



C O U N C I L S U M M O N S

To all Members of Council

You are hereby summoned to attend a

MEETING OF THE COUNCIL

to be held at 10.00 am on

Thursday 2 July 2020

REMOTELY VIA TEAMS

PLEASE ENSURE THAT MOBILE TELEPHONES ARE SWITCHED TO SILENT FOR THE DURATION OF THE MEETING.

--- A G E N D A ---

PART A

1. Mayor's Announcements
2. Declarations of Interest

PART B

3. Voting Arrangements as a result of Remote Attendance (Pages 3 - 8)
4. Webcasting and Constitutional Changes (Pages 9 - 32)
5. Neath Port Talbot Local Development Plan (LDP) 2011-2026 (Pages 33 - 182)

6. Pay Policy Statement 2020 / 2021 (Pages 183 - 258)

PART D

7. Questions from Members, with Notice, under Rule 9.2 of the Council's Procedure Rules

8. Urgent Items
Any urgent items (whether public or exempt) at the discretion of the Mayor pursuant to Section 100B (4) (b) of the Local Government Act 1972.



Chief Executive

**Civic Centre
Port Talbot**

Friday, 26 June 2020



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL COUNCIL

Report of the Head of Legal Services – Mr Craig Griffiths

2 JULY 2020

Matter for Decision

Wards Affected: All Wards

Voting Arrangements as a result of Remote Attendance

Purpose of the Report:

1. To implement a voting system for decision making as a result of the establishment of remote meetings of Neath Port Talbot County Borough Council (“the Council”)

Background:

2. The Local Authorities (Coronavirus) (Meetings) (Wales) Regulations 2020 (“the Regulations”) make temporary provision in relation to local authority meetings during the COVID-19 pandemic.

3. The regulations came into effect on 22 April 2020 and make temporary provision in relation to local authority meetings during the COVID-19 pandemic.
4. Legislation currently places requirements on local authorities to meet in person in specified offices, to make many meetings open to the public and to enable the public to inspect documents related to the meetings, in some cases, in the offices of local authorities. This runs counter to the measures in place for COVID-19. The Regulations provide flexibility to enable local authorities (including local authority executives) to operate safely, effectively and lawfully, while retaining the principles of openness and accountability to the public by, for example, enabling meetings to be conducted on the basis of full or partial remote attendance.
5. The Council is now able to allow participation at meetings held before 1 May 2021 based on full or partial remote attendance so long as persons who are not in the same place are able to speak to, and be heard by, other participants.
6. Since the implementation of these rules the protocol has been that a roll call has been held every time a recommendation is to be voted, which as members will note results in a detailed administrative and time consuming process being embarked on
7. In order to ensure time can be spent at meetings on actively discussing reports and scrutinising accordingly, it would be proposed an alternative approach be adopted in the voting on recommendations.

8. It would be proposed:
 - The Chair will read the recommendation before members (or refer to the page number of the report where the recommendation is to be found).
 - The Chair will ask members whether there are any members who wish to object to the recommendation, providing a suitable delay to allow members to respond accordingly – they may do so either by relaying the objection verbally, using the hand raise functions on Microsoft TEAMS or utilising the chat facility on Microsoft TEAMS.
 - The Chair will ask members whether there are any members who wish to abstain on the recommendation, providing a suitable delay to allow members to respond accordingly – they may do so either by relaying the objection verbally, using the hand raise functions on Microsoft TEAMS or utilising the chat facility on Microsoft TEAMS.
 - Following this, it will be assumed that any members who have not indicated to the contrary will be deemed to be in favour of the recommendation.
 - The Chair will then confirm whether the recommendation has been approved or not.
 - In the event that the Chair is unable to confirm that all members were capable of being heard or they deem a roll call to be necessary to ensure the democratic process is complied with, the Chair shall be entitled to undertake a roll call of all members to confirm their vote.
9. Where the Chief Executive, Head of Democratic Services or Monitoring Officer are of the opinion that members have not had the ability to be heard, they will advise the Chair that a roll

call of all members to confirm their vote should be held, the final discretion as to whether to hold such a roll call will remain at the discretion of the Chair

10. For the avoidance of doubt this revised protocol would not apply to meetings of the Licensing or Planning Committees (or any sub committees) because of a need to address additional matters as part of decision making processes in those meetings (i.e. the need to establish that a Member has heard all elements of the debate before a decision is reached).
11. It should be noted that Members will also be able to call for a recorded vote as per the requirements of the Council's Constitution

Financial Impacts:

12. There are no financial impacts associated with this report.

Integrated Impact Assessment:

13. There is no requirement for an integrated impact assessment for this report.

Valleys Communities Impacts:

14. No implications

Workforce Impacts:

15. No implications

Legal Impacts:

16. The Local Authorities (Coronavirus) (Meetings) (Wales) Regulations 2020 make temporary provision in relation to local authority meetings and for public and press access to these meetings during the COVID-19 pandemic. Legislation currently places requirements on local authorities to meet in person in specified offices, to make many meetings open to the public and to enable the public to inspect documents related to the meetings, in some cases, in the offices of local authorities. This runs counter to the measures in place for COVID-19. These new Regulations provide flexibility to enable local authorities (including local authority executives) to operate safely, effectively and lawfully, while retaining the principles of openness and accountability to the public by, for example, enabling meetings to be conducted on the basis of full or partial remote attendance and by making provision about the electronic publishing of certain documents.

Risk Management Impacts:

17. Despite the emergency regulations that have been laid, there is a risk that the public will lose confidence in the way the Council conducts its business if we do not make provision for accurate decision making within the Council's. The recommendations made in this report will address and mitigate this risk.

Consultation:

18. There is no requirement for external consultation on this item.

Recommendations:

19. It is recommended that the protocol for voting set out in paragraph 8 of this report for the duration that meetings of the Neath Port Talbot County Borough Council are held remotely is

approved and that the Head of Legal Services be authorised to amend the Constitution accordingly to incorporate this.

Reasons for Proposed Decision:

20. To ensure that suitable arrangements are in place for the recording of voting by elected members on reports before them.

Implementation of Decision:

21. The decision is proposed for implementation immediately

Officer Contact:

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Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL COUNCIL

Report of the Democratic Services Committee

2 JULY 2020

Matter for Decision

Wards Affected: All Wards

Webcasting and Public Participation

Purpose of the Report:

To recommend interim steps that can be taken to progress the work tasked to the Democratic Services Committee by Council to introduce webcasting of Council meetings and to enhance public participation in the democratic process.

Background:

On 17 July 2019, Council tasked the Democratic Services Committee with preparing advice for Council, by 31 March 2020 in respect of the following:

- a) Options available to the Council to webcast some or all of the Council's meetings and the cost-benefits of each of the options considered;

- b) Options available to the Council to increase public participation in the Council's democratic processes, including but not limited to the ways in which digital technologies may assist the Council in this regard;
- c) Proposals as to how the public can be involved in testing support for any of the options recommended;
- d) Proposals as to how the set up and recurring costs associated with any options presented might be funded; and
- e) An analysis of the risks and impacts of progressing/not progressing options considered

Members are asked to note that since Council commissioned this work, the Local Government and Elections (Wales) Bill has been published which includes a proposed new statutory duty on principal councils to webcast all Council meetings. The Council (through WLGA) has submitted a response to the consultation, but it appears highly likely that there will be a legal requirement to webcast some (if not all) meetings once the legislative process is completed.

To progress the work commissioned by Council, the Democratic Services Committee established a Task and Finish Group, which has so far met on 3 occasions. The Task and Finish Group has considered a range of information and evidence including:

- Other local authorities' approaches to and experiences of web-casting. This information has been used to develop options available to this Council.
- Procedural Rules used by Councils and other arms of government to manage webcasting arrangements as well as Terms and Conditions established to govern the downloading and subsequent use of a webcast.
- A webcasted meeting of the Swansea Bay City Region Joint Scrutiny Committee in Pembrokeshire was viewed by members

of the Task and Finish Group and discussions with the officers managing the process were held to understand what is involved in setting up and managing webcasted services.

- Members of the Task and Finish Group informally viewed a variety of meetings webcasted by other councils to compare and contrast the different approaches adopted.
- Technical specifications and estimates of cost information were obtained.

Proposals to introduce webcasting on a pilot basis had been prepared by the Democratic Services Committee to present to Council in March 2020. Because of the Covid-19 pandemic, the Council meeting that was due to consider the proposals was not held. Reliance on remote meeting technology to underpin the Council's meetings in (at least) the short term means that some of the proposals are not workable in the current climate. Alternative proposals to webcast the Council's meetings whilst we are holding all meetings remotely have been considered and the resultant proposals are set out in this report for consideration and determination.

Webcasting

Research findings of the Task and Finish Group

- All councils across Wales (with the exception of Neath Port Talbot) have experience of webcasting council meetings to a greater or lesser extent.
- The proportion of the population viewing council meetings that are webcast are low in comparison to the total resident population – rarely exceeding two/three hundred people per meeting. However, we did not establish if councils actively

promote their webcasted services – if not, promotion may improve viewing figures.

- Most councils are procuring services from Public 1, a specialist provider. Contractual arrangements with the company vary across Wales.
- Webcasting services are delivered in both Welsh and English – this can be in real time or where simultaneous translation is not available the translated version of the meeting can be loaded retrospectively.
- There is an option of using social media to interact with the webcasting of meetings.
- Most authorities have provided some training to Members and officers prior to the introduction of webcasting.
- In Pembrokeshire County Council, rules of procedure provide for the contribution of elected members only to be webcast. Officers are not included in the broadcasts.
- Councils have developed rules of procedure to govern the way in which webcasting operates within their environment.
- Parliament has established terms and conditions which are applied to their webcasted services in an attempt to control manipulation of the webcast materials.

Based on the above research and consideration of the findings, the Democratic Services Committee had concluded as follows:

1. That the Democratic Services Committee recommends to Council that meetings of the full Council and Planning Committee meetings be webcast on a pilot basis for a period of 12 months commencing October 2020.

2. That the Democratic Services Committee recommends to Council that the cost of the pilot project be met from the Member Development Specific Reserve.
3. That the Democratic Services Committee recommends to Council that the Assistant Chief Executive and Chief Digital Officer (also the Council's Head of Democratic Services pursuant to the Local Government (Wales) Measure 2011) be authorised to enter into contract for the provision of a suitable service to support the pilot project.
4. That in providing advice to Council, the Committee recommends that training for Elected Members and officers be arranged and delivered prior to the pilot project commencing.
5. That the Procedural Rules and Terms and Conditions of viewing a Webcast (included at Appendix 1) be commended to Council for approval to support the proposed pilot.
6. That the Head of Democratic Services be asked to make representation to the WLGA, providing the full anticipated costs for webcasting all meetings for this council.

Impact of Covid-19 response on the work of the Task and Finish Group

Since the preparation of the above recommendations, the Council has needed to respond to the COVID-19 emergency. The Welsh Government have passed temporary emergency regulations to enable Council meetings to take place remotely. Full Council, Cabinet, Cabinet Scrutiny, Planning, Audit and Licensing Committees have or will soon be held remotely via Microsoft Teams.

Microsoft Teams offers the functionality for meetings to be recorded and subsequently uploaded to the Internet. Microsoft Live (within the Teams package) also allows events to be streamed on the Internet live. There is no additional financial cost to the Council for making

use of this functionality, however, Members would need to agree to amend Council standing orders to permit the recording, publication and live streaming of meetings.

Both the Microsoft Teams and Microsoft Live systems can also enable members of the public to access Council meetings. Although the emergency regulations have relaxed the previously strict rules on public access to meetings, enabling the public to view meetings (or in the case of certain meetings for the public to exercise a right of audience) is an important element of democracy. Now that we have some experience of holding meetings remotely, it is planned that public access to the remote technology be promoted for all future meetings, with access limited only by virtue of the relevant paragraphs that ordinarily require the public to be excluded from meetings.

One of the important limitations of the Microsoft products at the time of writing is the ability to hold meetings in Welsh and English. We are advised that the product is being developed to enable simultaneous translation to take place and a timetable for receiving the upgrade is being sought from the supplier.

Webcasting – Proposed Way Forward

The work of the Task and Finish Group focused on webcasting face to face meetings taking place in the Council's committee rooms/Council Chamber. In the immediate future, there are no face to face meetings planned with all meetings scheduled to take place using remote technologies.

It is, however, possible to make progress in opening up Council business to the general public across the Internet using the technologies that have been deployed at pace to support the Council's emergency response to the pandemic.

In particular:

- To amend standing orders to allow meetings to be recorded, published to the Internet and to be live streamed to the Internet.
- To use Microsoft Teams and Microsoft Live to record meetings; and
- To promote and facilitate public access to the meetings that are being held remotely.

The position can be further reviewed by the Democratic Services Committee autumn 2020 when there will be greater certainty about the way in which meetings of the Council will be conducted going forward; there will be more experience of holding remote meetings across the UK to draw upon; options for holding bi-lingual meetings will be clearer; and we will have insight in how we can encourage public participation in/access to those meetings.

Public Participation in the Democratic Process - research findings of the Task and Finish Group

Research Activity

- The Monitoring Officer presented a summary of provisions within the existing Constitution of the Council which enable members of the public to put items onto agendas etc.
- Local authorities were contacted to establish how they involve members of the public in their own democratic arrangements. A common feature of the responses received included rights of audience for members of the public for a limited period of time prior to the commencement of certain meetings.

- Other than rights of audience, arrangements across local authorities did not follow any particular pattern.
- The Welsh Government, in their Local Government and Elections (Wales) Bill proposes to introduce a new statutory duty on principal councils to operate a petitioning system. Petitioning systems are used in Parliament and by the Senedd but petitions do not work in the same way in principal councils. Whilst councils receive petitions, none operate systems which actively promote and invite petitions. The Modern.gov system incorporates a function that would support the operation of a petitioning system.
- During their deliberations, members of the Task and Finish Group considered the ease with which members of the public could find details of the Council's Forward Work Programme and associated arrangements. It was concluded that the information was not straightforward to find on the website and that significant improvements needed to be made.
- Members of the Task and Finish Group noted that the wider systems for consultation and engagement have been listed as part of the implementation of the new Corporate Communications and Community Relations Strategy. Members noted that these mechanisms (new Citizens Panel, looked after children council, youth council etc) could also be used systematically to support formal meetings of the council.

Analysis and Conclusions

Arrangements across Wales for encouraging public participation in the democratic process vary and other than giving members of the public rights of audience to certain meetings, there is no discernible pattern.

In order to steer the next phase of work by the Task and Finish Group the Committee proposes to focus attention on:

- what would be involved in establishing a petitioning arrangement, given that the Welsh Government propose to introduce this as a statutory duty and the Council already has an ICT system that could support such a scheme;
- options for introducing rights of audience for certain meetings;
- improvements to the democracy pages on the Council website;
- explaining the forward work programmes and the mechanisms available to the public if they wish to influence agendas and debate; and
- exploring the extent to which the range of consultation and engagement arrangements already in place may help to strengthen public participation in the democratic process.

These activities will prove useful in preparing for the new duties that will need to be met when the Local Government and Elections (Wales) Bill is enacted.

Financial Impacts:

There are no new financial cost implications associated with the technology for broadcasting meetings held remotely using Microsoft Teams and Microsoft Live. However, our early experience shows that there is significantly more work for Democratic Services and Digital Services to administer and support the meetings held remotely. The full impact of this is unlikely to be clear until the autumn as the Council has stood up relatively few meetings so far but also people are learning the new technologies.

There are significant impacts that arise in relation to webcasting face to face meetings using the model that most councils are operating across Wales.

Further work will need to be undertaken to establish the infrastructure options available to the Council to support hybrid meetings – e.g. meetings where some people may meet face to face and others may join remotely. It is expected that the Covid-19 situation will create new innovations to achieve this but it may be some months before these options are clear.

In relation to public participation in the democratic process, costs will be developed as part of the next phase of work, once the Committee has determined what the Task and Finish Group should initially focus upon.

Integrated Impact Assessment:

The Integrated Impact Assessment is being developed as this work is progressing.

There is a short term, negative impact on the Welsh Language from using the Microsoft products which we hope will be remedied in the near future. Reliance on remote technologies will also mean that some members of the public who are digitally excluded will find it difficult to access those meetings. Conversely, use of remote technologies may reduce the overall time commitment required of Members, making it easier for people with work and caring commitments to participate in meetings. The remote technologies will also reduce time spent by Members from valley communities travelling into the main civic centres.

As proposals to strengthen public participation in the democratic process are developed, it will be essential that a demographic analysis of the various methods considered is undertaken to ensure that the Council is meeting its duties under the Equality Act 2010 and other legislation.

Valleys Communities Impacts:

There are potentially positive impacts associated with the proposal to webcast some or all of the council's meetings as people from across the county borough, especially those who are some distance from the two civic centres would have easy access to proceedings.

The impact on valley communities that arises from any proposals on strengthening participation in the democratic process have yet to be considered and will need to feature in the next phase of the work.

Workforce Impacts:

Holding meetings across remote meeting technologies is having a direct impact on the workload of Democratic Services and Digital Services. A fuller assessment of any permanent impact is not yet able to be drawn out.

Depending on what the Committee proposes on public participation in the democratic process, there could be further direct impacts on the workloads of Democratic Services and these impacts will need to be assessed once recommendations are clear.

Use of remote technologies is requiring all of those involved in supporting, chairing or participation in meetings to learn new skills. Direct support has been provided by Digital Services and Democratic Services to Members and Officers – feedback will be sought from meeting participants to establish any further development needs.

Legal Impacts:

The Welsh Government has set out a range of new duties in the Local Government and Elections (Wales) Bill. The proposals set out

in this report have been developed within the framework of those new, proposed duties.

The Local Authorities (Coronavirus) (Meetings) (Wales) Regulations 2020 make temporary provision in relation to local authority meetings and for public and press access to these meetings during the COVID-19 pandemic. Legislation currently places requirements on local authorities to meet in person in specified offices, to make many meetings open to the public and to enable the public to inspect documents related to the meetings, in some cases, in the offices of local authorities. This runs counter to the measures in place for COVID-19. These new Regulations provide flexibility to enable local authorities (including local authority executives) to operate safely, effectively and lawfully, while retaining the principles of openness and accountability to the public by, for example, enabling meetings to be conducted on the basis of full or partial remote attendance and by making provision about the electronic publishing of certain documents.

Risk Management Impacts:

Despite the emergency regulations that have been laid, there is a risk that the public will lose confidence in the way the Council conducts its business if we do not make provision for public access to meetings. The recommendations made in this report will address and mitigate this risk.

There is a risk that the Council will be criticised for not holding meetings of the full Council bi-lingually. This will be addressed by ensuring the Council selects a technology platform that enables meetings to be held in Welsh and English. It is hoped that will be by way of an upgrade to the existing product, but should that not become available in the next 6 months, the Council can consider other options.

Consultation:

There is no requirement for external consultation on this item.

Recommendations:

1. That Members note the work done by the Democratic Services Committee to progress the work tasked to it in July 2019 - to introduce webcasting of Council meetings and to enhance public participation in the democratic process.
2. That Members note the impact of the Covid-19 emergency situation on the recommendations prepared by the Democratic Services Committee in respect of webcasting of Council meetings and as an interim position, Council approves changes to the standing orders contained within the Council's Constitution to permit the recording of council meetings, publication of those recordings and the live streaming of meetings.
3. That the Head of Legal Services is authorised to make the changes necessary to the Constitution that arise from approval of recommendations 1 and 2 as set out in Appendix 1.

Reasons for Proposed Decision:

To partially discharge the work tasked to the Democratic Services Committee by Council to prepare advice in relation to webcasting some or all of its meetings and to develop proposals for strengthening participation in the democratic process.

Appendices

Appendix 1 – Constitution Changes

Implementation of Decision:

The decision is proposed for implementation after the three day call in period

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Appendix 1

Rule 20.2 which reads:

20.2 Recording of Proceedings

With the exception of the Annual Meeting, or otherwise resolved by the Council, the taking of photographs or the oral recording of proceedings whilst they are taking place of any meeting of the Council shall be prohibited

shall be deleted and replaced with

20.2 Recording of Proceedings

- (a) *The recording and webcasting of Council meetings shall be made by the Council (via placement on the Council's Website), in accordance with the Webcasting/Recording Protocol (set out at Annex A of these Council Procedure Rules).*
- (b) *Other filming, recording and use of social media is permitted during Council meetings, provided that:*
 - (i) *The recording or transmission must create no disturbance, disruption or distraction to the good order and conduct of the meeting;*
 - (ii) *Notice has been given (on the meeting agenda) so that everyone attending the meeting is made aware that they may be recorded and that by attending the meeting they are deemed to consent to this;*
 - (iii) *Any recording must be overt, not covert;*
 - (iv) *There is to be no recording or transmission of proceedings dealing with any exempt or confidential information;*
 - (v) *The Chair shall have discretion, subject to proper consideration of any relevant representations and legal*

advice, to prohibit a recording or exclude anyone reasonably considered to be in breach of these rules;

- (vi) The person making the recording or transmission shall be solely responsible for complying with all applicable legal obligations arising from their actions.*

Annex A

WEBCASTING/RECORDING PROTOCOL

This protocol provides guidance to Councillors, Officers, members of the public and the media on filming and audio recording at meetings of Neath Port Talbot County Borough Council (“the Council”).

The Council supports the principles of openness and transparency in the way it conducts its meetings. Filming and audio recording at meetings which are held in public is permitted, subject to the following:

1. The Chair will retain full discretion to determine whether the filming or audio recording of the whole or part of a particular hearing will be permitted.
2. The filming and/or audio recording of meetings is permitted provided they do not disrupt or disturb the conduct of the meeting. The decision of the Chair on whether or not the meeting is being disrupted or disturbed by filming or audio recording taking place and consequently, whether the filming or audio recording of the meeting should cease, is final.
3. If necessary, the Chair shall specify that filming or audio recording shall only take place from certain positions in the meeting room.
4. The Chair shall, at the commencement of the meeting, confirm to all present that the meeting or parts of it may be filmed or audio recorded. This confirmation will also be provided on the Agenda for each meeting and notices (in the form annexed to these rules).
5. In the case of a member of the public or a representative of an external body speaking at meetings, the Chair will ask each such individual to provide their express permission to being filmed or recorded speaking. Filming or audio recording will not take place if an individual objects to the same.
6. If at any meeting, the Councillors present resolve to exclude the press and public due to the likely disclosure of confidential or exempt information, any right to film or audio record the meeting are removed.
7. In permitting the filming or audio recording of the proceedings at a public meeting, those filming or recording agree not to edit the film/recording in a way that could lead to misinterpretation of the proceedings or could infringe

upon the rights of individuals. This includes refraining from editing images or views expressed in a way that may ridicule or demonstrate a lack of respect to those individuals being filmed or recorded.

8. The following terms and conditions shall be included on the Council's Website for those accessing any webcasting.

Downloading and Sharing Terms and Conditions

The following terms and conditions apply to downloading and sharing clips from www.npt.gov.uk

I. Conditions of Use

Definitions

We, us, our means Neath Port Talbot County Borough Council of Civic Centre Port Talbot SA13 1PJ

The material: Audio-visual recordings of meetings of Neath Port Talbot County Borough Council, its Cabinet and Committee meetings (including both scrutiny and regulatory meetings) which are consider in open session.

These terms: All the terms and conditions that apply to your use of the material as set out in this document

1 Use

1.1 You may use the material only to make a fair and accurate report of parliamentary proceedings.

1.2 You must not use the material for any of these purposes:

- (a) satire, ridicule, or denigration;
- (b) in entertainment content or productions; or
- (c) advertising, promotion, commercial sponsorship, or any other form of publicity for commercial purposes or financial gain.

1.3 You may use the material for party political advertising or broadcasts, election campaigning, or referendum campaigning if you do all of the following:

- (a) have express permission from all Members shown; and
- (b) notify the Chief Executive of Neath Port Talbot County Borough Council of the intended use and subject to receiving no objection from him.

1.4 You may not use the material in any way that:

(a) suggests that the Neath Port Talbot County Borough Council or any individual Member or Officer endorses, promotes, supplies, or approves of you or your product;

(b) suggests you have exclusive access to the material; or

(c) could bring the Neath Port Talbot County Borough Council or any individual Member or Officer into disrepute.

1.5 Unless you have our express consent in writing, you may not rent or sell the material to third parties, charge third parties to view it, or use it for corporate, commercial, or professional purposes.

2 Editing the material

2.1 You may not do any of the following:

(a) edit, alter, add to, distort, or digitally manipulate the material in any way, except to select and reproduce excerpts from it or to make colour corrections; or

(b) reproduce the image or sound out of context.

3 Context

3.1 You may not use the material on any website, social media or any other platform that:

(a) promotes, encourages, or facilitates illegal activity;

(b) encourages hatred on grounds of age, disability, gender identity or reassignment, marriage or civil partnership, race, religion or belief, sex, or sexual orientation or promotes, encourages, or facilitates anti-social behaviour; or

(c) is intended primarily to advertise or promote commercial activity.

3.2 Before using the material on a platform you do not control, including on social media, you must have written confirmation that the platform will remove the material immediately and unconditionally if asked to do so by you or by us.

3.3 If you become aware that you have breached any of the conditions in this clause 3, you must immediately remove the material from the platform on which the breach occurs.

4 Embedding

4.1 Subject to the conditions in this clause, you may permit embedding of the material on a website under your direct control or permit embedding of the material on a website which is under the control of a third party.

4.2 You must ensure, or confirm that the third party will ensure, that:

(a) any person embedding the material is required to comply with these Conditions of Use;

(b) permission to embed is withdrawn or the material is removed immediately in the event of non-compliance with these Conditions of Use;

(c) the material is not provided to any person except by permission to embed.

4.3 You are fully responsible for third-party compliance with the conditions in this clause.

5 Restrictions on advertising

5.1 You must make sure that no ad is inserted in or placed next to any live broadcast, stream or recorded extract of the material which could reasonably be seen as intended, by its placement, to exploit the subject matter of the material; or features or refers to Neath Port Talbot County Borough Council, its Members or Officer.

5.2 You must not:

(a) put any content (including ads and videos by third parties) between any link to the material and the material itself;

(b) put any ads next to or over the material;

(c) put any ads on a website, app, or social media platform whose content consists mostly of the material or which would not exist without the material; or

(d) allow the material to be displayed or used in any other way that suggests sponsorship.

5.3 If you become aware that any of the conditions in this clause 5 has been breached, you must immediately either fix the breach or, if it cannot be fixed, remove the material from the platform on which the breach occurs.

II. General Terms

1 Warranties and liability

1.1 You warrant that you will comply fully with all laws and regulations that apply to your use of the material.

1.2 We will not be liable for any loss or damage which you may suffer as a result of or connected to your use of the material.

2 Indemnity

2.1 You agree to indemnify us in respect of any and all damages, costs, and expenses, including reasonable legal fees and litigation expenses, that we suffer or incur if a third party brings legal proceedings against us as a result of your use of this material in breach of these terms.

3 Other

3.1 We may change these terms or terminate this licence at any time. We will update the terms on www.npt.gov.uk when a change is made. It is your responsibility to check that you are complying with the updated terms.

3.2 You may not transfer or sublicense your rights or obligations under this licence to any third party without our prior written consent.

3.3 Each term of this licence operates separately in itself and survives independently of the others.

3.4 These General Terms apply even if the licence is terminated.

3.5 This licence will be interpreted according to the law of England and Wales and be subject to the exclusive jurisdiction of the Courts of England and Wales.

3.6 Any failure or delay by us in exercising our rights under this licence will not be construed as a waiver of those rights

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Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNCIL

COUNCIL
2nd July 2020

Report of the Director of Environment and Regeneration
Nicola Pearce

Matter for Decision

Wards Affected: All

**Neath Port Talbot Local Development Plan (LDP) 2011-2026 –
Consideration of: the comments received following consultation on
the draft LDP Review Report; and the publication procedures to be
implemented.**

Purpose of the Report

To consider the responses to the comments received following consultation on the Draft LDP Review Report and the publication procedures to be implemented.

Executive Summary

The Neath Port Talbot LDP (2011-2026) was formally adopted by the Council on 27th January 2016. The LDP sets out the Council's vision and objectives, together with a series of policies and proposals which together sets the framework for the development and use of land up to 2026.

To ensure the LDP is kept up-to-date, the Council has an obligation to undertake a full review of the plan at intervals not longer than every four years from initial adoption – the LDP is now the subject of this four year review cycle.

The first stage of the review is to prepare and publish a 'Review Report' which identifies the key issues to be considered when taking the existing LDP forward, setting out areas where the current LDP is delivering and

performing well, in addition to those areas where changes may be required.

The Draft Review Report was subject to a formal consultation running for 6 weeks from 3rd February 2020 to 16th March 2020. This report seeks endorsement of the responses to the comments received and approval of the final LDP Review Report for publication.

Background

The Neath Port Talbot LDP (2011-2026), formally adopted by the Council on 27th January 2016, sets the policy framework for the development and use of land up to 2026.

An up-to-date LDP is an essential part of the plan-led planning system in Wales. The Council therefore has a statutory obligation to both monitor the implementation and performance of the LDP on an annual basis and to undertake a full review of the adopted Plan at intervals not longer than every four years from initial adoption.

The LDP is now the subject of the statutory four year full review cycle and as such all aspects of the Plan will need to be reassessed to consider if they remain sound and fit for purpose. It is important therefore that the Council now progresses with the statutory review of the LDP, to address in particular the policy issues that have been highlighted by the monitoring undertaken to date.

Any revision to a LDP must begin with the preparation of a 'Review Report'. The Review Report identifies the key issues to be considered when taking the existing LDP forward and sets out areas where the current LDP is delivering and performing well, in addition to those areas where changes may be required. It does not detail changes that should be made to the plan, as the detail and extent of changes will be identified through the process of the Replacement Plan (RLDP).

LDP Review Report – Consultation

Members will recall that a report was presented to Council on 29th January 2020 seeking authorisation to undertake a consultation on the *draft* LDP Review Report. The consultation was undertaken for a period of 6 weeks, from 3rd February 2020 to 16th March 2020.

The Council received a total of 57 comments from 11 different individuals or organisations. A further 2 submissions were received after the close of

the consultation (National Grid and Aggregate Industries UK Ltd), both of which have been classified as 'not duly made' and therefore do not form part of this report. Whilst neither submission raised any significant issues, the comments will nevertheless be kept on file for future reference with contact details added to the consultee database.

Of the comments received, there was overall support for undertaking a full review of the plan and the main points raised are summarised as follows:

- **Contextual Changes** – the need to consider contextual changes and new legislation that has been introduced since LDP adoption, such as the Well-being of Future Generations Act and changes to the Environment Act.
- **Development Strategy** – the existing LDP is ineffective due to the changing economic environment, albeit there is support for continuing with an employment-led growth strategy.
- **Strategic Regeneration Areas** – the existing LDP is too reliant on the two Strategic Regeneration Area which have not delivered (Coed Darcy and Harbourside).
- **Housing (Large Sites)** – the need for undelivered housing allocations to be re-assessed.
- **Housing (Small Sites)** – percentage wise, small housing sites have been more effective in delivery compared to large sites and therefore there is a need to allocate more smaller sites in the Replacement LDP.
- **Housing Density** – the housing density requirements of Policy BE1 (Design) are too rigid.
- **Infrastructure** – the need to consider the impact on existing infrastructure.
- **New Policy Areas** – the need to consider new policy areas, in particular Green Infrastructure.
- **Renewable Energy** – the need to consider specific sites for renewable energy and to also consider hydro-electric power in addition to wind and solar energy.

Responses and recommendations to all comments received are presented in Appendix 1. Members should note that there are no recommendations to make any changes to the draft LDP Review Report, as all issues raised are matters that will be fully considered in the preparation of the Replacement LDP along with the updates required to the evidence base. Section 6 of the Review Report details the evidence base studies that are required to support the review of the LDP.

Adoption and Publication Procedures

Following formal approval by Council, the Review Report will be published on the Council's website and submitted to the Welsh Government. Additionally, in accordance with the Council's Welsh Language Standards Policy the LDP Review Report will also be made available in Welsh.

The Review Report will also be available for purchase at a reasonable charge. In common with previous practice, it is suggested that the price be based on the cost of printing together with post and package at the prevailing cost. Electronic copies will be made available at no cost.

Next Steps

Once approved, the LDP Review Report will become a critical part of the review process and ultimately will be an integral part of the evidence base. Work has already commenced on the preparation of a Delivery Agreement (DA) which will, with agreement from Welsh Government, formally set out the review timetable, the Community Involvement Scheme (CIS), and the resources the Council will commit to developing the Replacement LDP.

Impacts of Covid-19

Since the preparation of the draft Review Report, the Covid-19 pandemic has resulted in the suspension of much normal activity. The impact of Covid-19 is restricting the movement of people, accessibility to public buildings and cancellation of engagement events.

The CIS is an integral part of LDP delivery, setting out who will be consulted, at what stage in the plan preparation process and by what medium. This will include highlighting the important role Members will play in the process moving forward and Members will be encouraged to continue to engage with officers to inform them of the important issues facing their communities. Ensuring conformity with the CIS is a key test of 'soundness' and failure to comply with the CIS can result in plans being unable to be found 'sound' and therefore adopted.

On 18th March 2020, the Welsh Government issued a letter to all Local Planning Authorities (LPAs) acknowledging the impact of Covid-19 on the plan preparation process, with the letter confirming that *'...those LPAs who are currently, or are about to consult on a draft Delivery Agreement, should give careful consideration to the formal start date of LDP preparation. The exceptional circumstances may mean that the commencement of plan preparation may have to be postponed for several months to enable effective engagement in the process, as set out in the CIS and DA'*.

Although it is considered reasonable to finalise and publish the contents of the LDP Review Report, for the reasons outlined above it is not considered possible to finalise and issue for consultation a draft Delivery Agreement at this time. Moving forward, this position will be kept under constant review as restrictions are lifted and whilst the formal commencement of the review process will now be delayed, important work on the LDP evidence base will continue to progress as planned.

On the wider implications of Covid-19, at present it is not feasible to predict the longer term impacts on local businesses, employment levels, retail provision and economic activity generally, or on the health and well-being of residents. The current situation is however liable to have far reaching implications on attitudes and approaches to a wide range of matters including transport and travel, recreation and leisure provision and the environment generally.

The review of the LDP will need to address all of these matters and their longer term implications for the economy and well-being of our communities. These matters will be addressed as part of the review of the LDP strategy, policies and proposals in the light of the evolving economic and social situation.

Financial Impacts

In terms of the wider costs associated with completing the LDP Review, it is estimated that such costs will amount to circa £500k. These potential costs have been highlighted for some time and a reserve has therefore been established for LDP preparation. Whilst the funds held within this reserve are currently insufficient, it has been recognised that regular payments to this reserve will be required in line with the proposed trajectory of spend to ensure delivery of the Replacement LDP.

It should also be recognised that the demands on the LDP budget will be influenced by factors outside the control of the Council, including the number and nature of objections received, the sites put forward for development consideration, the length of the Examination in Public and whether or not issues emerge that require expert advice and evidence procured from external sources.

The financial implications and resources required to prepare a Replacement LDP will be set out in more detail in a new DA which will be the subject of a separate report.

Integrated Impact Assessment

In order to comply with the relevant legislation and guidance, the preparation of the Replacement LDP will need to be subjected to a number of assessments.

Sustainability Appraisal (SA) is an assessment of the economic, environmental and social effects of a plan which is carried out from the outset of the plan-making process to ensure that decisions are made that accord with sustainable development principles. SA is therefore an iterative process that identifies and reports on the extent to which implementation of the plan will achieve sustainable development objectives and identifies opportunities for improving plan performance in relation to these.

One of the 'ways of working' that forms part of the sustainable development principle is the need to take an integrated approach. Given the nature and scope of the LDP therefore, the assessments will be amalgamated integrating SA with other statutory and non-statutory assessments including Strategic Environmental Assessment (SEA), health, equalities and the impact on the Welsh language.

The integration of these assessments will ensure that the Council discharges its legislative duties under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. Furthermore, the approach will ensure that a collaborative approach is taken on different issues, recognising the links between topics and providing a robust and thorough mechanism for identifying issues and opportunities, assessing impacts including cumulative and indirect effects.

Valleys Communities Impacts

The preparation of the Replacement LDP will have significant spatial implications for the valley communities. Setting the framework for the development and use of land up to 2026, the current LDP seeks to reinvigorate the valley communities by identifying Pontardawe and the Upper Neath Valley as strategic growth areas and also presents a series of policies to provide a more flexible approach to development.

The current strategic approach to the valleys will be reassessed as part of the review of the LDP to determine if the approach remains sound and fit for purpose. Furthermore, the LDP will need to be updated to account for a range of contextual changes including the emergence of the Welsh Government's Valleys Task Force: Our Valleys, Our Future and more locally, the outputs of the Council's own Valleys Taskforce initiative.

Workforce Impacts

It is anticipated that the review of the LDP will be accommodated mainly by utilising the existing staff structure within the Planning Policy team. This however will need to be kept under review, subject to the nature and scope of the review process.

The staff resources required to prepare a Replacement LDP will be set out in more detail in a new Delivery Agreement which will be the subject of a separate report.

Legal Impacts

Given that it is now four years since the LDP was formerly adopted, the report addresses the legal requirement for the Council to proceed with a full review of the LDP.

Risk Management Impacts

The Council will be in breach of its legal requirement to proceed with a full review of the LDP should there be a failure to implement the proposed recommendations.

Consultation

This item has been the subject of external consultation.

Recommendations

That subject to any amendments made at Cabinet on 25th June 2020, it is resolved to commend the following to Council for approval:

1. That the responses and recommendations to the representations received as set out in Appendix 1 be agreed.
2. That the final Review Report as set out within Appendix 2 be agreed.

Reasons for Proposed Decisions

The recommendations are needed to:

1. Ensure compliance with Section 69 of the Planning and Compulsory Purchase Act 2004; The Town and Country Planning (Local Development Plan) (Wales) (Amendment) Regulations 2015; and the Development Plans Manual (Edition 3) 2020.

2. That the adoption and publication procedures as set out in the report are implemented.

Implementation of Decisions

The decisions are proposed for immediate implementation.

Appendices

Appendix 1 – Responses to the Draft LDP Review Report Representations
Appendix 2 – LDP Review Report (July 2020)

List of Background Papers

Legislation and Regulations:

Planning and Compulsory Purchase Act 2004.
Well-being of Future Generations (Wales) Act 2015.
Environment (Wales) Act 2016.
The Town and Country Planning (Local Development Plan) (Wales) (Amendment) Regulations 2015.
The Environmental Assessment of Plans and Programmes (Wales) Regulations 2004.
The Conservation (Natural Habitats, &c.) Regulations 1994.
EC Directive 92/43/EEC on Conservation of Natural Habitats and of Wild Fauna and Flora (Habitats Directive).

Planning Policy / Guidance:

Neath Port Talbot LDP (2011-2026) (January 2016).
Planning Policy Wales Edition 10 (2018).
Technical Advice Notes (TANs).
Minerals Technical Advice Notes (MTANs).
Development Plans Manual (Edition 3) 2020.

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APPENDIX 1 – Responses to the Draft LDP Review Report Representations

Full details of the comments received and the Council's responses are provided in the table below and whilst no changes have been made to the Review Report as a result of the comments, all issues raised are matters that will be fully considered in the preparation of the Replacement LDP (RLDP) along with the updates required to the evidence base.

ID	Name	Organisation	Section	Para	Representation	Council Response
1	Mr R W Ebley		LDP Review Report (Consultation Draft - January 2020)		International Standards Organisation standards need to be used to achieve the required result.	The comment is noted.
2	Ryan Norman	Dwr Cymru Welsh Water	LDP Review Report (Consultation Draft - January 2020)		Dwr Cymru offers its support to the LPA in progressing through the replacement LDP.	The comment is noted. The Council is committed to fully engaging with all stakeholders and the public in the LDP Review process in accordance with the principles and requirements of the WBFG Act and LDP Regulations.
16	Rhian Isaac	Natural Resources Wales	LDP Review Report (Consultation Draft - January 2020)		<p>Do you agree that a Full Review is the most appropriate option?</p> <p>Yes, we would suggest that this should be reviewed in line with the principles of Sustainable Management of Natural Resources as set out in the Environment Act. We would raise the opportunities for collaboration on green infrastructure projects with neighbouring authorities as species and habitats connectivity should be considered on a landscape scale.</p> <p>We also wish to emphasise the opportunities within the review to consider priorities for habitat connectivity for key species at a landscape scale.</p>	The support is welcomed. The need for collaborative working is key and is part of the LDP Regulations.
23	Rhian Isaac	Natural Resources Wales	LDP Review Report (Consultation Draft - January 2020)		<p>Are there any other comments in respect of the Draft Review Report?</p> <p>We welcome the opportunity to engage formally through the review process.</p>	The comment is noted. The Council is committed to fully engaging with all stakeholders and the public in the LDP Review process in accordance with the principles and requirements of the WBFG Act and LDP Regulations.
54	Tata Steel		LDP Review Report (Consultation Draft -		Tata Steel is supportive of a continued economic-led growth strategy for the Neath Port Talbot LDP. The approach suggested above in respect of any amendments to policies EC3, EC4 and	The Council welcomes the support. The consultation frequency and extent will be set out and agreed in the forthcoming Delivery

ID	Name	Organisation	Section	Para	Representation	Officer Response
			January 2020)		<p>EN8 will help to ensure the replacement LDP continues to support existing important employment facilities such as the Steelworks and retains the appropriate flexibility to allow the sector to flourish and diversify.</p> <p>We would welcome the opportunity to discuss any proposed policy amendments and renewable energy approaches with the Council in advance of the next round of consultation.</p>	Agreement for the Replacement Plan.
56	Mr Peter Horsley		LDP Review Report (Consultation Draft - January 2020)		<p>Do you agree that a Full Review is the most appropriate option?</p> <p>Changes in legislation and government policy, together with consideration as to why housing delivery has fallen short of expected, are justification for a full review of the Plan.</p>	The comment is noted.
3	Mrs Chris Thomas		LDP Annual Monitoring Reports - Key Findings	3	<p>I wish to disagree with the comments in the report up for consultation. Namely that in paragraph 3.0.23 it states that no developments were planned in VSA areas which were outside a settlement area, but adjacent to. I believe this to be wrong on the grounds of an appeal being dismissed on application A2016 /0014, this development was planned directly alongside McDonalds drive-thru and the A465. This site is known as the Glyn Neath Business Park, and owned by Welsh Assembly, so would have had a return for the public purse.</p>	<p>Paragraph 3.0.23 refers to 'live work units' and states that there have been no applications for such units since the LDPs adoption. Policy EC6 provides the policy framework for Live-work units, which are defined as properties designed for dual use, combining residential and employment space.</p> <p>The application referred to was for a road side service area comprising petrol filling station and kiosk, drive-thru coffee shop, car parking, access, landscape and associated works which was refused planning permission and dismissed on appeal by the Planning Inspectorate.</p>
30	Mr Mark Harris	HBF Wales	LDP Annual Monitoring Reports Key Findings	3	<p>Paragraph 3.0.9 HBF suggests the Council consider rewording this paragraph to make the point that all the land allocated may not actually be suitable, correctly located or viable.</p>	The comment is noted. At the time of adoption all sites were deemed to be suitable, correctly located and viable. All sites will be reassessed as part of the review process.
31	Mr Mark Harris	HBF Wales	LDP Annual Monitoring Reports - Key Findings	3	<p>Paragraph 3.0.12 HBF suggests the Council consider re-wording this paragraph as not all affordable housing is delivered through S106. Many affordable housing sites are delivered directly by RSL's as 100% affordable</p>	The comment is noted. Paragraph 3.0.12 relates to the findings of the Annual Monitoring Report (AMR), and the delivery of affordable housing through Policy AH1.

ID	Name	Organisation	Section	Para	Representation	Officer Response
					and therefore not reliant on the delivery of market homes.	This policy only reports on affordable housing delivered through the planning system (via Section 106 agreements) and therefore whilst RSLs are delivering 100% affordable housing schemes, these are not recorded in this section of the AMR.
32	Mr Mark Harris	HBF Wales	LDP Annual Monitoring Reports - Key Findings	3	Paragraph 3.0.18 HBF suggests adding the reasons for delays more specifically than paragraph 3.0.20 and adding commentary what is likely to happen if known.	Paragraph 3.0.20 acknowledges that the large scale redevelopment of these sites is complex and has been delayed due to factors including site constraints, viability and in some cases land ownership. It is considered that this provides the broad reasons for delayed development. All Strategic Regeneration Areas (SRA) will be re-assessed and re-evaluated as part of the review process.
17	Rhian Isaac	Natural Resources Wales	Contextual Changes	5	<p>Are there any matters that should be considered as part of the contextual review?</p> <p>The review document appears to highlight all relevant policy and legislative changes that require consideration in the context of the review. From a biodiversity perspective, the Section 6 duty introduced by the Environment Act and the well-being goals set out in the Well-being of Future Generations Act must be key considerations of the revised LDP in delivering sustainable development.</p>	The comment is noted. Delivering sustainable development is a key requirement of the LDP review. All relevant legislation including the Environment Act and Well-being of Future Generations Act will be considered.
18	Rhian Isaac	Natural Resources Wales	Contextual Changes	5	<p>With regard specifically to paragraph 5.0.21 "The Well-Being of Future Generations Act 2015" we feel it is important to raise and emphasise that a "resilient" Wales refers to the "resilience of ecosystems". This links directly with the newly enhanced duty of public authorities to "maintain and enhance biodiversity wherever possible with the proper exercise of their functions". This enhanced duty should be a core issue as part of the review.</p> <p>Consideration should be given to the</p>	The comment is noted. The Well-being of Future Generations Act, biodiversity enhancement and the emerging NDF will all be considered as part of the Review process.

ID	Name	Organisation	Section	Para	Representation	Officer Response
					Outcomes and Policies proposed in the National Development framework, due for release in September 2020.	
52	Tata Steel		Contextual Changes	5	<p>Question 7: Are there any other comments in respect of the Draft Review Report?</p> <p>Paragraphs 5.0.34 and 5.0.35 of the LDP Review Report recognises the important context of the Port Talbot Waterfront Enterprise Zone as a distinct location for cutting edge and world class industries and as a catalyst for growth. Tata Steel is supportive of a Replacement LDP which is set within this context and recognises these aspirations.</p>	The support is noted.
59	Mr Peter Horsley		Contextual Changes	5	<p>Are there any other comments in respect of the Draft Review Report?</p> <p>Paragraph 5.0.27 - This paragraph states that "the South Wales Regional Aggregates Working Party (SWRAWP) is charged with preparing a RTS setting out how aggregates demand will be meeting the region for a 15 year period". Whilst MTAN states "The RAWP's provide a suitable forum for informed discussions on the provision of aggregates", the RTS is commissioned by WG and not the SWRAWP. MTAN1 requires the RTS to provide a strategy for the provision or aggregates in the region in accord with that regional assessment, with allocations of future aggregates provision for each mineral planning authority area to provide a strategic basis for future development plans.</p> <p>Further, the requirement is for each individual Planning Authority to indicate how the need for minerals will be met over a period of up to 25 years (for crushed rock) or 22 years, in the case of land-based sand and gravel, not the 15 years referred to in this paragraph.</p>	Each RTS Review provides a mechanism for encouraging the national sustainability objectives relating to minerals to be met by the individual Local Planning Authorities (LPAs) within each Region over a period of up to 25 years for crushed rock and 22 years in the case of land-based sand & gravel which is sufficient to cover the MTAN1 and PPW requirements for maintaining minimum landbanks of 10 years and 7 years respectively, throughout the full 15 year period of each LDP / RLDP.
33	Mr Mark Harris	HBF Wales	Evidence Base Changes and Requirements	6	Paragraph 6.0.13 HBF asks for this to be re-worded as we currently consider that it suggests that the number of homes that the revised LDP plans for could be affected by "Placemaking". Placemaking is not directly linked to	The comment is noted, however, the Council believes there is a relationship between Placemaking and future housing development, with Placemaking a key

ID	Name	Organisation	Section	Para	Representation	Officer Response
					housing numbers so it should not be referred to in this paragraph which is dealing with the factors that do affect the number of new homes planned for. Placemaking should have an impact on the number of homes that the plan needs to plan for this should be about the identified need alongside the growth aspirations of the Council.	consideration in accordance with Planning Policy Wales, Edition 10.
34	Mr Mark Harris	HBF Wales	Evidence Base Changes and Requirements	6	Paragraph 6.0.16 Building on the comments above to paragraph 6.0.13 the HBF do not agree that placemaking should be a reason to plan for less homes as suggested by the current wording. In order for the plan to meet the Placemaking aspirations of national guidance it needs to ensure that the right sites are located in the right locations and that policies are in place to ensure the mix of development appropriate and that the infrastructure required to serve the development is in place. The HBF state again that we do not consider that placemaking is about the number of houses planned for.	The comment is noted. However, the comment is stating that the replacement plan will have a fully evidenced housing requirement, and that delivery of housing is a priority. Placemaking will be a key consideration for the plan, and ensuring that the housing requirement can be achieved by development in the right places, in the interests of well-being and sustainable development. The Council does not therefore, recommend any changes to the paragraph.
40	Mr Mark Harris	HBF Wales	Evidence Base Changes and Requirements	6	Paragraph 8.1.3.4 HBF notes the reference to the Draft NDF which identifies Swansea Bay (including the towns of Neath and Port Talbot) as a national growth area. It is suggested that this same reference should be used in Section 6 of the report where the Council look at the factors affecting future population growth and demand for new housing.	Section 6 does contain a reference to the NDF and future housing growth across the Swansea Bay Region.
24	Mrs D Phillips	Pontardawe Town Council	LDP Vision, Objectives and Strategy	7	It was disappointing to see that very few of the objectives had been achieved however, this was due to the change in the economic environment since the creation of the plan rather than any other factors.	The comment is noted. The Replacement LDP will review the existing key issues and objectives to establish if these are still relevant. The Review process will also assess new data / information which highlights any new key issues and consider how the plan can address these.
26	Mrs D Phillips	Pontardawe Town Council	LDP Vision, Objectives and Strategy	7	Planning and development should begin at a local level and follow a bottom up, rather than top down approach. The Town Council is soon to create a strategic "Place Plan" in order to identify the overall direction required by the community and hopes that the County Borough would like to work	The approach taken in development plans follows National Planning Policy, Guidance (Development Plans Manual) and Regulations set by the Welsh Government. The Welsh Government has recently

ID	Name	Organisation	Section	Para	Representation	Officer Response
					together to achieve the communities plan.	<p>published a draft National Development Framework (NDF), which will be the highest tier of development plans, with LDPs coming under this.</p> <p>Whilst this could be classed as a 'top down' approach, a critical part of preparing a LDP is community involvement. The Council will in due course publish its Delivery Agreement which will include a Community Involvement Scheme (CIS), identifying how the Council will engage with the local community and organisations throughout the plan preparation process. The Council would welcome future dialogue with the Town Council and other community members.</p>
27	Mrs D Phillips	Pontardawe Town Council	LDP Vision, Objectives and Strategy	7	The Committee felt that the original Local Development Plan was now ineffective as the economic position had changed so radically since its creation (for example, Austerity and Brexit). They felt that the direction being followed was unlikely to be successful in this new economic environment and action should be taken now to alter the plan. They felt that there needed to be more flexibility to change direction in plans of this nature.	The comment is noted. The LDP evidence base, including the economic-led growth strategy will be reviewed and updated as part of the preparation of the Replacement Plan, to take account of any contextual changes and ensure that the strategy and policies within the plan are robust and can address the key issues identified.
28	Mr Mark Harris	HBF Wales	LDP Vision, Objectives and Strategy	7	<p>Does the existing LDP Key Issues, Vision and Objectives remain appropriate for the Revised Plan?</p> <p>This is for the Council to decide however the significant under delivery of private and affordable housing is of real concern, simply reducing the number of homes required as suggested by the document is not the answer and will not support the wider economic and well-being both at a national and local level.</p>	The comment is noted. A number of studies will be undertaken as part of the LDP Review, which will form the evidence base for the Replacement LDP. Future studies will determine a suitable level of future housing provision whilst considering the economy and well-being of residents.
19	Rhian Isaac	Natural Resources Wales	Key Issues, Vision and Objectives	7.1	<p>Do the existing LDP Key Issues, Vision and Objectives remain appropriate for the Revised Plan?</p> <p>We feel that nature based solutions</p>	The comments are noted. There have been a number of contextual changes since the preparation of the LDP, such as the Well-being of Future

ID	Name	Organisation	Section	Para	Representation	Officer Response
					should be embedded as a cross cutting objective within both the LDP and the local Well-Being Plan and form part of the vision for the revised plan. Appropriate mechanisms are also required to secure delivery of green infrastructure within development and consider habitat connectivity on a landscape scale. Undelivered allocated sites should be re-assessed using up to date environmental constraints e.g. revised flood map information. We can provide advice on existing constraints.	Generations Act, which has led to the development of local Well-Being plans. These will be considered within the formation of the vision for the Replacement LDP, in addition to mechanisms to support well-being, such as green infrastructure. The Review Report acknowledges that undelivered allocations will be re-assessed to determine if they are still appropriate, or if they should be deallocated.
55	Mr Peter Horsley		Key Issues, Vision and Objectives	7.1	Do the existing LDP Key Issues, Vision and Objectives remain appropriate for the Revised Plan? However, changes in legislation and government policy (Well-Being and Future Generations; Environment Act; PPW (v10); etc.) must be reflected in the Key Issues, Vision and Objectives.	The comment is noted. Contextual and legislative changes, including those mentioned within the representation, will be reviewed as part of the formulation and establishment of the RLDP's Key Issues, Vision and Objectives.
20	Rhian Isaac	Natural Resources Wales	Growth Strategy	7.2	Do the existing Growth and Spatial Strategies remain appropriate for the Revised plan? The current Growth and Spatial strategies need to reflect the requirements of the Draft NDF which includes "sustainable urban growth". The strategies should include biodiversity enhancement and ecosystem resilience by maximising the use of green infrastructure and nature-based solutions, and safeguarding areas which provide important ecological networks.	The comments are noted. The NDF, biodiversity enhancement and green infrastructure will all be fully considered in the preparation of the Replacement LDP.
47	Tata Steel		Growth Strategy	7.2	Question 4; Do the existing Growth and Spatial Strategies remain appropriate for the revised plan? Tata Steel is supportive of an economic-led growth strategy. It recognises the important role that the company plays in investment, growth and economic development in Neath Port Talbot. Economic growth should remain a fundamental part of any strategy moving forward NPTCBC and can also facilitate wider investment to improve housing delivery. As highlighted in paragraph 7.4.3 of the NPTCBC Review Report, Tata	The support for an economic-growth strategy is noted. As part of the preparation of the Replacement LDP, the evidence base will be updated to determine an appropriate and up to date strategy based on robust evidence. Through additional evidence-based studies, the Council will determine if an economic-led strategy is still appropriate for Neath Port Talbot and will determine a suitable level of future growth. The Council welcomes the work TATA Steel are undertaking,

ID	Name	Organisation	Section	Para	Representation	Officer Response
					<p>Steel would be pleased to work with NPTCBC to establish the impact changes in the global steel market have had on local investment and the opportunities for growth which exist in the region to inform any revised growth strategy.</p> <p>Tata Steel is working internally and closely with other economic stakeholders and employers in the region to invest in, and diversify, the function and role of the steelworks. This includes significant investment in improving and modernising existing facilities with consideration to future growth and environmental responsibility.</p>	particularly in relation to investment and diversification and modernisation and recognises the importance of the steelworks to the local economy.
29	Mr Mark Harris	HBF Wales	Growth Strategy	7.2	HBF supports the current plans growth and spatial strategies in principle but notes that this does not mean that the right sites are currently allocated. The current plan is also to be heavily reliant on one or two large strategic sites which have as accepted by the report failed to deliver.	The comment is noted, all existing allocations will be reassessed as part of the review and only sites that are deemed to be viable, deliverable and can contribute towards the overall strategy will be included within the Replacement LDP.
35	Mr Mark Harris	HBF Wales	Growth Strategy	7.2	Paragraph 7.2.13 HBF do not agree that this paragraph can conclude that the demand for new housing has not therefore materialised. Economic growth is one of the factors that drives housing demand, there are others such as population growth and the number of potential homeowners living at home while saving to buy a house. This final sentence should be reworded to say "the expected level of demand from employment growth has therefore not been as strong".	The comment is noted, however, this section of the Review Report provides an analysis of the existing strategy and how this has been implemented since the base date. Whilst it is agreed that economic growth is only one factor that drives housing demand, within the economic-led strategy, the majority of housing growth was projected to support the increases in working age population, directly linked to the number of jobs. In this context, as job numbers have not reached the projected target, the subsequent housing growth has not materialised.
36	Mr Mark Harris	HBF Wales	Growth Strategy	7.2	Paragraph 7.2.19 HBF do not agree that from the evidence provided in the report that the Council can simply say that the current level of growth cannot be carried forward. HBF members consider that there is demand for new housing in the area but their attempts to deliver these new homes have been	Paragraph 7.2.19 states that both the housing requirement and the existing allocations cannot be carried forward into the new plan and will need to be reconsidered. Housing delivery has fallen significantly below target and therefore the

ID	Name	Organisation	Section	Para	Representation	Officer Response
					frustrated by the allocated site not coming forward particular the large Coed Darcy strategic site on which the plan is heavily reliant. The Council in this document admit that there have been a number of reasons why sites have not come forward but then do not accept that this has affected annual delivery rates. Using the low delivery rates as a suggested justification to lower the housing requirements in the revised LDP is not the way to plan for the future, particular when the wider strategy plans for economic growth.	Council would not be able to continue with a high housing requirement that was not delivering, therefore an assessment of up to date evidence is required to determine a suitable, robust and evidenced based housing target. In addition, existing allocations will also require reassessment to determine if these sites are deliverable and viable within the plan period, or whether they should be deallocated to allow for deliverable alternatives. The Council therefore considers that a reassessment of the growth strategy and housing allocations is required as part of the review.
57	Mr Peter Horsley		Growth Strategy	7.2	Do the existing Growth and Spatial Strategies remain appropriate for the Revised Plan? The evidence base should review why the economy has "stagnated" within the area and put forward remedies to address this.	The comment is noted and will be considered as part of the updated evidence base for the Replacement LDP.
60	Mr Peter Horsley		Growth Strategy	7.2	Are there any other comments in respect of the Draft Review Report? Paragraph 7.2.17 - This paragraph states that "there are a number of reasons why sites (housing) have not come forward as anticipated". The evidence base to support the plan should consider in detail why this is the case and identify remedies to address this to ensure the plan delivers on its objectives.	The comment is noted. The evidence base for the Replacement LDP will consider why housing sites have not come forward and will reassess allocations to determine if they are deliverable. The level of growth will also be reviewed to determine if this is still appropriate.
25	Mrs D Phillips	Pontardawe Town Council	Spatial Strategy	7.3	The Western Valley Strategy received a great deal of input from Pontardawe and the local community at inception however there was very little feedback provided at the time and the plan does not seem to have taken their views on board.	The LDP strategy of reinvigorating the valleys considered all relevant programmes and strategies within the area, including the Western Valley Strategy. As this Strategy has now come to an end, the replacement plan will consider any existing, relevant work within the area and consult with the community and partner organisations throughout the plan preparation process.

ID	Name	Organisation	Section	Para	Representation	Officer Response
37	Mr Mark Harris	HBF Wales	Spatial Strategy	7.3	Paragraph 7.3.11 This paragraph should include some indication of likely timescales associated with the proposed metro infrastructure. HBF's understanding is that this is unlikely to be within the near future, so its impact on the first few years of the plan is unlikely to be significant.	There is still no clarification on the timing of the Swansea Metro.
38	Mr Mark Harris	HBF Wales	Reconsideration of the Strategy	7.4	Paragraph 7.4.1 - 7.4.3 Identifies lots of negatives and reasons why a reduction in housing numbers and moves away from an economic led strategy should be considered. However, although the City Deal is mentioned the wording does not really identify it as a positive reason why an economic-led growth strategy could actually now be more relevant/needed. HBF requests that the role of the City Deal is better explained in the document.	This section states that given the plan has not achieved a number of its objectives, the strategy needs to be reconsidered to determine whether an economic-led strategy is still appropriate, or whether alternative strategies should be considered. In the context of the findings of the Annual Monitoring Report, the Council considers that the strategy should be reviewed, to take account of up to date evidence and therefore it is felt the wording used is appropriate.
39	Mr Mark Harris	HBF Wales	Reconsideration of the Strategy	7.4	Paragraph 7.4.5 The wording should be amended to make it clearer that existing H1 allocated sites which have not come forward to date and where evidence cannot be provided to show that they are deliverable and viable in the next plan period will be removed and not simply "rolled over" as a commitment which has traditionally happened with plans in Wales.	The paragraph states that existing sites will be reassessed and with a greater emphasis on viability, some sites may be deallocated and new sites included. The Council considers this to be clear that existing sites will not be 'rolled over' and will emphasise this during the call for candidate sites.
7	Mrs Jane Hennell	Canal and River Trust	LDP Topic Area Reviews	8	Infrastructure The Canal & River Trust (Glandwr Cymru in Wales) welcomes the review of the infrastructure policy and agrees with the need to provide further clarity on its definitions. We particularly welcome the need to consider other forms, such as Green Infrastructure. We would welcome inclusion in the LDP review as the Swansea Canal and its towpath should be considered as multi-functional green infrastructure.	The support for a review of the infrastructure policy and green infrastructure is welcomed. The preparation of the Replacement LDP will include an assessment of Green Infrastructure throughout the County Borough and the opportunities for its use.
10	Mrs Jane Hennell	Canal and River Trust	LDP Topic Area Reviews	8	Infrastructure We also ask that the impact of development on existing infrastructure is considered, and mitigation agreed where appropriate. New development	The preparation of the Replacement LDP will assess the impact on existing infrastructure and consider the need for mitigation.

ID	Name	Organisation	Section	Para	Representation	Officer Response
					may require the provision of new infrastructure but consideration of its impact on existing infrastructure is important to ensure existing facilities are not degraded as a result of an increase in use following development nearby.	
11	Mrs Jane Hennell	Canal and River Trust	LDP Topic Area Reviews	8	<p>Policy SP16</p> <p>The Canal & River Trust (Glandwr Cymru in Wales) welcomes the review of the Environmental Protection Policy, SP 16. The proposal to separate land stability and pollution into two topic areas seems sensible. Developers should be required to properly consider the risk associated with development in areas affected by land instability or pollution and include robust mitigation measures before determination.</p> <p>We suggest that prior to allocation all sites are reviewed in relation to these issues due to the possible impact of remediation costs on viability and thus deliverability.</p>	The support for separating land stability and pollution in Policy SP16 is noted. A robust assessment of candidate sites will address the concerns raised.
12	Mrs Jane Hennell	Canal and River Trust	LDP Topic Area Reviews	8	<p>SP 18</p> <p>Glandwr Cymru note that the policy at present relates mainly to wind and solar power. Water may be used for heating and cooling new developments, or for electricity generation through hydro-electric power schemes. These sources should be included as options within studies of renewable energy potential.</p>	The comment is noted. A Renewable Energy Assessment (REA) will be undertaken as part of the evidence base for the Replacement LDP.
9	Mr Vic Price		LDP Topic Area Reviews	8	<p>The Review Document overlooks the importance, within the housing provision, of small sites for 3/5 units each for houses of distinction. These will give a variety to the availability of new housing stock in the area. They need to be in immediate proximity to existing residential areas, close to bus routes and within a reasonable time distance from the rail network, already served by adjoining adopted highway and with availability of all services; they need to be in a location capable of being extensively landscaped yet enjoying good vistas but being capable with landscaping to be almost invisible from nearby adopted highways. By way of example my client's land, part of</p>	<p>The comment is noted. Housing delivery within the LDP has been delivered on a variety of sites, from large housing developments on land allocated in Policy H1, to small sites and windfalls. It is therefore recognised that the housing supply should be made up of a variety of components to ensure that there is sufficient land to meet the needs of the area over the plan period and to allow choice for both housebuilders and homebuyers.</p> <p>As part of the preparation of</p>

ID	Name	Organisation	Section	Para	Representation	Officer Response
					the land surrounding his home at "The Old Stables" Broomhill, would be ideal for this although part of the land he occupies is owned by the Council so to bring this site forward (although not strictly a planning issue) the Council's agreement as landowner will be needed to be a party to any sale.	the Replacement LDP, there will be the opportunity for land owners to submit sites (during the 'Call for Candidate Sites') for consideration.
13	Mrs Jane Hennell	Canal and River Trust	LDP Topic Area Reviews	8	<p>SP 20 & 21</p> <p>The text explains that the Active Travel (Wales) Act 2013 places a legal requirement on local authorities in Wales to produce active travel maps and deliver year on year improvements in active travel routes and facilities.</p> <p>Any new or amended proposals for active travel routes and facilities, especially for walking and cycling, may be considered for safeguarding through the LDP revision process where they are within a programme, supported by funding and likely to be delivered in the Plan period.</p> <p>Policy BE3, which is part of SP21 relates to the safeguarding of the Swansea canal. Officers suggested that no review was necessary of the policy. Whilst this may be correct in relation to the canal itself, the opportunity should be taken to look at whether the policy should be widened to reflect other proposed changes within in the plan and whether the towpath should also be safeguarded. It is noted that other policies such as Strategic Policy 8 and 10 relating to open space and infrastructure are also relevant as well as policy SP20. Part of the towpath is National Cycle route 43, and sections of it are currently undergoing improvement as a result of Active Travel funding.</p> <p>Policy BE3 at present makes no mention of the benefits that the canal towpath can bring to the area by linking residential areas, by providing health and well-being benefits, access to both land and water-based recreation opportunities, nor does it recognise it as a sustainable transport route. Surely now that Active Travel and Green infrastructure gain more recognition in</p>	The comments are noted and will be considered during the preparation of the Replacement LDP. The development of a clearer relationship between Active Travel, Green Infrastructure and the well-being gained from the use of open space / accessible natural greenspace will be a key theme in the Replacement LDP.

ID	Name	Organisation	Section	Para	Representation	Officer Response
					the plan, Policy BE3 should be widened to be more than just a safeguarding policy? The canal & towpath are one of the best examples of multi-functional green infrastructure in the borough and already recognised in part as an active travel route. Policy BE3 should be reviewed and altered to reflect this.	
14	Mr Vic Price		LDP Topic Area Reviews	8	The Review document overlooks allocating specific sites for renewable energy. The priority given in the review report document to such use is welcome but it would be stronger with specific sites identified, especially for solar energy. The sites are best to be south facing and on marginal land in agricultural terms, of an extent of some 30 acres plus and within close proximity to the electrical connection points, and capable of being landscaped so as not to be visible from housing. My client owns a 40 site just west of Bryn which would be ideal for such use.	<p>The purpose of the Review Report is not to allocate specific sites. It is the first stage of the LDP review process. This Report reviews the existing LDP and assesses if the strategy and policies have been successful or if (due to a number of factors) a new strategy and policies will be needed for the Replacement LDP (RLDP).</p> <p>With regard to specific sites for renewable energy, there will be the opportunity for land owners to submit sites during the 'Call for Candidate Sites' which will be considered as part of the preparation of the RLDP.</p>
21	Rhian Isaac	Natural Resources Wales	LDP Topic Area Reviews	8	<p>Do the Topic Area Reviews identify those Policies which are likely to require revision?</p> <p>We note the summary of the proposed LDP Policy review which refers to possible amendments to policies;</p> <p>SP1 - Climate Change</p> <p>SP4 - Infrastructure - we support the inclusion of green infrastructure</p> <p>SP10 - Open Space - we support the need to allocate land for open space</p> <p>SP14 - The Countryside and Undeveloped Coast</p> <p>SP15 - Biodiversity and Geodiversity - with the main finding of the annual monitoring reports being the continuing net loss of biodiversity as a result of planning decision we strongly suggest</p>	<p>The comment is noted. National Policy context changes through the introduction of the Environment (Wales) Act (2016) and the Well-being of Future Generations (Wales) Act (2015) will be fully considered in the preparation of the Replacement LDP.</p>

ID	Name	Organisation	Section	Para	Representation	Officer Response
					<p>a strengthening of this policy</p> <p>SP16 - Environmental Protection</p> <p>SP18 - Renewable and Low Carbon Energy</p> <p>SP19 - Waste Management</p> <p>We would wish to reiterate the fundamental change to maintain and enhance under Section 6 of the Environment Act which needs to be considered in the LDP Review. In addition, we wish to reiterate the focus towards ecosystem resilience which is a key goal of The Principles of Sustainability within the Well-Being of Future Generations Act 2015 which also needs to be given consideration as part of the LDP Review.</p>	
50	Tata Steel		LDP Topic Area Reviews	8	<p>Question 5; Do the Topic Area Reviews identify those Policies which are likely to require revision?</p> <p>Strategic Policy 11 Employment Growth</p> <p>Paragraph 8.4.1.7 of the LDP Review Report identifies the potential for combining existing policies EC3 (Employment Land Uses) and EC4 (Protection of Existing Employment Land Uses) into one policy covering both elements. The intention is for this to provide clarity and encourage more development.</p> <p>Tata Steel is supportive of opportunities to encourage economic development in the region. It does not agree that the policies should be merged. Both policies EC3 and EC4 are highly relevant for any development which takes place at the steelworks. Any policy amendments could have implications for the future of the site. Tata Steel would welcome the opportunity to be directly involved and consulted on any proposed policy amendments at the earliest opportunity.</p> <p>Any amendments or combinations of existing policies EC3 and EC4 should</p>	<p>The comments are noted. The Review Report identified some areas of the plan where further clarity may be required. During the Officer Working Group, it was suggested that the employment policies, EC3 and EC4 could be merged, or re-written to ensure there is greater clarity over their use and interpretation. Any potential amendments would fully consider their use and would not intend to deter economic development or prevent the continued operation of employment areas. The policy review, as part of the Replacement LDP will carefully consider any amendments to policy and the impacts of such amendments.</p>

ID	Name	Organisation	Section	Para	Representation	Officer Response
					<p>continue to recognise;</p> <ul style="list-style-type: none"> • The ancillary facilities and services which will be appropriate at Tata Steel's site will be different to that of other general employment uses. The flexibility currently provided in supporting paragraph 5.2.22 in the adopted LDP for a range of uses on heavy industrial sites should be retained in any future policy. This will continue to support investment and diversification in the steelworks. • The protection of the steelworks and associated land as an existing and significant employment area. 	
51	Tata Steel		LDP Topic Area Reviews	8	<p>Strategic Policy 16 - Environmental Protection</p> <p>Paragraph 8.5.4.3 of the LDP Review Report states that existing Policy EN8 may be divided into separate pollution and land stability policies. This paragraph also highlights that links between requirements for sustainable drainage systems on new development (SAB) and water quality criteria in existing policy EN8 will be taken into account.</p> <p>Tata Steel's Port Talbot Steelworks is a large, heavy industrial site with an existing private drainage system. The drainage required from different types of development at the site can vary greatly, is often bespoke and does not reflect the drainage approach seen on many "typical" types of development in Neath Port Talbot. In many instances, the highest priority levels set out in Standard S1 are not practicable or viable. Tata Steel has been working closely with NPTCBC's SAB team on a number of projects to ensure appropriate drainage and SAB approval is secured.</p> <p>Any links made between SAB and the water quality criteria of Policy EN8 should not impose impractical or</p>	<p>The comments are noted. It is recognised that the operations at TATA are unique and it would not be the intention of any policy amendments to restrict operations. That said, any future amendments to policy would need to ensure that it complies with National Policy and SAB requirements.</p>

ID	Name	Organisation	Section	Para	Representation	Officer Response
					unviable requirements on Neath Port Talbot's heavy industrial sites. Doing so could restrict, and have implications for, bringing further economic development in the region. This would be contrary to the aims of existing Policies EC3 and EC4. Tata Steel would be pleased to work with NPTCBC on any future policy wording.	
53	Tata Steel		LDP Topic Area Reviews	8	<p>Strategic Policy 18 - Renewable and Low Carbon Energy</p> <p>Paragraph 5.0.37 refers to the recent draft De-Carbonisation and Renewable Energy Strategy (DRES), noting that a strategy / action plan will be published shortly to set out a framework for carbon footprint reduction aspirations. The replacement LDP will be a key in facilitating the implementation of the strategy.</p> <p>Tata Steel is a core part of the South Wales Industrial Cluster leading the way on sustainable industry in the region, including the development of regional de-carbonisation projects, energy efficiency and low carbon power generation. The draft DRES recognises the work currently underway with the Council to develop sustainable forms of energy at the Port Talbot site. Tata Steel would be grateful for early involvement with the Council to discuss and assist with any amendments to the existing renewable energy policies and the action plan for the DRES.</p>	The comments are noted and the work being undertaken by TATA is recognised and supported. TATA will be consulted at each stage of plan preparation in accordance with the Delivery Agreement.
4	Mrs Chris Thomas		LDP Topic Area Reviews	8	This review seems not to have provision for the future of the above named business park (Glynneath Business Park).	The Review Report refers to the performance and delivery of sites allocated within the existing LDP. As part of the Review process, a number of evidence base studies will be undertaken, including as assessment of future employment requirements and an Employment Land Review, to establish how much employment land will be required over the replacement plan period and the most appropriate locations for such development. Once such options have been established, these will be

ID	Name	Organisation	Section	Para	Representation	Officer Response
						subject to future public consultations.
5	Mr Rob Bowen		LDP Topic Area Reviews	8	<p>Land Supply; It is noted that land supply has fallen below 5 years and as such it is considered that additional land is needed to provide dwellings.</p> <p>Within the LDP Small sites are to deliver 180 dwelling which is 9.4% of the overall total. Therefore, in simple terms for every 1 dwelling on a small site 10 should be built on larger sites. Since 2013 small sites have provides 14% of all housing however, in the last 2 years of the 447 dwellings completed 89 (20%) were completed on smaller sites.</p> <p>This evidence would suggest that smaller site are being delivered faster. It is also likely that they are being delivered by local developers who retain more income within the local economy. As such it is considered that in allocating additional sites greater emphasis should be given to smaller sites.</p>	<p>The comment is noted. The Review Report acknowledges that development on large sites has fallen below the targets set out in the monitoring framework. The level of growth, and how growth is distributed will be considered as part of the review process.</p> <p>The allocation of housing sites between large sites and small sites will be a key part of the LDP review process. No further action required.</p>
6	Mr Rob Bowen		LDP Topic Area Reviews	8	<p>Density BE1 (Design) Whilst it is recognised that there is a need to provide more housing it is considered that the requirement of BE1 are too rigid. The policy limits the opportunity to trade up to a larger house, provide a variety of housing and places unnecessary restraint on small sites. It is therefore consider that a review of the policy should be undertaken with a view to applying it to sites, for example, over a specific area.</p>	<p>The comment is noted. The density requirements of Policy BE1 are used to ensure that land is used efficiently, in recognition of it being a scarce resource.</p> <p>As part of the review process, the density requirements will be reviewed to determine if they are still appropriate.</p>
41	Mr Mark Harris	HBF Wales	LDP Topic Area Reviews	8	<p>Paragraph 8.1.4.6 The HBF objects to the suggestion that affordable housing is an infrastructure need. Unlike other infrastructure such as roads, or schools, new homes do not generate a need for affordable housing, the need already exists, requiring developers to contribute to the affordable housing supply is a policy requirement subject to consideration of the viability of the scheme.</p>	<p>Policy I1 'Infrastructure Requirements', lists the types of infrastructure new developments will need to consider. Affordable housing is included within this policy and therefore the Council considers the wording of 8.1.4.6 to be correct.</p> <p>Policy I1 is an overarching policy from which strategic policy SP8 Affordable Housing (AH) and AH topic based policies such as Policy AH1 and AH2 flow from, and set</p>

ID	Name	Organisation	Section	Para	Representation	Officer Response
						out the specific policy requirement.
42	Mr Mark Harris	HBF Wales	LDP Topic Area Reviews	8	Paragraph 8.3.1.2 Again the HBF consider that there is no direct link between housing requirement and placemaking, so reference to it in this section of the report should be removed.	In the context of Planning Policy Wales, Edition 10, the Council believes that there is a direct correlation between Placemaking and the amount of housing each settlement will require.
43	Mr Mark Harris	HBF Wales	LDP Topic Area Reviews	8	Paragraph 8.3.1.4 The HBF suggest that this is misleading as the plan review will extend the life of the plan from 2026 to 2035 so there is additional time in which to deliver the previous level of growth.	The Council is proposing a full review to the existing LDP, therefore the Replacement LDP (RLDP) will in effect be a new plan and will not simply extend the life of the existing plan. The RLDP will therefore need to establish a new level of growth for the revised plan period, based on up to date evidence.
44	Mr Mark Harris	HBF Wales	LDP Topic Area Reviews	8	Paragraph 8.3.2 Strategic Policy 8 - Affordable Housing - HBF suggests that this section should also include commentary on the recent letter from the Housing Minister regarding the use of publicly owned land to deliver affordable housing led schemes with a minimum 50% housing.	Affordable Housing will remain an important consideration for the Replacement LDP. The letter from the Housing Minister will be considered during the Replacement LDP, as will the affordable housing policies within the emerging NDF.
61	Mr Peter Horsley		LDP Topic Area Reviews	8	Paragraph 8.5.4.3 - please refer to the comments on paragraph 5.0.27 above. MTAN 1 requires the RTS to provide a strategy for the provision of aggregates in the region in accord with that regional assessment, with allocations of future aggregates provision for each mineral planning authority area to provide a strategic basis for future development. Further, the requirement is for each individual Local Planning Authority to indicate how the need for minerals will be met over a period of up to 25 years (for crushed rock) or 22 years, in the case of land-based sand and gravel, not the 15 years referred to in this paragraph.	Each RTS Review provides a mechanism for encouraging the national sustainability objectives relating to minerals to be met by the individual Local Planning Authorities (LPAs) within each Region over a period of up to 25 years for crushed rock and 22 years, in the case of land-based sand & gravel – which is sufficient to cover the MTAN1 and PPW requirements for maintaining minimum landbanks of 10 years and 7 years respectively, throughout the full 15 year period of each LDP / RLDP.
62	Mr Peter Horsley		LDP Topic Area Reviews	8	Paragraph 8.5.4.4 states "evidence set out in the AMR's to date indicates that Neath Port Talbot has more than an adequate landbank of aggregates to meet identified need and therefore it is highly unlikely that any new allocations	The comment is noted – the Council will provide the necessary policy support and narrative to demonstrate how the adequate supply of aggregates will be met. The

ID	Name	Organisation	Section	Para	Representation	Officer Response
					<p>will be required". Whilst this may be the case, it is important to recognise that the SWARP Annual Report confirms that Mineral Extraction ends at the two sandstone sites, Cwm Nant Lleici and Gilfach in 2026 and 2028 respectively, with mineral review (ROMP) dates of 2024 and 2027. These dates are within the replacement plan period. More importantly, these sites supply High Specification Aggregates (high PSV), which are of national importance and are not confined to local markets. The Council must therefore provide narrative and policy support in the review to demonstrate how the adequate supply of minerals, including PSV aggregates will be met on a local, regional and national scale throughout the plan period and for the requisite period beyond.</p>	<p>emerging Regional Technical Statement (RTS) 2nd Review will set out the requirements for Neath Port Talbot Council [and all other Mineral Planning Authorities (MPAs)] to demonstrate how local and regional supply of aggregates will be met. As part of the process for preparing the new RTS, seven new sub-regions have been created specifically for the purpose of facilitating strategic minerals planning and collaborative approaches. Neath Port Talbot, along with Swansea and Carmarthenshire have been grouped as the Swansea City Sub Region.</p> <p>Notably, the RTS 2nd Review introduces a new requirement for all MPAs to agree 'Statements of Sub-Regional Collaboration' (SSRC) in respect of their contributions to the future provision of land-won primary aggregates. SSRCs are required to be prepared, collaboratively, by all constituent MPAs within each sub-region (as defined by the RTS 2nd Review) as part of the evidence base needed to support each Replacement Local Development Plan (RLDP). Once agreed, an SSRC will remain in force until it becomes superseded by the requirements of future reviews of the RTS. The SSRC will confirm that all constituent MPAs within the sub-region accept the individual minimum requirements for aggregate apportionments and allocations for their individual Authority areas, as set out in the latest review of the RTS, and that (as a minimum) the RTS requirements for that sub-region as a whole will be met.</p>

ID	Name	Organisation	Section	Para	Representation	Officer Response
22	Rhian Isaac	Natural Resources Wales	Opportunities for Collaborative Working	10	<p>Does the Report adequately explain the potential for collaborative working as well as the reasons why a joint LDP is not appropriate at this time?</p> <p>It would be beneficial if a joint LDP was undertaken with neighbouring authorities. Many of our strategic planning interests are better considered on a cross boundary level. This will also fit in with the Area Statements.</p> <p>However, we appreciate the difficulties you may have undertaking a joint LDP.</p>	The comment is noted. Whilst presently, due to the variances in stages of preparation between authorities it is not considered possible to undertake a joint LDP, the Council will however, continue to undertake regional working and studies where possible.
58	Mr Peter Horsley		Opportunities for Collaborative Working	10	<p>Does the Report adequately explain the potential for collaborative working as well as the reasons why a joint LDP is not appropriate at this time?</p> <p>The document identifies the Regional Technical Statement (RTS) as a key document under which the Plan Review will be considered to provide a strategy for the provision of aggregates in the region and within each local authority area. There are shortfalls in aggregate provision, there will be a need for local authorities within the sub-region or an adjacent sub-region to ensure minimum provisions are met and production capacity is maintained to deliver the steady and adequate supply of aggregates. This will need to be confirmed through Sub-Regional Statements of Regional Collaboration. It is expected that guidance on these SSRC's will be delivered alongside the RTS 2nd review.</p>	The comment is noted and will be considered as part of the evidence base for the Replacement LDP.
45	Mr Mark Harris	HBF Wales	Status of LDP Allocations	Appendix C:	<p>Appendix C Status of LDP Allocations</p> <p>Paragraph C.2 HBF would suggest that "sites with planning permission but not within the current five year land supply should also be re-assessed. There are many site in LDP's across Wales which have planning permission that has either been renewed several times or is extant by virtue of a start on site being made however, many of these will never be developed.</p>	The Review Report refers to all sites in the H1 portfolio being reassessed during the review, regardless of whether they are within the 5 year land supply.

APPENDIX 2

LDP Review Report (July 2020)

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Neath Port Talbot Council
Local Development Plan
2011 - 2026

Local Development Plan Review Report (July 2020)



PART 1 - Introduction and Background

1 Introduction	5
2 The Review Report	7
2.1 Structure and Content	7

PART 2 - Factors Informing the Review

3 LDP Annual Monitoring Reports - Key Findings	11
4 Sustainability Appraisal Monitoring - Key Findings	15
5 Contextual Changes	17
6 Evidence Base Changes and Requirements	25

PART 3 - Detailed Review

7 LDP Vision, Objectives and Strategy	31
7.1 Key Issues, Vision and Objectives	31
7.2 Growth Strategy	32
7.3 Spatial Strategy	36
7.4 Reconsideration of the Strategy	39
8 LDP Topic Area Reviews	43
8.1 Overarching Policies	43
8.1.1 Strategic Policy 1 - Climate Change	43
8.1.2 Strategic Policy 2 - Health	43
8.1.3 Strategic Policy 3 - Sustainable Communities	44
8.1.4 Strategic Policy 4 - Infrastructure	45
8.2 Area Based Policies	46
8.2.1 Strategic Policy 5 - Development in the Coastal Corridor Strategy Area	46
8.2.2 Strategic Policy 6 - Development in the Valleys Strategy Area	47
8.3 Communities and Housing	47

Contents

8.3.1	Strategic Policy 7 - Housing Requirement	47
8.3.2	Strategic Policy 8 - Affordable Housing	48
8.3.3	Strategic Policy 9 - Gypsies and Travellers	50
8.3.4	Strategic Policy 10 - Open Space	50
8.4	The Economy	52
8.4.1	Strategic Policy 11 - Employment Growth	52
8.4.2	Strategic Policy 12 - Retail	53
8.4.3	Strategic Policy 13 - Tourism	54
8.5	Environment and Resources	54
8.5.1	Strategic Policy 14 - The Countryside and Undeveloped Coast	54
8.5.2	Strategic Policy 15 - Biodiversity and Geodiversity	56
8.5.3	Strategic Policy 16 - Environmental Protection	57
8.5.4	Strategic Policy 17 - Minerals	57
8.5.5	Strategic Policy 18 - Renewable and Low Carbon Energy	58
8.5.6	Strategic Policy 19 - Waste Management	60
8.6	Transport and Access	61
8.6.1	Strategic Policy 20 - Transport Network	61
8.7	Culture and Heritage	62
8.7.1	Strategic Policy 21 - Built Environment and Historic Heritage	62
8.7.2	Strategic Policy 22 - Welsh Language	62

PART 4 - Other Considerations

9	Reconsideration of the SA/SEA and HRA	65
9.1	Sustainability Appraisal (SA) including Strategic Environmental Assessment (SEA)	65
9.2	Habitats Regulations Assessment (HRA)	65
10	Opportunities for Collaborative Working	67
10.1	Joint LDPs and Collaborative Studies	67
10.2	Strategic Development Plans	69

Appendices

A LDP Policy Review	71
B Sustainability Appraisal Monitoring - Key Findings	77
C Status of LDP Allocations	83
D General and Specific Consultation Bodies	89
E Consultation Comments and Responses	93
F Glossary	113

1 Introduction

1.0.1 The Council is required under the Planning and Compulsory Purchase Act 2004 (*the Act*) to prepare a Local Development Plan (LDP) for its administrative area.

1.0.2 The current Neath Port Talbot LDP⁽¹⁾ was adopted by the Council on 27th January 2016. The LDP sets out the Council's vision and objectives, together with a series of policies and proposals which together sets the framework for the development and use of land in the County Borough up to 2026.

1.0.3 The Council also has a statutory obligation to prepare an Annual Monitoring Report (AMR) to assess the extent to which the LDP strategy, policies and allocations are being delivered, the sustainability credentials of the Plan and to identify any significant contextual changes that might influence its implementation.

1.0.4 In order to ensure that there is a regular and comprehensive assessment of whether plans remain up-to-date the Council is also statutorily required, under Section 69 of the Act, to undertake a full review of the adopted LDP at intervals not longer than every four years from the date of adoption.

1.0.5 **As four years has now passed since the LDP was adopted, the LDP will be subject to a full review and all aspects of the Plan will need to be assessed to consider if they remain sound and fit for purpose.** This will include the key issues, vision and objectives, the strategy, policies and land use allocations / designations.

1 . Introduction

2 The Review Report

2.0.1 Any revision to a LDP must begin with the publication of a Review Report and its submission to the Welsh Government. The Review Report will form a key part of the Council's evidence base when the Replacement LDP is submitted to the Welsh Government for examination.

2.0.2 This Review Report therefore sets out areas where the current LDP is delivering and performing well, in addition to those areas where changes may be required. Importantly, **it is not the purpose of the Review Report to detail any changes that may be made to the Plan. The detail and extent of any changes will only be identified through the preparation process of the Replacement Plan.**

2.0.3 In developing this Review Report, the Council has taken the following considerations into account:

- Content of the published LDP Annual Monitoring Reports (AMRs) (2017, 2018 and 2019) including the Sustainability Appraisal (SA) monitoring findings;
- Updated evidence and surveys, including the Joint Housing Land Availability Studies that have been published post LDP adoption;
- Relevant contextual information, including changes to legislation, the national/regional policy framework and local strategies and policies; and
- Internal Officer Working Group engagement and Member discussion.

2.0.4 The Council consulted with specific and general consultation bodies (a list has been provided within Appendix D)⁽²⁾ on its findings and conclusions and the Review Report was published on the Council's website as part of a stakeholder and public consultation undertaken between 3rd February and 16th March 2020. Full details of the comments received and the Council's responses are provided in Appendix E, and whilst no changes have been made to the Review Report as a result of the comments, all issues raised are matters that will be fully considered in the preparation of the Replacement LDP (RLDP) along with the updates required to the evidence base.

2.0.5 It is proposed that the Replacement LDP will cover a 15 year plan period (2020-2035), with a base date of 1st April 2020.

2.1 Structure and Content

2.1.1 The Review Report is structured around the following key parts:

Part 1 - Introduction and Background (Chapters 1-2)

2.1.2 **Chapter 1** briefly summarises the legislative requirements to monitor and review the LDP and **Chapter 2** sets out the importance, scope and structure of the Review Report.

² General and Specific Bodies are defined in Regulation 2 of the Town and Country Planning Wales, Town and Country Planning LDP (Wales) Regs 2005 as amended by the Town and Country Planning (Wales) Amendment Regs 2015.

2 . The Review Report

Part 2 - Factors Informing the Review (Chapters 3-6)

2.1.3 Chapter 3 highlights the key findings of the three LDP Annual Monitoring Reports (AMRs) published since Plan adoption. These reports include detailed assessments of the performance of all the Plan policy areas and constitute important evidence in assessing the success of the Plan in meeting its aims and objectives and the delivery of the strategy.

2.1.4 Chapter 4 summarises the main findings of the Sustainability Appraisal (SA) monitoring to provide an overview of the effects of the Plan in sustainability terms. The SA monitoring is also undertaken on an annual basis and is reported as part of the AMR.

2.1.5 The main contextual changes that have taken place since the adoption of the Plan at national, regional and local level are outlined in **Chapter 5**. These include changes to national policy and guidance, regional collaborative working / studies and changes to the policies and approaches of the local authority and other local bodies.

2.1.6 Chapter 6 covers potential changes to the evidence base that underpins and informs the development of the strategy and policies. Some important changes that are evident are outlined together with other anticipated changes. All evidence base information will however need to be revisited as part of the review process.

Part 3 - Detailed Review (Chapters 7-8)

2.1.7 This part of the report addresses all the detailed elements of the Plan in turn, starting with the key issues, vision and objectives including consideration of how these may require amendment as a result of the factors outlined in Part 2. Consultation and involvement with stakeholders and consultation bodies will form an important part of the review of these aspects.

2.1.8 The LDP growth and spatial strategies are addressed in **Chapter 7**. The growth strategy was underpinned by an economic-led growth model which used the projected increase in jobs and aspirations to increase the economic activity rate in order to identify the required working age population to support the projected number of jobs.

2.1.9 The projected increase in working age population was then translated into the need for new housing, ensuring that the housing and employment forecasting was aligned and that there was a direct correlation between the number of jobs, houses, labour supply and employment land. The appropriateness of this strategy will be reconsidered as part of the review in the light of the other factors outlined in Part 2.

2.1.10 The LDP spatial strategy divided the administrative area into two distinct strategy areas to identify the broad locations for meeting the growth and development needs of the growth strategy and in recognition of the unique identity, varying characteristics and the market demand of the different areas of Neath Port Talbot.

2.1.11 Within the 'Coastal Corridor Strategy Area', development was facilitated along the M4 corridor in the urban areas of Neath and Port Talbot, while the 'Valleys Strategy Area' (an area comprising Pontardawe and the five valley areas) was to be reinvigorated employing a variety of policy interventions. The outcomes of this approach are also detailed in **Chapter 7**.

2.1.12 All the LDP policies (overarching, area and topic based), are considered in **Chapter 8**, and are presented under each of the strategic policy headings. These have been considered principally in the light of the AMR findings, but also take into account amendments that may be needed as a result of contextual changes and discussion in the Officer Working Groups.

2.1.13 Reconsideration of some housing and employment allocations will be required as part of the review. An overview of the policies and findings of this section are detailed in Appendix A '*LDP Policy Review*' and Appendix C '*Status of LDP Allocations*'.

Part 4 - Other Considerations (Chapters 9-10)

2.1.14 This part of the report addresses other matters that are relevant to the approach that will be taken to the review. **Chapter 9** addresses the changes that will be needed to the SA/SEA and HRA, including baseline information, assessment frameworks and methodology.

2.1.15 **Chapter 10** considers collaborative working with other local authorities and addresses the possibility of the preparation of a Strategic Development Plan (SDP) for Mid and South West Wales (M&SWW) as detailed in the draft National Development Framework (NDF). Whilst the section concludes that collaboration is unlikely to be feasible in respect of preparing a Joint LDP with adjoining authorities based on the respective timescales for preparing Replacement Plans, significant work is however underway in the form of collaborative studies that will inform the development of the Replacement LDP.

2 . The Review Report

3 LDP Annual Monitoring Reports - Key Findings

3.0.1 In line with national guidance, the review of the LDP should along with other factors, draw on the findings of the published LDP Annual Monitoring Reports (AMRs). The LDP Monitoring Framework⁽³⁾ forms the basis of the AMR and over time enables the assessment of how the Plan's strategic policies and supporting detailed policies are performing against the identified targets and outcomes.

3.0.2 The framework contains a total of 89 indicators, comprising a small number of core indicators (prescribed by LDP Regulations), along with a range of local and contextual indicators identified by the Council. Each indicator has a specified target along with a 'trigger' which identifies the point or level at which any deviation will trigger the need for further action to be considered and/or taken.

3.0.3 Since LDP adoption, a total of three AMRs have been published. The latest AMR was published in October 2019 and covers the monitoring period 1st April 2018 to 31st March 2019. A brief summary of the outcome of the latest year's monitoring is provided below, along with an overview of the key findings of the monitoring completed to date.

Table 3.0.1 LDP Monitoring Framework (2019)

Assessment	Action	Number of Indicators Within Category
The indicators point to the successful implementation of the Policy	No further action required. Monitoring to continue	60
LDP Policies are not being implemented in the intended manner	Officer and/or Member training may be required	1
Indicators suggest the need for further guidance in addition to those identified in the Plan	Supplementary Planning Guidance may be required	2
The indicators are suggesting that the LDP strategic policy is not proving to be as effective as originally expected	Further research and investigation required	0
The indicators are suggesting that the strategic policy is not being implemented	Following confirmation, the policy will be subject to a review process	26
The indicators are suggesting that the LDP strategy is not being implemented	Following confirmation, the LDP will be subject to a review process	0

3.0.4 The third phase of monitoring has shown that in broad terms the objectives of the LDP continue to be largely achieved. The majority of indicators continue to show that the plan policies are being implemented successfully, while contextual indicators show that most are resulting in the anticipated benefits to communities across the administrative area.

3 . LDP Annual Monitoring Reports - Key Findings

3.0.5 There are however, several key policy indicator targets and monitoring outcomes relating primarily to housing delivery and employment related development that are not currently being achieved. This indicates that these policies are not always having the required effect and as a consequence provides an indication that the LDP strategy (i.e. the level and spatial distribution of growth) is not being fully implemented.

3.0.6 The more notable areas of concern are briefly summarised below and it is imperative that the Council progresses with the statutory review of the LDP in order to address these issues.

Housing Delivery (General Market and Affordable)

3.0.7 A total of 299 housing completions were recorded in Neath Port Talbot over the latest 2019 monitoring period. Although an improvement on previous annual delivery rates, this figure remains significantly lower than the year target of 686 dwellings.

3.0.8 Since the LDP base date (2011), the number of housing completions totals 2,126 dwellings. Compared against the annual cumulative target of 3,582, this shows that completions have now fallen 1,456 below target and that just 59.4% of the cumulative annual target has been delivered to date.

3.0.9 Although there is sufficient housing land allocated in the LDP to meet the identified housing requirement over the Plan period, for a variety of reasons (including those that are independent of the planning system), sites are not coming forward and progressing as anticipated.

Affordable Housing Delivery

3.0.10 Over the latest monitoring period, no affordable housing units were recorded as being delivered through the planning system (i.e. via Section 106 agreements). This is against the year target of 130 units.

3.0.11 Since the LDP base date, the number of affordable housing completions delivered totals 50 units. Compared against the annual cumulative target of 478, this shows that completions have now fallen 428 below target and that just 10.5% of the cumulative annual target has been delivered to date.

3.0.12 The delivery of affordable housing is directly linked to broader housing delivery and the position reflects the fact that LDP allocated sites are not coming through the planning system as originally anticipated.

Housing Viability

3.0.13 There has been a substantial decrease in residual values over the Plan period, which has had a negative impact on the ability of housing allocations to deliver affordable housing and other planning obligations. Since LDP adoption, there has been a significant increase in build costs, which has not been met with the required uplift in sales values, which has had a detrimental impact on viability across each of the sub-market areas of Neath Port Talbot.

Affordable Housing Exception Sites

3.0.14 There have been no applications for affordable housing exception sites over the Plan period to date. Although no applications have been received, Registered Social Landlords (RSLs) have developed a number of sites within the area, providing affordable housing on sites allocated within the H1 portfolio and windfall sites within settlement limits.

Housing Land Supply

3.0.15 The latest 2019 'Joint Housing Land Availability Study' shows that Neath Port Talbot has a housing land supply, assessed against the housing requirement of the adopted LDP, of 4.5 years.

3.0.16 In the previous three studies completed since Plan adoption, the Council had demonstrated a land supply of 5.0 years (2016), 5.3 years (2017) and 5.0 years (2018) respectively. This latest study therefore is the first occasion post-adoption where the Council's land supply figure has dropped below the required 5 years.

Strategic Regeneration Areas

3.0.17 There has been limited progress in regard to the delivery of the two allocated 'Strategic Regeneration Areas' at Coed Darcy (Neath) and Harbourside (Port Talbot) respectively.

3.0.18 At Coed Darcy Urban Village, 291 dwellings have been completed since the LDP base date. The continued low rate of housing delivery has seen the cumulative delivery of housing for the site fall 509 units below target. The slower than anticipated rate of housing and infrastructure delivery has also resulted in a delay in the progression of the employment related element of the mixed use regeneration scheme, with no new land developed for employment uses to date. Road improvements including the provision of a southern access road and additional improvements to M4 Junction 43 have also been delayed.

3.0.19 At Harbourside, 34 dwellings and 1.8 hectares of employment land have been developed since the LDP base date. This is a shortfall of 41 residential units below target with no employment development for three consecutive years. Consequently, the cumulative delivery of both elements has fallen behind targets identified for the site.

3.0.20 The redevelopment of both these former industrial areas is proving complex and challenging and over time, progress has been frustrated by a number of factors including the nature of existing site constraints, viability issues and in some cases land ownership.

Employment Sites and Economic Activity

Land Developed for Employment Purposes

3 . LDP Annual Monitoring Reports - Key Findings

3.0.21 There has been no new development on allocated employment sites over the past two years which constitutes a trigger point for Policy SP11 (Employment Growth). Further research and investigation will therefore be required in respect of this issue as part of the review process to establish the reasons and whether changes to the policy framework are required.

Workplace Employment

3.0.22 One of the fundamental elements of the LDP economic-led strategy is to create 3,850 jobs in Neath Port Talbot over the Plan period. The number of jobs has fluctuated over the initial period, increasing from 49,400 jobs in 2011 to 50,900 jobs in 2015, an increase of 1,500, which indicated that the Plan was progressing well in achieving the overall target of 3,850 jobs by 2026. Since 2015 however, the number of jobs has decreased to 49,600 jobs in 2018, which represents an increase of just 200 jobs since the base-date of the Plan.

Live-work Units

3.0.23 In order to encourage economic development in the Valleys Strategy Area (VSA), Policy EC6 allows development of live-work units outside (but immediately adjacent to) settlement limits within the VSA. To date however, there has been no such development proposed under this policy and its lack of effect on economic development and local economies will need to be taken into account in the LDP review.

Environment and Resources

Protection of the Undeveloped Coast, Green Wedges and Special Landscape Areas

3.0.24 Although in previous years all proposals within designated areas have been determined in accordance with the policy framework, during the most recent monitoring period two applications have been determined contrary to policy (one an appeal decision). This has raised questions about the effectiveness and appropriateness of these policies which will need to be addressed in detail as part of the review.

Biodiversity and Geodiversity

3.0.25 Targets of preventing net loss of biodiversity are not being achieved, partly due to adverse effects on locally designated protection areas and partly due to a lack of mitigation and/or compensation measures delivered as part of development schemes.

4 Sustainability Appraisal Monitoring - Key Findings

4.0.1 The main issues identified in the Sustainability Appraisal (SA) monitoring related to the following SA topics:

Climate Change

4.0.2 The indicators in respect of the SA climate change objectives suggest that the LDP is not fully meeting aspirations in respect of climate change adaptation or mitigation. In particular, since Plan adoption, there have been instances where proposals have been approved within flood risk and protected areas contrary to policy; the LDP density requirements are often not being met; and the number of renewable / low carbon energy schemes has been lower than expected.

Natural Resources

4.0.3 In respect of the SA natural resources objectives, there are concerns that low density development has an unnecessarily large impact per unit on natural resources generally.

Biodiversity and Geodiversity

4.0.4 Targets of preventing net loss of biodiversity are not being met, partly due to developments having adverse effects on locally designated and protected areas and partly due to a lack of biodiversity enhancement within development sites or funded through developer contributions.

Landscape, Townscape and Historic Character

4.0.5 A small number of developments have been permitted contrary to LDP policy on landscape and green wedges, giving rise to concerns about meeting the SA objective to protect and enhance the area's landscape and townscape.

Community Cohesion

4.0.6 Indicators showing the loss of community facilities, approvals for new 'town centre uses' in out-of-centre locations and shortfalls in delivery of new housing and affordable housing, open space, employment floorspace and small scale local retail suggest some mixed impacts in respect of the SA social cohesion objective.

Health and Well-being

4.0.7 Indicators showing loss of community facilities, shortfalls in open space provision and decreasing levels of workplace employment and economic activity suggest some mixed or negative impacts in respect of the SA objectives concerning health and poverty.

4 . Sustainability Appraisal Monitoring - Key Findings

The Economy

4.0.8 Indicators showing shortfalls in housing delivery, new employment floorspace and new small local retail development suggest mixed impacts in respect of the SA Economy objectives.

4.0.9 A full summary of the SA monitoring findings is contained in the table in Appendix B.

5 Contextual Changes

5.0.1 As reported in the published AMRs, since LDP adoption there has been a range of new contextual material published which sets the framework within which planning policy is developed at the local level. In addition, Welsh Government (WG) has recently consulted on and will shortly be publishing an updated **Development Plans Manual (Edition 3)** which will guide the preparation of the Replacement LDP.

5.0.2 The review of the LDP will therefore need to take account of the various new Acts, policy frameworks, updated guidance, initiatives and evidence that has emerged at the national, regional and local level. Whilst not exhaustive, the following sets out those elements that will have the most significant influence on the review of the Plan.

National Context

5.0.3 *Planning (Wales) Act 2015* - the Act sets out a series of legislative changes to deliver reform of the planning system in Wales, to ensure that it is fair, resilient and enables development. One of the objectives is to strengthen the plan led approach in Wales and accordingly the Act has introduced the legal basis to prepare the **National Development Framework (NDF)** and also Strategic Development Plans (*refer to Section 10.2*).

5.0.4 Replacing the 'Wales Spatial Plan'⁽⁴⁾, the NDF will set out a clear 20 year spatial direction for government policy, action and investment. The WG issued the Draft NDF for public consultation in August 2019 with the final publication of the NDF scheduled for September 2020. The Replacement LDP will ultimately need to conform with the NDF, so there will be a need for the Council to closely consider the implications of the NDF as the new national policy direction emerges.

5.0.5 *Planning Policy Wales (PPW) Edition 10 (December 2018)* - PPW has been extensively revised and restructured to reflect the Well-being of Future Generations Act. It consequently takes the seven well-being goals and the five ways of working as overarching themes and embodies a placemaking approach throughout with the aim of delivering *Active and Social Places, Productive and Enterprising Places and Distinctive and Natural Places*.

5.0.6 The document has significant implications for the planning system in Wales and identifies that the planning system is one of the main tools to create sustainable places, and that placemaking principles are a tool to achieving this through both plan making and the decision making process. The revisions to PPW will have an impact on the future development and delivery of Strategic Development Plans, Local Development Plans and Place Plans.

5.0.7 *Technical Advice Notes (TANs)* - associated with PPW and those issued/amended since LDP adoption include:

- **TAN 1: *Joint Housing Land Availability Studies (January 2015)*** - in June 2018, the WG issued notification that for the duration of a national review into the delivery

5 . Contextual Changes

of housing through the planning system, Paragraph 6.2 of TAN 1 would be temporarily dis-applied. This means that currently housing land supply figures of Council's across Wales are not being treated as a material consideration in determining housing planning applications;

- **TAN 4: Retail and Commercial Development (November 2016);**
- **TAN 12: Design (March 2016);**
- **TAN 20: Planning and the Welsh Language (October 2017);**
- **TAN 21: Waste (February 2017);**
- **TAN 24: The Historic Environment (May 2017).**

5.0.8 Welsh Government 'Prosperity for All: A Low Carbon Wales' (March 2019) - the document sets out the WG's approach to cut emissions and increase efficiency in a way that maximises wider benefits for Wales, ensuring a fairer and healthier society. It sets out policies and proposals that are intended to reduce emissions and support the growth of the low carbon economy.

5.0.9 Of particular note in relation to planning are the targets and policies introduced in the following sectors: power; buildings; transport; industry; land use, land use change and forestry; agriculture; and waste management. The implications of the Plan will be considered through the LDP review process.

5.0.10 Implementation of Schedule 3 to the Flood and Water Management Act 2010: the Mandatory Use of Sustainable Drainage Systems (SuDS) - as of 7th January 2019, all new developments of more than 1 dwelling house or where the construction area is 100 square metres or more will require sustainable drainage systems (SuDS) for surface water. The SuDS must be designed and built in accordance with Statutory SuDS Standards (published by the Welsh Ministers) and SuDS Schemes must be approved by the local authority acting in its SuDS Approving Body (SAB) role, before construction work begins.

5.0.11 Welsh Government Circular (005/2018): Planning for Gypsy, Traveller and Showpeople Sites (June 2018) - the circular provides updated guidance on the planning aspects of identifying sustainable sites for Gypsies and Travellers and outlines how planning authorities and Gypsies and Travellers can work together to achieve this aim. The circular outlines the duty to provide sites, the necessity of involving Gypsies and Travellers proactively in the process and the steps required to assess the need for sites, identify suitable sites, and include policies in development plans.

5.0.12 Noise and Soundscape Action Plan (2018-2023) - the plan outlines the Welsh public sector's strategic policy direction in relation to noise and soundscape management for the next five years. It has a broader focus than just reducing noise levels alone, recognising also the need to create appropriate soundscapes, meaning the right acoustic environment in the right time and place.

5.0.13 Welsh Government 'Prosperity for All': the National Strategy' (2017) - takes the commitments of their 5 year programme for Government, 'Taking Wales Forward: 2016-2021', and places them in a long-term context, setting out how they will be delivered

by bringing together the efforts of the whole Welsh public sector. The four key Themes of the strategy are: 'Prosperous & Secure'; 'Healthy & Active'; 'Ambitious & Learning'; and 'United & Connected'.

5.0.14 *National Natural Resources Policy (NNRP) (2017)* - focusing on the sustainable management of Wales' natural resources, the NNRP sets out three national priorities: delivering nature based solutions; increasing renewable energy and resource efficiency; and taking a place-based approach. The NNRP sets the context for Natural Resources Wales (NRW) to produce 'Area Statements' to ensure that the national priorities inform the approach at the local level. The implications of the NNRP and relevant Area Statement will be considered as part of the LDP review.

5.0.15 *Welsh Government Valleys Task Force: Our Valleys, Our Future (July 2017)* - this Ministerial Taskforce for the South Wales Valleys published a high level action plan outlining priorities for the future of the Valleys. The key themes/priorities in the Plan include good quality jobs and the skills to do them; better public services; and my local community. Associated Delivery Plans subsequently outline a range of actions linked to each priority and include the creation of new, fair, secure and sustainable jobs and exploring the development of a Valleys Landscape Park.

5.0.16 Notably, Neath has been identified as one of seven strategic hubs where public money is to be focused to provide opportunities for the private sector to invest and create new jobs. The focus of each hub reflects the opportunities and demand in the particular area along with the aspirations for the future - the Neath hub will focus on industrial, residential, digital and energy related development.

5.0.17 *Welsh Government Future Trends Report (2017)* - this report identifies key future social, economic, environmental and cultural future trends for Wales under six themes. Whilst identifying future trends, it is hoped it will help change the way authorities think about decision making and long term planning. The report is an attempt to take a wider and longer view, bringing trends together and examining the interactions and inter dependencies between them.

5.0.18 *Environment (Wales) Act 2016* - the Act establishes the legislative framework needed to plan and manage the natural resources of Wales in a more proactive, sustainable and joined-up way. The Act requires that NRW report on the state of Wales' natural resources and detail their ability to respond to pressures and adapt to climate change, and also requires the WG to produce a 'Natural Resources Policy' that sets out the priorities, risks and opportunities for sustainably managing Wales' natural resources.

5.0.19 *Historic Environment (Wales) Act 2016* - the Act makes important improvements to existing systems for the protection of the historic environment by giving more effective protection to listed buildings and scheduled monuments; enhancing existing mechanisms for the sustainable management of the historic environment; and introduces greater transparency and accountability into decisions taken on the historic environment.

5 . Contextual Changes

5.0.20 *Energy Efficiency in Wales – A Strategy for the Next Ten Years (2016 – 2026)* - the strategy considers the role of authorities in driving this agenda as well as the role of other organisations, businesses and householders. It also highlights the vision to ensure that Wales can realise its full energy efficiency potential and become a major exporter of energy efficiency technology and know-how.

5.0.21 *Well-being of Future Generations Act (2015)* - the Act strengthens existing governance arrangements for improving the well-being of Wales by ensuring that 'sustainable development' is at the heart of decision making across Government and all public bodies and identifies seven well-being goals: a prosperous, resilient, healthier, more equal and globally responsible Wales, and a Wales of cohesive communities, vibrant culture and thriving Welsh language. The Act has also provided the legislative framework for the preparation of 'Local Well-being Plans'.

5.0.22 The Act defines 'sustainable development' as the process of improving the economic, social, environmental and cultural well-being of Wales and sets out five governance principles (or five ways of working) to aid in the consideration of this work (i.e. long term, integration, collaboration, prevention and involvement).

5.0.23 The Replacement LDP will need to be underpinned by sustainable development principles and accordingly the review will need to be informed by an 'Integrated Sustainability Appraisal / Strategic Environmental Assessment' (ISA/SEA). Clear linkages and associations will also need to be made between the aims and objectives of the Local Well-being Plan and the emerging Replacement LDP.

Regional Context

5.0.24 *Swansea Bay City Region and City Deal* - although the City Region was formally launched in 2013, the key change at the regional level since the adoption of the LDP has been the signing of the 'City Deal' on 20th March 2017. The City Deal comprises the local authorities of Neath Port Talbot, Swansea, Carmarthenshire and Pembrokeshire, together with Abertawe Bro Morgannwg and Hywel Dda University Health Boards, Swansea University, the University of Wales Trinity St David and private sector companies.

5.0.25 The City Deal Investment Programme is intended to transform the regional economy, establish and maintain an effective and aligned skills base, create, prove and commercialise new technologies and ideas, and be a recognised regional centre of excellence in the application of digital technologies, life science and well-being, energy and advanced manufacturing. This Council is the lead authority on the following three City Deal projects:

1. Homes as Power Stations;
2. Swansea Bay Technology Centre; and
3. Centre of Excellence for Next Generation Services (CENGS) - located within the Swansea Bay Technology Centre.

5.0.26 The preparation of the Replacement LDP will need to be set firmly in the context of the City Region/City Deal aspirations.

5.0.27 Regional Technical Statement (RTS) 2nd Review (2020) - under the provisions of Mineral Technical Advice Note 1 (MTAN1): Aggregates, the South Wales Regional Aggregates Working Party (SWRAWP) is charged with preparing a RTS setting out how aggregates demand will be met in the region for a 15 year period.

5.0.28 The RTS assesses the demand and supply of aggregates within the South Wales region and considers the environmental capacity of each Mineral Planning Authority (MPA) to make a contribution to meeting the regional demand. The SWRAWP has recently consulted on and will shortly be publishing an updated RTS 2nd Review and the implications of the statement will be considered as part of the LDP review.

Local Context

5.0.29 Neath Port Talbot Public Services Board (PSB) Well-being Plan (2018-2023) 'The Neath Port Talbot We Want' - replacing the Single Integrated Plan (SIP), the Well-being Plan published in May 2018 sets out the PSB's long term vision for Neath Port Talbot. The Plan sets out the following six objectives to improve the well-being of people in Neath Port Talbot and identifies priorities for action:

- Support children in their early years, especially children at risk of adverse childhood experiences;
- Create safe, confident and resilient communities, focusing on vulnerable people;
- Put more life into our later years - ageing well;
- Promote well-being through work and in the workplace;
- Value our green infrastructure and the contribution it makes to our well-being (*cross-cutting*); and
- Tackle digital exclusion (*cross-cutting*).

5.0.30 Neath Port Talbot Corporate Plan (2019-2022) 'Shaping NPT' - the Plan sets out an overarching vision along with three well-being objectives: to improve the well-being of children and young people; to improve the well-being of all adults who live in the County Borough; and to develop the local economy and environment so that the well-being of people can be improved.

5.0.31 The Replacement LDP will need to give a spatial expression of the land use implications of the Neath Port Talbot Well-being Plan and Corporate Plan, and the LDP vision in particular will need to complement those within the published documents.

5.0.32 Neath Port Talbot Biodiversity Duty Plan (2017) - the plan demonstrates how the Council will fulfil the biodiversity duty set out under the Environment (Wales) Act 2016 and will act as a driver for conservation activities throughout Neath Port Talbot. Through meeting the Biodiversity Duty, the Council is delivering against well-being objectives and the ways of working under the Well-Being of Future Generations Act 2015 and contributing towards the delivery of the Nature Recovery Action Plan for Wales. The Replacement LDP will need to complement the Biodiversity Duty Plan and set an appropriate framework to deliver ecosystems resilience and the protection and enhancement of biodiversity.

5 . Contextual Changes

5.0.33 Neath Port Talbot Local Biodiversity Action Plan (LBAP) - the Plan is currently under review by the Neath Port Talbot Nature Partnership and will be replaced by a new 'Neath Port Talbot Nature Plan'; this will set out the state of nature, highlight priorities for conservation action in the future and ensure nature recovery in NPT. An action plan will also be produced to set out key projects and activities that will contribute to nature recovery and feed in to the implementation of the Welsh Nature Recovery Action Plan. The NPT Nature Plan is intended to be published in 2020 and will feed in and inform the review of the LDP.

5.0.34 Port Talbot Waterfront Enterprise Zone (2016) - in March 2016, the WG confirmed that Port Talbot Waterfront would receive Enterprise Zone status. Its unique combination of factors in terms of location, infrastructure and its connectivity to the knowledge economy has attracted some of the UK's top manufacturers, including TATA Steel, BOC, SPECIFIC, TWI and ThyssenKrupp.

5.0.35 The area covered by the designation includes: Harbourside, Port Talbot Docks, Baglan Energy Park and Baglan Industrial Estate. There is now a firm focus on continuing to develop cutting edge, world class industries in sectors such as Advanced Materials and Manufacturing, Construction and Green Energy. Businesses moving to the area will profit from the inherent strengths and the existing growth potential of the region, and the momentum of the Economic Regeneration Strategy of Swansea Bay City Region which is a catalyst to improving the prospects of communities, businesses and the economy. The preparation of the Replacement LDP will need to be set firmly in the context of these aspirations.

Figure 5.1 Port Talbot Waterfront Enterprise Zone



Source: Business Wales - Enterprise Zones in Wales

5.0.36 Neath Port Talbot Active Travel 'Existing Route Map' (ERM) and 'Integrated Network Map' (INM) - WG Ministers approved the Council's revised ERM and INM in February 2018. The ERM identifies the existing routes in Neath Port Talbot that the Council considers suitable for active travel and the INM sets out the Council's aspirations for the

next 15 years, identifying either improvements that could be made to existing routes or where new routes could be developed and added to the active travel network. The Replacement LDP will need to provide an appropriate policy framework to enable the aspirations of the INM to be met.

5.0.37 Neath Port Talbot Decarbonisation and Renewable Energy Strategy - in light of the recent declaration by the WG of a 'climate emergency', the Council has recently consulted on and will shortly be publishing a strategy / action plan that will set the framework to achieve the Council's carbon footprint reduction aspirations. The strategy is developed around three key themes: transportation; buildings and spaces; and influencing behaviour. The Replacement LDP will therefore have a key role in facilitating the implementation of this overarching corporate strategy.

5 . Contextual Changes

6 Evidence Base Changes and Requirements

6.0.1 To inform the review of the LDP and in addition to accounting for the contextual changes set out above, there will be a need to update various elements of the evidence base that informed the current LDP.

6.0.2 The table below provides a list of studies (*albeit not exhaustive*), that will be required to inform the Replacement LDP. As this data is not yet available however, the following section focuses on the WG Population and Household Projections that have been released and the changes that have occurred since the current LDP was formulated.

Table 6.0.1 Replacement LDP - Evidence Base Studies

Topic Areas	Evidence Base Studies
Overarching Policies	Strategic Flood Consequences Assessment (SFCA) Settlement Hierarchy and Boundary Review
Communities and Housing	Annual Joint Housing Land Availability Studies Audit of Communities Facilities Affordable Housing Viability Assessment Urban Capacity Study Open Space Assessment Population & Household Projections Local Housing Market Assessment (LHMA) Gypsy and Traveller Accommodation Needs Assessment
The Economy	Economic Assessment and Employment Land Provision Study Employment Land Review Retail Study Annual Retail Survey
Environment and Resources	Green Infrastructure Assessment Energy Needs Assessment, Renewable Energy Assessment and District Heat Network Assessment
Transport and Access	Strategic Transport Assessment

6 . Evidence Base Changes and Requirements

Population and Household Projections

Adopted LDP - Current Position

6.0.3 Based on the projected economic-led growth scenario of 3,850 jobs for the area, the current LDP makes provision for an additional 7,800 new residential units. Delivering this level of housing need over the Plan period will lead to an increase of approximately 7,500 people and a total population of 147,400 by 2026.

6.0.4 Initially, at the time of preparing the Deposit Plan, the 2008 based WG Household Projections were used as a starting point and were incorporated into an aspirational economic-led scenario which aimed to maximise job growth within the local economy. The method enabled the Authority to forecast how economic changes over the Plan period equated to the requirements for employment land and the number of new homes needed to accommodate the projected total population and required labour supply. Prior to the Examination in Public, the 2011 based projections were published and the level of growth was then reassessed using these updated projections.

6.0.5 Over time, there has been a slight change in emphasis by WG on how the household projections should be used. During the preparation of the LDP, PPW stated that the WG's latest household projections should form the starting point for assessing the level of growth and housing requirement in LDPs. The latest version of PPW (2018) however now states that these projections will form a fundamental part of the evidence base and will therefore remain a key consideration in the LDP Review.

6.0.6 The purpose of the following section is to analyse the projections published since the LDP was adopted and the implications of the most recent projections on the formulation of housing need for the extended Plan period.

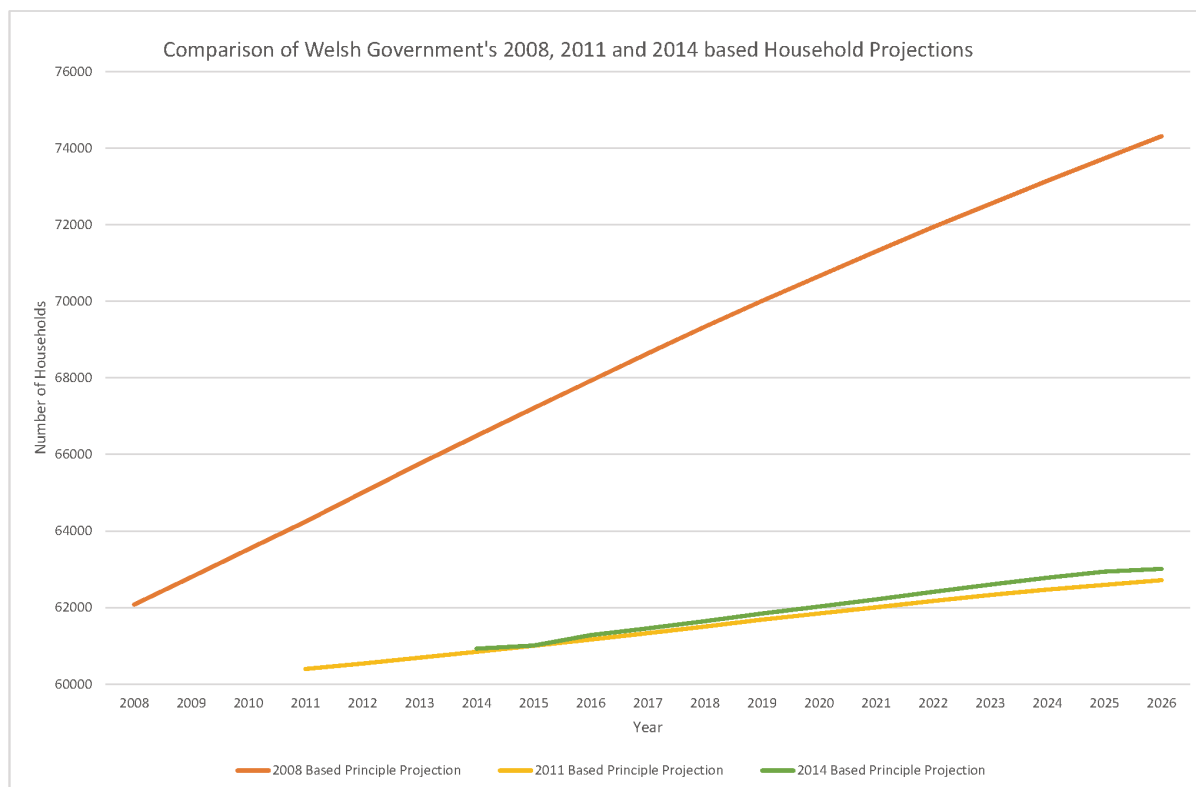
Revised Household Projections

6.0.7 The WG release population and household projections every three years (broken down by Local Authority). The most recent projections released since the adoption of the LDP are the 2014 based projections. The following table illustrates the comparisons between the 2008, 2011 and 2014 based principle projections.

6.0.8 As illustrated in Figure 6.1 below, there is a large variation between the 2008 projections and the 2011 and 2014, with the number of households at 2026 estimated to be 74,307 under the 2008 projections, 62,715 under the 2011 based projections and 63,009 under the 2014 projections. The 2008 projections indicate a high level of growth, whereas the 2011 and 2014 projections follow a similar pattern with marginal variance between the two sets of projections.

6 . Evidence Base Changes and Requirements

Figure 6.1 Comparison of Welsh Government's 2008, 2011 and 2014 Based Household Projections



6.0.9 As projections are trend based, the assumptions underlying the 2011 based projections were founded on a period of economic decline following the global economic crisis, which resulted in a significantly lower projected level of growth than the 2008 projections. Using the principle projection, it was estimated that 10,066 new homes would be required using the 2008 projections, with the projections under the 2011 significantly lower at 2,319 new homes by 2026.

6.0.10 As the 2011 principle projections were founded on a period of low economic growth, and as they do not make any allowance for the effects of government policy, the WG re-emphasised the expectation of using the projections as a starting point, whilst considering all sources of evidence available. For this reason, the 2011 based 10 year migration variant was used, which covered a period of both high and low economic growth, which increased the number of households at 2026 from 2,319 under the principle variant to 4,331. This variant was then considered in the context of the aspirational economic growth scenario to form the growth strategy in the adopted LDP.

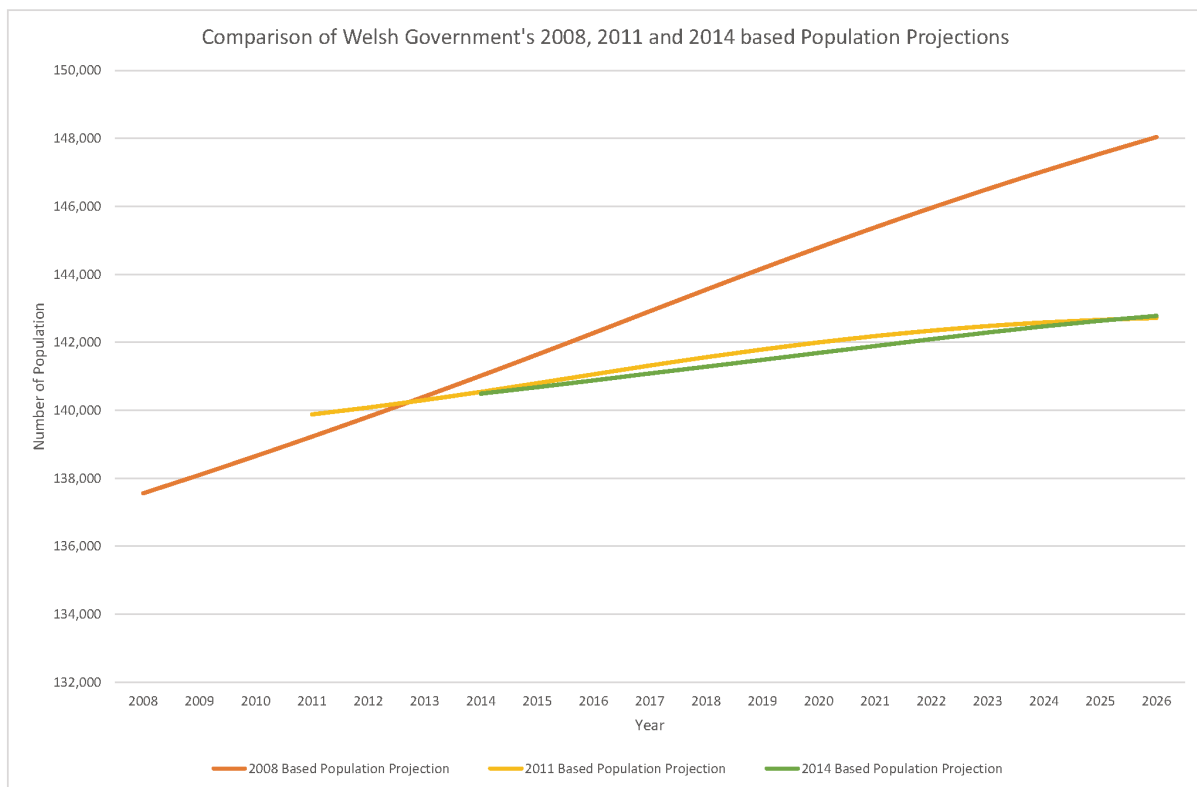
6.0.11 More recently, the WG have made the decision not to publish the 2017 based projections and it is anticipated that the 2018 based projections will be published in 2020. Whilst the projections by authority are yet to be released, the national 2018 based projections have been published, which estimates that housing need will gradually decrease over the next 15 years, and by mid 2030s (which would be the end date of the Replacement LDP), 6,500 new homes will be required annually in Wales.

6 . Evidence Base Changes and Requirements

Revised Populations Projections

6.0.12 The 2008 based population projections estimated the total population at 2026 to be 148,038, slightly higher than the LDP's economic-led growth scenario (which estimated the population to be 147,400). Based on the 2011 Census, 2011 based projections were published prior to the LDP adoption and estimated that the population at 2026 would be 142,716, which was 5,322 less than the 2008 based projection. By comparison, the 2014 based projections indicate a population of 142,779 at 2026, which is just 63 people lower than the 2011 based. Figure 6.2 below illustrates the comparisons between the projections.

Figure 6.2 Comparison of Welsh Government's 2008, 2011 and 2014 Based Population Projections



6.0.13 The housing requirement within the Replacement LDP will therefore need to be reconsidered in the context of: the 2018 based WG population and household projections; the City Deal; the provisions of corporate strategies, viability and constraints (such as flooding and topography); the key issues that the plan will seek to achieve; links between homes and jobs; the need for affordable housing; and achieving the holistic objective of the planning system: 'Placemaking'.

Placemaking

6.0.14 PPW continues to stress the importance of clearly identifying the housing requirement in the development plan, and states : *'These requirements must be based on evidence and clearly express the number of market and affordable homes the planning authority considers will be required in their area over the plan period'*.

6 . Evidence Base Changes and Requirements

6.0.15 However, there is a now also an emphasis on *Placemaking* and the creation of sustainable places: *'Sustainable Places are the goal of the land use planning system in Wales; they are the output of the planning system rather than the process of achieving them. All development decisions, either through development plan policy choices or individual development management decisions should seek to contribute towards the making of sustainable places and improved well-being'*.

6.0.16 The LDP will therefore need to continue to ensure that a fully evidenced housing requirement is identified and that the delivery of housing remains a priority, but this should not be at the expense of the need for effective placemaking and the creation of sustainable places.

Regional Planning - Assessing Housing Need at the Regional Level

6.0.17 Planning and coordinating the delivery of new housing to meet identified needs will be an important task for the regional planning process. The *Draft* NDF (August 2019) uses the 2014 projections and under the WG's central estimates, identifies that 114,000 homes are needed across Wales by 2038 with almost a quarter (23,400) in Mid and South West Wales (M&SWW).

6.0.18 The Cross Border Local Housing Market Assessment (LHMA) (2019) undertaken by ORS on behalf of the M&SWW region ⁽⁵⁾ was based on the 2014 projections. Accommodating each of the Local Planning Authorities (LPAs) preferred population projections and covering a 15 year period (2018-2033) is nearing completion and will be published early in the new year (2020).

6.0.19 Previously, Neath Port Talbot worked jointly with the City & County of Swansea and commissioned Peter Brett Associates (PBA) to project the number of homes needed over each of the respective Plan periods based on an employment-led strategy which aligned job numbers with homes.

6.0.20 As part of the review, the Council will need to consider whether to undertake a similar exercise, either with Swansea or on a larger geographical scale which could encompass LPAs further west to align with the forthcoming SDP.

5 Based on ORS' methodology and applied consistently across all of the Local Planning Authorities within the M&SWW region.

6 . Evidence Base Changes and Requirements

7 LDP Vision, Objectives and Strategy

7.1 Key Issues, Vision and Objectives

Key Issues

7.1.1 The LDP Key Issues were identified following a significant amount of evidence gathering and an extensive programme of community involvement including a number of stakeholder events held across the County Borough. A total of 18 key issues were identified, covering a wide range of topic areas including climate change, the need for affordable housing, erosion of the Welsh language and air quality.

7.1.2 The key issues then fed into the development of the LDP objectives which were grouped according to the themes set out in the Wales Spatial Plan.

7.1.3 All the key issues will need to be reconsidered in the light of updated evidence and changes in national legislation and guidance, including in particular the requirements of the Well-being of Future Generations (Wales) Act (2015) relating to the five 'ways of working' and the seven 'well-being goals', together with the vision and objectives set out in the Neath Port Talbot PSB Local Well-being Plan and Corporate Plan respectively.

7.1.4 To accord with the ways of working, the close involvement of the community (*public and stakeholders*) will be necessary in order to assess the continued relevance of the existing key issues or whether changes or additions are required. This process will need to be informed by up-to-date information on all aspects of life in Neath Port Talbot in order to identify areas where issues have now been addressed as well as those where issues remain an ongoing concern.

Vision

7.1.5 The LDP vision was developed from public participation and evidence gathering and was prepared to seek to address the key issues that had been identified. The vision consisted of several iterations as the development of the Plan progressed, from initial consultation and stakeholder engagement sessions to its development through the Preferred Strategy and then finalised at Deposit stage.

7.1.6 As with the key issues, the vision will need to be reconsidered in the light of updated background evidence, the new legislation and national policy that has emerged, along with the new corporate priorities and objectives that have been developed.

Objectives

7.1.7 The LDP vision is supported by 25 objectives, cross referenced to the relevant key issues. Of the 25 objectives, there are four overarching, two area-based and the remaining are grouped under the Wales Spatial Plan themes.

7.1.8 Again, the objectives will need to be reconsidered as part of the LDP Review in the light of any changes to the key issues and vision, and to account for new evidence from updated information and revised legislation and guidance. Given that the Wales

7 . LDP Vision, Objectives and Strategy

Spatial Plan will be superseded upon adoption of the NDF, it is anticipated that the new set of objectives will be grouped to align with the NDF and/or the themes as set out in the new updated PPW.

7.2 Growth Strategy

7.2.1 The current LDP Strategy aims to:

Facilitate growth within Neath Port Talbot, with a focus on the coastal corridor whilst reinvigorating the valley communities.

This means:

- Focusing development along the coastal corridor and in the urban areas of Neath and Port Talbot, in recognition of the important role these settlements play within the wider context;
- Maximising the benefit of market interest along the coastal corridor and stimulating growth through the delivery of strategic employment sites and strategic regeneration areas;
- Identifying Pontardawe and the Upper Neath Valley as strategic growth areas in the valleys which will create a mechanism to co-ordinate investment and ensure the benefits of growth and regeneration are shared more widely throughout the valley communities; and
- Providing a flexible approach to development within the valley communities.

Economic-led Growth Strategy - *Aligning jobs, houses, labour supply and employment land*

7.2.2 The LDP strategy is underpinned by an economic-led growth model that uses the projected increase in jobs and an aspiration to increase the economic activity rate to identify the required working age population to support the projected number of jobs. The projected increase in working age population is then translated into the need for new housing, which ensures that the housing and employment forecasting is aligned and that there is a direct correlation between the number of jobs, houses, labour supply and employment land within Neath Port Talbot.

7.2.3 Prior to the LDP base date economic growth in Neath Port Talbot had stagnated, which provided an opportunity for the Plan to try and address a number of fundamental issues within the area, maximising the opportunities likely to be created through key regeneration and infrastructure projects. The economic-led scenario is aspirational in its approach, aiming to maximise job creation within the local economy, seeking to increase economic activity rates and reduce unemployment levels in line with the Welsh average, thereby addressing some of the key issues identified within the LDP.

7.2.4 The economic growth model projected that 3,850 jobs would be created over the Plan period, increasing the number of jobs in Neath Port Talbot to 53,250 jobs by 2026, with the population growth for the area derived from the ratio of working age population

7 . LDP Vision, Objectives and Strategy

to total population. The number of jobs created over the Plan period is therefore one of the major indicators that can monitor how the LDP strategy is being implemented and to determine how successful the Plan has been in addressing some of the main issues in Neath Port Talbot.

7.2.5 Data releases for jobs numbers are subject to revision and can sometimes have fluctuations and variances year on year. There can also be time delays before the release of the current year's data, which can make the monitoring of workplace employment more difficult than other economic indicators. The original economic growth model projected that there would be an increase in jobs from 48,200 in 2011 to 52,050 in 2026, representing the 3,850 increase. However, by the time of the Examination in Public (2015), the latest data release showed that there had actually been a decrease in the number of jobs from 48,200 in 2011 to 46,300 in 2013 and as a consequence, for the Plan to achieve 52,050 jobs by 2026, the annual target for job creation would need to increase in order to make up for the reduction in jobs between 2011 and 2013.

7.2.6 The next statistical release revised the figures further, actually indicating that the number of jobs at the base position (2011), was actually higher than the previous data release had suggested, and the number of jobs in 2011 was 49,400 (as opposed to the original release figure of 48,200), and whilst there had been a reduction of jobs in 2013 (47,100), by 2014 the number of jobs had increased to 50,500, which provided a positive reflection on the local economy and potentially illustrating a more resilient economy.

7.2.7 A further increase in jobs was then seen over the next 12 month period, increasing to 50,900 jobs by 2015. Since 2015, there has been a reduction in the number of jobs, with a dramatic decrease to 46,600 jobs in 2017, which was 2,800 fewer jobs than at the LDP base date. The latest release (2018) shows a vast improvement, increasing by 3,000 jobs to 49,600. Whilst this is positive, the overall increase between the base date, 2011 and 2018 is just 200 jobs, against a 3,850 jobs target over the Plan period. The following table illustrates the annual fluctuations in workplace employment in Neath Port Talbot.

Table 7.2.1 Workplace Employment in Neath Port Talbot

Year	2011	2012	2013	2014	2015	2016	2017	2018
Workplace Employment	49,400	50,200	47,100	50,500	50,900	49,800	46,600	49,600

Source: Annual Population Survey, Office for National Statistics

7.2.8 Whilst the level of workplace employment has fallen significantly below the Plan's aspirations, other LDP objectives, such as increasing the economic activity rate to align with the Welsh average and reducing the unemployment rate have been more positive.

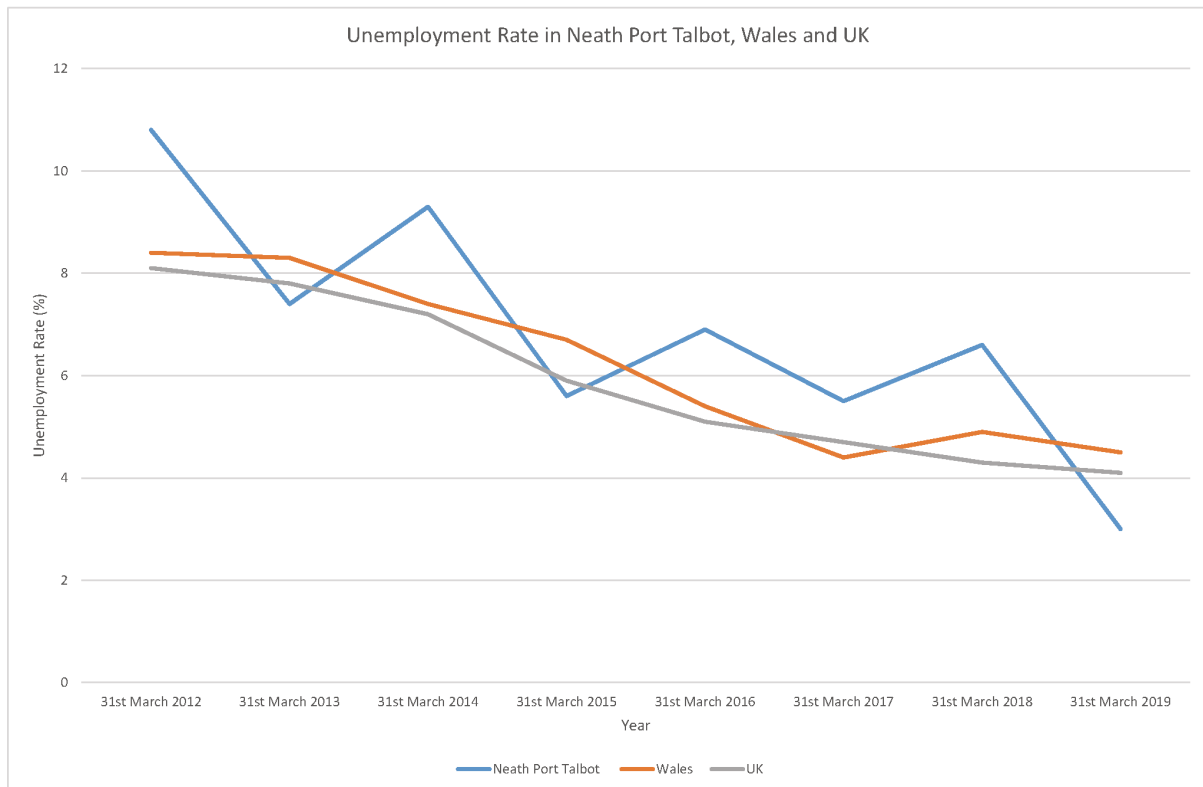
7.2.9 One of the Plan's objectives is to increase the economic activity rate to 76% by 2026, to align with the Welsh average. There has been an increase in the rate of economic activity in Neath Port Talbot, increasing from 69.7% in 2011 to 74% in 2019, with the gap

7 . LDP Vision, Objectives and Strategy

between Neath Port Talbot and Wales reducing slightly from being 3% behind the Welsh average in 2011 to 2.7% behind in 2019. The gap between Neath Port Talbot and the UK average has also reduced from 6.3% to 4.5% over the same period.

7.2.10 A further objective is to reduce the unemployment rate in line with the long term Welsh average of 6.9%. The graph below illustrates the rate of unemployment for Neath Port Talbot, Wales and the UK. Wales and the UK follow a similar pattern, with a steady decline over the period. By contrast, Neath Port Talbot has seen more fluctuation over the period, with a significant decline of 6.9% between the base date and 2019 and is now 3%, which is lower than the Welsh (4.5%) and UK average (4.1%).

Figure 7.1 Unemployment Rate in Neath Port Talbot, Wales and UK



7.2.11 The increase in economic activity and the reduction in unemployment provides a positive outlook for the area and shows a more resilient economic base. However, one of the fundamental elements of the LDP strategy is to maximise job growth within the local economy, in order to address a number of key issues the areas experiences, with wealth creation through job growth required to meet the Plan's overall vision. Whilst economic activity has increased, the jobs do not appear to have been created within the area, and could possibly mean there are more people commuting outside of the area for employment purposes.

7.2.12 Integral to increasing the number of jobs in the area, the Plan allocated sufficient employment land to deliver an adequate supply, mix and range of high quality employment sites at Baglan Bay, J38 of the M4, Coed Darcy and Harbourside. A total of 96 hectares

7 . LDP Vision, Objectives and Strategy

of land was allocated for employment, comprising of 32 hectares for conventional B Class uses and space to accommodate the needs of the growing energy sector. To date, only 5.1 hectares has been developed across these four strategic employment allocations.

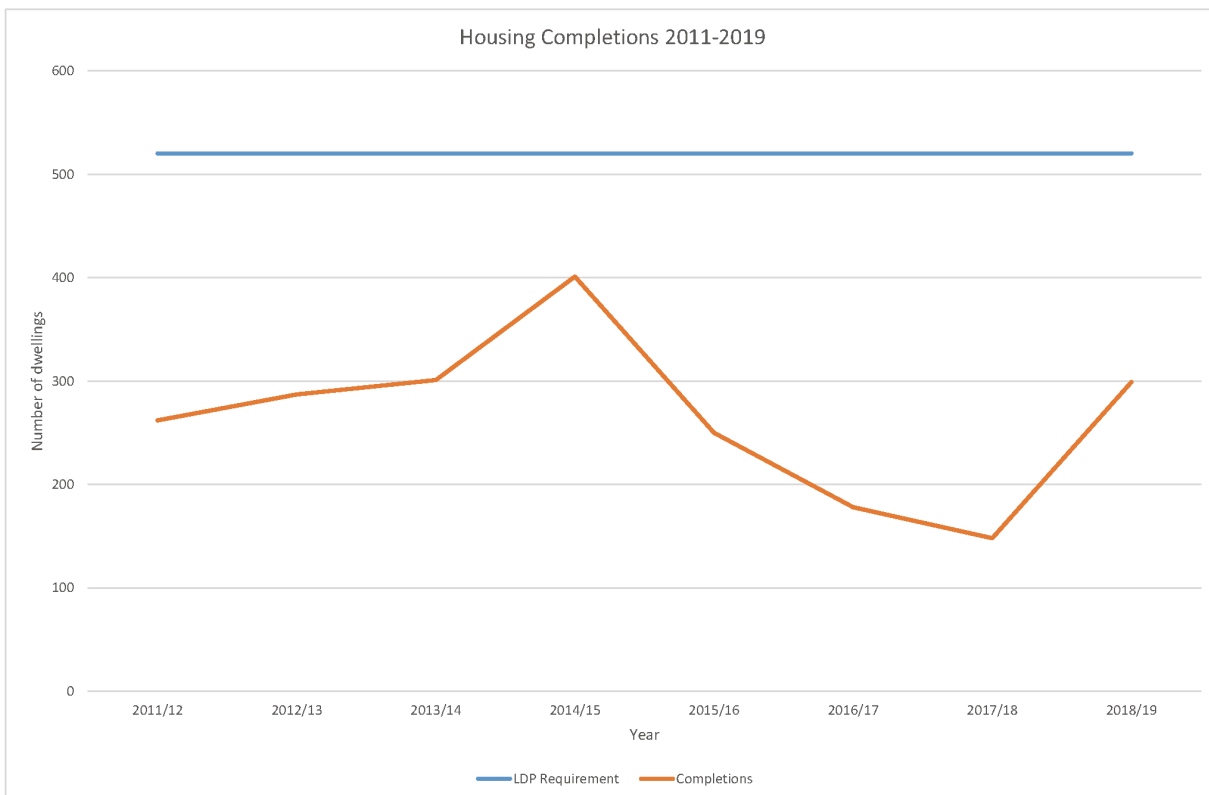
7.2.13 As the LDP housing requirement was based on housing to support a projected increase in the working age population to support new job creation and as jobs are not being created, the demand for new housing has not therefore materialised.

Housing

7.2.14 The LDP makes provision to deliver 7,800 new dwellings over the Plan period. Over the period 1st April 2011 to 31st March 2019, a total of 2,126 new housing units have been developed, against the target of 3,582 equating to 59% of the target for the period.

7.2.15 The table below illustrates the annual requirement of the LDP compared to the delivery of housing against the target, showing that housing completions have been below the LDP dwelling requirement every year since the base date. Housing completions were at their lowest in 2016/17 and 2017/18 where total completions were just 178 and 148 units respectively, significantly below the annual target of 520 units.

Housing Completions in Neath Port Talbot (2011-2019)



7.2.16 As a consequence of low housing delivery over the initial years of the Plan, to meet the LDP housing target of 7,800 new dwellings, an annual build rate of 810 new homes will now be needed from 2019 to 2026. This level of house building has never been

7 . LDP Vision, Objectives and Strategy

achieved in Neath Port Talbot, with average build rate since the base date at a level of 265 units per year. It is therefore considered that the level of housing need is unrealistic and not deliverable over the remainder of the Plan period.

7.2.17 Up to 31st March 2019, a total of 2,126 units have been delivered, which equates to 27.3% of the overall housing need over the first 8 years of the LDP. There are a number of reasons why sites have not come forward as anticipated, some of which are independent of the planning system, with other reasons such as viability having an influence on whether sites will come forward in the remaining Plan period.

7.2.18 The LDP has sufficient land allocated to meet the identified housing requirement and until recently, the Authority was able to evidence a 5 year land supply based on the anticipated level of future delivery, given early discussions with landowners and progress made on a number of sites. However more recently, housing delivery has been slower than anticipated and a number of the LDP allocations have not progressed to the planning application / development stage for a number of reasons. This has resulted in the available land supply falling below the required 5 years.

Table 7.2.2 Land Supply in Neath Port Talbot

Year	Land Supply
2011/12	6 years
2012/13	2.6 years
2013/14	2.5 years
2014/15	5.5 years
2015/16	5.0 years
2016/17	5.3 years
2017/18	5.0 years
2018/19	4.5 years

7.2.19 In light of delivery to date, it is evident that the current level of growth and the housing allocations contained within the current LDP cannot be carried forward and the growth strategy will need to be reconsidered during the review.

7.3 Spatial Strategy

7.3.1 The LDP spatial strategy divided the administrative area into two distinct strategy areas to identify the broad locations for meeting the growth and development needs of the growth strategy and in recognition of the unique identity, varying characteristics and market demand the different areas of Neath Port Talbot possess.

7.3.2 The spatial strategy facilitates development along the M4 'coastal corridor' in the urban areas of Neath and Port Talbot, whilst reinvigorating the 'valleys', an area comprising of Pontardawe and the five valley areas.

Coastal Corridor

7.3.3 The coastal corridor contains the areas of the strongest market demand and where the greatest proportion of house building and economic investment is concentrated. To deliver the growth strategy and deliver development in the most sustainable locations, major new developments are focused along the corridor to maximise the potential of the area, capitalising on strategic transport networks to achieve the Plan's vision.

7.3.4 To achieve more sustainable patterns of development, the re-use of brownfield land is utilised where possible, and spatially, large scale regeneration is focused on brownfield land at Coed Darcy and Harbourside through identification of Strategic Regeneration Areas (SRAs).

7.3.5 The Coed Darcy development aims to create a sustainable urban village comprising of residential, education and employment, whilst the Harbourside allocation provides an opportunity for major regeneration and mixed use development of retail, education, residential and employment.

7.3.6 In addition to these areas, strategic employment allocations at Junction 38 (M4) and Baglan Bay are identified due to the market demand and their ability to accommodate a range of employment, including the requirements of the growing energy sector and to accommodate spin off developments from the new Swansea Bay University Campus (Bay Campus), to encourage a shift from traditional manufacturing towards a knowledge based economy.

7.3.7 Whilst the development of the Bay Campus has been successfully implemented and there have been some expansions of employment uses into Baglan Bay, overall development at the strategic employment sites and strategic regeneration areas has been limited over the Plan period, falling below the anticipated levels of development.

7.3.8 By the 31st March 2019, the LDP housing trajectory anticipated Coed Darcy to have delivered in the region of some 800 dwellings and 2 hectares (ha) of employment floorspace. To date, there has been no development for employment uses and only 36% (291 units) of the anticipated level of housing delivered. Similarly, at Harbourside delivery has also fallen significantly below the Plan's trajectory, with 34 out of the projected 75 housing units delivered and 1.8ha of employment floorspace developed against a target of 4.92ha.

7.3.9 In terms of infrastructure to deliver the strategy, a number of key improvements are identified to support the growth strategy and to address issues such as congestion and encourage a modal shift to more sustainable forms of transport. The redevelopment of Port Talbot Parkway Station, Integrated Transport Hub, Baglan Energy Park Link Road, Harbour Way and Ffordd Amazon have all been successfully implemented over the Plan period. Therefore, whilst development has been limited, key infrastructure has been put in place that could facilitate future development and address the key issues in Neath Port Talbot.

7 . LDP Vision, Objectives and Strategy

7.3.10 Based on the low levels of delivery to date, the review will need to reconsider whether these regeneration initiatives will deliver growth within the coastal corridor, or whether focused development in alternative locations will be more effective in delivering the LDP Strategy, considering new initiatives such as the allocation of the Port Talbot Waterfront Enterprise Zone in 2016.

7.3.11 The emerging NDF identifies opportunities for enhancement and a different focus on planning for future infrastructure. The potential for a new 'Swansea Bay Metro' will improve connectivity across the region and maximise the opportunities for inward investment and growth. The Metro would be one of the largest infrastructure developments seen across the region and could bring considerable economic benefit, whilst improving accessibility. Due to the scale of the proposals, the strategy will need to reflect the potential opportunities associated with the development and consider how the Metro will complement the NDF identification of the Swansea Bay and Llanelli National Growth Area (NGA). Other forms of new infrastructure will also need to be considered in the context of the strategy, key elements will include electric vehicle charging infrastructure, mobile communications infrastructure and green infrastructure.

Valleys

7.3.12 The valley areas have a strong cultural heritage and distinct identity and are steep in natural resources. Communities have however faced a decline in traditional industries, poor health and out-migration, which has resulted in a cycle of deprivation in some areas. The strategy to reinvigorate the Valleys recognises the challenges and key issues within these areas and aims to diversify away from traditional industries, maximising on regeneration initiatives and providing a more flexible approach to new development.

7.3.13 The areas of Pontardawe and the Upper Neath Valley were identified as 'Strategic Growth Areas' for the valleys in recognition of their status as key and supporting settlements in the Wales Spatial Plan and as they were the most sustainable settlements within the valleys area to focus development. The benefits of managed growth and regeneration in these areas has the ability to promote wider benefits to ripple throughout other valley communities.

7.3.14 Pontardawe is the largest settlement within the Valleys Strategy Area (VSA), functioning as a town centre with close links to the M4 and as a gateway to some of the valley areas. With the ability and demand to accommodate a significant amount of new housing development, a total of 11 housing sites are allocated, with a capacity of 664 units. Of these allocations, 240 units have been developed (up to 30th March 2019), with delivery of housing expected to increase based on the current progress being made on a number of sites.

7.3.15 The growth point in the Upper Neath Valley primarily centres around Glynneath, which is situated adjacent to the A465, a key transport corridor linking to Neath, Swansea, Cardiff and the Midlands. The retail district centre of Glynneath acts as a hub with a broad range of services, and during the formation of the strategy had recently benefitted from the Glynneath Town Centre Regeneration Scheme. To complement this and support the town centre, a retail-led regeneration scheme at Park Avenue was allocated, which comprises a mixed residential and commercial development.

7 . LDP Vision, Objectives and Strategy

7.3.16 A tourism-led mixed use regeneration development at Rheola is also allocated to provide holiday accommodation and ancillary facilities to promote growth within the tourism sector, due to the increasing status of the areas as a tourism destination. The developments at Park Avenue and Rheola have not commenced during the initial years of the Plan and the revised strategy will need to explore how growth across the valley communities can be promoted and delivered.

7.3.17 The Strategy also seeks to encourage a more flexible approach to development in the valleys in order to build sustainable, resilient communities with an aim to halt the process of depopulation and decline. Live-work units are encouraged outside of, but immediately adjacent to settlement limits and retail proposals up to 200m² of gross floorspace being acceptable outside of designated town, district and local centres to support new and existing employment, create jobs and revitalise the area.

7.3.18 There have however been no live-work developments within the VSA to date. There were three relevant applications for small retail developments of less than 200m² in the VSA in 2018, but none in 2017 or 2019. These policies and the effectiveness of the reinvigoration approach taken for the VSA will need to be reassessed as part of the review.

7.3.19 The emerging NDF identifies areas of the VSA as priority areas for renewable energy. The growing energy sector and the potential for the valleys to accommodate a number of wind and solar energy proposals will need to be considered during the review. The potential for growth in other industries, such as tourism will also need to be considered.

7.4 Reconsideration of the Strategy

7.4.1 Although the economic-led growth strategy has seen some positive improvements in the rate of economic activity and a reduction in unemployment, given the limited growth in job numbers and the inability to meet the housing requirement, will mean that the strategy will need to be reconsidered as part of the review.

7.4.2 A critical element of the LDP strategy is the job creation within the local economy, which in turn feeds into the requirement for new housing, with the creation of new jobs an integral element in achieving the overall vision. Given the Plan has fallen considerably short in achieving job growth and employment development, the review will need to consider whether an economic-led approach is still appropriate for Neath Port Talbot. Whilst the existing strategy has addressed some of the Plan's objectives, such as reducing the unemployment rate, some of the key issues identified still remain to be addressed.

7.4.3 Further analysis is required to determine why job growth has decreased since 2015, and whether the uncertainty around the future of TATA Steel or Brexit have had any impact on attracting new investment to the area. New economic forecasting will be required to establish where the potential growth sectors will be over the period of the Replacement Plan and how contextual changes such as the Swansea Bay City Deal, Enterprise Zone at Port Talbot, potential for the Swansea Bay Metro and the emerging NDF will have on future economic development.

7 . LDP Vision, Objectives and Strategy

7.4.4 The level of development across both strategy areas (i.e. 'Coastal Corridor' and 'Valleys') has fallen below the anticipated levels of growth set out within the adopted Plan (as illustrated below). The review process will need to determine a revised level of housing growth over the extended Plan period, taking account of the latest Welsh Government projections and consider whether the spatial strategy remains the appropriate mechanism for the distribution of growth.

Table 7.4.1 Housing Allocations & Completions by Strategy Area

	LDP Policy H1	Proportion Allocated	Housing Completions H1 Allocations (up to 31 st March 2019)	Completions Against Target (up to 31 st March 2019)
Coastal Corridor Strategy Area	5,690	82%	1,189	21%
Valleys Strategy Area	1,275	18%	457	36%
Total	6,695	100%	1,646	-

7.4.5 The H1 portfolio of housing allocations will be reappraised and any undelivered housing allocations will be reassessed to ensure that sites are deliverable and viable within the extended Plan period. Notably, the new edition of PPW requires site viability to be demonstrated prior to a site's allocation within the Plan, so there is now a greater emphasis on viability which could potentially lead to the de-allocation of some sites and the inclusion of new sites to meet the overall housing requirement.

7.4.6 The spatial distribution of the updated level of growth will also need to be considered in the context of the draft NDF, with the emerging document suggesting there will be a different focus for areas within the area. Draft proposals indicate that the coastal corridor will feature within the designated Swansea Bay and Llanelli NGA, which will be the main focus for larger scale growth and investment across the M&SWW region in recognition of its status as the location of the main centres for population, employment, services and connectivity.

7.4.7 The emerging national policy to focus strategic growth, essential services and facilities, transport and digital infrastructure to the main centres, will need to be reflected within the strategy of the Replacement LDP. Furthermore, the draft NDF recognises the potential for the region to play a key role in supporting decarbonisation and the exploitation of renewable energy sources such as wind, tidal and solar. A significant proportion of the existing Valleys Strategy Area is identified within a priority area for wind and solar energy development. These areas also have the potential to expand and diversify the tourism industry.

7.4.8 In parallel, the revised PPW also sets out a number of planning principles that will need to be a key focus for the Replacement Plan, in order to ensure that placemaking is at the heart of new developments, and that the Plan creates places that promote prosperity

7 . LDP Vision, Objectives and Strategy

for all, promoting healthier, active, social and accessible places for people to live and work. All of these elements will need to be considered when assessing the current position, and cumulatively could result in a number of changes to the overall strategy.

7 . LDP Vision, Objectives and Strategy

8 LDP Topic Area Reviews

8.1 Overarching Policies

8.1.1 Strategic Policy 1 - Climate Change

8.1.1.1 Policy SP1 Climate Change is an overarching policy that is intended to be implemented throughout all the themes and topic policies of the LDP. In the years since the adoption of the LDP, all the indications are that climate change is becoming an ever more pressing issue with effects and implications that are becoming more evident as time passes. Following the Welsh Government's declaration of a climate emergency⁽⁶⁾, it is considered appropriate that this policy is retained as an overarching consideration that will have overriding influence throughout the Plan.

8.1.1.2 Due to the overarching nature of the policy, a number of evidence base documents are relevant to climate change, in terms of both causes and consequences, for example the Environment Topic Paper, Strategic Flood Consequences Assessment and the Renewable and Low Carbon Energy Topic Paper. The evidence base generally relating to climate change in the context of Neath Port Talbot will need updating.

8.1.1.3 The draft NDF re-affirms the importance of climate change, stating that both the NDF and PPW aim to ensure that the planning system focusses on delivering a decarbonised and resilient Wales through '*...the places we create, the energy we generate and use, circular economy, the houses we live in and the way we travel*'. This is taken forward through the placemaking theme embodied in PPW.

8.1.1.4 At the Officer Working Group, no specific issues were identified in respect of the terms of the policy or its overarching role in the Plan. The main issue identified in the AMRs relates to a shortfall in the density of developments within the coastal corridor, which is an issue dealt with under Policy BE1 (Design).

8.1.1.5 At present the policy is split into measures to deal with the causes of climate change (mitigation measures) and measures relating to the consequences of climate change (adaptation measures). It is proposed to retain this basic structure but to review the specific policy criteria to ensure that the latest information and approaches are incorporated.

8.1.2 Strategic Policy 2 - Health

8.1.2.1 Similarly, Policy SP2 Health is an overarching policy that is intended to be implemented throughout all the themes and topic policies of the LDP:

- *Sustainable Settlements* - well designed, adequately resourced and well-connected neighbourhoods can provide positive health benefits;
- *Housing Allocations* - siting sensitive developments such as housing away from sources of noise, air pollution and flood risk and building to strict environmental standards to increase energy efficiency;

8 . LDP Topic Area Reviews

- *Protection of Community Facilities* - seeking the retention of a range of accessible leisure, recreational, health, social, cultural and community facilities encourages healthier, more active and safer lifestyles;
- *Provision and Protection of Open Space* - ensure that all residents have access to adequate open space to improve physical and mental health;
- *Accessibility* - improve accessibility between communities and encourage active travel wherever possible;
- *Employment* - provide new employment opportunities to reduce unemployment and economic inactivity rates; and
- *Environment* - the quality of the natural and built environment can influence the health and well-being of the population.

8.1.2.2 Health is the principle element embedded within the Well-being of Future Generations Act which places an emphasis on taking a holistic, long term and collaborative approach to achieving well-being through placemaking. One of the seven goals is to achieve a healthier Wales. The new theme of placemaking and sustainable places in PPW are relevant to this topic area and improved health is one of the objectives of the Draft NDF. Health and well-being is therefore presented as a key objective in WG policy.

8.1.2.3 It is considered appropriate therefore that a health and well-being policy is retained as an overarching consideration that will have overriding influence throughout the Plan. The review however will need to consider whether it should remain as a stand alone overarching policy or whether it should be amalgamated under a new overarching theme of sustainable placemaking.

8.1.3 Strategic Policy 3 - Sustainable Communities

8.1.3.1 Policy SP3 Sustainable Communities is intended to facilitate the delivery of a network of sustainable, healthy and cohesive communities through the identification and implementation of a settlement hierarchy, defined settlement limits and protection of community facilities.

8.1.3.2 The evidence base informing the development of these policies includes the Settlement Hierarchy (Table 3.1 of the LDP) and the Settlement Topic Paper, with information in other topic papers and documents also relevant. An audit of community facilities and an urban capacity study will need to be undertaken to establish the current baseline information on which to assess the capacity of settlements and the opportunities that exist for them to grow.

8.1.3.3 In broad terms, the Settlement Hierarchy is unlikely to have changed to any significant degree, but it will need updating to reflect any notable changes that have taken place. Furthermore, the identified settlement limits will need amendment to reflect any minor changes that have arisen since the Plan was adopted. Consideration will also need to be given as to whether a revised, more flexible approach could be applied to the identification of settlement limits within the valley areas in order to encourage more smaller scale developments and to further facilitate reinvigoration.

8.1.3.4 The new placemaking theme embedded within PPW sets an even greater emphasis on the creation of sustainable, healthy places, while the draft NDF identifies Swansea Bay (including the towns of Neath and Port Talbot) as a national growth area. These aspects will need to be reflected in the reviewed policies.

8.1.3.5 At the Officer Working Group, issues were also raised in respect of the detailed wording of the criteria set out in Policy SC1 (Settlement Limits) that define the circumstances under which development outside settlement limits would be acceptable. The policy will need to be reviewed and amendments made to address these issues. In respect of Policy SC2 (Protection of Existing Community Facilities), officers noted there was some confusion concerning the definition of what constitutes a *community facility*. It was also noted that there is currently no policy that relates specifically to the development of *new* community facilities. Again, these issues will need to be considered as part of the review.

8.1.4 Strategic Policy 4 - Infrastructure

8.1.4.1 Policy SP4 Infrastructure, Policy I1 (Infrastructure Requirements) and the Planning Obligations Supplementary Planning Guidance (SPG) seek to ensure that new development proposals make efficient use of existing infrastructure and provide the necessary planning obligations (as set out in Section 106 (S106) of the Town and Country Planning Act 1990) to mitigate the impacts of the development. At the time of adoption of the LDP, a Community Infrastructure Levy (CIL) was not progressed as funding had been identified through other mechanisms to deliver the LDP strategy.

8.1.4.2 The evidence base which informed the formulation of these policies will be reviewed as part of the process. The Infrastructure Delivery Plan (IDP) (2014) established the scale of infrastructure that currently exists but also identified the level of infrastructure that will be provided and required in future years, the organisations responsible for providing the infrastructure, the means (financial and otherwise) by which this infrastructure will be provided and when it is anticipated the provision will be made.

8.1.4.3 As part of the review, an assessment of infrastructure provision and needs will be undertaken to identify the capacity and availability of existing and planned infrastructure. There will be a need to work closely with utility providers to have regard to their most recent plans for improvement and the availability of funding so that infrastructure and development are aligned. The strategy will need to reflect the availability of existing and planned infrastructure.

8.1.4.4 Infrastructure directly relates to a number of placemaking principles identified in the revised PPW. Both PPW and the draft NDF now place more of a focus on new types of infrastructure, such as electric vehicle charging infrastructure, digital infrastructure, mobile telecommunications and green infrastructure, all of which will need to be considered during the review.

8.1.4.5 During the review of the infrastructure policies, the Officer Working Group expressed some concern that the policy, in its current form, lacked clarity which could impact on its implementation. The use of the term 'infrastructure' can cover a range of planning considerations and can generally be interpreted as physical infrastructure, such

8 . LDP Topic Area Reviews

as roads and utilities rather than planning obligations. During the review, the policy will need to be amended to ensure there is sufficient clarity in the terminology used that will allow the effective interpretation of the policy.

8.1.4.6 The AMR indicators have shown that a considerable number of applications have not met their infrastructure needs (mainly relating to affordable housing and open space provision). Due to issues with viability, the amount of S106 contributions being secured has been significantly below the thresholds set within the LDP.

8.1.4.7 As viability has become a major issue in the determination of planning applications, the review will need to consider the most appropriate and effective method of securing planning obligations and ensuring that there is sufficient infrastructure in place to deliver the strategy. PPW states that the financial viability of development sites must be demonstrated prior to their inclusion within the Plan to ensure sites are deliverable and can comply with other policies to deliver infrastructure and plan requirements.

8.1.4.8 Updated high level viability testing is required to consider whether the targets within the Plan should be amended and whether CIL should be considered. A Regional Viability Model for the M&SWW Region is currently being developed to create a consistent methodological approach when setting affordable housing targets and undertaking site specific viability assessments.

8.1.4.9 Alternative means of securing planning obligations and essential infrastructure will also be explored, such as site specific targets and masterplanning of strategic sites.

8.2 Area Based Policies

8.2.1 Strategic Policy 5 - Development in the Coastal Corridor Strategy Area

8.2.1.1 Policy SP5 Development in the Coastal Corridor Strategy Area sets out how the spatial strategy to facilitate growth within Neath Port Talbot will be applied in the coastal corridor. It will be implemented through a number of area-specific measures and policies, including a number of housing allocations, employment allocations, mixed use regeneration schemes, university campus and a number of highway schemes.

8.2.1.2 The two Strategic Regeneration Areas (SRAs) provide opportunities for large scale redevelopment and regeneration of significant areas of brownfield land and these will be developed over the LDP period and beyond. The SRAs will make a significant contribution to delivering the LDP strategy, will promote economic growth, meet the objectives of the Plan and are fundamental to the delivery of the Authority's key regeneration proposals. They are strategically located in the urban areas of Neath and Port Talbot and are proposed for mixed use development to promote significant regeneration to take place that will bring wider benefits to Neath Port Talbot.

8.2.1.3 Section 7.3 of the report reviews the spatial strategy and documents the contextual changes relevant to the coastal corridor, the findings from the previous three AMRs and the completions on housing allocations against the targets.

8.2.2 Strategic Policy 6 - Development in the Valleys Strategy Area

8.2.2.1 Policy SP6 Development in the Valleys Strategy Area sets out the main measures that will be taken to implement the spatial strategy of reinvigorating the Valleys areas. The strategy is centred on improving economic resilience with the encouragement of tourism, small scale employment and other economic developments, the diversification away from traditional industries and the identification of growth areas where development will be concentrated with the aim of spreading the regeneration effects over a wider area.

8.2.2.2 Section 7.3 of the report reviews the spatial strategy and documents the contextual changes relevant to the VSA, the findings from the previous three AMRs and the completions on housing allocations against the targets.

8.3 Communities and Housing

8.3.1 Strategic Policy 7 - Housing Requirement

8.3.1.1 The LDP strategy aligns the employment and housing growth, with Policy SP7 making provision to deliver 7,800 new dwellings to meet the projected increase in the working age population. Delivering the required level of housing is therefore an integral part of the LDP growth strategy.

8.3.1.2 The revised PPW introduces the concept of placemaking, which is a key element in developing sustainable places that will promote healthier lifestyles and meet the requirements of the Well-being of Future Generations Act. Authorities should understand their local housing market and should identify a housing requirement that is realistic and deliverable and considers all members of the community. Future plans should therefore cater for the housing needs of all and allocate sufficient land in the most appropriate places to create inclusive communities that are attractive, accessible, active and healthy, creating prosperity for all. The focus is therefore not just about meeting housing demand, but ensuring that placemaking is at the heart of new development. The emerging NDF places Neath Port Talbot within the M&SWW region, and estimates that 23,400 homes are needed across the area by 2038.

8.3.1.3 There are two monitoring indicators that measure whether the LDP is meeting the housing need identified within the Plan, these are housing completions and housing land availability. Housing delivery has fallen significantly below the targets set within the monitoring framework, with an average delivery rate on large sites between 2011/12 and 2018/19 of 230 homes per annum, compared with a requirement of 448 homes per annum, as indicated below.

Table 8.3.1.1 Actual & Target Housing Completions on Large Sites 2011/12 to 2018/19

	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	Totals
Actual	231	243	262	344	231	166	113	245	1,835
Target	262	287	301	386	486	549	625	686	3,582

8 . LDP Topic Area Reviews

8.3.1.4 Given that the delivery of housing development has fallen significantly below target and the annual housing requirement has not been reached in any given year since Plan adoption, to meet the LDP identified housing need, over the latter years of the Plan period there would be a need to build housing units at a rate that has never been achieved in Neath Port Talbot. Therefore, the existing level of growth is no longer deliverable, and will require reconsideration during the review. This is detailed further within Section 7.2: Growth Strategy.

8.3.1.5 In respect of land availability, the Council was able to demonstrate a 5 year land supply in the first three years post adoption. However, the latest 2019 JHLAS Study has shown that the land supply has fallen to 4.5 years.

8.3.1.6 Review of the policies with the Officer Working Group found that viability has become an increasing concern within the area, with a number of applications unable to meet the level of planning obligations required by the existing LDP policies. The group has also found that there has been limited interest in development across Neath Port Talbot, with a number of allocations within the H1 portfolio either making no progress towards delivery, or where sites have not progressed beyond pre-application stage.

8.3.1.7 Therefore, the review will need to review all allocations within Policy H1, in the context of any revised level of growth and determine which allocations are deliverable and which sites should be de-allocated. All sites, whether existing H1 allocations or new candidate sites will be required to demonstrate they are viable, deliverable within the LDP timeframe and able to deliver planning obligations to mitigate the impacts of the development, to ensure that developments promote sustainable places and meet the placemaking principles. The Officer Working Group suggested that in particular, the review should consider smaller scale house building in the valleys area.

8.3.1.8 The review will need to consider the revised Local Housing Market Assessment to ensure that the needs of all members of the community are assessed. The potential for revision to settlement limits and consideration of smaller allocations within the valleys strategy area will also be assessed, to ensure there are opportunities for varying scales of housing development.

8.3.2 Strategic Policy 8 - Affordable Housing

8.3.2.1 The LDP aims to deliver an appropriate mix and supply of housing, with Policy SP8 setting out the approach to the delivery of affordable housing. The policy framework sets out targets and thresholds for requiring private residential developments to contribute to affordable housing and allows small scale affordable housing developments outside of defined settlement limits. The policy framework relating to affordable housing was informed by the Affordable Housing Viability Study (2012) and the Local Housing Market Assessment (2013), both of which will need to be updated as part of the review.

8.3.2.2 Affordable housing will remain an important consideration during the review, with PPW requiring authorities to create sustainable places and ensure an adequate mix of house types to meet the identified housing need. Plans must understand all aspects of the housing market and appreciate the demand for different types of affordable housing. The emerging NDF identifies providing sufficient housing to meet identified need as one

of the main priorities and estimates that 47% of new homes should be affordable. The NDF aims to increase the delivery of affordable housing by ensuring funding is effectively utilised and development plans have sufficient policy frameworks to deliver affordable housing.

8.3.2.3 The AMR monitors the number of affordable homes delivered through the planning system, the changes in residual values and applications for affordable housing exception sites. New affordable housing delivered through the planning system has fallen significantly below the targets set in the monitoring framework. By the 31st March 2019, only 50 new affordable homes had been delivered through the planning system, against a target of 478, representing just 10.5% of the target. Whilst any amount of new, affordable housing is positive, the shortfall in delivery will create a backlog of need and place more pressure on the future resources to deliver affordable homes.

8.3.2.4 There are a number of reasons why delivery has fallen so far behind target, the main reasons being the shortfall in development of general market housing and viability. A large number of housing sites within the H1 portfolio have not progressed as anticipated, and therefore have not delivered the level of affordable housing through S106 agreements. On sites that have progressed, there has been the need to renegotiate the level of affordable housing provided on sites due to viability issues.

8.3.2.5 Viability has become an increasing concern within Neath Port Talbot, with the AMR concluding that the changes in residual value since Plan adoption having a negative impact. Across the 6 sub-market areas, residual value has decreased substantially. Within the 2019 AMR, the changes in residual value across the spatial areas where affordable housing is sought were -21.46% in Neath, -28.1% in Port Talbot and -23.1% in Pontardawe. These changes are significantly greater than the 5% trigger point within the monitoring framework. One reason for the change is the large increase in build costs since the Affordable Housing Viability Study was undertaken, which has not been met by an uplift in house prices thereby having a detrimental impact on viability,

8.3.2.6 The Officer Working Group reconfirmed the findings of the AMR, and highlighted viability as an issue in developing sites in the area, with the majority of planning applications having to renegotiate the required planning obligations due to viability, with certain types of developments, such as small scale conversion schemes rarely able to provide financial contributions.

8.3.2.7 As part of the review, updated viability testing will be required to reflect changes in development costs and the market since the original viability work was undertaken to determine a suitable target and threshold for the Replacement Plan and to ensure that targets are realistic and achievable. PPW now requires sites to demonstrate their financial viability prior to their inclusion within the Plan, this should help to ensure that sites allocated are deliverable within the Plan period and able to deliver the necessary planning obligations to ensure developments create sustainable places. An updated Local Housing Market Assessment is also required to identify the housing need in the area and assess the requirements for niche groups, to ensure housing for all members of the community is considered.

8 . LDP Topic Area Reviews

8.3.2.8 There have been no applications for affordable housing exception sites over the Plan period. The current threshold is restricted to 9 units, and during the review the existing threshold will be reviewed in discussion with the Officer Working Group and Registered Social Landlords active within the area. The group also highlighted the increase in applications for Houses in Multiple Occupation (HMO) which will also need to be considered during the review.

8.3.3 Strategic Policy 9 - Gypsies and Travellers

8.3.3.1 Neath Port Talbot has a well established Gypsy and Traveller Community. Policy SP9 provides the policy framework for ensuring there is adequate pitch provision to accommodate the needs of the community over the Plan period, through the allocation of a site and providing a criteria policy to assess applications for new sites.

8.3.3.2 The policy was informed by the findings of the 2012 Gypsy and Traveller Accommodation Assessment (GTAA) which identified a need of 20 pitches: 4 pitches by 2017; 7 pitches by 2022; and 9 pitches by 2026. To accommodate the short to medium term need (11 pitches by 2022) an extension to the existing site at Cae Garw, Margam was allocated, with the longer term need (9 pitches 2023-26) to be addressed through the monitoring framework based on updated GTAAs.

8.3.3.3 Under the requirements of the Housing (Wales) Act (2014), a new GTAA was completed and approved by Welsh Ministers in 2016. This most recent assessment concluded that the 11 pitches accommodated at Cae Garw was sufficient to meet the needs of the community, with an additional 4 pitches required by the end of the Plan period (2026); lower than the need identified in the 2012 study.

8.3.3.4 GTAAs are required at intervals of at least 5 years, with the next assessment due by 2021. This study will identify the needs of the Gypsy and Traveller Community over the period of the Replacement Plan and will be used to form a new policy if a need is identified. The extension of 11 pitches at Cae Garw was completed in 2016 and therefore Policy GT1 will need to be amended during the review to reflect the new assessment.

8.3.3.5 The Officer Working Group found the general policy approach to be working effectively. Since LDP adoption, Planning Circular 005/2018 '*Planning for Gypsy, Traveller and Showpeople Sites*' was published, providing guidance on the duty to provide sites, engaging the community in the process and policies to include within development plans. Policy GT2 may require some minor amendments to ensure conformity with the new Circular.

8.3.4 Strategic Policy 10 - Open Space

8.3.4.1 The Strategic Policy (SP10) , Policy OS1 (Open Space Provision), OS2 (Protection of Existing Open Space) and the Open Space and Greenspace SPG seek to ensure that new development proposals make provision for the open space needs of its future occupiers and employees, by providing on or off-site provision or making S106 contributions to enable provision or enhancement to be made locally. In addition, existing open space is afforded protection from development unless specified criteria can be met.

8.3.4.2 The Open Space Topic Paper and Open Space Assessment (2013) provided the evidence base which underpinned the policies contained within the LDP. The assessment identified deficiencies in the quantity and quality of existing provision in relation to the Fields in Trust (FIT) Six Acre Standard adopted in the LDP. The FIT Standard has now been revised since the adoption of the LDP: *Guidance for Outdoor Sport and Play: Beyond the Six Acre Standard (2017)* recommends benchmark guidelines for both formal and informal outdoor space. The Review will need to fully consider whether to implement these requirements in the light of TAN 16: *Sport, Recreation and Open Space (2009)* which promotes evidence based locally generated standards.

8.3.4.3 Open Space directly relates to a number of the placemaking principles identified in PPW, and in respect of the requirements for Green Infrastructure as well as being embedded in the well-being principles: a 'Healthier Wales' and a 'Wales of vibrant culture and thriving Welsh Language', directly reference physical and mental health and behaviours or encouraging participation on sports and recreation. These principles will need to be considered as part of the review, especially the multi-functional and multi-generational use of open space.

8.3.4.4 The Officer Working Group indicated that further consideration should be given to the threshold in the policy, particularly in light of the viability issues on some sites and whether this may impact on site delivery. Some minor rewording of the policies may also be appropriate to improve clarity.

8.3.4.5 The AMR monitors both the provision and loss of open space. In respect of the provision of open space, the indicator shows that the policy is largely working to secure open space although this is often affected by viability considerations. The latest AMR identifies that the policy should be reviewed. In respect of the protection of open space, this is generally applied consistently, but may have the potential to be strengthened.

8.3.4.6 As indicated under Policy SP4 (Infrastructure) viability has become a major issue in the determination of planning applications. The review will need to consider the most appropriate and effective method of securing planning obligations and ensuring that there is sufficient infrastructure in place to deliver the strategy. PPW now states that the financial viability of development sites must be demonstrated prior to their inclusion to ensure sites are deliverable and can comply with other Plan policies to deliver infrastructure and plan requirements. Whilst this may assist on allocated sites, viability may still be an issue on smaller sites or windfall sites. The review of Policy SP4 does have linkages to SP10 so careful consideration will need to be given to how any changes may impact on the policies.

8.3.4.7 Over the course of the review, consideration will also need to be given to whether there is a need to allocate land for open space and whether the open space policy should be located in a different section of the Plan under a placemaking theme.

8 . LDP Topic Area Reviews

8.4 The Economy

8.4.1 Strategic Policy 11 - Employment Growth

8.4.1.1 Policy SP11 Employment Growth aims to promote a sustainable economy through a number of measures including the allocation of sites for economic development, safeguarding existing employment sites and providing a more flexible approach to development in the valley areas.

8.4.1.2 The policy framework was informed by the Economic Assessment and Employment Land Provision Study (2012), which used macro-economic trends to forecast the requirements for employment land over the Plan period. The recommended amount of floorspace was then adjusted to make allowances for alternative plot ratios, to account for stock losses and to ensure there was sufficient flexibility. Employment allocations and areas of safeguarding were based on the conclusions of the Employment Land Review (2014).

8.4.1.3 One of the key components of the updated PPW is '*Productive and Enterprising Places*', with the economy an important component of placemaking and creating sustainable places. The economy will remain one of the fundamental elements of the Plan including, allocating sufficient land to meet market demand and ensuring there is appropriate economic infrastructure in place (i.e. physical, electronic or digital).

8.4.1.4 The draft NDF identifies the areas of Neath and Port Talbot within the Swansea Bay and Llanelli NGA for the M&SWW Region, which will influence where employment provision is directed within the spatial strategy of the Replacement Plan.

8.4.1.5 The AMR has identified a number of issues relating to the delivery of employment development within the area. Of the four sites allocated for economic development in Policy EC1 (Employment Allocations), there has been no development for employment uses at J38 (M4) or Coed Darcy. Whilst there has been some development at Baglan Bay and Harbourside, this has been limited and fallen significantly behind the anticipated delivery rates within the monitoring framework. Policy EC1 allocated 96ha of employment land, of which 32ha was for traditional B Class uses, whilst the remainder (64ha) to meet the needs of the growing energy sector. To date, there has been a total of 5.1ha of development across the allocations, of which 1.8ha has been for B class uses and 3.3ha for a solar photovoltaic scheme.

8.4.1.6 A number of the monitoring indicators measure the performance of the economy as a whole, in terms of job numbers, economic activity and unemployment. These are key elements of the Plan strategy and are examined in further detail within section 7.2: Growth Strategy. The AMR also found that there have been no applications for live-work units since Plan adoption, and therefore the review will need to consider if the policy is still necessary, or whether there are amendments required that would encourage its use.

8.4.1.7 The Officer Working Group suggested that some elements of the policy framework could be amended to provide further clarity and to encourage more development. Existing policies EC3 (Employment Area Uses) and EC4 (Protection of Existing Employment Uses) currently define appropriate uses in employment areas (EC3) and protect employment

uses from development that would result in the loss of employment land or buildings (EC4). The group suggested that the policies could be combined into one policy that would be able to cover both elements. Policies EC5 (Employment Uses in the Valleys) allows a more flexible approach to development in the valleys. It was suggested that whilst development is permitted outside of settlement limits, considerations should be given to whether this could be relaxed further to promote employment development in the valleys, providing it was balanced with principles of sustainable development.

8.4.1.8 The review will need to consider the findings of the updated evidence base, namely the Economic Assessment Study and the Employment Land Review to establish the need for employment floorspace over the Plan period, based on projected growth sectors and identify the most suitable locations for development. Existing allocations will need to be reassessed to determine if they are viable and able to deliver the Plan's revised strategy. Contextual changes, such as the identification of the Port Talbot Enterprise Zone, and a number of the emerging NDF policies such as the Swansea Bay Metro, mobile action zones, and the identification of the growth area will all need to be considered during the review.

8.4.2 Strategic Policy 12 - Retail

8.4.2.1 The Strategic Retail Policy (SP12) and Policies R1 (Retail Allocations), R2 (Proposals Within Retail Centres) and R3 (Out of Centre Retail Proposals), seek to protect, enhance and support the retail centres across the area through the planning process.

8.4.2.2 The evidence base informing the development of these policies includes the Retail Topic Paper, the Retail Hierarchy Paper and the Retail Study. In the years since these documents were prepared (2013/14), the retail climate nationally has changed significantly with the growing popularity of internet shopping and the closure of a significant number of important retail businesses, and these documents and studies will need to be updated. An annual retail survey is also undertaken that will help to inform policy development.

8.4.2.3 The draft NDF includes policies intended to support urban centres and ensure that significant developments are located within town and city centres, while PPW promotes retail and commercial centres as being the most appropriate location for a range of activities in addition to retail services. The emphasis on placemaking within PPW is also significant in respect of managing change and in the development of retail and commercial centres.

8.4.2.4 At the Officer Working Group meeting held to discuss this topic it was noted that whilst the retail hierarchy was effective, it was acknowledged that boundaries will need to be reviewed and amended based on evidence including changes from retail studies. It was suggested that there might be a need for bulky goods allocations on edge of centre sites, although this would need to be justified through a new retail study. In respect of Policy R2 criteria (3) and (4), these have not always been successfully applied and these and the extent of the primary street designations will need to be reviewed. Policy for dealing with 'pop-up' businesses and retail kiosks should also be considered.

8 . LDP Topic Area Reviews

8.4.2.5 The AMR has identified no specific issues with retail policy implementation, but the overall need for the policies and their effectiveness should be considered, in particular in respect of the necessity for and usefulness of R2 Retail Centre policy restrictions. In addition, although the R2 small shops policy concession has had a small but positive effect, the policy thresholds should be reviewed.

8.4.2.6 Other issues that should be considered as part of the review include the general refocussing of the topic to relate to retail *and commercial* development and the placemaking theme, in accordance with more recent national policy and guidance.

8.4.3 Strategic Policy 13 - Tourism

8.4.3.1 Over recent years, the tourism industry has been growing in Neath Port Talbot, with considerable investment in some areas. To support the growing industry, the policy approach in the LDP provided flexibility to encourage sustainable tourism development. The Valley Strategy Area in particular benefits from existing visitor attractions, such as mountain biking at the Afan Valley and Waterfall Country in the Vale of Neath.

8.4.3.2 PPW recognises that the role of tourism is vital to economic prosperity and job creation in parts of Wales, and requires plans to provide a framework to maintain and develop well-located, good quality tourism facilities. The emerging NDF identified tourism as a potential growth area for the M&SWW region, and supports high quality development across the region to ensure all communities are able to benefit from their landscapes, natural and historic environment, heritage assets and visitor attractions to grow their economies.

8.4.3.3 The AMRs have not identified any issues relating to tourism indicators and have not identified that any action is required. A number of tourism related proposals have been approved since Plan adoption, and all walking and cycling routes identified in Policy TO4 have been implemented. The tourism led regeneration scheme at Rheola has had planning approval, subject to the signing of a S106 agreement. Given that the S106 is yet to be signed and development has not progressed, the status of the allocation and the potential for future delivery will be considered as part of the review.

8.4.3.4 The Officer Working Group found that the policies relating to tourism are functioning effectively and identified areas where clarity could be improved. Policy TO2 protects existing tourism facilities, and will only permit changes to residential use where it is demonstrated tourism or other employment generating uses are no longer viable. The group suggested the policy should be expanded to provide a sequential approach to allow conversion to other uses, not just residential. This will be considered during the review.

8.5 Environment and Resources

8.5.1 Strategic Policy 14 - The Countryside and Undeveloped Coast

8.5.1.1 The Strategic Policy (SP14) and Policies EN1 (The Undeveloped Coast), EN2 (Special Landscape Areas), EN3 (Green Wedges), EN4 (Replacement Dwellings in the Countryside) and EN5 (Conversion and Extension of Existing Dwellings in the Countryside), supplemented by the Landscape and Seascapes SPG, seek to ensure that the countryside

and important landscapes and undeveloped coast across the area are protected from inappropriate development and are conserved, while supporting rural enterprise including tourism and leisure activities.

8.5.1.2 The evidence base informing the development of these policies includes the Environment Topic Paper (Sections on the Countryside and Undeveloped Coast), the NPT LANDMAP Landscape Assessment (2004) and the Carmarthen Bay, Gower and Swansea Bay Local Seascape Character Assessment (2017). On the whole, the character of the countryside and landscape across Neath Port Talbot is unlikely to have changed significantly in respect of the evidence base, but it may be appropriate to consider updating the LANDMAP Landscape Assessment (to assess the need for changes to the extent and possible additions to the Green Wedge and Special Landscape Areas). The need for these updates will require assessment in the light of changing national policy as this emerges (refer below).

8.5.1.3 Countryside and Rural Economy policy contained within PPW and relevant TANs is largely unchanged since LDP adoption. However, one of the major impacts on the countryside and landscapes of Neath Port Talbot is likely to be from the development of renewable energy schemes, in particular wind and solar farms. Only proposals below 10MW are now determined by LPAs and covered by LDP policy, and draft NDF Policy 10 is proposed to cover larger schemes which will be determined by the Welsh Government. Draft Policy 10 indicates a presumption in favour of schemes within the identified *Priority Areas* as shown in the draft NDF. The Priority Areas are areas within which landscape change is deemed to be acceptable and may therefore be essentially incompatible with LDP Special Landscape Area designations. This issue will need to be addressed as national policy emerges over the LDP preparation period.

8.5.1.4 At the Officer Working Group meeting held to discuss these policies, it was noted that the Special Landscape Area designations and Policy EN2 are likely to need reassessment in the light of emerging NDF policy on renewable energy (refer above). Policy EN3 (Green Wedges) was considered to be effective and only likely to need minor amendments to the boundaries of some designations. Policies EN4 (Replacement Dwellings in the Countryside) and EN5 (Conversion and Extension of Existing Buildings in the Countryside) were generally considered to be effective in principle, but amendments and clarification may be required in relation to the guideline sizes given for extensions and replacement dwellings.

8.5.1.5 The main finding of the AMR in respect of the Countryside and Undeveloped Coast policies was that of mixed impacts in respects of development in Green Wedges and Special Landscape Areas, where developments have been permitted contrary to policy. It was also noted that there appears to be a conflict between EN2 SLA policy and policy relating to the refined Strategic Search Areas for renewable energy (Policy RE1).

8.5.1.6 Other issues that may need to be considered as part of the review include addressing potential overlaps between policies relating to development outside settlement limits (Policy SC1), Special Landscape Areas (EN2), Green Wedges (EN3), biodiversity designations (SP15, EN6 and EN7) and new approaches to green infrastructure.

8 . LDP Topic Area Reviews

8.5.2 Strategic Policy 15 - Biodiversity and Geodiversity

8.5.2.1 The Biodiversity and Geodiversity Strategic Policy (SP15) and Policies EN6 (Important Biodiversity and Geodiversity Sites) and EN7 (Important Natural Features), supplemented by the Biodiversity and Geodiversity SPG, seek to protect, conserve and enhance important biodiversity and geodiversity sites and features within the area through the planning process.

8.5.2.2 The evidence base informing the development of these policies includes the Environment Topic Paper (Sections on Biodiversity and Geodiversity). Although geodiversity matters are unlikely to have changed significantly, the information will require updating in respect of the area's biodiversity.

8.5.2.3 Biodiversity and Geodiversity policy within the draft NDF and PPW embodies a strengthening of the role and importance of biodiversity considerations within the planning system, following on from the Environment (Wales) Act 2016 which introduced an enhanced biodiversity and resilience of ecosystems duty (the S6 duty) for public authorities requiring them to seek to maintain and enhance biodiversity in the exercise of all their functions. The emphasis on placemaking within PPW is also likely to be relevant in respect of complying with this duty.

8.5.2.4 At the Officer Working Group meeting held to consider these policies the following matters were discussed: It was indicated that there had been some issues with identifying suitable sites for biodiversity compensation in relation to certain schemes. A number of the LDP allocations are on sites designated as SINC's this causes problems and should ideally be avoided. Sites should be surveyed to identify features of interest to be retained as part of the placemaking approach. Previously there was a policy to require one tree to be planted for each new dwelling and consideration should be given to reintroducing this. PPW now requires biodiversity enhancement: this may require the integration of Green Infrastructure (GI) and placemaking approaches together with more information about the biodiversity present on allocated sites. Policy EN7 is useful and frequently used and it may be appropriate to strengthen it as part of a placemaking approach.

8.5.2.5 The main finding of the AMR in respect of the Biodiversity and Geodiversity policies was the continuing net loss of biodiversity as a result of planning decisions, without adequate mitigation or compensation being secured in all cases.

8.5.2.6 Other issues that should be considered as part of the review include consideration of the approach to the overlap between biodiversity policy and policies relating to development outside settlement limits (Policy SC1), Special Landscape Areas (EN2), Green Wedges (EN3) and new approaches to GI. Consideration should also be given to the possible need to designate areas as National Forest, as proposed in the draft NDF.

8.5.3 Strategic Policy 16 - Environmental Protection

8.5.3.1 The Environmental Protection Strategic Policy (SP16) and Policies EN8 (Pollution and Land Stability), EN9 (Developments in the Central Port Talbot Area) and EN10 (Quiet Areas), supplemented by the Pollution SPG, seek to protect the quality of air, water and soil and the environment generally and ensure that developments do not increase the number of people exposed to significant levels of pollution.

8.5.3.2 The evidence base informing the development of these policies includes the Environment Topic Paper (Environmental Protection section). The evidence base information and documents for this topic will need to be updated to take into account the latest information on pollution and land stability issues and in the light of any changes to national policy but there are not anticipated to be any major changes in these respects with regard to this topic.

8.5.3.3 Environmental protection policies within PPW re-emphasises the importance of pollution and stability issues and introduces some revised approaches and terminology including the need to achieve appropriate soundscapes rather than simply address noise pollution, and advocates the adoption of a de-risking approach. These changes will need to be reflected in the LDP policies.

8.5.3.4 At the Officer Working Group meeting held to discuss these policies issues with land stability in parts of Neath Port Talbot were discussed. The possibility of dividing Policy EN8 should be considered to provide separate policies for pollution and land stability, referring to areas having historic land stability issues. This could include a requirement for developers to provide information to justify development in such areas. Problems with air quality in relation to specific LDP allocations were discussed together with the possibility of strengthening consideration of impacts that new development would have on existing uses in terms of exacerbating existing pollution issues. Links between requirements to provide sustainable drainage systems in new developments (SuDS) and the water quality criterion of Policy EN8 should also be taken into account.

8.5.3.5 No specific issues were identified in the AMR in respect of the application of LDP pollution and land stability policies.

8.5.4 Strategic Policy 17 - Minerals

8.5.4.1 Neath Port Talbot is underlain by a significant amount of mineral resources with a number of sites operational within the area. The Minerals Strategic Policy (SP17) and Policies M1 (Development in Mineral Safeguarding Areas), M2 (Surface Coal Operations), M3 (Development in Mineral Buffer Zones) and M4 (Criteria for the Assessment of Mineral Development), seek to regulate the exploitation of mineral resources in order to make a proportionate contribution to meeting the national, regional and local demand for minerals while achieving an acceptable and sustainable balance with protecting the environment and local communities.

8 . LDP Topic Area Reviews

8.5.4.2 The evidence base informing the development of these policies includes the Minerals Topic Paper. Guidance for mineral extraction and related development in Wales is set out in the updated PPW and supplemented by Minerals Technical Advice Notes (MTANs).

8.5.4.3 Under the provisions of MTAN1: Aggregates, the South Wales Regional Aggregates Working Party (SWRAWP) is charged with preparing a Regional Technical Statement (RTS) setting out how aggregates demand will be met in the region for a 15 year period. The RTS assesses the demand and supply of aggregates within the region and considers the environmental capacity of each Mineral Planning Authority (MPA) to make a contribution to meeting the regional demand.

8.5.4.4 The SWRAWP has recently consulted on and will shortly be publishing an updated RTS 2nd Review and the implications of the statement will need to be fully considered as part of the LDP review. The Replacement LDP will need to continue to show evidence that the Authority has the necessary landbank of aggregate reserves to meet the identified need. Evidence set out in the AMRs to date indicates that Neath Port Talbot has more than an adequate landbank of aggregates to meet identified need and therefore it is highly unlikely that any new allocations will be required.

8.5.4.5 Whilst in general terms the mineral policies are considered to remain sound, the need to respond to changing circumstances will need to be considered. Given the declaration of a 'climate emergency' and the need to decarbonise the economy, the policy of the Welsh Government is to no longer support the working of coal. PPW has therefore been updated setting out the position that new applications for the working of coal should now be resisted unless there are identified exceptional circumstances, and that there is no longer a requirement for LDP policies to safeguard coal resources or to indicate where coal operations would not be acceptable (i.e. Policy M2).

8.5.4.6 In addition, the draft NDF sets out the policy framework for determination of renewable energy proposals including the introduction of Priority Areas within which there will be a presumption in favour of wind and solar schemes (refer below). A large part of Neath Port Talbot is within the draft wind and/or solar priority areas, so the question of sterilisation of mineral resources / reserves by renewable energy developments will need to be clarified as part of the review.

8.5.5 Strategic Policy 18 - Renewable and Low Carbon Energy

8.5.5.1 The Strategic Policy (SP18) and Policies RE1 (Criteria for the Assessment of Renewable and Low Carbon Energy Development) and RE2 (Renewable and Low Carbon Energy in New Development), supplemented by the Renewable and Low Carbon Energy SPG, seek to ensure that the area makes a proportionate contribution to renewable energy generation while balancing the impact of renewable energy developments on the environment and communities.

8.5.5.2 The evidence base informing the development of these policies includes the Renewable and Low Carbon Energy Topic Paper, the LDP Renewable Energy Assessment, the TAN 8 Annex D Study of Strategic Search Areas E and F: South Wales Valleys, and the Provision of Landscape Advice Report. The evidence base information and documents

for this topic will need to be reconsidered and revisited in the light of changes to national policy and consenting regimes and changes in renewable energy technologies. Additional information may be required in respect of the following:

- Study into the potential for developing district heat networks, particularly in the Neath area;
- Assessments of the energy needs of all new proposed development and need for additional generating capacity;
- Identify *challenging but achievable* targets for renewable energy (absolute energy installed capacity/resource potential); and
- Implement the Low Carbon Toolkit (including assessment of resource potential, impacts and opportunities, cumulative impacts and connection issues).

8.5.5.3 All proposals for onshore generating projects between 10MW and 50MW capacity (and greater for wind energy) are now dealt with by Welsh Ministers with Local Authorities dealing only with proposals below 10MW.

8.5.5.4 The draft NDF sets out the policy framework for determination of renewable energy proposals including the introduction of Priority Areas within which there will be a presumption in favour of wind and solar schemes. Other draft NDF policies cover other aspects of renewable energy development and district heat networks. A large part of Neath Port Talbot is within the draft wind and/or solar priority areas, where there would be a presumption in favour of Renewable Energy (RE) developments. Neath is identified as a priority area for District Heat Networks where opportunities should be identified and implemented.

8.5.5.5 National policy in respect of renewable energy is therefore currently under review. PPW currently promotes the development of renewable energy resources, introduces the Energy Hierarchy and requires planning authorities to plan positively for local power generation including providing for the co-location of developments to enable local heat opportunities, maximising the use of waste heat, district heating and combined heat and power. Both PPW and TAN8 (Renewable Energy) will be reviewed once NDF policy is finalised and LDP policies will need to reflect and comply with this emerging framework.

8.5.5.6 At the Officer Working Group meeting held to discuss the LDP policies it was noted that Policy RE1 would need to be amended but that the form it would take will depend on the finalised national policy framework. It was considered that the need to split RE1 to have separate policies for wind and solar power should be assessed as part of the review. The question of sterilisation of mineral reserves by renewable energy developments has been an issue in the past and this issue will also need to be clarified.

8.5.5.7 In respect of Policy RE2 (Renewable and Low Carbon Energy in New Development) it was recommended that consideration should be given to amending the thresholds for the requirement of Energy Assessments and whether the threshold of 100 dwellings for residential developments in particular should be reduced although this will need to be considered in the light of development viability issues.

8 . LDP Topic Area Reviews

8.5.5.8 No specific issues were identified in the AMR in respect of the Renewable and Low Carbon Energy LDP policies. However, the SA monitoring has identified mixed impacts in relation to the thresholds for requiring the submission of renewable energy assessments (Policy RE2).

8.5.5.9 In addition to the above, consideration will need to be given to the need for a separate policy for district heat networks, particularly in the Neath area, and the formal identification of renewable energy targets.

8.5.6 Strategic Policy 19 - Waste Management

8.5.6.1 The Waste Management Strategic Policy (SP19) and Policies W1 (In-Building Waste Treatment Facilities), W2 (Deposit of Inert Waste on Agricultural Land) and W3 (Waste Management in New Development), seek to take a sustainable approach to waste management and contribute to making provision for an integrated and adequate network of waste management facilities.

8.5.6.2 The evidence base informing the development of these policies includes the Waste Topic Paper and the Waste Planning Monitoring Reports (WPMRs) which are published annually by the South West Wales Region. PPW indicates that *Circular Economy* principles should underpin all developments and encourages design approaches that prevent waste. It also sets out the waste hierarchy for dealing with waste materials with disposal as the last option.

8.5.6.3 Furthermore, PPW supplemented by TAN 21 (Waste) requires that progress towards establishing an integrated and adequate network of facilities is monitored to identify whether sufficient landfill capacity is being maintained; sufficient treatment capacity is being maintained; whether the spatial pattern of provision is appropriate to address identified needs; and whether any further action is needed by LPAs to address unforeseen issues.

8.5.6.4 Central to the process of preparing the WPMR is the collection and analysis of information regarding the waste situation within the region. The principle role of the WPMR is to collate and present all available data to enable the effective monitoring of both the region's waste arisings and waste management facilities and to assess the region's performance against the targets set out in the National Waste Strategy for Wales – 'Towards Zero Waste' (TZW).

8.5.6.5 Whilst the evidence set out in the AMRs to date indicates that in general terms the waste policies are considered to remain sound, the need to respond to changing circumstances will need to be considered throughout the review. The information and analysis presented in the WPMRs will inform this process and provide a basis to take action on the waste arising's within each local authority area and by implication the region as a whole.

8.6 Transport and Access

8.6.1 Strategic Policy 20 - Transport Network

8.6.1.1 The Transport Network Strategic Policy (SP21) and policies TR1 (Transport Proposals), TR2 (Design and Access of New Development), TR3 (Safeguarding of Disused Railway Infrastructure) and TR4 (Safeguarding Freight Facilities), supplemented by the Parking Standards SPG seek to support and develop the transport network to safely and effectively facilitate the movement of people and freight within the area, reduce reliance on the private car and improve connectivity.

8.6.1.2 The evidence base informing the development of these policies includes the Transport Topic Paper. All the information and documents relating to this topic will need to be updated to take into account transport infrastructure changes and other developments that have taken place since the Plan was adopted, together with general updating of the information available. Regard will be had to the Joint Local Transport Plan (LTP) for South West Wales 2015-2020. Replacing the Regional Transport Plan (prepared by the SWWITCH consortia) the four authorities in South West Wales have worked collaboratively in preparing the LTP as an overarching City Region LTP. Consideration needs to be given to the policy and land use implications of the schemes identified in the LTP.

8.6.1.3 The draft NDF emphasises the growing importance of ultra low emission vehicles (ULEVs), active travel and public transport and includes a policy supporting development of the Swansea Bay Metro system. The placemaking theme embodied in PPW is of significance in relation to transport policy, and enabling more sustainable travel choices is emphasised, together with making best use of existing capacity and managing demand. The Sustainable Transport Hierarchy is set out as a key principle for development plans, favouring walking and cycling first, followed by public transport, then ULEVs with other private motor vehicles at the bottom of the hierarchy.

8.6.1.4 The Active Travel (Wales) Act 2013 places a legal requirement on local authorities in Wales to produce active travel maps and deliver year on year improvements in active travel routes and facilities. Any new or amended proposals for active travel routes and facilities, especially for walking and cycling, may be considered for safeguarding through the LDP revision process where they are within a programme, supported by funding and likely to be delivered in the Plan period.

8.6.1.5 At the Officer Working Group meeting to discuss these policies it was noted that some of the developments/sites listed in policies TR1 (Transport Proposals) and TR4 (Safeguarding Freight Facilities) need to be reconsidered and updated where appropriate to take into account the completion of some proposals, reconsider of others that have not come forward as expected and to add any new schemes. The possibility of new specific policies for ULEVs, Active Travel and Green Infrastructure were discussed. The proposed Swansea Bay Metro has potential positive and negative implications for Neath Port Talbot which will need to be assessed as more detailed proposals come forward.

8.6.1.6 The AMR identifies the schemes (listed in Policy TR1) that have not been completed and indicates that TR1 will need to be subject to a review process to take into account the current situation. No specific issues have been identified with the other policies.

8 . LDP Topic Area Reviews

8.7 Culture and Heritage

8.7.1 Strategic Policy 21 - Built Environment and Historic Heritage

8.7.1.1 Strategic Policy (SP21), Policies BE1 (Design), BE2 (Buildings of Local Importance) and BE3 (The Canal Network), the Design SPG and the Historic Environment SPG seek to ensure that new development is undertaken to a high design standard and that the important existing historic environment of the area is conserved and enhanced wherever possible.

8.7.1.2 The evidence base informing the development of these policies includes the Environment Topic Paper (Sections on the Built Environment and Historic Heritage) and the Schedules of Buildings of Local Importance and of Designated Canal Structures (contained within the Historic Environment SPG). For the most part, the built and historic environment is unlikely to have changed significantly in respect of the evidence base, but areas that may require updating include the Schedule of Buildings of Local Importance (to take into account losses and possible additions as part of the review of the SPG) and the undertaking of Conservation Area Appraisals.

8.7.1.3 The placemaking theme introduced by PPW10, together with TAN12 (Design) amended in 2016 together have significant implications for design issues in particular, and will have to be taken into account. Similarly, the new TAN24 (The Historic Environment) consolidates and expands significantly on the previous guidance and will need to be reflected in the review.

8.7.1.4 At the Officer Working Group meeting held to discuss these policies, concerns were expressed that the design policy (BE1) is insufficiently clear and effective when used to determine applications. The need and usefulness of Policy BE2 (Buildings of Local Importance) was also debated, given the lack of resources available to deal with the conservation of the historic environment generally.

8.7.1.5 No specific issues were identified in the AMR in respect of the operation of the LDP policies for the Built Environment and Historic Heritage.

8.7.1.6 Other issues that may need to be considered as part of the review include changing the terminology used to bring it in line with the latest guidance (e.g. *Historic Environment* rather than Historic Heritage and *Historic Assets of Special Local Interest* rather than Buildings of Local Importance). The new emphasis on placemaking and design issues also suggests that consideration should be given to splitting design policy from historic matters and the addition of a new placemaking/design strategic policy.

8.7.2 Strategic Policy 22 - Welsh Language

8.7.2.1 The Strategic Policy (SP22), Policy WL1 (Development in Language Sensitive Areas) and the Development and the Welsh Language SPG seek to ensure that development in the designated 'Language Sensitive Area' (LSA) mitigate any negative impacts of the development on the Welsh language and culture, through the provision of Section 106 contributions to protect, promote and enhance the Welsh language.

8.7.2.2 A Wales of vibrant culture and thriving Welsh language is one of the seven well-being goals identified in the Well-being of Future Generations Act, which is also embedded in PPW and its sustainable placemaking principles. The importance of the Welsh Language is also highlighted by the Welsh Government's ambitious target to achieve one million Welsh speakers by the year 2050⁽⁷⁾.

8.7.2.3 The evidence base informing the development of these policies includes the Welsh Language Topic Paper and the Welsh Language Impact Assessment. For the most part, the evidence base is unlikely to have changed significantly, but a review of the latest statistical data will be needed to determine whether there will be a need to amend the extent of the designated LSA or whether the policy thresholds require revision. Consideration may also be given to a bilingual signage policy.

8.7.2.4 No specific issues have been identified in the AMR in respect of the operation of the LDP policies for the Welsh language and no concerns were expressed in terms of the clarity and wording of the policies at the Officer Working Group. In general, the policy appears to be working well and will be retained within the Replacement LDP.

8 . LDP Topic Area Reviews

9 Reconsideration of the SA/SEA and HRA

9.1 Sustainability Appraisal (SA) including Strategic Environmental Assessment (SEA)

9.1.1 The Planning and Compulsory Purchase Act 2004 requires that the process of drawing up and developing an LDP is informed throughout by an iterative process of Sustainability Appraisal (SA). The SA also incorporates Strategic Environmental Assessment (SEA) required under European Directive 2001/42/EC. This is intended to ensure that policies in the LDP all promote 'sustainable development' through integrating economic, environmental, social and cultural objectives into the development of all aspects of the LDP.

9.1.2 The findings of the SA monitoring are summarised annually in the AMR to give an assessment of the impacts of the implementation of the LDP policies, and a summary of the main findings is set out in Section 4 above.

9.1.3 The SA/SEA will need to be the subject of a thorough review process to take into account all broader contextual changes in terms of national policy and guidance, changes and updates to baseline information and other new approaches and information. The SA Scoping Report will be reviewed accordingly, including the SA methodology and monitoring framework. Consideration will also need to be given to integrating the Well-being of Future Generations Act 2015 requirements, Equalities Act, Welsh Language and Health Impact Assessment into a single Integrated Sustainability Appraisal (ISA).

9.2 Habitats Regulations Assessment (HRA)

9.2.1 The LDP was also the subject of Habitats Regulations Assessment (HRA) to assess whether its implementation would have any impacts on any European sites of nature conservation importance (i.e. Special Areas of Conservation and Special Protection Areas, including Ramsar Sites). This involves an extensive screening process relating to all LDP policies and proposals and a detailed assessment of likely impacts.

9.2.2 The Replacement LDP will again need to be subject to HRA, and this will require the HRA screening process and methodology to be reviewed and revisited and applied to developing LDP proposals in an iterative process to ensure that the relevant legislation and regulations are complied with and any issues are fully addressed.

9 . Reconsideration of the SA/SEA and HRA

10 Opportunities for Collaborative Working

10.1 Joint LDPs and Collaborative Studies

10.1.1 Collaboration is a requirement of the Well-being of Future Generations Act and part of the first LDP test of soundness (i.e. Does the Plan Fit?). In addition, the updated draft '*Development Plans Manual (Edition 3)*', indicates that LPAs will need to demonstrate that all opportunities for joint working and collaboration on both plan preparation and the evidence base have been exhausted. This is particularly relevant where the LDPs of neighbouring authorities are on similar preparation timescales and where there are strong cross-boundary linkages.

Joint Local Development Plans

10.1.2 Neath Port Talbot Council shares its administrative boundary with six other Local Planning Authorities (LPAs): Swansea, Carmarthenshire, Powys, Rhondda Cynon Taf, Bridgend and Brecon Beacons National Park. The following table summarises each LPA's current position in respect of their LDP preparation cycle.

Table 10.1.1 LDP Status in Adjoining Local Planning Authorities

Local Authority	Date of LDP Adoption	Plan Period	Progress of Review
Swansea	2019	2010 - 2025	Not required at present
Carmarthenshire	2014	2006 - 2021	Work started on Replacement LDP with recent consultation on the Preferred Strategy.
Powys	2018	2011 - 2026	Not required at present
Rhondda Cynon Taf	2011	2006 - 2021	N/A
Bridgend	2013	2006 - 2021	Work started on Replacement LDP with recent consultation on the Preferred Strategy.
Brecon Beacons National Park	2013	2007 - 2022	Work started on Replacement LDP with recent consultation on the Preferred Strategy.

10.1.3 The above information highlights that in terms of timescales, there is little opportunity to prepare a Joint LDP with any adjoining authority, as all are at significantly different stages in the plan preparation process. Despite the incompatible timescales, collaboration with all neighbouring authorities will nevertheless be a central part of the work to prepare the Replacement LDP which will need to align as far as possible with existing and/or emerging strategies and proposals of adjoining areas.

10 . Opportunities for Collaborative Working

Collaborative Initiatives and Studies

10.1.4 Recognising that the most effective focus and use of resources at this stage would be to build on joint working opportunities on cross-boundary issues and key areas of evidence, a significant amount of collaborative work involving all authorities affiliated to the Mid and South West Wales Strategic (M&SWW) Planning Group has already commenced.

10.1.5 To date, discussions and progress have centred on three key studies: a 'Regional Employment Study' (RES), a 'Joint Local Housing Market Assessment' (LHMA) and a 'Regional Viability Study' (RVS). All three studies will not only inform reviews of individual LDPs but will also contribute positively as a potential baseline for future work on SDPs (refer below).

10.1.6 The work associated with the RES has currently been put on hold primarily due to resource / capacity issues within those LPAs that are focusing their efforts and attention on putting in place an evidence base for their respective LDPs. Notably, 'Regional Officer' posts have recently been created within the Welsh Government and as such, it is the intention that the RES be re-visited in the future, with a potentially greater SDP focus, in conjunction with WG officers.

10.1.7 Following the appointment of Opinion Research Services (ORS), the Joint LHMA study is nearing completion. The final regional report and sub area (LPA) reports are expected at the end of December 2019. The aim of the commission was to ensure that a consistent methodological approach was established to assess the housing needs across the M&SWW region in accordance with best practice, to provide robust data to inform forthcoming LHMA's.

10.1.8 The RVS, lead by Andrew Burrows of 'Burrows-Hutchinson' is also nearing completion: with the Development Viability Model (DVM) currently in the process of being made available on each respective LA's website. The DVM is a spreadsheet based appraisal tool capable of testing the suitability of sites for inclusion in a Plan/Strategy and also to assist the assessment of financial viability of a specific development proposal at application stage. Use of the DVM can be used as part of submissions to the Council for pre-application advice, planning applications and 'Candidate Sites' submitted as part of the LDP review process.

10.1.9 Additional collaborative work that will inform LDP preparation has also been undertaken with specific neighbouring authorities, with an example being the preparation with colleagues in Swansea of the Fabian Way Innovation Corridor Supplementary Planning Guidance. Future preparation of joint and shared evidence such as this, including potential Statements of Common Ground (SoCG) where shared interests exist, will be pursued wherever the opportunities arise.

10 . Opportunities for Collaborative Working

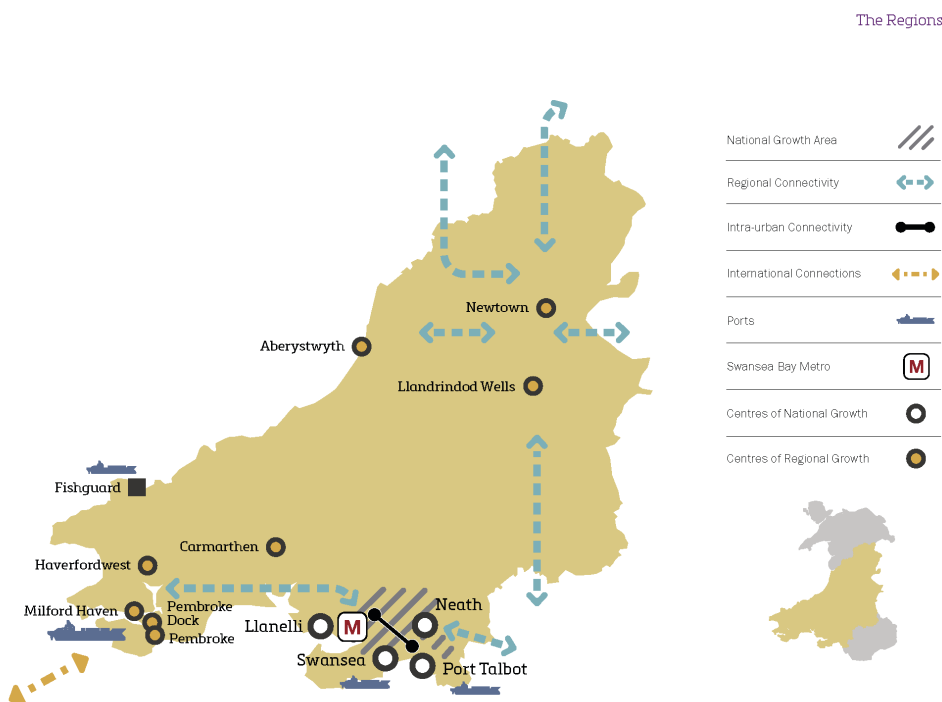
10.2 Strategic Development Plans

10.2.1 The Planning (Wales) Act 2015 introduced the legal framework to strengthen the plan led approach in Wales by introducing the legal basis to prepare the National Development Framework (NDF) and also Strategic Development Plans (SDPs). LDPs or LDP *Lites* (i.e. a shorter, more focused version of an LDP where a SDP is in place), will ultimately need to conform with these higher tier plans.

10.2.2 The *Draft* NDF policy framework requires SDPs to come forward in each of the three identified regions: North Wales; Mid and South West Wales (M&SWW) and South East Wales. These areas will be the focus for WG policy and future investment. The SDP will need to address cross-boundary issues at a regional level and must be in general conformity with the NDF. Notably, in respect of the *Draft* NDF policy framework specific to the M&SWW region:

- Swansea, Neath, Port Talbot and Llanelli are identified as 'Centres of National Growth' with these areas being the main focus for investment and growth;
- Carmarthen, Llandrindod Wells, Newtown, Aberystwyth and the four haven towns are identified as 'Centres of Regional Growth' and will be the focus for managed growth reflecting their important sub-regional functions;
- As a proportion of national need, 23,400 homes are needed by 2038 and over the initial 5 years (2018/19 to 2022/23) 44% of the homes needed should be affordable; and
- The policy framework also specifically supports the continued development of the Haven Waterway and Swansea Bay Metro.

Figure 10.1 Mid and South West Wales Region



10 . Opportunities for Collaborative Working

10.2.3 In light of this new emerging planning regime in Wales, SDP related discussions are now taking place on a regular basis across the M&SWW region to establish the future role of authorities and the scope of the work required. Following the publication of the *Draft* NDF, discussions between the constituent LPAs will now be gathering pace to determine how the preparation of a SDP should progress, including agreeing the geographical footprint, the governance arrangements, the resources available and the timing of plan preparation.

10.2.4 Over the course of preparing the Replacement LDP therefore, there will be a need for the Council to closely consider the implications of the SDP as and when the new regional policy direction emerges.

Appendix A: LDP Policy Review

A.1 The following provides an overview of the LDP Policies (Strategic Policies are in **Bold**):

Table A.0.1 Overarching Policies

Policy Ref	Title	Overview
SP1	Climate Change	The Policy will be retained but the individual policy criteria will be reviewed to ensure that the latest information and approaches are incorporated.
SP2	Health	This Policy will be subject of review to consider whether the Policy considerations should be widened in the light of legislative changes and a greater focus on a holistic approach to development.
SP3	Sustainable Communities	No specific issues identified in relation to Policy SP3. The need for an additional detailed policy relating to new community facilities should be given consideration.
SC1	Settlement Limits	The policy will be reviewed in respect of the wording of the criteria.
SC2	Protection of Existing Community Facilities	Consideration to be given to providing additional clarification about the definition/scope of the term Community Facilities.
SP4	Infrastructure	This Policy will be the subject of a review as it is not delivering the benefits anticipated. The term 'infrastructure' can cover a range of planning considerations and therefore the policy text will require amendments to ensure physical infrastructure and planning obligations can be readily separated to provide clarity.
I1	Infrastructure Requirements	The Policy is essential in ensuring that there is sufficient infrastructure to mitigate the impacts of new development and should be carried forward in the new plan. However, as with the Strategic Policy, the policy needs to be amended to provide further clarify on the requirements for planning obligations. Viability testing will determine the scope for developer contributions in new developments and an assessment of the key issues will determine if the list of potential requirements are still appropriate.

Table A.0.2 Area Based Policies

Policy Ref	Title	Overview
SP5	Development in the Coastal Corridor Strategy area	The policy requires amendment to reflect the revised spatial and growth strategies. The policy will need to consider the emerging NDF, updated evidence base and will require an assessment of existing and potential new allocations to determine their ability to accommodate future development.
SRA1	Coed Darcy Strategic Regeneration Area	Revise policy to reflect reconsideration of spatial and growth strategy.
SRA 2	Harbourside Strategic Regeneration Area	Revise policy to reflect reconsideration of spatial and growth strategy.
CCRS 1	Coastal Corridor Regeneration Schemes	Revise policy to reflect reconsideration of spatial and growth strategy.
CCRS 2	Coastal Corridor University Campus	Campus mostly developed, consider whether a specific policy is still relevant.

Appendix A: . LDP Policy Review

Policy Ref	Title	Overview
SP6	Development in the Valleys Strategy area	Whilst, in view of the emerging NDF, it is likely that the coastal/ valley split will be retained, there are a number of indicators relevant to this Policy, which have had mixed success. Those relating to overall housing delivery and that in Pontardawe SGA have not delivered as anticipated. Whilst the housing indicators for Glynneath SGA and the Neath Valley have not raised issues, this is because the delivery date has not been reached. It is likely that new allocations within the Valleys will need to be made to help enable its growth, which will include residential development, safeguard employment , cultural heritage and regeneration opportunities.
VRS 1	Valleys Strategy Regeneration Scheme	Revise policy to reflect reconsideration of spatial and growth strategy.

Table A.0.3 Communities and Housing Topic Based Policies

Policy Ref	Title	Overview
SP7	Housing Requirement	Policy will be subject to amendment to reflect the updated spatial and growth strategies and the level of housing need required over the plan period.
H2	Housing Sites	Revise housing allocations to reflect the spatial and growth strategies and the spatial distribution of housing over the plan.
SP8	Affordable Housing	The policy will be subject to amendment to reflect the updated strategy, viability evidence, and national policy relating to affordable housing.
AH1	Affordable Housing	The policy will require amendment to reflect updated viability work.
AH2	Affordable Housing Exception Sites	No relevant applications since LDP adoption. Further investigation and discussion with RSL partners and possible amendments required.
SP9	Gypsies and Travellers	The policy is functioning effectively. Amendments required to reflect the next Gypsy and Traveller Accommodation Assessment.
GT1	Gypsy and Traveller Site	The allocation has been delivered. Policy to either be removed or updated to reflect the requirements of the next Gypsy and Traveller Accommodation Assessment.
GT2	Proposals for New Gypsy and Traveller Sites	The policy is functioning effectively. Some minor amendments required to align with updated national policy guidance.
SP10	Open Space	The strategic policy may not require any revision, as the issues it covers are still relevant and appropriate.
OS1	Open Space Provision	This Policy requires review, there have been changes to the FIT standard, which a review will need to consider. In addition the requirement for Green Infrastructure may need to feature in this Policy, if it is not included elsewhere. In addition some amendments required in response to the Officer Working Group comments to improve clarity.
OS2	Protection of Existing Open Space	Policy seems to be working relatively well on the whole, it may need some slight revision to add further clarity, but should be carried forward into the new Plan. In addition some amendments required in response to the Officer Working Group comments to improve clarity.

Table A.0.4 The Economy Topic Based Policies

Policy Ref	Title	Overview
SP11	Employment Growth	Policy will be reviewed in line with updated economic assessment to ensure the policy reflects the plan's strategy.
EC1	Employment Allocations	Review to establish the expected demand for employment floorspace required to deliver the strategy. Review of the employment allocations to determine if allocations are deliverable and viable.
EC2	Existing Employment Areas	Review to establish the expected demand for employment floorspace required to deliver the strategy. Consider whether the protection of all employment areas listed are required based on conclusions of Employment Land Review.
EC3	Employment Area Uses	The policy is functioning effectively. Consider some minor amendments to improve clarity and consider whether policies EC3 and EC4 can be combined.
EC4	Protection of Existing Employment Uses	The policy is functioning effectively. Following comments from Officer Working Group, consider some minor amendments to improve clarity and consider whether policies EC3 and EC4 can be combined.
EC5	Employment Uses in the Valleys	The policy is functioning effectively. Consider some minor amendments to improve clarity, in response to Officer Working Group comments.
EC6	Live work Units	No relevant applications since LDP adoption. Consider whether policy is still necessary.
SP12	Retail	The Policy is functioning effectively, with the issues covered still relevant. Some minor amendments may be required to reflect changes to national retail policy. The retail hierarchy and retail boundaries will be subject to review and amendment to ensure designations are up to date and appropriate.
R1	Retail Allocations	The policy will require amendment to reflect the revised assessment of need.
R2	Proposals within Retail Centres	The policy is functioning effectively. Where necessary, there may be some minor revisions to the policy required to reflect changes to national retail policy.
R3	Out of Centre Retail Proposals	The policy is functioning effectively. Where necessary, there may be some minor revisions to the policy required to reflect changes to national retail policy.
SP13	Tourism	The policy is functioning effectively.
TO1	Tourism Development in the Countryside	The policy is functioning effectively. Consider some minor amendments to improve clarity, in response to Officer Working Group comments.
TO2	Protection of Existing Tourism Facilities	The policy is functioning effectively. Following comments from Officer Working Group, consideration needed as to whether the policy should be expanded to cover the conversion to other uses, not just residential.
TO3	Tourism Led Regeneration Scheme	The allocation has not been delivered. Consider whether the allocation is still appropriate and deliverable within the plan period and consider whether other allocations are required to meet the strategy.
TO4	Walking and Cycling Routes	The routes identified have been delivered. Consider the allocation of alternative walking and cycling routes required to deliver the strategy.

Appendix A: . LDP Policy Review

Table A.0.5 Environment and Resources Topic Based Policies

Policy Ref	Title	Overview
SP14	The Countryside and Undeveloped Coast	The policy is functioning effectively.
EN1	The Undeveloped Coast	The policy is functioning effectively.
EN2	Special Landscape Areas	The policy may need to be reviewed in the light of national policy changes and application decisions.
EN3	Green Wedges	The policy may need to be reviewed in the light of application decisions.
EN4	Replacement Dwellings in the Open Countryside	The policy is functioning effectively.
EN5	Conversion and Extension of Existing Buildings in the Countryside	The policy is functioning effectively.
SP15	Biodiversity and Geodiversity	The policy will be reviewed in the light of the on-going loss of biodiversity as a result of planning decisions.
EN6	Important Biodiversity and Geodiversity Sites	The policy is functioning effectively.
EN7	Important Natural Features	The policy is functioning effectively.
SP16	Environmental Protection	The policy is functioning effectively.
EN8	Pollution and Land Stability	The policy is functioning effectively. Following comments from the Officer Working Group, consider splitting the policy to have separate policies for Pollution and Land Stability to improve clarity.
EN9	Developments in the Central Port Talbot Area	The policy is functioning effectively. Consider some minor amendments to improve clarity, in response to Officer Working Group comments.
EN10	Quiet Areas	The policy is functioning effectively.
SP17	Minerals	The policy is functioning effectively. Amendments are required to reflect changes to national minerals policy.
M1	Development in Mineral Safeguarding Areas	The policy is functioning effectively. Amendments are required to reflect changes to national minerals policy.
M2	Surface Coal Operations	The policy is no longer required due to changes to national minerals policy.
M3	Development in Mineral Buffer Zones	The policy is functioning effectively.
M4	Criteria for the Assessment of Mineral Development	The policy is functioning effectively. Amendments are required to reflect changes to national minerals policy.

Appendix A: . LDP Policy Review

Policy Ref	Title	Overview
SP18	Renewable and Low Carbon Energy	The policy is functioning effectively. Amendments are required to reflect changes to national renewable energy policy.
RE1	Criteria for the Assessment of Renewable and Low Carbon Energy Development	The policy is functioning effectively. Amendments are required to reflect changes to national renewable energy policy.
RE2	Renewable and Low Carbon Energy in New Development	The policy functioning effectively. Consider amending the threshold for submitting assessments in response to Office Working Group comments.
SP19	Waste Management	The policy is functioning effectively. Amendments are required to reflect changes to national waste policy.
W1	In-Building Waste Treatment Facilities	The policy is functioning effectively.
W2	Deposit of Inert Waste on Agricultural Land	The policy is functioning effectively.
W3	Waste Management in New Development	The policy is functioning effectively.

Table A.0.6 Transport and Access Topic Based Policies

Policy Ref	Title	Overview
SP20	Transport Network	The policy is functioning effectively. Amendments are required to reflect changes to national transport policy.
TR1	Transport Proposals	The policy is functioning effectively. Amendments are required to reflect the fact that schemes have been completed.
TR2	Design and Access of New Development	The policy is functioning effectively.
TR3	Safeguarding of Disused Railway Infrastructure	The policy is functioning effectively.
TR4	Safeguarding Freight Facilities	The policy is functioning effectively.

Table A.0.7 Culture and Heritage Topic Based Policies

Policy Ref	Title	Overview
SP21	Built Environment and Historic Heritage	The policy is functioning effectively.
BE1	Design	The policy will be reviewed in order to consider amendments in response to officer working group comments.
BE2	Buildings of Local Importance	The policy is functioning effectively.

Appendix A: . LDP Policy Review

Policy Ref	Title	Overview
BE3	The Canal Network	The policy is functioning effectively.
SP22	Welsh Language	The Policy may require some minor revision, if any other Language Sensitive Areas are identified from research.
WL1	Development in Language Sensitive Areas	The Policy will remain, but may require some minor revision, if the thresholds need revision. Some minor revision may be required in response to the Officer working group comments e.g. In respect of thresholds, or the inclusion of an Advertisement / Signage Policy.

Appendix B: Sustainability Appraisal Monitoring - Key Findings

Table B.0.1 SA Monitoring Findings (Summary Table)

SA Objective		Ind Ref	Issues 2017	Issues 2018	Issues 2019	SA Finding/ Recommendation
Ref						
1A	Climate Change Adaptation	6	Flooding: 3 Approvals in Zone C2	N/A	N/A	There have been approvals contrary to policy within flood zone C2. This was addressed through officer/member training. Monitoring of this issue should continue.
		62	N/A	N/A	Development in GW and SLA	Areas of GW/SLA have not been protected. The policies should be reviewed to ensure designated areas/controls are appropriate.
1B	Climate Change Mitigation	1	CCSA Density - 50% compliance	CCSA Density - 32% compliance	CCSA Density - 17% compliance	Significant (& increasing) shortfalls in density requirements are unsustainable in terms of resources and env impact. The terms and operation of the policy should be reviewed.
		2	VSA Density - 27% compliance	VSA Density - 24% compliance	VSA Density - 16% compliance	
		75	No REAs submitted	N/A	1 REA submitted	There have been significant shortfalls in the number of REAs submitted, and therefore in the provision of Renewable/low carbon energy technologies. The terms and operation of the policy should be reviewed.
1C	Climate Change Energy	74	N/A	No RE Proposals	N/A	Concerns at low number of RE/LC proposals although this appears to be improving. Policy should be reviewed, but national policy appears to be changing in respect of larger proposals.
		75	No REAs submitted	N/A	1 REA submitted	There have been significant shortfalls in the number of REAs submitted, and therefore in the provision of Renewable/low carbon energy technologies. The terms and operation of the policy should be reviewed.
2A	Natural Resources	1	CCSA Density - 50% compliance	CCSA Density - 32% compliance	CCSA Density - 17% compliance	Significant (& increasing) shortfalls in density requirements are unsustainable in terms of resources and env impact. The terms and operation of the policy should be reviewed.

Appendix B: . Sustainability Appraisal Monitoring - Key Findings

SA Objective		Ind Ref	Issues 2017	Issues 2018	Issues 2019	SA Finding/ Recommendation
Ref						
		2	VSA Density - 27% compliance	VSA Density - 24% compliance	VSA Density - 16% compliance	
		62	N/A	N/A	Developments approved in GW and SLA contrary to policy	Areas of GW/SLA have not been protected in accordance with policy. The terms and operation of the relevant policies should be reviewed to ensure designated areas and controls are appropriate.
3A	Loss of Biodiversity	SA8	N/A	N/A	0.15ha SINC lost	Biodiversity targets not being met. The terms and operation of the relevant policies should be reviewed to ensure designated areas and controls are appropriate.
3B	Biodiversity Improvements	12	N/A	N/A	No biodiversity enhancements made as a result of developer contributions	No biodiversity enhancements achieved through planning process (info only available for 2019): The terms and operation of the relevant policies should be reviewed to ensure designated areas and controls are appropriate.
4A	Landscape & Townscape	62	N/A	N/A	Developments approved in GW and SLA contrary to policy	Areas of GW/SLA have not been protected in accordance with policy. The terms and operation of the relevant policies should be reviewed to ensure designated areas and controls are appropriate.
6A	Social Cohesion	7	10 Community facilities lost	3 Community facilities lost	N/A	The effectiveness of the policy appears to be improving, but it should be reviewed to ensure that measures are employed to prevent losses of community facilities wherever possible.
		10	1 application was approved for town centre uses in an out of town location	1 application was approved for town centre uses in an out of town location	N/A	The effectiveness of the policy appears to be improving, but it should be reviewed to ensure that measures are employed to support communities.

Appendix B: . Sustainability Appraisal Monitoring - Key Findings

SA Objective		Ind Ref	Issues 2017	Issues 2018	Issues 2019	SA Finding/ Recommendation
Ref						
		14	N/A	Delivery of housing on allocated sites behind targets	Delivery of housing on allocated sites behind targets	Shortfalls in housing delivery are likely to have detrimental impacts on the local economy and affordable housing provision and therefore may adversely affect community cohesion. The relevant policies should be reviewed to ensure that benefits for social cohesion are maximised.
		31	N/A	Delivery of housing on allocated sites in VSA behind targets	Delivery of housing on allocated sites in VSA behind targets	
		32	N/A	Delivery of housing on allocated sites in Pontardawe behind targets	Delivery of housing on allocated sites in Pontardawe behind targets	
		39	N/A	Delivery of all types of housing behind target	Delivery of all types of housing behind target	
		41	N/A	Delivery of affordable housing behind target	Delivery of affordable housing behind target	
		46	Targets for the provision of open space not fully met	Targets for the provision of open space not fully met	Targets for the provision of open space not fully met	Shortfalls in open space provision are likely to have negative impacts on social cohesion. The relevant policies should be reviewed to ensure that benefits are maximised.
		52	N/A	Targets for the provision of new employment floorspace not fully met	Targets for the provision of new employment floorspace not met for two consecutive years	Shortfalls in employment floorspace provision are likely to have negative impacts on social cohesion. The relevant policies should be reviewed to ensure that benefits are maximised.
		58	N/A	N/A	No small scale local retail proposals approved	Lack of new small scale local retail provision is likely to have a negative impact on social cohesion. The policy should be reviewed to ensure that benefits are maximised.
7A	Physical and mental health outcomes	7	10 Community facilities lost	3 Community facilities lost	N/A	The effectiveness of the policy appears to be improving, but it should be reviewed to ensure that measures are employed to prevent adverse outcomes wherever possible.

Appendix B: . Sustainability Appraisal Monitoring - Key Findings

SA Objective		Ind Ref	Issues 2017	Issues 2018	Issues 2019	SA Finding/ Recommendation
Ref						
		46	Targets for the provision of open space not fully met	Targets for the provision of open space not fully met	Targets for the provision of open space not fully met	Shortfalls in open space provision are likely to have negative impacts on health outcomes. The relevant policies should be reviewed to ensure that benefits are maximised.
		49	N/A	Decreasing levels of workplace employment	Decreasing levels of workplace employment	Reductions in workplace employment are likely to have negative impacts on health outcomes. Relevant policies should be reviewed to ensure that benefits are maximised.
		53	N/A	Decreasing rates of economic activity	N/A	Rates of economic activity appear to have fluctuated, with likely mixed results on health outcomes. Relevant policies should be reviewed to ensure that benefits are maximised.
7B	Minimise the incidence and impacts of ill health	7	10 Community facilities lost	3 Community facilities lost	N/A	The effectiveness of the policy appears to be improving, but it should be reviewed to ensure that measures are employed to minimise adverse effects wherever possible.
		46	Targets for the provision of open space not fully met	Targets for the provision of open space not fully met	Targets for the provision of open space not fully met	Shortfalls in open space provision are likely to have negative impacts on health. The relevant policies should be reviewed to ensure that benefits are maximised.
		49	N/A	Decreasing levels of workplace employment	Decreasing levels of workplace employment	Reductions in workplace employment are likely to have negative impacts on health. Relevant policies should be reviewed to ensure that benefits are maximised.
		53	N/A	Decreasing rates of economic activity	N/A	Rates of economic activity appear to have fluctuated, with likely mixed results on health. Relevant policies should be reviewed to ensure that benefits are maximised.
7C	Minimise the incidence and impacts of poverty	49	N/A	Decreasing levels of workplace employment	Decreasing levels of workplace employment	Reductions in workplace employment are likely to have negative impacts on poverty. Relevant policies should be reviewed to ensure that benefits are maximised.

Appendix B: . Sustainability Appraisal Monitoring - Key Findings

SA Objective		Ind Ref	Issues 2017	Issues 2018	Issues 2019	SA Finding/ Recommendation
Ref						
		53	N/A	Decreasing rates of economic activity	N/A	Rates of economic activity appear to have fluctuated, with likely mixed results on poverty. Relevant policies should be reviewed to ensure that benefits are maximised.
8A	Economic Infrastructure	14	N/A	Delivery of housing on allocated sites behind targets	Delivery of housing on allocated sites behind targets	Shortfalls in housing delivery are likely to have detrimental implications for economic infrastructure.
		31	N/A	Delivery of housing on allocated sites in VSA behind targets	Delivery of housing on allocated sites in VSA behind targets	
		39	N/A	Delivery of all types of housing behind target	Delivery of all types of housing behind target	
		41	N/A	Delivery of affordable housing behind target	Delivery of affordable housing behind target	
		52	N/A	Targets for the provision of new employment floorspace not fully met	Targets for the provision of new employment floorspace not met for two consecutive years	Shortfalls in employment floorspace provision are likely to have negative impacts on economic infrastructure. The relevant policies should be reviewed to ensure that benefits are maximised.
		58	N/A	N/A	No small scale local retail proposals approved	Lack of new small scale local retail provision is likely to have a negative impact on economic infrastructure. The policy should be reviewed to ensure that benefits are maximised.
8B	Use of local resources and assets	15	N/A	N/A	Delivery of housing at Coed Darcy below target for 2 consecutive years	Shortfalls in housing delivery are likely to have mixed impacts on the economic use of local resources. The relevant policies should be reviewed to ensure that benefits are maximised.
		16	N/A	N/A	No new employment developments at Coed Darcy	Shortfalls in employment development are likely to have mixed impacts on the economic use of local resources. The

Appendix B: . Sustainability Appraisal Monitoring - Key Findings

SA Objective		Ind Ref	Issues 2017	Issues 2018	Issues 2019	SA Finding/ Recommendation
Ref						
						relevant policies should be reviewed to ensure that benefits are maximised.
		19	N/A	N/A	Delivery of housing at Harbourside below target for 2 consecutive years	Shortfalls in housing delivery are likely to have mixed impacts on the economic use of local resources. The relevant policies should be reviewed to ensure that benefits are maximised.
		20	N/A	N/A	No new employment developments at Harbourside for 3 consecutive years	Shortfalls in employment development are likely to have mixed impacts on the economic use of local resources. The relevant policies should be reviewed to ensure that benefits are maximised.
		21	N/A	N/A	No new retail developments at Harbourside for 3 consecutive years	Lack of retail development is likely to have mixed impacts on the economic use of local resources. The relevant policies should be reviewed to ensure that benefits are maximised.
		58	N/A	N/A	No small scale local retail proposals approved	
8C	Use of local skills and knowledge	16	N/A	N/A	No new employment developments at Coed Darcy	Shortfalls in employment development are likely to have mixed impacts on the economic use of local resources. The relevant policies should be reviewed to ensure that benefits are maximised.
		20	N/A	N/A	No new employment developments at Harbourside for 3 consecutive years	
		58	N/A	N/A	No small scale local retail proposals approved	Lack of small scale local retail proposals likely to have adverse impacts on the use of local skills and knowledge. The relevant policies should be reviewed to ensure that benefits are maximised.

Appendix C: Status of LDP Allocations

C.1 The following tables provides an up-to-date summary of the status of the current LDP allocations.

C.2 As part of the LDP review, all allocations not yet commenced will be reassessed to determine if they remain deliverable. Those sites that are no longer considered deliverable will be de-allocated and removed from the LDP. In addition, those existing allocations with no current planning approval will need to be re-submitted as part of the Candidate Sites stage so their suitability can be reassessed.

Table C.0.1 Policy H1 - Current Status of Housing Allocations

Ref	Site Name	Estimated Number of Units	Commentary
H1/1	Gorffwysfa, Bryncoch	15	No planning application received
H1/2	Leiros Park Extension, Bryncoch	200	No planning application received. Site has been subject to pre-application discussions
H1/3	Groves Road (Phase 2), Neath	42	Site under construction
H1/4	Ocean View, Jersey Marine	81	Site complete
H1/5	Dwr Y Felin Lower School, Longford	100	No planning application received
H1/6	Hafod House Care Home, Neath	12	Site under construction
H1/7	Neath Town Centre Redevelopment	50	Site has full planning permission for 12 units. No planning application received for remainder of site
H1/8	Crymlyn Grove (Phase 2) to the rear of Crymlyn Parc, Skewen	75	Site complete
H1/9	Crymlyn Grove (Phase 3) to the rear of Crymlyn Parc, Skewen	150	No planning application received
H1/10	Wern Goch, Crymlyn Road, Skewen	50	Site complete
H1/11	Neath Road / Fairyland Road, Tonna	300	Part of site has permission for 138 units. No planning application received for remainder of site
H1/LB/1	Waunceirch, Neath	13	Site complete

Appendix C: . Status of LDP Allocations

Ref	Site Name	Estimated Number of Units	Commentary
H1/LB/2	Groves Road (Phase 1), Neath	34	Site complete
H1/LB/3	Elba Crescent, Crymlyn Burrows	50	Application allowing extension of time for submission of reserved matters lapsed
H1/LB/4	Area 1, Coed Darcy Urban Village, Llandarcy	157	Site has full planning permission for 140 units
H1/LB/5	Coed Darcy Urban Village, Llandarcy	2,400	Site has outline consent. Reserved matters application for 75 units awaiting decision. No reserved matters applications received for remainder of site
H1/LB/6	Eaglesbush, Melincryddan	50	Application to extend the period for submission of reserve matters undetermined
H1/LB/7	Garthmor (Phase 2), Melincryddan	34	Site complete
H1/LB/8	Briton Ferry Road, Neath	28	Site complete
H1/LB/9	Barrons Court, Neath	12	Site complete
H1/LB/10	The Rope Walk, Neath	15	Site complete
H1/LB/11	Cardonnel Road, Skewen	16	Site complete
H1/LB/12	Crymlyn Grove (Phase 1), Skewen	81	Site complete
H1/12	Blaenbaglan School (land to the rear of), Baglan	141	No planning application received
H1/13	Hawthorn Close, Cwmafan	100	No planning application received
H1/14	Western Logs, Cwmafan	130	No planning application received
H1/15	Neath Port Talbot College (Margam Campus)	70	No planning application received
H1/16	Glanafan Comprehensive School, Port Talbot	50	Site complete
H1/17	Harbourside, Port Talbot	385	Phase 1 complete. No planning application received for remainder of site
H1/18	Afan Lido and land to the rear of Tywyn School, Sandfields	150	No planning application received. Site has been subject to pre-application discussions

Appendix C: . Status of LDP Allocations

Ref	Site Name	Estimated Number of Units	Commentary
H1/19	Bay View Social Club, Sandfields	23	Site complete
H1/20	Purcell Avenue, Sandfields	115	Current outline application P2013/1047 undetermined
H1/21	Morfa Afan Care Home, Sandfields	10	Site complete
H1/22	Tir Morfa Road, Sandfields	75	No planning application received
H1/LB/13	Land at Blaenbaglan Farm, Baglan	160	The site has an extant planning consent
H1/LB/14	Thorney Road, Baglan	10	Site complete
H1/LB/15	Stycyllwen, Baglan	24	Site under construction
H1/LB/16	Abbottsmoor, Baglan Moors	42	Site complete
H1/LB/17	Farteg Fawr, Bryn	25	Site under construction
H1/LB/18	Copperminers, Cwmafan	90	Site complete
H1/LB/19	Forest Lodge Lane, Cwmafan	12	Site under construction
H1/LB/20	Groeswen, Margam	39	Site complete
H1/LB/21	Station Road, Port Talbot	14	Site complete
H1/LB/22	Royal Buildings Talbot Road, Port Talbot	46	Site complete
H1/LB/23	Dyffryn Road	14	Site complete
H1/LB/24	Maes Marchog, Banwen	16	Site complete
H1/LB/25	Glyn Dulais Care Home, Crynant	21	The site has full permission for 22 units
H1/LB/26	Heol Y Waun, Seven Sisters	68	Planning consent P2007/1376 lapsed
H1/23	Park Avenue, Glynneath	150	No planning application received
H1/LB/27	Heol y Glyn, Glynneath	81	The site has an extant planning consent

Appendix C: . Status of LDP Allocations

Ref	Site Name	Estimated Number of Units	Commentary
H1/LB/28	Welfare Hall, Glynneath	17	Current application P2011/0486 undetermined
H1/LB/29	Ynys Y Nos Avenue, Pontwalby	16	Site complete
H1/24	Bryn Morgrug (Phase 2), Alltwen	52	Site complete
H1/25	Ynysymond Road, Alltwen	50	No planning application received
H1/26	Cwmtawe School (Phase 2), Pontardawe	32	Site complete
H1/27	Waun Sterw / Waun Penlan, Rhydyfro	115	Current application P2019/5543 undetermined
H1/28	Bryn Brych Farm, Rhos	150	Part of site has permission for 79 units. No planning application received for remainder of site
H1/29	Parc Ynysderw, Pontardawe	50	No planning application received
H1/LB/30	Bryn Morgrug (Phase 1), Alltwen	56	Site complete
H1/LB/31	Cwmtawe School (Phase 1), Pontardawe	80	Site complete
H1/LB/32	Holly Street, Pontardawe	45	Planning consent P2007/0215 lapsed
H1/LB/33	Waun Penlan, Rhydyfro	19	Planning consent P2007/0281 lapsed
H1/LB/34	Glan Yr Afon (Phase 2), Ynysmeudwy	15	Site complete
H1/30	Compair/GMF, Ystalyfera	70	Current application P2013/0737 undetermined
H1/31	Tirbach Washery, Ystalyfera	160	No planning application received
H1/LB/35	Golwg Y Mynydd, Godre'r Graig	64	Site complete
H1/LB/36	Graig Newydd (Phase 1), Godre'r Graig	42	Site complete
H1/LB/37	Graig Newydd (Phase 2), Godre'r Graig	66	Site complete

Appendix C: . Status of LDP Allocations

Table C.0.2 Policy GT1 - Current Status of Gypsy and Traveller Site Allocation

Ref	Site Name	Commentary
GT1	Cae Garw, Margam	Site complete

Table C.0.3 Policy EC1 - Current Status of Employment Allocations

Ref	Site Name	Site Area (ha)	Commentary
EC1/1	Baglan Bay, Port Talbot	75	Limited amount of employment land developed
EC1/2	Junction 38 (M4) Margam	6	No planning application received
EC1/3	Land within Coed Darcy SRA	4	No planning application received
EC1/4	Land within Harbourside SRA	7	Limited amount of employment land developed

Table C.0.4 Policy R1 - Current Status of Retail Allocations

Ref	Site Name	Commentary
R1/1	Neath Town Centre Regeneration Scheme	Part complete
R1/2	Glanafan Comprehensive School, Port Talbot	Complete
R1/3	Harbourside, Port Talbot	No planning application received
R1/4	Park Avenue, Glynneath	No planning application received

Table C.0.5 Policy TO3/1 - Current Status of Tourism Allocation

Ref	Site Name	Commentary
TO3/1	Rheola Estate, Glynneath	Planning Application awaiting the signing of a S106 agreement

Table C.0.6 Policy TR1 - Current Status of Transport Proposals

Ref	Scheme Name	Commentary
TR1/1	Baglan Energy Park Link Road	Complete.
TR1/2	Coed Darcy Southern Access Road	Not started
TR1/3	Ffordd Amazon (Stage 2)	Complete
TR1/4	Junction 43, M4 Improvements	Part complete
TR1/5	Harbour Way (PDR), Port Talbot	Complete
TR1/6	Integrated Transport Hub, Port Talbot	Complete

Appendix C: . Status of LDP Allocations

Ref	Scheme Name	Commentary
TR1/7	Amman Way Cycle Way	Part complete
TR1/8	Afan Valley Trail (Port Talbot - Afan Valley)	Complete
TR1/9	Junction 38 (M4) Margam (Park and Share)	Not started

Appendix D: General and Specific Consultation Bodies

Specific Consultees	General Consultees
Betws Community Council	Action For Children
Blaengwrach Community Council	Action on Hearing Loss
Blaenhonddan Community Council	Adult Learning Wales
Brecon Beacons National Park Authority	Afan Tawe Nedd Crime Prevention Panel
Bridgend County Borough Council	Age Concern, Port Talbot
British Telecom	Aggregates Industries UK Ltd
Briton Ferry Town Council	Business in Focus
BT Openreach HQ	Business Wales
Cadw	Calan D V S
Carmarthenshire County Council	Canolfan Maerdy
Cefn Cribwr Community Council	Childrens Commissioner For Wales
Centrica Energy	Church in Wales
Cilybebyll Community Council	Citizens Advice Bureau (NPT)
Clydach Community Council	Coalfields Regeneration Trust
Clyne & Melincourt Community Council	Community Lives Consortium
Coedffranc Community Council	Confederation of British Industry
Cornelly Town Council	Country Land & Business Association Ltd
Crynant Community Council	Dansa Ltd
Cwmamman Town Council	Dewis Ltd
Cwmllynfell Community Council	Diocese of Menevia
Department For Business Energy & Industrial Strategy	Disability Forum (NPTCVS)
Department For Transport	Disability Wales Ltd
Dwr Cymru Welsh Water	Disabled Persons Advisory Group
Dyffryn Clydach Community Council	Disabled Persons Transport Advisory Committee
E E	DOVE Workshop
Ecotricity	E Y S T
EDF Energy	Eco-Schools
Garw Valley Community Council	Elim Pentecostal Church
Glynneath Town Council	Ethnic Minority Foundation

Appendix D: . General and Specific Consultation Bodies

Good Energy	Farmers' Union of Wales
Gwaun Cae Gurwen Community Council	Federation of Master Builders Cymru
Home Office	Federation of Small Business
Hutchinson 3 G UK Ltd	Freight Transport Association
Llangynwyd Lower Community Council	Friends, Families and Travellers
Llangynwyd Middle Community Council	Future Generations Commissioner for Wales
Maesteg Town Council	Guide Dogs
Mawr Community Council	Gypsies and Travellers Wales
Ministry of Defence	HBF Wales
National Grid	Mineral Products Association
Natural Resources Wales	Muslim Council of Wales
Neath Port Talbot Local Health Board	National Farmers' Union Cymru
Neath Town Council	National Federation of Gypsy Liaison Groups
Network Rail Ltd	National Youth Agency
O2	Neath and District Trades Council
Ogmore Valley Community Council	Neath Area Economic Forum
Onllwyn Community Council	Neath Port Talbot Community Transport
Pelenna Community Council	Neath Port Talbot Council For Voluntary Service
Pontardawe Town Council	Neath Port Talbot Methodist Circuit
Powys County Council	Neath Port Talbot Youth Council
Public Health Wales	Neath YMCA
Pyle Community Council	New Sandfields Aberafan and Afan-Community Regeneration
Quarter Bach Community Council	NPT BME Community Association
Resolven Community Council	Older Persons' Council Forum
Rhigos Community Council	Presbyterian Church of Wales
Rhondda Cynon Taff County Borough Council	Princes Trust Volunteers
Senedd Cymru / Welsh Parliament (formely known as the National Assembly)	Private Landlords Forum
Seven Sisters Community Council	R N I B Cymru
SWALEC	Race Council Cymru
Swansea Bay University Health Board	Rail Freight Group

Appendix D: . General and Specific Consultation Bodies

Swansea Council	Renewable UK Association
Tawe Uchaf Community Council	Road Haulage Association
Tesco Mobile LMT	Royal Voluntary Service
Tonna Community Council	RSVP Wales
United Utilities	Scope
Utilita Energy	Showmen's Guild of Great Britain (Wales)
Virgin Media	South Wales Chamber of Commerce
Vodafone Group plc	South Wales Chamber of Trade
Wales & West Utilities Ltd	South West Wales Economic Forum
Wales Office	Stonewall Cymru
Welsh Health Estates	Swansea Bay Racial Equality Council
Western Power	Swansea Hebrew Congregation
Ystalyfera Community Council	Tata Steel
Ystradfellte Community Council	The Gypsy Council
Ystradgynlais Town Council	Thrive Women's Aid
	Travellers Law Reform Project
	Wales Council For Deaf People
	Wales Council of the Blind
	Welsh Womens Aid
	West Wales Exporters' Association
	Workways +
	Young Enterprise (South & Mid Wales)
	Young Wales
	Youth Access
	Youth Cymru
	Ystalyfera Development Trust

Appendix E: . Consultation Comments and Responses

Appendix E: Consultation Comments and Responses

Full details of the comments received and the officer's responses are provided in the table below and whilst no changes have been made to the Review Report as a result of the comments, all issues raised are matters that will be fully considered in the preparation of the Replacement LDP (RLDP) along with the updates required to the evidence base.

ID	Name	Organisation	Section	Para	Representation	Officer Response
1	Mr R W Ebley		LDP Review Report (Consultation Draft - January 2020)		International Standards Organisation standards need to be used to achieve the required result.	The comment is noted.
2	Ryan Norman	Dwr Cymru Welsh Water	LDP Review Report (Consultation Draft - January 2020)		Dwr Cymru offers its support to the LPA in progressing through the replacement LDP.	The comment is noted. The Council is committed to fully engaging with all stakeholders and the public in the LDP Review process in accordance with the principles and requirements of the WCFG Act and LDP Regulations.
16	Rhian Isaac	Natural Resources Wales	LDP Review Report (Consultation Draft - January 2020)		<p>Do you agree that a Full Review is the most appropriate option?</p> <p>Yes, we would suggest that this should be reviewed in line with the principles of Sustainable Management of Natural Resources as set out in the Environment Act. We would raise the opportunities for collaboration on green infrastructure projects with neighbouring authorities as species and habitats connectivity should be considered on a landscape scale.</p> <p>We also wish to emphasise the opportunities within the review to consider priorities for habitat connectivity for key species at a landscape scale.</p>	The support is welcomed. The need for collaborative working is key and is part of the LDP Regulations.
23	Rhian Isaac	Natural Resources Wales	LDP Review Report (Consultation Draft - January 2020)		<p>Are there any other comments in respect of the Draft Review Report?</p> <p>We welcome the opportunity to engage formally through the review process.</p>	The comment is noted. The Council is committed to fully engaging with all stakeholders and the public in the LDP Review process in accordance with the principles and requirements of the WCFG Act and LDP Regulations.
54	Tata Steel		LDP Review Report (Consultation Draft - January 2020)		Tata Steel is supportive of a continued economic-led growth strategy for the Neath Port Talbot LDP. The approach suggested above in respect of any amendments to policies EC3, EC4 and EN8 will help to ensure the replacement LDP	The Council welcomes the support. The consultation frequency and extent will be set out and agreed in the forthcoming Delivery Agreement for the Replacement Plan.

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					<p>continues to support existing important employment facilities such as the Steelworks and retains the appropriate flexibility to allow the sector to flourish and diversify.</p> <p>We would welcome the opportunity to discuss any proposed policy amendments and renewable energy approaches with the Council in advance of the next round of consultation.</p>	
56	Mr Peter Horsley		LDP Review Report (Consultation Draft - January 2020)		<p>Do you agree that a Full Review is the most appropriate option?</p> <p>Changes in legislation and government policy, together with consideration as to why housing delivery has fallen short of expected, are justification for a full review of the Plan.</p>	The comment is noted.
3	Mrs Chris Thomas		LDP Annual Monitoring Reports - Key Findings	3	<p>I wish to disagree with the comments in the report up for consultation. Namely that in paragraph 3.0.23 it states that no developments were planned in VSA areas which were outside a settlement area, but adjacent to. I believe this to be wrong on the grounds of an appeal being dismissed on application A2016 /0014, this development was planned directly alongside McDonalds drive-thru and the A465. This site is known as the Glyn Neath Business Park, and owned by Welsh Assembly, so would have had a return for the public purse.</p>	<p>Paragraph 3.0.23 refers to 'live work units' and states that there have been no applications for such units since the LDPs adoption. Policy EC6 provides the policy framework for Live-work units, which are defined as properties designed for dual use, combining residential and employment space.</p> <p>The application referred to was for a road side service area comprising petrol filling station and kiosk, drive-thru coffee shop, car parking, access, landscape and associated works which was refused planning permission and dismissed on appeal by the Planning Inspectorate.</p>
30	Mr Mark Harris	HBF Wales	LDP Annual Monitoring Reports Key Findings	3	<p>Paragraph 3.0.9 HBF suggests the Council consider rewording this paragraph to make the point that all the land allocated may not actually be suitable, correctly located or viable.</p>	<p>The comment is noted. At the time of adoption all sites were deemed to be suitable, correctly located and viable. All sites will be reassessed as part of the review process.</p>
31	Mr Mark Harris	HBF Wales	LDP Annual Monitoring Reports - Key Findings	3	<p>Paragraph 3.0.12 HBF suggests the Council consider re-wording this paragraph as not all affordable housing is delivered through S106. Many affordable housing sites are</p>	<p>The comment is noted. Paragraph 3.0.12 relates to the findings of the Annual Monitoring Report (AMR), and the delivery of affordable housing through Policy AH1.</p>

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					delivered directly by RSL's as 100% affordable and therefore not reliant on the delivery of market homes.	This policy only reports on affordable housing delivered through the planning system (via Section 106 agreements) and therefore whilst RSLs are delivering 100% affordable housing schemes, these are not recorded in this section of the AMR.
<u>32</u>	Mr Mark Harris	HBF Wales	LDP Annual Monitoring Reports - Key Findings	3	Paragraph 3.0.18 HBF suggests adding the reasons for delays more specifically than paragraph 3.0.20 and adding commentary what is likely to happen if known.	Paragraph 3.0.20 acknowledges that the large scale redevelopment of these sites is complex and has been delayed due to factors including site constraints, viability and in some cases land ownership. It is considered that this provides the broad reasons for delayed development. All Strategic Regeneration Areas (SRA) will be re-assessed and re-evaluated as part of the review process.
<u>17</u>	Rhian Isaac	Natural Resources Wales	Contextual Changes	5	Are there any matters that should be considered as part of the contextual review? The review document appears to highlight all relevant policy and legislative changes that require consideration in the context of the review. From a biodiversity perspective, the Section 6 duty introduced by the Environment Act and the well-being goals set out in the Well-being of Future Generations Act must be key considerations of the revised LDP in delivering sustainable development.	The comment is noted. Delivering sustainable development is a key requirement of the LDP review. All relevant legislation including the Environment Act and Well-being of Future Generations Act will be considered.
<u>18</u>	Rhian Isaac	Natural Resources Wales	Contextual Changes	5	With regard specifically to paragraph 5.0.21 "The Well-Being of Future Generations Act 2015" we feel it is important to raise and emphasise that a "resilient" Wales refers to the "resilience of ecosystems". This links directly with the newly enhanced duty of public authorities to "maintain and enhance biodiversity wherever possible with the proper exercise of their functions". This enhanced duty should be a core issue as part of the review. Consideration should be given to the Outcomes and Policies proposed in the National Development	The comment is noted. The Well-being of Future Generations Act, biodiversity enhancement and the emerging NDF will all be considered as part of the Review process.

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					framework, due for release in September 2020.	
<u>52</u>	Tata Steel		Contextual Changes	5	<p>Question 7: Are there any other comments in respect of the Draft Review Report?</p> <p>Paragraphs 5.0.34 and 5.0.35 of the LDP Review Report recognises the important context of the Port Talbot Waterfront Enterprise Zone as a distinct location for cutting edge and world class industries and as a catalyst for growth. Tata Steel is supportive of a Replacement LDP which is set within this context and recognises these aspirations.</p>	The support is noted.
<u>59</u>	Mr Peter Horsley		Contextual Changes	5	<p>Are there any other comments in respect of the Draft Review Report?</p> <p>Paragraph 5.0.27 - This paragraph states that "the South Wales Regional Aggregates Working Party (SWRAWP) is charged with preparing a RTS setting out how aggregates demand will be meeting the region for a 15 year period". Whilst MTAN states "The RAWP's provide a suitable forum for informed discussions on the provision of aggregates", the RTS is commissioned by WG and not the SWRAWP. MTAN1 requires the RTS to provide a strategy for the provision or aggregates in the region in accord with that regional assessment, with allocations of future aggregates provision for each mineral planning authority area to provide a strategic basis for future development plans.</p> <p>Further, the requirement is for each individual Planning Authority to indicate how the need for minerals will be met over a period of up to 25 years (for crushed rock) or 22 years, in the case of land-based sand and gravel, not the 15 years referred to in this paragraph.</p>	Each RTS Review provides a mechanism for encouraging the national sustainability objectives relating to minerals to be met by the individual Local Planning Authorities (LPAs) within each Region over a period of up to 25 years for crushed rock and 22 years in the case of land-based sand & gravel which is sufficient to cover the MTAN1 and PPW requirements for maintaining minimum landbanks of 10 years and 7 years respectively, throughout the full 15 year period of each LDP / RLDP.
<u>33</u>	Mr Mark Harris	HBF Wales	Evidence Base Changes and Requirements	6	<p>Paragraph 6.0.13 HBF asks for this to be re-worded as we currently consider that it suggests that the number of homes that the revised LDP plans for could be affected by "Placemaking". Placemaking is not directly linked to housing numbers so it should not be referred to in this paragraph which is dealing with the factors that do affect the number of</p>	The comment is noted, however, the Council believes there is a relationship between Placemaking and future housing development, with Placemaking a key consideration in accordance with Planning Policy Wales, Edition 10.

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					new homes planned for. Placemaking should have an impact on the number of homes that the plan needs to plan for this should be about the identified need alongside the growth aspirations of the Council.	
<u>34</u>	Mr Mark Harris	HBF Wales	Evidence Base Changes and Requirements	6	Paragraph 6.0.16 Building on the comments above to paragraph 6.0.13 the HBF do not agree that placemaking should be a reason to plan for less homes as suggested by the current wording. In order for the plan to meet the Placemaking aspirations of national guidance it needs to ensure that the right sites are located in the right locations and that policies are in place to ensure the mix of development appropriate and that the infrastructure required to serve the development is in place. The HBF state again that we do not consider that placemaking is about the number of houses planned for.	The comment is noted. However, the comment is stating that the replacement plan will have a fully evidenced housing requirement, and that delivery of housing is a priority. Placemaking will be a key consideration for the plan, and ensuring that the housing requirement can be achieved by development in the right places, in the interests of well-being and sustainable development. The Council does not therefore, recommend any changes to the paragraph.
<u>40</u>	Mr Mark Harris	HBF Wales	Evidence Base Changes and Requirements	6	Paragraph 8.1.3.4 HBF notes the reference to the Draft NDF which identifies Swansea Bay (including the towns of Neath and Port Talbot) as a national growth area. It is suggested that this same reference should be used in Section 6 of the report where the Council look at the factors affecting future population growth and demand for new housing.	Section 6 does contain a reference to the NDF and future housing growth across the Swansea Bay Region.
<u>24</u>	Mrs D Phillips	Pontardawe Town Council	LDP Vision, Objectives and Strategy	7	It was disappointing to see that very few of the objectives had been achieved however, this was due to the change in the economic environment since the creation of the plan rather than any other factors.	The comment is noted. The Replacement LDP will review the existing key issues and objectives to establish if these are still relevant. The Review process will also assess new data / information which highlights any new key issues and consider how the plan can address these.
<u>26</u>	Mrs D Phillips	Pontardawe Town Council	LDP Vision, Objectives and Strategy	7	Planning and development should begin at a local level and follow a bottom up, rather than top down approach. The Town Council is soon to create a strategic "Place Plan" in order to identify the overall direction required by the community and hopes that the County Borough would like to work together to achieve the communities plan.	The approach taken in development plans follows National Planning Policy, Guidance (Development Plans Manual) and Regulations set by the Welsh Government. The Welsh Government has recently published a draft National Development Framework (NDF), which will be the highest tier of development plans, with LDPs coming under this.

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
						Whilst this could be classed as a 'top down' approach, a critical part of preparing a LDP is community involvement. The Council will in due course publish its Delivery Agreement which will include a Community Involvement Scheme (CIS), identifying how the Council will engage with the local community and organisations throughout the plan preparation process. The Council would welcome future dialogue with the Town Council and other community members.
<u>27</u>	Mrs D Phillips	Pontardawe Town Council	LDP Vision, Objectives and Strategy	7	The Committee felt that the original Local Development Plan was now ineffective as the economic position had changed so radically since its creation (for example, Austerity and Brexit). They felt that the direction being followed was unlikely to be successful in this new economic environment and action should be taken now to alter the plan. They felt that there needed to be more flexibility to change direction in plans of this nature.	The comment is noted. The LDP evidence base, including the economic-led growth strategy will be reviewed and updated as part of the preparation of the Replacement Plan, to take account of any contextual changes and ensure that the strategy and policies within the plan are robust and can address the key issues identified.
<u>28</u>	Mr Mark Harris	HBF Wales	LDP Vision, Objectives and Strategy	7	Does the existing LDP Key Issues, Vision and Objectives remain appropriate for the Revised Plan? This is for the Council to decide however the significant under delivery of private and affordable housing is of real concern, simply reducing the number of homes required as suggested by the document is not the answer and will not support the wider economic and well-being both at a national and local level.	The comment is noted. A number of studies will be undertaken as part of the LDP Review, which will form the evidence base for the Replacement LDP. Future studies will determine a suitable level of future housing provision whilst considering the economy and well-being of residents.
<u>19</u>	Rhian Isaac	Natural Resources Wales	Key Issues, Vision and Objectives	7.1	Do the existing LDP Key Issues, Vision and Objectives remain appropriate for the Revised Plan? We feel that nature based solutions should be embedded as a cross cutting objective within both the LDP and the local Well-Being Plan and form part of the vision for the revised plan. Appropriate mechanisms are also required to secure delivery of green infrastructure within development and consider habitat connectivity on a landscape scale. Undelivered allocated sites should	The comments are noted. There have been a number of contextual changes since the preparation of the LDP, such as the Well-being of Future Generations Act, which has led to the development of local Well-Being plans. These will be considered within the formation of the vision for the Replacement LDP, in addition to mechanisms to support well-being, such as green infrastructure. The

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					be re-assessed using up to date environmental constraints e.g. revised flood map information. We can provide advice on existing constraints.	Review Report acknowledges that undelivered allocations will be re-assessed to determine if they are still appropriate, or if they should be deallocated.
55	Mr Peter Horsley		Key Issues, Vision and Objectives	7.1	<p>Do the existing LDP Key Issues, Vision and Objectives remain appropriate for the Revised Plan?</p> <p>However, changes in legislation and government policy (Well-Being and Future Generations; Environment Act; PPW (v10); etc.) must be reflected in the Key Issues, Vision and Objectives.</p>	The comment is noted. Contextual and legislative changes, including those mentioned within the representation, will be reviewed as part of the formulation and establishment of the RLDP's Key Issues, Vision and Objectives.
20	Rhian Isaac	Natural Resources Wales	Growth Strategy	7.2	<p>Do the existing Growth and Spatial Strategies remain appropriate for the Revised plan?</p> <p>The current Growth and Spatial strategies need to reflect the requirements of the Draft NDF which includes "sustainable urban growth". The strategies should include biodiversity enhancement and ecosystem resilience by maximising the use of green infrastructure and nature-based solutions, and safeguarding areas which provide important ecological networks.</p>	The comments are noted. The NDF, biodiversity enhancement and green infrastructure will all be fully considered in the preparation of the Replacement LDP.
47	Tata Steel		Growth Strategy	7.2	<p>Question 4; Do the existing Growth and Spatial Strategies remain appropriate for the revised plan?</p> <p>Tata Steel is supportive of an economic-led growth strategy. It recognises the important role that the company plays in investment, growth and economic development in Neath Port Talbot. Economic growth should remain a fundamental part of any strategy moving forward NPTCBC and can also facilitate wider investment to improve housing delivery.</p> <p>As highlighted in paragraph 7.4.3 of the NPTCBC Review Report, Tata Steel would be pleased to work with NPTCBC to establish the impact changes in the global steel market have had on local investment and the opportunities for growth which exist in the region to inform any revised growth strategy.</p>	The support for an economic-growth strategy is noted. As part of the preparation of the Replacement LDP, the evidence base will be updated to determine an appropriate and up to date strategy based on robust evidence. Through additional evidence-based studies, the Council will determine if an economic-led strategy is still appropriate for Neath Port Talbot and will determine a suitable level of future growth. The Council welcomes the work TATA Steel are undertaking, particularly in relation to investment and diversification and modernisation and recognises the importance of the steelworks to the local economy.

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					Tata Steel is working internally and closely with other economic stakeholders and employers in the region to invest in, and diversify, the function and role of the steelworks. This includes significant investment in improving and modernising existing facilities with consideration to future growth and environmental responsibility.	
<u>29</u>	Mr Mark Harris	HBF Wales	Growth Strategy	7.2	HBF supports the current plans growth and spatial strategies in principle but notes that this does not mean that the right sites are currently allocated. The current plan is also to be heavily reliant on one or two large strategic sites which have as accepted by the report failed to deliver.	The comment is noted, all existing allocations will be reassessed as part of the review and only sites that are deemed to be viable, deliverable and can contribute towards the overall strategy will be included within the Replacement LDP.
<u>35</u>	Mr Mark Harris	HBF Wales	Growth Strategy	7.2	Paragraph 7.2.13 HBF do not agree that this paragraph can conclude that the demand for new housing has not therefore materialised. Economic growth is one of the factors that drives housing demand, there are others such as population growth and the number of potential homeowners living at home while saving to buy a house. This final sentence should be reworded to say "the expected level of demand from employment growth has therefore not been as strong".	The comment is noted, however, this section of the Review Report provides an analysis of the existing strategy and how this has been implemented since the base date. Whilst it is agreed that economic growth is only one factor that drives housing demand, within the economic-led strategy, the majority of housing growth was projected to support the increases in working age population, directly linked to the number of jobs. In this context, as job numbers have not reached the projected target, the subsequent housing growth has not materialised.
<u>36</u>	Mr Mark Harris	HBF Wales	Growth Strategy	7.2	Paragraph 7.2.19 HBF do not agree that from the evidence provided in the report that the Council can simply say that the current level of growth cannot be carried forward. HBF members consider that there is demand for new housing in the area but their attempts to deliver these new homes have been frustrated by the allocated site not coming forward particular the large Coed Darcy strategic site on which the plan is heavily reliant. The Council in this document admit that there have been a number of reasons why sites have not come forward but then do not accept that this has affected annual delivery rates. Using the low delivery rates as a suggested justification to lower the housing requirements in the revised LDP is not the way to	Paragraph 7.2.19 states that both the housing requirement and the existing allocations cannot be carried forward into the new plan and will need to be reconsidered. Housing delivery has fallen significantly below target and therefore the Council would not be able to continue with a high housing requirement that was not delivering, therefore an assessment of up to date evidence is required to determine a suitable, robust and evidenced based housing target. In addition, existing allocations will also require reassessment to determine

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					plan for the future, particular when the wider strategy plans for economic growth.	if these sites are deliverable and viable within the plan period, or whether they should be deallocated to allow for deliverable alternatives. The Council therefore considers that a reassessment of the growth strategy and housing allocations is required as part of the review.
<u>57</u>	Mr Peter Horsley		Growth Strategy	7.2	Do the existing Growth and Spatial Strategies remain appropriate for the Revised Plan? The evidence base should review why the economy has "stagnated" within the area and put forward remedies to address this.	The comment is noted and will be considered as part of the updated evidence base for the Replacement LDP.
<u>60</u>	Mr Peter Horsley		Growth Strategy	7.2	Are there any other comments in respect of the Draft Review Report? Paragraph 7.2.17 - This paragraph states that "there are a number of reasons why sites (housing) have not come forward as anticipated". The evidence base to support the plan should consider in detail why this is the case and identify remedies to address this to ensure the plan delivers on its objectives.	The comment is noted. The evidence base for the Replacement LDP will consider why housing sites have not come forward and will reassess allocations to determine if they are deliverable. The level of growth will also be reviewed to determine if this is still appropriate.
<u>25</u>	Mrs D Phillips	Pontardawe Town Council	Spatial Strategy	7.3	The Western Valley Strategy received a great deal of input from Pontardawe and the local community at inception however there was very little feedback provided at the time and the plan does not seem to have taken their views on board.	The LDP strategy of reinvigorating the valleys considered all relevant programmes and strategies within the area, including the Western Valley Strategy. As this Strategy has now come to an end, the replacement plan will consider any existing, relevant work within the area and consult with the community and partner organisations throughout the plan preparation process.
<u>37</u>	Mr Mark Harris	HBF Wales	Spatial Strategy	7.3	Paragraph 7.3.11 This paragraph should include some indication of likely timescales associated with the proposed metro infrastructure. HBF's understanding is that this is unlikely to be within the near future, so its impact on the first few years of the plan is unlikely to be significant.	There is still no clarification on the timing of the Swansea Metro.
<u>38</u>	Mr Mark Harris	HBF Wales	Reconsideration of the Strategy	7.4	Paragraph 7.4.1 - 7.4.3 Identifies lots of negatives and reasons why a reduction in housing numbers and moves away from an economic led strategy should be considered.	This section states that given the plan has not achieved a number of its objectives, the strategy needs to be reconsidered to determine

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					However, although the City Deal is mentioned the wording does not really identify it as a positive reason why an economic-led growth strategy could actually now be more relevant/needed. HBF requests that the role of the City Deal is better explained in the document.	whether an economic-led strategy is still appropriate, or whether alternative strategies should be considered. In the context of the findings of the Annual Monitoring Report, the Council considers that the strategy should be reviewed, to take account of up to date evidence and therefore it is felt the wording used is appropriate.
<u>39</u>	Mr Mark Harris	HBF Wales	Reconsideration of the Strategy	7.4	Paragraph 7.4.5 The wording should be amended to make it clearer that existing H1 allocated sites which have not come forward to date and where evidence cannot be provided to show that they are deliverable and viable in the next plan period will be removed and not simply "rolled over" as a commitment which has traditionally happened with plans in Wales.	The paragraph states that existing sites will be reassessed and with a greater emphasis on viability, some sites may be deallocated and new sites included. The Council considers this to be clear that existing sites will not be 'rolled over' and will emphasise this during the call for candidate sites.
<u>7</u>	Mrs Jane Hennell	Canal and River Trust	LDP Topic Area Reviews	8	Infrastructure The Canal & River Trust (Glandwr Cymru in Wales) welcomes the review of the infrastructure policy and agrees with the need to provide further clarity on its definitions. We particularly welcome the need to consider other forms, such as Green Infrastructure. We would welcome inclusion in the LDP review as the Swansea Canal and its towpath should be considered as multi-functional green infrastructure.	The support for a review of the infrastructure policy and green infrastructure is welcomed. The preparation of the Replacement LDP will include an assessment of Green Infrastructure throughout the County Borough and the opportunities for its use.
<u>10</u>	Mrs Jane Hennell	Canal and River Trust	LDP Topic Area Reviews	8	Infrastructure We also ask that the impact of development on existing infrastructure is considered, and mitigation agreed where appropriate. New development may require the provision of new infrastructure but consideration of its impact on existing infrastructure is important to ensure existing facilities are not degraded as a result of an increase in use following development nearby.	The preparation of the Replacement LDP will assess the impact on existing infrastructure and consider the need for mitigation.
<u>11</u>	Mrs Jane Hennell	Canal and River Trust	LDP Topic Area Reviews	8	Policy SP16 The Canal & River Trust (Glandwr Cymru in Wales) welcomes the review of the Environmental Protection Policy, SP 16. The proposal to separate land stability	The support for separating land stability and pollution in Policy SP16 is noted. A robust assessment of candidate sites will address the concerns raised.

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					<p>and pollution into two topic areas seems sensible. Developers should be required to properly consider the risk associated with development in areas affected by land instability or pollution and include robust mitigation measures before determination.</p> <p>We suggest that prior to allocation all sites are reviewed in relation to these issues due to the possible impact of remediation costs on viability and thus deliverability.</p>	
12	Mrs Jane Hennell	Canal and River Trust	LDP Topic Area Reviews	8	<p>SP 18</p> <p>Glandwr Cymru note that the policy at present relates mainly to wind and solar power. Water may be used for heating and cooling new developments, or for electricity generation through hydro-electric power schemes. These sources should be included as options within studies of renewable energy potential.</p>	The comment is noted. A Renewable Energy Assessment (REA) will be undertaken as part of the evidence base for the Replacement LDP.
9	Mr Vic Price		LDP Topic Area Reviews	8	<p>The Review Document overlooks the importance, within the housing provision, of small sites for 3/5 units each for houses of distinction. These will give a variety to the availability of new housing stock in the area. They need to be in immediate proximity to existing residential areas, close to bus routes and within a reasonable time distance from the rail network, already served by adjoining adopted highway and with availability of all services; they need to be in a location capable of being extensively landscaped yet enjoying good vistas but being capable with landscaping to be almost invisible from nearby adopted highways. By way of example my client's land, part of the land surrounding his home at "The Old Stables" Broomhill, would be ideal for this although part of the land he occupies is owned by the Council so to bring this site forward (although not strictly a planning issue) the Council's agreement as landowner will be needed to be a party to any sale.</p>	<p>The comment is noted. Housing delivery within the LDP has been delivered on a variety of sites, from large housing developments on land allocated in Policy H1, to small sites and windfalls. It is therefore recognised that the housing supply should be made up of a variety of components to ensure that there is sufficient land to meet the needs of the area over the plan period and to allow choice for both housebuilders and homebuyers.</p> <p>As part of the preparation of the Replacement LDP, there will be the opportunity for land owners to submit sites (during the 'Call for Candidate Sites') for consideration.</p>
13	Mrs Jane Hennell	Canal and River Trust	LDP Topic Area Reviews	8	<p>SP 20 & 21</p> <p>The text explains that the Active Travel (Wales) Act 2013 places a local requirement on local authorities</p>	The comments are noted and will be considered during the preparation of the Replacement LDP. The development of a clearer

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					<p>in Wales to produce active travel maps and deliver year on year improvements in active travel routes and facilities.</p> <p>Any new or amended proposals for active travel routes and facilities, especially for walking and cycling, may be considered for safeguarding through the LDP revision process where they are within a programme, supported by funding and likely to be delivered in the Plan period.</p> <p>Policy BE3, which is part of SP21 relates to the safeguarding of the Swansea canal. Officers suggested that no review was necessary of the policy. Whilst this may be correct in relation to the canal itself, the opportunity should be taken to look at whether the policy should be widened to reflect other proposed changes within in the plan and whether the towpath should also be safeguarded. It is noted that other policies such as Strategic Policy 8 and 10 relating to open space and infrastructure are also relevant as well as policy SP20. Part of the towpath is National Cycle route 43, and sections of it are currently undergoing improvement as a result of Active Travel funding.</p> <p>Policy BE3 at present makes no mention of the benefits that the canal towpath can bring to the area by linking residential areas, by providing health and well-being benefits, access to both land and water-based recreation opportunities, nor does it recognise it as a sustainable transport route. Surely now that Active Travel and Green infrastructure gain more recognition in the plan, Policy BE3 should be widened to be more than just a safeguarding policy? The canal & towpath are one of the best examples of multi-functional green infrastructure in the borough and already recognised in part as an active travel route. Policy BE3 should be reviewed and altered to reflect this.</p>	relationship between Active Travel, Green Infrastructure and the well-being gained from the use of open space / accessible natural greenspace will be a key theme in the Replacement LDP.
14	Mr Vic Price		LDP Topic Area Reviews	8	The Review document overlooks allocating specific sites for renewable energy. The priority given in the review report document to such use is welcome but it would be stronger with specific sites identified, especially for solar energy. The sites	The purpose of the Review Report is not to allocate specific sites. It is the first stage of the LDP review process. This Report reviews the existing LDP and assesses if the strategy and

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					are best to be south facing and on marginal land in agricultural terms, of an extent of some 30 acres plus and within close proximity to the electrical connection points, and capable of being landscaped so as not to be visible from housing. My client owns a 40 site just west of Bryn which would be ideal for such use.	<p>policies have been successful or if (due to a number of factors) a new strategy and policies will be needed for the Replacement LDP (RLDP).</p> <p>With regard to specific sites for renewable energy, there will be the opportunity for land owners to submit sites during the 'Call for Candidate Sites' which will be considered as part of the preparation of the RLDP.</p>
21	Rhian Isaac	Natural Resources Wales	LDP Topic Area Reviews	8	<p>Do the Topic Area Reviews identify those Policies which are likely to require revision?</p> <p>We note the summary of the proposed LDP Policy review which refers to possible amendments to policies;</p> <p>SP1 - Climate Change</p> <p>SP4 - Infrastructure - we support the inclusion of green infrastructure</p> <p>SP10 - Open Space - we support the need to allocate land for open space</p> <p>SP14 - The Countryside and Undeveloped Coast</p> <p>SP15 - Biodiversity and Geodiversity - with the main finding of the annual monitoring reports being the continuing net loss of biodiversity as a result of planning decision we strongly suggest a strengthening of this policy</p> <p>SP16 - Environmental Protection</p> <p>SP18 - Renewable and Low Carbon Energy</p> <p>SP19 - Waste Management</p> <p>We would wish to reiterate the fundamental change to maintain and enhance under Section 6 of the Environment Act which needs to be considered in the LDP Review. In addition, we wish to reiterate the focus towards ecosystem resilience which is a key goal of The Principles of Sustainability within the Well-Being of Future Generations Act 2015</p>	<p>The comment is noted. National Policy context changes through the introduction of the Environment (Wales) Act (2016) and the Well-being of Future Generations (Wales) Act (2015) will be fully considered in the preparation of the Replacement LDP.</p>

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					which also needs to be given consideration as part of the LDP Review.	
50	Tata Steel		LDP Topic Area Reviews	8	<p>Question 5; Do the Topic Area Reviews identify those Policies which are likely to require revision?</p> <p>Strategic Policy 11 Employment Growth</p> <p>Paragraph 8.4.1.7 of the LDP Review Report identifies the potential for combining existing policies EC3 (Employment Land Uses) and EC4 (Protection of Existing Employment Land Uses) into one policy covering both elements. The intention is for this to provide clarity and encourage more development.</p> <p>Tata Steel is supportive of opportunities to encourage economic development in the region. It does not agree that the policies should be merged. Both policies EC3 and EC4 are highly relevant for any development which takes place at the steelworks. Any policy amendments could have implications for the future of the site. Tata Steel would welcome the opportunity to be directly involved and consulted on any proposed policy amendments at the earliest opportunity.</p> <p>Any amendments or combinations of existing policies EC3 and EC4 should continue to recognise;</p> <ul style="list-style-type: none"> The ancillary facilities and services which will be appropriate at Tata Steel's site will be different to that of other general employment uses. The flexibility currently provided in supporting paragraph 5.2.22 in the adopted LDP for a range of uses on heavy industrial sites should be retained in any future policy. This will continue to support investment and diversification in the steelworks. The protection of the steelworks and associated land as an existing and significant employment area. 	<p>The comments are noted. The Review Report identified some areas of the plan where further clarity may be required. During the Officer Working Group, it was suggested that the employment policies, EC3 and EC4 could be merged, or re-written to ensure there is greater clarity over their use and interpretation. Any potential amendments would fully consider their use and would not intend to deter economic development or prevent the continued operation of employment areas. The policy review, as part of the Replacement LDP will carefully consider any amendments to policy and the impacts of such amendments.</p>
51	Tata Steel		LDP Topic Area Reviews	8	Strategic Policy 16 - Environmental Protection	The comments are noted. It is recognised that the operations at TATA are

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					<p>Paragraph 8.5.4.3 of the LDP Review Report states that existing Policy EN8 may be divided into separate pollution and land stability policies. This paragraph also highlights that links between requirements for sustainable drainage systems on new development (SAB) and water quality criteria in existing policy EN8 will be taken into account.</p> <p>Tata Steel's Port Talbot Steelworks is a large, heavy industrial site with an existing private drainage system. The drainage required from different types of development at the site can vary greatly, is often bespoke and does not reflect the drainage approach seen on many "typical" types of development in Neath Port Talbot. In many instances, the highest priority levels set out in Standard S1 are not practicable or viable. Tata Steel has been working closely with NPTCBC's SAB team on a number of projects to ensure appropriate drainage and SAB approval is secured.</p> <p>Any links made between SAB and the water quality criteria of Policy EN8 should not impose impractical or unviable requirements on Neath Port Talbot's heavy industrial sites. Doing so could restrict, and have implications for, bringing further economic development in the region. This would be contrary to the aims of existing Policies EC3 and EC4. Tata Steel would be pleased to work with NPTCBC on any future policy wording.</p>	<p>unique and it would not be the intention of any policy amendments to restrict operations. That said, any future amendments to policy would need to ensure that it complies with National Policy and SAB requirements.</p>
53	Tata Steel		LDP Topic Area Reviews	8	<p>Strategic Policy 18 - Renewable and Low Carbon Energy</p> <p>Paragraph 5.0.37 refers to the recent draft De-Carbonisation and Renewable Energy Strategy (DRES), noting that a strategy / action plan will be published shortly to set out a framework for carbon footprint reduction aspirations. The replacement LDP will be a key in facilitating the implementation of the strategy.</p> <p>Tata Steel is a core part of the South Wales Industrial Cluster leading the way on sustainable industry in the region, including the development of regional de-carbonisation projects, energy efficiency and low carbon power generation. The draft DRES</p>	<p>The comments are noted and the work being undertaken by TATA is recognised and supported. TATA will be consulted at each stage of plan preparation in accordance with the Delivery Agreement.</p>

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					recognises the work currently underway with the Council to develop sustainable forms of energy at the Port Talbot site. Tata Steel would be grateful for early involvement with the Council to discuss and assist with any amendments to the existing renewable energy policies and the action plan for the DRES.	
4	Mrs Chris Thomas		LDP Topic Area Reviews	8	This review seems not to have provision for the future of the above named business park (Glynneath Business Park).	The Review Report refers to the performance and delivery of sites allocated within the existing LDP. As part of the Review process, a number of evidence base studies will be undertaken, including as assessment of future employment requirements and an Employment Land Review, to establish how much employment land will be required over the replacement plan period and the most appropriate locations for such development. Once such options have been established, these will be subject to future public consultations.
5	Mr Rob Bowen		LDP Topic Area Reviews	8	<p>Land Supply; It is noted that land supply has fallen below 5 years and as such it is considered that additional land is needed to provide dwellings.</p> <p>Within the LDP Small sites are to deliver 180 dwelling which is 9.4% of the overall total. Therefore, in simple terms for every 1 dwelling on a small site 10 should be built on larger sites. Since 2013 small sites have provides 14% of all housing however, in the last 2 years of the 447 dwellings completed 89 (20%) were completed on smaller sites.</p> <p>This evidence would suggest that smaller site are being delivered faster. It is also likely that they are being delivered by local developers who retain more income within the local economy. As such it is considered that in allocating additional sites greater emphasis should be given to smaller sites.</p>	<p>The comment is noted. The Review Report acknowledges that development on large sites has fallen below the targets set out in the monitoring framework. The level of growth, and how growth is distributed will be considered as part of the review process.</p> <p>The allocation of housing sites between large sites and small sites will be a key part of the LDP review process. No further action required.</p>
6	Mr Rob Bowen		LDP Topic Area Reviews	8	Density BE1 (Design) Whilst it is recognised that there is a need to provide more housing it is considered	The comment is noted. The density requirements of Policy BE1 are used to

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					that the requirement of BE1 are too rigid. The policy limits the opportunity to trade up to a larger house, provide a variety of housing and places unnecessary restraint on small sites. It is therefore consider that a review of the policy should be undertaken with a view to applying it to sites, for example, over a specific area.	ensure that land is used efficiently, in recognition of it being a scarce resource. As part of the review process, the density requirements will be reviewed to determine if they are still appropriate.
41	Mr Mark Harris	HBF Wales	LDP Topic Area Reviews	8	Paragraph 8.1.4.6 The HBF objects to the suggestion that affordable housing is an infrastructure need. Unlike other infrastructure such as roads, or schools, new homes do not generate a need for affordable housing, the need already exists, requiring developers to contribute to the affordable housing supply is a policy requirement subject to consideration of the viability of the scheme.	Policy I1 'Infrastructure Requirements', lists the types of infrastructure new developments will need to consider. Affordable housing is included within this policy and therefore the Council considers the wording of 8.1.4.6 to be correct. Policy I1 is an overarching policy from which strategic policy SP8 Affordable Housing (AH) and AH topic based policies such as Policy AH1 and AH2 flow from, and set out the specific policy requirement.
42	Mr Mark Harris	HBF Wales	LDP Topic Area Reviews	8	Paragraph 8.3.1.2 Again the HBF consider that there is no direct link between housing requirement and placemaking, so reference to it in this section of the report should be removed.	In the context of Planning Policy Wales, Edition 10, the Council believes that there is a direct correlation between Placemaking and the amount of housing each settlement will require.
43	Mr Mark Harris	HBF Wales	LDP Topic Area Reviews	8	Paragraph 8.3.1.4 The HBF suggest that this is misleading as the plan review will extend the life of the plan from 2026 to 2035 so there is additional time in which to deliver the previous level of growth.	The Council is proposing a full review to the existing LDP, therefore the Replacement LDP (RLDP) will in effect be a new plan and will not simply extend the life of the existing plan. The RLDP will therefore need to establish a new level of growth for the revised plan period, based on up to date evidence.
44	Mr Mark Harris	HBF Wales	LDP Topic Area Reviews	8	Paragraph 8.3.2 Strategic Policy 8 - Affordable Housing - HBF suggests that this section should also include commentary on the recent letter from the Housing Minister regarding the use of publicly owned land to deliver affordable housing led schemes with a minimum 50% housing.	Affordable Housing will remain an important consideration for the Replacement LDP. The letter from the Housing Minister will be considered during the Replacement LDP, as will the affordable housing policies within the emerging NDF.

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
61	Mr Peter Horsley		LDP Topic Area Reviews	8	<p>Paragraph 8.5.4.3 - please refer to the comments on paragraph 5.0.27 above. MTAN 1 requires the RTS to provide a strategy for the provision of aggregates in the region in accord with that regional assessment, with allocations of future aggregates provision for each mineral planning authority area to provide a strategic basis for future development.</p> <p>Further, the requirement is for each individual Local Planning Authority to indicate how the need for minerals will be met over a period of up to 25 years (for crushed rock) or 22 years, in the case of land-based sand and gravel, not the 15 years referred to in this paragraph.</p>	<p>Each RTS Review provides a mechanism for encouraging the national sustainability objectives relating to minerals to be met by the individual Local Planning Authorities (LPAs) within each Region over a period of up to 25 years for crushed rock and 22 years, in the case of land-based sand & gravel – which is sufficient to cover the MTAN1 and PPW requirements for maintaining minimum landbanks of 10 years and 7 years respectively, throughout the full 15 year period of each LDP / RLDP.</p>
62	Mr Peter Horsley		LDP Topic Area Reviews	8	<p>Paragraph 8.5.4.4 states "evidence set out in the AMR's to date indicates that Neath Port Talbot has more than an adequate landbank of aggregates to meet identified need and therefore it is highly unlikely that any new allocations will be required". Whilst this may be the case, it is important to recognise that the SWARP Annual Report confirms that Mineral Extraction ends at the two sandstone sites, Cwm Nant Lleici and Gilfach in 2026 and 2028 respectively. with mineral review (ROMP) dates of 2024 and 2027. These dates are within the replacement plan period. More importantly, these sites supply High Specification Aggregates (high PSV), which are of national importance and are not confined to local markets. The Council must therefore provide narrative and policy support in the review to demonstrate how the adequate supply of minerals, including PSV aggregates will be met on a local, regional and national scale throughout the plan period and for the requisite period beyond.</p>	<p>The comment is noted – the Council will provide the necessary policy support and narrative to demonstrate how the adequate supply of aggregates will be met. The emerging Regional Technical Statement (RTS) 2nd Review will set out the requirements for Neath Port Talbot Council [and all other Mineral Planning Authorities (MPAs)] to demonstrate how local and regional supply of aggregates will be met. As part of the process for preparing the new RTS, seven new sub-regions have been created specifically for the purpose of facilitating strategic minerals planning and collaborative approaches. Neath Port Talbot, along with Swansea and Carmarthenshire have been grouped as the Swansea City Sub Region.</p> <p>Notably, the RTS 2nd Review introduces a new requirement for all MPAs to agree 'Statements of Sub-Regional Collaboration' (SSRC) in respect of their contributions to the future provision of land-won primary aggregates. SSRCs are required to be prepared, collaboratively, by all constituent MPAs within each sub-region (as defined by the RTS 2nd Review) as part of the evidence base needed to support each</p>

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
						Replacement Local Development Plan (RLDP). Once agreed, an SSRC will remain in force until it becomes superseded by the requirements of future reviews of the RTS. The SSRC will confirm that all constituent MPAs within the sub-region accept the individual minimum requirements for aggregate apportionments and allocations for their individual Authority areas, as set out in the latest review of the RTS, and that (as a minimum) the RTS requirements for that sub-region as a whole will be met.
<u>22</u>	Rhian Isaac	Natural Resources Wales	Opportunities for Collaborative Working	10	<p>Does the Report adequately explain the potential for collaborative working as well as the reasons why a joint LDP is not appropriate at this time?</p> <p>It would be beneficial if a joint LDP was undertaken with neighbouring authorities. Many of our strategic planning interests are better considered on a cross boundary level. This will also fit in with the Area Statements.</p> <p>However, we appreciate the difficulties you may have undertaking a joint LDP.</p>	The comment is noted. Whilst presently, due to the variances in stages of preparation between authorities it is not considered possible to undertake a joint LDP, the Council will however, continue to undertake regional working and studies where possible.
<u>58</u>	Mr Peter Horsley		Opportunities for Collaborative Working	10	<p>Does the Report adequately explain the potential for collaborative working as well as the reasons why a joint LDP is not appropriate at this time?</p> <p>The document identifies the Regional Technical Statement (RTS) as a key document under which the Plan Review will be considered to provide a strategy for the provision of aggregates in the region and within each local authority area. There are shortfalls in aggregate provision, there will be a need for local authorities within the sub-region or an adjacent sub-region to ensure minimum provisions are met and production capacity is maintained to deliver the steady and adequate supply of aggregates. This will need to be confirmed through Sub-Regional Statements of Regional Collaboration. It is expected</p>	The comment is noted and will be considered as part of the evidence base for the Replacement LDP.

Appendix E: . Consultation Comments and Responses

ID	Name	Organisation	Section	Para	Representation	Officer Response
					that guidance on these SSRC's will be delivered alongside the RTS 2nd review.	
45	Mr Mark Harris	HBF Wales	Status of LDP Allocations	Appendix C:	<p>Appendix C Status of LDP Allocations</p> <p>Paragraph C.2 HBF would suggest that "sites with planning permission but not within the current five year land supply should also be re-assessed. There are many site in LDP's across Wales which have planning permission that has either been renewed several times or is extant by virtue of a start on site being made however, many of these will never be developed.</p>	The Review Report refers to all sites in the H1 portfolio being reassessed during the review, regardless of whether they are within the 5 year land supply.

Appendix F: Glossary

Table F.0.1 Glossary of Terms

Term	Explanation
Annual Monitoring Report (AMR)	Report to assess the extent to which policies in the adopted LDP are being successfully implemented (Regulation 37 of the Town and Country Planning (Local Development Plan) (Wales) Regulations (2005).
Candidate Site	Candidate Sites are those nominated by anyone for consideration by the LPA as allocations in an emerging LDP.
Community Infrastructure Levy (CIL)	The CIL is a planning charge, introduced by the Planning Act (2008) as a tool for LPAs to help deliver infrastructure to support the development of their area. It came into force on 6 April 2010 through the CIL Regulations (2010).
Community Involvement Scheme (CIS)	Part of the Delivery Agreement which sets out the Council's scheme for involving local communities in the Plan preparation process.
Consultation	A formal process in which comments are invited on a particular topic / set of topics or a draft document.
Delivery Agreement (DA)	A document comprising the Authority's timetable for the preparation of the LDP together with its Community Involvement Scheme (CIS) and submitted to the Welsh Government for agreement.
Deposit LDP	Is the Plan the Local Planning Authority (LPA) considers is sound and able to be adopted. Subject to a formal six week consultation period in which individuals and organisations can make representations on the Plan.
Evidence Base	Interpretation of information / data to provide the foundation for the Plan's policies.
Examination in Public (EIP)	A process whereby an independent Inspector considers whether the Deposit LDP is 'sound' and any representations to it.
Green Infrastructure (GI)	<p>PPW identifies GI as: the network of natural and semi-natural features, green spaces, rivers and lakes that intersperse and connect places. Component elements of green infrastructure can function at different scales.</p> <p>At the landscape scale, green infrastructure can comprise entire ecosystems such as wetlands, waterways and mountain ranges.</p> <p>At a local scale, it might comprise parks, fields, public rights of way, allotments, cemeteries and gardens.</p> <p>At smaller scales, individual urban interventions such as street trees, hedgerows, roadside verges, and green roofs/walls can all contribute to green infrastructure networks.</p>

Appendix F: . Glossary

Term	Explanation
Inspector	The person appointed by the Planning Inspectorate to consider the LDP and undertake the Examination in Public.
Inspector's Report	Report of the Inspector specifying precise recommendations identifying required changes to the LDP, together with reasons for the changes. It will focus on whether the LDP is 'sound'.
Local Development Plan (LDP)	The required statutory Development Plan to be produced by each local authority in Wales under Part 6 of the Planning and Compulsory Purchase Act (2004).
Local Planning Authority (LPA)	A planning authority responsible for the preparation of a LDP – i.e. a County or Borough Council or National Park Authority.
National Development Framework (NDF)	The NDF will set out a 20 year land use framework for Wales, and will replace the current Wales Spatial Plan (WSP). It is presently in production and it is anticipated that the NDF will be published in the Autumn of 2020. A consultation draft was published in August 2019.
Placemaking	Is a holistic approach to the planning and design of development and spaces, focused on positive outcomes. It draws upon an area's potential to create high quality development and public spaces that promote people's prosperity, health, happiness, and well-being in the widest sense (PPW 10).
Planning Policy Wales (PPW)	A National document which sets out the land use planning policies of the Welsh Government, supplemented by Technical Advice Notes, Policy Clarification letters and Welsh Government Circulars.
Pre-Deposit Documents (LDP)	These include the vision, strategic options, preferred strategy, key policies, the Integrated Sustainability Appraisal (ISA) report, the candidate sites register and Review Report (if appropriate).
Review Report	The required statutory report under S69 of the 2004 Act and/ or Reg41 to conclude on the LDP revision procedure to be followed based on a clear assessment of what has been considered and what needs to change and why, based on evidence.
Sound	In order to be adopted, an LDP must be determined 'sound' by the examination Inspector (S64 of the 2004 Act). The Tests of soundness and checks are identified in PPW.
Stakeholder	Individual, group or body whose interests are directly affected by the LDP.
Strategic Development Plan (SDP)	Provision is made under the Planning (Wales) Act (2015) for the preparation of SDP's at a regional level. An SDP will have regard to the NDF; responding at a regional level to strategic issues.
Strategic Environmental Assessment (SEA)	Generic term used internationally to describe environmental assessment as applied to policies, plans and programmes. The SEA Directive (2001/42/EC) requires a formal 'environmental assessment of certain plans and programmes, including those in the field of planning and land use'.
Supplementary Planning Guidance (SPG)	Provides supplementary information with regard to policies in a LDP. SPG do not form part of the development plan and are not subject to independent examination but must be consistent with it and with national planning policy.

Term	Explanation
Sustainability Appraisal (SA)	A tool for appraising policies to ensure they reflect sustainable development objectives – i.e. social, economic and environmental factors. Each LPA is required by S62(6) of the Act to undertake an SA of the LDP. This form of SA fully incorporates the requirements of the SEA Directive and Regulations.
Technical Advice Notes (TAN)	A topic-based document published by the Welsh Government to supplement Planning Policy Wales (PPW).
Well-being of Future Generations Act (WBFG) (2015)	An Act which requires public bodies in Wales to take account of the long term, to prevent problems occurring or getting worse, to work collaboratively and involve people of all ages. The aim is to support and deliver a public service which meets the needs of the present without compromising the ability of future generations to meet their own needs.
Well-being Plan	The Well-being Plan sets out the Public Services Board’s (PSB) long term vision for the area as well as priorities for action over the next 5 years.



**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
COUNCIL**

2nd July 2020

Report of the Head of Human Resources – Sheenagh Rees

Matter for decision

Wards affected: all wards

Pay Policy Statement 2020 / 2021

Purpose of the Report:

To approval of the Pay Policy Statement for 2020 / 2021 for publication on the Council's website. The Statement is attached as Appendix 1.

Executive Summary:

It is a requirement of the Localism Act 2011 that the Council produces a Pay Policy Statement for each financial year, setting out specific information in relation to the pay of the Council's workforce. The Statement that has been prepared for 2020 / 2021, and attached at Appendix 1, has been developed in line with guidance produced by the Public Services Staff Commission "Transparency of Senior Pay in the Devolved Welsh Public Sector" and to reflect national and local developments in pay.

Background:

The Localism Act 2011 requires local authorities to produce a Pay Policy Statement for each financial year articulating its policy towards a range of issues relating to the pay of its workforce, particularly in relation to senior staff and the lowest paid within the workforce. This is with the aim of increasing accountability, transparency and fairness in the setting of local pay.

The statement must be prepared annually, considered and approved by full Council and published on the Council's website.

An initial Pay Policy statement was developed and approved by this Council in March 2012. As required by legislation, the Pay Policy Statement must be reviewed at least annually, and then approved and published by 31st March each subsequent year.

The Pay Policy Statement for 2020 / 2021 is attached at Appendix 1. The format of the document has been developed with reference to the Public Sector Staff Commission's guidance "Transparency of Senior Pay in the Devolved Welsh Public Sector" and the content has been updated to take account of national and local pay related developments, outlined in this report.

Members should note that the attached statement was reviewed by the Council's Personnel Committee on 24th February 2020 and was then due to be reported to the Council meeting scheduled for 25th March 2020 in order to meet the deadline of 31st March, but unfortunately the meeting was cancelled as a result of the Covid-19 emergency.

Pay related developments

It is the Council's policy that any nationally agreed pay awards, negotiated at a national level by the local government employers in conjunction with the recognised Trade Unions will be applied, unless full Council determines otherwise. In 2018, rates of pay applicable from 1st April 2018 and 1st April 2019 were agreed at a national level for the Chief Executive, Chief Officers, and Local Government Services employees and in respect of Soulbury Officers and Youth & Community Workers, rates of pay applicable from 1st September 2018 and 1st September 2019. These are the rates of pay reflected in the attached statement.

Negotiations in respect of pay awards to apply from 1st April 2020 (or in the case of Soulbury Officers and Youth & Community Workers, to apply from 1st September 2020), have not yet concluded. The Council will apply these pay awards, as and when they are agreed, and as set out in the respective pay agreements.

Pay Multiples

Whilst the Localism Act excludes schools from the scope of local authority Pay Policy Statements, the Pay Policy Statement for this Council sets out details of pay multiples both including and excluding employees who are appointed and managed by schools:

Basis	Pay Multiple
Lowest paid employee earnings: Chief Executive's earnings	1 : 8:21
Median employee FTE* earnings: Chief Executive	1 : 5.98
Lowest paid employee earnings: average Chief Officer earnings	1 : 5.28
Median employee FTE* earnings: average Chief Officer earnings	1 : 5.98

* FTE= Full Time Equivalent

Financial impacts:

The Council spends 47% of gross expenditure on its workforce.

Integrated impact assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment, attached at appendix 1 has indicated that a more in-depth assessment is not required. A summary is included below:

“A full impact is not required as there is no impact on any protected group as a result of this report – the Pay Policy Statement reflects pay decision already taken, and is simply a statement summarising those decisions. It also has no negative impact on bio-diversity or the Welsh Language. However, it should be noted that, in determining pay and remuneration, the Council complies with relevant employment legislation, including the Equality Act 2010, the Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002, Agency

Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations. The Council has sought to ensure that there is no pay discrimination within its pay structures and that pay differentials can be objectively justified primarily through the use of an equality proofed job evaluation mechanism which directly relates basic pay to the requirements, demands and responsibilities of each job role”.

Valleys Communities Impacts:

No implications

Workforce impacts:

The Pay Policy Statement sets out the impact of the Council’s pay strategy on pay relativities within the workforce, and particularly the relationship between the highest and the lowest paid within the organisation.

Legal impacts:

It is a requirement under the Localism Act 2011 that the Council produces a Pay Policy Statement for the financial year 2020 / 2021 and that it is considered and approved by full Council, and subsequently published on the Council’s website.

Risk Management Impacts:

Failure to consider and approve a Pay Policy Statement for the financial year 2020 / 2021 will place the Council in breach of the Localism Act 2011.

Consultation:

There is no requirement under the Constitution for external consultation on this item.

Recommendation:

It is recommended that Members consider and approve the Pay Policy Statement for 2020 / 2021 for publication on the Council’s website.

FOR DECISION

Reason for proposed decision:

To ensure that the Council complies with the requirements of the Localism Act 2011.

Implementation of Decision:

The decision is proposed for implementation after the three day call in period.

Appendices:

Appendix 1 – Pay Policy Statement 2020 / 2021

List of Background Papers:

Localism Act 2011

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Pay Policy Statement 2020/2021



Neath Port Talbot
Castell-nedd Port Talbot
County Borough Council Cyngor Bwrdeistref Sirol

Human Resources

TO BE APPROVED BY Council

DATE 2nd July 2020

EDITION/VERSION 9th edition

REVIEW DATE March 2021

Contents

Page

1	Introduction from the Leader	4
2	Legislative Framework	5
3	Terms and conditions of employment	5-7
4	Decision Making	8
5	Collective Bargaining Arrangements with Trade Unions	8
6	Senior Pay	9-12
7	Talent Management	12
8	Performance Related Pay	12
9	Support for Lower Paid Staff	12
10	Exit Policy	13-14
11	Off payroll arrangements	14
12	Pay Relativities within the Council	15

Appendices

A	Pay Grades – Local Government Services Employees	16
B	Pay Grades - JNC Chief Executive and Chief Officers	17
C	National Pay Grades – Soulbury	18-21
D	National Pay Grades – JNC Youth And Community Workers	22
E	All Employee Groups - Main Conditions of Service	23-24
F	Acting Up and Honoraria Payments Schemes	25-34
G	Market Pay Scheme	35-42
H	Recruitment of Chief Executive and Chief Officers Officer Employment Procedure Rules	43-50
I	Early Retirement & Voluntary Redundancy Scheme	51-63

This is Neath Port Talbot County Borough Council's (NPT) ninth annual Pay Policy Statement. This Statement covers the period 1st April 2020 to 31st March 2021.

This Pay Policy Statement provides the framework for decision making on pay and in particular decision making on senior pay. Preparing and publishing this statement is a requirement under the Localism Act 2011. The provisions in the Act do not apply to the staff of local authority schools and therefore teaching staff are not included in the scope of this document.

This Pay Policy Statement has been reviewed by the Council's Personnel Committee on 24th February 2020 approved by Council on 2nd July 2020.

1. INTRODUCTION FROM THE LEADER



This Council is committed to being open and transparent and as Leader I want to ensure that the Council tax payers of Neath Port Talbot County Borough Council have access to information about how we pay people.

Council services are delivered by people, and most of the people we employ live and work in this County Borough. I want to ensure that Council services are the best they can be, so our pay policy seeks to ensure we can attract, retain and motivate the best employees with the right skills to deliver our services.

This, of course, has to be balanced against the need to ensure value for money for the local Council taxpayer.

The Council is one of the main employers in this area and it is important that the Council can offer good quality employment on reasonable terms and conditions and fair rates of pay. This will have a beneficial impact on the quality of life within the community as well as on the local economy.

Cllr R G Jones
Leader of Council

2. LEGISLATIVE FRAMEWORK

The Council has the power to appoint staff under Section 112 of the Local Government Act 1972 and complies with all relevant employment legislation in determining the pay and remuneration of its staff.

3. TERMS AND CONDITIONS OF EMPLOYMENT

The Council employs approximately 6,800 employees. The posts they are employed within are covered by a range of terms and conditions drawn from either:

- National Joint Council for Local Government Services
- Joint National Council for Chief Executives
- Joint National Council for Chief Officers
- Soulbury Committee
- The Joint National Council for Youth and Community Workers
- Teachers (not within the scope of this statement)

The following pay scales are provided as Appendices to this policy:

- **Appendix A** Local Government Services Employees NPT Pay Grades
- **Appendix B** JNC Chief Executive and Chief Officer NPT Pay Grades
- **Appendix C** Soulbury National Pay Grades
- **Appendix D** JNC Youth & Community Worker National Pay Grades

We publish a breakdown of staff numbers by pay band and gender in the **Annual Equalities in Employment Report**, published separately.

National Pay Awards

For all employee groups, any nationally agreed pay awards, negotiated at a national level by the local government employers in conjunction with the recognised Trade Unions will be applied. The Council will pay these nationally agreed pay awards as and when determined unless full Council decides otherwise.

Job Evaluation

In 2008 the Council completed a Job Evaluation exercise in relation to jobs which are governed by the NJC for LGS' terms and conditions of employment. A new pay and grading structure, based on the outcome of the Job Evaluation exercise, was developed in partnership with, and agreed with, our trade unions via a Collective Agreement and introduced in 2008. The pay and grading structure is based on the NJC for LGS' nationally negotiated pay spine as the basis for its pay and grading structure. In order to implement the new LGS pay spine to apply from 1st April 2019, revisions to the pay and grading structure were agreed via Collective Agreement reached with our trade unions in January 2019 to both implement the new pay spine, and at the same

time ensure that arrangements remain equality proofed. The arrangements applied with effect from 1st April 2019.

The Council seeks to maintain the equality proofed pay and grading structure by subjecting any newly established job or jobs which have significantly changed to a job evaluation assessment. A Joint Job Evaluation Panel, comprising of trained management and trade union representatives continues to meet on a regular basis to consider and determine Grading Appeals.

Starting salaries

It is the Council's policy that all appointments to jobs with the Council are made at the minimum of the relevant pay grade, although this can be varied where necessary, e.g. to secure the services of the best available candidate/s.

Heads of Service can authorise a variation of starting salary for all jobs other than those employed on Chief Officer terms and conditions. The Special Appointments Committee, a committee with delegated authority from Personnel Committee, will determine the starting salary of Heads of Service and the Assistant Chief Executive and full Council will determine the starting salary of Corporate Directors and Chief Executive.

Other pay-related allowances

All other pay-related allowances, e.g. overtime payments, are the subject of national and/or locally negotiated arrangements and subject to Member approval at Personnel Committee or full Council, as appropriate (refer to Decision Making for more information).

The terms and conditions of employment relating to annual leave, hours of work, overtime payment, weekend working arrangements and sick pay for all employee groups (with the exception of teaching staff) are set out in **Appendix E**.

Acting Up and Honoraria Payments

There may be occasions when an employee is asked to carry out duties which are additional to those of their substantive post, for a period of time, or to 'act up' into a more senior job within the Council, covering the full range of duties of the higher job. In such circumstances an additional payment may be made in line with the Council's policy on payment of acting up or honoraria. The schemes can be found at **Appendix F** and apply to LGS employees only.

Personnel Committee must approve any acting up or honoraria payments proposed for officers who are not within the scope of the scheme, or where the acting up or honoraria payment would result in the total pay package exceeding £100,000 approval must be sought from full Council.

Market Pay Scheme

Job evaluation has enabled the Council to set appropriate pay levels based on internal job size relativities within the Council. However, in exceptional circumstances, it may be necessary to take account of the external pay market in order to attract and retain employees with the

necessary specific knowledge, skills and experience.

The Council has a Market Pay Scheme to ensure that the requirement for any market pay supplements is objectively justified by reference to clear and transparent evidence of relevant market comparators, using appropriate data sources. The Market Pay Scheme can be found at **Appendix G**. It is the Council's policy that any such additional payments are kept to a minimum and reviewed on a regular basis so that they can be withdrawn where no longer considered necessary.

The principles underpinning this Market Pay Scheme are applied to all employee groups within the Council. Heads of Service can authorise market pay supplements following a recommendation from the Head of Human Resources. Where it is proposed to apply a market supplement to a Chief Officer post within the Council, approval is sought from the Council's Personnel Committee. Should the market supplement result in the total pay package exceeding £100,000 approval must be sought from full Council.

Local Government Pension Scheme (LGPS)

To help people save more for their retirement, the government now requires employers to automatically enrol their workers into a workplace pension scheme. Neath Port Talbot Council participates in the Local Government Pension Scheme. If an employee has a contract of employment for at least 3 months (and is under 75 years of age), they will be automatically enrolled into the LGPS, from the date employment commenced. Opt out provisions apply.

The employee contribution rates, which are defined by statute, currently range between 5.5 per cent and 12.5 per cent of pensionable pay depending on full time equivalent salary levels. The Employer contribution rate is set by Actuaries advising the City and County of Swansea LGPS Pension fund and reviewed on a triennial basis in order to ensure the scheme is appropriately funded. Following the triennial valuation the employer contribution rate effective from 1st April 2019 is 27.1%. A new employer's rate is due for 1st April 2020 following the completion of the latest actuarial triennial valuation due to be announced in March 2020.

Other employee benefits

The Council believes that it has a responsibility to help support the health, wellbeing and welfare of its employees in order to ensure that they are able to perform at their best. As part of this approach and in common with other large employers the Council provides a small number of non-pay benefits such as eye test vouchers for users of display screen equipment at work, childcare vouchers via a salary sacrifice scheme (following the Government's closure of such schemes, this benefit is now only available for those who joined the scheme prior to October 2018) and participation in the Cycle to Work scheme.

Employees who are members of the LGPS (see above) have the opportunity to join the Salary Sacrifice Shared Costs Additional Voluntary Contributions (AVC) Scheme, assisting employees who wish to increase pension benefits at retirement by paying additional voluntary contributions into the Local Government AVC Scheme.

4. DECISION MAKING

In accordance with the Constitution of the Council, the Council's Personnel Committee has delegated authority for decision-making in relation to staff pensions, staff terms and conditions, i.e. related matters such as job evaluation strategies, national / local pay negotiations, operational conditions of service policies e.g. sickness, Directorate structural / staffing changes, including early retirement / redundancy policies, and industrial disputes.

Under the Local Authorities (Standing Order) (Wales) (Amendment) Regulations 2014 any decision to determine or vary the remuneration of chief officers, or those to be appointed as chief officers, must be made by full Council.

5. COLLECTIVE BARGAINING ARRANGEMENTS WITH TRADE UNIONS

The Council recognises the following trade unions:

NJC for Local Government Services

UNISON
GMB
UNITE

JNC for Chief Officers

UNISON
GMB

Soulbury Committee

Association of Educational Psychologists AEP
PROSPECT

JNC for Youth & Community Workers

UNISON
GMB

Teachers

NAHT
NASUWT
NEU
UCAC
ASCL

Recognition is for the purposes of consultation and negotiation on a collective basis in relation to relevant matters, which are not determined by National Negotiating bodies, which both parties agree are appropriate / beneficial to be determined by agreement. Negotiations are conducted with the aim of reaching agreement and avoiding disputes. Recognition also relates to representation on an individual trade union member basis.

6. SENIOR PAY

The Chief Executive

The Chief Executive is the senior officer who leads and takes responsibility of the Council. The Council is a large and complex organisation with a multi-million pound budget. It has a very wide range of functions and has responsibility for the provision of a wide range of essential services, employing some 6,800 staff.

The role of Chief Executive is a full time and permanent position. The post holder is selected on merit, against objective criteria, following public advertisement. The Chief Executive is appointed by full Council.

As Head of Paid Service, the Chief Executive works closely with Elected Members to deliver the strategic aims of the Council, including the following priorities:

- To improve the well-being of children and young people.
- To improve the well-being of all adults who live in the county borough.
- To develop the local economy and environment so that the well-being of people can be improved.

The Chief Executive routinely works in the evenings and on weekends as well as the standard Monday to Friday business week. The Chief Executive also heads the 'on call' arrangements particularly to cover emergency planning arrangements.

The current Chief Executive, Mr Steven Phillips, has been in post since October 2009. Prior to joining Neath Port Talbot County Borough Council, Mr Phillips was a Corporate Director with Cardiff County Council and has over 30 years of experience working within a range of national (Wales and UK) and international organisations, including the Department of Trade and Industry in London, the UK Mission to the United Nations at Geneva and Welsh Government.

With effect from 1st April 2019, the Chief Executive's salary falls within the pay band £129,532 to £142,485 per annum (please see **Appendix B** for more details).

The Council has a statutory duty to appoint a Returning Officer for specified Elections and Referenda and has appointed the Council's Chief Executive to this role. The Returning Officer is personally responsible for a wide range of functions in relation to the conduct of Elections and Referenda and is paid for discharging these functions in accordance with prescribed fees.

Details of the Chief Executive's pay, including any additional payments are published in the Statement of Accounts. This document is published separately.

Expenses such as for train, car mileage, overnight accommodation and parking are claimed back in accordance with the Council's Travel and Subsistence Payments Policy.

The Chief Executive is a member of the Local Government Pension Scheme and details are disclosed in the Statement of Accounts. There have been no increases or enhancements to the

pension outside of standard arrangements.

The notice period for the role is 6 months.

Senior Staff

The current definition for senior posts is classed as:

- **Statutory Chief Officers.** In NPT these are:
 - the Director of Education, Leisure and Lifelong Learning;
 - the Director of Social Services, Health and Housing; and
 - the Director of Finance and Corporate Services who undertakes the role of Section 151 Officer
 - The Monitoring Officer. In NPT this is the Head of Legal Services.
 - The Head of Democratic Services. In NPT this is the Assistant Chief Executive and Chief Digital Officer.

- **Non-statutory Chief Officers,** that is non-statutory posts that report directly to the Head of Paid Service. In NPT this is the Director of Environment and Regeneration.

- **Deputy Chief Officers,** that is officers that report directly to statutory or non-statutory Chief Officers. In NPT, with effect from 1st April 2020, these are:
 - the Head of Human Resources;
 - the Head of Finance;
 - the Head of Participation;
 - the Head of Transformation;
 - the Head of Children and Young People Services;
 - the Head of Adult Services;
 - the Head of Engineering and Transport;
 - the Head of Property and Regeneration;
 - the Head of Planning and Public Protection;
 - the Head of Streetcare;
 - the Head of South Wales Trunk Road Agency.

Pay

From 1st April 2019, Corporate Director posts attract a salary within the pay band £106,897 to £115,277 per annum (please see **Appendix B** for more details).

From 1st April 2019, the Assistant Chief Executive and Chief Digital Officer post attracts a salary within the pay band £88,954 to £97,850 per annum (please see **Appendix B** for more details).

From 1st April 2019, Heads of Service posts attract a salary within the pay band of £74,090 to £81,494 per annum (please see **Appendix B** for more details).

Details of senior staff pay are published in the Statement of Accounts.

Recruitment of Senior Officers

The Council's Policy and Procedures with regard to the recruitment of Chief Officers is contained within the Officer Employment Procedure Rules as set out in the Council's Constitution. Please refer to **Appendix H**.

The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant Council policies in place at the time of recruitment. Any salary package that exceeds the threshold of £100,000 must be approved beforehand by full Council.

Additions to Chief Officers' Pay

The Council pays a standard mileage rate of 45 pence per mile to Chief Officers (and all other employees) where the Chief Officer uses his or her private vehicle on Council business. The Council also reimburses any other reasonable expenses, incurred by the Chief Officer on behalf of the Council whilst on Council business, on production of receipts and in accordance with JNC conditions and other local conditions.

The cost of membership by the Chief Executive and Corporate Directors of one professional body is met by the Council.

Independent Remuneration Panel

Section 143A of the Local Government (Wales) Measure 2011 refers to the Independent Remuneration Panel in Wales ("the IRP") and sets out their functions in relation to salaries of heads of paid service. The IRP may make recommendations about any policy in this Pay Policy Statement which relates to the salary of the Council's head of paid service and any proposed change to the salary of the Council's head of paid service. In this Council, the head of paid service is the Chief Executive. The Council, will, as required, consult the IRP in relation to any change to the salary of the Chief Executive which is not commensurate with a change of the salaries of the Council's other staff, and will have regard to any recommendation received from the IRP when deciding whether or not to proceed with making the change.

The Council is required to identify in this pay policy statement whether any such referral has been made to the IRP, and if so, the nature of the referral, the IRP's decision and the Council's response.

An authority which chooses not to follow the advice of the Panel may become subject to a Ministerial direction to reconsider their position. The Act also provides that authorities will be able to reduce (but not increase) the salary payable to their head of paid service in advance of a recommendation from the IRP, so long as the contract under which the salary is payable does not prevent the authority from changing the salary after receiving a recommendation.

The Local Government (Wales) Act 2015 temporarily extends the power of the IRP, under section 143A of the Local Government (Wales) Measure 2011 to cover salaries payable to chief officers (using the Localism Act definition) as well as the head of paid service.

The Council has made two referrals to the IRP. The first was made in November 2016 in relation to the Head of Adult Services, with a proposal to apply a Market Pay Supplement of £10,000 to this post. The IRP approved the proposal. The post has now been deleted from the Council's established structure.

A second referral was made in February 2017 in relation to an honorarium payment paid to the Head of Social Work Services in respect of covering additional duties. Again, the IRP approved the proposal. This post has now been deleted from the Council's established structure.

7. TALENT MANAGEMENT

The Council's key tool for talent management and succession planning is through the Performance Appraisal process which as well as placing an emphasis on performance, seeks to put in place individual learning plans, developing the skills necessary not only for current roles, but with a future focus to support career development and succession planning.

8. PERFORMANCE RELATED PAY

The Council expects high levels of performance from all employees and has implemented a Performance Appraisal Scheme to monitor, evaluate and manage employee performance on an ongoing basis.

No bonus or performance-related pay mechanism applies, although the maximum incremental pay point of the pay grades for the Chief Executive and Corporate Directors are only payable if there is a satisfactory outcome to their respective annual performance appraisal.

9. SUPPORT FOR LOWER PAID STAFF

The Council has committed to continuing discussions with Trade Unions with the objective of introducing the Living Wage on an affordable and sustainable basis when circumstances allow. The introduction of the new LGS pay spine w.e.f. 1st April 2019 saw the lowest spinal column point on the pay spine, SCP 1, equate to the National Living Wage Foundation's national living wage rate of £9.00 per hour (although it is acknowledged that this in itself does not make the Council a 'Living Wage Employer').

The Council has committed to working with Chwarae Teg as part of the Chwarae Teg FairPlay Employer Scheme. Chwarae Teg have supported the Council by carrying out a Gender Equality Audit of the Council's policy and practices, and to use this to inform the development of a Gender Equality Action Plan, which includes specific actions to reduce the Council's Gender Pay Gap. Chwarae Teg will be helping the Council to develop a Mentoring Programme for low paid women, particularly important, as whilst the Council's overall gender profile is 71% female, 97% of those employed in the Council's lowest pay band, Grade 1, are female.

10. EXIT POLICY

Early Retirement, Voluntary Redundancy and Compulsory Redundancy

The Council's Exit Policy for employees prior to reaching normal retirement age, is set out within its Early Retirement, Voluntary Redundancy and Compulsory Redundancy (ER / VR / CR) Scheme, in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006. Please refer to **Appendix I**. Please note that a separate scheme operates for those employed on Teacher terms and conditions of employment.

Under the Scheme, all Early Retirement and Voluntary Redundancy expressions of interest are subject to a robust business case, seeking to limit discretionary compensation to an affordable limit, as well as considering the costs of any consequential organisational / pay grade changes.

Any severance package in respect of early termination of employment that exceeds a threshold of £100,000 must be approved beforehand by full Council. When calculating the value of a severance package, the following payments should be included:

- salary paid in lieu of notice
- lump sum redundancy / severance payment
- cost to the Council of the strain on the pension fund arising from providing early access to an unreduced pension.

The Council has operated a Voluntary Redundancy Scheme during the financial year 2019 / 2020 and details of all employees who exited the Council's employment under this Scheme, as well as the small number of employees who exited under Compulsory Redundancy, can be found in the annual Statement of Accounts.

Exit Cap and Recovery Provisions

The UK Government intends to introduce Regulations that will impose a cap of £95,000 on exit payments for public sector workers. It also intends to develop regulations to enable the recovery of exit payments made to employees who leave the public sector and return within 12 months, although the timetable for these regulations is not as clear. The minimum salary to which the recovery provisions will apply is £80,000 per annum. If and when the UK Government introduces these Regulations, Council policies will be updated as appropriate to take this into account.

Re-employment

Employees who leave the council's employment on the grounds of early retirement (ER) or voluntary redundancy (VR) who are employed on LGS Grades 11, 12 and 13 or equivalent, will not normally be permitted to return to any paid temporary or permanent NPT council employment (which includes schools) or be re-engaged as an agency worker or on a consultancy basis. However, in exceptional circumstances, re-employment may be permitted if the "employing" Head of Service is able to provide a robust business case for doing so which is acceptable to the Director of Finance & Corporate Services and Head of Human Resources, in consultation with the relevant trade union/s.

All other employees who leave the council's employment on the grounds of early retirement (ER) or voluntary redundancy (VR) will not be permitted to return to employment with the council for a period of 12 months following their leaving date. However, again, and in exceptional circumstances, earlier re-employment may be permitted if the "employing" Head of Service is able to provide a robust business case for doing so which is acceptable to the Director of Finance & Corporate services and Head of Human Resources, in consultation with the relevant trade union/s.

Flexible retirement

Employees are permitted to take flexible retirement in accordance with the provisions of the Local Government Pension Scheme and the Council's Flexible Retirement Scheme.

11. OFF PAYROLL ARRANGEMENTS

Where the Council is unable to recruit to a job under a contract of service, or where there is a need for specialist support for a specific project, the Council will, where necessary, consider engaging individuals under a contract for service. These will be sourced through the relevant procurement process under the Council's Contract Procedure Rules, ensuring the Council is able to demonstrate value for money from competition in securing the relevant service.

Where the contract for service is to provide cover for a vacant post, in addition to ensuring adherence to Contract Procedure Rules, decision making in relation to the appointment will be in line with the Council's rules in relation to appointments i.e. Council will determine appointments at Director level, Special Appointments Committee will determine appointments at Head of Service level, and Heads of Service or those acting under their authority will determine appointments at Accountable Manager level and below.

With effect from April 2017, the UK Government introduced "Intermediaries Legislation", known as IR35, reforming tax rules for off-payroll working in the public sector and the Council has implemented the new rules in line with the legislation.

12. PAY RELATIVITIES WITHIN THE COUNCIL

The lowest paid employee is on £17,364 per annum, in accordance with the minimum spinal column point (SCP 1) of the NJC pay spine for Local Government Services employees. This excludes apprentices who are engaged on different arrangements with training being the main feature of the arrangement and it also excludes agency staff.

The highest paid employee is the Chief Executive and the pay band minimum is £129,532 rising to the pay band maximum of £142,485. The current post holder earns £142,485.

The median salary in the Council is £23,836.

The pay multiple between the lowest paid (full time equivalent) employee and the Chief Executive is a ratio of 1:8.21 and the pay multiple between the lowest paid employee and average Chief Officer is a ratio of 1:5.28.

The pay multiple between the median full time equivalent earnings and the Council's Chief Executive is a ratio of 1:5.98 where all Council employees are taken into account and 1:5.98 where employees appointed and managed by head teachers/Governing Bodies are excluded from the calculation, as required by the provisions of the Localism Act 2011.

The multiple between the median full time equivalent earnings and the average Council Chief Officer is 1:3.85 where all Council employees are taken into account and 1:3.85 where employees appointed and managed by head teachers/Governing Bodies are excluded from the calculation, as required by the provisions of the Localism Act 2011.

Local Government Services Employees Pay Grades Effective 1st April 2019

Grade	Point	Salary
GRADE 1	1	17,364
	2	17,711
GRADE 2	2	17,711
	3	18,065
GRADE 3	3	18,065
	4	18,426
	5	18,795
GRADE 4	5	18,795
	6	19,171
	7	19,554
	8	19,945
	9	20,344
GRADE 5	*9	20,344
	10	20,751
	11	21,166
	12	21,589
	13	NOT USED
	14	22,462
	15	22,911
	16	NOT USED
	17	23,836
GRADE 6	*16	23,369
	17	23,836
	18	24,313
	19	24,799
	20	25,295
	21	25,801
	22	25,317
GRADE 7	*21	25,801
	22	25,317
	23	26,999
	24	27,905
	25	28,785
	26	29,636

Grade	Point	Salary
GRADE 8	*25	28,785
	26	29,636
	27	30,507
	28	31,371
	29	32,029
	30	32,878
GRADE 9	*29	32,029
	30	32,878
	31	33,799
	32	34,788
	33	35,934
GRADE 10	34	36,876
	*33	35,934
	34	36,876
	35	37,849
	36	38,813
	37	39,782
	38	40,760
GRADE 11	*37	39,782
	38	40,760
	39	41,675
	40	42,683
	41	43,662
GRADE 12	*40	42,683
	41	43,662
	42	44,632
	43	45,591
GRADE 13	*43	45,591
	44	46,609
	45	47,664
	46	48,739

***Denotes Salary Scale Points that will be removed after one year and no longer used with effect from 1st April 2020**

**JNC Chief Executive and Chief Officers Pay Grades
Effective 1st April 2019**

CHIEF EXECUTIVE					
	Point 1	Point 2	Point 3	Point 4	Point 5*
2019/2020	£129,532	£132,770	£136,009	£139,246	£142,485

* subject to performance

CORPORATE DIRECTOR					
	Point 1	Point 2	Point 3	Point 4	Point 5*
2019/2020	£106,897	£107,419	£110,037	£112,657	£115,277

* subject to performance

ASSISTANT CHIEF EXECUTIVE & CHIEF DIGITAL OFFICER					
	Point 1	Point 2	Point 3	Point 4	Point 5
2019/2020	£88,954	£91,179	£93,403	£95,626	£97,850

HEAD OF SERVICE					
	Point 1	Point 2	Point 3	Point 4	Point 5
2019/2020	£74,090	£75,941	£77,789	£79,643	£81,494

**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
NATIONAL PAY GRADES – SOULBURY**

EDUCATIONAL PSYCHOLOGISTS - SCALE A

SPINE POINT	Pay – with effect from 01.09.19
1.	37,175
2.	39,062
3.	40,949
4.	42,834
5.	44,721
6.	46,607
7.	48,383
8.	50,159
9.	51,822*
10.	53,488*
11.	55,040*

Notes:

1. Pay scales to consist of 6 consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.
2. *Extension to scale to accommodate structured professional assessment points.

SENIOR & PRINCIPAL EDUCATIONAL PSYCHOLOGISTS – SCALE B

SPINE POINT	Pay – with effect from 01.09.19
1.	46,607
2.	48,383
3.	50,159*
4.	51,822
5.	53,488
6.	55,040
7.	55,678
8.	56,869
9.	58,050
10.	59,251
11.	60,428
12.	61,628
13.	62,849
14.	64,029**
15.	65,266**
16.	66,490**
17.	67,723**
18.	68,954**

Notes:

1. Pay scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.
2. * Normal minimum point for the Principal Educational Psychologist undertaking the full range of duties at this level.
3. ** Extension to range to accommodate discretionary scale points and structured professional assessments
4. Principals are paid on a 4 point scale 8 - 14 (this includes 3 spa points)

TRAINEE EDUCATIONAL PSYCHOLOGISTS

SPINE POINT	Pay – with effect from 01.09.19
1	23,884
2	25,632
3	27,378
4	29,128
5	30,875
6	32,623

ASSISTANT EDUCATIONAL PSYCHOLOGISTS

SPINE POINT	Pay – with effect from 01.09.19
1	29,359
2	30,559
3	31,757
4	32,950

YOUNG PEOPLE'S / COMMUNITY SERVICE MANAGERS

SPINE POINT	Pay – with effect from 01.09.19
1	36,761
2	37,964
3	39,166
4	40,394*
5	41,641
6	42,857
7	44,101**
8	45,515
9	46,295
10	47,500
11	48,697
12	49,897
13	51,088
14	52,291
15	53,495
16	54,703
17	55,917
18	57,124
19	58,323
20	59,548***

21	60,797***
22	62,075***
23	63,377***
24	64,707***

Notes:

The minimum Youth and Community Service Officers' scale is 4 points. Other salary scales to consist of not more than four consecutive points based on duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

* normal minimum point for senior youth and community officers undertaking the full range of duties at this level

** normal minimum point for principal youth and community service officer undertaking the full range of duties at this level

*** extension to range to accommodate discretionary scale points and structured professional assessments.

EDUCATIONAL IMPROVEMENT PROFESSIONALS (EIPs)

SPINE POINT	Pay – with effect from 01.09.19
1	35,444
2	36,713
3	37,912
4	39,127
5	40,334
6	41,542
7	42,811
8	44,032*
9	45,455
10	46,724
11	47,976
12	49,188
13	50,561**
14	51,785
15	53,137
16	54,359
17	55,585
18	56,788
19	58,029
20	58,670***
21	59,902
22	60,976
23	62,158
24	63,218
25	64,351
26	65,457
27	66,588
28	67,734
29	68,883
30	70,030
31	71,167
32	72,322
33	73,477

34	74,661
35	75,841
36	77,055
37	78,250
38	79,457
39	80,648
40	81,838
41	83,035
42	84,230
43	85,424
44	86,624
45	87,821
46	89,020
47	90,224
48	91,416****
49	92,613****
50	93,812****

Notes: Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

- * normal minimum point for EIP undertaking the full range of duties at this level
- ** normal minimum point for senior EIP undertaking the full range of duties at this level
- *** normal minimum point for leading EIP undertaking the full range of duties at this level
- **** extension to range to accommodate structured professional assessments.

NATIONAL PAY GRADES – JNC YOUTH AND COMMUNITY WORKERS

YOUTH AND COMMUNITY SUPPORT WORKER RANGE	
SPINE POINT	Pay – with effect from 01.09.19
3	£18,117
4	£18,431
5	£18,791
6	£19,106
7	£19,389
8	£20,038
9	£20,865
10	£21,512
11	£22,558
12	£23,580
13	£24,636
14	£25,729
15	£26,474
16	£27,252
17	£28,017
PROFESSIONAL RANGE	
SPINE POINT	Pay – with effect from 01.09.19
13	£24,636
14	£25,729
15	£26,474
16	£27,252
17	£28,017
18	£28,787
19	£29,551
20	£30,318
21	£31,179
22	£32,155
23	£33,105
24	£34,060
25	£35,022
26	£35,983
27	£36,945
28	£37,918
29	£38,884
30	£39,851

Appendix E

All Employee Groups - Main Conditions of Service

ANNUAL LEAVE (pro rata for part time employees)	
<ul style="list-style-type: none"> ❖ Chief Executive ❖ Chief Officers 	34 days pa (includes one day allocated at Christmas)
<ul style="list-style-type: none"> ❖ Local Government Services 	32 days after 5 years service; 25 days pa initially (includes one day allocated at Christmas)
<ul style="list-style-type: none"> ❖ Soulbury 	32 days after 5 years service; 25 days pa initially (includes one day allocated at Christmas)
<ul style="list-style-type: none"> ❖ Youth & Community Workers 	35 days after 5 years service; 30 days pa initially (includes one day allocated at Christmas)
HOURS OF WORK	
<ul style="list-style-type: none"> ❖ Chief Executive ❖ Chief Officers 	Minimum of 37 hours per week, together with additional evening, weekend and bank holiday working as required
<ul style="list-style-type: none"> ❖ Local Government Services ❖ Soulbury ❖ Youth & Community Workers 	Standard working week is 37 hours
OVERTIME PAYMENTS	
<ul style="list-style-type: none"> ❖ Chief Executive ❖ Chief Officers ❖ Soulbury 	None payable
<ul style="list-style-type: none"> ❖ Local Government Services 	Time plus 30% for weekdays and weekends; double time on Bank Holidays, except Christmas Day which is triple time

❖ Youth and Community Workers	Time plus 30% for weekdays and weekends; double time on Bank Holidays
WEEKEND WORKING PAYMENTS	
<ul style="list-style-type: none"> ❖ Chief Executive ❖ Chief Officers ❖ Soulbury ❖ Youth & Community Workers 	None payable
❖ Local Government Services	Time plus 30%
SICK PAY SCHEME	
<ul style="list-style-type: none"> ❖ Chief Executive ❖ Chief Officers ❖ Local Government Services ❖ Soulbury ❖ Youth & Community Workers 	1 month's full pay at commencement of employment, increasing year on year, after 5 years service, to up to 6 months at full pay, followed by up to 6 months at half pay

Acting Up Scheme



Neath Port Talbot
Castell-nedd Port Talbot
County Borough Council Cyngor Bwrdeistref Sirol

Human Resources

APPROVED BY

Personnel
Committee

DATE

1st April 2009

EDITION/VERSION

Version 1

REVIEW DATE

1st April 2020

Contents

Page

1	Purpose	3
2	Principles	3
3	Definition of Acting Up	3
4	Period of Acting Up	4
5	Payment	4
6	Provisions to Cover the Period 1st April 2008 to the Date the new Scheme is Agreed and Introduced	5
7	Monitoring and Review	5
8	Grievances	5
Appendices		
A	Acting Up Payments – Payment Authorisation Form	6-7

1. PURPOSE

- 1.1** To outline a revised scheme for Acting Up payments for Neath Port Talbot County Borough Council employees (with the exception of those employed under Teaching, Soulbury, Youth & Community Workers and JNC Chief Officer's terms and conditions of employment) from 1st April 2008.
- 1.2** The revised Scheme harmonises the differing former Manual and APT&C Acting-up provisions under a single set of rules.

2. PRINCIPLES

This scheme should adhere to the principles of the Equality of Opportunity in Employment Policy.

3. DEFINITION OF ACTING UP

- 3.1** Acting up **applies** where an employee is formally requested to undertake the **full** duties and responsibilities of a higher graded post for a period of at least one day/shift.
- 3.2** Acting up **does not apply** where:-
- (a) An employee or employees undertake(s) only partial duties and responsibilities of a higher graded post
 - (b) The duties and responsibilities are shared between more than one employee. The Honorarium Scheme provisions may cover these circumstances.
 - (c) There is a permanent change to the normal duties of a job. This may warrant a new or re-evaluation of the post.
 - (d) The post being covered is at the same pay grade. (*this may have an impact on current working practices as employees move from a pay point to pay grade*)
 - (e) There are formal deputising responsibilities, written into the job description, which have been taken into consideration when evaluating the post.

4. PERIOD OF ACTING UP

- 4.1** Under this new Scheme all employees are eligible for an Acting-up payment if they are requested to carry out the full duties and responsibilities of the higher graded post from the first day/shift.
- 4.2** Where the employee is requested to act-up into a distinct and different post on day one e.g. Refuse Loader to Refuse Driver or Care Assistant to Care Officer, it is quite clear this situation comes within the definition of acting-up and the employee is entitled to the appropriate acting-up payment, perhaps for just one day or the hours of the shift.
- 4.3** In the office environment, in circumstances where an employee is absent for whatever reason and there may be a need for another employee to act-up into that role, to come within the scope of this Scheme, the employee must be formally requested to act-up and must take on the full duties/responsibilities of the higher graded post. In practical terms this may well not occur from day one in the office environment

5. PAYMENT

- 5.1** The sum to be paid is the minimum rate of pay that would apply were the employee promoted to the higher graded post. It must be at least one increment higher. The payment will be effective from the first day on which the employee was required to undertake the duties and responsibilities of the higher graded post. The payment will be pro-rata for part-time employees based on the standard 37 hour week.
- 5.2** Where practical, the agreed Acting up arrangements and payment should be set out in writing to the employee, using the form attached (Payment Authorisation Form), stating the remuneration to be received and the anticipated length of the acting up period. If this period [by reference to date/s or circumstances] is subsequently extended, this should be confirmed in writing. Where this is not practical, because urgent arrangements need to be put into place to meet service delivery needs, Acting up arrangements can be confirmed by the line manager / supervisor verbally, authorised and certified for payment on the time-sheet and then followed up subsequently in writing, at a later date.

6. MONITORING AND REVIEW

The Acting-up arrangements and payments will be monitored by the Head of Human Resources from an equality, diversity and cost effective perspective on an annual basis, to ensure that the Scheme is implemented in a non-discriminatory manner in accordance with the provisions of the Scheme. The trade unions will be consulted on the outcome of the annual monitoring/review exercise.

7. GRIEVANCES

An employee can raise a grievance in connection with the application of this scheme via the Authority's Grievance Policy and Procedure.

Honoraria Payments Scheme



Human Resources

APPROVED BY

Personnel
Committee

DATE

1st April 2009

EDITION/VERSION

Version 1

REVIEW DATE

1st April 2020

Contents Page

1	Purpose	3
2	Equality Principle	3
3	Definition	3
4	Principles of Application	4
5	Payment Levels	4
6	Provisions to Cover the Period 1st April 2008 to the Date the new Scheme is Agreed and Introduced	5
7	Monitoring and Review	5
8	Grievances	5

Appendices

A	Honoraria Form	6-8
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1. PURPOSE

To outline a revised scheme for the payment of honoraria to Neath Port Talbot County Borough Council employees (with the exception of those employed under Teaching, Soulbury, Youth & Community Workers and Chief Officer's terms and conditions of employment) from the date the collective agreement is signed.

2. EQUALITY PRINCIPLE

This scheme should adhere to the principles of the Equality of Opportunity in Employment Policy

3. DEFINITION

3.1 An honoraria is a payment for:

- duties outside the scope of an employee's normal role over an extended period, but not more than 12 months
- duties or responsibilities which are within the scope of an employee's normal role but are temporarily exceptionally onerous

3.2 In both of the above circumstances, honorarium payments are to be initiated by the line manager and agreed in writing using the form attached (Payment Authorisation Form), in advance of these duties or responsibilities being undertaken.

3.3 Honoraria should not be used where there is a permanent change to the normal duties of a job or where an employee is requested to 'Act up' to cover a higher-graded post. In these circumstances the post should be assessed under the Council's Job Evaluation Scheme by being included within the Job Evaluation Questionnaire or an Acting Up payment should be set up.

3.4 Accelerated increments within an employee's pay scale should not be used instead of an honoraria payment. Increments can only be awarded in accordance with the criteria agreed under the NPT Pay and Grading Agreement. Individual managers do not have discretion to authorise increments and they will not be actioned for payment by the payroll section.

4. PRINCIPLES OF APPLICATION

- 4.1.1 Honoraria should be treated as a one-off recognition or reward relating to a particular piece of work or circumstances as described in Section 3, [and should be paid as soon as possible after the completion of that task] **or** staged/regular payments where appropriate.
- 4.2 To ensure consistency across the Council the application and payment of honoraria must be in accordance with this Scheme.
- 4.3 The payment of honoraria should be exceptional rather than the expected norm.

5. PAYMENT LEVELS

- 5.1 In deciding the level of payment to be made, the following should be taken into consideration:
- The nature, scope and level of difficulty of the additional duties/responsibilities
 - The length of time involved
 - The impact on the employee's normal role
 - The level of 'new' learning for the employee
 - Current level of pay
 - The level of pay of a "comparator" post, where appropriate
- 5.2 As honoraria are meant to provide some flexibility for managers to recognise specific tasks, it is expected that payment will be made as soon as possible after successful completion of the task.
- 5.3 Where an employee is receiving regular honoraria payments linked to an additional or exceptionally onerous responsibility, this should be reviewed by the line manager on a regular basis and reference made to section 2 of this scheme.

6. MONITORING AND REVIEW

The Honoraria arrangements and payments will be monitored by the Head of Human Resources from an equality, diversity and cost effective perspective on an annual basis, to ensure that the Scheme is implemented in a non-discriminatory manner in accordance with the provisions of the Scheme. The trade unions will be consulted on the outcome of the annual monitoring/review exercise.

7. GRIEVANCES

An employee can raise a grievance in connection with the application of this scheme via the Authority's Grievance Policy and Procedure.

Market Pay Scheme



Neath Port Talbot
Castell-nedd Port Talbot
County Borough Council Cyngor Bwrdeistref Sirol

Human Resources

APPROVED BY

Personnel
Committee

DATE

1st April 2009

EDITION/VERSION

2nd Edition

REVIEW DATE

1st April 2020

Contents Page

1	Context and Purpose of NPT Market Pay Scheme	3
2	NPT Market Pay Scheme Implementation	3-4
3	Scope of Market Pay Scheme	4
4	Preparation of a Market Pay Supplement Business Case	4-5
5	Funding	5
6	Payment Arrangements for Market Pay Supplements	6
7	Duration and Review of Individual Market Pay Supplements	6-7
8	Authorisation Process	7
9	Organisational Review of Market Pay Supplements	7
10	Interpretation	7

1. CONTEXT AND PURPOSE OF NPT MARKET PAY SCHEME

The use of a job evaluation system to create an equality-proofed pay and grading structure ensures that basic rates of pay are based on robust “internal pay relativities”. This process may not always result in the consequential basic rates of pay reflecting the value of similar jobs in the wider labour market.

This Market Pay Scheme for Neath Port Talbot Council has been developed in the recognition that the Authority’s services are delivered by employees who possess skills and experience which may sometimes be in short supply and, therefore, the use of market pay supplements is one measure which is available to safeguard the provision of such services.

The purpose of this Market Pay Scheme is to enable the Council to establish competitive rates of pay for specific posts which, do not attract a basic rate of pay which is sufficient to recruit and/or retain the number and quality of postholders required.

A key aim of this Scheme is to ensure that all market pay supplements are initially introduced, and subsequently operated, in a fair and consistent manner which avoids potential non-compliance with equal pay legislation.

In particular, there must be clear evidence that the basic rate of pay for a specific post determined by the Council’s pay and grading structure is significantly less than the relevant market rate of pay for a similar post **and** also that there are recruitment and/or retention problems.

2. NPT MARKET PAY SCHEME IMPLEMENTATION

This Scheme has been implemented alongside the existing NPT pay and grading structure and replaces all former arrangements for market pay supplements and recruitment/retention payments.

Market pay supplements will be applicable to specific post/s and are not intended to reflect the contribution or performance of individual postholders.

3. SCOPE OF MARKET PAY SCHEME

Each post falling within the scope of the NJC for Local Government Services (“Green Book”) will be eligible to attract a market pay supplement, but always subject to a satisfactory recruitment and/or retention business case being developed and approved.

4. PREPARATION OF A MARKET PAY SUPPLEMENT BUSINESS CASE

Prior to a business case being developed in relation to a proposed market pay supplement, the “employing” Head of Service must satisfy him/herself that all other reasonable options have been considered, including a review of the skills, qualifications and experience needed for the post/s in question.

The Head of Human Resources will be responsible for researching the business case for the payment of a market pay supplement and will formally make a recommendation in response to the Head of Service who proposes any such payment in relation to a specific post.

The following criteria will be taken into account when considering if a business case exists for a market pay supplement to be payable:

- availability of relevant NPT workforce data/evidence to demonstrate the nature and extent of the recruitment and/or retention difficulties being experienced, or anticipated, at NPT
- the extent to which there may be an adverse effect on service delivery at NPT if a recruitment and/or retention difficulty is not addressed
- an assessment of the likely duration of the recruitment/retention difficulties being experienced – short term or longer
- the availability of up to date and accurate market pay data from relevant comparator organisations relating to the NPT post/s which are subject to recruitment and/or retention difficulties. Such data may be collected on a local, travel to work/regional or national basis, dependent upon the post/s involved.
- an equality impact assessment must be completed as part of the business case.

Wherever possible, the market pay data from other organisations will comprise not only the basic rate of pay, but also other pay and non-pay benefits, including pension provisions.

Attached is the template business case that must be completed prior to any supplement being implemented.

5. FUNDING

Market supplements will be funded by the “employing” Head of Service.

6. PAYMENT ARRANGEMENTS FOR MARKET PAY SUPPLEMENTS

Each approved market pay supplement will be a calculated static sum, which will not increase as a result of any national pay award or incremental progression. Whilst the market pay supplement will not be included in “basic pay” and will not be taken into account in relation to the calculation of overtime hours worked or other pay allowances, it will be permissible for the market pay supplement to include an appropriate compensatory adjustment for premium rates of pay for contractual overtime and/or contractual unsocial hours working. Market pay supplements will be shown separately on employees’ payslips and will be subject to tax, NI and pension contributions in the normal way.

Market pay supplements will be paid in accordance with the employee’s usual pay frequency. If a postholder in receipt of a market pay supplement moves to an alternative post within the Council which does not attract a market pay supplement, the payment shall cease from the date on which the postholder leaves the post which attracts the pay supplement. The supplement should ensure that the overall remuneration for the post(s) is sufficient to enable the recruitment and retention of staff and no higher.

7. DURATION AND REVIEW OF INDIVIDUAL MARKET PAY SUPPLEMENTS

The duration of market pay supplements will be determined at the outset and should be set at the optimum level to recruit or retain staff, without committing to unnecessary long-term costs that cannot be justified financially or from an equal pay perspective. A market pay supplement will normally be for two years, unless there is a strong business case to justify a longer period. The details will be conveyed to the postholder/s concerned in writing.

The market pay supplement payable for each post will be reviewed at least a year prior to the end date of the supplement, by the employing Head of Service. Where, at the time of the review, the business case to support the continued payment of a market pay supplement is no longer sustainable, the supplement shall be withdrawn and 12 months’ notice of this given in writing. Where a decision is made to withdraw the pay supplement from a specific category of post, this shall apply to all similar posts and their consequential postholders simultaneously.

When the payment has been approved, all employees receiving the supplement will be notified in writing of its approval and the conditions attached to its payment. When advertising and recruiting to any post(s) for which a market supplement is paid, the supplement should be identified as a separate amount which is time-limited and subject to review. Market supplements will not be subject to pay protection.

8. AUTHORISATION PROCESS

Market pay supplements will be considered, and authorised where appropriate, by the “employing” Head of Service following receipt of supporting information and a formal recommendation from the Head of Human Resources.

Designated NPT trade union representatives will be consulted regarding all proposed changes to market pay supplements.

9. ORGANISATIONAL REVIEW OF MARKET PAY SUPPLEMENTS

An annual review will be undertaken of all market pay supplements being paid, in consultation with the trade unions, and the outcome reported to the Corporate Director Group and others, as appropriate.

10. INTERPRETATION

Any matters of interpretation arising from this Scheme will be determined by the Head of Human Resources, in consultation with designated trade union representatives.

Any employee who is aggrieved with the application of this Scheme is entitled to pursue his/her grievance in accordance with agreed procedures.

11. TEMPLATE BUSINESS CASE

MARKET PAY SUPPLEMENT

POST TITLE

1. Introduction

The purpose of the Council’s Market Pay Scheme is to enable the Council to establish competitive rates of pay for specific posts which do not attract a basic rate of pay which is sufficient to recruit and / or retain the quality of postholder required.

The purpose of this paper is to **create/review** (delete as applicable) the market pay supplement applicable to the post of **POST TITLE**.

2. Background

PLEASE PROVIDE A BRIEF SUMMARY. THE SPECIFIC RATIONALE BEHIND THE PAYMENT SHOULD BE PROVIDED IN SECTION 5.

3. Current basic remuneration package

The post has been evaluated under the Council’s Job Evaluation Scheme and awarded Grade **, SCP ** – **, £ - £ per annum.

The allowances received per annum are variable, however at present are:

- Sleeping in allowance = £
- Weekend enhancement = £
- Standby = £

Total = £ per annum

Total remuneration package = £ - £ per annum

4. Market Pay

Background to Market Pay Scheme

A market supplement is paid as an allowance and, in line with the Market Pay Scheme, is not taken into account in relation to the calculation of overtime hours worked or other pay allowances. It is however permissible for the market pay supplement to include an appropriate compensatory adjustment for premium rates of pay for contractual overtime and / or contractual unsocial hours working.

Market payments will be shown separately on employees' payslips and will be subject to tax, NI and pension contributions in the normal way.

Where, at the time of the review, the business case to support the continued payment of a market pay supplement is no longer sustainable, the supplement shall be withdrawn and 12 months' notice of this given in writing.

OUTLINE DETAILS OF CURRENT SUPPLEMENT IF APPLICABLE.

5. Business case for Market Supplement

OUTLINE ANY RECRUITMENT DIFFICULTIES, SERVICE PERFORMANCE ISSUES, DETAILS OF CONSULTATIONS WITH PROFESSIONAL BODIES ETC. AN EQUALITY IMPACT ASSESSMENT MUST FORM PART OF THE BUSINESS CASE.

6. Market Intelligence

Comparable market intelligence has been obtained:-

- o The POST OF is paid £ - £.
- o The POST OF is paid £ plus an of ** = £
- o **IF APPLICABLE** - Neither provision is in London (no London Weighting.)

7. Feedback from Potential Candidates (**IF RELEVANT**)

Feedback from potentially qualified and suitable candidates, informally approached to determine whether or not they would be interested in applying for the **POST**, has determined that the remuneration package currently offered is not sufficient to attract a field of qualified, high calibre

of applicants.

8. Conclusion

Consideration has been given to the following:

- Difficulties attracting suitably qualified candidates to apply for the position evidenced through the failed recruitment campaign in **DATE**;
- The adverse effect on the service delivery and improvements if the recruitment difficulty is not addressed;
- The market pay intelligence that demonstrates that in comparable centres elsewhere in the UK, pay rates are considerably higher.

It is proposed, therefore, to offer/increase the Market Pay Supplement applicable to this post, and to bring the pay package into line with the job market. It is proposed to pay a supplement of £ per annum. This will provide a starting salary of £ per annum.

Terms

The market pay supplement will be paid as an allowance and will be shown separately on payslips. It will not be taken into account in relation to the calculation of overtime hours worked or other pay allowances. It will be subject to tax, NI and pension contributions in the normal way. The pay supplement will apply for a period of xxx years, and subject to review at the end of this period. Should the pay supplement be withdrawn at the time of review, 12 months' notice of this will be given in writing.

Head of Service	
Printed name:	Date:
Signature:	
Head of HR	
Printed name:	Date:
Signature:	

Recruitment of Chief Executive and Chief Officers Officer Employment Procedure Rules

Human Resources



Neath Port Talbot
Castell-nedd Port Talbot
County Borough Council Cyngor Bwrdeistref Sirol

APPROVED BY

Council

DATE

3rd September
2014

	Contents	Page
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1	Officer Employment Procedure Rules	3-4
2	Recruitment and Appointment	4
3	Recruitment of Chief Officers	5-6
4	Appointment of Monitoring Officer and Deputy Chief Officers	7
5	Other Appointments	7-8

1. OFFICER EMPLOYMENT PROCEDURE RULES

These Rules are designed to conform with the requirements of the Local Authorities (Standing Orders) (Wales) Regulations 2006 (“the Regulations”) as amended by the Local Authorities (Standing Orders) (Wales) (Amendment) Regulations 2014 (“the Amending Regulations”). Some of the Rules are also locally determined but in the event of any conflict with the Regulations, the latter shall prevail. The Rules covered by the Regulations cannot be amended other than by legislation. These Rules need to be read in conjunction with the full Regulations and Amending Regulations, copies of which are available from Legal Services.

In these Rules, the following terms have the meaning prescribed by the Regulations:

(a) “Chief Officer” means the Head of its Paid Service ; a statutory Chief Officer in paragraph (a), (c) or (d) of Section 2(6) of the Local Government and Housing Act 1989 (“the 1989 Act”); a non-statutory Chief Officer within the meaning of Section 2(7) of the 1989 Act above; the Monitoring Officer and Head of Democratic Services; and any reference to an appointment or purported appointment of a Chief Officer includes a reference to the engagement or purported engagement of such an Officer under a contract of employment.

(b) “Head of Paid Service” means the officer designated under Section 4(1) of the 1989 Act.

(c) “Chief Finance Officer” means the officer having responsibility for the purposes of Section 151 of the Local Government Act 1972.

(d) “Monitoring Officer” means the officer designated under Section 5(1) of the 1989 Act.

(e) “Head of Democratic Service” means the officer designated under Section 8 of the Local Government (Wales) Measure 2011.

(f) “Deputy Chief Officer” means a person within the meaning of Section 2(8) of the 1989 Act.

(g) “disciplinary action” in relation to a member of staff of the Council means any action occasioned by alleged misconduct which, if proved, would, according to the usual practice of the Council, be recorded on the member of staff’s personal file, and includes any proposal for dismissal of a member of staff for any reason other than redundancy, permanent ill-health or infirmity of mind or body, but does not include failure to renew a contract of employment for a fixed term. ¹

(h) “member of staff “ means a person appointed to or holding a paid office or employment, under the Council.

(i) “remuneration” has the same meaning as in Section 43(43) of the Localism Act 2011

2. RECRUITMENT AND APPOINTMENT

1.1 Declarations

The Council will require any candidate for appointment to state in writing whether they are the parent, grandparent, partner, child, stepchild, adopted child, grandchild, brother, sister, uncle, aunt, nephew or niece of an existing councillor or senior officer of the Council at Head of Service level or above; or of the partner of such persons.

2.2 Seeking support for appointment.

2.2.1. The Council will disqualify any applicant who directly or indirectly seeks the support of any officer involved in the appointments process (other than as referee) or councillor, for any appointment with the Council. The content of this paragraph will be included in any recruitment information.

2.2.2. No councillor will seek support for any person for any appointment with the Council.

2.2.3. No councillor shall give a written or oral testimonial of the candidate’s ability, experience or character for submission to the Council with an application for an appointment.

¹ This definition derives from Regulation 2 of the Regulations

3. RECRUITMENT OF CHIEF OFFICERS

- 2.1. Where the Council propose to appoint a Chief Officer within the terms of the Regulations and the remuneration which it proposes to pay to the Chief Officer is £100,000 or more per annum it shall take the steps set out in paragraph 3.2.3.
- 3.2. Where the Council proposes to appoint a Chief Officer and where it is not proposed to pay to the Chief Officer the remuneration mentioned in paragraph 3.1. and it is not proposed that the appointment be made exclusively from among its existing officers it shall take the steps set out in paragraph 3.2.3.
- 3.2.3. The Council shall:-
- (a) draw up a statement specifying —
 - (i) the duties of the officer concerned, and
 - (ii) any qualifications or qualities to be sought in the person to be appointed
 - (b) make arrangements for the post to be advertised in such a way as is likely to bring it to the attention of persons who are qualified to apply for it and
 - (c) make arrangements for a copy of the statement mentioned in paragraph (a) to be sent to any person on request.
- 3.2.4. The requirement to advertise contained in paragraph 3.2.3. (b) does not apply where the proposed appointment under paragraph 3.1. is for a period of no longer than twelve months.
- 3.3.1. Where the Chief Executive (acting on the advice of the Head of Human Resources) considers that the number of qualified applicants for a vacancy make it difficult for the Special Appointments Committee to prepare a final shortlist for consideration by Council then the Chief Executive may compile and submit an initial list of qualified applicants for consideration by the Special Appointments Committee.
- 3.3.2. In exercising the delegation set out in rule 3.3.1. the Chief Executive shall consider the views of the Head of Human Resources, the Leader of Council and the Leader of the largest non-executive political group.
- 3.3.3. In cases other than as set out in Rule 3.3.1. the Chief Executive shall refer all qualified applicants to the Special Appointments Committee.

3.3.4. The Special Appointments Committee shall either:-

- (a) Refer all qualified applicants submitted to it by the Chief Executive to full Council for selection, or
- (b) Compile a shortlist of qualified applicants from the qualified applicants submitted to it by the Chief Executive and refer that shortlist to full Council for selection.

3.4. The Special Appointments Committee shall be constituted in accordance with the provisions of Paragraph 4 (2) of Part 2 of Schedule 3 of the Regulations – which means that at least one member of the executive must be a member of that Committee, but not more than half of the members of the Committee are to be members of the executive.

3.5. The Council shall interview all applicants referred to it for interview by the Special Appointments Committee in accordance with Paragraph 3.3.4.

3.6. Where no qualified person has applied, or if the Council decides to re-advertise the appointment, the Council may make further arrangements for advertisement in accordance with procedure rule 2.2(b).

3.7. Where the duties of a chief officer include the discharge of functions of two or more relevant authorities in pursuance of section 101(5) of the Local Government Act 1972 or section 20 Local Government Act 2000 and the authorities have agreed that it will be a joint appointment -

3.7.1 the steps taken under paragraph 3.2.3., 3.3.4., 3.5. and 3.6. above may be taken by a joint committee of those relevant authorities, a subcommittee of that committee or a chief officer of any of the relevant authorities concerned.

3.7.2 Any chief officer may be appointed by such a joint committee, a subcommittee of that committee or a committee or sub-committee of any of those relevant authorities.

3.8 The Council shall determine the level, and any change in the level, of remuneration to be paid to a Chief Officer

3.9. The full Council shall make all decisions relating to the appointment of the Head of Paid Service.

4. APPOINTMENT OF MONITORING OFFICER AND DEPUTY CHIEF OFFICERS

- 4.1 The Special Appointments Committee will shortlist applicants and appoint the Monitoring Officer and Deputy Chief Officers (i.e. in Neath Port Talbot the Heads of Service). The relevant Regulatory Committee Chair may also attend the Committee in an advisory capacity.
- 4.2 The Special Appointments Committee shall be constituted in accordance with the provisions of Paragraph 4 (2) of Part 2 of Schedule 3 of the Regulations – which means that at least one member of the executive must be a member of that Committee, but not more than half of the members of the Committee are to be members of the executive.

5. OTHER APPOINTMENTS

- 5.1 The function of appointment of a member of staff of the Council (other than Chief Officers, Deputy Chief Officers, and persons to whom regulations made under Section 35(4) and (5) of the Education Act 2002 apply – teachers and other staff of schools) must be discharged, on behalf of the Council, by the Head of Paid Service or by an officer nominated by the Head of Paid Service. Accordingly, the following shortlisting and appointment arrangements shall apply in respect of all appointments below Deputy Chief Officer level:

<u>Posts</u>	<u>Method</u>
With pay scale commencing at scp 39 and above, or equivalent.	Chief Officer or Deputy Chief Officer
With pay scale commencing at scp 38 and below, or equivalent	Chief Officer or Deputy Chief Officer or Accountable Manager or Line Manager

Other appointment provisions

- 5.2 The starting salary for all posts, other than those graded in accordance with salary scale 1, will normally be at the minimum point of the scale, but the starting point may be other than the minimum at the discretion of the authorised Officer making the appointment.

5.3 For appointments of:-

5.3.1. Officers and Assistant Officers in Charge of Residential children's establishments and

5.3.2. basic grade social workers working with children,

these appointments are to be carried out by a Panel of three Officers in accordance with the recommendations as set out in the Adrienne Jones and Warner Reports.

5.4 For joint appointments with schools, representative Headteachers will be involved in the appointment at shortlisting and interview stages.

5.5 The Director of Education, Leisure and Lifelong Learning is also required to give statutory advice to School Governing Bodies on the appointment and dismissal of persons to whom regulations made under section 35(4) and (5) of the Education Act 2002 apply.

ER/VR/CR Scheme



Neath Port Talbot
Castell-nedd Port Talbot
County Borough Council Cyngor Bwrdeistref Sirol

Human Resources

APPROVED BY

Personnel
Committee

DATE

15/10/2018

EDITION/VERSION

3

REVIEW DATE

31/03/2022

	Contents	Page
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1	Scope	3
2	Voluntary Redundancy (VR)	3
3	Early Retirement (ER)	3
4	Flexible Retirement	4
5	Compulsory Redundancy (CR)	4
6	Scheme Payments, Costs and Funding (ER/VR/CR)	4
7	Post Employment Notice Pay (PENP)	5
7	Other ER/VR/CR Provisions	6
8	Notes	6-7

Appendices

A	Statutory Redundancy Table	8
B	45 Week Discretionary Compensation Payments Table	9
C	Business Case – Voluntary Redundancy	10-13

1. SCOPE

This Scheme is applicable to all NPT Council employees, excluding Teachers.

2. VOLUNTARY REDUNDANCY (VR)

The Council may, from time to time, in accordance with the needs of the service and within a specified period, invite expressions of interest in voluntary redundancy (VR) as part of its Workforce Strategy to reduce employee costs. It is unlikely that all volunteers will be allowed to leave the Council's employment under this Scheme as the Council will have an ongoing need to retain employees with the necessary skills and competencies to both deliver and transform a range of services.

The Council will consider "bumped" redundancies, where appropriate. In these circumstances, employees may apply for voluntary redundancy, thereby making available their post for employees with transferable skills whose job has or will become redundant and who do not wish to leave the employment of the Council. Such "bumping" of a redundancy will be considered across service areas, with appropriate funding arrangements being agreed by the Heads of Service or Head teachers involved.

All VR expressions of interest will be considered at management's sole discretion, based on a robust business case (including the cost of any consequential organisational/pay grade changes). All VR expressions of interest will need to be authorised by the relevant Head of Service and Directorate Management Team.

The Council's grievance procedure will not apply in the case of VR, but the Head of Human Resources has an advisory and monitoring role in this respect.

3. EARLY RETIREMENT (ER)

Applications for Early Retirement (ER), where a job loss does not take place, will be granted in exceptional circumstances only, and on the basis of "in the interests of efficiency of the service" (due to the range of alternative, and usually more cost-effective, measures available to manage capability issues). All such ER decisions will be subject to a robust business case (including the cost of any consequential organisational/pay grade changes) being approved by the relevant Head of Service and Directorate Management Team, or Head teacher and School Governing Body, as appropriate.

The Council's grievance procedure will not apply in the case of ER, but the Head of Human Resources has an advisory and monitoring role in this respect.

4. FLEXIBLE RETIREMENT

The Council's Flexible Retirement Policy will remain available to eligible employees alongside this ER/VR/CR Scheme.

5. COMPULSORY REDUNDANCY (CR)

It is the Council's policy to prevent compulsory redundancies from arising to the greatest extent possible. However, where unavoidable, selection for compulsory redundancy (CR) will take place in accordance with relevant management of change and associated employment policies.

6. SCHEME PAYMENTS, COSTS AND FUNDING (ER/VR/CR)

VR and CR Payments

Subject to **the total cost to the Council of early release of pension and/or severance payment being limited to the equivalent of 52 weeks' pay** for the employee concerned (see Note 1), the following provisions will apply in cases of Voluntary Redundancy (VR) and Compulsory Redundancy (CR):

early release of pension for "qualifying" employees (see Note 2);

lump sum **statutory redundancy payment** (see Note 3), using the 30 week Statutory Redundancy table (Appendix A);

Lump sum **discretionary compensation payment**, using the Council's 45 week table (Appendix B), (reduced by the statutory redundancy payment referred to above).

Where the total cost of early access to pension and the cost of statutory redundancy payments equates to more than 52 weeks' pay, the payback period may be extended "up to 104 weeks", **but subject to only early access to pension plus statutory redundancy pay being applicable (i.e. no discretionary severance payment)**

ER Payments

Subject to **the total cost to the Council of early release of pension being limited to the equivalent of 52 weeks' pay** (see Note 1), the following will apply in cases of Early Retirement (ER): Early release of pension for "qualifying" employees (see Note 2).

ER, VR and CR Funding

Early retirement, statutory redundancy and discretionary compensation payment costs will all be met by the employing Directorate, with the exception of school Governing Bodies where the costs will be met from a separately identified element of schools' delegated budgets.

Any severance package in respect of early termination of employment that exceeds a threshold of £100,000 must be approved beforehand by Full Council.

7. POST EMPLOYMENT NOTICE PAY (PENP)

With effect from 6th April 2018, the HMRC has changed the way employers must deal with termination payments.

The changes introduce the concept of post-employment notice pay (PENP), which represents the amount of basic pay the employee will not receive because their employment was terminated without full notice being given. PENP is calculated by applying a formula for the total amount of the payment, or benefits paid in connection with the termination of employment. This element of the payment will be subject to tax and National Insurance Contributions (NICs). Any remaining balance of the termination payment, which is not a PENP may be included within the overall £30,000 exemption for tax purposes and is free from NICs.

What this means for employees considering taking VR is if the contractual notice is worked, then no tax and national insurance would be deducted from the VR payment. However, if the contractual notice period is not worked then tax and national insurance would be deducted from the VR payment, at an amount depending on the termination date and the date the VR acceptance is signed.

This change applies to payments, or benefits received on, or after, 6 April 2018 in circumstances where the employment also ended on, or after, 6 April 2018.

Further guidance is available by visiting:-

<https://www.gov.uk/government/news/new-rules-for-taxation-of-termination-payments>

7. OTHER ER/VR/CR PROVISIONS

In cases of **compulsory redundancy (CR)**, there will be a presumption that employees will continue to be employed during the statutory notice period, particularly as this will maximise the prospects of potential redeployment. Employees in this situation must arrange to take any outstanding annual leave during the notice period but, if not practicable and certified accordingly by the relevant Head of Service, an employee will be paid for any untaken annual leave which remains outstanding on expiry of the notice period. Any annual leave entitlement exceeded will be recovered from pay. Exceptionally, pay in lieu of notice, which is subject to tax and National Insurance, may be granted.

Employees leaving the Council's employment on the grounds of **ER or VR** will do so on the basis of a **mutually agreed termination date, with no notice period being applicable on either side** and with **no extra payment being made** for any outstanding holidays, time off in lieu or flexi leave.

Employees who leave the Council's employment on the grounds of early retirement (ER) or voluntary redundancy (VR) who are employed on LGS Grades 11, 12 and 13 or equivalent, will not normally not be permitted to return to any paid temporary or permanent NPT Council employment (which includes schools) or be re-engaged as an agency worker or on a consultancy basis. However, in exceptional circumstances, re-employment may be permitted if the "employing" Head of Service is able to provide a robust business case for doing so which is acceptable to the Director of Finance & Corporate Services and Head of Human Resources, in consultation with the relevant trade union/s.

All other employees who leave the Council's employment on the grounds of early retirement (ER) or voluntary redundancy (VR) will not be permitted to return to employment with the Council for a period of 12 months following their leaving date. However, in exceptional circumstances, earlier re-employment may be permitted if the "employing" Head of Service is able to provide a robust business case for doing so which is acceptable to the Director of Finance & Corporate Services and Head of Human Resources, in consultation with the relevant trade union/s.

8. NOTES

Note 1: All employees who are made redundant are entitled to a statutory redundancy payment (see Note 3 below).

"Qualifying" employees are also entitled to early release of pension if their employment is terminated on the grounds of redundancy (or in the interest of efficiency of the service). Statutory redundancy payments may be enhanced through the payment of discretionary compensation payments and will be calculated having regard to the total cost of:

- (a) early release of pension,
- (b) statutory redundancy payments and
- (c) discretionary compensation payments not exceeding - in total – the equivalent of 52 weeks' pay for the employee concerned.

For example, where an employee's entitlement under the 45 week table takes the total cost above the value of his/her annual pay, the number of weeks of redundancy and/or discretionary compensation payments and/or the weekly pay calculator rate will be adjusted downwards as necessary.

The definition of a "week's pay" will be in accordance with statutory provisions for redundancy pay calculation purposes.

In summary, this will be the gross amount payable for a week's work in accordance with the employee's contract of employment as applicable on the "calculation date", which will be the pay period immediately preceding the first day of his/her notice period. If an employee's remuneration is variable, a 12 weekly average will be calculated. Sections 220 to 229 and Section 234 of ERA 1996 further define the calculation of a "week's pay".

Note 2: "Qualifying" generally means aged 55 years, or over, with 3 months' membership of the Local Government Pension Scheme (LGPS). The definition of "qualifying" is covered by LGPS Regulations and may change as a result of future legislative changes.

Note 3: To use the statutory redundancy table in Appendix A, firstly look up the employee's age and number of years' continuous service with the Council (& its predecessor authorities). Where the two intersect on the table, this is the number of weeks' pay which becomes payable. The "week's pay" to be used to calculate the lump sum statutory redundancy payment will be in accordance with statutory provisions (maximum of £508 per week with effect from 6th April 2018).

STATUTORY REDUNDANCY TABLE

Age	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	1	1½	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	1	1½	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20	1	1½	2	2½	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
21	1	1½	2	2½	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
22	1	1½	2	2½	3	3½	-	-	-	-	-	-	-	-	-	-	-	-	-
23	1½	2	2½	3	3½	4	4½	-	-	-	-	-	-	-	-	-	-	-	-
24	2	2½	3	3½	4	4½	5	5½	-	-	-	-	-	-	-	-	-	-	-
25	2	3	3½	4	4½	5	5½	6	6½	-	-	-	-	-	-	-	-	-	-
26	2	3	4	4½	5	5½	6	6½	7	7½	-	-	-	-	-	-	-	-	-
27	2	3	4	5	5½	6	6½	7	7½	8	8½	-	-	-	-	-	-	-	-
28	2	3	4	5	6	6½	7	7½	8	8½	9	9½	-	-	-	-	-	-	-
29	2	3	4	5	6	7	7½	8	8½	9	9½	10	10½	-	-	-	-	-	-
30	2	3	4	5	6	7	8	8½	9	9½	10	10½	11	11½	-	-	-	-	-
31	2	3	4	5	6	7	8	9	9½	10	10½	11	11½	12	12½	-	-	-	-
32	2	3	4	5	6	7	8	9	10	10½	11	11½	12	12½	13	13½	-	-	-
33	2	3	4	5	6	7	8	9	10	11	11½	12	12½	13	13½	14	14½	-	-
34	2	3	4	5	6	7	8	9	10	11	12	12½	13	13½	14	14½	15	15½	-
35	2	3	4	5	6	7	8	9	10	11	12	13	13½	14	14½	15	15½	16	16½
36	2	3	4	5	6	7	8	9	10	11	12	13	14	14½	15	15½	16	16½	17
37	2	3	4	5	6	7	8	9	10	11	12	13	14	15	15½	16	16½	17	17½
38	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	16½	17	17½	18
39	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17½	18	18½
40	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	18½	19
41	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	19½
42	2½	3½	4½	5½	6½	7½	8½	9½	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½
43	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
44	3	4½	5½	6½	7½	8½	9½	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	21½
45	3	4½	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
46	3	4½	6	7½	8½	9½	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	21½	22½
47	3	4½	6	7½	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
48	3	4½	6	7½	9	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	21½	22½	23½
49	3	4½	6	7½	9	10½	12	13	14	15	16	17	18	19	20	21	22	23	24
50	3	4½	6	7½	9	10½	12	13½	14½	15½	16½	17½	18½	19½	20½	21½	22½	23½	24½
51	3	4½	6	7½	9	10½	12	13½	15	16	17	18	19	20	21	22	23	24	25
52	3	4½	6	7½	9	10½	12	13½	15	16½	17½	18½	19½	20½	21½	22½	23½	24½	25½
53	3	4½	6	7½	9	10½	12	13½	15	16½	18	19	20	21	22	23	24	25	26
54	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	20½	21½	22½	23½	24½	25½	26½
55	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22	23	24	25	26	27
56	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	23½	24½	25½	26½	27½
57	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25	26	27	28
58	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	26½	27½	28½
59	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28	29
60	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28½	29½
61+	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28½	30

Department for Business, Innovation and Skills URN 09/1371

45 WEEK DISCRETIONARY COMPENSATION PAYMENTS TABLE

	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	1.50																		
18	1.50	2.25																	
19	1.50	2.25	3.00																
20	1.50	2.25	3.00	3.75															
21	1.50	2.25	3.00	3.75	4.50														
22	1.50	2.25	3.00	3.75	4.50	5.25													
23	2.25	3.00	3.75	4.50	5.25	6.00	6.75												
24	3.00	3.75	4.50	5.25	6.00	6.75	7.50	8.25											
25	3.00	4.50	5.25	6.00	6.75	7.50	8.25	9.00	9.75										
26	3.00	4.50	6.00	6.75	7.50	8.25	9.00	9.75	10.50	11.25									
27	3.00	4.50	6.00	7.50	8.25	9.00	9.75	10.50	11.25	12.00	12.75								
28	3.00	4.50	6.00	7.50	9.00	9.75	10.50	11.25	12.00	12.75	13.50	14.25							
29	3.00	4.50	6.00	7.50	9.00	10.50	11.25	12.00	12.75	13.50	14.25	15.00	15.75						
30	3.00	4.50	6.00	7.50	9.00	10.50	12.00	12.75	13.50	14.25	15.00	15.75	16.50	17.25					
31	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	14.25	15.00	15.75	16.50	17.25	18.00	18.75				
32	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	15.75	16.50	17.25	18.00	18.75	19.50	20.25			
33	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	17.25	18.00	18.75	19.50	20.25	21.00	21.75		
34	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	18.75	19.50	20.25	21.00	21.75	22.50	23.25	
35	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	20.25	21.00	21.75	22.50	23.25	24.00	24.75
36	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	21.75	22.50	23.25	24.00	24.75	25.50
37	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	23.25	24.00	24.75	25.50	26.25
38	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	24.75	25.50	26.25	27.00
39	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	26.25	27.00	27.75
40	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	27.00	27.75	28.50
41	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	27.00	28.50	29.25
42	3.75	5.25	6.75	8.25	9.75	11.25	12.75	14.25	15.75	17.25	18.75	20.25	21.75	23.25	24.75	26.25	27.75	29.25	30.75
43	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	27.00	28.50	30.00	31.50
44	4.50	6.75	8.25	9.75	11.25	12.75	14.25	15.75	17.25	18.75	20.25	21.75	23.25	24.75	26.25	27.75	29.25	30.75	32.25
45	4.50	6.75	9.00	10.50	12.00	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	27.00	28.50	30.00	31.50	33.00
46	4.50	6.75	9.00	11.25	12.75	14.25	15.75	17.25	18.75	20.25	21.75	23.25	24.75	26.25	27.75	29.25	30.75	32.25	33.75
47	4.50	6.75	9.00	11.25	13.50	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	27.00	28.50	30.00	31.50	33.00	34.50
48	4.50	6.75	9.00	11.25	13.50	15.75	17.25	18.75	20.25	21.75	23.25	24.75	26.25	27.75	29.25	30.75	32.25	33.75	35.25
49	4.50	6.75	9.00	11.25	13.50	15.75	18.00	19.50	21.00	22.50	24.00	25.50	27.00	28.50	30.00	31.50	33.00	34.50	36.00
50	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	21.75	23.25	24.75	26.25	27.75	29.25	30.75	32.25	33.75	35.25	36.75
51	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.00	25.50	27.00	28.50	30.00	31.50	33.00	34.50	36.00	37.50
52	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	26.25	27.75	29.25	30.75	32.25	33.75	35.25	36.75	38.25
53	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	28.50	30.00	31.50	33.00	34.50	36.00	37.50	39.00
54	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	30.75	32.25	33.75	35.25	36.75	38.25	39.75
55	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.00	34.50	36.00	37.50	39.00	40.50
56	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	35.25	36.75	38.25	39.75	41.25
57	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	37.50	39.00	40.50	42.00
58	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	38.25	39.75	41.25	42.75
59	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	38.25	40.50	42.00	43.50
60	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	38.25	40.50	42.75	44.25
61	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	38.25	40.50	42.75	45.00
62	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	38.25	40.50	42.75	45.00
63	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	38.25	40.50	42.75	45.00
64	4.50	6.75	9.00	11.25	13.50	15.75	18.00	20.25	22.50	24.75	27.00	29.25	31.50	33.75	36.00	38.25	40.50	42.75	45.00

Business Case – Voluntary Redundancy



Human Resources

TO BE COMPLETED BY MANAGEMENT

BUSINESS CASE – VOLUNTARY REDUNDANCY	
Part A – Introduction	
<p>1. All decisions concerning voluntary redundancy are subject to a business case being approved by the “employing” Head of Service. The Head of Human Resources has an advisory and monitoring role.</p> <p>2. Once Parts B-E have been completed, this form should be forwarded to your designated HR Officer.</p> <p>3. All requests for Pensions estimates must be sent to the City & County of Swansea Pension Section by HR/Payroll, not by the individual or his/her line manager</p>	
Part B – Employee Details	
Full Name	
Job Title and Workplace	
Directorate	
National Insurance Number	
Post Reference Number	
Payroll Number	
Date of Birth	
Proposed Leaving Date	
Part C – Further Required Information	
<p>Please explain how it is proposed that the service area concerned will operate in future if this employee (and any other(s)) leaves the Council’s employment in accordance with this Scheme. Full supporting details to be attached.</p>	

<p>If this business case is supported, will the person qualify for the early payment of their pension benefits? (see Note 2 of Transitional VR Scheme)</p>	<p>Yes</p>		<p>No</p>	
<p align="center">Leaving Reason Please tick the relevant box below to confirm which Leaving Reason this employee's employment will be terminated on:-</p>				
<p>VOLUNTARY REDUNDANCY</p>	<p>Yes</p>		<p>No</p>	
<p>VR – WITH SETTLEMENT AGREEMENT</p>	<p>Yes</p>		<p>No</p>	
<p>VR – BUMPED REDUNDANCY (Please state which post/grade on structure is being deleted):</p>	<p>Yes</p>		<p>No</p>	
<p>VR – BUMPED REDUNDANCY WITH SETTLEMENT AGREEMENT (Please state which post/grade on structure is being deleted)</p>	<p>Yes</p>		<p>No</p>	
<p align="center">Part D - Declaration</p>				
<p>1. I have not made, and will not make, an agreement with this employee concerning re-employment by the Council in any paid capacity.</p> <p>2. My support for this application is not as a result of any capability or disciplinary issues or concerns in relation to this employee</p> <p>3. There are no outstanding concerns or formal processes regarding this employee's ability to attend work on a regular basis;</p> <p>4. The savings which will accrue from implementation of this business case cannot be achieved in a different way through the non-filling of vacancies, or known leavers, and no suitable alternative employment is available within the Council for this employee;</p> <p>5. This business case is supported by the relevant Directorate Management Team, as appropriate, and has been recorded accordingly.</p>				
<p>Signed Head of Service</p>		<p>Date</p>		

If you cannot give this declaration, please state the reason below:			
Part E – Fixed Term or Temporary Employees			
Is the employee engaged on a temporary or fixed term contract?	Yes		No
If yes, please give start and end dates and state whether grant-funded.	Start Date:		End Date:
Part F - Value of 52 weeks' pay – HR to complete from database			
Value of 52 weeks' pay is	£		
Part G – Costs for Voluntary Redundancy – HR to complete from database			
Cost Centre Code			
Cost of Early Release of Pension	£		
Statutory Redundancy Payment	£		
Discretionary Compensation payment (reduced by (2) above)	£		
Total Cost	£		
The total cost under (G) must not exceed the cost under (F). If (G) exceeds (F) the Discretionary Compensation payment must be reduced.			
<p>****where the total cost of early access to pension and the cost of statutory redundancy payments equates to more than 52 weeks' pay, the payback period may be extended "up to 104 weeks", but subject to only early access to pension plus statutory redundancy pay being applicable (i.e. no discretionary severance payment) If the lump sum Discretionary Compensation payment becomes zero, and (G) is still larger than (F), the weekly rate will be reduced until (G) = (F) subject to the £508 per week provision not being contravened. If this condition still cannot be met, the application for voluntary redundancy will be refused.</p>			
Part I – Business Case Approval			
Head of Service (or Director, where a Head of Service is the subject of this approval)			
Approved		Not Approved	
Signed		Date	

ADMINISTRATIVE CHECKLIST FOR HR	
Employee expresses an interest in voluntary redundancy	
Head of Service has agreed that the post can be “lost”	
HR Officer updates VR database and sends request to Payroll	
Payroll Officer emails request/s for estimates of benefits to Pension Section (if over 55)	
Estimate of Benefits received from Pension Section	
Copy of Estimate given to employee (and Line Manager if necessary). Retain one copy on file.	
Outcome discussed with employee and he/she confirms they wish to leave on grounds of VR	
Business Case to be completed by HR and Head of Service, for signature	
Head of Service returns Business Case signed and HR Officer issues letter offering VR	
HR Officer to remind Line Manager to make suitable arrangements about the employee’s leaving date, outstanding annual leave etc.	
HR Officer to “terminate” employee on Vision	
HR Officer to send memo to Pensions and Payroll regarding termination. Include a copy of the offer letter. Pensions to process termination.	
Copy of all documents retained on iDocs	
HR Officer to complete Post Details Form with Post Reference, Number of Hours and JEID and discuss with Workforce Information Team to ensure correct post is being disestablished/bumped redundancy/restructure	

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Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Approval of the Council's Pay Policy Statement for 2020 / 2021
Service Area: All Council Employees.
Directorate: All

2. Does the initiative affect:

	Yes	No
Service users		X
Staff	X	
Wider community		X
Internal administrative process only	X	

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		X				The approval of the Statement does not have an impact on protected characteristics, as it simply reflects pay decisions already made, and which will have been subject to a full impact assessment (for example, a full Equality Impact Assessment was carried out last year in relation to the introduction of the Council's revised LGS pay spine, and this was shared and scrutinised by the trade unions (at a National level). The Statement for 2020 / 2021 does not introduce any changes to pay or conditions of service.
Disability		X				
Gender Reassignment		X				
Marriage/Civil Partnership		X				
Pregnancy/Maternity		X				
Race		X				
Religion/Belief		X				
Sex		X				
Sexual orientation		X				

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		X				
Treating the Welsh language no less favourably than English		X				The Statement, once approved by Members, will be translated into Welsh and made publicly available in Welsh.

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		X				
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		X				

6. Does the initiative embrace the sustainable development principle (5 ways of working):


	Yes	No	Details
Long term - how the initiative supports the long term well-being of people			N/A
Integration - how the initiative impacts upon our wellbeing objectives			N/A
Involvement - how people have been involved in developing the initiative			N/A
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions			N/A
Prevention - how the initiative will prevent problems occurring or getting worse			N/A

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	X
Reasons for this conclusion	
<p>A full impact is not required as there is no impact on any protected group as a result of this report – the Pay Policy Statement reflects pay decision already taken, and is simply a statement summarising those decisions. It also has no negative impact on bio-diversity or the Welsh Language. However, it should be noted that, in determining pay and remuneration, the Council complies with relevant employment legislation, including the Equality Act 2010, the Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002, Agency Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations. The Council has sought to ensure that there is no pay discrimination within its pay structures and that pay differentials can be objectively justified primarily through the use of an equality proofed job evaluation mechanism which directly relates basic pay to the requirements, demands and responsibilities of each job role.</p>	

A full impact assessment (second stage) is required	
Reasons for this conclusion	

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	Name	Position	Signature	Date
Completed by				
Signed off by	Sheenagh Rees	Head of Service/Director		10 th February 2020

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