

**Proposal to Construct Three New Primary Schools in the Southern Taf Area of Rhondda
Cynon Taf**

Welsh Language Impact Assessment

This Welsh Language Impact Assessment (WLIA) tool enables the Council to consider the principles and requirements of the Welsh Language Standards (No.1) Regulations 2015 to ensure compliance with the Welsh Language Measure 2011.

It is to be read alongside the Equality Impact Assessment, as the information in both documents is related and the themes within them are cross-cutting.

<u>STAGE 1 – Information Gathering</u>	
NOTE: As you complete this tool you will be asked for evidence to support your views . Please see guidance document for more information on data sources.	
Proposal Name	MIM Schools Pathfinder Project
Directorate/ Department	Education and Inclusion Services – 21 st Century Schools Team
Service Director	Andrea Richards
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Brief Description	<p>In summary, the proposal is to construct three new English medium primary schools on the sites of the existing schools, namely Llanilltud Faerdref, Penygawsi and Pontyclun primary schools in the southern Taf area of Rhondda Cynon Taf (RCT), which will provide schools with 21st Century facilities and improve and enhance learning environments. It is important to note, these proposals will not involve any significant change to the provision being made to the communities the schools currently serve and the catchment areas of the schools are not proposed to be altered.</p> <p>The new facilities will include:</p> <ul style="list-style-type: none">• Modern, flexible learning environments for all learners, a large hall/dining area, a multi-purpose learning resource area and fully accessible facilities.• Internal and external areas for use by the local community.• Enhanced outdoor spaces to support the full range of curriculum activities, including an outdoor classroom and a ‘forest schools’ area.• Improved on site staff and visitor car parking. <p>The proposal will also include a review of safe routes to school, and if required an investment in improvements to walkways, road crossings and traffic calming measures, to ensure the required safety standards are met. This is the approach we have implemented within other communities through the delivery of the 21st Century Schools Programme, which has seen significant improvements being made.</p>

	The new schools will be built in accordance with Building Bulletin 99 and will be fully accessible and compliant with the Equality Act 2010.
Date	24 th June 2021
Outline who this proposal affects	<ul style="list-style-type: none"> • Pupils and staff of Llanilltud Faerdref, Penygawsi and Pontyclun primary schools. • Parents / carers of pupils attending Llanilltud Faerdref, Penygawsi and Pontyclun primary schools. • Residents and communities in the vicinity of Llanilltud Faerdref, Penygawsi and Pontyclun primary schools.
What are the aims of the policy/ project, and how do these relate to the Welsh language?	<p>The aim of proposed project is to relocate Llanilltud Faerdref, Penygawsi and Pontyclun primary schools to brand new buildings on their current sites in order to replace their current buildings that are in very poor condition overall. Although these are English medium primary schools, Welsh is taught as part of the curriculum and all pupils will benefit from having the opportunity to be taught in brand new facilities fit for the 21st Century.</p> <p>The aim has been to embed positive habits and attitudes towards the Welsh language through purposeful planning within schools and to promote the informal use of the Welsh language amongst learners inside and outside school. Facilitating the use of the Welsh language across the curriculum and in wider contexts in schools, to ensure a continuum of linguistic progression to support learners in the transition between key stages, offers all learners the opportunity to become fully bilingual and aligns with the Curriculum for Wales – 2022.</p> <p>If implemented, the proposal will also allow for the expansion of community and third-party use of the schools' facilities which can be used to hold classes through the medium of Welsh. The schools will be designed to be fully accessible and fully integrated community schools. A dedicated area is being designed within each school so that the local community will be allowed to safely utilise the facilities at the school, which could involve Welsh language groups using the 21st Century facilities for meetings / classes etc.</p>
Who will benefit? Could the policy/ project affect Welsh language groups?	<ul style="list-style-type: none"> • Pupils of Llanilltud Faerdref, Penygawsi and Pontyclun primary schools. • Parents/carers of pupils attending Llanilltud Faerdref, Penygawsi and Pontyclun primary schools. • Academic and support staff at Llanilltud Faerdref, Penygawsi and Pontyclun primary schools. • The local community in the southern Taf area of the County Borough. <p>Any impact on Welsh language groups should only be positive as the new buildings will be accessible to the local community which could involve Welsh language groups using the 21st Century facilities for meetings / classes etc.</p>
Current linguist profile of the geographical area(s) concerned	<p>Every ten years the nation sets aside one day for the Census – a count of all people and households. 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 of Rhondda Cynon Taf, 12.3% (27,779) were able to speak Welsh, whilst the remaining 87.6% (197,776) were not 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, whilst the remaining 81.0% (2,393,825) were not able to speak Welsh.</p>

¹ [2011 Census](#)

The table that follows illustrates the Welsh language skills of residents living in the County Borough of Rhondda Cynon Taf alongside the main electoral divisions that comprise the catchment areas of Llanilltud Faerdref, Penygawsi and Pontyclun primary schools and is obtained from the 2011 Census.

Welsh Language Skills of Residents – (%)					
	Church Village	Llantrisant	Pontyclun	Rhondda Cynon Taf	All Wales
Can Speak, Read and Write Welsh	15.6%	13.4%	12.4%	9.7%	14.6%
Can Speak and Read but Cannot Write Welsh	1.5%	1.3%	1.3%	0.9%	1.5%
Can Speak but Cannot Read or Write Welsh	2.2%	1.9%	2.1%	1.6%	2.7%
Can Understand Spoken Welsh Only	4.4%	4.9%	5.2%	4.2%	5.3%
Other Combination of Skills	3.2%	3.5%	3.3%	3.3%	2.5%
No Skills	73.2%	75.1%	75.7%	80.4%	73.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

The data demonstrates that in each electoral division that comprise the catchment areas of Llanilltud Faerdref, Penygawsi and Pontyclun primary schools, the Welsh language skills of residents are mostly above the total County Borough level, but mostly below the All Wales Welsh language skills level.

The Annual Population Survey² collects information about respondents' Welsh speaking ability and includes a question on how often people speak Welsh. It is updated quarterly, so is a more up-to-date source than the Census. The most recent Annual Population Survey, for the quarter ending September 2020, reported that 19.3% of respondents living in the County Borough of Rhondda Cynon Taf said they could speak Welsh, this is compared to the all Wales percentage of 28.8% of respondents. This can be further broken down to the data contained in the table that follows.

² [Annual Population Survey](#)

Welsh Language Skills of Residents – (%)		
	County Borough of Rhondda Cynon Taf	Wales
Can Read Welsh	18.2%	25.8%
Can Write Welsh	16.7%	23.5%
Can Understand Spoken Welsh	23.5%	33.0%

The data demonstrates that in each Welsh language skill area, the ‘all Wales’ percentages are notably higher than the County Borough percentages. However, the current data shows a significant increase in the number of residents that can read, write, and understand spoken Welsh since the last census in 2011.

When asked about their frequency of speaking Welsh, the table that follows shows a breakdown of responses of respondents living in the County Borough of Rhondda Cynon Taf compared to the all Wales responses.

Welsh Language Skills of Residents – (%)		
	County Borough of Rhondda Cynon Taf	Wales
Speak Welsh Daily	6.9%	16.2%
Speak Welsh Weekly	5.0%	4.8%
Use it Less Often	5.7%	6.2%

The data demonstrates that the percentage of respondents that speak Welsh daily is far lower for the County Borough than the all Wales percentage.

The Welsh Language Use Survey³ for the years 2013 to 2015, contains detailed information about Welsh speaker’s fluency and their use of the Welsh language in a range of settings. When looking where respondents living in Wales learned to speak Welsh, the majority, 45.0%, learned to speak Welsh at home, followed by 26.0% who learned to speak Welsh at nursery school and primary school between the ages of 2 to 10 and 14.0% who learned to speak Welsh at secondary school at the age of 11 plus. The remaining 2.0% learned to speak Welsh in other settings, including at ‘Welsh for Adults’ courses.

The proposed new school buildings for Llanilltud Faerdref, Penygawsi and Pontyclun primary schools will allow for the expansion of community and third-party use of the school’s facilities. The schools are being designed to be fully accessible and fully integrated community schools. A dedicated area will be designed within the school itself so that the local community will be allowed to safely utilise the facilities at the schools.

The data above clearly shows that there is a gap in the Welsh language skills of residents of RCT when compared to the whole of Wales. Proposals such as this significantly improve the learning environment and the opportunities available for our learners. The headteachers of Llanilltud Faerdref, Penygawsi and Pontyclun primary schools will be encouraged and supported to consider using these facilities to increase participation in the Welsh language by offering the opportunity to parents/carers and other members of the community to attend Welsh classes and/or other opportunities

³ [Welsh Language Use Survey 2013 to 2015](#)

	<p>for community engagement through the medium of Welsh. This will support the Welsh Government's target of one million Welsh speakers in Wales by 2050 and the targets set out in the Council's current (2017 to 2022) and new (2022 to 2032) WESP.</p> <p>The Council recognises the importance of immersion in the Welsh language for learners who wish to transition from English to Welsh medium education, so as to further encourage the uptake of Welsh medium education. Although the Council has no Welsh language immersion classes for late comers in any of our schools at present, schools requiring Welsh language immersion support for learners who are late comers are funded to support the accelerated acquisition of Welsh language skills for learners as and when the need arises. As such, Welsh medium schools are provided with funding directly to ensure that any late comers to Welsh medium education are provided with the necessary support and skills to enable them to thrive within their school.</p> <p>This is considered to be working effectively, however, given that many LAs are implementing varying models of Welsh language immersion classes to support learners who are late comers to Welsh medium education, work with the WG, CSC JES and other regional education consortia could be beneficial in understanding what opportunities for joint working could be had to ensure children and young people who are late comers to Welsh medium education are sufficiently supported. Where there is demand, the Council will consider creating a Welsh language immersion class for late comers alongside the development of its Band B 21st Century Schools and Colleges Programme.</p>
<p>Other relevant data or research</p>	<p>The language category and standards of alternative / neighbouring schools</p> <p>RCTCBC has seventeen Welsh medium primary school provisions located throughout the County Borough to ease access. There are two all-through schools for 3 to 19 year olds, namely Ysgol Garth Olwg and Ysgol Llanhari, three dual language primary schools for 3 to 11 year olds, namely Dolau Primary, Heol y Celyn Primary and Perthcelyn Primary schools and 12 Welsh medium primary schools for 3 to 11 year olds. All learners who attend these schools' study through the medium of Welsh. In the Taf area of Rhondda Cynon Taf there are nine schools offering Welsh medium education for pupils aged 3 to 11 years of age, comprising of: all-through schools from the ages of 3 to 19 years old, dual language primary schools and primary schools catering for 3 to 11 year olds.</p> <p>In very close proximity to Llanilltud Faerdref Primary School, there is a well-established Welsh medium all-through school, namely Ysgol Garth Olwg (formerly a primary and secondary school). Ysgol Garth Olwg is 15 years old and was built as part of a Private Finance Initiative (PFI) contract. It is in very good condition with excellent facilities on site, internally and externally, for the school and the wider community. It has 25.9% surplus capacity in the primary stream and 25.0% surplus capacity in the secondary stream (PLASC April 2021). When Ysgol Garth Olwg was a separate primary and secondary school, the primary school was at 5.5% surplus capacity (PLASC January 2018). As it was nearing capacity, the Local Authority created additional capacity by utilising rooms within the secondary school and subsequently created the all-through school on the site. A recent investment in the school in the sum of £350,000 has created fully refurbished accommodation for years 5 and 6, which will ensure sufficient Welsh medium spaces at primary and secondary levels in this part of the County Borough, allowing for opportunities for further growth of the Welsh language. There is also a Meithrin and a Lifelong Learning Centre on</p>

the current Ysgol Garth Olwg site thereby offering a continuum of Welsh medium provision for learners from the birth to eighteen years and beyond within one school site.

In line with the County Borough's current WESP and in order to achieve the targets of the new WESP, the County Borough will continue to ensure the benefits of Welsh medium and Welsh language education are promoted to parents / carers from the initial early years, through to primary and secondary education, then progressing through to higher and further education for all learners, whatever their learning need is fundamental to increasing the percentage of year one learners in Welsh medium education. In addition, the headteachers of the three schools will promote and signpost Welsh medium provision available at the Garth Olwg Lifelong Learning Centre.

Penygawsi Primary is approximately two miles from Ysgol Gynradd Gymraeg Gymunedol Llantrisant, which is a Welsh medium primary school at 21.9% surplus capacity (PLASC April 2021). YGGG Llantrisant is also a relatively new build school having been built in 2005.

Pontyclun Primary is approximately 3 miles from Ysgol Gynradd Gymraeg Gymunedol Llantrisant. The school currently offers wraparound care for nursery aged children and are looking to provide meithrin facilities for 2 to 3 year olds in the mornings from September. This provision will maximise opportunities for educating through the medium of Welsh in this area for early years children.

As part of a wider development to build approximately 1,850 new houses near the current Dolau Primary school, a new building will be constructed with 480 places plus 60 nursery places. Dolau Primary is currently a dual language school, with 441 places plus nursery. The construction of the new building will increase the total available capacity to 921 places plus 124 part-time nursery places, thus considerably increasing opportunities for Welsh medium education in a brand new 21st Century building. Although initial proposals are for this new building to be part of the dual language Dolau Primary School, subject to further statutory consultation, the new building is likely to become a Welsh medium primary school and will offer Welsh medium education in a brand new, state of the art, 21st Century standard school building. Dolau Primary is 4 miles from Pontyclun Primary school.

As can be seen from the data above, there are plentiful opportunities for full Welsh medium education in very good facilities in close proximity to each of the schools forming part of this proposal.

The Council recognises the importance of immersion in the Welsh language for learners who wish to transition from English medium education into Welsh medium education, so as to further encourage the uptake of Welsh medium education. Although the Council has no Welsh language immersion classes in any of our schools at present, schools requiring Welsh language immersion support for their learners are funded to support the accelerated acquisition of Welsh language skills for learners as and when the need arises.

Pupil Numbers in neighbouring Welsh medium schools

The majority of neighbouring Welsh medium schools have surplus capacity to facilitate growth of Welsh medium education provision going forward. As referred to above,

Dolau Primary is scheduled to be greatly expanded in the very near future which will provide even more opportunities for Welsh medium education.

School	Capacity	Number on Roll	Surplus Capacity
YGGG Llantrisant	338	264	21.89%
Ysgol Garth Olwg	409 (primary stream)	303	25.91%
Dolau Primary (dual language)	441 (whole school English & Welsh streams)	438	0.68%
Ysgol Llanhari	194 (primary stream)	171	11.86%

These surplus places are evident at Nursery and Reception level also in several of the schools (see table below), therefore enabling early years provision through the medium of Welsh.

Ysgol Llanhari, being an all through school has the flexibility of use of space throughout the site to create further early years accommodation, therefore exceeding the admission number is not an issue as the school has sufficient capacity and accommodation overall.

Demand and projections are regularly monitored across all schools as part of continual school organisation planning, to ensure that all schools have sufficient accommodation to meet in catchment demand and enable growth of the Welsh language.

School	Admission Number	Nursery P/T*	Nursery*	Reception*
YGGG Llantrisant	48	19	12	41
Ysgol Garth Olwg (all-through school)	58 (primary stream)	0	44	51
Dolau Primary (Dual language)	63 (whole school English & Welsh streams)	18	6 (Welsh stream only)	26 (Welsh stream only)
Ysgol Llanhari (all-through school)	27 (primary stream)	13	6	31

* PLASC April 2021 figures

Transition rates from Mudiad Meithrin to Welsh medium primary schools

The position at 2019/2020 in terms of progression from Cylch Meithrin into Welsh medium primary schools is shown in the table that follows:

The Position (2019/2020) in Terms of Progression from Cylch Meithrin into Welsh Medium Primary Schools										
Cylch Meithrin	Cylch Meithrin Capacity	Assoc. Primary School	No. of 2-Year Olds (Age At 31.0 8.19)	No. of 3-Year Olds (Age At 31.08 .19)	No. who attend Cylch Ti a Fi	No. who attend Flying Start	Total Transferring to School			
							Welsh Medium		English Medium	
							No.	%	No.	%
Beddau	18	Ysgol Gynradd Gymraeg Castellau	14	24	20	28	26	92.8	2	7.1
Evan James	52	Ysgol Gynradd Gymraeg Evan James	12	43	10	56	56	100	0	0
Llanilltud Faerdref	24	Ysgol Garth Olwg	6	0	9	6	6	100.	0	0
Pentre'r Egwlys	30	Ysgol Gynradd Gymraeg Garth Olwg	38	1	12	36	22	61.1	14	38.8
Rhydyfelin	40	Ysgol Heol Y Celyn	18	2	11	17	5	29.4	12	70.6
Cwm Elai	15	Ysgol Gynradd Gymraeg Tonyrefai	37	1	21	31	26	83.8	5	16.1
Pontyclun	48	Llanhari	16	0	17	14	13	92.9	1	7.1

(Note: Updated data is awaited from Welsh Government)

Cymraeg 2050 outlines that Welsh medium immersion education is the principal method for ensuring that children can develop their Welsh language skills and for creating new Welsh speakers. Cymraeg 2050 highlights the importance of the early year's sector as a point of early entry into Welsh medium education and as a way to increase demand for Welsh medium education and the Council regularly invests in Welsh-medium pre-school facilities on existing Welsh medium primary school sites.

Funding to promote the creation of immersion classes will aid the continuum of the Welsh language.

What facilities are there for members of the community to learn Welsh or undertake activities through the medium of Welsh

The new school buildings will have capacity that can be utilised by community groups and organisations. Each building is being designed to facilitate safe use of areas by the community whilst maintaining segregation from the rest of the school. The headteachers will be encouraged and fully supported to use these facilities to increase participation in the Welsh language by offering the opportunity to parents/carers and other members of the community to attend Welsh classes and/or other opportunities

for community engagement through the medium of Welsh. This will support the Welsh Government's target of one million Welsh speakers in Wales by 2050 and the targets set out in Rhondda Cynon Taf County Borough Council's (RCTCBCs) current (2017 to 2022) and new (2022 to 2032) Welsh in Education Strategic Plan (WESP).

Is it appropriate to provide additional after school facilities at any alternative school to further secure standards in the Welsh language?

In very close proximity to Llanilltud Faerdref Primary School is the Garth Olwg Lifelong Learning Centre which is heavily used and offers a variety of courses through the medium of Welsh to children, young people and adult learners.

Also, although the current Covid-19 pandemic has meant that restrictions have limited the number of face-to-face courses available for the community to progress their Welsh language skills, a range of online courses can also be accessed.

How parents/carers and learners' engagement with any alternative schools and any specific language enhancement it offers could be supported

The Council, has developed and updated a Being Bilingual booklet, funded by Cronfa Glyndwr which was first published in March 2016 and is currently being updated. The booklet is designed to give information on the benefits of being bilingual, outline the path to Welsh medium education and answer frequently asked questions on choosing Welsh medium education. The booklet is distributed via Health Visitors, Flying Start provision, nursery nurses and through the community in GP surgeries, libraries, dental surgeries and hospitals.

The Council's 'Starting School' booklet also provides parents/carers with a range of information including advice on choosing a school, provision of home to school transport and a directory of schools.

In addition, the local Cymraeg i Blant Officer runs weekly bilingual baby massage, baby yoga and Welsh rhyme time sessions for parents/carers and young children across the County Borough working alongside the local Midwifery and Health Visiting Teams. This ensures that parents/carers receive key early messages during the ante-natal and post-natal period and are made aware of the bilingual pathway available for their child.

The Council's Youth Engagement and Participation Service work with Menter Iaith and the Urdd to deliver bespoke language awareness sessions for young people highlighting the value of having Welsh language as a skill. The Youth Engagement and Participation Service also deliver social events and activities for young people through the medium of Welsh which include residential opportunities, eisteddfodau, sport and accreditation.

Information on how the proposal fits with the Council's Welsh in Education Strategic Plan (WESP) and any future actions that will be needed in consequence of the change to continue to comply with the scheme or meet targets in the scheme

The Council believes that all learners should have the appropriate opportunities for learning in both the mediums of Welsh and English to enable them to develop the confidence to use both languages in everyday life in order to meet the demands of the 21st Century.

The Council recognises the importance of the Welsh Government's Cymraeg 2050 target and how central the education system in Wales is to achieving its vision. The Council's new WESP (2022 to 2032) sets out a ten year vision for increasing and improving the planning of the provision of Welsh medium education within the County Borough, in order to maximise its contribution of achieving the target of one million Welsh speakers in Wales by 2050. It builds on the work of the previous WESP (2017 to 2022) and sets out an action plan which demonstrates how we intend to achieve our ten year vision.

The majority of the Welsh medium primary schools in the County Borough have sufficient surplus places to meet demand. However, there are a number of schools where demand is close to outstripping supply. As such, the Council has or is currently taking action to address these issues through a number of projects and proposals. Furthermore, the Council has also committed to increasing the quality and availability of early years Welsh medium provision by investing significantly in a number of provisions through various funding schemes. This will assist in ensuring a language continuum of Welsh medium provision and ensure that increased demand for Welsh medium education is met.

Also, as mentioned earlier, the Council recognises the importance of immersion in the Welsh language for learners who wish to transition from English medium education into Welsh medium education, so as to further encourage the uptake of Welsh medium education. Although the Council has no Welsh language immersion classes in any of our schools at present, schools requiring Welsh language immersion support for their learners are funded to support the accelerated acquisition of Welsh language skills for learners as and when the need arises.

No changes to these proposals are required in order to comply with the WESP.

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 Measure 2011.

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

	Yes	No	No impact / Negligible	Describe why it will have a positive/negative or negligible 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?
Numbers and/or percentages of Welsh speakers	X			<p>The headteachers of all three schools will be encouraged and supported to consider using these facilities to increase participation in the Welsh language by offering the opportunity to parents/carers and other members of the community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh. This will support the Welsh Government's target of one million Welsh speakers in Wales by 2050 and the targets set out in the Council's current (2017 to 2022) and new (2022 to 2032) WESP.</p> <p>The Council recognises the importance of immersion in the Welsh language for learners who wish to transition from English into</p>	<ul style="list-style-type: none"> - Number of parents/carers and other members of the community attending Welsh medium classes offered at Garth Olwg Lifelong Learning Centre. (During the period October 2019 to March 2020, 120 learners attended various courses through the medium of Welsh at Garth Olwg Lifelong Learning Centre. A further 152 learners attended 16 Welsh for Adults courses at the centre during the same period. Since September 2021 and as 	<ul style="list-style-type: none"> - Promotion of and signposting to Welsh medium classes by the headteachers all three schools. - Promotion of the options available to learners who wish to transition from English medium education into Welsh medium education. - Ensure that schools are supported local and regionally, including by the CSC JES Welsh in Education Officer

			<p>Welsh medium education, so as to further encourage the uptake of Welsh medium education. Although the Council has no Welsh language immersion classes in any of our schools at present, schools requiring Welsh language immersion support for their learners are funded to support the accelerated acquisition of Welsh language skills for learners as and when the need arises.</p> <p>Demand for immersion classes is something that the Council will monitor and will consider moving forward alongside the development of its Band B 21st Century Schools and Colleges Programme and is included in the WESP.</p> <p>In contributing towards the vision of one million people in Wales being Welsh speakers by 2050 and in line with the County Borough's current WESP and in order to achieve the targets of the new WESP, it is vital to ensure a school based workforce of sufficient size and capability. In order to create more Welsh speakers, our education system is dependent on its school based workforce and we must work</p>	<p>a result of the pandemic, the provision has adapted to Welsh language talks on a variety of subjects and these have attracted 580 participants).</p> <ul style="list-style-type: none"> - Take up of Welsh language immersion support. Where there is demand, the Council will consider creating a Welsh language immersion class for late comers alongside the development of its Band B 21st Century Schools and Colleges Programme. - The school-based workforce will be supported with continued professional learning, networking and opportunities to share best practice. - To promote and increase learner's use of the Welsh language in primary and secondary schools with all English medium primary and secondary schools being supported to achieve the 	<p>to share best practice.</p>
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				<p>locally, regionally and nationally to ensure we create a school based workforce with robust linguistic skills, able to inspire and motivate learners in Welsh medium and Welsh language education.</p> <p>In recent years, support has been given to promote and increase learner's use of the Welsh language in primary and secondary schools and in social contexts. This has been done through the Welsh Language Charter (Siarter Iaith), developed by Gwynedd Council, and various other projects, in partnership with the CSC JES and the Urdd. These include but are not limited to:</p> <ul style="list-style-type: none"> • Implementing the Welsh Language Charter in all Welsh medium primary and secondary schools in order to develop learners' use of the Welsh language. • Implementing Cymraeg Campus in a number of English medium primary schools and piloting it in two English medium secondary schools. • Supporting English medium secondary schools to provide informal 	<p>Cymraeg Campus Bronze Award.</p>	
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			<p>opportunities to use the Welsh language and intensive Welsh language learning opportunities through the Urdd's Cymraeg Bob Dydd project.</p> <p>The aim has been to embed positive habits and attitudes towards the Welsh language through purposeful planning within primary and secondary schools and to promote the informal use of the Welsh language amongst learners inside and outside primary and secondary schools. Facilitating the use of the Welsh language, across the curriculum and in wider contexts in primary and secondary schools, to ensure a continuum of linguistic progression to support learner's in the transition between key stages offers all learners the opportunity to become fully bilingual and aligns with the Curriculum for Wales – 2022.</p> <p>The current position (2019/2020) in terms of progression from Cylch Meithrin into Welsh medium primary schools is fairly high. In the Cylch Meithrin where progression in to Welsh Medium primary education is lower (Rhydyfelin) the</p>		
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			<p>main reason is due to its location. However, it is worth noting that there are proposals (under a separate funding bid) to deliver a new Welsh medium primary school on the current Heol y Celyn Primary School site, to accommodate pupils currently attending Ysgol Gynradd Gymraeg Pont Sion Norton and the Welsh medium pupils attending the dual language Heol y Celyn Primary School. This proposal could also include an on-site Cylch Meithrin which would assist in the continuum of Welsh medium education.</p> <p>It is important to note, these proposals will not involve any significant change to the provision being made to the communities the schools currently serve as such, the schools will continue with their current wrap around arrangements.</p>		
Opportunities to promote the Welsh language	X		<p>If implemented, the proposal will allow for the expansion of community and third-party use of the schools' facilities which can be used to hold classes through the medium of Welsh. The schools will be designed to be fully accessible and fully integrated community schools. A dedicated area will be</p>	<ul style="list-style-type: none"> - The demand for classes through the medium of Welsh could be evidenced by the popularity of the Garth Olwg Lifelong Learning Centre. Additional opportunities to attend community classes / 	<ul style="list-style-type: none"> - Encouragement and support to headteachers to promote community use of their facilities for the purpose of Welsh medium education / use by

			<p>designed within each school so that the local community will be allowed to safely utilise the facilities at the school.</p> <p>Each of the three schools is located within a residential area hence they are very accessible to the communities that they serve.</p> <p>All signage produced will be bilingual and in adherence to the most recent guidelines available.</p> <p>Whilst no negative feedback has been received from the wider community on these proposals regarding the Welsh language, the Council will continue to adhere to The Welsh Language (Wales) Measure 2011⁴ (the 2011 Measure), which requires the Council to produce a five year strategy to facilitate and promote Welsh language. The first five year strategy, RCT – Welsh Language Promotion Strategy⁵, was approved in 2016 and outlined a number of key policy areas to maintain and increase the number of Welsh speakers during its lifecycle. In developing this proposal, the RCT – Welsh</p>	<p>groups in these new school buildings should further improve accessibility as the buildings will have community rooms and be fully compliant with the Equality Act 2010 and such opportunities will be within the heart of additional communities thereby facilitating access.</p>	<p>Welsh medium groups and promotion of opportunities via marketing tools currently being developed by the Council's WESP Marketing Group.</p> <ul style="list-style-type: none"> - The Council will make efforts to establish Welsh for Adults sessions in the new schools as well as look to establish links with the Urdd and Menter Iaith to assist in the promotion of the Welsh language. - In addition, the schools will work with the Councils Sports Development Team and the Urdd to establish links with local Welsh medium sporting groups and associations who may wish to
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⁴ [Welsh Language \(Wales\) Measure 2011 \(the 2011 Measure\)](#)

⁵ [Rhondda Cynon Taf – Welsh Language Promotion Strategy – 2016](#)

				Language Promotion Strategy has been taken into consideration in order to encourage and facilitate long term growth in Welsh medium and Welsh language education and the Council has and will continue to ensure there is a clear alignment with it.		utilise the sports facilities available.
Compliance with the Council's Welsh Language Standards	X			<p>All processes associated with the new building will be in accordance with the Council's Welsh Language Standards.</p> <p>Where possible, the schools, the Council and the CSC will support school support staff, school learning support workers and teaching staff to participate in Welsh language skills courses at different levels in order to meet identified needs.</p>	<ul style="list-style-type: none"> - All contractual arrangements will ensure that all consultations are undertaken bilingually; the construction of the new school will incorporate bilingual signage etc. - Number of support school support staff, school learning support workers and teaching staff participating in Welsh language skills courses at different levels. 	<ul style="list-style-type: none"> - Instil contractor awareness of the Welsh Language Standards and ensure compliance. - Encouragement of participation in Welsh language skills courses at different levels.
Treating the Welsh language, no less favourably than the English language	X			Although these schools are English medium primary schools, they are part of the Council's 21 st Century Schools and Colleges Band B programme which the Council and Welsh Government jointly fund to ensure that the	<ul style="list-style-type: none"> - 21st Century Schools and Colleges - Band B Schools - Strategic Outline Programme contains a wide range of schools (Welsh and English medium) in 	<ul style="list-style-type: none"> - Promotion of Welsh medium classes for community groups etc. in the fully accessible facilities.

				Council's vision that there are good schools, so all children and young people, whatever their learning need is, have equitable access to good English and Welsh medium education is fulfilled.	various parts of the county borough.	- Promotion of the options available to learners who wish to transition from English medium education into Welsh medium education.
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Stage 3 - Strengthening the proposal/project

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 that all prospective parents are given the 'Starting Schools' and the 'Being Bilingual' booklets to promote the positive experiences that can be achieved through seeking an education through the medium of Welsh.	Ongoing. This will be a continued collaborative effort between all stakeholders.	RCT / Schools / Partners
Monitor demand to assess the need for an immersion class in southern Taf area of the county borough.	This will form an action of the WESP 2022-32 and will be an ongoing action for officers.	RCT

Link with headteachers to promote the availability of Welsh language classes to their parents/carers/wider community	Ongoing. This will be a continued collaborative effort between the Council and the schools.	RCT / Schools
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Stage 4 – Review

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 impact assessment 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.

For all policy proposals, whether it is a Significant Key Decision or not you are required to forward this assessment to Welsh Language services in the first instance for some initial guidance and feedback.

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

Welsh Language Services Comments	Date Considered	Brief description of any amendments made following Welsh Language Services feedback
<p>Welsh Language Services encourage you to consider the possible negative impacts new English medium schools may have on the uptake of Welsh medium education and what ways the Council will mitigate this possible impact. It will likely be through promotion of the benefits of WM education and continued investment.</p> <p>Additional consideration should also be given to the effects on the whole community and not just the educational community. For example - Will the proposal effect community attitudes towards the Welsh language? Will groups other than Welsh learners be encouraged to use the site and its facilities?</p>	24 th June 2021	<p>Document updated to include:-</p> <ul style="list-style-type: none"> - Promotion of the Welsh language via headteachers. - Opportunities for headteachers to provided with information regarding Welsh language courses available in the community to raise awareness with parents/carers/wider community and signpost them accordingly. - The Council making efforts via the headteachers to encourage after school use of the facilities for all community needs, including Welsh for Adults sessions in the new schools and encouraging links with the Urdd and Menter Iaith to assist in the promotion of the Welsh language. - Encouraging the schools to work with the Council's Sports Development Team and the Urdd to establish links with local

<p>Consideration such as these should help inform these proposals.</p>		<p>Welsh medium sporting groups and associations who may wish to utilise the MUGAs.</p> <ul style="list-style-type: none"> - Opportunities for staff to learn Welsh - school based workforce supported with continued professional learning, networking and opportunities to share best practice. - Promoting and increasing learners use of the Welsh language in primary and secondary schools with all English medium primary and secondary schools being supported to achieve the Cymraeg Campus Bronze Award. - Signage being bilingual.
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
<p>The Review Panel recommended additional consideration be given to parents' accessibility to Welsh Medium classes in order to promote their learning. Also, increased focus on what will be done to mitigate any negative impact on the Welsh language (in the community and in the context of the Council's 10 Year WESP targets) especially in light of the Meithrin transition rates currently quoted, to ensure Welsh Medium Schools investment is promoted and discussed alongside English Medium schools investment - wherever possible - to ensure parents are aware that both sectors are being funded. Further, whether additional training of school staff could benefit English Medium schools - ensuring teachers have the best skills to equip our next generation as they learn through the new curriculum framework.</p> <p>Additional areas for inclusion / consideration:-</p> <ul style="list-style-type: none"> - Quality and availability of Welsh medium educational facilities in the areas of the new build English medium schools. - Consideration to be given to the impact of new build English medium primary schools on Welsh language 	<p>24th June 2021</p>	<p>Document updated to reflect:-</p> <ul style="list-style-type: none"> - New buildings at Dolau Primary School will provide brand new facilities and increased capacity for educational opportunities through the medium of Welsh; recent further investment in Ysgol Garth Olwg to create a 3-19 Welsh medium all-through

<p>uptake in the particular areas. Making parents aware of investment across the Welsh medium sector also.</p> <ul style="list-style-type: none"> - Pre-school Welsh medium availability to encourage Welsh language immersion from the very early years. - Engagement with headteachers to promote to parents / carers the availability of Welsh language courses in the community. - Data regarding transition from meirthrin to Welsh Medium Primary School – add a note that updated data is awaited from Welsh Government - 2019/20 is the most current data available to the Council at present. - Data regarding uptake of Welsh language opportunities at Garth Olwg Lifelong Learning Centre. 		<p>school; future 21st Century Schools Band B proposals include brand new Welsh medium schools.</p> <ul style="list-style-type: none"> - Many of the Welsh medium schools in the area are relatively new / in good condition or have plans in place for investment /replacement. - The Council regularly invests in Welsh-medium pre-school facilities with more being located on Welsh-medium primary school sites, to ensure continuity of provision from non-statutory to statutory education through the medium of Welsh in one location. - Opportunities for headteachers to provided with information regarding Welsh language courses available in the community to raise awareness with parents/carers/wider community and signpost them accordingly. - Note added to meithrin data. - Data regarding Garth Olwg course participants added.
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
<u>Stage 5 – Monitoring, Evaluating and Reviewing</u>		
<p>The project will be monitored, evaluated and reviewed by officers within the Education and Inclusion Services Directorate and the Corporate Estates Department on a regular basis throughout the design, build and operational period.</p>		

Stage 6 – Summary of Impacts for the Proposal

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

The aim of proposed project is to relocate Llanilltud Faerdref, Penygawsi and Pontyclun primary schools to brand new buildings on their current sites in order to replace their current buildings are in very poor condition overall. Although these are English medium primary schools, Welsh is taught as part of the curriculum and all pupils will benefit from having the opportunity to be taught in brand new facilities fit for the 21st Century.

The aim of the Council is to embed positive habits and attitudes towards the Welsh language through purposeful planning within schools and to promote the informal use of the Welsh language amongst learners inside and outside school. Facilitating the use of the Welsh language across the curriculum and in wider contexts in schools to ensure a continuum of linguistic progression to support learners in the transition between key stages offers all learners the opportunity to become fully bilingual and aligns with the Curriculum for Wales – 2022.

If implemented, the proposal will also allow for the expansion of community and third-party use of the schools' facilities which can be used to hold classes through the medium of Welsh. The schools will be designed to be fully accessible and fully integrated community schools. A dedicated area is being designed within each school so that the local community will be allowed to safely utilise the facilities at the school, which could involve Welsh language groups using the 21st Century facilities for meetings / classes etc. The headteachers will be encouraged and fully supported to use these facilities to increase participation in the Welsh language by offering the opportunity to parents/carers and other members of the community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh.

In summary, the proposal will therefore assist with delivering the targets outlined in Rhondda Cynon Taf County Borough Council's (RCTCBCs) current (2017 to 2022) and new (2022 to 2032) Welsh in Education Strategic Plan (WESP) and will support the aim of Welsh Government's Cymraeg 2050 target of one million Welsh speakers in Wales by 2050.

Stage 7 – Sign Off			
Name of Officer completing the WLIA	Nicola Goodman	Service Director Name:	Andrea Richards, Service Director for 21 st Century Schools and Transformation
Position	Senior 21 st Century Schools 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	30/06/21	Date	30/06/21