

WELSH LANGUAGE IMPACT ASSESSMENT TOOL

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

Stage 1 – Information Gathering

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

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

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

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

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

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

¹ [2011 Census](#)

² [Annual Population Survey](#)

Other relevant data or research

[Cymraeg 2050: Welsh language strategy](#)

[Annual Population Survey](#)

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

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

Workforce Data re: Welsh Language Skills

Stage 2 – Impact Assessment

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

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

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

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

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

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Opportunities for persons to use the Welsh language 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/ Negative/ Neutral Positive	The strategy's main aim is to ensure more opportunities for persons to use the Welsh language. Any agreed action plan will ensure a targeted approach to increasing the number of opportunities within our communities and workplace over the lifespan of the strategy.	Welsh Language Promotional Strategy (and any agreed Action Plan)	Ensure any agreed actions are robustly monitored both from Council led services and partners.

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

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

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

Stage 3 - Strengthening the proposal

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

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

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

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

What was identified?	Why is it not possible?

Stage 4 – Review

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

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

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

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

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

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

Stage 5 – Monitoring, Evaluating and Reviewing

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

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

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

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

Stage 6 – Summary of Impacts for the Proposal


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

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

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

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

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

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