

## 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.

<b>Proposal Name:</b>	<b>COUNCIL RUN NURSERY PROVISION –REVISED SERVICE DELIVERY ARRANGEMENTS</b>
<b>Department</b>	Children’s Services
<b>Service Director</b>	Annabel Lloyd
<b>Officer Completing the WLIA</b>	Mandy Perry
<b>Email</b>	Mandy.perry@rctcbc.gov.uk
<b>Phone</b>	07956033222
<b>Brief Description</b>	<p>The proposal outlines four options for service change to the existing local authority run childcare provision, with option 4 being the recommended option to ‘Seek third party providers to take over the running of all four English Council run nursery settings’</p> <p>New commissioning arrangements are already in place for Welsh medium provision and the Council have recently increased from 9 to 19 Welsh approved suppliers, so the proposal is for these settings to remain as English settings to meet current demand within the existing geographical areas.</p> <p>If the recommended proposal (option 4) is agreed, the service change will:</p>

	<ul style="list-style-type: none"> <li>• Have minimal impact on existing staff as they will be TUPE protected</li> <li>• Increase the opportunity to extend the range of provision available in all four areas and increase capacity in the sector to facilitate the roll out of the Flying Start Expansion programme</li> <li>• Increase capacity and flexibility to meet childcare needs of parents in all four localities</li> <li>• Potential for a reduction in fee's for parents and families seeking alternative day nursery provision.</li> <li>• Ensure the third party provider complies to all relevant Welsh language standards as a condition of their contractual arrangements</li> <li>• Be subject to regular quality assurance monitoring and annual compliance monitoring which includes specific monitoring around compliance of the Welsh Language Standards.</li> </ul>
<b>Date</b>	7 <sup>th</sup> November 2022
<b>Please outline who this proposal affects? (Service Users, Employees, Wider Community)</b>	<p>The proposal will affect staff who will TUPE transfer.</p> <p>The proposal will positively affect the wider local communities of Tylorstown; Penrhys; Aberaman and Pontypridd via an increase in a wider availability of childcare within the areas.</p> <p>Service users will not be impacted since there will be no change to their current provision</p> <p>The Council have already identified the need for more Welsh Medium pre school provision within the Pontypridd area and are currently investigating the possibility of the existing Pontypridd English Setting either being split to allow space for two sessions English and Welsh or there is a possibility that the setting could become Welsh only but this would be subject to providing a suitable provider via the EOI process and negotiating the TUPE of staff since only 2 of the staff are currently fluent in welsh. This option would align to the Welsh Education Strategic Plan (WESP) OUTCOME 1: MORE NURSERY / THREE YEAR OLD LEARNERS RECEIVE THEIR EDUCATION THROUGH THE MEDIUM OF WELSH since it would increase the number of children attending Welsh medium pre-school settings which would lead to more children accessing Welsh medium education.</p>

**What are the aims of the policy, and how do these relate to the Welsh Language?**

The four childcare settings that this service change relate to are all English childcare settings, although all must offer an element of Welsh as part of the curriculum and all settings must also comply with the relevant sections of the Welsh language standards as per their contracts and these are monitored by the Quality Assurance Childcare team and the Funding Flexibilities Team Monitoring Officers. The service transfer will not impact on these requirements.

Following review of access to childcare, all FS eligible families now receive a letter confirming their eligibility and an application for childcare form which they complete and return to the Placement Advisory Officer. Parents are encouraged to stipulate language preference on the application form.

In line with the Welsh Language Standards and the WG policy 'A Million Welsh Speakers 2015' RCT have increased the number of Welsh Medium childcare places available to families and 50% of Approved Suppliers are now Welsh medium along with 25% of all commissioned settings. This will continue to be reviewed to ensure we are able to meet future language demand. Where applicable additional approved suppliers will be Welsh language provision.

Although the childcare offer is made in the language of choice stipulated on the childcare application, some families still decline the offer and opt for the nearest setting or preferred session availability before their chosen language.

A review of the childcare commissioning model took place in 21/22 to ensure that commissioned childcare places are at the correct level, in the right areas and meet the needs of families including the choice of language.

As part of the review of the commissioning model, it was agreed that it was difficult to assess the Welsh medium provision as this was not evenly distributed across the authority. To address this an Approved Provider List for Flying Start childcare was developed. Several considerations were made for this process which included evidence of the use of the Welsh language and the level to which the staff are fluent. The tender also requested settings can demonstrate how they immerse the children in Welsh culture. By having Welsh language settings across the authority, who also meet Flying Start childcare standards, it is hoped that there will be an increase in the uptake of Welsh medium places. This approach directly supports the WESP 10 year- strategic plan as it aims to identify some of the barriers to access, which include location of a setting.

Since the above review Welsh FS Approved Settings has already increased from 9 settings to 19 settings.

**Who will benefit / Could the policy affect Welsh language groups? If so, list them here.**

There will be no direct benefit or impact on any Welsh language groups since the service change relates to English childcare settings only. Parents requiring Welsh provision would not be offered the settings that are impacted by this service change they would be offered alternative provision within their local area..

**Current linguistic profile of the geographical area(s) concerned**

**EDUCATION THROUGH THE MEDIUM OF WELSH**

The data in the table that follows is derived from the Local Authority's CSA for the period between 2022 to 2027. It demonstrates the total number of registered and unregistered Welsh and English medium childcare and early years settings alongside the number of places available across the County Borough.

<b>Total Number of Welsh and English Medium Childcare and Early Years Settings Available Across the County Borough</b>					
<b>Childcare Type</b>		<b>Total Number of Registered Settings</b>	<b>Total Number of Places</b>	<b>Total Number of Unregistered Settings</b>	<b>Total Number of Places</b>
<b>Childminder</b>		96	778	0	0
<b>Day Care</b>	<b>Full Day Care</b>	56	2,030	0	0
	<b>Sessional Day Care</b>	25	75	7	25
	<b>Crèches</b>	0	0	0	0
	<b>Out of School Care</b>	10	357	6	0
	<b>Open Access Play Provision</b>	5	345	3	0
	<b>Nanny</b>	2	0	0	0
<b>Total</b>		194	3,585	16	25

The following table indicates the linguistic profile for the geographical areas where the settings within the report are located:

Community	Population over 3 years	Number of Welsh speakers	% of Welsh speakers
Tylorstown/Penrhys	4,368	443	10.1
Aberaman	9,411	870	9.2
Pontypridd	31,538	3,978	12.6

“Updated following review panel on 12.01.23 to reflect 2021 Census figures:

Recently released 2021 Census figures regarding the Welsh language show that the anticipated increase in Welsh speakers across Wales as a whole has not been realised. The all-Wales figured showed a decrease in the percentage of Welsh speakers to 17.8% percent. There was a small increase in RCT, however – the percentage of our population who can speak Welsh increased from 12.3% to 12.4%, and we saw a 2.8% increase in the number of Welsh speakers in the county borough (from 27779 to 28556). RCT was also one of only four LAs in Wales to see an increase in the percentage of Welsh speakers – the others were Cardiff, the Vale of Glamorgan and Merthyr Tudful, all neighbouring county boroughs, which could demonstrate that our region is seeing some positive trends in terms of increases in Welsh speakers, and that there may be a resulting increase for services through the medium of Welsh. As further, more detailed data from the Census becomes available for RCT (e.g. LSOA data), we will need to consider how it may impact the services we provide.”

**Other relevant data or research**

**WELSH IN EDUCATION STRATEGIC PLAN – 2022 TO 2032:**

The data in the table that follows, again derived from the Local Authority’s CSA for the period between 2022 to 2027, demonstrates the total number of registered and unregistered Welsh medium childcare and early years settings (both Welsh medium and bilingual) alongside the number of places available across the County Borough

Total Number of Welsh Medium Childcare and Early Years Settings Available Across the County Borough					
Childcare Type		Total Number of Registered Settings	Total Number of Places	Total Number of Unregistered Settings	Total Number of Places
Childminder		1	25	0	0
Day Care	Full Day Care	10	599	0	0
	Sessional Day Care	5	177	0	0
	Crèches	0	0	0	0
	Out of School Care	3	144	5	Unknown
<b>Total</b>		26	771	5	0

### Flying Start

The Council is committed to providing childcare to families eligible for the WGs Flying Start Programme (FSP). As one of the four pillars of the WGs FSP, childcare is a key component, giving eligible families with children between the ages of two to three free childcare for two and a half hours a day, five days a week for thirty nine weeks of the year. An element of FSP childcare is provided by the four Council run settings impacted by the **Proposed Changes to the Council Run Day Nursery Service Report** however these are all English settings since there are alternate Welsh medium settings available:

Clych Meithrin Aberdare covers the Aberaman area

Clych Meithrin Ynyshir and Wattstown cover the Tylorstown/Penrhys area.

Clych Meithrin Rhydyfelen and Cylch Meithrin Ynysybwl for the Pontypridd area

The vast majority of FSP childcare is currently being provided by commissioned childcare and early years settings. In 2020/21, approximately 25.0% of FSP childcare commissioned was through the medium of Welsh.

A total of 686 FSP childcare places were commissioned from 32 childcare and early years settings. In total, 77.3% (530) of FSP childcare English medium places were commissioned via 23 childcare and early years settings whilst 22.7% (156) of FSP childcare Welsh medium places were commissioned via 9 childcare and early years settings. the total 156 Welsh medium childcare places originally commissioned only 58.9% (92) were filled. This suggests that the Welsh medium childcare places commissioned were not in the correct localities, hence, there was a requirement to purchase an additional 34 Welsh medium FSP childcare places (taking the total number of Welsh medium childcare places commissioned to 190). In total, 19.1% (126) of children attending FSP childcare were attending a Welsh medium childcare and early years settings.

Following the above a new FSP commissioning model was instigated in 2022 and Welsh medium places are no longer commissioned on a bulk purchase basis. Instead, the FSP team work closely with childcare settings to spot purchase places as and when they are required and have increased the number of settings available to offer FSP. As such, we currently have 19 settings available to deliver services through the medium of Welsh. The changes to the commissioning process will mean more Welsh medium FSP childcare places are available to those families that choose it and offer far wider geographical coverage than the previous model where there were only 9 commissioned settings throughout RCT.

As at November 2022, an additional 10 Welsh medium FSP childcare settings have become approved providers which will improve the geographical coverage of FSP across RCT and provide better parental choice. The new model has only been active for 1 term but has already shows 14% of new places were requested in Welsh medium settings which is a large increase on the previous term (7 places requested) but is still a low number of requests.

The Childcare Act 2006 places a duty on all Local Authorities to secure, as far as is reasonably practicable, sufficient childcare and early years settings for parents/carers who require childcare to work, undertake training or education or to prepare for work. Local Authorities have a lead role in facilitating the childcare market to ensure it meets the needs of parents/carers, particularly those on low incomes, those with children with ALN or those who wish for their children to attend Welsh medium childcare and early years settings.

Under the Act, each Local Authority is required to prepare a Childcare Sufficiency Assessment (CSA) to gain an understanding on the provision in the area and to develop an action plan to address any gaps identified. Using data derived for the Local Authority's Child Sufficiency Assessment (CSA) for the period 2022 to 2027, an Action Plan was devised. Included in the Action Plan is the overarching goal to support the aims of the

WESP in order to increase transition rates from Welsh medium childcare to Welsh medium education. As a result of this, six main priorities were identified in relation to Welsh medium childcare and early years settings:

- Engage with, and support, unregistered, Welsh medium, out of school care providers to register with CIW and extend services to provide holiday care in areas of identified demand.
- Explore the demand for new Cylchoedd Meithrin in geographical areas identified via the mapping exercise
- Investigate possible gaps in Welsh medium sessional and full day care in South Rhondda.
- Offer support and training to non-confident Welsh speakers to encourage use of the Welsh language in their settings and to promote themselves as Welsh medium or bilingual settings.
- Promote the Flying Start Active Offer to settings and encourage participation.
- Undertake a promotion campaign to attract more Welsh speaking childminders.



## Stage 2 – Impact Assessment


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



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

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

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

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


	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<p><b>Opportunities for persons to use the Welsh language</b></p> <p>e.g. staff, residents and visitors</p> <p>The rights of Welsh speakers and learners to use Welsh when dealing</p>	Neutral	Since the service change will impact on English settings only there will be no change to the staff or curriculum hence occasional Welsh will still be used within the settings and the settings will still have to comply with the Welsh language standards as a	<p>The embedded Service Specification references the Welsh Language standards for this service.</p> <p> Flying Start Childcare Service Sp</p> <p>See embedded QA scheme which references Welsh language requirements within section QLO 11 and QLO 12 and Welsh Language Standards Annual Audit checklist.</p>	The settings could increase the amount of Welsh spoken within the settings and increase the availability of Welsh Language resources (children's books etc )and signage.


<p>with the council and for staff to use Welsh at Work</p>		<p>condition of their contract . These will continue to be monitored by the Funding Flexibility and Quality Assurance Teams.</p> <p>The Council have identified a potential need for more Welsh Medium pre school provision within the Pontypridd area and are currently investigating the possibility of the existing Pontypridd English Setting either being split to allow space for two sessions English and Welsh or there is a possibility that the setting could become Welsh only but this would be subject to providing a suitable provider via the EOI process and negotiating the TUPE of staff since only 2 of the staff are currently fluent in welsh.</p>	<div style="text-align: center;">   </div> <p>QA scheme new WELSH LANGUAGE format Sept 22 (ameSTANDARDS AUDIT)</p> <p>This option would align to the Welsh Education Strategic Plan (WESP) OUTCOME 1: MORE NURSERY / THREE YEAR OLD LEARNERS RECEIVE THEIR EDUCATION THROUGH THE MEDIUM OF WELSH since it would increase the number of children attending Welsh medium pre-school settings which would lead to more children accessing Welsh medium education.</p>	<p>This will be included within future QA action plans.</p> <p>Discussions to take place with Muddiad Meithrin over the possibility of the Pontypridd setting becoming Welsh medium provision under a new provider</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>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 / RCTCBC Five Year Welsh Language Strategy</a></p>	<p>Neutral</p>	<p>The settings impacted by the service change are all English settings. Parents requesting Welsh medium provision will be allocated places within Welsh settings however a proportion of the setting staff do speak Welsh.</p>	<p>All staff employed at the settings have a basic understanding and can use simple Welsh phrases to converse with the children. Only 4 staff are fluent Welsh speakers:</p> <table border="1" data-bbox="938 804 1912 999"> <thead> <tr> <th></th> <th>Aman</th> <th>Pontypridd</th> <th>Tylorstown</th> </tr> </thead> <tbody> <tr> <td><b>Fluent</b></td> <td>1</td> <td>2</td> <td>0</td> </tr> <tr> <td><b>Basic phrases</b></td> <td>7</td> <td>5</td> <td>4</td> </tr> </tbody> </table> <p>There are already established Welsh medium sessional childcare providers within the areas covered by the existing settings:</p> <p>Clych Meithrin Aberdare covers the Aberaman area Clych Meithrin Ynyshir and Wattstown cover the Tylorstown/Penrhys area. Clych Meithrin Rhydyfelen and Clych Meithrin Ynysybwl for the Pontypridd area</p>		Aman	Pontypridd	Tylorstown	<b>Fluent</b>	1	2	0	<b>Basic phrases</b>	7	5	4	<p>As a mitigation the Council will undertake discussions with Mudiad Meithrin around the</p>
	Aman	Pontypridd	Tylorstown													
<b>Fluent</b>	1	2	0													
<b>Basic phrases</b>	7	5	4													




			<p>This is also a Cylch Meithrin in Evans James School but they are not currently interested in becoming a FSP.</p> <p>Numbers and Percentage of Welsh Speakers by Community where the settings are located, based on the population over 3 years and Number of Welsh speakers % of Welsh speakers</p> <table border="1" data-bbox="938 539 1895 767"> <thead> <tr> <th>Community</th> <th>Population over 3 years</th> <th>Number of Welsh speakers</th> <th>% of Welsh speakers</th> </tr> </thead> <tbody> <tr> <td>Tylorstown/Penrhys</td> <td>4,368</td> <td>443</td> <td>10.1</td> </tr> <tr> <td>Aberaman</td> <td>9,411</td> <td>870</td> <td>9.2</td> </tr> <tr> <td>Pontypridd</td> <td>31,538</td> <td>3,978</td> <td>12.6</td> </tr> </tbody> </table>	Community	Population over 3 years	Number of Welsh speakers	% of Welsh speakers	Tylorstown/Penrhys	4,368	443	10.1	Aberaman	9,411	870	9.2	Pontypridd	31,538	3,978	12.6	<p>feasibility of the Pontypridd Day Nursery being transferred to a Welsh Provider.</p>
Community	Population over 3 years	Number of Welsh speakers	% of Welsh speakers																	
Tylorstown/Penrhys	4,368	443	10.1																	
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Pontypridd	31,538	3,978	12.6																	
<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>Neutral</p>	<p>The settings are English settings, Parents requesting Welsh medium provision will be allocated places within English settings.</p> <p>From next term all parents will be sent a Being Bilingual leaflet with their FS childcare registration form when the child is 18 months old. Similar posters have</p>	 <p>Being Bilingual - Rhondda Cynon Taf</p>	<p>All settings will be encouraged to increase the amount of Welsh spoken within the settings and to increase the availability of Welsh Language resources</p>																

	<p>also been printed to place around the community.</p> <p>If the above leads to an increased demand for Welsh medium childcare places the children will be accommodated within the new FS approved Welsh suppliers which will continue to expand as new settings are being developed under the 21<sup>st</sup> Century Schools developments outlined in the WESP.</p>	<p>CSA Action plan 2022-32 'Ensure that every Welsh medium primary school within the County Borough will have a Welsh medium childcare and early years setting co-located on the primary school site, or within walking distance, to provide a seamless transition from early years to Welsh medium statutory education.'</p> <p> WESPJune2022.pdf</p>	<p>(children's books etc )and signage. This will be included within future QA action plans</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></p>	Neutral	All settings currently comply with the relevant Welsh language requirements which are a	The embedded Service Specification references the Welsh Language standards for this service.	All settings will be encouraged to increase the amount of Welsh spoken within the

<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>contractual obligation and these are monitored for compliancy on an annual basis by the Funding Flexibilities Team.</p>	<p> Flying Start Childcare Service Sp</p> <p>See embedded Welsh language Standards Audit which is undertaken annually per setting via the Monitoring Officer.</p> <p> WELSH LANGUAGE STANDARDS AUDIT</p>	<p>settings and to increase the availability of Welsh Language resources (children's books etc ) and signage. This will be included within future QA action plans.</p> <p>Settings will also be encouraged to ensure all signage to be bilingual, with Welsh first, and making the Welsh text on signs bigger/more prominent.</p>
<p><b>Treating the Welsh language, no less favourably than the English language</b></p>	<p>Neutral</p>	<p>All families are already offered a child care place within their preferred language choice.</p>	<p> APPLICATION - form for parent BLANK.doc</p> <p>The childcare Registration form shows where parents are offered a choice of language</p> <p>The Approved Provider List has focused on increasing Welsh Medium provision and this has been achieved through the work undertaken with Mudiad Meithrin. This included a view from them in relation to the Welsh Language skills level for staff in Welsh medium settings.</p>	<p>As part of the FS Childcare recommissioning model the Council worked closely with Mudiad meithrin to encourage all Welsh registered childcare settings to become FS approved suppliers to offer a better geographical coverage of provision thus offering more choice of provision to ensure parents wanting Welsh language provision were treated no less favourable. This has increased the number of</p>



Welsh approved providers from 9 to 19 and it continues to increase.

**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>
The Funding Flexibilities team are continuing to actively encourage all Welsh childcare settings to become Flying Start approved providers and are working collaboratively with the Councils Procurement team to provide support to navigate through the procurement process and have also provided support sessions on a group and 1:1 basis.	Ongoing	Programme Alignment Manager
Being Bilingual flyers and posters have been designed and printed and will start to be issued this term.	Commence November 2022 flyers will be issued to all Flying Start eligible children at 18 months.	Programme Alignment Manager
The new providers will be encouraged to increase the amount of Welsh spoken within the settings and increase the availability of Welsh Language resources (children’s books etc )and signage. This will be included within future QA action plans and monitored.	From November 2022 for existing providers	Quality Assurance Team
Discuss the possibility of the existing Pontypridd English setting becoming Welsh provision with Mudiad Meithrin	November 2022	Programme Alignment Manager

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 thank you for preparing a detailed WLIA assessment with many supporting documents which outlines the work already carried out to try and bolster Welsh Medium childcare provision in RCT in relation to the matter at hand, namely that of transferring 4 Council-run childcare provisions to external providers.</p> <p>Welsh Language Services encourage you to think about whether there is an opportunity here to commission a specific Welsh Medium provision, in line with any identified community need (such as in Pontypridd, to address any concerns about WM provision/transition after the closure of Pont Siôn Norton), and also to meet our aims and statutory duties under the WESP to ‘create’ rather than just ‘meet’ the demand for WM education, and to increase the number</p>	November 2022	<p>Discuss the possibility of the existing Pontypridd English setting becoming Welsh provision with Mudiad Meithrin and if agreed then proceed to include an option within the EOI for the service to transfer to a Welsh provider should one come forward. Any potential provider would need to consider the TUPE implication of only having 2 fluent Welsh Speakers, but this will also be discussed with Mudiad Meithrin.</p> <p>Further comments by Welsh Language Services 14/11/22– we welcome the further detail regarding the good work already carried out to ensure the availability of more Welsh medium childcare provision in the county borough, and to help meet any increase in demand for Welsh medium provision as a result of actions/ changes. We also welcome the possibility of exploring a Welsh</p>

of 3-year olds entering WM education, which is obviously helped by them attending a WM childcare/pre-school setting.		medium session in Pontypridd, too, and would be happy to discuss any WLIA needed in the future regarding this potential proposal.
<b>Officer Review Panel Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Officer Review Panel considerations</b>
Overall, officers were pleased with the content and evidence within the Impact Assessment.	12-01-23	Additional note at the end of section 'Current linguistic profile of the geographical area(s) concerned' required to include Welsh Language figures from 2021 Census
<b>Consultation Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following consultation</b>

### **Stage 5 – Monitoring, Evaluating and Reviewing**

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

*If agreed, the actions and milestones related to the service change will be monitored through the Community Wellbeing & Resilience Delivery Plan 2023/24 on a quarterly basis in line with the Council's [Performance Management Framework](#). This will include the actions identified in Stage 3 'Strengthening the proposal'.*


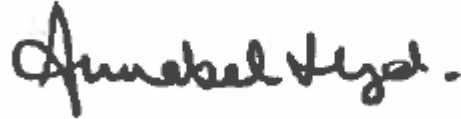
*There will be no direct benefit or impact on any Welsh language groups since the service change relates to English childcare settings only. Parents requiring Welsh provision would not be offered the settings that are impacted by this service change they would be offered alternative provision within their local area.*

### **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 – Since this is only a change to the service provider and all staff will TUPE to the new provider, there will be no direct changes to the service being delivered so neutral changes in all area of the impact assessment have been noted.*

### **Stage 7 – Sign Off**

<b>Name of Officer completing the WLIA</b>	Mandy Perry	<b>Service Director Name:</b>	Annabel Lloyd
<b>Position</b>	Programme Alignment Manager	<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>Service Director Signature</b>	
<b>Date</b>	10 January 2023	<b>Date</b>	10 January 2023

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