

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

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

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

<b>Proposal Name:</b>	Leisure Strategy 2022-2027
<b>Department</b>	Leisure Sport and Parks
<b>Service Director</b>	Louise Davies
<b>Officer Completing the WLIA</b>	Keith Nicholls
<b>Email</b>	Keith.A.Nicholls@rctcbc.gov.uk
<b>Phone</b>	01443 562202
<b>Brief Description</b>	The proposed Sport and Physical Activity Strategy 2022-27 will provide the service with a framework for the development and delivery of the service over the next 5 years, ensuring that it meets and contributes to the Council's priorities, as set out in the Corporate Plan 2020-24.
<b>Date</b>	September 2022
<b>Please outline who this proposal affects? (Service Users, Employees, Wider Community)</b>	The proposal will affect residents of RCT.

<p><b>What are the aims of the policy, and how do these relate to the Welsh Language?</b></p>	<p>The aim of the strategy is to increase participation in sport and physical activity with a specific focus on inactive or less active residents and those who experience barriers to undertaking regular sport and physical activity as part of a healthy lifestyle that supports their physical and mental wellbeing.</p>
<p><b>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</b></p>	<p>The strategy will continue to encourage the use and further development of the Welsh language with staff and residents.</p>
<p><b>Current linguistic profile of the geographical area(s) concerned</b></p>	<p>The strategy covers all areas of RCT and visitors to our facilities, sessions and events.</p> <p>20.9% of residents (48,300 people) in Rhondda Cynon Taf have the ability to speak Welsh. [2021 – StatsWales data].</p> <p>Approx 10% of staff have some knowledge of the Welsh Language – the Council’s Annual Welsh Language Standards Reported that 10.92% had Welsh language skills of level 3 or above as of October 2021.</p> <p>6.6% of residents speak Welsh on a daily basis. [2021 – StatsWales data].</p> <p>42% of residents want further opportunities to learn Welsh and/or use and practice their Welsh in the community. [RCT CBC research].</p>
<p><b>Other relevant data or research</b></p>	<p>Statutory rolling 5 year Welsh Language Promotion Strategy. - The service area will strive to achieve the goals and targets based on discussions set during a recent visit and meeting with representatives of the Welsh Language Officer in partnership with our own internal Welsh Language Team.</p>

## **Stage 2 – Impact Assessment**

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

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

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

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

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

	<b>Does the proposal have any positive, negative or neutral impacts?</b>	<b>Describe why it will have a positive/negative or neutral impact on the Welsh language.</b>	<b>What evidence do you have to support this view?</b>	<b>What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>Opportunities for persons to use the Welsh language</b>  e.g. staff, residents and visitors  The rights of Welsh speakers and learners to use Welsh when dealing with the council and for staff to use Welsh at Work	Positive	The strategy will continue to promote the use and development of the Welsh language in its operation.  All digital and offline communications are bilingual. Enquiries in Welsh are replied to in Welsh.	The strategy is a continuation of the previous leisure strategy 2016/2021.  Both Leisure and Sport RCT ensure that their websites, social media, app*, marketing materials, signage, phone greetings etc are bilingual. Customers are	The Leisure For Life App is currently being reviewed to ensure that all links from the app are bilingual. Staff are being provided with additional training to ensure that they are building the class content in the correct manner.  The Leisure for Life App is being fully re-launched in Mid-November with a full re-vamp so that customers will access every individual activity in Welsh. This is currently being tested and updated.

		<p>All marketing materials have the 'You are welcome to communicate with us in Welsh' statement. All consultation with customers is done bilingually.</p> <p>Services are offered in Welsh, where possible. Leisure has Welsh speaking staff that can communicate in Welsh and provide services through the medium of Welsh. Where it is not possible to provide the service in Welsh ourselves, we look to work with partners who can. Sport RCT engage with communities and capture demand for Welsh medium provision.</p> <p>Staff are encouraged to learn Welsh and speak Welsh in work. All new starters must complete Level 1 Welsh, if they are not already a Welsh speaker.</p>	<p>encouraged to communicate with us in Welsh. Sport RCT have contact databases for customers, which include a record of the customers' language preference. The recent Lets Talk Consultation was fully bilingual. All previous Sport RCT formal consultations were bilingual. All emails and texts sent from Sport RCT to contact databases (schools, clubs, parents) are sent bilingually.</p> <p>Sport RCT offer sport sessions to schools through the medium of Welsh. Sport RCT provide school-based courses/training through the medium of Welsh.</p> <p>Children are given the opportunity to partake in Welsh Language swimming lessons in partnership with the URDD.</p> <p>Sport RCT offer community training</p>	<p>The department is continually trying to employ staff who can teach in the medium of Welsh.</p> <p>Previous employment campaigns to attract Welsh speaking swim coaches were unsuccessful but will be tried again whenever advertising for this level of staff member.</p> <p>Managers will be tasked with re-cavassing staff to enable the department to trial Welsh fitness classes at a site.</p>
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		<p>All materials and resources provided to schools, sports clubs and the wider community are all provided bilingually.</p>	<p>courses through the medium of Welsh.</p> <p>When Sport RCT consult with target communities to engage them in physical activity, Welsh language is part of the discussion to gauge demand for Welsh medium provision. If/when there is demand, this will be actioned.</p> <p>The Sport RCT team currently have 2 fluent Welsh speakers and three learners who are undertaking weekly Welsh lessons.</p> <p>Sport RCT have recently developed a Movement Matters pack, which is used by schools, nurseries and the wider public. The pack is fully bilingual and encourages the use of the Welsh language. Sport RCT ensure that all other resources are bilingual, e.g., Play Leaders resource, Sports Club grant guide. This includes the use of key words in</p>	
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			Welsh including run, jump, throw, hop etc.	
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**Stage 2 – Impact Assessment**

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

	<b>Does the proposal have any positive, negative or neutral impacts?</b>	<b>Describe why it will have a positive/negative or neutral impact on the Welsh language.</b>	<b>What evidence do you have to support this view?</b>	<b>What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b>Numbers and / or percentages of Welsh speakers</b> e.g Welsh Medium Education / Study Opportunities. Links with the Welsh Government's <a href="#">Cymraeg 2050 Strategy</a> / <a href="#">RCTCBC Five Year Welsh Language Strategy</a></p>	<p>Positive</p>	<p>We will continue to promote the use of the Welsh language with our staff and customers alike.</p> <p>Staff are encouraged to learn Welsh and speak Welsh in work. All new starters must complete Level 1 Welsh if they are not already a Welsh speaker.</p> <p>Sport RCT create and share 'Learn Welsh with Sport RCT' videos, in line with national events/themes.</p> <p>Where possible Sport RCT will use Welsh language as a way to engage a new audience into physical activity.</p>	<p>The Sport RCT team currently have 2 fluent Welsh speakers and three learners who are undertaking weekly Welsh lessons.</p> <p>Four videos have been shared so far, via social media. Themes have included Six Nations Rugby and Walking Month.</p> <p>Sport RCT have looked in to offering a walking group for Welsh speakers/learners. This could work especially well in RCT communities where the percentage of Welsh speakers is high (e.g. Llantwit Fardre, Hirwaun, Pontyclun).</p>	

<p><b>Opportunities to promote the Welsh language</b> e.g. status, use of Welsh language services, use of Welsh in everyday life in work and in the community</p> <p>Actively encourage and promote the use of our services in Welsh to see an increase in demand over time</p>	<p>Positive</p>	<p>We will continue to develop of use and application of the Welsh Language in line with the development to provide a Welsh version of both out Leisure For Life APP, social media, web pages and Parent Learn2 to Swim Portal. There are also Welsh language swimming lessons.</p> <p>All digital and offline communications are bilingual. Enquiries in Welsh are replied to in Welsh. All consultation with customers is done bilingually.</p> <p>Services are offered in Welsh, where possible. Where it is not possible to provide the service in Welsh ourselves, we look to work with partners who can.</p> <p>Signage/resources used by staff encourage the use of Welsh words during sessions that are not through the medium of Welsh.</p>	<p>Leisure For Life App and Learn2 T Swim Portal, social media posts, Welsh language push notifications to customers.</p> <p>Websites, social media, app*, marketing materials, signage, phone greetings etc are bilingual. Customers are encouraged to communicate with us in Welsh.</p> <p>The recent Lets Talk Consultation was fully bilingual.</p> <p>Sport RCT deliver sport sessions in schools through the medium of Welsh and provide school-based courses/training through the medium of Welsh. Children are given the opportunity to partake in Welsh Language swimming lessons in partnership with the URDD. Sport RCT have 'promoting Welsh language' handouts that are used by staff/ volunteers are events such as school festivals. This could be replicated by Leisure Operations – Welsh vocab handouts/signage.</p> <p>The Sport RCT team currently have 2 fluent Welsh speakers and 3 learners. Staff have been</p>	
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		<p>Staff are encouraged to speak Welsh as often as possible.</p> <p>All materials and resources provided to schools, sports clubs and the wider community are all provided bilingually. They are all encouraged to use these resources to promote the Welsh language.</p>	<p>given guidance regarding answering the phone bilingually and all staff have completed Level 1 Welsh as a minimum.</p> <p>Sport RCT have recently developed a Movement Matters pack, which is used by schools, nurseries and the wider public. The pack is fully bilingual and encourages the use of the Welsh language.</p>	
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**Stage 2 – Impact Assessment**

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

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<p><b>Compliance with the <a href="#">Council's Statutory Welsh Language Standards</a></b> e.g increasing or reducing the Council's ability to deliver services through the Medium of Welsh.</p> <p>Consider the rights of Welsh speakers to use Welsh when dealing with the Council and for staff to use Welsh at Work.</p>	<p>Positive</p>	<p>The department is monitored by the Welsh Language unit to ensure compliance with standards set.</p> <p>Some facilities do have staff who can and will communicate with customers in the Welsh language.</p> <p>Sport RCT has been shared by the Welsh Language unit as an example of good practice on more than one occasion. In particular they have been highlighted for their Learn Welsh videos and bilingual walking / activity videos.</p> <p>All digital and offline communications are bilingual.</p>	<p>Welsh language Audits of Leisure, Sport and Parks</p> <p>Both Leisure and Sport RCT ensure that their websites, social media, app*, marketing materials, signage, phone greetings etc are bilingual. Customers are encouraged to communicate with us in Welsh. All Sport RCT webforms ask the customer their language preference. Sport RCT have contact databases for customers, which include a record of the customers' language preference. All emails and texts sent from Sport RCT to contact databases (schools, clubs, parents) are sent bilingually.</p>	<p>The Leisure For Life App is currently being reviewed to ensure that all links from the app are bilingual. Staff are being provided with additional training to ensure that they are building the class content in the correct manner.</p> <p>The Leisure for Life App is being fully re-launched in Mid-November with a full re-vamped so that customers will access every individual activity in Welsh. This is currently being tested and updated.</p>

		<p>Enquiries in Welsh are replied to in Welsh. All marketing materials have the 'You are welcome to communicate with us in Welsh' statement. All consultation with customers is done bilingually.</p> <p>We have a very good relationship with the translation department and all marketing materials are produced internally, ensuring that they comply with the Welsh Language standards.</p>		<p>Managers will be tasked with re-canvassing staff to enable the department to trial Welsh fitness classes at a site.</p>
<p><b>Treating the Welsh language, no less favourably than the English language</b></p>	<p>Positive</p>	<p>We will continue to monitor and improve the systems in place to ensure that the Welsh language is treated no less favourably than the English language.</p> <p>All digital and offline communications are bilingual. Enquiries in Welsh are replied to in Welsh.</p> <p>Services are offered in Welsh, where possible. Leisure has Welsh speaking staff that can communicate in Welsh and provide services through the medium of Welsh.</p>	<p>Both Leisure and Sport RCT ensure that their websites, social media, app*, marketing materials, signage, phone greetings etc are bilingual. All emails and texts sent from Sport RCT to contact databases (schools, clubs, parents) are sent bilingually.</p> <p>Sessions/training is offered to schools through the medium of Welsh. Children are given the opportunity to partake in Welsh Language swimming lessons in partnership with the URDD. Sport RCT offer community training courses through the medium of Welsh.</p>	

		<p>Staff are encouraged to learn Welsh and speak Welsh in work. All new starters must complete Level 1 Welsh, if they are not already a Welsh speaker.</p> <p>All materials and resources provided to schools, sports clubs and the wider community are all provided bilingually.</p>	<p>The Sport RCT team currently have 2 fluent Welsh speakers and three learners who are undertaking weekly Welsh lessons.</p> <p>Sport RCT ensure all resources, both in print and video, are provided bilingually to schools, clubs, public and partners.</p>	
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### **Stage 3 - Strengthening the proposal**

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

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

<b>What are you going to do?</b>	<b>When are you going to do it?</b>	<b>Who is responsible?</b>
We are encouraging more staff (customer facing) to undertake higher level Welsh course	On-going	Site Managers
<p>Managers will be tasked with re-canvassing staff to enable the department to trial Welsh fitness classes at a site.</p> <p>The Leisure for Life App is currently being reviewed to ensure that all links from the app are bilingual. Staff are being provided with additional training to ensure that they are building the class content in the correct manner.</p> <p>The Leisure for Life App is being fully re-launched in Mid November with a full re-vamped so that customers will access every individual activity in Welsh. This is currently being tested and updated.</p>	<p>On-going</p> <p>On-going – Current</p> <p>Mid-November 2022</p>	<p>Site Managers</p> <p>Site Manager, Business Team, Membership Officer</p>

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

<b>What was identified?</b>	<b>Why is it not possible?</b>

## **Stage 4 – Review**

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

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

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

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

<b>Welsh Language Services Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Welsh Language Services feedback</b>
<p>Welsh Language Services would like to thank you for making such detailed and well-considered amendments to your Welsh language impact assessments – as a result, we feel this impact assessment is very robust and demonstrates the good work the service is already doing regarding the Welsh language, and sets out some clear plans for improving on this in the future.</p> <p>Welsh Language Services would still encourage you to think about matters concerning staffing – e.g. how can we ensure there are enough reception staff who speak Welsh and how do we monitor? How do we plan for the future to ensure there are enough staff to meet potential rise in demand from public/schools for more Welsh speaking sessions, and staff succession? These are challenges we</p>		

<p>all face, not just Leisure Services, and we are going to be conducting audits to try and identify and address challenges with services, but it would be a good idea to think of small targets regarding staff Welsh language skills and recruitment where possible.</p>		
<p><b>Officer Review Panel Comments</b></p>	<p><b>Date Considered</b></p>	<p><b>Brief description of any amendments made following Officer Review Panel considerations</b></p>
<p><b>Consultation Comments</b></p>	<p><b>Date Considered</b></p>	<p><b>Brief description of any amendments made following consultation</b></p>

<p><b><u>Stage 5 – Monitoring, Evaluating and Reviewing</u></b></p>
<p>How and who will you monitor the impact and effectiveness of the proposal?</p>
<p></p>

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

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

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

There are no negative or neutral impacts contained in this impact assessment.

Positive Impacts include:

- Sessions/training is offered to schools through the medium of Welsh. Children are given the opportunity to partake in Welsh Language swimming lessons in partnership with the URDD.
- Sport RCT offer community training courses through the medium of Welsh.
- Both Leisure and Sport RCT ensure that their websites, social media, app\*, marketing materials, signage, phone greetings etc are bilingual. All emails and texts sent from Sport RCT to contact databases (schools, clubs, parents) are sent bilingually.
- The Leisure for Life App is being fully re-launched in Mid-November with a full re-vamped so that customers will access every individual activity in Welsh. This is currently being tested and updated.
- Posts are due to be advertised asking for specifically for Welsh speaking swimming and fitness coaches to enhance and improve provision.



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