</p>	<p>?</p>	<p>The Plan's Spatial strategy seeks to focus development in locations that have services and facilities and are supported by a public transport network (see the Plan's Vision and SP 6 – Settlement Hierarchy). No further action is proposed.</p> <p>The Authority has introduced a policy into the Deposit Plan which seeks to influence the mix and type of housing developed, in line with identified need. A specific requirement for</p>

⁵⁹ Local Government, innovation in Dementia, Dementia Friendly Communities, Guidance for Councils: <http://bit.ly/2h4gCwZ> (Accessed 09/01/2020)

⁶⁰ Oxford Institute for Sustainable Development, Neighbourhoods for Life Designing dementia-friendly outdoor environments: <http://bit.ly/2h4y4bx> (Accessed 09/01/2020)

Protected Group: Age

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	<p>Spatial Strategy SP 1 Creating Sustainable Places SP 2 Housing Requirement SP 3 Affordable Housing Target SP 6 Settlement Hierarchy GN 2 Sustainable Design GN 15 Housing Mix, Second homes and short-term lets, Space standards and requirements for Lifetime Home Standards GN 22 Specialist and Supported Accommodation GN 23 Specialist and Supported Accommodation Allocations</p>		<p>space standards and a proportion of homes to be built to Lifetime Homes Standards is also introduced to support the needs of an ageing population. A specific policy on supported and specialist accommodation is included in the Deposit Plan. A number of allocations for specialist and supported accommodation to meet the needs of an ageing population are identified in the Re-Deposit Plan.</p> <p>The Plan’s Spatial strategy seeks to focus development in locations that have facilities and are supported by a public transport network. Policies seek to</p>

Protected Group: Age

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
<p>A current and future demand for neighbourhoods and communities that facilitate ageing in place and promote the prevention agenda through accommodation and support, neighbourhood design and layout, access to health, community and other facilities and accessible transport.</p>		+	<p>conserve key attributes of the natural environment that promote healthy environments, promote specific sustainable design elements such as legible layouts that are pedestrian friendly, accessible buildings, natural surveillance and open spaces. The Re-Deposit Plan also includes a specific policy on safeguarding community facilities.</p> <p>The Council will look to address this through Residential Design SPG to support the LDP.</p>
<p>Access to affordable housing for young people.</p>	<p>How will proposed changes within the plan impact on affordable housing provision in terms of younger people and potentially families on low income within the Plan area?</p>	+/-	<p>The Local Housing Market Assessment provides overall figures for affordable housing need. At an individual planning</p>

Protected Group: Age

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
<p>Increased percentage of children in low income household within plan Area may impact on need for affordable housing for families in the future.</p>	<p>Can policies within the plan help facilitate self-build opportunities?</p> <p>Spatial Strategy SP 1 Creating Sustainable Places SP 2 Housing Requirement SP 3 Affordable Housing Target SP 5 Supporting Prosperity SP 6 Settlement Hierarchy SP 8 Regional Growth Areas and Urban Settlements SP 9 Narberth Rural Town, Service Centres and Service Villages SP 10 Local Villages SP 11 Countryside SP 13 Port and Energy Related Development and Celtic Freeport SP 14 Strategic Employment Provision SP 17 Visitor Economy GN 3 Infrastructure and New Development GN 13 Residential Development GN 15 Housing Mix, Second homes and</p>		<p>application stage the mix of units in terms of number of bedrooms that each affordable house has can be negotiated.</p> <p>Nominations come from the housing waiting list rather than the Plan specifying who occupies in terms of social housing.</p> <p>Private affordable housing will have occupants nominated from the housing waiting list. Local occupancy criteria are normally applied as per Technical Advice Note 2.</p> <p>Where there is the potential for self-build on allocations,</p>

Protected Group: Age

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	<p>short-term lets, Space standards and requirements for Lifetime Home Standards GN 16 Residential Allocations GN 20 Local Needs Affordable Housing GN 21 Exception Sites for Local Needs Affordable Housing</p>		<p>this is identified in Policy GN 16.</p>
<p>Public health considerations including: Impact of air (travel congestion) noise and other pollution on child health Mechanisms to help counter childhood obesity - access to healthy and non-healthy food and promotion of walking. Access to play facilities and greenspaces for children in terms of Mental Wellbeing. Access to outdoors and community facilities for older people in terms of mental wellbeing and preventing isolation.</p>	<p>A need to take into account public health considerations through land use policies.</p> <p>Spatial Strategy</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 12 Maintaining and Enhancing the Environment</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p> <p>GN 3 Infrastructure and New Development</p> <p>GN 45 Green Infrastructure</p>	<p>+</p>	<p>The Plan’s Spatial strategy seeks to focus development in locations that have facilities accessible by means other than private car. Policies seek to conserve key attributes of the natural environment that promote healthy environments, promote pedestrian friendly layouts and provide and protect open spaces for recreation. Anything ugly, dirty, noisy, crowded, intrusive or uncomfortable that would</p>

Protected Group: Age

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
Road safety consideration for children	<p>GN 48 Green Wedges</p> <p>GN 51 Protection and Creation of Outdoor Recreation Areas</p> <p>GN 52 Protection of Open Spaces with Amenity Value</p>		adversely affect public amenity would not be supported. Affordable housing policies can deliver inclusive sheltered housing for the elderly. The plan also seeks to safeguard community facilities. The plan would however have little/no impact on food choice.
<p>Concern for young people about limited range of job opportunities available in their local areas.</p> <p>Implication of policies for young people in certain industries e.g. young farmers</p>	<p>How will proposed changes within the plan impact on affordable housing provision in terms of younger people and potentially families on low income within the Plan area?</p> <p>Can policies within the plan help facilitate self-build opportunities?</p> <p>Spatial Strategy SP 1 Creating Sustainable Places SP 2 Housing Requirement SP 3 Affordable Housing Target</p>	+	The Plan aims to support the delivery of 1,970 jobs in a range of industries and has identified employment land allocations at Deposit stage to support this. Policy approaches in relation to other uses such as Tourism, Port and Energy and Minerals will also support this.

Protected Group: Age

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	<p>SP 5 Supporting Prosperity SP 6 Settlement Hierarchy SP 8 Regional Growth Areas and Urban Settlements SP 9 Narberth Rural Town, Service Centres and Service Villages SP 10 Local Villages SP 11 Countryside SP 13 Port and Energy Related Development and Celtic Freeport SP 14 Strategic Employment Provision SP 17 Visitor Economy GN 3 Infrastructure and New Development GN 13 Residential Development GN 15 Housing Mix, Second homes and short-term lets, Space standards and requirements for Lifetime Home Standards GN 16 Residential Allocations GN 20 Local Needs Affordable Housing GN 21 Exception Sites for Local Needs Affordable Housing</p>		<p>Where housing allocations have the potential to support self-build, this has been identified in GN 16.</p>

Protected Group: Age

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
<p>Transport barriers faced by older people and young people due to the rural nature of area, poor public transport links and costs associated with private transport. Negative impact on people’s ability to access facilities, recreational opportunities, health facilities, colleges, job placements and employment.</p> <p>Importance of accessible transport options in terms of public transport and access to accessible car parking and drop off places in terms of facilities</p>	<p>Location of developments in terms of public transport links and proximity to employment and education opportunities, community facilities and health facilities.</p> <p>Promotion of accessible public transport infrastructure.</p> <p>Potential issues relating to need for car parking and accessible car parking spaces for residential units.</p>	<p>+/-</p>	<p>The Plan Strategy directs the majority of new development to identified settlements set out in SP 6 Settlement Hierarchy where public transport availability is more prevalent.</p> <p>SP 20 and GN 1 support delivery of this.</p> <p>The Authority has adopted Supplementary Planning Guidance on Parking which requires the appropriate levels and type of parking facilities for each</p>

Protected Group: Age

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	<p>Drop off places in terms of facilities.</p> <p>Storage considerations in terms of mobility scooters.</p> <p>Spatial Strategy</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 6 Settlement Hierarchy</p> <p>SP 8 Regional Growth Areas and Urban Settlements</p> <p>SP 9 Narberth Rural Town, Service Centres and Service Villages</p> <p>SP 10 Local Villages</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p> <p>GN 3 Infrastructure and New Development</p>		<p>development type, taking into account users of the development and availability of public transport.</p> <p>National planning policy allows for the development of affordable housing in areas without access to public transport.</p> <p>Building Regulations require both domestic and nondomestic buildings to be built so that people, including disabled people, can reach the principal, or suitable alternative, entrance to a building from the point of access. For the adaptation of historic buildings however, accessibility measures are balanced against the impact</p>

Protected Group: Age

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	GN 36 Transport Routes and Improvements		<p>upon the historical character and interest of those buildings.</p> <p>Dwellings that are built to the Lifetime Homes standards, such as those built by a Registered Social Landlord, include additional requirements to Building Regulations, for example requiring entrances to be lit and covered. The Deposit Plan requires a percentage of homes on sites of 5 or more to be built to Lifetime Homes standards and also to meet identified space standards.</p> <p>Technical Advice Note 12: Design promotes key design principles such as ease of access for all, community safety and safe and clear</p>

Protected Group: Age

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
			<p>movement routes that are fit for purpose.</p> <p>The authority consults with an 'Access officer' to advise on the accessibility of proposed buildings when considering planning applications for buildings and public open spaces.</p> <p>Building Regulations does not require scooter storage areas.</p>

Disability

Protected Group: Disability			
Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
<p>High percentage of people whose day-to-day activities are limited in some LSOA areas. Main Towns in Pembrokeshire in particular have the highest percentage of people providing some form of unpaid care and identified as in the 20% of most deprived LSOAs for health by WIMD 2019.</p> <p>Implications of this in terms of accessible affordable and market housing and developing accessible neighbourhoods and facilities.</p>	<p>A need to ensure adequate provision of accessible housing in terms of affordable housing and market housing. Taking into account a need to future proof housing through Lifetime Homes principles and promoting certain design features.</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 3 Affordable Housing Target</p> <p>GN 2 Sustainable Design</p> <p>GN 15 Housing Mix, Second homes and short-term lets, Space standards and requirements for Lifetime Home Standards</p> <p>GN 22 Specialist and Supported Accommodation</p>	+	<p>See above regarding planning affordable housing provision. A lifetime home standard is applicable to all social housing achieving the Development Quality Requirement (DQR) funded by WG Social Housing Grant.</p> <p>Policy requires 20% of homes on sites of 5 or more to be built to Lifetime homes standards and for all properties to meet identified space standards. This requirement has been built into the viability testing of affordable housing for the Plan. Affordable Housing targets are set out within the Plan.</p>

Protected Group: Disability

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
			Part M of Building Regulations also applies the standard for 'visitable dwellings'.
<p>A number of barriers in neighbourhood and street design impact on access to the outdoors and active travel opportunities for disabled people across a range of disabilities.</p> <p>As a result this can limit active travel opportunities and increase reliance of private car travel.</p> <p>However due to rural nature of area and limited public transport, accessible parking and drop off points at homes and facilities will be important.</p>	<p>Taking into account accessible design features at a street and neighbourhood level including distances to public transport will help overcome barriers to active travel for disabled people.</p> <p>A need to consider access to accessible parking and drop of points at homes and facilities.</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 3 Affordable Housing</p> <p>SP 6 Settlement Hierarchy</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 3 Affordable Housing</p>	+	<p>The Plan's Spatial strategy seeks to focus development in locations that have facilities accessible by means other than private car.</p> <p>Promoting pedestrian/wheelchair friendly environments and routes that link to existing services/facilities forms normal Development Management practice when considering the suitability of a proposal in terms of sustainable design.</p> <p>Consulting the Highways Authority and Access Officer informs this process for</p>

Protected Group: Disability

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	<p>SP 6 Settlement Hierarchy</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p> <p>GN 36 Transport Routes and Improvements</p>		<p>specific proposals. However over engineered environments in this respect can reduce the aesthetical quality and specific character of developments, these impacts therefore need to be balanced.</p>
<p>Access to green spaces, active walking opportunities and allotments can have a positive effect on people’s mental health and wellbeing.</p>	<p>Positive impact of policies that promote greenspaces, active walking opportunities and allotments. A need to ensure that access to these opportunities is available to all e.g. policies that remove barriers to accessibility.</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 6 Settlement Hierarchy</p> <p>SP 12 Maintaining and Enhancing the Environment.</p> <p>GN 1 General Development Policy</p>	<p>+</p>	<p>Areas of open space, including recreational open space are protected in the Deposit Plan from development in the Plan GN 51 and GN 52). SP 12 also identifies that a detailed policy encouraging new development to support Green Infrastructure will be included in the Deposit Plan. The removal of barriers linked to existing development are generally not within the remit of land-</p>

Protected Group: Disability

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	<p>GN 2 Sustainable Design</p> <p>GN 3 Infrastructure and New Development</p> <p>GN 36 Transport Routes and Improvements</p> <p>GN 45 Green Infrastructure</p> <p>GN 51 Protection and Creation of Outdoor Recreation Areas</p> <p>GN 52 Protection of Open Spaces with Amenity Value</p>		<p>use planning. However design and layout of new developments will need to take accessibility for all into account.</p>
<p>Potential access issues in terms of tourism and recreational opportunities within the Plan area.</p> <p>Positive identification and creation of wheelchair walks and easy access view points within Pembrokeshire</p>	<p>A need to ensure that policies related to tourism industry take into account accessibility considerations.</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 17 Visitor Economy</p> <p>SP 12 Maintaining and Enhancing the Environment</p>	<p>+</p>	<p>Specific policy approaches in relation to the Visitor set out within the Deposit Plan stage. The creation of walkways and paths is generally outside of the land use planning remit.</p> <p>Building Regulations require both domestic and non-domestic buildings to be</p>

Protected Group: Disability

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	<p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 2 Sustainable Design</p> <p>GN 45 Green Infrastructure</p> <p>GN 36 Transport Routes and Improvements</p>		<p>built so that people, including disabled people, can reach the principal, or suitable alternative, entrance to a building from the point of access. For the adaptation of historic buildings however, accessibility measures are balanced against the impact upon the historical character and interest of those buildings.</p> <p>Dwellings that are built to the Lifetime Homes standards, such as those built by a Registered Social Landlord, include additional requirements to Building Regulations, for example requiring entrances to be lit and covered.</p>

Protected Group: Disability

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
			<p>Technical Advice Note 12: Design promotes key design principles such as ease of access for all, community safety and safe and clear movement routes that are fit for purpose.</p> <p>The authority consults with an 'Access officer' to advise on the accessibility of proposed buildings when considering planning applications for buildings and public open spaces.</p>
<p>Residents and tourists may be targeted in terms of disability hate crime. This may impact on their use of public transport and access to opportunities and facilities within Pembrokeshire and further afield</p>	<p>A need to promote Secure by Design principles and community safety considerations as part of Good Design and neighbourhood layouts to create a safe environment. This will be</p>	<p>+</p>	<p>Secure by Design principles form part of the overall sustainable design considerations for development proposals, including those proposals</p>

Protected Group: Disability

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	<p>particularly important in terms of public transport related facilities.</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p> <p>GN 36 Transport Routes and Improvements</p>		<p>that may exacerbate existing issues. The Authority consults Dyfed Powys Police who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact upon street character and attractive, inclusive public realms.</p>
<p>Consultation methods need to be accessible and take reasonable adjustments into account.</p> <p>Documentation on LDP and its policies need to be accessible.</p>	<p>A need to ensure views of Disabled people are captured and that Disabled people do not face barriers to participation.</p> <p>A need to respond to reasonable adjustment request relating to format of LDP documentation once adopted.</p>	+	<p>Pembrokeshire Access Group and other disability groups will be consulted as part of the wider consultation. Reasonable adjustments and accessibility will be taken into account when public</p>

Protected Group: Disability			
Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	Consultation elements within Delivery Agreement		consultation events are held. The Authority will respond to reasonable adjustment requests as they are made.

Gender Reassignment

Protected Group: Gender Reassignment			
Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
Trans people may feel unsafe in public spaces and be targeted in terms of hate crime. This may impact on their use of public transport and access to opportunities and facilities within Pembrokeshire and further afield.	A need to promote Secure by Design principles and community safety considerations as part of good design and neighbourhood layouts to create a safe environment. This will be particularly important in terms of public transport related facilities.	+	Secure by Design principles form part of the overall sustainable design considerations for development proposals, including those proposals that may exacerbate existing issues. The Authority consults Dyfed Powys

Protected Group: Gender Reassignment

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	<p>SP 1 Creating Sustainable Places</p> <p>SP 6 Settlement Hierarchy</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 36 Transport Routes and Improvements</p>		<p>Police who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact upon street character and attractive, inclusive public realms.</p>
<p>People may have to travel within Pembrokeshire and out of area to access community and support groups.</p> <p>People accessing Gender Identity Clinics will have to travel out of county and currently Wales to access them.</p>	<p>A need to promote good accessible public transport and private transport links within the Pembrokeshire and linked to regional networks.</p> <p>SP 1 Creating Sustainable Places</p> <p>GN 1 General Development Policy</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 36 Transport Routes and Improvements</p>	<p>+</p>	<p>The provision of public transport is outside the remit of land use planning. The Plan Strategy would allow for the consideration of proposals to improve public transport and accessibility. (SP 20 and GN 1).</p>

Protected Group: Gender Reassignment

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
<p>Importance of being able to access health facilities for Trans people.</p> <p>Inequalities in mental health outcomes for Trans people.</p>	<p>A need to promote access to health facilities.</p> <p>Land use policies that have positive impact on health and wellbeing outcomes may contribute to better mental health outcomes for Trans people.</p> <p>SP 1 Creating Sustainable Places</p> <p>GN 1 General Development Policy</p> <p>GN 29 Community Facilities</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 36 Transport Routes and Improvements</p> <p>GN 45 Green Infrastructure</p>	<p>+</p>	<p>See previously regarding the spatial strategy which promotes access to facilities through seeking to locate development in accessible locations. Areas of open space, including recreational open space are protected in the Deposit Plan from development. GN 45 supports the development and protection of Green Infrastructure (GI). GI is beneficial for the health and wellbeing of people. A community facilities policy is included in the Deposit Plan which aims to enable the delivery of community facilities; and ensure that there are opportunities taken to promote sustainable travel choices.</p>

Sex (Gender)

Protected Group: Sex (Gender)			
Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
Importance of safety considerations in terms of public spaces and neighbourhoods in relation to sexual harassment and assault and domestic violence.	<p>A need to promote Secure by Design principles and community safety considerations as part of Good Design and neighbourhood layouts to create a safe environment.</p> <p>SP 1 Sustainable Places</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p>	+	Secure by Design principles form part of the overall sustainable design considerations for development proposals, including those proposals that may exacerbate existing issues. The Authority consults Dyfed Powys Police who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact upon street character and attractive, inclusive public realms.

Protected Group: Sex (Gender)

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
<p>Importance of location and access to childcare and other facilities, commuting times between employment and also schools.</p> <p>Promotion of employment opportunities.</p>	<p>Location of developments in terms of public transport links and proximity to childcare facilities and employment opportunities.</p> <p>SP 1 Sustainable Places</p> <p>SP 6 Settlement Hierarchy</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p> <p>GN 29 Community Facilities</p> <p>GN 30 Community Facility Allocation</p> <p>GN 36 Transport Routes and Improvements</p>	<p>+</p>	<p>The Plan Strategy directs growth to locations which have good levels of facilities and are convenient to public transport.</p> <p>Promotion of employment opportunities is outside the remit of land use planning but planning can enable delivery of economic growth and key policies within the Plan will seek to support this.</p>
<p>Access to green spaces, active walking opportunities and allotments can have a positive effect on people’s mental health and wellbeing.</p>	<p>Positive impact of policies that promote greenspaces, active walking opportunities and allotments. A need to ensure that access to</p>	<p>+</p>	<p>Areas of open space, including recreational open space and allotments are protected from development in the Deposit Plan. SP 12</p>

Protected Group: Sex (Gender)

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	<p>these opportunities is available to all e.g. policies that remove barriers to accessibility.</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 12 Maintaining and Enhancing the Environment</p> <p>GN 1 General Development Policy</p> <p>GN 51 Protection and Creation of Outdoor Recreation Areas</p> <p>GN 52 Protection of Open Spaces with Amenity Value</p>		<p>supports the delivery of Green Infrastructure and SP1 provides an overarching strategic approach on this issue. The removal of barriers linked to existing development are generally not within the remit of land-use planning. However, design and layout of new developments will need to take accessibility for all into account.</p>

Marriage and Civil Partnership

Protected Group: Marriage and Civil Partnership

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
No evidence to indicate impact	N/A	None	N/A

Pregnancy and Maternity

Protected Group: Pregnancy and Maternity			
Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
<p>Importance of location and access to health facilities, community facilities, greenspace and shops in terms of healthy food options.</p> <p>Access to transport links important in terms of ensuring pregnant women and new mums don't miss health care appointments.</p>	<p>Location of developments in terms of public transport links and proximity to health and community facilities and shops.</p> <p>Promotion of accessible public transport infrastructure.</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 6 Settlement Hierarchy</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p> <p>GN 29 Community Facilities</p> <p>GN 30 Community Facility Allocation</p> <p>GN 36 Transport Routes and Improvements</p>	+	<p>Within the Deposit Plan a community facility policy allows for new and extended community facilities in appropriate circumstances.</p> <p>The Plan seeks to promote sustainable travel choices by permitting facilities to improve public transport linkages.</p> <p>Technical Advice Note 12: Design promotes key design principles such as ease of access for all, community safety and safe and clear movement and transport routes that are fit for purpose. The authority consults with an 'Access</p>

Protected Group: Pregnancy and Maternity			
Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
			officer' to advise on the accessibility of proposed buildings when considering planning applications for buildings and public open spaces.

Race

Protected Group: Race			
Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
Pembrokeshire is not ethnically diverse as a whole. However certain LSOA areas are more ethnically diverse, in particular those within Haverfordwest.	<p>A need to consider potential community infrastructure needs at a spatial level within Haverfordwest.</p> <p>SP 8 Regional Growth Areas and Urban Settlements</p> <p>GN 29 Community Facilities</p> <p>GN 30 Community Facility Allocation</p>	+	The existing main town policy (SP8) notes that it will ensure opportunities for community facilities within the main towns, which include Haverfordwest. Within the Deposit Plan a specific policies on Community Facilities protect and enable the provision of new community facilities. Proposals coming forward can be considered in this context.
Residents and tourists may be targeted in terms of racist hate crime. This may impact on their use of public transport and access to opportunities and facilities within Pembrokeshire and further afield.	<p>A need to promote Secure by Design principles and community safety considerations as part of good design and neighbourhood layouts to create a safe environment. This will be particularly important in terms of public transport related facilities.</p> <p>SP 1 Creating Sustainable Places</p>	+	Secure by Design principles form part of the overall sustainable design considerations for development proposals, including those proposals that may exacerbate existing issues. The Authority consults Dyfed Powys

Protected Group: Race

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
	<p>SP 6 Settlement Hierarchy</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p>		<p>Police who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact upon street character and attractive, inclusive public realms.</p>
<p>Specific policies required on Gypsy Traveller Sites</p>	<p>GN 24 Gypsy, Traveller and Showpeople Site Allocation</p> <p>GN 25 Gypsy, Traveller and Showpeople Sites</p>	<p>None</p>	<p>A specific criteria policy is included in the Deposit Plan (GN 25). This will enable proposals for Gypsy and Traveller Sites and Pitches to be considered. A revised Accommodation Needs Assessment has been produced in conjunction with</p>

Protected Group: Race

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
			the Pembrokeshire Gypsy Traveller Steering Group.
Appropriate monitoring targets on delivery of Gypsy Traveller provision to be included in Monitoring Section of Deposit Plan.	An indicator for monitoring the Gypsy Traveller policy is included in the Deposit Plan. Appendix 4: Monitoring Framework.	+	See Appendix 4 of Deposit Plan.
Gypsies and Traveller experience worse health and education outcomes than the settled community. Access to safe and appropriate sites and facilities can assist in helping to improve outcomes in these areas.	Importance of meeting need for sites to prevent unauthorised encampments in unsafe areas or without adequate facilities. GN 24 Gypsy, Traveller and Showpeople Site Allocation GN 25 Gypsy, Traveller and Showpeople Sites	+	As noted above a revised Accommodation Needs Assessment was produced in 2019. This indicates a lower level of need than previous GTAAs. Gypsy, Traveller and Showpeople Sites will be allocated in the deposit plan.

Religion, Belief and Non Belief

Protected Group: Religion, Belief and Non Belief			
Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
<p>Significant percentage of people in Pembrokeshire show religious affiliation in particular with Christian faith. Some Haverfordwest LSOAs also have high percentages of Hindus and Muslims.</p> <p>Access to places of worship likely to be important.</p>	<p>A need to protect space for social infrastructure, including places of worship, promote Section 106 agreements and the community infrastructure levy as legitimate means for supporting places of worship provision and proactive approach to social infrastructure provision in new developments including consideration of transport links.</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 6 Settlement Hierarchy</p> <p>GN 1 General Development Policy</p> <p>GN 3 Infrastructure and New Development</p> <p>GN 29 Community Facilities</p>	+	<p>The overall Plan strategy and specific policies such as GN 3 Infrastructure and New Development enable this approach. Policy GN 29 Community Facilities will also help to ensure access to places of worship.</p>

Protected Group: Religion, Belief and Non Belief

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
<p>Access to good transport links (public and private) to access religious places of worship and facilities</p>	<p>A need to promote good accessible public transport and private transport links within Pembrokeshire linked to wider regional networks.</p> <p>SP 1 Creating Sustainable Places</p> <p>SP 20 Transport Infrastructure and Accessibility</p> <p>GN 1 General Development Policy</p> <p>GN 36 Transport Routes and Improvements</p>	<p>+</p>	<p>The Plan seeks to promote sustainable travel choices by directing development to locations with good transport links and permitting facilities to improve public transport linkages. The provision of public transport is outside the remit of land use planning. However, Policies SP 20 and GN 1 provide a supportive framework for safeguarding and considering land use related proposals to improve transport links.</p>
<p>Protection of Religious sites of importance</p>	<p>Protection of historic buildings and sites through land use policy.</p> <p>GN 28 Protection and Enhancement of the Historic Environment</p> <p>GN 29 Community Facilities</p>	<p>+</p>	<p>National planning policy seeks to conserve the architectural merit of buildings or sites of religious importance that are listed or are within Conservation Areas. In addition to this and the Listed Building</p>

Protected Group: Religion, Belief and Non Belief

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
			legislation Policy GN 28 protects the Historic Environment including buildings and sites.
Residents and tourists may be targeted in terms of hate crime due to their religion or belief. This may impact on their use of public transport and access to opportunities and facilities within Pembrokeshire and further afield.	<p>A need to promote Secure by Design principles and community safety considerations as part of Good Design and neighbourhood layouts to create a safe environment. This will be particularly important in terms of public transport related facilities.</p> <p>SP 1 Creating Sustainable Places</p> <p>GN 1 General Development Policy</p> <p>GN 2 Sustainable Design</p>	+	Secure by Design principles form part of the overall sustainable design considerations for development proposals, including those proposals that may exacerbate existing issues. The Authority consults Dyfed Powys Police who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact upon street character

Protected Group: Religion, Belief and Non Belief			
Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
			and attractive, inclusive public realms.

Sexual Orientation

Protected Group: Sexual Orientation			
Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
The rural nature of Pembrokeshire means people are likely to be travelling further afield to access LGBT scene of bars, clubs and events and support in more urbanised areas. People may have to travel within Pembrokeshire to access community and support groups within the county.	A need to promote good accessible public transport and private transport links within Pembrokeshire linked to wider regional networks. SP 1 Creating Sustainable Places SP 20 Transport Infrastructure and Accessibility GN 1 General Development Policy GN 36 Transport Routes and Improvements	+	The Plan seeks to promote sustainable travel choices by permitting facilities to improve public transport linkages. The provision of public transport is outside the remit of land use planning. However, Policies SP 20 and GN 1 provide a supportive framework for safeguarding and considering land use related

Protected Group: Sexual Orientation

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
			proposals to improve transport links.
<p>LGBT people may feel unsafe in public spaces and be targeted in terms of hate crime. This may impact on their use of public transport and access to opportunities and facilities within the Plan area and further afield.</p>	<p>A need to promote Secure by Design principles and community safety considerations as part of Good Design and neighbourhood layouts to create a safe environment. This will be particularly important in terms of public transport related facilities.</p> <p>SP 1 Creating Sustainable Places GN 1 General Development Policy GN 2 Sustainable Design</p>	+	<p>Secure by Design principles form part of the overall sustainable design considerations for development proposals, including those proposals that may exacerbate existing issues. The Authority consults Dyfed Powys Police who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact upon street character</p>

Protected Group: Sexual Orientation

Evidence/ Areas to Address	How might it impact?	Positive/ Negative/ None	Response/ Action
			and attractive, inclusive public realms.
<p>Importance of being able to access health facilities for some LGBT people.</p> <p>Inequalities in mental health outcomes for LGBT people.</p>	<p>A need to promote access to health facilities.</p> <p>Land use policies that have positive impact on health and wellbeing outcomes may contribute to better mental health outcomes for LGB people.</p> <p>SP 6 Settlement Hierarchy</p> <p>GN 29 Community Facilities</p>	+	See previous commentary regarding providing for and protecting community facilities.

Assessing Impact in relation to the General Duty

How could, or does, the policy help advance / promote equality of opportunity?

Accessible facilities and neighbourhoods (Age, Pregnancy and Maternity)

99 The Plan Strategy directs the majority of new development to locations where public transport availability is more prevalent. The Plan's Spatial strategy seeks to focus development in locations that have facilities and are supported by a public transport network (see the Plan's Vision and Spatial Strategy).

100 Policies seek to conserve key attributes of the natural environment that promote healthy environments, promote specific sustainable design elements such as legible layouts that are pedestrian friendly, accessible buildings, natural surveillance and open spaces.

101 The Plan includes a specific policy on community facilities.

102 National planning policy allows for the development of affordable housing in areas without access to public transport.

103 The Authority has adopted Supplementary Planning Guidance on Parking which requires the appropriate levels and type of parking facilities for each development type, taking into account users of the development and availability of public transport.

Addressing Public Health Considerations where possible (Age)

104 The Plan's Spatial strategy seeks to focus development in locations that have facilities accessible by means other than private car. Policies seek to conserve key attributes of the natural environment that promote healthy environments, promote pedestrian friendly layouts and provide and protect open spaces for recreation. Anything ugly, dirty, noisy, crowded, intrusive or uncomfortable that would adversely affect public amenity would not be supported. The plan safeguards community facilities. The plan would however have little/no impact on food choice.

Land use policy encouraging a range of job opportunities available to young people in local areas, taking into account accessibility and transport considerations (Age)

105 The Plan aims to support the delivery of 1,970 jobs in a range of industries and provides a range of employment land allocations and minerals allocations to support this. Policy approaches in relation to other uses such as Tourism, Port and Energy will also support this.

Consultation elements within delivery agreement (Disability)

106 Pembrokeshire Access Group and other disability groups will be consulted as part of the wider consultation. Reasonable adjustments and accessibility will be taken into account when public consultation events are held. Authority will respond to reasonable adjustment requests as they are made.

Land use policies that have positive impact on health and well-being outcomes (Disability, Gender Reassignment, Gender, Sexual Orientation)

107 The Plan identifies specific policies for the protection of open space, including recreational open space and allotments which are beneficial for the health and wellbeing of people.

108 A specific policy on Community Facilities is also included in the Deposit Plan.

Access considerations to greenspaces, active walking opportunities and allotments (Disability, Gender)

109 The removal of barriers linked to existing development are generally not within the remit of land-use planning. However design and layout of new developments will need to take accessibility for all into account.

Promotion of Accessible design features at a street and neighbourhood level to remove active travel barriers for disabled people (Disability)

110 The Plan's Spatial strategy seeks to focus development in locations that have facilities accessible by means other than private car.

111 Promoting pedestrian/wheelchair friendly environments and routes that link to existing services/facilities forms normal Development Management practice when considering the suitability of a proposal in terms of sustainable design. Consulting the Highways Authority and Access Officer informs this process for specific proposals. However over engineered environments in this respect can reduce the aesthetical quality and specific character of developments, these impacts therefore need to be balanced.

Public and Private Transport Links within the Plan area linked to wider Pembrokeshire and Regional networks (Gender Reassignment, Religion, Sexual Orientation)

112 The Plan seeks to promote sustainable travel choices by permitting facilities to improve public transport linkages. The provision of public transport is outside the remit of land use planning. However, Policies SP 20 and GN 1 provide a supportive framework for safeguarding schemes and considering land use related proposals to improve transport links and accessibility. Policy GN 36 identifies specific transport improvement schemes which are safeguarded within the Plan.

Location of developments in terms of public transport links, proximity to childcare facilities and employment, health and community facilities and shops (Gender, Gender Reassignment, Pregnancy and Maternity, Sexual Orientation)

113 A specific community facility policy is set out within the Deposit Plan. The Plan seeks to promote sustainable travel choices by permitting facilities to improve public transport linkages.

114 Spatial strategy promotes access to facilities through seeking to locate development in accessible locations.

A need to consider potential community infrastructure needs at a spatial level within Haverfordwest (Race)

115 SP 8 sets out a supportive policy for enabling community facilities in the Main Towns, which include Haverfordwest. This is supported by a general criteria based Community Facilities policy.

Protection of historic buildings and sites through land use policy (Religion)

116 National planning policy seeks to conserve the architectural merit of buildings or sites of religious importance that are listed or are within Conservation Areas. A specific local policy on the Historic Environment is set out within the Deposit Plan.

How could / does the policy / decision help to eliminate unlawful discrimination, harassment or victimisation?

A need to ensure that Gypsies and Travellers seeking permission for private sites are treated fairly (Race)

117 A specific policy approach to enable consideration of sites is included in the Deposit Plan.

118 Appropriate monitoring indicators are also included in the Deposit Plan.

How could/does the policy impact on advancing / promoting good relations and wider community cohesion?

Secure by Design (Disability, Gender Reassignment, Gender, Race, Religion or Belief, Sexual Orientation)

119 Secure by Design principles form part of the overall sustainable design considerations for development proposals, including those proposals that may exacerbate existing issues. The Authority consults Dyfed Powys Police who advise on individual proposals. Key principles include the promotion of natural surveillance over public areas and the prevention of dark, unused corners/routes. There is however a need to balance security design features with the overall impact upon street character and attractive, inclusive public realms.

A need to protect space for social infrastructure, including places of worship (Religion)

120 A specific policy on Community Facilities is included in the Deposit Plan.

Addressing any adverse impact

**What practical changes/actions could help reduce or remove any negative impacts identified in Part 1?
If no action is to be taken, this needs to be justified**

Meeting the needs of ageing population in terms of suitable accommodation (Age)

121 A specific requirement for 20% of properties on sites of 5 or more homes to be built to Lifetime Homes standards has been introduced in recognition of the ageing population. This reflects high future need for adapted properties identified in the emerging 2022 LHMA (which predicts a need for 18.3% of total housing stock to be adaptable by the end of LHMA period 2036). A policy approach also requires the mix of dwellings on site to reflect the identified need in the Local Housing Market Assessment.

122 The Deposit Plan makes specific allocations for specialist and supported accommodation to meet identified need.

Access to affordable housing young people and facilitation of self-build

123 The Housing Market Assessment provides overall figures for affordable housing need. At an individual planning application stage the mix of units in terms of number of bedrooms that each affordable house has can be negotiated.

124 Private affordable housing will have occupants nominated from the housing waiting list. Local occupancy criteria are normally applied as per Technical Advice Note 2.

125 Nominations come from the housing waiting list rather than the Plan specifying who occupies in terms of social housing.

126 Self-build proposals can be pursued by landowners/developers. The Deposit Plan indicates those housing allocations which have the potential to support self-build proposals.

Accessible housing provision – Disability

127 A Lifetime home standard is applicable to all social housing achieving the Development Quality Requirement (DQR) funded by WG Social Housing Grant. There is however limited provision of affordable housing under DQR in this plan area.

128 A specific requirement for 20% of properties on sites of 5 or more homes to be built to Lifetime Homes standards has been introduced in recognition of the ageing population. A policy approach also requires the mix of dwellings on site to reflect the need in the Local Housing Market Assessment.

129 Part M of Building Regulations does apply the standard for 'visitable dwellings'.

Creation of Accessible Walkways and Paths

129. The creation of walkways and paths is generally outside of the land use planning remit. Technical Advice Note 12: Design promotes key design principles such as ease of access for all, community safety and safe and clear movement routes that are fit for purpose. The authority consults with an 'Access officer' to advise on the accessibility of proposed buildings when considering planning applications for buildings and public open spaces.

Monitoring and Review

List details of any follow-up work that will be undertaken in relation to the policy (e.g. consultations, specific monitoring etc).

130. The content of the assessment will reviewed following equality relevant feedback from the general consultation on the Deposit Plan. The consultation list for the general consultation includes equality organisations and relevant equality related feedback from other organisations, groups and individuals will also be considered and captured within this assessment.

Declaration

Does the policy or decision have a significant impact upon equality issues? No

(The results of all impact assessments where the impact is significant will be published on the Authority's website)

Signed By

RJSmith

Appendices

Appendix 1: Wales Index of Multiple Deprivation 2019 – Pembrokeshire LSOAs

WIMD 2019 LSOA	PCC/Wales Ranking 2019	WIMD 2014 LSOA	PCC/Wales Ranking 2019
Pembroke Dock: Llanion1	62	Pembroke Dock: Llanion 1	67
Haverfordwest: Garth2	71	Pembroke: Monkton	80
Pembroke: Monkton	85	Haverfordwest: Garth 2	104
Pembroke Dock: Central	148	Milford: Hubberston 2	173
Milford: Hubberston 2	254	Pembroke Dock: Central	201
Pembroke Dock: Pennar 1	294	Milford: West	363
Milford: East	298		
Milford: West	310		

The last WIMD was released in 2014, but there have been updates of some of the individual datasets that goes into the Index since then. For the WIMD 2019 there have been a number of changes relating to the domain weighting and the indicators used. The 2019 Index is not readily comparable with the 2014 Index.

Domain weightings:

- Income domain (22% weighting)
- Employment domain (22%)
- Health domain (15%, previously 14% in 2014)
- Education domain (14%)
- Access to services (10%)
- Housing domain (7%, previously 5% in 2014)
- Community Safety domain (5%)
- Physical Environment domain (5%)

The domain weightings reflect both how important WG consider the domain is to deprivation, but also the relative strength of the indicators within the domain. This is particularly relevant to housing where the source data is weak.

In addition to the weighting above, for domains other than income and employment, indicators are weighted within domains using factor analysis. Even if the indicators used in the domain remain substantially the same, the weight ascribed through factor analysis may have changed. Appendices 2 and 3 provide further information on two of the domain weightings, in relation to Health and Education.

Appendix 2: Wales Index of Multiple Deprivation Health Domain

Relative Weight	15% of overall index
Indicators (x7 weighted indicators make up domain)	GP recorded chronic conditions: rate per 100 (31%)
	Limiting long-term illness: rate per 100 (30%)
	Premature deaths: rate per 100,000 (18%)
	GP recorded mental health conditions: rate per 100 (10%)
	Cancer incidence: rate per 100,000 (4%)
	Low birth weight: single live births <2.5KG (4%)
	Children aged 4-5 who are obese: %age (3%)
Comparability to 2014	No
Links to PCC Services	Adult Care & Housing Joint Strategic Commissioning Children's Services Engagement, Performance & Community
PCC Influence on Domain	Limited. Indicator strongly reflects past experience of deprivation and associated risk factors.
Coverage of population	Theoretically all ages, though in practice it will focus heavily on older people. All indicators for children are based on low numbers
Relationship to other indicators	Correlation 0.90 Very strong positive relationship with overall index.

20% most deprived LSOAs in Pembrokeshire

WIMD 2019 LSOA	PCC/Wales Rank 2019	WIMD 2014 LSOA	PCC/Wales Rank 2014
Haverfordwest: Garth 2	134		
Pembroke Dock: Llanion 1	217		
Pembroke: Monkton	247		
Pembroke Dock: Pennar 1	362		

Appendix 3 Wales Index of Multiple Deprivation Education Domain

Relative Weight	14% of overall index
Indicators (x6 weighted indicators make up domain)	Foundation Phase avg point score (9.9%)
	KS2 avg point score (11.7%)
	KS4 avg point score for core subjects (27.6%)
	Repeat absenteeism (21.7%)
	Proportion KS4 leavers entering HE (13.2%)
	Number of adults with no qual. (16%)
Comparability to 2014	No
Links to PCC Services	Director Education Deputy Chief Education Officer Education, Performance & Community Children's Services
PCC Influence on Domain	Significant
Coverage of population	Main focus is on school aged children with limited coverage of working-age. Services provided by Pembrokeshire County Council have a substantial influence on the outcome. Indicator influenced by a range of factors but these will respond to policy interventions in months/years rather than decades.
Relationship to other indicators	Correlation 0.898. Very strong positive relationship with overall index.

20% most deprived LSOAs

WIMD 2019 LSOA	PCC/Wales Rank 2019	WIMD 2014 LSOA	PCC/Wales Rank 2014
Haverfordwest: Garth 2	14		
Pembroke Dock: Llanion 1	15		
Milford: Hubberston 2	39		
Pembroke: Monkton	45		
Pembroke Dock: Pennar 1	94		
Pembroke Dock: Central	125		
Pembroke: St Mary North	197		
Milford Hubberston 1	245		
Merlin's Bridge	257		
Milford: East	294		
Pembroke Dock: Pennar 2	300		
Milford: West	317		
Milford: North	362		
Pembroke: St Mary South	374		