

## WELSH LANGUAGE IMPACT ASSESSMENT TOOL

This Welsh Language Impact Assessment (WLIS) tool enables RCT Council to consider the principles and requirements of the [Welsh Language Standards \(No.1\) Regulations 2015](#) to ensure compliance with the [Welsh Language \(Wales\) Measure 2011](#).

### **Stage 1 – Information Gathering**

**NOTE:** As you complete this tool you will be asked for **evidence to support your views**. Please see [Welsh Language Impact Assessment Guidance](#) for more information on data sources.

<b>Proposal Name:</b>	Strategic Equality Plan 2024-2028
<b>Department</b>	Diversity & Inclusion
<b>Service Director</b>	Richard Evans
<b>Officer Completing the WLIA</b>	Gareth Mugridge & Jessica Morgan
<b>Email</b>	equality@rctcbc.gov.uk
<b>Phone</b>	01443 444529
<b>Brief Description</b>	This is the new RCT Council strategic Equality Plan 2024 – 2028. It sets out how the Council will aim to meet our commitment to EDI and how we will meet legal obligations contained with the Equality Act 2010.
<b>Date</b>	
<b>Please outline who this proposal affects? (Service Users, Employees, Wider Community)</b>	Employees Service users Wider community

**What are the aims of the policy, and how do these relate to the Welsh Language?**

The Strategic Equality Plan sets out how the Council will aim to meet our commitment to EDI and how we will meet legal obligations contained with the Equality Act 2010.

The Welsh language is not part of the Equality Act 2010, as it is covered by its own specific legislation, namely Welsh Language Act 1993 and Welsh Language Measure 2011, but it is not less important. As such, in Rhondda Cynon Taf, there is a particular statutory need to have regard to the Welsh Language, and there is a considerable tie-in between the council's wider approach to equalities and diversity and the commitment the council has towards the Welsh Language – and especially the need to ensure that people can use the language of their choice (Welsh or English) when dealing with the council. The requirements to Assess for Impact in relation to the nine characteristics identified in the Equality Act 2010, applies equally to the Welsh Language via its on Impact Assessment process.

The Strategic Equality Plan and subsequent Specific and General duties of the Public Sector Equality Duty ensure that due regard is given to individuals that are covered by the 9 Protected Characteristics specified in the Equality Act 2010. These are:

Age  
Disability  
Gender reassignment  
Marriage and civil partnership  
Pregnancy and Maternity  
Race  
Religion  
Sex  
Sexual Orientation

Although this plan does not directly relate to the Welsh language as language is not protected under the Equality Act 2010, we appreciate that in conjunction with the [Council's Statutory Welsh Language Standards](#) and the Welsh Government's [Cymraeg 2050 Strategy](#) / [RCTCBC Five Year Welsh Language Strategy](#) and the legislation listed above, due regard will be given to the Welsh Language.

The Strategic Equality Plan will be available in Welsh and English language versions.

<p><b>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</b></p>	<p>Although the Strategic Equality Plan will focus on underrepresented groups in our community through their specific protected characteristics as detailed in the Equality Act 2010, this will not specifically affect or benefit Welsh language groups.</p> <p>However, due consideration has been given to the understanding of the intersectionality of the protected characteristics and the Welsh Language.</p> <p>For example.</p> <p>Easy Read formats in the Welsh and English languages for all documentation to ensure greater accessibility for all.</p> <p>Audio versions of the Strategic Equality Plan and associated documentation available in Welsh and English language versions for individuals who may need that option.</p> <p>Gender Identity terminology and the Welsh language is a complex challenge as the Welsh language itself is a gendered language. We are working with the Welsh Government, the Senedd and Stonewall Cymru in this area.</p> <p>Consideration about using both Welsh and English languages when communicating with all religious organisations to meet the needs of worshippers who may use the Welsh language.</p> <p>The ethnic population data for RCT is listed below, it is important remember there is a duty to ensure that the Welsh language is accessible to those requesting it, regardless of the requesters ethnicity.</p>
<p><b>Current linguistic profile of the geographical area(s) concerned</b></p>	<p>Census 2021 states a population in RCT of 237,700.</p> <p><a href="#">Census 2021</a> states that 14.1% of RCT respondents identified themselves as “can read, speak or write Welsh”. Although the <a href="#">National Survey of Wales</a> cites that up to 34% of adults in Wales can speak Welsh to some degree with 11% identifying themselves as fluent.</p> <p><a href="#">Census 2021</a> states that 81.3% of RCT respondents identified themselves as “have no skills in Welsh”.</p>

	<p>The <a href="#">National Survey of Wales</a> cites this number as 66% of respondents that have identified that they can speak no Welsh at all.</p> <p>When asked in 2019, for the National Survey of Wales, the following results were identified.</p> <p>55% of Welsh speakers identified that they spoke Welsh to people outside their organisation at work.  61% of Welsh speakers identified that they spoke Welsh to other colleagues at work.  72% of respondents identified that they had Welsh speaking colleagues at work.  31% of respondents identified that their employer offered the option to learn Welsh at work.</p> <p>Within RCT Staff as of May 2023 the <a href="#">Welsh Language Standards Annual Report</a> cites;  58.7% of staff identified themselves as having no Welsh language skills.  41.3 % of staff identified as having Welsh language skills to at least Level 1.  9.6% of staff identified as being fluent in the Welsh language.</p> <p>According to Census 2021 the ethnic population of RCT was identified as;</p> <p>96.7% of people identified as White.  1.5% identified as Asian, Asian British or Asian Welsh.  1.0% identified as from Mixed or multiple ethnic groups.  0.4% identified as Black, Black British, Black Welsh, Caribbean, or African.  0.3% identified themselves as from other ethnic groups.</p> <p><a href="#">Census 2021</a></p> <p>Within this ethnic mix there is a duty to ensure that the Welsh language is accessible to those requesting it.</p> <p>RCT Workforce information  29 distinct ethnicities have been self identified  85.44% identified as variation of White  0.20% identified as variation of Asian  0.19% identified as a variation of Black  0.61% identified as a variation of Mixed Race</p>
<b>Other relevant data or research</b>	No other relevant data applies in this section.



## **Stage 2 – Impact Assessment**

In this section you need to consider the impact, the evidence and any action you are taking for improvement. This is to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language (Wales) Measure 2011.

Please note there is a separate impact assessment for Equality and Socio-Economic duty that must also be completed for policy proposals.

Remember that effects that are positive for some groups could be detrimental to others - even among Welsh language groups. Consider the effects on different groups. For example, a proposal may be beneficial to Welsh learners, but not to Welsh speakers.

**Previous Welsh Language Impact Assessments can be found on Inform by [clicking here](#).**

### **Will the proposed action affect any or all of the following?**

	<b>Does the proposal have any positive, negative or neutral impacts?</b>	<b>Describe why it will have a positive/negative or neutral impact on the Welsh language.</b>	<b>What evidence do you have to support this view?</b>	<b>What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>Opportunities for persons to use the Welsh language</b>  e.g. staff, residents and visitors  The rights of Welsh speakers and learners to use Welsh when dealing with the council and for staff to use Welsh at Work	Positive	Although the Strategic Equality Plan does not directly provide opportunities for persons to use the Welsh language, consultation, and the plan itself will be available Welsh and English language versions.  Consultation and communication will be available	Bilingual Strategic Equality Report, Bilingual consultation options.  14.7% of RCT residents identify as “can read, speak or write Welsh”. <a href="#">Census 2021</a>  However, the <a href="#">National Survey of Wales</a> cites that up to 34%	No further action at this time.  This will be monitored over the period of the consultation, prior to the finalisation of the Strategic Equality Plan and amended appropriately, as required.

		<p>in Welsh and English languages.</p> <p>Consideration is also given to ensure the Welsh language versions of the Strategic Equality Plan is available in an accessible Welsh language format, including easy read and audio versions.</p> <p>The Strategic Equality Plan is a high-level overview which will consist of independent action plans and Impact Assessments, these will support the wider Strategic Equality Plan. These independent action plans will contain and speak specifically to the Welsh Language Impacts in their respective areas.</p>	<p>of adults in Wales can speak Welsh to some degree</p> <p>The Council's <a href="#">Welsh Language Standards Annual Report 2023</a> cites 41.7% of staff identify as being able to speak Welsh to some degree. With 9.6% of staff identifying as fluent in the Welsh language.</p> <p>All documentation produced is available in the Welsh and English languages at point of launch and other formats and languages upon request.</p> <p>Advertising the consultation process will be available in both Welsh and English languages, and by allowing employees, service users and residents to respond in Welsh or English languages, will provide respondents the opportunity to respond in Welsh and use their Welsh language skills.</p>	
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## **Stage 2 – Impact Assessment**

**Will the proposed action affect any or all of the following?**

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<p><b>Numbers and / or percentages of Welsh speakers</b></p> <p>e.g Welsh Medium Education / Study Opportunities. Links with the Welsh Government's <a href="#">Cymraeg 2050 Strategy</a> / <a href="#">RCTCBC Five Year Welsh Language Strategy</a></p>	Neutral	<p>The Strategic Equality Plan will be available to Welsh and English speakers at the same time. Employees, service users, and residents will also be able to discuss the contents of the Strategic Equality Plan in the Welsh language if they choose to do so.</p> <p>The Strategic Equality Plan is a high-level overview which will consist of independent action plans and Impact Assessments, these will support the wider Strategic Equality Plan. These independent action plans will contain and speak specifically to the Welsh Language Impacts in their respective areas.</p>	<p><a href="#">Census 2021</a> 14.7% of RCT resident respondents identified themselves as “can read, speak or write Welsh”.</p> <p>However, the <a href="#">National Survey of Wales</a> cites that up to 34% of adults in Wales can speak Welsh to some degree</p> <p>According to the <a href="#">Welsh Language standards Report 2023</a>, 41.7% of staff identify as being able to speak Welsh to some degree. With 9.6% of staff identifying as fluent in the Welsh language.</p>	<p>No further action currently.</p> <p>This will be monitored over the period of the consultation, prior to the finalisation of the Strategic Equality Plan and amended appropriately, as required.</p>
<p><b>Opportunities to promote the Welsh language</b></p> <p>e.g. status, use of Welsh language services, use of Welsh</p>	Positive	<p>The Strategic Equality Plan will be available to Welsh and English speakers at the same time.</p>	<p>By ensuring that the Strategic Equality Plan, it's consultation and feedback are advertised and conducted in both Welsh and English language, will promote</p>	<p>No further action currently.</p> <p>This will be monitored over the period of the</p>



<p>in everyday life in work and in the community</p> <p>Actively encourage and promote the use of our services in Welsh to see an increase in demand over time</p>		<p>The Strategic Equality Plan consultation and the plan itself will clearly state that it is available in Welsh, English and other formats upon request”.</p> <p>Employees, service users, and residents will also be able to discuss the contents of the Strategic Equality Plan in the Welsh language if they choose to do so.</p> <p>The Strategic Equality Plan is a high-level overview which will consist of independent action plans and Impact Assessments, these will support the wider Strategic Equality Plan. These independent action plans will contain and speak specifically to the Welsh Language Impacts in their respective areas.</p>	<p>the Welsh language no less favourably than the English language.</p> <p>This action will also reinforce the Councils commitment to the promotion of the Welsh Language amongst its employees, service users and residents.</p>	<p>consultation, prior to the finalisation of the Strategic Equality Plan and amended appropriately, as required.</p>
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## **Stage 2 – Impact Assessment**

**Will the proposed action affect any or all of the following?**

	<b>Does the proposal</b>	<b>Describe why it will have a positive/negative or neutral</b>	<b>What evidence do you have to support this view?</b>	<b>What action(s) can you take to mitigate any</b>
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	have any positive, negative or neutral impacts?	impact on the Welsh language.		negative impacts or better contribute to positive impacts?
<p><b>Compliance with the Council's Statutory Welsh Language Standards</b></p> <p>e.g increasing or reducing the Council's ability to deliver services through the Medium of Welsh.</p> <p>Consider the rights of Welsh speakers to use Welsh when dealing with the Council and for staff to use Welsh at Work</p>	Positive	<p>The Strategic Equality Plan will be available to Welsh and English speakers at the same time.</p> <p>Employees, service users, and residents will also be able to discuss the contents of the Strategic Equality Plan in the Welsh language if they choose to do so.</p> <p>Consultation and correspondence will be in both the Welsh and English languages.</p> <p>The Strategic Equality Plan is a high-level overview which will consist of independent action plans and Impact Assessments, these will support the wider Strategic Equality Plan. These independent action plans will contain and speak specifically to the Welsh Language Impacts in their respective areas.</p>	Providing the Strategic Equality Plan, consultation, correspondence and allowing discussion in both the Welsh and English languages, at the same time fulfils the expectations of the Councils Welsh Language Standards.	<p>No further action currently.</p> <p>This will be monitored over the period of the consultation, prior to the finalisation of the Strategic Equality Plan and amended appropriately, as required.</p>

<p><b>Treating the Welsh language, no less favourably than the English language</b></p>	<p>Positive</p>	<p>The Strategic Equality Plan will be available to Welsh and English speakers at the same time.</p> <p>Employees, service users, and residents will also be able to discuss the contents of the Strategic Equality Plan in the Welsh language if they choose to do so.</p> <p>Consultation and correspondence will be in both the Welsh and English languages.</p> <p>The Strategic Equality Plan is a high-level overview which will consist of independent action plans and Impact Assessments, these will support the wider Strategic Equality Plan. These independent action plans will contain and speak specifically to the Welsh Language Impacts in their respective areas.</p>	<p>The Councils Statutory Welsh Language Standards sets out the requirements for all Council communication and operation to not treat the Welsh language less favourably than the English language.</p> <p>By ensuring adherence to these standards, and ensuring that all documentation, correspondence, discussion, and feedback are available in both Welsh and English languages, with Welsh being listed before English, and at the same time, will ensure that the Welsh language is treated no less favourably than the English language.</p>	<p>No further action currently.</p> <p>This will be monitored over the period of the consultation, prior to the finalisation of the Strategic Equality Plan and amended appropriately, as required.</p>
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### **Stage 3 - Strengthening the proposal**

Having listed actions in section 2 which may mitigate any negative impacts or better contribute to positive impacts – please record below which ones you will imbed into the policy proposal and who will be responsible for them.

Also consider is the proposal necessary? Would it be possible to meet demand without any new developments? Could other existing provision be used? Where should the development be?

What are you going to do?	When are you going to do it?	Who is responsible?
No further actions at this time.		

If ways of reducing the impact have been identified but are not possible to implement, please explain why. Give sufficient detail of data or research that has led to your reasoning.

What was identified?	Why is it not possible?
No further actions at this time.	

## **Stage 4 – Review**

For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Welsh Language services – [welshlanguageofficer@rctcbc.gov.uk](mailto:welshlanguageofficer@rctcbc.gov.uk) and the Consultation and Engagement team – [consultation@rctcbc.gov.uk](mailto:consultation@rctcbc.gov.uk) in the first instance for some initial guidance and feedback.

As part of the Welsh Language, Equalities and Socio Economic Duty Impact Assessment Process all proposals that fall within the definition of Significant Key Decision should present at the Officer Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your report is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Strategic Decision please forward your completed (Stage 1>6) impact assessment, policy proposal/report and consultation report to [CouncilBusiness@rctcbc.gov.uk](mailto:CouncilBusiness@rctcbc.gov.uk) for an Officer Review Panel to be organised to discuss your proposal. [See our guidance document](#) for more information on what a Significant Key Decision is.

It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable Welsh language considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments.

<b>Welsh Language Services Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Welsh Language Services feedback</b>
<b>Officer Review Panel Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Officer Review Panel considerations</b>
<b>Consultation Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following consultation</b>

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### **Stage 5 – Monitoring, Evaluating and Reviewing**

How and who will you monitor the impact and effectiveness of the proposal?

The Diversity & Inclusion team will be responsible for reviewing the schemes effectiveness. The results of the monitoring will be used and integrated in the creation of a new Strategic Equality Plan for the period 2028 – 2031.

### **Stage 6 – Summary of Impacts for the Proposal**

Provide below a summary of the impact assessment, to include some of the main positive and negative impacts along with an overview of actions taken since the impact assessment to better contribute to more positive impacts. This summary must be included in the Welsh Language Considerations section of the SLT/Cabinet report template. It is not suitable to only write 'please see full report at Appendix x' in the body of the report. The impact assessment must be published alongside the report.

*A Welsh Language Impact Assessment has been completed and the main findings are as follows -*

The Strategic Equality Plan sets out the Councils equality actions for the next 4 years. In line with the Welsh Governments Welsh language standards, and the Strategic Equality Plan, all communications, including email, digital, and in – person, will be provided in Welsh and English at the same time. This will include any Easy Read versions of communication. In the case of in-person events, these will be monitored and assessed and will be conducted in the Welsh language as outlined in the Welsh language Standards.

<b><u>Stage 7 – Sign Off</u></b>			
<b>Name of Officer completing the WLIA</b>	Gareth Mugridge	<b>Service Director Name:</b>	Richard Evans – Director Human Resources
<b>Position</b>	Temporary Diversity & Inclusion Officer	<b>I recommend that the proposal: (Highlight decision)</b>	<b>Is implemented with no amendments</b>
			<b>Is implemented taking into account the mitigating actions outlined</b>
			<b>Is rejected due to disproportionate negative impacts on the Welsh language</b>
<b>Signature</b>		<b>Service Director Signature</b>	
<b>Date</b>		<b>Date</b>	