

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

Welsh Language Impact Assessment



RHONDDA CYNON TAF

WELSH LANGUAGE IMPACT ASSESSMENT

This Welsh Language Impact Assessment (WLIA) enables the Council to consider the principles and requirements of the Welsh Language Standards (No.1) Regulations 2015¹ to ensure compliance with the Welsh Language (Wales) Measure 2011².

It is to be read alongside the draft Welsh in Education Strategic Plan (WESP) and the Equality and Socio-Economic Impact Assessment, as the information in all documents is related and the themes within them are cross-cutting.

Stage One – Information Gathering	
Proposal Name	Draft Welsh in Education Strategic Plan (WESP).
Directorate / Department	Education and Inclusion Services – 21 st Century Schools Team.
Service Director	Andrea Richards.
Officer Completing the WLIA	Grace Zecca-Hanagan.
Email	Grace.C.Zecca-Hanagan@rctcbc.gov.uk
Brief Description	<p>Section 84 of The School Standards and Organisation (Wales) Act 2013³ requires Local Authorities (LAs) to prepare a WESP. The WESP must contain proposals and targets to improve the:</p> <ol style="list-style-type: none"> 1. Planning and standards of Welsh medium education and teaching; and 2. Report on progress made to meet the targets of the previous WESP. <p>Since our first WESP was submitted to the Welsh Government (WG) in 2016, there have been significant changes in the Welsh medium education sector at local and national levels. These changes have been mainly influenced by WG legislation, in particular the new Welsh in Education Action Plan⁴ and further implementation of the 21st Century Schools and Colleges Programme⁵.</p> <p>The WG has also updated the regulations regarding WESPs, with the WESP (Wales) Regulations 2019⁶ and the WESP (Wales) (Amendment) (Coronavirus) Regulations 2020⁷ focusing on four proposals. The principal two being:</p> <ol style="list-style-type: none"> 1. Extending the duration of the WESP from its current three year implementation cycle to a ten year implementation cycle; and

¹ [Welsh Language Standards \(No.1\) Regulations 2015](#)

² [Welsh Language \(Wales\) Measure 2011](#)

³ [School Standards and Organisation \(Wales\) Act 2013](#)

⁴ [Welsh in Education Action Plan](#)

⁵ [21st Century Schools and Colleges Programme](#)

⁶ [The Welsh in Education Strategic Plan \(Wales\) Regulations 2019](#)

⁷ [The Welsh in Education Strategic Plan \(Wales\) \(Amendment\) \(Coronavirus\) Regulations 2020](#)

	<p>2. The removal of the current duty on LAs to plan their provision of Welsh medium education based on demand, with the requirement that LAs achieve targets set by the WG which aim to increase the percentage of year one learners in Welsh medium education over the duration of the WESP.</p>
Date	21 st June 2021.
Outline who this Proposed Strategy / Plan Affects?	<p>The WESP is a County Borough wide plan. As such all children and young people, learners, parents / carers and the wider community residing in the County Borough could benefit from it.</p> <p>In addition, several external groups and organisations could benefit from the WESP. These include, but are not limited to:</p> <ul style="list-style-type: none"> • Central South Consortium Joint Education Service (CSC JES). • Coleg y Cymoedd. • Cwm Taf Morgannwg University Health Board (CTMUHB). • Menter Iaith. • Mudiad Meithrin. • RhaG. • The Urdd. • University of South Wales. • WG.
Aims of the Proposed Strategy / Plan? How do these Relate to the Welsh language?	<p>Our target, during the ten year lifespan of this WESP, that has been set by the WG, is to:</p> <p><i>Increase the percentage of year one learners in Welsh medium education by between 8.0% to 12.0% during the ten year lifespan of this WESP. This equates to an increase from 506 year one learners in Welsh medium education to between 720 and 825 year one learners in Welsh medium education.</i></p> <p>This target is based on contributing to the overall long term target, set out in Cymraeg 2050 – A Million Welsh Speakers⁸ of one million people in Wales being Welsh speakers by 2050.</p> <p>As well as the target to increase the percentage of year one learners in Welsh medium education, the WESP includes seven outcomes or areas setting out how LAs are expected to improve Welsh medium and Welsh language education in their locality. The priorities are:</p> <ol style="list-style-type: none"> 1. Outcome 1: More nursery / three year old learners receive their education through the medium of Welsh. 2. Outcome 2: More reception / five year old learners receive their education through the medium of Welsh. 3. Outcome 3: More learners continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.

⁸ [Cymraeg 2050 – A Million Welsh Speakers](#)

	<p>4. Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh.</p> <p>5. Outcome 5: More opportunities for learners to use Welsh in different contexts in school.</p> <p>6. Outcome 6: An increase in the provision of Welsh medium education for learners with additional learning needs.</p> <p>7. Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and through the medium of Welsh.</p>															
<p>Current Linguist Profile of Geographical Area(s) Concerned</p>	<p>Every ten years the nation sets aside one day for the Census. It is a source of information about the number of people who can speak Welsh.</p> <p>The 2011 Census⁹ indicated that of the 225,555 residents living in the County Borough, 12.3% (27,779) were able to speak Welsh, whilst the remaining 87.7% (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> <p>The Annual Population Survey¹⁰ 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 Annual Population Survey for the quarter ending September 2020, reported that 19.3% of respondents living in the County Borough 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.</p> <table border="1" data-bbox="488 1256 1437 1559"> <thead> <tr> <th colspan="3">Welsh Language Skills of Residents – (%)</th> </tr> <tr> <th></th> <th>County Borough of Rhondda Cynon Taf</th> <th>All Wales</th> </tr> </thead> <tbody> <tr> <td>Can Read Welsh</td> <td>18.2%</td> <td>25.8%</td> </tr> <tr> <td>Can Write Welsh</td> <td>16.7%</td> <td>23.5%</td> </tr> <tr> <td>Can Understand Spoken Welsh</td> <td>23.5%</td> <td>33.0%</td> </tr> </tbody> </table> <p>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 2011 Census.</p> <p>When asked about their frequency of speaking Welsh, the table that follows shows a breakdown of responses of respondents living in the County Borough compared to the all Wales responses.</p>	Welsh Language Skills of Residents – (%)				County Borough of Rhondda Cynon Taf	All Wales	Can Read Welsh	18.2%	25.8%	Can Write Welsh	16.7%	23.5%	Can Understand Spoken Welsh	23.5%	33.0%
Welsh Language Skills of Residents – (%)																
	County Borough of Rhondda Cynon Taf	All Wales														
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⁹ [2011 Census](#)

¹⁰ [Annual Population Survey](#)

Welsh Language Skills of Residents – (%)		
	County Borough of Rhondda Cynon Taf	All 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 Survey¹¹ 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 and primary school between the ages of 2 and 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 table that follows outlines the total percentage of statutory school aged learners (aged 5 to 15) who access their learning through Welsh medium primary, middle and secondary schools across each of the five LA areas that comprise the CSC JES for the previous three academic years and is derived from the Pupil Level Annual School Census (PLASC):

Total Percentage of Statutory School Aged Learners Who Access their Learning Through Welsh Medium Primary, Middle and Secondary Schools			
LA	Academic Year		
	2018	2019	2020
Bridgend	7.8%	7.5%	7.4%
Cardiff	14.8%	15.0%	15.3%
Merthyr Tydfil	7.3%	7.6%	7.72%
Rhondda Cynon Taf	18.8%	18.0%	18.8%
Vale of Glamorgan	12.4%	12.7%	12.8%
CSC JES	13.9%	14.0%	14.2%

The Council has the highest percentage of statutory school aged learners who access their learning through Welsh medium primary,

¹¹ [Welsh Language Use Survey 2013 to 2015](#)

middle and secondary schools across each of the five LA areas that comprise the CSC JES for the previous three academic years.

There are seventeen Welsh medium primary schools located throughout the County Borough. There are two all through schools for 3 to 19 year olds, three dual language primary schools for 3 to 11 year olds and twelve primary schools for 3 to 11 year olds. The table that follows outlines the total number of primary school aged learners attending schools in the County Borough, split by English and Welsh medium for the previous three academic years and is derived from the PLASC:

Total Number of Primary School Aged Learners Attending Schools in the County Borough Split by English and Welsh Medium						
Category	Academic Year					
	2017		2018		2019	
	Number	%	Number	%	Number	%
Total Number of Learners Attending English Medium Primary Schools	18,241	80.9%	18,153	80.9%	18,078	81.0%
Total Number of Learners Attending Welsh Medium Primary Schools	4,291	19.0%	4,269	19.0%	4,220	18.9%
Total Number of Learners Attending Primary Schools	22,532		22,422		22,298	

The data demonstrates stability in the ratio split of primary school aged learners attending English and Welsh medium primary schools for the previous three academic years.

There are four Welsh medium secondary schools located throughout the County Borough. There are two all through schools for 3 to 19 year

olds and two secondary schools for 11 to 19 years olds. The table that follows outlines the total number of secondary school aged learners attending schools in the County Borough, split by English and Welsh medium for the previous three academic years and is derived from the PLASC:

Total Number of Secondary School Aged Learners Attending Schools in the County Borough Split by English and Welsh Medium						
Category	Academic Year					
	2017		2018		2019	
	Number	%	Number	%	Number	%
Total Number of Learners Attending English Medium Secondary Schools	12,550	80.7%	12,685	80.6%	12,868	80.4%
Total Number of Learners Attending Welsh Medium Secondary Schools	3,010	19.3%	3,058	19.4%	3,141	19.6%
Total Number of Learners Attending Secondary Schools	15,560		15,743		16,009	

The data demonstrates stability in the ratio split of secondary school aged learners attending English and Welsh medium secondary schools for the previous three academic years.

The table that follows shows the transition rates from each Key Stage for the previous three years academic years in the County Borough and is derived from the PLASC:

Transition from Each Key Stage for the Previous Three Years in the County Borough			
Transition	Academic Year		
	2017	2018	2019
Foundation Phase to Key Stage Two	97.7%	98.2%	98.3%

	<table border="1" data-bbox="488 192 1437 528"> <tr> <td data-bbox="488 192 759 304">Key Stage Two to Key Stage Three</td> <td data-bbox="759 192 983 304">111.7%</td> <td data-bbox="983 192 1206 304">113.9%</td> <td data-bbox="1206 192 1437 304">110.1%</td> </tr> <tr> <td data-bbox="488 304 759 416">Key Stage Three to Key Stage Four</td> <td data-bbox="759 304 983 416">95.5%</td> <td data-bbox="983 304 1206 416">98.4%</td> <td data-bbox="1206 304 1437 416">97.3%</td> </tr> <tr> <td data-bbox="488 416 759 528">Key Stage Four to Key Stage Five</td> <td data-bbox="759 416 983 528">62.2%</td> <td data-bbox="983 416 1206 528">55.5%</td> <td data-bbox="1206 416 1437 528">59.6%</td> </tr> </table> <p data-bbox="456 568 1479 640">The transition data indicates that transition of learners between Key Stages does not appear to be a significant problem.</p>	Key Stage Two to Key Stage Three	111.7%	113.9%	110.1%	Key Stage Three to Key Stage Four	95.5%	98.4%	97.3%	Key Stage Four to Key Stage Five	62.2%	55.5%	59.6%
Key Stage Two to Key Stage Three	111.7%	113.9%	110.1%										
Key Stage Three to Key Stage Four	95.5%	98.4%	97.3%										
Key Stage Four to Key Stage Five	62.2%	55.5%	59.6%										
Other Relevant Data / Research	<p data-bbox="456 640 1479 680">The main strategies and policies that are linked with the WESP are:</p> <p data-bbox="456 719 587 750">National:</p> <ul data-bbox="456 792 1479 1597" style="list-style-type: none"> • Wellbeing of Future Generations (Wales) Act 2015. • Prosperity for All: The National Strategy – 2017. • The Programme for Government: Taking Wales Forward – 2016 to 2021. • Cymraeg 2050: A Million Welsh Speakers. • The School Standards and Organisation (Wales) Act 2013. • The Welsh in Education Strategic Plans and Assessing the Demand (Wales) Regulations 2013. • Professor Donaldson’s Independent Review of Curriculum and Assessment Arrangements in Wales – 2015. • Curriculum for Wales – 2022. • Cymraeg 2050 Action Plan – 2019. • Education in Wales – Our National Vision – 2017 to 2021. • Welsh in Education Action Plan – 2017 to 2021. • Welsh Medium Capital Grant. • Childcare Act 2006. • WG Childcare Offer. • Reducing Infant Class Sizes. • The Additional Learning Needs and Education Tribunal (Wales) Act 2018. • Special Educational Needs Code of Practice for Wales. <p data-bbox="456 1637 596 1668">Regional:</p> <ul data-bbox="456 1711 1479 1783" style="list-style-type: none"> • CSC JES: Business Plan – 2021 to 2022. • Cwm Taf Public Services Board: Wellbeing Plan – 2018 to 2023. <p data-bbox="456 1823 544 1854">Local:</p> <ul data-bbox="456 1897 1479 2049" style="list-style-type: none"> • RCTCBC Corporate Plan – 2020 to 2024: Making a Difference. • RCTCBC Local Development Plan – 2006 to 2021. • RCTCBC Education and Inclusion Services’ Directorate’s Strategic Plan: 2021 to 2024. 												

- RCTCBC Welsh Language Promotion Strategy – 2016 to 2021.
- RCTCBC WESP – 2017 to 2020.
- RCTCBC Childcare Sufficiency Assessment – 2017 to 2022.

More specifically:

- Prosperity for All: The National Strategy and The Programme for Government: Taking Wales Forward aim to drive forward improvements to the Welsh economy and public services. One of the priorities is to enable all learners to be able to use the Welsh language when they leave school.
- Cymraeg 2050 – A Million Welsh Speakers, sets out the WGs ambition for reaching one million Welsh speakers by 2050 and encouraging more people to use and speak Welsh in their everyday lives.
- Education in Wales – Our National Mission, sets out how the education sector will move forward to ensure that the new curriculum is implemented effectively. The intention is for learners to become increasingly bilingual with a strong grasp for other languages. To support this, the Welsh in Education Action Plan and Cymraeg 2050 Action Plan sets the direction for the development of Welsh medium education.

There are links to the Council’s Corporate Plan for the period between 2020 to 2024, specifically the priority:

- Prosperity – Creating the opportunity for people and businesses to be innovative, entrepreneurial and fulfil their potential and prosper:
- Ensuring we have good schools, so all children have access to a great education.

The Welsh Language (Wales) Measure 2011¹² (the 2011 Measure), requires the LA to produce a five year strategy to facilitate and promote the Welsh language. The first five year strategy, RCT – Welsh Language Promotion Strategy¹³, was approved in 2016 and outlined a number of key policy areas to maintain and increase the number of Welsh speakers during its lifecycle. The first five year strategy has now concluded, and the LA is currently planning to formulate a new five year strategy. In developing this WESP, the RCT – Welsh 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 LA has and will continue to ensure there is a clear alignment with it.

¹² [Welsh Language \(Wales\) Measure 2011 \(the 2011 Measure\)](#)

¹³ [Rhondda Cynon Taf – Welsh Language Promotion Strategy – 2016](#)

Stage Two – Impact Assessment						
Will the Proposed Strategy / Plan Affect Any / All of the Following?						
	Yes	No	No Impact / Negligible	Why it will have a + VE + / - VE - Impact on the Welsh Language?	Evidence	Action(s) to Mitigate – VE – Impacts / Better Contribute to + VE + Impacts?
1. Opportunities for persons to use the Welsh language.	X			<p>Our target, during the ten year lifespan of this WESP, is to:</p> <p><i>Increase the percentage of year one learners in Welsh medium education by between 8.0% to 12.0% during the ten year lifespan of this WESP. This equates to an increase from 506 year one learners in Welsh medium education to between 720 and 825 year one learners in Welsh medium education.</i></p> <p>As well as the target to increase the percentage of year one learners in Welsh medium education, the WESP includes seven outcomes or areas setting out how LAs are expected to improve Welsh medium and Welsh language education in their locality. The priorities are:</p> <p>1. Outcome 1: More nursery / three year old learners receive</p>	<p>An Annual Work Plan, intended to be a practical working document, will be developed to keep track of progress.</p> <p>The target of increasing the percentage of year one learners in Welsh medium education is based on contributing to the overall long term target of one million people in Wales being Welsh speakers by 2050, as set out in Cymraeg 2050: A Million Welsh Speakers.</p> <p>The delivery of the WESP will contribute to all seven well-being goals within the Future Generation (Wales) Act 2015, in particular:</p> <ul style="list-style-type: none"> • A More Prosperous Wales, by developing a skilled and well-educated population. • A More Equal Wales, by creating a society that 	<p>The Council is required to review the WESP and submit an Annual Progress Report, based on that annual review, to the WG each year. The Annual Progress Report is intended to capture the achievements in relation to the WESP and will be used to identify both positive and negative (if any) impacts of it.</p> <p>The target of increasing the percentage of year one learners in Welsh medium education will require a multifaceted approach and the Council will make every effort to build and maintain constructive working relationships with all relevant groups and organisations who can</p>

				<p>their education through the medium of Welsh.</p> <p>2. Outcome 2: More reception / five year old learners receive their education through the medium of Welsh.</p> <p>3. Outcome 3: More learners continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.</p> <p>4. Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh.</p> <p>5. Outcome 5: More opportunities for learners to use Welsh in different contexts in school.</p> <p>6. Outcome 6: An increase in the provision of Welsh medium education for learners with additional learning needs.</p> <p>7. Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and through the medium of Welsh.</p>	<p>enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p> <ul style="list-style-type: none"> • A Wales of Vibrant Culture and Thriving Welsh Language, by creating a society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation. 	<p>contribute towards it. Ensuring the availability of Welsh medium education in the right location 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 contributing towards the vision of one million people in Wales being Welsh speakers by 2050.</p> <p>Alongside the WESP, the Council has developed a Five Year Work Plan which sets out actions for each of the seven outcomes or areas with the aim of contributing towards improving Welsh medium and Welsh language education and achieving our target of increasing the percentage of year one</p>
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						learners in Welsh medium education.
2. Numbers and / or percentages of Welsh speakers.	X			<p>The Welsh Language Use Survey¹⁴ 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 and primary school between the ages of 2 and 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.</p> <p>The target of increasing the percentage of year one learners in Welsh medium education will require a multifaceted approach. The Council will work to ensure the benefits of Welsh medium and Welsh language education are</p>	<p>The development and implementation of targeted marketing and promotion strategies 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.</p> <p>In addition, Welsh language immersion classes will be used to support learners who are late comers.</p>	<p>The Council will develop and implement targeted marketing and promotion strategies to ensure the benefits of Welsh medium and Welsh language education are promoted to parents / carers.</p> <p>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>Eligible parents / carers and the wider community will be supported and encouraged to participate in activities through the medium of Welsh in order to improve their confidence and retain their fluency in the Welsh</p>

¹⁴ [Welsh Language Use Survey 2013 to 2015](#)

			<p>promoted to parents / carers and demonstrate that it is never too late be educated through the medium of Welsh with the use of Welsh language immersion classes to support learners who are late comers.</p> <p>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</p>		<p>language through CfW pre-employment activities.</p>
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			<p>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.</p> <p>In addition, eligible parents / carers and the wider community are supported and encouraged to participate in activities through the medium of Welsh order to improve their confidence and retain their fluency in the Welsh language. Communities for Work (CfW), a WG partnership programme between the LA and Department for Work and Pensions (DWP), supported by the European Social Fund (ESF), delivers employment support services in all fifty two Communities First Clusters (CFC) in Wales. Dedicated CfW Project Teams are in place to provide support to individuals to access employment. CfW offer pre-employment activities that introduce conversational Welsh to</p>		
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				parents / carers and the wider community and a pathway to employment course that includes basic Welsh language skills which can lead on to a Welsh for Adults course.		
3. Opportunities to promote the Welsh language.	X			<p>The Council will make every effort to build and maintain constructive working relationships with all relevant groups and organisations who can contribute towards the success of this WESP. Of particular importance in the formulation, implementation and evaluation of the WESP will be our WESP Strategic Group. The WESP Strategic Group is comprised of officers from the Council, along with officers from a number of external groups and organisations and is guided by a Terms of Reference.</p> <p>Alongside, the WESP Strategic Group and of upmost importance to the success of the WESP is the Marketing and Promotion Sub Group. The Marketing and Promotion Sub Group is comprised of officers from the Council, along with officers from a number of external groups and</p>	<p>An Annual Work Plan, intended to be a practical working document, will be developed to keep track of progress.</p> <p>The development and implementation of targeted marketing and promotion strategies 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. The Council will utilise both national and regional marketing and promotion strategies, developed and provided by the</p>	<p>The Council is required to review the WESP and submit an Annual Progress Report, based on that annual review, to the WG each year. The Annual Progress Report is intended to capture the achievements in relation to the WESP and will be used to identify both positive and negative (if any) impacts of it.</p> <p>A Marketing and Promotion Sub Group, comprised of officers from the Council, along with officers from a number of external groups and organisations will be established and guided by a Terms of Reference.</p>

				organisations and is guided by a Terms of Reference.	WG and CSC JES, as well as local marketing and promotion strategies developed by the Council along with officers from a number of external groups and organisations who form the WESP Strategic Group.	
4. Compliance with the Councils statutory Welsh language standards.	X			<p>The WESP will comply with the Council's statutory Welsh language standards.</p> <p>In developing this WESP, all current and relevant local, regional and national legislation, strategies, policies and action plans have been taken into consideration in order to encourage and facilitate long term growth in Welsh medium and Welsh language education. The Council has and will continue to ensure there is a clear alignment with all current and relevant local, regional and national legislation, strategies, policies and action plans that impact upon Welsh medium and Welsh language education.</p>	An Annual Work Plan, intended to be a practical working document, will be developed to keep track of progress.	<p>The Council is required to review the WESP and submit an Annual Progress Report, based on that annual review, to the WG each year. The Annual Progress Report is intended to capture the achievements in relation to the WESP and will be used to identify both positive and negative (if any) impacts of it.</p> <p>The target of increasing the percentage of year one learners in Welsh medium education will require a multifaceted approach and the Council will make every effort to build and maintain constructive working relationships with all relevant groups and</p>

						<p>organisations who can contribute towards it.</p> <p>Of particular importance in the formulation, implementation and evaluation of the WESP will be our WESP Strategic Group. The WESP Strategic Group is comprised of officers from the Council, along with officers from a number of external groups and organisations and is guided by a Terms of Reference.</p> <p>In the formulation of the WESP, a WESP Virtual Planning Day took place. In attendance were officers from the Council, along with officers from a number of external groups and organisations who each have a role in contributing to formulating, implementing and evaluating the WESP. They include:</p>
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					<ul style="list-style-type: none"> • CSC JES. • Coleg y Cymoedd. • CTMUHB. • Menter Iaith. • Mudiad Meithrin. • RhaG. • The Urdd. • University of South Wales. • WG. <p>In order to ensure the formulation of a robust WESP, the Council also developed an online questionnaire as a pre-statutory consultation phase. This was distributed to officers from the Council, along with officers from a number of external groups and organisations.</p> <p>All communication, including the WESP virtual Planning Day, email correspondence and documentation as well as the statutory consultation process has</p>
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						<p>and will continue to be shared bilingually with all external groups and organisations.</p> <p>Feedback will be encouraged to be in the medium of Welsh to provide opportunities for the use of the Welsh language. Where required and requested, simultaneous translation has and will continue to be provided.</p>
5. Treating the Welsh language, no less favourably than the English language.	X			<p>As the Council looks to the future, it wants to build on what it has achieved to date and make sure that every town and community in the County Borough is a great place to live, work and play. The Council's ambition is for everyone to be as healthy, independent and prosperous as possible throughout their lives. Enabling access to a good education, developing skills and decent employment opportunities are all priority areas.</p> <p>Integral to achieving this ambition is the vision that:</p>	<p>An Annual Work Plan, intended to be a practical working document, will be developed to keep track of progress.</p>	<p>The Council is required to review the WESP and submit an Annual Progress Report, based on that annual review, to the WG each year. The Annual Progress Report is intended to capture the achievements in relation to the WESP and will be used to identify both positive and negative (if any) impacts of it.</p> <p>The Council will continue to progress and deliver the remaining projects</p>

			<p>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.</p> <p>The Council will deliver this vision by supporting children to have the best start in life and be ready for learning through an improved early years' system, supporting families through the childcare offer and by investing in new and significantly improved school and community facilities through the 21st Century Schools and Colleges Programme.</p>		<p>funded via the WG Childcare Offer Capital Grant Scheme and Welsh Medium Capital Grant Scheme. These projects support capital works that facilitate growth in Welsh medium education, with funding specifically aimed at developing or expanding Welsh medium childcare and early years settings co-located on Welsh medium primary school sites. The projects recently completed or due for complete during the first five academic years of the WESP comprise:</p> <ul style="list-style-type: none"> • Dolau Primary School (including Welsh unit). • Ysgol Gynradd Gymraeg Abercynon. • Ysgol Gynradd Gymraeg Aberdar. • Ysgol Gynradd Gymraeg Evan James.
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						<ul style="list-style-type: none"> • Ysgol Gynradd Gymraeg Ynyswen. • Ysgol Gynradd Gymunedol Gymraeg Llantrisant. • Ysgol Llanhari. <p>The Council's ambitious Band B 21st Century Schools and Colleges Programme, alongside funding directly from the Council, will:</p> <ul style="list-style-type: none"> • Amend the language medium of Penderyn Community Primary School from a dual language primary school to a Welsh medium primary school (following the opening of Hirwaun Primary School). The catchment area of Penderyn Community
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						<p>Primary School will also be extended.</p> <ul style="list-style-type: none"> • Deliver an extension to Ysgol Gynradd Gymraeg Aberdar. • Deliver a new Welsh medium primary school for Ysgol Gynradd Gymraeg Llyn y Forwyn. • Deliver a new Welsh medium primary school on the current Heol y Celyn Primary School site, to accommodate learners currently attending Ysgol Gynradd Gymraeg Pont Sion Norton and the Welsh medium learners attending the dual language Heol y Celyn Primary School. • Deliver a new Welsh all through
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						<p>school for the Rhondda area.</p> <ul style="list-style-type: none"> • Deliver a new dual language primary school, in the first instance, as an extension to the dual language primary school Dolau Primary School, as part an extensive housing development. • Ysgol Gyfun Rhydywaun – Due for completion in September 2022, this investment will create improved and extended accommodation by adding additional teaching accommodation along with a new sports facility to compliment the recently completed 3G sports pitch and
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						<p>will provide an additional 187 Welsh medium secondary school learner places. These additions will provide state of the art facilities for both Ysgol Gyfun Rhydywaun and the local community, increasing opportunities for participation in the wider community.</p> <ul style="list-style-type: none"> • All through school for the Rhondda area – A consultation on the development of a new Welsh all through school for the Rhondda area will be undertaken. • Ysgol Llanhari – The design development of improvement works to Ysgol
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						Llanhari will be undertaken.
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Stage Three – Strengthening the Proposal		
What?	When?	Who?
<p>Consultation and engagement with stakeholders.</p>	<p>To date, a WESP virtual Planning Day has taken place. In attendance were several external groups and organisations who each have a role in contributing to preparing, implementing and evaluating the WESP. They include:</p> <ul style="list-style-type: none"> • CSC JES. • Coleg y Cymoedd. • CTMUHB. • Menter Iaith. • Mudiad Meithrin. • RhaG. • The Urdd. • University of South Wales. • WG. <p>In addition, the Council has also developed an online questionnaire as a pre-statutory consultation phase in order to ensure the development of a robust WESP.</p> <p>All communication, including the WESP virtual Planning Day, email correspondence and documentation as well as the statutory consultation process has and will continue to be</p>	<ul style="list-style-type: none"> • 21st Century Schools Team.

	<p>shared bilingually with all external groups and organisations.</p> <p>Feedback will be encouraged in the medium of Welsh to provide opportunities for the use of the Welsh language. Where required and requested, simultaneous translation has and will continue to be provided.</p> <p>The draft WESP has been subject to a comprehensive public consultation with a wide range of stakeholders for no less than an eight week period. In addition, it has been scrutinised by the Children and Young People Scrutiny Committee and the Welsh Language Cabinet Steering Group.</p> <p>Current circumstances will inevitably limited the opportunity for face to face engagement, however, the Council will make best use of a of social media, virtual meetings and digital tools to engage with stakeholders.</p>	
WESP Strategic Group.	<p>The Council will make every effort to build and maintain constructive working relationships with all relevant groups and organisations who can contribute towards the success of this WESP. Of particular importance in the formulation, implementation and evaluation of the WESP will be our WESP Strategic Group. The WESP Strategic Group is comprised of officers from the Council, along with officers from a number of</p>	<ul style="list-style-type: none"> • 21st Century Schools Team. • WESP Strategic Group.

	<p>external groups and organisations and is guided by a Terms of Reference.</p> <p>Alongside, the WESP Strategic Group and of utmost importance to the success of the WESP, is the Marketing and Promotion Sub Group. The Marketing and Promotion Sub Group is comprised of officers from the Council, along with officers from a number of external groups and organisations and is guided by a Terms of Reference.</p> <p>In Addition to the WESP Strategic Group and Marketing and Promotion Sub Group, where and when necessary, the Council will establish 'task and finish' Sub Groups comprised of officers from the Council, along with officers from a number of external groups and organisations. Each Sub Group will be tasked with the achievement of specified objectives and guided by Terms of Reference.</p>	
Five Year Work Plan.	<p>The Council is required to review the WESP and submit an Annual Progress Report, based on that annual review, to the WG each year. The Annual Progress Report is intended to capture the achievements in relation to the WESP and will be used to identify both positive and negative (if any) impacts of it.</p> <p>The target of increasing the percentage of year one learners in Welsh medium education will require a multifaceted approach and the Council</p>	<ul style="list-style-type: none"> • 21st Century Schools Team. • WESP Strategic Group.

	<p>will make every effort to build and maintain constructive working relationships with all relevant groups and organisations who can contribute towards it. Ensuring the availability of Welsh medium education in the right location 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 contributing towards the vision of one million people in Wales being Welsh speakers by 2050.</p> <p>Alongside the WESP, the Council has developed a Five Year Work Plan which sets out actions for each of the seven outcomes or areas with the aim of contributing towards improving Welsh medium and Welsh language education and achieving our target increasing the percentage of year one learners in Welsh medium education.</p>	
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Stage Four – Review		
Welsh Language Services Comments	Date Considered	Brief Description
<p>This is a very detailed WLIA which lists many of the intended positive impacts this proposal will have on the Welsh language.</p> <p>Welsh Language Services encourage you to consider further the following:</p>	<p>7th June 2021.</p>	<p>The action that we propose to take to have a positive / increased positive impact and mitigate / reduce any negative impact on the Welsh language include:</p> <ol style="list-style-type: none"> 1. Opportunities for persons to use the Welsh language.

<ul style="list-style-type: none"> • To list actions, in section two, that you propose to take to have a positive / increased positive impact on the Welsh language. This, along with the seven outcomes of the WESP, should also consider whole community impact. • To consider the steps you'll take to increase the positive impacts or mitigate any negative impacts. You may wish to consider things such as marketing activities, choice architecture and proposed interventions that will assist the proposal to reach the targeted outcomes. • In Section Three, we encourage you to draw down the mitigation from Section Two that you intend to implement. This is to demonstrate and record the commitment to these changes for officer(s) / SLT / Cabinet to be aware of (as not all intended actions will be possible to implement). 		<ul style="list-style-type: none"> • The Local Authority is required to review the WESP and submit an Annual Progress Report, based on that annual review, to the WG each year. The Annual Progress Report is intended to capture the achievements in relation to the WESP and will be used to identify both positive and negative (if any) impacts of it. • The target of increasing the percentage of year one learners in Welsh medium education will require a multifaceted approach and the Local Authority will make every effort to build and maintain constructive working relationships with all relevant groups and organisations who can contribute towards it. • The Local Authority has developed a Five Year Work Plan which sets out actions for each of the seven outcomes or areas with the aim of contributing towards improving Welsh medium and Welsh language education and achieving our target of increasing the percentage of year one learners in Welsh medium education. <p>2. Numbers and / or percentages of Welsh speakers.</p> <ul style="list-style-type: none"> • The Local Authority will develop and implement targeted marketing and promotion strategies to ensure the benefits of Welsh
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		<p>medium and Welsh language education are promoted to parents / carers.</p> <ul style="list-style-type: none">• The Local Authority recognises that we must demonstrate to parents / carers that it is never too late to be educated through the medium of Welsh with the use of Welsh language immersion classes to support learners who are late comers to Welsh medium education. The Local Authority 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 Local Authority has no Welsh language immersion support classes for late comers in any of our schools at present, schools are encouraged to support learners who are late comers to Welsh medium education as and when the need arises. This is considered to be working effectively, however, in order to support learners who are late comers to Welsh medium education, the Local Authority has recently successfully obtained funding via the WG Welsh Language Immersion Support Grant, to pilot the creation of Welsh language immersion support classes for late comers or those learners who require additional support in two Welsh medium primary schools in the County Brough as well as piloting a peripatetic model of Welsh language
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		<p>immersion support across all Welsh medium primary schools in the County Borough.</p> <ul style="list-style-type: none"> • Eligible parents / carers and the wider community will be supported and encouraged to participate in activities through the medium of Welsh order to improve their confidence and retain their fluency in the Welsh language through CfW pre-employment activities. <p>3. Opportunities to promote the Welsh language.</p> <ul style="list-style-type: none"> • The Local Authority is required to review the WESP and submit an Annual Progress Report, based on that annual review, to the WG each year. The Annual Progress Report is intended to capture the achievements in relation to the WESP and will be used to identify both positive and negative (if any) impacts of it. • The Local Authority will develop and implement targeted marketing and promotion strategies to ensure the benefits of Welsh medium and Welsh language education are promoted to parents / carers. <p>4. Compliance with the Councils statutory Welsh language standards.</p> <ul style="list-style-type: none"> • The Local Authority is required to review the WESP and submit an Annual Progress
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		<p>Report, based on that annual review, to the WG each year. The Annual Progress Report is intended to capture the achievements in relation to the WESP and will be used to identify both positive and negative (if any) impacts of it.</p> <ul style="list-style-type: none">• The target of increasing the percentage of year one learners in Welsh medium education will require a multifaceted approach and the Local Authority will make every effort to build and maintain constructive working relationships with all relevant groups and organisations who can contribute towards it.• Of particular importance in the formulation, implementation and evaluation of the WESP will be our WESP Strategic Group. The WESP Strategic Group is comprised of officers from the Local Authority, along with officers from a number of external groups and organisations and is guided by a Terms of Reference.• All communication has and will continue to be shared bilingually with all external groups and organisations.• Feedback will be encouraged to be in the medium of Welsh to provide opportunities for the use of the Welsh language. Where required and requested, simultaneous translation has and will continue to be provided.
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		<p>5. Treating the Welsh language, no less favourably than the English language.</p> <ul style="list-style-type: none">• The Local Authority is required to review the WESP and submit an Annual Progress Report, based on that annual review, to the WG each year. The Annual Progress Report is intended to capture the achievements in relation to the WESP and will be used to identify both positive and negative (if any) impacts of it.• In recent years, the Local Authority has committed to increasing the quality and availability of early years Welsh medium provision co-located on primary school sites by securing £4 million of Welsh Government investment to spend on a number of projects. A further bid for investment to continue the growth in this area has been submitted to the Welsh Government, the outcome of which is still awaited.• The Local Authority's ambitious Band B 21st Century Schools and Colleges Programme comprises a range of projects, with the inclusion of a number of projects that propose to increase the capacity of Welsh medium primary and secondary schools. During the first five years of this WESP, the Local Authority's ambitious Band B 21st Century Schools and Colleges Programme will have been completed.
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		<p>The mitigation that we intend to implement to reduce any negative impact on the Welsh language include:</p> <p>1. Consultation and engagement with stakeholders.</p> <ul style="list-style-type: none"> • To date, a WESP virtual Planning Day has taken place. In attendance were several external groups and organisations who each have a role in contributing to preparing, implementing and evaluating the WESP. • In addition, the Local Authority has also developed an online questionnaire as a pre-statutory consultation phase in order to ensure the development of a robust WESP. • All communication has and will continue to be shared bilingually with all external groups and organisations. • Feedback will be encouraged to be in the medium of Welsh to provide opportunities for the use of the Welsh language. Where required and requested, simultaneous translation has and will continue to be provided. • The draft WESP has been subject to a comprehensive public statutory consultation with a wide range of stakeholders for an eight week period between Monday 13th September 2021 to Monday 8th November 2021 in line with guidance outlined with in the Welsh Government Guidance on Welsh in
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		<p>Education Strategic Plans (WESP Guidance).</p> <ul style="list-style-type: none"> • In addition, it has been scrutinised by the Children and Young People Scrutiny Committee and the Welsh Language Cabinet Steering Group. • Current circumstances inevitably limited the opportunity for face to face engagement, however, the Local Authority made best use of a of social media, virtual meetings and digital tools to engage with stakeholders. <p>2. WESP Strategic Group.</p> <ul style="list-style-type: none"> • The Local Authority will make every effort to build and maintain constructive working relationships with all relevant groups and organisations who can contribute towards the success of this WESP. Of particular importance in the formulation, implementation and evaluation of the WESP will be our WESP Strategic Group. The WESP Strategic Group is comprised of officers from the Local Authority, along with officers from a number of external groups and organisations and is guided by a Terms of Reference. • Alongside, the WESP Strategic Group and of upmost importance to the success of the WESP, is the Marketing and Promotion Sub Group. The Marketing and Promotion Sub Group is comprised of officers from the Local
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		<p>Authority, along with officers from a number of external groups and organisations and is guided by a Terms of Reference.</p> <ul style="list-style-type: none"> • In Addition to the WESP Strategic Group and Marketing and Promotion Sub Group, where and when necessary, the Local Authority will establish ‘task and finish’ Sub Groups comprised of officers from the Local Authority, along with officers from a number of external groups and organisations. Each Sub Group will be tasked with the achievement of specified objectives and guided by Terms of Reference. <p>3. Five Year Work Plan.</p> <ul style="list-style-type: none"> • The Local Authority has developed a Five Year Work Plan which sets out actions for each of the seven outcomes or areas with the aim of contributing towards improving Welsh medium and Welsh language education and achieving our target increasing the percentage of year one learners in Welsh medium education.
Officer Review Comments	Brief Description	Date Considered
<p>Following the Review Panel Meeting, the following comments were made in relation to the Welsh Language Impact Assessment for the WESP:</p>	<ul style="list-style-type: none"> • Updated information has been included regarding the Local Authorities Welsh Language Promotion Strategy. • In order to provide an ‘audit trail’ of progress made to the Welsh Language Impact Assessment, additional detail has been provided regarding the updates 	<p>17th November 2021.</p>

<ul style="list-style-type: none"> • A new template has been developed, which is to be used for future Welsh Language Impact Assessments. • Reference should be made to the Local Authorities new Welsh Language Promotion Strategy which will proceed the current one that is due to expire. • Repeated information that is provided under 'Numbers and / or percentages of Welsh speakers' within Section Two to be removed. • Additional detail was requested under 'Officer Comments' within Section Four in relation to the comments received from the Local Authorities Welsh Language Services on 7th June 2021. • Where relevant updated strategies, and policies should be included. 	<p>made in relation to comments received from the Local Authorities Welsh Language Services on 7th June 2021.</p> <ul style="list-style-type: none"> • Reference has been made to the Local Authorities Education and Inclusion Directorates new strategic plan –Education and Inclusion Services' Directorate's Strategic Plan: 2021 to 2024. 	
<p>Consultation Comments</p>	<p>Brief Description</p>	<p>Date Considered</p>
<p>The eight week statutory consultation period concluded on 8th November 2021. In total 38 responses were received.</p> <p>The feedback provided via the statutory consultation is incorporated into a Statutory Consultation Report, alongside the Proposed WESP.</p>	<p>Following the conclusion of the statutory consultation period, the draft WESP has been updated to include additional detail in relation to:</p> <ul style="list-style-type: none"> • Additional Welsh Language Immersion Class pilot projects. • Additional Welsh Medium Capital Grant projects. • Additional 21st Century Schools Band B projects. 	<p>10th November 2021.</p>

	<ul style="list-style-type: none"> • Updated national, regional and local strategies and policies that are linked with the WESP. • Updated data sets from the Welsh Government. <p>In addition, a number of common consultation response themes were identified. The draft WESP has been updated to reflect these.</p>	
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Stage Five – Monitoring, Evaluating and Reviewing

In accordance with the WESP (Wales) Regulations 2019, the Council will make every effort to build and maintain constructive working relationships with all relevant groups and organisations who can contribute towards the success of this WESP. Of particular importance in the formulation, implementation and evaluation of the WESP will be our WESP Strategic Group. The WESP Strategic Group is comprised of officers from the Council, along with officers from a number of external groups and organisations and is guided by a Terms of Reference.

Alongside, the WESP Strategic Group and of upmost importance to the success of the WESP, is the Marketing and Promotion Sub Group. The Marketing and Promotion Sub Group is comprised of officers from the Council, along with officers from a number of external groups and organisations and is guided by a Terms of Reference.

In Addition to the WESP Strategic Group and Marketing and Promotion Sub Group, where and when necessary, the Council will establish ‘task and finish’ Sub Groups comprised of officers from the Council, along with officers from a number of external groups and organisations. Each Sub Group will be tasked with the achievement of specified objectives and guided by Terms of Reference.

From 2023 onwards, the Council will implement two main methods of reporting on the progress of this WESP:

1. Annual Work Plan.
2. Annual Progress Report.

The Annual Work Plan is intended to be a practical working document to help keep track of progress in the short term and will be utilised by the WESP Strategic Group to track progress of this WESP.

The 2019 Regulations require LAs to review their WESP and submit an Annual Progress Report, based on that review, to the WG by 31st July each year. The Annual Progress Report is intended to capture the achievements in relation to the WESP.

Whilst the statutory responsibility for the WESP sits with the Council, a range of external groups and organisations have a role in formulating, implementing and evaluating its progress regularly throughout its lifespan.

Stage Six – Summary of Impacts for the Proposed Strategy / Plan

As the Council looks to the future, it wants to build on what it has achieved to date and make sure that every town and community in the County Borough is a great place to live, work and play. The Council's ambition is for everyone to be as healthy, independent and prosperous as possible throughout their lives. Enabling access to a good education, developing skills and decent employment opportunities are all priority areas.

Integral to achieving this ambition is the vision:

To inspire and support excellent leadership and professional practice so that all learners in Rhondda Cynon Taf make good progress and become ambitious, capable, creative and ethically informed'.

The Council will deliver this vision by supporting children to have the best start in life and be ready for learning through an improved early years' system, supporting families through the childcare offer and by investing in new and significantly improved school and community facilities through the 21st Century Schools and Colleges Programme.

The Council will show clear leadership and commitment in its vision for Welsh medium education and, as such, our target is to:

Increase the percentage of year one learners in Welsh medium education by between 8.0% to 12.0% during the ten year lifespan of this WESP. This equates to an increase from 506 year one learners in Welsh medium education to between 720 and 825 year one learners in Welsh medium education.

The achievement of this target will require a multifaceted approach. Ensuring the availability of Welsh medium education in the right location 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 contributing towards the vision of one million people in Wales being Welsh speakers by 2050.

Recognising the importance of Cymraeg 2050, and how essential the education system is to achieving its vision, the WESP sets out the Council's ten year plan for increasing and improving the planning of the provision of Welsh medium and Welsh language education. It builds on the work of the

previous WESP for the period between 2017 to 2022¹⁵ and sets out a workplan which demonstrates how the Council intends to achieve its ten year vision.

In developing this WESP, all current and relevant local, regional and national legislation, strategies, policies and action plans have been taken into consideration in order to encourage and facilitate long term growth in Welsh medium and Welsh language education. The Council has and will continue to ensure there is a clear alignment with all current and relevant local, regional and national legislation, strategies, policies and action plans that impact upon Welsh medium and Welsh language education.

Stage Seven – Sign Off			
Name of Officer Completing WLIA	Grace Zecca-Hanagan	Service Director	Andrea Richards, Service Director for 21 st Century Schools and Transformation
Position	21 st Century Schools	I recommend that the proposed strategy / plan	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	Grace Zecca-Hanagan.	Signature	Andrea Richards
Date	21 st June 2021.	Date	17 th November 2021

¹⁵ [Rhondda Cynon Taf County Borough Council – Welsh in Education Strategic Plan – 2017 to 2020](#)