



CYNGOR BWRDEISTREF SIROL
RHONDDA CYNON TAF
COUNTY BOROUGH COUNCIL

COMMITTEE SUMMONS

C Hanagan
Service Director of Democratic Services & Communication
Rhondda Cynon Taf County Borough Council
The Pavilions
Cambrian Park
Clydach Vale, CF40 2XX

Meeting Contact: Hannah Williams - Council Business Unit, Democratic Services
(07385401954)

YOU ARE SUMMONED to a virtual meeting of **WELSH LANGUAGE CABINET SUB COMMITTEE** to be held on **TUESDAY, 25TH OCTOBER, 2022** at **10.00 AM**.

Non Committee Members and Members of the public may request the facility to address the Committee at their meetings on the business listed although facilitation of this request is at the discretion of the Chair. It is kindly asked that such notification is made to Democratic Services by 5pm on Friday 21st October 2022 on the contact details listed above, including stipulating whether the address will be in Welsh or English.

AGENDA

1. DECLARATION OF INTEREST

To receive disclosures of personal interest from Members in accordance with the Code of Conduct.

Note:

1. Members are requested to identify the item number and subject matter that their interest relates to and signify the nature of the personal interest.
2. Where Members withdraw from a meeting as a consequence of the disclosure of a prejudicial interest they must notify the Chairman when they leave.

2. MINUTES

To receive the minutes of the previous meeting which was held on 8th December 2021.

3. WELSH LANGUAGE PROMOTION STRATEGY 2022-2027

To receive the report of the Director of Public Health, Protection and Community Services, which provides the Welsh Language Cabinet Sub-committee with a revised copy of the Welsh Language Promotion Strategy as required under Standard 145 of the Compliance Notice issued to Rhondda Cynon Taf County Borough Council under Section 44 of the Welsh Language (Wales) Measure 2011.

5 - 96

4. URGENT BUSINESS

To consider any other business, which the Chairman by reason of special circumstances is of the opinion should be considered at the meeting as a matter of urgency.

Service Director of Democratic Services & Communication

Circulation:-

The Chair and Vice-Chair:

(County Borough Councillor R Lewis and County Borough Councillor C Leyshon respectively)

County Borough Councillors:

Councillor M Webber, Councillor G Caple and Councillor M Norris

Officers:

Louise Davies, Director, Public Health, Protection and Community Services

Christian Hanagan, Service Director of Democratic Services & Communication

Gaynor Davies, Director of Education and Inclusion Services

Nicola Lewis, Head of Community and Welsh Language Services

Steffan Gealy, Welsh Language Services Manager

Lisa Sheppard-Thomas, Senior Welsh Language Policy and Compliance Officer

Scott Thomas, Eisteddfod Project Officer

Menter Iaith:

Osian Rowlands



RHONDDA CYNON TAF COUNCIL WELSH LANGUAGE CABINET STEERING GROUP

Minutes of the virtual meeting of the Welsh Language Cabinet Steering Group held on
Wednesday, 8 December 2021 at 10.00 am.

County Borough Councillors - Welsh Language Cabinet Steering Group Members in attendance :-

Councillor G Hopkins (Chair)

Councillor J Rosser Councillor R Bevan
Councillor R Lewis

Officers in attendance :-

Mr C Hanagan, Service Director of Democratic Services & Communication
Ms G Davies, Director of Education and Inclusion Services
Mr S Gealy, Welsh Language Services Manager
Ms G Zecca-Hanagan, 21st Century Schools Support Officer
Ms S Daniel, Senior Democratic and Scrutiny Officer
Ms K Spence, Committee Support Officer

Others in attendance :-

Menter Iaith Representative – Mr O Rowlands

16 Welcome

The Welsh Language Services Manager welcomed Mr Osian Rowlands to his first meeting of the Steering Group.

17 Apologies

Apologies of absence were received from County Borough Councillor L. Hooper and Ms Andrea Richards.

18 Declaration of Interest

In accordance with the Council's Code of Conduct, Councillor Rhys Lewis declared the following personal declaration of interest pertaining to the agenda and remained in the meeting when the item was discussed and voted upon:

- "I am the Chair of Governors in Abercynon Primary School, a school referenced in the WESP report".

19 Minutes

It was **RESOLVED** to approve the minutes of the 6th October 2021 as an accurate reflection of the meeting.

20 Draft Welsh in Education Strategic Plan (WESP).

The Director of Education and Inclusion Services provided the Welsh Language Cabinet Steering Group Members with an overview of the Council's Draft Welsh in Education Strategic Plan (WESP) following recent public and wider consultation, advising Members of the opportunity to comment and provide feedback on the draft WESP.

Members were advised of the Council's ambitious target to increase the percentage of year one learners in Welsh medium education, to be achieved through a collaborative approach and following the proposed actions over the forthcoming ten years. Members were further advised of a recent public consultation exercise with a wide range of stakeholders to seek their views on the achievement of the ambitious target, feedback of which has been incorporated into a Statutory Consultation Report and the updated proposed WESP for consideration by Cabinet on the 13th December 2021.

The Chair thanked the officers involved in the Council's Draft WESP and noted that the plan is both ambitious but balanced. The Chair referenced the common themes captured within the responses of the consultation exercise, particularly in respect of target setting.

Members discussed the need to revisit the strategic, 10-year plan regularly to effectively measure progress made towards the targets.

Following discussion, Members **RESOLVED** to note the information provided in respect of the Council's Draft Welsh in Education Strategic Plan.

21 Urgent Business

There was no urgent business to report.

This meeting closed at 10.15 am

**Cllr G Hopkins
Chairman.**

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

WELSH LANGUAGE CABINET SUB-COMMITTEE

25 OCTOBER 2022

WELSH LANGUAGE PROMOTION STRATEGY 2022-2027

**REPORT OF THE DIRECTOR OF PUBLIC HEALTH, PROTECTION, AND
COMMUNITY SERVICES IN DISCUSSION WITH THE RELEVANT PORTFOLIO
HOLDER CLLR RHYS LEWIS**

AUTHOR(S): Steffan Gealy, Service Manager, Welsh Language Services

1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is provide the Welsh Language Cabinet Sub-committee with a revised copy of the Welsh Language Promotion Strategy (Appendix 1) as required under Standard 145 of the Compliance Notice issued to Rhondda Cynon Taf County Borough Council under Section 44 of the Welsh Language (Wales) Measure 2011.

2. RECOMMENDATIONS

It is recommended that the Sub-committee:

- 2.1 Note the content of this report and the associated Strategy;
- 2.2 Approve the Welsh Language Promotion Strategy 2022-27.

3 REASONS FOR RECOMMENDATIONS

- 3.1 The Council is required to produce a Five-Year Strategy to facilitate and promote the Welsh Language in the county under Standard 145 of the Compliance Notice issued under section 44 of the Welsh Language (Wales) Measure 2011.
- 3.2 The Council is also required to review the strategy and publish a revised version on our website every 5 years.

4. BACKGROUND

- 4.1 The current Welsh Language Promotion Strategy concluded in terms of timescale in 2021 and following approval by the former Welsh Language Cabinet Steering Group in April 2021, Nico Cyf, an external organisation that specialises in language planning were commissioned to provide an impartial and objective assessment of the 2016-21 Strategy and Action Plan, and provide recommendations in respect of areas for further development and/or improvement for this new strategy.
- 4.2 A report on that assessment was presented and approved by the former Welsh Language Cabinet Steering Group in October 2021.
- 4.3 The former Welsh Language Cabinet Steering Group also agreed that Nico Cyf. would assist the Council to formulate a revised and ambitious strategy which would build on the success of the first strategy.
- 4.4 As part of the work to develop the new strategy and following the pattern of the first strategy, residents were also consulted to understand what would encourage them to use the Welsh language and which services they felt were most important as a means of promoting the language.
- 4.5 The consultation was conducted using the Council's consultation and engagement website, [Let's Talk RCT](#).
- 4.6.1 The consultation ran from 5th September to 5th October 2021. The web page provided visitors with links to existing Welsh Language plan/strategy documents as well as asking visitors to take part in either the survey or the interactive map tool provided. A video featuring presenter, author and illustrator Siôn Tomos Owen was also presented to encourage participation (available in [Welsh](#) and [English](#)).
- 4.7 Alongside the online consultation, 3 face-to-face sessions were held in the three main libraries across the county (Aberdare, Llys Cadwyn and Treorchy).
- 4.8 A report on the consultation prepared by the Council's Consultation Team is at Appendix 2.
- 4.9 Nico Cyf., has also consulted widely with key senior officers across a number of service areas in order to gain consensus on any actions.

5. WELSH LANGUAGE PROMOTION STRATEGY 2022-2027

- 5.1 The Welsh Language Promotion Strategy 2022-2027 will be Rhondda Cynon Taf County Borough Council's second strategy and is a continuation of the first strategy (2016-2021) building on the work done by the Council and our partners to promote and facilitate the language over the past five years.

- 5.2 The strategy aligns with the new Welsh in Education Strategic Plan 2022-2032 so that the Council may play a central role in supporting the Welsh Government's aim of achieving a million Welsh speakers by 2050.
- 5.3. The Council will continue to adopt its approach (agreed by the former Welsh Language Cabinet Steering Group in May 2018) of increasing the number of Welsh speakers in the county borough in line with the Welsh Government's Cymraeg 2050 trajectory, with the next milestone being a +5% on the proposed 2021 Census figures.
- 5.4 Furthermore, this new revised 5 years Strategy will continue to focus on the three main national themes which are as follows:
- **Theme 1: Increasing the number of Welsh speakers**
 - Language transmission in the family
 - The early years
 - Statutory education
 - Post-compulsory education
 - The education workforce, resources and qualifications
 - **Theme 2: Increasing the use of Welsh**
 - The workplace
 - Services
 - Social use of Welsh
 - **Theme 3: Creating favourable conditions – infrastructure and context**
 - Community and economy
 - Culture and media
 - Wales and the wider world
 - Digital technology
 - Linguistic infrastructure
 - Language planning
 - Evaluation and research
- 5.5 It is also important to note that Council partners will all play a key role in delivering this second strategy and as such all Council service areas will be encouraged to continue to foster their relationships with the identified partners in the Strategy's Action Plan which will be agreed in due course following the publication of the Census 2021 results. The draft Action Plan will be subject to pre-scrutiny before approval by this committee followed by annual scrutiny of the approved Action Plan during its 5 year cycle.

6 EQUALITY AND DIVERSITY IMPLICATIONS / SOCIO-ECONOMIC DUTY

- 6.1 An Equalities and Diversity / Socio-Economic Impact Assessment has been completed and is at Appendix 3.

7 WELSH LANGAUGE IMPLICATIONS

- 7.1 This report is presented in accordance with standard 146 of the Welsh Language Standards.
- 7.2 A Welsh Language Impact Assessment has been completed and is at Appendix 4.

8 CONSULTATION

- 8.1 A public consultation process was undertaken in 2021 along with discussions with key stakeholders throughout the drafting period for the new strategy.

9 FINANCIAL IMPLICATION(S)

- 9.1 There are no financial implications aligned to this report. However, there will be costs and resources as yet not fully ascertained in respect of implementation of any new Strategy and resulting Action Plan.
- 9.2 Non-compliance with a standard could incur financial penalties of up to £5,000.

10 LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 10.1 Welsh Language (Wales) Measure 2011 and Welsh Language Statutory Standards 2015 regulate this area of work. The strategy also links in with the More than Words Strategy (the Welsh Government's strategic framework for Welsh language services in health, social services and social care) and Welsh in Education Strategic Plans (under the School Standards and Organisation (Wales) Act 2013)

11 LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT.

- 11.1 The Welsh language is a cross-cutting theme in the Corporate Plan and underpins all corporate priorities as the Council is required to comply with the amended Compliance Notice issued by the Welsh Language Commissioner in September 2016.
- 11.2 A statutory Annual Compliance Report is submitted to the Welsh Language Commissioner outlining the work undertaken by the Council to comply with the Welsh language statutory standards that will contribute to the Welsh Government's longer-term goal of 1 million Welsh speakers by 2050. The work undertaken to achieve these standards involves working collaboratively with

partners and residents to facilitate a wide range of opportunities for the use of the Welsh language in communities across the county.

- 11.3 The Welsh language is directly related to Goal 6 of the Well-being of Future Generations Act - a Wales of vibrant culture and thriving Welsh language. It also contributes to the creation of a more equal Wales by providing opportunities for Welsh speakers to access Council services in the medium of Welsh if they so wish.

12 CONCLUSION

- 12.1 The Welsh Language Promotion Strategy 2022-27 will build on the good work achieved under the first strategy by Council services and our partners which has had a positive impact on the provision of services in Welsh for residents in Rhondda Cynon Taf.
- 12.2 Adopting the 3 key themes identified by the Welsh Government in '1 million Welsh Speakers by 2050' as the organising principles in our revised strategy will provide greater focus and allow appropriate performance indicators to be identified and measured.

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Welsh Language Promotion Strategy 2022-2027

Promoting and facilitating the use of the Welsh language
in Rhondda Cynon Taf

Prepared in accordance with the requirements of Standard 145,
The Welsh Language Standards (No.1) Regulations 2015.

Mae'r ddogfen hon ar gael yn Gymraeg

Welsh Language Promotion Strategy

Overview

This is Rhondda Cynon Taf County Borough Council's 5-year strategy for promoting the Welsh language. It has been prepared in accordance with the requirements of Standard 145 of the Welsh Language Standards (No. 1) Regulations 2015. It replaces the Council's first promotion strategy covering the period 2017-2022. This new strategy was approved by the Welsh Language Cabinet Sub-Committee on xx xx 2022.

This Strategy explains how the Council will promote and facilitate the use of the Welsh language more widely in the Rhondda Cynon Taf area and its implementation will be subject to regular scrutiny by the Welsh Language Cabinet Sub-Committee.

Find out more

For further information on this strategy, please contact:

Welsh Language Services welshlanguageofficer@rctcbc.gov.uk

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Introduction by the Cabinet Member

I am pleased to present Rhondda Cynon Taf County Borough Council's second Welsh language Promotion Strategy.

This follows on from the 2017-2022 strategy, a period that has presented huge challenges, with the effects of flooding and the Covid-19 pandemic being an integral focus to our efforts as a Council. However, it was also a period that witnessed stability and growth in terms of the Welsh language.

This strategy builds on the work carried out by the Council and our partners to promote and facilitate the use of the language over the last five years. It contains new goals in response to new challenges and needs. It also sits alongside our Welsh in Education Strategic Plan 2022-2032 so that we, as a Council, can play a full part in the Welsh Government's vision of achieving a million Welsh speakers by 2050.

The growth of Welsh-medium education is crucial to increasing the numbers of speakers and the Promotion Strategy will complement our new WESP ensuring opportunities outside school for children and young people to use their Welsh socially and as they continue their journey into the world of work and training.

The Welsh language belongs to all and our residents have expressed their desire for more opportunities to speak and hear the language, and to learn the language within their communities. Therefore, this strategy is designed with the aspirations of our residents at its heart.

Of course, the language has a long and rich history in these valleys for centuries, from welcoming the first National Eisteddfod to Aberdare in 1861, to holding the 2024 National Eisteddfod here in the county. We warmly welcome the rest of Wales to join us in celebrating the Welsh language in Rhondda Cynon Taf and all the social, cultural and economic opportunities that it brings. Maintaining the 2024 National Eisteddfod legacy, or Gwaddol, for the future will be key and this strategy plays an important role in ensuring that those opportunities take root and thrive, so that the Welsh language enriches the lives of all residents of Rhondda Cynon Taf.

Councillor Rhys Lewis

Cabinet Member for Education, Youth Participation and Welsh Language

Our Vision

Our vision is to develop Rhondda Cynon Taf into a fully bilingual county. A County Borough where residents are able to live, work and play, as well as access services and support, through the medium of Welsh and English. An area where bilingualism is promoted quite naturally and the Welsh language is protected for future generations to use and enjoy.

The Welsh language belongs to all and we are keen to include those who do not speak the language as we all take pride in it and its history in this area, and its contribution to our culture, economy and identity.

In order to play our part in the national vision of a million Welsh speakers by 2050 it will be necessary to achieve an increase of 5% or more on the 2021 figure of Welsh speakers in Rhondda Cynon Taf¹.

Over the next 5 years, we will be working to ensure more and more opportunities to use the language and to hear the language through a variety of activities, reporting regularly on progress.

Realising the vision

Our strategic priorities for delivering the vision align with the Welsh Government's three strategic areas in its Welsh language strategy, Cymraeg 2050: a million Welsh speakers. To deliver the Strategy we will adopt an action plan (to be prepared / agreed upon publication of 2021 Census results) with targets covering all the strategic priorities. The action plan will be a live document, and can be adapted easily and regularly, enabling us to be flexible, progressive and responsive in implementing the strategy over the 5 years. We will work with local and national partners to achieve the aims in this Promotion Strategy. **Section 5** provides details how we will put these aims into practice.

¹ We will revise this strategy to ensure greater clarity on this percentage and associated numbers of speakers when the 2021 Census figures are available to us.

Context

The Promotion Strategy exists in a wider policy context in terms of the prosperity of communities and the Welsh language.

The Welsh Language Measure

The production of a 5-year strategy to promote the Welsh language in Rhondda Cynon Taf is a statutory requirement under the Welsh Language Standards (No. 1) Regulations 2015 (Welsh Language Standards 145 and 146). The Council is required to:

- Produce and publish a 5 year strategy explaining how the Council intends to promote the Welsh language and to facilitate the use of Welsh more widely in the area
- Include a target for increasing or maintaining the number of Welsh speakers in the area by the end of the five year period
- Explain what action the Council intends taking to achieve the target.

The Welsh Language Standards as a whole provide a statutory framework to extend the use of the Welsh language by the Council in the following five areas:

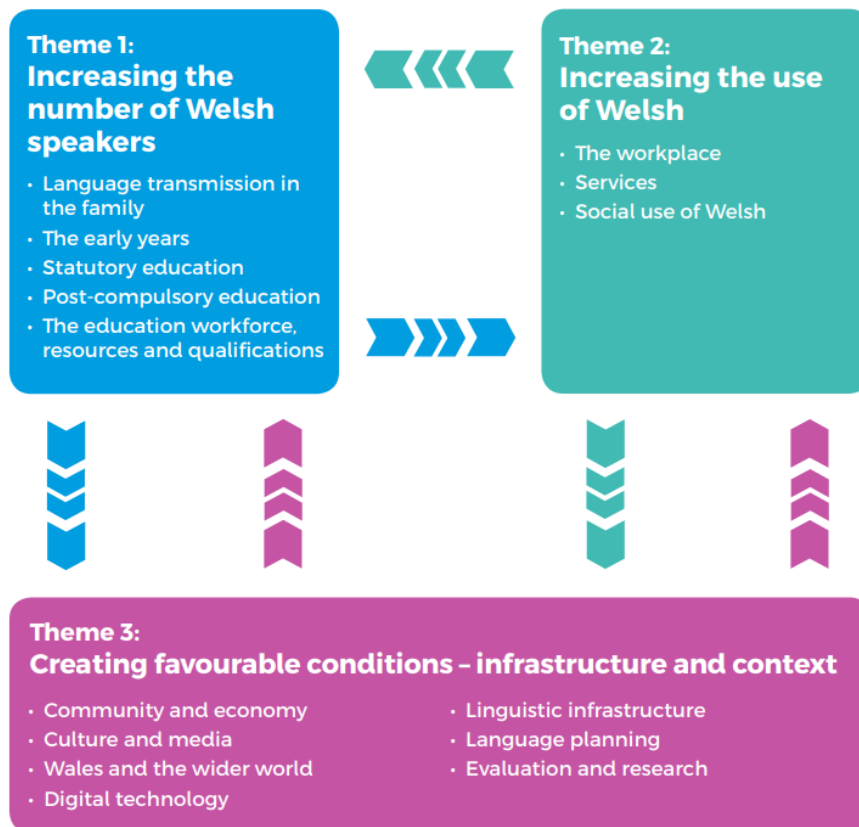
- Service delivery
- Policy making that promotes the Welsh language
- Operating through the medium of Welsh
- Keeping records in relation to the Welsh language
- Promoting the Welsh Language.

Producing a promotion strategy is a requirement under this latter group of standards but the policy making standards are key to the wider context in which the strategy exists. The policy making standards are intended to create opportunities to use the Welsh language and not to treat the Welsh language less favourably than the English language in all policy decisions made by the Council.

Assessing the impact of policy decisions can highlight a positive effect on the language that would enable the Council to increase that positive effect. The hope therefore is that this strategy will highlight direct and indirect links and opportunities to other Council policy areas.

Cymraeg 2050: a million Welsh speakers

Cymraeg 2050, the Welsh Government's strategy to reach a million Welsh speakers by 2050 by promoting and facilitating the Welsh language, is a comprehensive strategy with a long-term vision. It is based on three core themes:



The Rhondda Cynon Taf Promotion Strategy for 2022-2027 outlines what the Council will do to support this vision and we have therefore updated our strategy with the priorities organised according to the three Cymraeg 2050 thematic areas. We will work towards these goals by implementing activities in the three priority areas on a 5-year basis.

Welsh in Education Strategic Plan 2022-2032

The production of a Welsh in Education Strategy Plan (WESP) is a statutory requirement, and the aim is to increase the number of pupils receiving Welsh-medium education in the county. The WESP outlines more specifically how the Council will go about increasing the percentage of Year 1 learners in Welsh-medium education by between 8% and 12% which is an increase from 506 learners (in 2019) to a figure between 720 and 825 learners by 2032. This is a direct contribution to the national strategy's long-term target of achieving a million Welsh speakers by 2050.

Together with this target for the next 10 years, the strategic plan outlines how the Council will go about achieving a number of specific outcomes that include early years, immersion education, better provision for learners with additional learning needs, more informal opportunities for pupils to use the language in school, more learners studying for qualifications in Welsh and increasing the number of staff able to teach through the medium of Welsh.

The strategic plan also underlines the importance of marketing and promoting Welsh-medium education and bilingualism in Rhondda Cynon Taf as well as working closely with partners.

There is therefore a very close link between the WESP and the Promotion Strategy and in particular with Theme 1 in terms of increasing the number of speakers. In reality the Council will only be able to deliver on this commitment through a strong and ambitious WESP but it is vital that the Promotion Strategy works hand in hand to maximise opportunities to increase take-up. To avoid duplication this strategy will not replicate the CSCA's actions but the CSCA should be seen as the main tool of Theme 1.

More than just words

More than just words is the strategic framework for Welsh language services in health, social services and social care. The original framework was launched in 2012, with an updated framework in 2016. More than Just Words highlights the fact that care and language go hand in hand and that quality of care may be compromised by a failure to communicate with people in their first language. Central to the framework is the principle of the Active Offer, in other words that Welsh language services are offered rather than people having to ask for them.

The Council has steps in place to deliver the framework in terms of its care and social services and is a lead partner on the local More than just words Forum which brings partners together to share good practice and ensure progress with targets.

Well-being of Future Generations

Local Well-being Plans aim to provide a more holistic approach to the planning and delivery of public services in Wales, including a better way of integrating the relevant legislation, duties and frameworks.

The Promotion Strategy plays a core role with the Council's delivery of one of the well-being goals in particular, namely 'A Wales of vibrant culture with a thriving Welsh language'. However, it is important to acknowledge that the language is very closely linked to the other well-being goals, as well the importance of partnerships and wider frameworks to this.

Central to Rhondda Cynon Taf's Corporate Plan is **People, Places and Prosperity** and with the well-being aim of a 'vibrant culture with a thriving Welsh language' the aim is to provide a focus on ensuring more opportunities for people in the arts and culture; attracting young people to positive experiences in culture and sport and ensuring that there are more opportunities for residents to use the Welsh language. As part of this the Council plans to hold more cultural and sporting events in parks across the borough and plan carefully for the 2024 National Eisteddfod and its legacy. It will promote Rhondda Cynon Taf as a visitor destination and ensure equal access to the Welsh language across all services.

National indicators are linked to the Well-being Act which measure progress in terms of the numbers of Welsh speakers and these data will be key in tracking progress with this strategy:

- Percentage of people who speak Welsh daily and can speak more than just a few words of Welsh (National Indicator 36)
- Number of people who can speak Welsh (National Indicator 37)

Of course, a large number of the other national indicators relating to cohesive communities, prosperity, health, digital inclusion and so on, all play their part in ensuring better opportunities for people to use Welsh in the area.

2024 National Eisteddfod

One of the main highlights of the next 5 years in promoting the Welsh language will be the National Eisteddfod's visit to Rhondda Cynon Taf in 2024. In order to maximise opportunities for the benefit of our communities in the years leading up to the Eisteddfod in 2024 and maintaining its legacy in the area, we have appointed an Eisteddfod Officer. In conjunction with National Eisteddfod officers and the Chair of the Executive Committee our Officer will co-ordinate a programme of activities to work closely with schools, community groups and the private sector. The aim is to build a long and lasting relationship between the Council and local communities increasing opportunities in the county to learn and use Welsh with more artistic and creative opportunities.

Our residents will be at the centre in all this in becoming volunteers and champions for their areas to help us introduce the Eisteddfod to all parts of the county and to feel a valuable part of their local communities. We hope to maintain the enthusiasm beyond 2024 and continue to celebrate and promote the history, culture and heritage of Rhondda Cynon Taf which in turn will boost tourism and the local economy.

The Welsh language in Rhondda Cynon Taf

A community of communities

Rhondda Cynon Taf County Borough covers a very wide area – the county extends from the Brecon Beacons in the north to the outskirts of Cardiff in the south. Within the county are the three distinct areas of Taff Ely, Cynon and Rhondda. Although there is very little distance between them as the crow flight, the three areas are independent and very different from each other, a mixture of urban, part urban and rural areas.

Rhondda Cynon Taf is the third largest local authority in Wales in terms of population (241,873 as estimated by the Government in 2020), and according to Government figures, Rhondda Cynon Taf is one of the most deprived counties in Wales and a high number of areas within the county – mainly north and mid – are among the 10% most deprived areas in Wales. This presents fundamental challenges for the local authority in terms of the health, wellbeing, employment and skills of its people.

There are 6 towns in the county and 62 villages, although some of those villages have a more urban nature. There are two large towns in the county: Aberdare and Pontypridd with around 30,000 residents each, and these two towns have seen major investment in terms of construction, structure and community developments.

According to StatsWales, based on 2018 figures, the population of Rhondda Cynon Taf is projected to increase to 248,098 by 2032. The challenge for the county in growing the number of Welsh speakers is the fact that a reduction in the birth rate is projected (for example there are an estimated 2,831 5-year olds in the county in 2021, falling to 2,621 5-year olds by 2032).

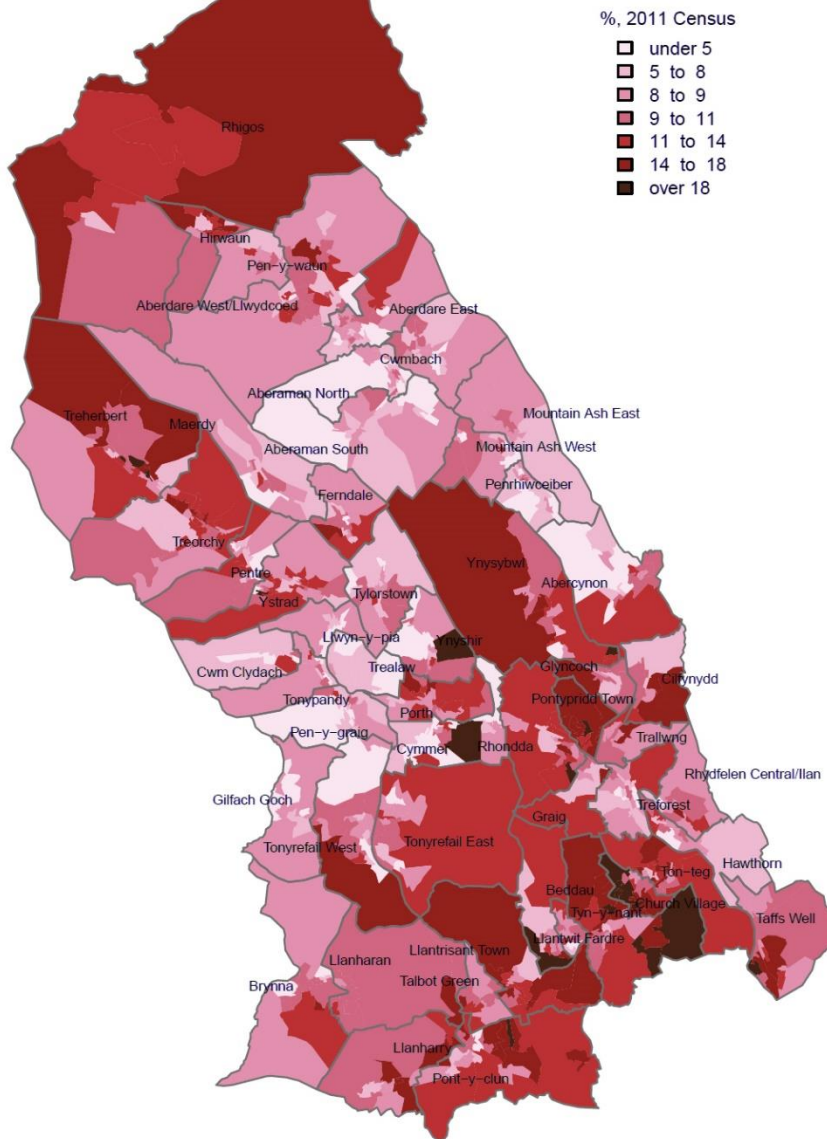
Welsh Speakers

According to 2011 Census figures, the county had **27,779** Welsh speakers, representing **12.3%** of the population but we will have to wait a while yet until the 2021 Census figures are available in order to gain a clear picture of progress and those areas we will need to address, updating this strategy accordingly.

The map that follows provides a more visual picture of where Rhondda Cynon Taf's Welsh speakers are according to the 2011 Census figures by ward. The darker red areas indicate a higher number of Welsh speakers than the light areas. There are 14 wards out of the 36 with higher percentages than the county average (12.3%) of Welsh speakers with larger clusters of communities and higher percentages in the south of the county, while there are pockets of higher percentages in the northern communities of the County.

Rhondda Cynon Taf

Table: Welsh language skills
KS207WA0014 (Can speak, read and write Welsh)



The maps show percentages within Census 2011 output areas, within electoral divisions

Map created by Hywel Jones. Variables KS208WA0022-27 corrected

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Workforce

Rhondda Cynon Taf County Borough Council is a major employer in the area and is committed to ensuring opportunities for the whole workforce to develop awareness of the language, to learn it and to improve their Welsh language skills. This is also a direct way for us to play our part in increasing the numbers of our Welsh speakers.

The table below highlights the work undertaken to date:

Council staff – Welsh language skills (figures do not include staff working in schools)	2017-2018	2020-2021
No Welsh language skills	66.99%	44.40%
Level 1 Skills	22.12%	39.64%
Fluent	5.69%	8.69%

(there has also been an increase in all other levels, 2-5)

Although increasing the Welsh language skills of the workforce is covered by the requirements of other standards under the Welsh Language Standards Regulations 2015, it is true to say that this work is key to increasing the number of our speakers and the use of the Welsh language by 2050.

The voice of Rhondda Cynon Taf residents: "learn" "use" "practise"

Between September and October 2021, a public consultation was held with residents of Rhondda Cynon Taf on the development of the new strategy to promote the Welsh language.

Residents were asked what could help them to use their Welsh language more. The most common answer was "more opportunities to use it" (55.6%). 15.7% of respondents said that an "opportunity to learn" would help them use the language, and 10.7% indicated "more confidence". Respondents mentioned identifying which members of staff speak Welsh in shops/cafes/restaurants and "more people to talk to".

Residents were asked where they used Welsh, with 53.4% saying at home and 50% at work.

We asked whether respondents, or someone they knew, would be interested in learning the language or improving their skills. A clear majority (59%) indicated that they, or someone they knew, would be interested in learning or improving skills, with a further 13% indicating "maybe".

In terms of the areas where people would want to see additional Welsh language services, 65.2% of respondents indicated that more Welsh language services were needed in Youth Services. The next most cited departments were Early Years and Tourism and Parks (59.6%) and 55.6% indicated that Sport and Leisure was also in need of increased Welsh language services.

In terms of the areas that would best benefit from these services, the key themes that respondents identified were education, early years and youth services, suggesting that language acquisition as a child and normalising the use of the language for children and young people was vital for respondents. Other responses included the need to give the Welsh language a prominent place as the Council engages with people as well as promoting culture as well as language.

Some of the comments included:

"I don't feel there are enough opportunities to use [Welsh] outside the classroom"

"My local community seems proud to use the language"

When asked how the number of Welsh speakers in Rhondda Cynon Taf could be increased, it was noted

- Free or low cost language lessons
- Making Welsh the default language for public services
- Expanding Welsh-medium schools in local areas to reduce the need to travel
- Highlighting the Welsh language in shops and cafes
- Support for parents of pupils in Welsh-medium education
- Embedding the Welsh language in community spaces and activities
- Encouragement for staff and visitors in shops, cafes etc. to use Welsh conversationally.

In another survey conducted in 2021, for RCT Together, the Supporting Communities to Thrive survey, residents were asked what they would like to see more of in their communities. In response to that question, 42% indicated that they wanted to see more opportunities to learn, use or practise the Welsh language in their communities.

RCT TOGETHER

SURVEY 2021



1. What matters to YOU the most?

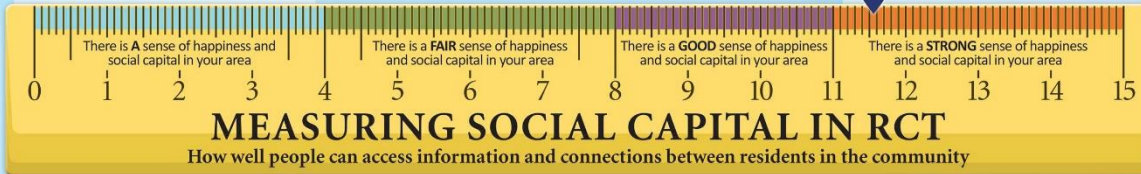


What 956 residents of Rhondda Cynon Taf told us when we asked them about their community.

2. What matters to YOUR COMMUNITY the most?



RHONDDA CYNON TAF SCORE 11.57



3. What you would like to see MORE of in your community?



The majority of people would be willing to travel up to **4 miles** to access good services or activities.



42% of people would like more opportunities to **learn, use or practice Welsh language** in the community.

4. What you would like to see LESS of in your community?



RHCT GYDA'N GILYDD
RCT TOGETHER
HELPU CYMUNEDAU I FFYNNU | SUPPORTING COMMUNITIES TO THRIVE

If you like to take part in this survey or any other consultations:

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Therefore the desire of Rhondda Cynon Taf residents to live in communities where Welsh is part of their everyday lives is clear, and the aim of this strategy is to respond to people's aspirations in the areas concerned. The strategy commits the Council to meeting these demands, which also align with the national vision. In the next section, we explain the thematic foundations of the strategy.

Priority Areas for the Strategy

As noted, our strategy for promoting the Welsh language in Rhondda Cynon Taf is based on the desire of our residents to see more opportunities to learn the language, to practise the language and to use it in their communities.

The strategy is structured around the 3 priority themes of Cymraeg 2050 priority of increasing the number of Welsh speakers; increasing the use of Welsh and creating favourable conditions for the Welsh language.

Theme 1: Increasing the number of Welsh speakers

According to the Government, there are two main methods of achieving a million Welsh speakers:

- transmitting the Welsh language from one generation to the next within the family
- developing and maintain skills through education and training, from early years to Welsh language provision for adults.

We acknowledge the important contribution of language transmission in the home but we are also keen to emphasise the key importance of the education system as the main method of creating new Welsh speakers in Rhondda Cynon Taf. This strategy will therefore work alongside our Welsh in Education Strategy Plan for 2022-2032. Together with the WESP and opportunities for people to learn the language in the community, we will organise our activities to meet the national goals within our local context.

1. Language transmission in the family: increasing encouragement and support for families to transmit the language in the home.

2. The early years: expanding Welsh-medium provision in the early years as an access point into Welsh-medium education.

3. Statutory education: maintaining and strengthening a statutory education system that increases the number of confident Welsh speakers.

4. Post-compulsory education: supporting and promoting provision which increases rates of progression and supports everyone, no matter how fluent they are in Welsh, to develop Welsh language skills for use socially and in the workplace.

5. The education workforce, resource and qualifications: supporting measures to increase and improve:

- the education and training workforce able to teach Welsh and teach through the medium of Welsh
- the resources and qualifications needed to support an increase in provision.

Theme 2: Increasing the use of Welsh

We want the use of Welsh to be a routine part of everyday life, so that speakers at all levels feel confident to in its use in formal and informal situations. We want to see all learners leaving school with the ability to use Welsh both socially and in the workplace. To support the developments in education, we need to provide opportunities to practise and use the language on a regular basis.

People need opportunities to use Welsh in a variety of situations that reflect the diversity in their lifestyles. Ultimately, the vision is for people use the language at every opportunity, with opportunities available everywhere.

This will involve targeting support in a way which acknowledges the different needs of different people. For example new speakers, or parents/carers without Welsh language skills who send their children to Welsh-medium schools, will have different needs from fluent, confident speakers. Whether Welsh has been part of someone's upbringing, acquired at school or in adulthood, the Welsh language is a language for all, and we will aim to provide opportunities for everyone to use the language.

Aims:

6. The workplace: increasing the use of Welsh in the workplace across all departments of the Council by increasing the confidence and skills of our staff.

7. Services: increasing the range of services offered to Welsh speakers, and increasing the use of Welsh language services.

8. Social use of Welsh: working with our partners locally, supporting the establishment of positive practices in the use of the language, together with formal and informal opportunities to use Welsh socially.

Theme 3: Creating favourable conditions for the Welsh language

To support efforts to increase the number of Welsh speakers and use of the language, we need to create suitable conditions and an environment in which the Welsh language and its speakers can thrive.

The economy is essential to creating the appropriate social conditions to be able to use the Welsh language. While we cannot control every factor which influences economic growth, there are things which we can influence. For example

- the prestige placed on the Welsh language
- public sector jobs in the Council
- ensuring that the Welsh language is seen as a valuable skill
- opportunities to use these skills.

To increase the number of Welsh speakers, raise their confidence, and facilitate the use of Welsh in a variety of settings, we need the support of digital resources, a variety media, translation services that make the most of the latest language technology and

resources. These are all elements that reflect and maintain the status of Welsh as a living language, and are vital for Welsh speakers at all levels.

For the strategy to succeed, we must share responsibility for language planning with our partners, thereby developing the capacity and expertise in this area and improving the understanding of bilingualism.

Our vision is to see the Welsh language as a normal part of everyday life, with goodwill towards it and more people using it. We want the Welsh language to be relevant for everyone regardless of whether they speak Welsh, English or another language. As part of this, we need to do more to celebrate the Welsh language as a key part of our contemporary culture.

Aims:

9. Community and economy: ensuring that the Welsh language plays a prominent part as the Council supports the socio-economic infrastructure of the Rhondda Cynon Taf area.

10. Culture and media: ensuring that the Welsh language is safeguarded as an integral part of our culture.

11. Wales and the wider world: ensuring that the Welsh language is a central part of our efforts to welcome and integrate people moving to Wales and to Rhondda Cynon Taf. We will seek opportunities to celebrate and engage with our Welsh diaspora.

12. Digital technology: ensuring that the Council plays its part in ensuring that the Welsh language is at the heart of innovation in digital technology to make it possible to use the Welsh language in all digital contexts.

13. Linguistic infrastructure: ensuring that the Welsh language infrastructure (technological provisions and language resources) continues to develop in order to deliver this strategy.

14. Language planning: establishing language planning and promoting the language locally as essential elements of the Council's policy work, with a better understanding of and support for bilingualism and the needs of Welsh speakers.

15. Evaluation and research: continue to build on our evidence and data about the Welsh language and its speakers in Rhondda Cynon Taf as a basis for assessing the effectiveness of this strategy and the Council's policy developments in relation to the Welsh language.

Implementation

Although this strategy relates to those areas over which the Council has direct influence, achieving success depends on collaboration in almost all areas. Many of our partners share the same priorities as us and so we will be looking for every opportunity to combine efforts and support others in order to increase opportunities to use Welsh across the borough.

Measuring Impact

In order to be able to measure the effectiveness of our activities, and develop future policies on the basis of evidence, it is essential that we identify key indicators and continue to develop our programme of data analysis and research for the Welsh language in Rhondda Cynon Taf. We will also work with partners to ensure that we understand the impact of all our activities on the growth and use of the Welsh language in the area and gather qualitative and quantitative evidence to track progress.



Let's Talk

Welsh

Language Consultation

November 2021



RHONDDA CYNON TAF

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SUMMARY

- This section provides a summary of the main findings of the Let's Talk Welsh Language consultation on the development of a new Welsh Language strategy for Rhondda Cynon Taf.
- The consultation was conducted using the Council's consultation and engagement website, [Let's Talk RCT](#). This site is available in both English and Welsh ([Dewch i Siarad RhCT](#)).
- The consultation ran from 5th September to 5th October 2021. The web page provided visitors with links to existing Welsh Language plan/ strategy documents as well as asking visitors to take part in either the survey or the interactive map tool provided. A video featuring presenter, author and illustrator Siôn Thomas Owen was also presented to encourage participation (available in [Welsh](#) and [English](#)).
- Alongside the online consultation, 3 face-to-face sessions were held in libraries across the county.
- 178 responses were received to the survey, and 14 contributions were made to the online map tool, which had the prompt "*Where in Rhondda Cynon Taf would you like to see more Welsh language services?*".
- In response to the question "*Where do you use the Welsh Language?*" over half of respondents stated that they speak Welsh at home and/ or at work.
- The most frequent answer to "*What could help you use your Welsh language more?*" was "more opportunities to use it", at 55.6% of respondents.
- "*Where would you most like to see additional Welsh language services provided?*" was most often answered with Youth Services (65.2%), Early Years (59.6) and Tourism & Parks (59.6%).
- When asked "*Based on your previous answer, what area(s) of RCT do you feel would best benefit from these services?*" the most common themes amongst answers were education, celebration of Welsh heritage and culture and increased social spaces dedicated to encouraging Welsh language use.
- "*Do you feel there's been more awareness of the Welsh language over the past five years and more people are speaking it in our area?*" prompted a wide range of comments, from very positive to very negative.
- Many different suggestions were made when asked "*How do you feel we can increase the number of Welsh speakers in Rhondda Cynon Taf?*", ranging from free or low-cost learning to greater Welsh language provision in key services and ways for private sector staff to identify their language skills and invite Welsh conversation.

- Overall, 175 visitors engaged directly with the tools on the Let's Talk and Dewch i Siarad sites during this consultation. A further 345 people were informed (viewed documents and multiple pages on the sites) and 788 were made aware (visited the sites).

1. INTRODUCTION

- 1.1 This report presents the findings of the Let's Talk Welsh Language consultation on the development of a new Welsh Language strategy for Rhondda Cynon Taf.
- 1.2 Section 2 outlines some brief background to the consultation process.
- 1.3 Section 3 details the methodology.
- 1.4 Section 4 provides the key findings.
- 1.5 Please note that the results from the English language Let's Talk site have been combined with the results from the Welsh language Dewch i Siarad site unless stated otherwise.

2. BACKGROUND

- 2.1 Rhondda Cynon Taf Council is developing a new Welsh Language Promotion Strategy for 2022-27, following on from that for 2016-21.
- 2.2 This Strategy will link to the national Cymraeg 2050 – A Million Welsh Speakers strategy set out by the Welsh Government, and ensure the Council upholds the Standards set out within the national strategy.
- 2.3 Following an independent review in July 2021 of the Welsh Language Promotion Strategy 2016-21, which concluded that RCT had met standards 145 and 146 of the Welsh Language Standards, this public consultation has taken place to inform the development of a new five-year plan. The consultation asked residents of Rhondda Cynon Taf to share how and where they use the Welsh language, whether they have noticed increased Welsh language use in the county, what they think would further increase the Welsh language usage across the county and how they believe the Council could improve its use and provision of Welsh language resources.

3. METHODOLOGY



- 3.1 Two interactive tools were included on the site to gather feedback from visitors. The first, a survey, asked visitors about their experiences using the Welsh language, their thoughts on awareness of the Welsh language and how they think the Council could change or improve Welsh language services across the county.
- 3.2 The second tool allowed visitors to add pins to an online map in response to the prompt “*Where in Rhondda Cynon Taf would you like to see more Welsh language services?*”, along with a comment for each pin.

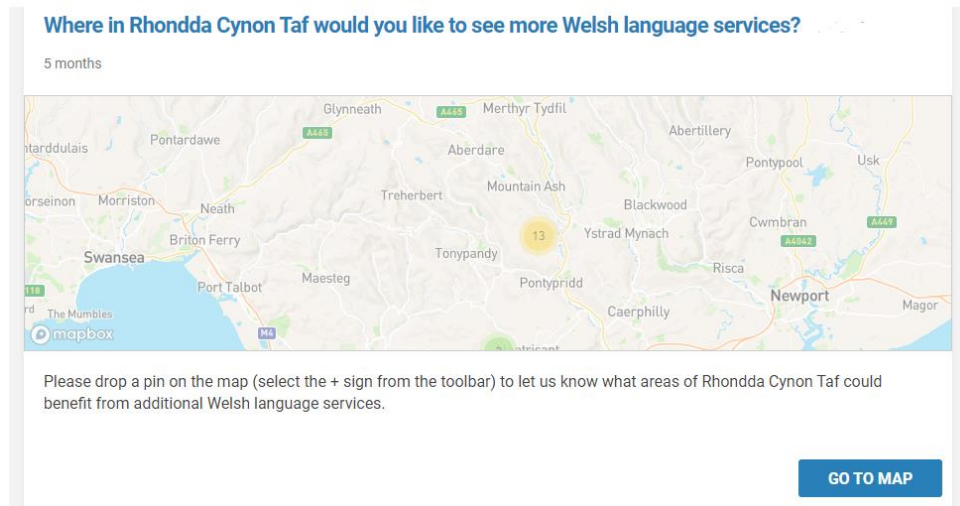


Figure 1 – Interactive Map tool, inviting visitors to place pins and make comments

- 3.2 Overall, 175 visitors engaged directly with the tools on the Let's Talk and Dewch i Siarad sites during this consultation. A further 345 people were informed (viewed documents and multiple pages on the sites) and 788 were made aware (visited the sites).

4. KEY FINDINGS

Survey

4.1 A short survey was added to the consultation site for feedback from visitors. In total, 178 responses were collected.

4.2.1 *Where do you use the Welsh Language?*

53.4% of respondents stated that they use Welsh at home, and 50% at work. A low number of respondents (18.5%) stated that they use Welsh language at school, which may be more reflective of the age profile of respondents. Demographic data was not gathered in this survey, however.

26.4% answered “none of the above”.

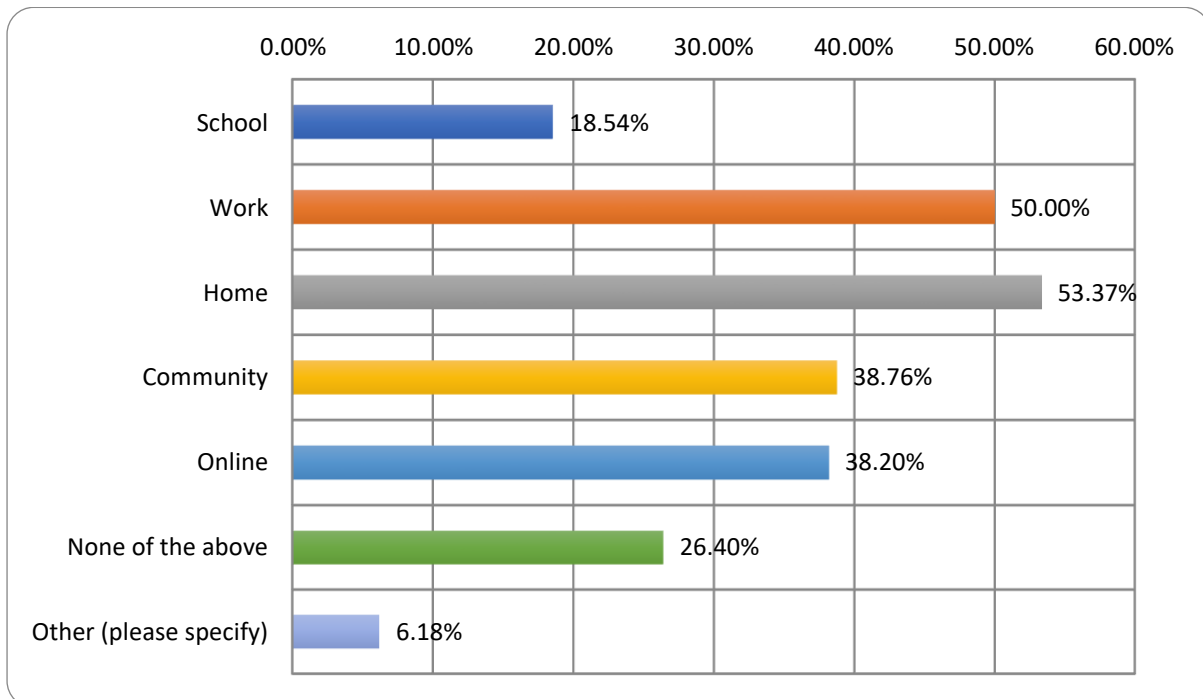


Figure 2 – “Where do you use the Welsh Language?”

Other areas of use listed in the free-text option by respondents include “with friends”, “shopping”, “Uni” and “listen to Welsh music”.

4.2.2 *What could help you use your Welsh language more?*

By far the most common answer was “more opportunities to use it”, with 55.6% of respondents selecting this answer. A further 15.7% of respondents stated that “an opportunity to learn” would help them to use the Welsh language more, and 10.7% selected “more confidence”.

15.2% of respondents selected “none of the above”.

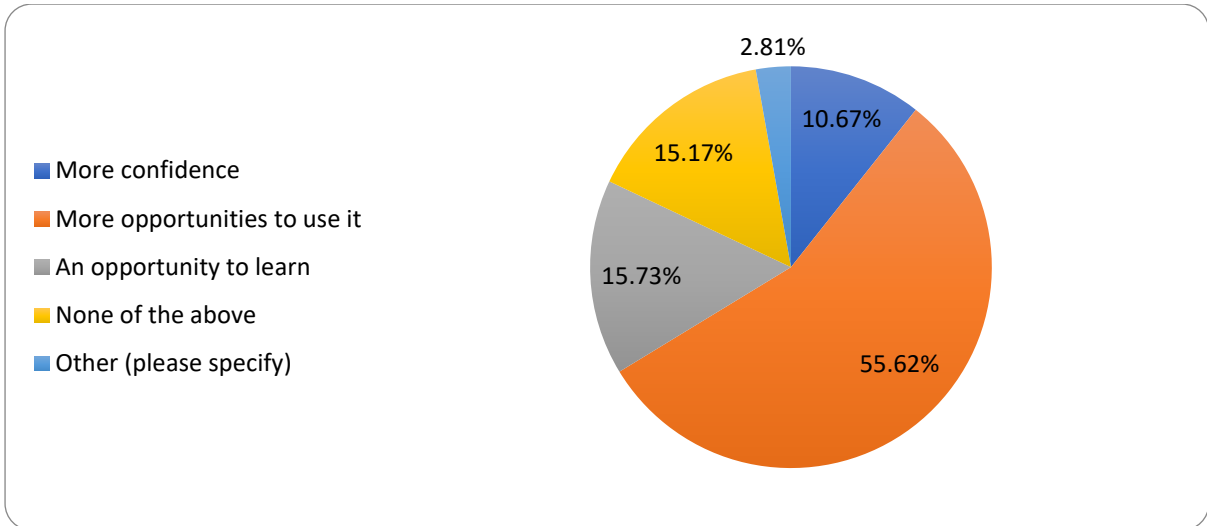


Figure 3 – “What could help you use your Welsh language more?”

Responses in the free-text “other” option include “identifying in shops/ cafes/ restaurants which assistants speak Welsh”, “more support improving standard of written Welsh” and “more people to talk to”.

4.2.3 Would you or someone you know be interested in learning Welsh or improving your/ their skills?

A clear majority of respondents (59%) stated that they or someone they know would be interested in learning or improving on Welsh language skills. A further 13% answered “maybe”.

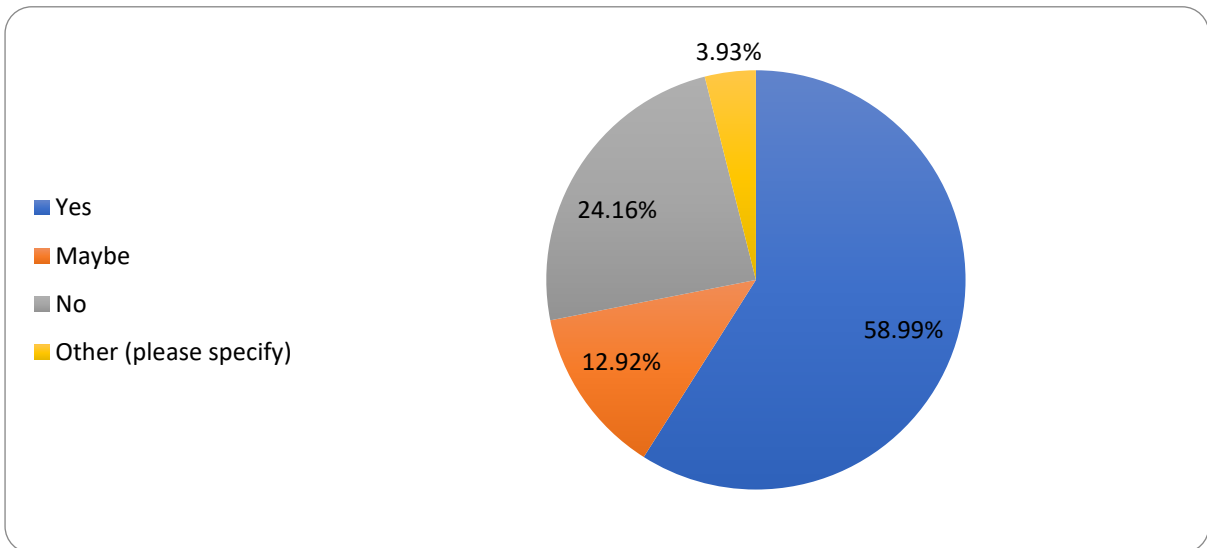


Figure 4 – “Would you or someone you know be interested in learning Welsh or improving your/ their skills?”

In the free-text responses, all 7 respondents who selected “other” stated that they are already fluent Welsh speakers.

4.2.4 *Where would you most like to see additional Welsh language services provided?*

65.2% of respondents identified Youth Services as needing increased Welsh language services. The next most cited departments are Early Years and Tourism & Parks, with 59.6% of respondents indicating them. Leisure & Sport was also identified as being in need of increased Welsh language services by over half of respondents (55.6%).

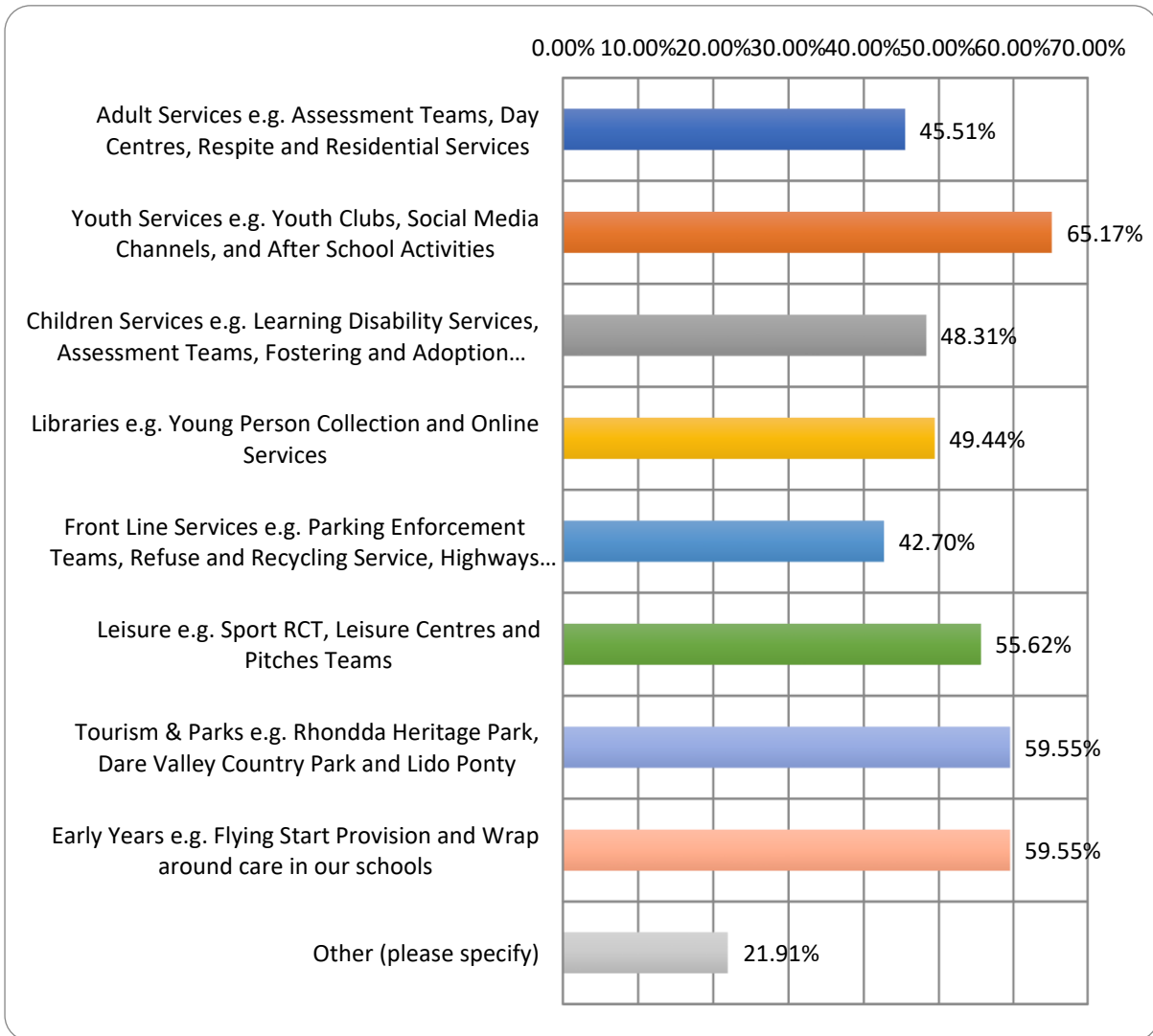


Figure 5 – “Where would you most like to see additional Welsh language services provided?”

Free-text responses from those who selected “other” and the question “Are there Council departments you know of that could improve their Welsh language services?” identify concerns around the provision of Welsh language schools (particularly in North Pontypridd), the lack of Welsh speaking staff answering telephone calls and signage. A number of respondents also state that all departments need to improve.

Multiple (but a minority of) respondents stated that they feel too much money and effort is invested in Welsh language services already.

4.2.5 *Based on your previous answer, what area(s) of RCT do you feel would best benefit from these services?*

Key themes in the responses to this question include education, Early Years and youth services, indicating a strong feeling among respondents that childhood acquisition and normalisation of Welsh language use is vital. Geographically, most of the county is identified in these comments as potentially benefitting from increased Welsh language services.

Other suggestions raised include “the leaders of RCT need to show an interest in Welsh”, “first language on [the] phone should be Welsh with [an] option for English”, “promoting culture as well [as] language. St David’s Day events, small eisteddfods, give schools or sports clubs opportunity to experience Wales play and support events”. The need for social spaces including homework clubs, coffee mornings and so on was also raised.

4.2.6 *Do you feel there’s been more awareness of the Welsh language over the past five years and more people are speaking it in our area?*

Answers to this question vary a great deal, from very positive to very negative. Points raised in comments include “I don’t feel there are enough opportunities to use [Welsh] outside of a learning classroom”, “my local community seems proud to use the language”, “there is a distinct anti Welsh language feeling amongst some which needs tackling” and “yes, in small communities around the Welsh medium primary schools and yes in adult learners”.

4.2.7 *How do you feel we can increase the number of Welsh speakers in Rhondda Cynon Taf?*

Key themes in the responses to this question include free or low-cost Welsh language learning, making Welsh the default for public services, schools in local areas to reduce travel requirements, Welsh language in shops and cafes, course and support for parents of pupils at Welsh medium schools and the importance of embedding Welsh language in community spaces and activities.

Multiple suggestions were made about a badge scheme to encourage staff and visitors in shops, cafes and so on to use Welsh conversationally.

Appendix 1 contains all survey responses received on the Let’s Talk and Dewch i Siarad sites.

Map Tool

- 4.3 The interactive map tool allows respondents to place a pin onto a map of the area with an attached comment. The prompt for this map was “*Where in Rhondda Cynon Taf would you like to see more Welsh Language services?*”.
- 4.4 14 text responses and 15 pins were received on the Let's Talk site, and none on the Dewch i Siarad site. Figure 5 shows the distribution of pins, with the majority (11) being in the Pontypridd/ Ynysybwl area. **The accompanying text responses are presented in Appendix 2.**
- 4.5 The majority of the text responses relate to Welsh language education and school provision, particularly the closure of Welsh language primary facilities in Pontypridd.

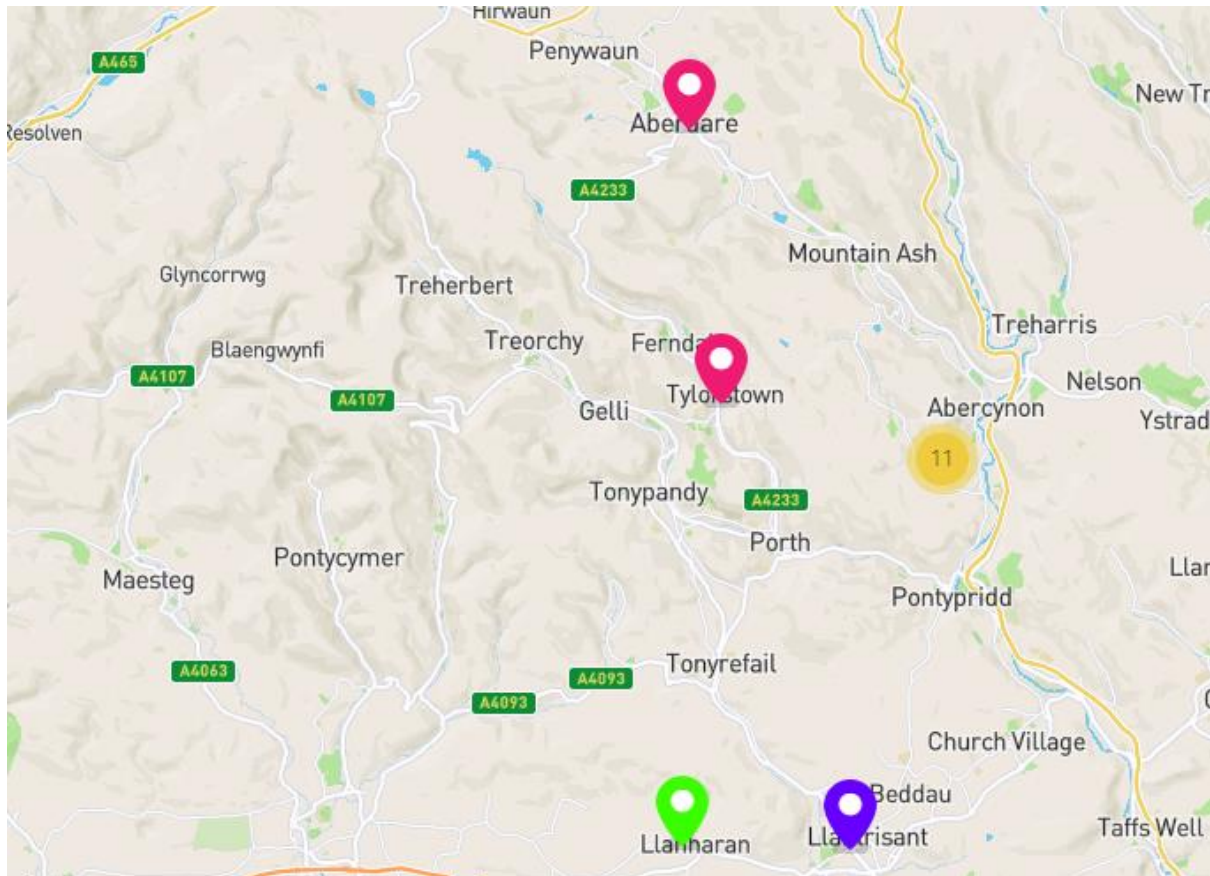


Figure 6 – “Where in Rhondda Cynon Taf would you like to see more Welsh Language Services?”





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EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The [‘A More Equal Wales – Mapping Duties’](#) guide highlights the alignment of our duties in respect of the above-mentioned legislation.

SECTION 1 – PROPOSAL DETAILS

Lead Officer: Steffan Gealy

Service Director: Wendy Edwards

Service Area: Community Services

Date: 21/4/22

1.a) What are you assessing for impact?

Strategy/Plan	Service Re-Model/Discontinuation of Service	Policy/Procedure	Practice	Information/Position Statement
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1.b) What is the name of the proposal?

Welsh Language 5 Year Promotion Strategy 2022-27

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

The Council is required to produce a Five-Year Strategy to facilitate and promote the Welsh Language in the county under Standard 145 of the Compliance Notice issued under section 44 of the Welsh Language (Wales) Measure 2011. The first Five Year Strategy was approved in 2016 and was published, as required, on the Council’s website on 30th October 2016. This Strategy was reviewed and its associated Action Plan assessed by an external organisation (Nico Cyf) in line with statutory requirements.

This is the second Five-Year Strategy that builds on the work done by the Council and its partners to promote and facilitate the Welsh language over the past five years.

As part of the Strategy the Council is required to set a percentage target for increasing or maintaining the number of Welsh speakers in our area by the end of the 5 year period concerned.

The vision is to develop Rhondda Cynon Taf as a fully bilingual county; a County Borough where residents can live, work and play, as well as access the services and support they need through the medium of Welsh and English.

This Strategy will continue to focus on the 3 main national themes which are as follows:

Theme 1: Increasing the number of Welsh speakers (focussing on Language transmission in the family; the early years; statutory education; post-compulsory education and the education workforce, resources and qualifications)

Theme 2: Increasing the use of Welsh (focussing on the workplace; services, and social use of Welsh)

Theme 3: Creating favourable conditions – infrastructure and context (specifically community and economy; culture and media; Wales and the wider world; digital technology; linguistic infrastructure; language planning; evaluation and research)

The Strategy has been subject to a public consultation both online and face-to-face and this feedback as well as the recommendations made by the evaluation of the previous Strategy and Action Plan are reflected in the document.

The aims of the Strategy cannot be achieved by the Council alone. Council partners will all play a key role in delivering this second Strategy and as such all Council service areas will be encouraged to continue to foster their relationships with the identified partners in the Strategy's Action Plan in order to achieve their targets.

1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

The Welsh Language Promotion Strategy has been influenced by the following legislation and drivers:

- Welsh Language (Wales) Measure 2011 gives the Welsh language official status in Wales and established the post of Welsh Language Commissioner whose role includes the promotion and facilitation of the use of the Welsh language. It established the principle that, in Wales, the Welsh language should be treated no less favourably than the English language in Wales, and the principle that persons in Wales should be able to live their lives through the medium of the Welsh language if they choose to do so.

RCT's Welsh Language Promotion Strategy will ensure that these principles are implemented in RCT.

The Measure also imposes standards on bodies that are designed to give legal effect to the official status of the Welsh language in Wales.

- Welsh language standards regulation (No. 1) 2015 are subordinate legislation that includes a list of standards that the Welsh Language Commissioner can impose on each relevant body and there is a Code of Practice for the Welsh language standards (No. 1) 2015 produced as guidance by the Commissioner to support implementation of the standards. RCT received its Compliance Notice from the Welsh Language Commissioner in 2015 which indicated which standards from the regulations the Council was required to comply with and the date from which compliance was required.

Standard 145 requires that the Council write and publish a strategy and action plan every 5 years and Standard 146 requires that after the end of the five years we assess the

(a) extent to which the strategy has been followed and the extent to which the target set by it has been reached, and

(b) publish that assessment on our website, ensuring that it contains the following information:

(i) the number of Welsh speakers in our area, and the age of those speakers;

(ii) a list of the activities that have been arranged or funded during the previous 5 years in order to promote the use of the Welsh language.

- Cymraeg 2050 is the Welsh Government's National Strategy to reach one million Welsh speakers by 2050. The vision is that by the year 2050, the Welsh language will be thriving, the number of speakers will have reached a million, and it will be used in every aspect of life. Among those who do not speak Welsh there will be goodwill and a sense of ownership towards the language and a recognition by all of its contribution to the culture, society and economy of Wales.

RCT's Strategy for the Promotion of the Welsh Language aligns with this vision and includes the 3 priorities and areas of focus outlined in this document.

- The Welsh Government's 'More than Just Words' strategic framework document for Welsh Language services in health, social services and social care. The original framework was launched in 2012, and an updated framework in 2016. The document notes that language and health go hand-in-hand and that the quality of care can be adversely affected if a person cannot communicate in their preferred language. Its aim is to ensure that the language needs of Welsh speakers are met and one of its objectives that correlates to the proposed Welsh Language Promotion Strategy 2022/27 is to increase the use of Welsh across health and social care workplaces.

- The Welsh Language Promotion Strategy will contribute to several of the Well-being goals identified in the Well-being of Future Generations 2015 including:

- A more Equal Wales
- A Healthier Wales
- A Wales of Vibrant Culture and Thriving Welsh Language.
- The WLPS reflects priorities identified in Welsh Government's 'More than Just Words' Framework for
- Social Services and Well-being Act
- The WLPS aligns with the Welsh Government's Programme for Government 2021-26 which commits to:
 - Legislate to strengthen and increase Welsh language education provision.
 - Expand the proportion of the Education Workforce who can teach and work through the Welsh language
 - Continue to push towards one million Welsh speakers by 2050
- The Welsh Language is a cross-cutting theme in the Council's Corporate Plan and affects each of the 3 main priorities:
 - ensuring people are independent, healthy, and successful
 - creating places where people are proud to live, work and play
 - enabling Prosperity, creating the opportunity for people and businesses to be innovative, entrepreneurial and fulfil their potential and prosper.
- There is a close link and an interrelationship between the Welsh Language Promotion Strategy in RCT and the Council's Welsh in Education Strategic Plan 2022-2032 as there is a focus in both documents on increasing the numbers of children attending Welsh-medium education and developing and using their Welsh language skills in all schools as well as in community venues.

1.e) Please outline who this proposal affects:

- Service users
- Employees
- Wider community

SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?

Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required.

Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Age (<i>Specific age groups i.e. young people or older people</i>)	Positive	All ages: The Welsh Language Promotion Strategy ensures that the Welsh language is treated no less favourably than the English language in RCT. As such it will benefit every resident whose preferred means of communication is Welsh. It highlights the work that will be done by Council services and their partners to ensure access to the widest range of opportunities possible from accessing Council services in Welsh to provision of social and cultural activities.	RCT Strategic Equality Plan 2019/22 outlines the Council's commitment to providing strong community leadership and effective services for the people of RCT so that they can fulfil their potential and prosper.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>The Strategy is very wide-ranging with a focus on 3 key themes:</p> <ul style="list-style-type: none"> - increasing the number of Welsh speakers - increasing the use of the Welsh language - creating conditions that encourage people to use Welsh <p>Older people:</p> <p>Ensuring that the Welsh language is considered by the Council and its partners in the services and information that they provide and the activities that they facilitate will ensure that older people's need to engage in activities in Welsh will be met. This will reduce social isolation and loneliness among this age group.</p> <p>Children and Young People:</p> <p>The Strategy will increase opportunities for children and young people to access learning through the medium of Welsh from pre-school through to primary and secondary education helping to provide them with the best start in life. It aligns closely with the Welsh in Education Strategic Plan which also ensures that pupils in English-medium</p>	<p>Welsh Language Skills of RCT Residents according to the 2011 Census:</p> <p>Can Read Welsh 18.2% Can Write Welsh 16.7% Can Understand Spoken Welsh 23.5%</p> <p>However, the Annual Population Survey Sept 2020 indicated that 19.3% of respondents in RCT said they could speak Welsh.</p> <p>The Cwm Taf Well-being Assessment undertaken in 2017 by the Cwm Taf Public Services Board to inform the Cwm Taf Well</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>schools access Welsh language learning and opportunities.</p> <p>Currently 7,233 pupils in RCT attend Welsh-medium primary and secondary schools. In addition, 505 pupils in English medium schools sat GCSE (First Language) Welsh and 1,708 sat GCSE (Second Language) Welsh so that there are significant numbers of children and young people who have fluent or near-fluent Welsh language skills. It is important therefore that they can use these skills outside of schools.</p> <p>The Strategy will ensure that there are more opportunities for children and young people to use their Welsh language skills outside of school for example by enhancing access to holiday and extra-curricular provision in Welsh. 65.2% of people who responded to the public consultation undertaken on the proposed strategy indicated that they wanted to see more Welsh Language Youth provision while just under 60% indicated the importance of ensuring more early years provision in Welsh.</p> <p>The Action Plan that will deliver the Strategy will support the development and strengthening of the Welsh language Youth Forum by the Welsh language partners</p>	<p>being Plan 2018-2023 recognised that loneliness, isolation and a reduced sense of belonging are significant issues for people in our communities. Lack of access to services and activities in a person's language of choice can exacerbate feelings of loneliness and isolation.</p> <p>Professor Ellen Bialystok has advocated on behalf of the benefits of bilingualism and in the research paper: Bilingualism: Consequences for Mind and Brain https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3322418/ discusses the link between bilingualism and cognitive wellness, stating that bilingualism has a somewhat muted effect in adulthood but a larger role in older age, protecting against cognitive decline, a concept known as “cognitive reserve”.</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>so that young people have a voice in identifying their needs and aspirations regarding opportunities for them to use the Welsh language in different contexts.</p> <p>Another action to support the increased use of the Welsh language among young people includes collaborating with partners to develop and promote a wider range of Welsh language learning pathways into the world of work, training, apprenticeships and further/higher education for 14-19 yr olds.</p> <p>Studies have shown that bilingual children can outperform children who are monolingual in a number of subject areas. It increases awareness of other cultures and makes learning a third language easier. (10 Benefits of Being Bilingual - www.babbel.com/en/magazine/the-many-benefits-of-being-bilingual).</p> <p>Research led by Professor Andrew Henley of Aberystwyth University reveals that employees who can speak both Welsh and English can earn between 8% and 10% more than their monolingual counterparts. (Prof. Andrew Henley's paper on Earnings and Linguistic Proficiency in a Bilingual Economy: http://fmwww.bc.edu/repec/res2003/Henley.pdf)</p>	<p>The implementation of this Strategy by the Council and its partners will create more opportunities for older people to continue to use these skills.</p> <p>Data from the Welsh Government's National Survey 2019/20 seems to support this with only between 53% and 55% of older age groups of Welsh speakers indicating that they used the language on a daily basis supporting the need for additional opportunities within communities to use the language.</p> <p>Data from the Welsh Government's National Survey for Wales 2019/20 indicates that the frequency of language use is varied by age. Over two thirds of Welsh speaking 3-15 year olds spoke Welsh daily, the highest of any age group - this most likely reflects the fact that they use it at school.</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>Psycho-linguist Professor Ellen Bialystok of York University, Toronto has indicated that it is impossible to say whether bilingualism improves a child's exam results as this involves so many factors. However as 'no study has shown it (bilingualism) harms performance- considering the very many social and cultural benefits to knowing another language, bilingualism should be encouraged.' (BBC Future - The Amazing Benefits of Being Bilingual).</p>	<p>Younger adults had the lowest rates for speaking Welsh daily - 45% of Welsh speaking 16-29 year olds spoke Welsh daily. A lack of opportunities for them to use the language in their communities and in social activities has been identified as a possible reason for this and the Strategy intends to address some of these barriers to language use.</p> <p>The benefits and positive effect of bilingualism and learning/using Welsh for all age groups has been highlighted in a paper by Colin Baker for the Rapporteur Group entitled: 'The advantages of bilingualism in Welsh and English' which includes international academic research.</p>
Disability	Positive	<p>The strategy will: - ensure that people of all ages who have a range of disabilities will be able to access the information and</p>	<p>The importance of effective communication in healthcare has been established for many years -</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<i>(people with visible and non-visible disabilities or long-term health conditions)</i>		<p>advice they need in the medium of Welsh in their preferred format, including (capacity and technology allowing) using Welsh subtitles on public facing videos as well as utilising the relevant audio technology (e.g. hearing loops) for the deaf and hard of hearing. This will potentially improve their care, and possibly their health outcomes;</p> <ul style="list-style-type: none"> - support the 'More than Just Words' framework ensuring that Council staff and commissioned providers have access to Welsh Language learning so that they can communicate in Welsh with those in their care; - ensure that more activities are available in Welsh both through Council services and partners thereby reducing their sense of isolation and loneliness, improving their well-being and increasing their sense of belonging within their communities; <p>Promoting bilingualism and creating an environment where there are opportunities to use the Welsh language regularly has a positive effect on health and wellbeing over the longer term which is especially important for people who already have health conditions.</p>	<p>for example as early as 1993 in an Audit Commission Report. A GMC report in 1998 reiterated the importance of effective communication on enabling patients to make informed decisions.</p> <p>A lack of services in Welsh in the context of health and social care can be regarded as 'a failure to provide basic requirements.' Certain groups have been identified as having an even more fundamental need for Welsh language service provision and these have been identified as:</p> <ul style="list-style-type: none"> - children and young people - older people - people with learning difficulties - mental health service users - dementia services - stroke services - speech and language services

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>Furthermore lifelong bilingualism confers protection against the onset of Alzheimer's disease. (http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3033609/)</p> <p>Intersectionality - disability and age:</p> <p>The Strategy will have a positive impact on people who are older and disabled. Older people are far more likely than others to be living in residential homes. It is vitally important therefore that these homes recognise the importance of language as a component of the care provided. The Strategy and the Action Plan that will accompany it will provide support for Council services that provide social care to ensure that the Welsh language is fully embedded in everything they do.</p>	<p>Some of the above services are delivered by the Council or its commissioned providers and the Strategy outlines how we will continue to ensure that the Council meets its responsibilities in these areas.</p> <p>The European Charter for Regional and Minority Languages establishes the principle under Article 13 that 'social care facilities such as hospitals, retirement homes and hostels offer the possibility of receiving and treating in their own language persons using a regional or minority language which are in need of care on grounds of ill-health, old age or for other reasons.'</p> <p>Researchers are finding a significant number of benefits from speaking more than one language including faster stroke recovery and delayed onset of dementia.</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
			(Gaia Vince 12/8/2016 - The amazing benefits of being bilingual). This research is widely supported - www.ed.ac.uk/news/2015/stroke-191115 .
Gender Reassignment (<i>anybody who's gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities</i>)	Positive	<p>As well as providing the opportunities created by this Strategy that are relevant to other people - increased opportunities to access Welsh-medium learning and activities etc- there is an additional benefit for people that have this characteristic.</p> <p>Gender reassignment can include a range of medical interventions and as indicated above the Welsh Government and a wide range of medical experts and others recognise the direct link between quality of care and provision of services in the patient's preferred language.</p> <p>While this Strategy does not directly apply to the Health Service, it will affect the provision of support and advice by Council services to people with this protected characteristic including sign-posting of people to relevant sources of information and advice available in the Welsh language where appropriate.</p>	<p>RCT Strategic Equality Plan 2019/22</p> <p>Public Sector Duty</p> <p>'More than Just Words' framework</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>	Positive	The Strategy will have a positive impact on people in this category by creating more opportunities for them to use their Welsh, to learn Welsh if they want to and to access Council services in Welsh. Most specifically the Strategy will have a positive effect on people in this category as they will continue to be able to marry or have a civil ceremony at the Registrar's office through the medium of Welsh if that is their preference.	RCT Strategic Equality Plan 2019/22
Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i>	Positive	<p>People with these protected characteristics will benefit from this Strategy by:</p> <ul style="list-style-type: none"> - having access to advice and support from relevant Council services and provision in Welsh if preferred; - having access to Welsh language courses during work time if they are employed by the Council, or in the community by one of our partners if they are not employed by the Council; - having information and advice in relation to early years provision and school options in Welsh as well as access to Welsh-medium education for their children if required; - having access to social and cultural activities including parent and baby sessions in Welsh etc. 	<p>Access to information and advice in a person's preferred language as indicated previously is vitally important for health and wellbeing no less so than during pregnancy and maternity.</p> <p>'More than just Words' framework</p> <p>Parents who are non-Welsh speaking but send their children to Welsh-medium schools share the positive effects of this: https://meithrin.cymru/news/mudiad-meithrin-releases-video-to-</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>The Welsh Language Promotional Strategy Action Plan will take account of recommendations outlined in research: the Qualitative study of beliefs, behaviours and barriers affecting parental decisions regarding childcare and early education. It explores how mothers are not accessing provision they are entitled to. We will take account of the research findings and recommendations to inform our targeting and informing parents when developing the Welsh Language Promotional Action Plan.</p> <p>Full Research Report Hughes, Buddug and Jones, Kathryn (2021) available at: https://gov.wales/parent-beliefs-behaviours-and-barriers-childcare-and-early-education</p>	<p>attract-non-welsh-speaking-parents-to-welsh-medium-education/?lang=en</p> <p>https://gov.wales/sites/default/files/statistics-and-research/2021-01/qualitative-study-of-beliefs-behaviours-and-barriers-affecting-parental-decisions-regarding-childcare-and-early-education.pdf</p>
Race <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i>	Positive	<p>People of all races can learn Welsh in all educational settings – from pre-school settings, statutory school-age settings, post-16 and via adult education settings locally through the Welsh For Adults provision and/or through online provision.</p> <p>An article on BBC Wales News website highlights the readiness and success of refugees who are engaging in learning Welsh as an additional language to those they</p>	<p>RCT Strategic Equality Plan 2019/22</p> <p>Welsh in Education Strategic Plan 2022-2032</p> <p>Public Sector Duty</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>are already conversant with. (www.bbc.co.uk/news/uk-Wales/59795982)</p> <p>The easy accessibility of online learning saw the number of people learning Welsh rise to 1.3 million during Lockdown. (www.bbc.co.uk/news/uk-wales-52890175)</p> <p>Duolingo saw a 44% increase in people learning Welsh on its app and its 2020 report indicated that Welsh was the fastest growing language in the UK.</p> <p>There are positive impacts for individuals who learn additional languages in respect of their ability to communicate with others. However, another positive impact is that it provides another window on the world and enables a person to develop an awareness of other cultures and an appreciation of the advantages of living in diverse communities.</p> <p>The Welsh Government has added learning about the diversity of communities, in particular the stories of Black, Asian and Minority Ethnic people, into the new Curriculum for Wales, due to be introduced from September 2022, following years of work by teachers and other education professionals in its development.</p>	

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>Therefore, the proposed Strategy will have a beneficial impact on people of other races in several ways:</p> <ul style="list-style-type: none"> - it will enable those who are learning Welsh to practise their skills and engage in activities in their local communities, thereby reducing social isolation and improving community cohesion; - it will ensure that people from minority ethnic communities are targeted as part of the Communication and Marketing Plan which will be developed to promote the benefits of being bilingual; - it will help people to develop a wider understanding of different cultures and the opportunities they offer to broaden horizons. 	
Religion or Belief <i>(people with different religions and philosophical beliefs including</i>	Positive	<p>People who have this protected characteristic will benefit from the strategy if they wish to use the Welsh language in their day-to-day lives or wish to engage in social, cultural or educational activities in Welsh.</p> <p>Civic events will be required to treat Welsh no differently than the English language for example including Welsh and English hymns in civic services.</p>	<p>RCT Strategic Equality Plan 2019/22</p> <p>Public Sector Duty</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<i>people with no beliefs)</i>			
Sex <i>(women and men, girls and boys)</i>	Positive	<p>People of both sexes speak Welsh and may want to access services the Council provides in Welsh and to use the language as the medium in which they live, work and play.</p> <p>The Strategy is an essential element of the way in which the Council will ensure that all people including people of both sexes can do this in Rhondda Cynon Taf.</p>	<p>RCT Strategic Equality Plan 2019/22</p> <p>Public Sector Duty</p>
Sexual Orientation <i>(bisexual, gay, lesbian, straight)</i>	Positive	<p>People of all different sexual orientations speak Welsh and may want to use their Welsh in their daily lives in their communities.</p> <p>People who have this protected characteristic may need to access information and advice on 'coming out' or to access counselling support in their preferred language (among other things).</p> <p>Any corporate support to national events, such as Pride, will give Welsh language a platform encouraging LGBTQ+ community groups to use Welsh too, which not only normalises the use of the language, but important in terms of the well-being of individuals.</p>	<p>RCT Strategic Equality Plan 2019/22</p> <p>Public Sector Duty</p> <p>RCTCBC Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011</p>

<u>Protected Characteristic</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		Having a Five Year Strategy that outlines how the Council and its partners will facilitate this will have positive benefits for this group.	

In addition, due to Council commitments made to the following groups of people we would like you to consider impacts upon them:

	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Armed Forces Community <i>(anyone who is serving, has served, family members and the bereaved)</i>	Positive	The Strategy will have a positive impact on members of the Armed Forces Community who want to be able to use their Welsh language as they live, work and play or who wish to learn Welsh. Examples of these positive effects include: - having opportunities to access Welsh language classes in their community (or,	RCT Strategic Equality Plan 2019/22 Public Sector Duty More than just Words Framework

		<p>if they work for the Council, at their workplace during work time)</p> <ul style="list-style-type: none"> - access to early years and Welsh-medium provision at schools - access to social, cultural and leisure activities in the Welsh language - access to advice, support and counselling if appropriate in their preferred language <p>The Strategy aligns with the 'More than just Words' framework with its emphasis on engaging people in their preferred language in order to improve health outcomes. For veterans this could be an important element affecting their longer-term wellbeing.</p>	
<p>Carers <i>(anyone of any age who provides unpaid care)</i></p>	<p>Positive</p>	<p>The Strategy will have positive effects for carers who speak Welsh and who wish to access information, advice and support in the Welsh language as it will provide Welsh language skills training to the Council's workforce to ensure the Council has sufficient</p>	<p>RCT Strategic Equality Plan 2019/22</p> <p>Public Sector Duty</p> <p>More than just Words Framework</p>

		<p>numbers of staff to deliver provision in Welsh.</p> <p>The Social Services and Well-being (Wales) Act 2014 sets out overarching duties to help people who need care and support and carers who need support. Having regard to the characteristics, culture and beliefs of an individual is paramount in supporting people to achieve well-being. For many Welsh speakers, language is an integral element of achieving their care.</p>	<p>Social Services and Well-being (Wales) Act 2014</p>
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If the initial screening test has identified negative impacts then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant, please provide an adequate explanation below:

Are you happy you have sufficient evidence to justify your decision? Yes No

Name: Wendy Edwards

Position: Service Director Community Services

Date: 21/04/22

Please forward a copy of this completed screening form to the Diversity and Inclusion Team.

PLEASE NOTE – there is a separate impact assessment for Welsh Language. This must also be completed for proposals.

Section 3 Socio-economic Duty needs only to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. Definition of a 'strategic nature' is available on page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.

SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)

The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- Pensioners
- Looked after children
- Homeless people
- Students
- Single adult households

- People living in the most deprived areas in Wales
- People with low literacy and numeracy
- People who have experienced the asylum system
- People misusing substances
- People of all ages leaving a care setting
- People involved in the criminal justice system

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<p>Low Income/<u>Income Poverty</u> <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p>	Positive	<p>Children and young people:</p> <p>22% of children aged 0-19 are in relative low-income families in Rhondda Cynon Taff compared with 20% across Wales (RCT Community Insights Report 2022).</p> <p>8,944 households in RCT are lone parent households with dependent children.</p> <p>The Welsh Language Promotion Strategy and its associated Action Plan will ensure that children from low-income households who speak Welsh and/or who attend Welsh-medium schools will have increased opportunities to use the Welsh language in their communities in social situations. The focus will be on ensuring that whatever support or materials that are available in English will also be available in Welsh - this will be of benefit to Welsh speakers and learners of all ages.</p> <p>Pupils receiving their education in the medium of Welsh often travel outside of the usual catchment areas to</p>	<p>NOMIS data Labour Market Profile - Nomis - Official Labour Market Statistics (nomisweb.co.uk)</p> <p>Community Insights RCT Data (February 2022)</p> <p>Joseph Rowntree Foundation: UK Poverty Report 2022</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>access provision. Ensuring that they are able to engage in extra-curricular activities without the need to meet additional costs will help people on low income, especially with regards to travelling costs as Welsh medium settings tend to be dispersed than English medium settings.</p> <p>Providing access to Welsh-medium education will also ensure that children from low-income households have an additional key skill (being able to speak Welsh and offer employers 2 languages) when it comes to looking for and gaining employment.</p> <p>The Action Plan that will accompany the strategy will consider how digital poverty might impact on Welsh language engagement and put steps in place to mitigate this to ensure all residents of RCT are able to fully access opportunities to enjoy, learn and speak Welsh.</p>	<p>Welsh in Education Strategic Plan 2022-2032</p> <p>The Welsh Government's Welsh Language Skills in Eight Sectors Report 2014 indicated that 'just over a third of employers surveyed in the eight sectors covered in the research regarded having staff with Welsh language skills at their establishment as very (18%) or fairly important (17%). (It was higher in childcare, agri-food and social care). Social care is an area where there have been significant vacancies in RCT (and other areas) over a period of years.</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>Pensioners:</p> <p>The Joseph Rowntree Foundation UK Poverty Report 2022 indicates that pensioner poverty has risen by five percentage points to almost a fifth of pensioners by 2019/20. There are 21,378 pensioner households in RCT. Although there is no definite information available on how many pensioner households in RCT are in poverty, based on the UK percentage, as many as 5,344 may fall into this category (if not more as the level of deprivation is higher in RCT than the UK average).</p> <p>Ensuring access to services and activities in Welsh will ensure that language is not a barrier to the accessing support to meet their needs.</p>	
Low and / or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with</i>	Positive	<p>Children and young people:</p> <p>22% of children aged 0-19 are in relative low-income families in Rhondda Cynon Taff compared with</p>	<p>NOMIS data Labour Market Profile - Nomis - Official Labour Market Statistics (nomisweb.co.uk)</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<i>any unexpected spends and no provisions for the future)</i>		<p>20% across Wales (RCT Community Insights Report 2022).</p> <p>8,944 households in RCT are lone parent households with dependent children.</p> <p>The Welsh Language Promotion Strategy and its associated Action Plan will ensure that children from low-income households who speak Welsh and/or who attend Welsh-medium schools will have increased opportunities to use the Welsh language in their communities in social situations. The focus will be on ensuring that whatever support or materials that are available in English will also be available in Welsh - this will be of benefit to Welsh speakers and learners of all ages.</p> <p>Pupils receiving their education in the medium of Welsh often travel outside of the usual catchment areas to access provision. Ensuring that they are able to engage in extra-curricular activities without the need to meet additional costs will help people on low income, especially with regards to travelling costs as Welsh medium</p>	<p>Community Insights RCT Data (February 2022)</p> <p>Joseph Rowntree Foundation: UK Poverty Report 2022</p> <p>Welsh in Education Strategic Plan 2022-2032</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>settings tend to be dispersed than English medium settings.</p> <p>As with children in poverty, being able to access Welsh-medium education will provide an advantage in the workplace especially within key sectors such as childcare, social care and frontline services in public sector organisations.</p> <p>The Action Plan that will accompany the strategy will consider how digital poverty might impact on Welsh language engagement and put steps in place to mitigate this to ensure all residents of RCT are able to fully access opportunities to enjoy, learn and speak Welsh.</p> <p>Pensioners:</p> <p>The Joseph Rowntree Foundation UK Poverty Report 2022 indicates that pensioner poverty has risen by five percentage points to almost a fifth of pensioners by 2019/20. There</p>	

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>are 21,378 pensioner households in RCT. Although there is no definite information available on how many pensioner households in RCT are in poverty, based on the UK percentage, as many as 5,344 may fall into this category (if not more as the level of deprivation is higher in RCT than the UK average).</p> <p>Ensuring access to services and activities in Welsh will ensure that language is not a barrier to the accessing support to meet their needs.</p>	
<p><u>Material Deprivation</u> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i></p>	Positive	<p>7% of pensioners living in Wales between 2017/18 and 2019/20 were in material deprivation.</p> <p>The Strategy will have a positive impact on this deprived group by ensuring that they can access information and advice on a range of issues that affect them, including requesting discretionary grants where applicable, in their preferred language.</p>	<p>Welsh Government indicated that being unable to access services in Welsh may contribute to material deprivation and socio-economic disadvantage. (Material deprivation and low income: April 2019 to March 2020 GOV.WALES)</p> <p>Material deprivation in the above was measured by asking respondents if they had access to 21 goods and</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>Under this Strategy a range of Council services and their partners are able to deliver social, leisure and cultural opportunities in the Welsh language and to treat the Welsh language no less favourably than the English language. In effect if activities in English are free, then the same will be true for activities provided in Welsh.</p> <p>14% of children living in Wales in 2017/18 and 2019/20 were in material deprivation and low income households. There are significant benefits for these children and their families from accessing education, youth and sport provision, reading materials etc in Welsh which will be supported through the Action Plan that will be developed to implement this strategy.</p> <p>Adopting a partnership approach with Welsh-medium organisations to the provision of activities and services will ensure that opportunities are maximised to normalise the language</p>	<p>services (15 if they are over 65).</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		so that it can be used in all areas of life and work in RCT and benefit current and future generations whatever their economic or social circumstances.	

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<p><u>Area Deprivation</u> <i>(where you live (rural areas), where you work (accessibility of public transport))</i></p>	Positive	<p>RCTCBC and its adjoining areas in the South Wales valleys contain some of the most deprived areas in Wales.</p> <p>The Welsh Index of Multiple Deprivation (WIMD) highlights 8 categories that are assessed when considering levels of deprivation. The following indicates how the Welsh Language Promotion Strategy will contribute to some of these key areas:</p> <p>Employment – creating pathways for young people to develop their skills and qualifications will improve their employment prospects. Some Welsh language skills are now required in most roles within the public sector and increasingly recognised as an advantage in other businesses across South-East Wales. Ensuring access to Welsh language courses in the community will increase the employability of adults who are looking for work or wanting promotion within their workplaces.</p>	<p>The Welsh Index of Multiple Deprivation (WIMD)</p> <p>Well-Being of Future Generations (Wales) Act 2015.</p> <p>Equality Act 2010.</p> <p>RCTCBC Corporate Plan 2020 - 2024.</p> <p>The Welsh Government's Welsh Language Skills in Eight Sectors Report 2014 indicated that 'just over a third of employers surveyed in the eight sectors covered in the research regarded having staff with Welsh language skills at their establishment as very (18%) or fairly important (17%). (It was higher in childcare, agri-food and social care).</p> <p>Over a quarter of establishments (28%) believed</p>

		<p>Health - Having access to advice and information in a person's preferred language increases the likelihood of positive health outcomes. Also providing opportunities for people to join local groups and engage in activities in Welsh will reduce social isolation and loneliness of older Welsh-speaking residents. Bilingualism itself has been identified as having a health benefit (as highlighted under 'Age' above) therefore enabling opportunities for people to develop and maintain these skills will potentially improve longer-term health outcomes within communities.</p> <p>Income – People who live in poverty have lower incomes than others. One way of increasing income levels is to improve skills and qualifications. This Strategy will improve access to learning opportunities through the medium of Welsh and will also ensure through work with partners that residents can access Welsh language courses which will result in increased employability and potentially improved wages.</p> <p>Education – the focus on ensuring access to high-quality Welsh medium</p>	<p>that it would benefit them to have more staff able to communicate in Welsh, or more staff with a higher level of Welsh language skills. 7% of establishments expected their need for Welsh language skills to increase in the next 2-3 years. This was higher among Childcare, Social care, Creative and Hospitality employers (28%, 15%, 12% and 10% respectively).'</p> <p>It is reasonable to conclude that if this survey was undertaken in 2022 that the need for Welsh language skills among businesses would be higher due to the impact of more recent legislation on the language.</p> <p>The link between the Welsh Language and the economy is highlighted in 'Prosperity for All: Economic Action Plan' (Welsh Government, 2017) which notes: 'The future of our Welsh-speaking communities and our regional economy are linked.</p>
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		<p>education with pathways to further and higher learning will improve educational opportunities which benefit individuals and the areas in which they live.</p> <p>Access to services – ensuring access to services in Welsh is a key theme in the Strategy. Transport to and from and locations of provision of specific Welsh medium provision should be key considerations in any actions. This will ensure that Welsh speakers have the same access to services in their preferred language as English speakers.</p>	<p>Thriving local economies will support our target of one million Welsh speakers by 2050. Good quality jobs and regions that are attractive places in which to live, work and invest, will provide people with a reason to remain or return to work and live in communities where the Welsh language thrives. A thriving Welsh language supports business growth and provides tangible opportunities for regional economic development.'</p>
<p>Socio-economic background <i>(social class i.e. parents education, employment and income)</i></p>	<p>Positive</p>	<p>Under the Equality Act 2010, the Council has a legal duty to eliminate unlawful discrimination and to have due regard to the desirability of reducing socio-economic inequalities.</p> <p>8,944 households with dependent children in RCT are lone parent households - these households are more likely to be in poverty.</p> <p>The Welsh Language Promotion Strategy will ensure that children whose parents have less disposable income have the equal access to a Welsh-medium education from pre-</p>	<p>The Welsh Index of Multiple Deprivation (WIMD).</p> <p>Well-Being of Future Generations (Wales) Act 2015.</p> <p>Equality Act 2010.</p> <p>RCTCBC Corporate Plan 2020 - 2024.</p> <p>Community Insights RCT Report (February 2022)</p>

		<p>school to primary, secondary, and further learning. The Welsh Government's Welsh Language Skills in Eight Sectors Report 2014 provides some evidence to suggest that people who are bilingual will have an advantage in gaining work. This is especially so since the implementation of the Welsh Language Statutory Standards on public sector organisations which requires these organisations to ensure that they can deliver their services in Welsh as well as English.</p> <p>The Welsh Language Promotion Strategy will also ensure that there is access to extra-curricular activities in the Welsh language so that children and adults can use their language skills in their communities.</p> <p>In addition, supporting access to Welsh-medium traineeships and apprenticeships will ensure pathways into employment that will enhance their earning potential.</p> <p>Furthermore, embedding Welsh language modules into employability courses targeted at people who are unemployed or economically inactive will enhance opportunities to gain employment, especially good-quality</p>	<p>Welsh in Education Strategic Plan 2022-2032</p>
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		posts in a range of sectors that require Welsh language skills.	
<p>Socio-economic disadvantage <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	<p>Positive</p>	<p>The Strategy will have a positive impact on Welsh speakers as well as Welsh learners who have protected characteristics ensuring that:</p> <ul style="list-style-type: none"> - they will be able to engage with Council services in their preferred language; - access education and learning opportunities from pre-school to further and higher education and adult community learning in Welsh; - access advice and information including online in Welsh; - they have enhanced opportunities to engage in social, sporting and cultural activities in Welsh and use the language more frequently in their communities. 	<p>'The Welsh Government sees the development of Welsh learners' language skills through post-16 education and skills programmes as a way of supporting a prosperous economy in Wales.'</p> <p>The Welsh language is also seen as a means of ensuring that Welsh speaking communities share in economic prosperity while the language infra-structure (education, translation industry, translation technology etc) provides a boost to the economy. In addition, for some brands the language provides a unique selling point.</p> <p>(The Welsh Language and the Economy: A Review of Evidence and Methods' 2020)</p>

SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified. **Attach a separate action plan where impacts are substantial.**

An action plan to underpin the Welsh Language Promotional Strategy is in development and will be finalised once the new 2021 Census data is published.

- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

No substantial or negative impacts were identified through this assessment.

- 4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff.

No substantial or negative impacts were identified through this assessment.

- 4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.

No substantial or negative impacts were identified through this assessment.

- 4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?

Yes

No

SECTION 5 – MONITORING, EVALUATING AND REVIEWING

5a) Please outline below how the implementation of the proposal will be monitored:

The Welsh Language Promotion Strategy 2022-2027 will be Rhondda Cynon Taf County Borough Council's second strategy and is a continuation of the first strategy (2016-2021) building on the work done by the Council and our partners to promote and facilitate the language over the past five years. Progress will be monitored via service self-evaluation with a report submitted to the relevant Member committee on an annual basis (currently Welsh Language Cabinet Steering Group). Furthermore, at the end of its 5 year cycle, a statutory assessment will be undertaken to evaluate its effectiveness and presented to the Welsh Language Commissioner.

5b) When is the evaluation of the proposal due to be reviewed?

At the end of the five year cycle, in 2027.

5c) Who is responsible for the monitoring and review of the proposal?

Welsh Language Services: Service Manager and Senior Compliance Officer.

5d) How will the results of the monitoring be used to develop future proposals?

The statutory assessment of the 2022-2027 Strategy will provide recommendations in respect of areas for further development and/or improvement. Members will also be able to assist in developing any future proposals during the annual monitoring process.

SECTION 6 – REVIEW

For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Diversity and Inclusion team – equality@rctcbc.gov.uk and the Consultation and Engagement team – 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 impact assessment, policy proposal/report and consultation report to 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 equality/Socio economic considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments

Diversity and Inclusion team Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
All comments/suggestions received from E&D team added prior to submission to review panel	July 2022	
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
Please see Appendix 2 of main report	Sept 2022	Consultation outcomes were given central consideration when formulating a new strategy.
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Need to strengthening citations and evidence base and complete Section 4a.	September 2022	Citations updated as per recommendations, including section for pregnant mothers and those on maternity leave and statement added to Section 4a.

SECTION 7 – 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 Equality 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.

An Equality Impact Assessment has been completed and the main findings are as follows:-

The Welsh Language Promotional Strategy has a positive impact on the protected characteristics therefore a full assessment is not required at this time. An action plan to underpin the Welsh Language Promotional Strategy is in development and will be finalised once the new 2021 Census data is published.

SECTION 8 – AUTHORISATIONS

Lead Officer: Yes

Name: Steffan Gealy

Position: Service Manager - Welsh Language Service

Date: 26th September 2022

I recommend that the proposal:

- Is implemented with no amendments
- Is implemented taking into account the mitigating actions outlined
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage

Head of Service/Director Approval: Yes

Name: Nicola Lewis

Position: Head of Community and Welsh Language Services

Date: 26th September 2022

Please submit this impact assessment with any SLT/Cabinet Reports.

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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.	
Proposal Name:	Welsh Language Promotional Strategy (2022-2027)
Department	Welsh Language Services
Service Director	Wendy Edwards / Louise Davies
Officer Completing the WLIA	Steffan Gealy/Lisa Sheppard Thomas/Wendy Edwards/Nicola Lewis
Email	Steffan.gealy@rctcbc.gov.uk
Phone	07824541674 (Steffan Gealy)
Brief Description	Welsh Language Standard 145 places a statutory duty on the Council to ensure it publishes a Welsh Language Promotional Strategy to ensure residents, visitors and service users are provided with opportunities to use the Welsh Language and for the Council to support an increase in the number of speakers.
Date	Sept 2022
Please outline who this proposal affects? (Service Users, Employees, Wider Community)	Service User, Employees, Wider Community, Visitors, Residents, Businesses, Third Sector.

<p>What are the aims of the policy, and how do these relate to the Welsh Language?</p>	<p>Our vision is to develop Rhondda Cynon Taf as a fully bilingual county. A County Borough where residents can live, work and play, as well as access services and support, through the medium of Welsh and English. An area where bilingualism is naturally promoted and the Welsh language is protected for future generations to use and enjoy.</p>
<p>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</p>	<p>A whole host of Welsh Language groups will be directly affected by this proposal. Some of the main ones are listed below -</p> <ul style="list-style-type: none"> Mudiad Meithrin Menter Iaith RhCT Aelwyd Cwm Rhondda RhAG Welsh Medium Schools Welsh Language Learners Service Users <p>In addition to directly benefitting Welsh-speaking groups, including learners, it is envisaged that there will be a number of positive effects more generally on non-Welsh speaking groups and settings as a result of continued normalisation of the Welsh language within our communities.</p>
<p>Current linguistic profile of the geographical area(s) concerned</p>	<p>The Census is a key source of information about the number of people who can speak Welsh.</p> <p>The 2011 Census¹ indicated that of the 225,555 residents living in the County Borough, 12.3% (27,779) were able to speak Welsh. This can be compared to the all Wales figures that showed of the 2,955,841 residents living Wales, 19.0% (562,016) were able to speak Welsh. Initial data from the 2021 Census (July 2022) has indicated there are now 237,700 residents in RCT with an all-Wales population of 3,107,500. Data on Welsh language skills have yet to be released.</p> <p>The Annual Population Survey² collects information about respondents' Welsh speaking ability and includes a question on how often people speak Welsh. The Annual Population Survey for the quarter ending December 2021, reported that 20.9% of respondents living in the County Borough said they could speak Welsh, this is compared to the all Wales percentage of 29.5% of respondents. This can be further broken down to the data contained in the table that follows.</p>

Welsh Language Skills of Residents – (%)		
	County Borough of Rhondda Cynon Taf	Wales
Can Read Welsh	18.9%	25.9%
Can Write Welsh	17.7%	23.7%
Can Understand Spoken Welsh	24.5%	33.4%

A breakdown for the language skill level of our staff can also be found below -

Level	Percentage
Level 0	43.56%
Level 1	40.50%
Level 2	4.99%
Level 3	1.98%
Level 4	2.19%
Level 5	6.75%

¹ [2011 Census](#)

² [Annual Population Survey](#)

Other relevant data or research

[Cymraeg 2050: Welsh language strategy](#)

[Annual Population Survey](#)

[RCT Council's Welsh in Education Strategic Plan 2017 – 2020](#)

[Proposed Welsh in Education Strategic Plan 2022 - 2032](#)

Workforce Data re: Welsh Language Skills

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?

	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>Opportunities for persons to use the Welsh language</p> <p>e.g. staff, residents and visitors</p> <p>The rights of Welsh speakers and learners to use Welsh when dealing with the council and for staff to use Welsh at Work</p>	<p>Positive/ Negative/ Neutral</p> <p>Positive</p>	<p>The strategy's main aim is to ensure more opportunities for persons to use the Welsh language. Any agreed action plan will ensure a targeted approach to increasing the number of opportunities within our communities and workplace over the lifespan of the strategy.</p>	<p>Welsh Language Promotional Strategy (and any agreed Action Plan)</p>	<p>Ensure any agreed actions are robustly monitored both from Council led services and partners.</p>

<p style="text-align: center;">Numbers and / or percentages of Welsh speakers</p> <p>e.g. Welsh Medium Education / Study Opportunities. Links with the Welsh Government's Cymraeg 2050 Strategy / RCTCBC Five Year Welsh Language Strategy</p>	<p>Positive</p>	<ul style="list-style-type: none"> The strategy's main aim is to ensure more opportunities for persons to use the Welsh language and an increase in the numbers of speakers. The action plan will ensure a targeted approach to increasing the number of opportunities within our communities and workplace for persons the learn and develop their Welsh language skills. It also aligns strategically with the Council's recently published Welsh in Education Strategic Plan which includes ambitious targets to increase the number of pupils, and therefore the number of speakers, attending Welsh medium 	<ul style="list-style-type: none"> Welsh Language Strategy – Action Plan Welsh in Education Strategic Plan 2022-2032 	<p>Further consideration of BAME communities and specific barriers these communities may face in making decisions regarding language of education could be explored to enable a more targeted marketing campaign to increase take up.</p>
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		schools over the next 10 years.		
<p style="text-align: center;">Opportunities to promote the Welsh language</p> <p>e.g. status, use of Welsh language services, use of Welsh 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>Positive</p>	<p>The strategy's main aim is to ensure more opportunities for persons to use the Welsh language, an increase in the numbers of speakers and general promotion of the Welsh language within our communities and workplace. Any agreed action plan will ensure a targeted approach to increasing the number of opportunities within our communities and workplace for persons the learn and develop their Welsh language skills. It also aligns strategically with the Council's recently published Welsh in Education Strategic Plan which includes ambitious targets to increase the number of pupils, and therefore the number of speakers, attending Welsh medium schools over the next 10 years. In turn these actions have the effect of promoting the</p>	<ul style="list-style-type: none"> • Welsh Language Strategy – Action Plan • Welsh in Education Strategic Plan 2022-2032 	<p>Any agreed action plan should discuss the need to consider the Welsh Language in respect of planning applications and the Local Development Plan. Planning application guidance may be updated to require the applicant to consider the Welsh language as part of the planning process.</p>

		Welsh language more generally.		
<p>Compliance with the Council's Statutory Welsh Language Standards</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>	<p>Positive</p>	<ul style="list-style-type: none"> As part of the planning process, Welsh Language Services have ensured compliance with Standard 145 and 146 and the various other interdependent standards relevant to the work of publishing and consulting on a strategic strategy such as this. 	<ul style="list-style-type: none"> Standard 145 requires that the council write and publish a strategy and action plan every 5 years and Standard 146 requires that after the end of the five years we assess the <ul style="list-style-type: none"> (a) assess to what extent you have followed that strategy and have reached the target set by it, and (b) publish that assessment on your website, ensuring that it contains the following information - (i) the number of Welsh speakers in your area, and the age of those speakers; (ii) a list of the activities that you have arranged or 	<ul style="list-style-type: none"> In line with the Council's Compliance Notice and internal guidance re: Policy Making this Welsh Language Impact Assessment ensures more positive impacts on the Welsh Language are considered as part of the planning stages and thereafter considered by the decision makers.

			funded during the previous 5 years in order to promote the use of the Welsh language.	
Treating the Welsh language, no less favourably than the English language				

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?
Ensure any agreed actions are robustly monitored both from Council led services and partners.	An action plan will be prepared and agreed at all levels once the results of the 2021 Census is published.	Service Manager / Head of Service
Consider updating planning application guidance to require the applicant to consider the Welsh language as part of the planning process.	Within the period of the strategy.	Service Manager / Head of Service / Planning Dept

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?

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 and the Consultation and Engagement team – 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 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.

Welsh Language Services Comments	Date Considered	Brief description of any amendments made following Welsh Language Services feedback
By its very nature, the intention of this strategy (and any action plan) is to have enormous positive impacts on the Welsh Language and it is not apparent that any of the actions will in any way have a negative impact.	Sept 2022	N/A
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
No significant comments due to WLIA being written by Welsh Language Services. Steffan Gealy, Service Manager of Welsh Language Services gave a brief overview to the panel regarding the strategy.	Sept 2022	Population figures amended to reflect initial Census 2021 data.

Consultation Comments	Date Considered	Brief description of any amendments made following consultation
Please see Appendix 2 of main report	Sept 2022	Consultation outcomes were given central consideration when formulating a new strategy.

Stage 5 – Monitoring, Evaluating and Reviewing

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

An annual monitoring report will be presented to the Welsh Language Cabinet Steering Group for scrutiny and review. This committee is made up of Cabinet members and a cross-party complement of elected members. In addition, key stakeholders are engaged on a regular basis and it is intended that the Cabinet Steering Group will ensure all key stakeholders are invited to future meetings to update on progress on agreed targets.

It is also intended that the targets regarding the percentage increase in speakers in our county borough will be finalised following an analysis of the Census 2021 data which is yet to be published.

Following annual reports, and in line with the requirements of Welsh Language Standard 146, the full strategy will be reviewed at the end of its lifespan. Following the formal assessment, a new strategy will be written and published and consulted on with our communities and key stakeholders.

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 -

By its very nature this strategy and action plan intends to have enormous positive impacts on the Welsh Language and it is not apparent that any of the actions will in any way have a negative impact.

Following the Welsh Language Impact Assessment process a number of additional positive impacts have been highlighted and integrated into the policy proposals.

At the moment it is not possible to record an accurate target for the increase in Welsh language speakers in RCT until the Census 2021 data has been released and fully analysed. As such the action plan will be updated following the release of data to ensure robust targets are put in place.

Stage 7 – Sign Off			
Name of Officer completing the WLIA	Steffan Gealy / Lisa Sheppard Thomas	Service Director Name:	Wendy Edwards/Louise Davies/Nicola Lewis
Position	Service Manager / Senior Welsh Language Compliance Officer	I recommend that the proposal: (Highlight decision)	Is implemented with no amendments
			Is implemented taking into account the mitigating actions outlined
			Is rejected due to disproportionate negative impacts on the Welsh language
Signature		Service Director Signature	
Date		Date	23 rd September, 2022