

## 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>CONSULTATION ON THE PROPOSALS TO REALIGN ADDITIONAL LEARNING NEEDS MAINSTREAM LEARNING SUPPORT CLASS PROVISION WITHIN RHONDDA CYNON TAF</b>
<b>Department</b>	Access & Inclusion Service
<b>Service Director</b>	Gaynor Davies, Director of Education and Inclusion Services
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<b>Phone</b>	01443 744344
<b>Brief Description</b>	<p>To realign current provision to meet the demand for specialist placements. This will be achieved by the following adjustments to LSC provision:</p> <ul style="list-style-type: none"> <li>• To relocate the Observation and Assessment LSC at Penrhiwceiber Primary School to Abercynon Community Primary School taking effect from April 2024.</li> <li>• To transfer the LSC for pupils Year 3-6 with Autistic Spectrum Disorder (ASD) at Abercynon Community Primary School to create a through provision at Primary Phase at Perthcelyn Primary School taking effect from April 2024.</li> <li>• To establish one Early Years Assessment &amp; Intervention LSC for pupils under statutory school age with significant presenting needs at Abercynon Primary School. The proposal will take effect from April 2024.</li> <li>• To establish two Primary Phase Welsh medium LSCs at the new Welsh medium primary school in Rhydyfelin for pupils with significant ALN. The proposal will take effect from September 2024.</li> </ul>

	<ul style="list-style-type: none"> <li>To establish one LSC for pupils Year 7 – 11 with ASD at the new 3-16 school on the Hawthorn Primary/High School site taking effect from September 2024.</li> </ul>
<b>Date</b>	16 <sup>th</sup> March 2023; updated 6 <sup>th</sup> September 2023.
<b>Please outline who this proposal affects? (Service Users, Employees, Wider Community)</b>	Pupils with Additional Learning Needs requiring specialist provision, their parents/carers and the wider additional learning needs community.

<b>What are the aims of the policy, and how do these relate to the Welsh Language?</b>	The aim of these proposals is to realign current ALN provision to meet the demand for specialist placements. At present, learners with significant additional learning needs attending Welsh medium schools who meet the criteria for Primary Phase LSC provision are supported by a specialist peripatetic team through an inclusive delivery support model. The Additional Learning Needs and Education Tribunal Act (ALNET) 2018 stipulates that all local authorities must develop bilingual ALN provision. The establishment of 2 Welsh medium LSCs in the new Welsh medium school in Rhydyfelin will ensure Welsh support is available to learners with ALN who meet the LSC criteria. The LSCs will support 18 pupils with significant additional learning needs in the Primary Phase.
<b>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</b>	<ul style="list-style-type: none"> <li>Welsh medium learners with significant additional learning needs.</li> <li>Early Years pre-statutory school age pupils presenting significant needs.</li> <li>Year 7-11 (formerly Key Stage 3/4) English medium pupils with ASD.</li> <li>Pupils at the hosting schools.</li> <li>Parent/carers of pupils attending hosting schools and those with children/young people with significant additional learning needs.</li> <li>Staff at hosting schools.</li> <li>The hosting schools are: Abercynon Primary Community School, Perthcelyn Primary School, new Welsh medium primary school at Rhydyfelin, the new 3-16 school on the Hawthorn Primary/High School site.</li> </ul>
<b>Current linguistic profile of the geographical area(s) concerned</b>	The 2021 Census figures regarding the Welsh language show a decrease in the percentage of Welsh speakers across Wales to 17.8%. There was, however, a small increase in RCT – the percentage of the population of the county borough who can speak Welsh increased from 12.3% to 12.4%. Numerically, RCT saw a 2.8% increase in the number of Welsh speakers in the county borough, from 27,779 speakers to 28,556 speakers. 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 Tydfil. All of these are 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 in demand 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 what impact it may have on the services we provide.

The table that follows illustrates the Welsh language skills of residents living in the County Borough of Rhondda Cynon Taf and is obtained from the 2021 Census.

**Table 1: Welsh Language Skills of Residents (Census 2021) – (%)**

	<b>County Borough of Rhondda Cynon Taf</b>	<b>All Wales</b>
<b>Can Speak, Read and Write Welsh</b>	10.1%	14.8%
<b>Can Speak and Read but Cannot Write Welsh</b>	0.7%	1.2%
<b>Can Speak but Cannot Read or Write Welsh</b>	1.4%	2.4%
<b>Can read but cannot speak or write Welsh</b>	1.6%	1.4%
<b>Can write but cannot speak or read Welsh</b>	0.2%	0.2%
<b>Can read and write but cannot speak Welsh</b>	0.5%	0.6%
<b>Can Understand Spoken Welsh Only</b>	4.0%	5.5%
<b>Other Combination of Skills</b>	0.1%	0.2%
<b>No Skills</b>	81.3%	77.1%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

The Annual Population Survey collects information about respondents' Welsh speaking ability and includes a question on how often people speak Welsh. It is updated quarterly, so is a more up-to-date source than the Census. The most recent Annual Population Survey, for the year ending 31 March 2023, reported that 20.2% of respondents living in the County Borough of Rhondda Cynon Taf said they could speak Welsh, compared to the-all Wales percentage of 29.7% of respondents. This can be further broken down to the data contained in the table that follows.

**Table 2: Welsh Language Skills of Residents (Annual Population Survey)**

<b>Welsh Language Skills of Residents – (%)</b>		
	<b>County Borough of Rhondda Cynon Taf</b>	<b>Wales</b>
<b>Can read Welsh</b>	18.8%	26.0%
<b>Can write Welsh</b>	17.2%	23.9%
<b>Can understand spoken Welsh</b>	23.0%	33.5%

The data demonstrates that in each Welsh language skill area, the all-Wales percentages are notably higher than the County Borough percentages.

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

**Table 3: Welsh Language Skills of Residents (Annual Population Survey)**

<b>Welsh Language Skills of Residents – (%)</b>		
	<b>County Borough of Rhondda Cynon Taf</b>	<b>Wales</b>
<b>Speak Welsh daily</b>	7.4%	15.0%

<b>Speak Welsh weekly</b>	5.1%	5.8%
<b>Use it less often or never</b>	5.2%	8.9%

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

The data above clearly shows that there is a gap in the Welsh language skills of residents of Rhondda Cynon Taf when compared to the whole of Wales. Proposals such as this significantly improve the opportunities available for Welsh learners with ALN through providing targeted specialist Welsh medium LSC provision for learners with significant additional learning needs in a 21<sup>st</sup> Century School environment. The headteacher of the new school will be encouraged and supported to consider using the community use facilities at the school to increase participation in the Welsh language by offering the opportunity for parents, carers and other members of the community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh. The school will be designed to be a fully accessible and there will be a dedicated area within the school itself so that the local community will be allowed to safely utilise the facilities at the school.

In recent years, support has been given to promote and increase learners' use of the Welsh language in primary and secondary schools and in social contexts. This has been done through the Welsh Language Charter (Siarter Iaith/Cymraeg Campus), developed by Gwynedd Council, and various other projects, in partnership with the CSCJES and the Urdd to provide opportunities for learners to use the Welsh language in different contexts. In terms of the schools involved in this proposal -

- Perthcelyn Primary School have received their bronze and silver Cymraeg Campus awards and are working towards achieving the gold award.
- Abercynon Primary School have engaged with the Cymraeg Campus provision and are working with CSCJES to achieve their bronze award.

- Hawthorn Primary School have received their bronze Cymraeg Campus award and are now working towards achieving the silver and Hawthorn High School have engaged with the programme and are working towards achieving the bronze award.

An evaluation conducted in July 2023 whilst gathering information and data for the WESP Annual Review Report evidenced the positive impact the Siarter Iaith Cymraeg Campus programme has had on the use of the Welsh language in English medium schools. 13 English medium primary schools from different areas of the County Borough were contacted and all reported an increased use of incidental Welsh throughout the school with more children playing yard games through the medium of Welsh and more assemblies being held with focus on the Welsh language, history and heritage. The Siarter Iaith Cymraeg Campus programme has been rolled out to all special schools and units in Rhondda Cynon Taf County Borough Council and many have already begun their journey to receiving the awards. The continued roll out of this programme will support the Welsh Government's target of one million Welsh speakers in Wales by 2050 and the targets set out in the Council's new WESP (2022 to 2032).

**Other relevant data or research**

Having reviewed internal data it was noted that due to a lack of Welsh medium LSC provision, 7% of the total number of pupils accessing specialist settings have previously attended Welsh medium provision.

The most recent data available from PLASC 2023 shows that there are currently 1,926 (6.28%) learners with ALN attending English medium schools and 256 (3.58%) learners with ALN attending Welsh medium schools across the County Borough. When comparing this with data available from PLASC for the previous year, the number of learners with ALN in schools across Rhondda Cynon Taf has increased, please see table below.

**Table 4: Learners with ALN attending schools across the County Borough (PLASC)**

<b>Number and Percentage of Learners with ALN Attending Schools in RCT</b>				
	<b>2021 - 2022</b>		<b>2022 - 2023</b>	
	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>
<b>English Medium Education</b>	1,508	4.87%	1,926	6.28%
<b>Welsh Medium Education</b>	200	2.77%	256	3.58%

In line with the Council's new WESP, in order to achieve the targets of the WESP we will continue to ensure the benefits of the Welsh language and Welsh medium education are promoted to parents/carers from the initial early years, through to primary and secondary education and onwards through to higher and further education

for all learners, whatever their learning need. In line with Outcome 6 of the WESP, the Council are committed to increasing the provision of Welsh medium education for learners with ALN (in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018).

The continuing development of Welsh medium ALN provision will form part of the Local Authority's Access and Inclusion Services' action planning, monitoring, evaluating and reviewing processes. This will ensure the sufficiency of Welsh medium additional learning provision for learners with ALN in Rhondda Cynon Taf is kept under review to ensure arrangements are sufficient to meet the needs of learners and to identify any emerging needs or gaps in provision.

Section 63 of the ALNET Act (2018) highlights the Duty on local authorities to keep under review the arrangements that they and the governing bodies of maintained schools in their area make for children and young people with ALN. This includes considering the extent to which the arrangements are sufficient to meet the ALN of the children and young people for whom they are responsible. Local authorities must have regard to the additional learning provision that may reasonably be arranged by other bodies (such as health bodies). It also requires local authorities to consider the sufficiency of additional learning provision in Welsh and the size and capability of the workforce available. If a local authority considers that the arrangements are not sufficient in any way, it must take all reasonable steps to remedy the matter. Local authorities must consult any persons that they consider appropriate in order to inform the consideration and review, and at times which they consider appropriate.

## **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.

**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>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 with the council and for staff to use Welsh at Work</p>	<p><b>Positive</b></p>	<p>The proposals included in this proposal are to relocate, transfer and establish English medium LSCs at different locations throughout the County Borough where there is identified need and demand for specialist provision should not have a negative impact on the Welsh language. The proposals to relocate and transfer LSCs between Perthcelyn Primary School and Abercynon Primary School is being proposed in order to improve the continuum of ALN provision in this area of the County Borough by creating a through provision at primary phase. The establishment of an Early Years Assessment &amp; Intervention LSC for pupils under statutory school age at Abercynon Primary School further supports the Council's hopes to improve the continuum of ALN provision in this area of</p>	<p>Data gathered by the Access and Inclusion team shows that 7% of the total number of pupils accessing specialist settings have previously attended Welsh medium provision, are now accessing English medium LSC provision due to there being a lack of Welsh medium LSC provision available in the County Borough.</p> <p>The Welsh Language Use Survey (2013 – 2015) reported that over half of the Welsh speaking respondents who completed the survey reported that they try to use Welsh in the workplace with colleagues and when dealing with public organisations. This demonstrates the importance of staff, residents and visitors having fair</p>	<ul style="list-style-type: none"> <li>• The impact of establishing the LSC provision in the new Welsh medium school in Rhydyfelin will be evaluated and demand monitored to ensure the opening of these classes have a positive impact on the Welsh language. If positive, opportunities to develop more LSCs like this across the County Borough will be considered. Ensuring inclusion with mainstream pupils is a key principle to ensure learners with ALN have equal opportunities to learn the language and receive their education through the medium of Welsh.</li> </ul>



		<p>the County Borough where there is identified need.</p> <p>The establishment of a specialist LSC for pupils in Year 7 – 11 with ASD at the new 3 - 16 school which is being built on the current site of Hawthorn High School should not negatively impact the Welsh language as this will be a specialist provision.</p> <p>The establishment of two Primary Phase Welsh medium LSCs at the new Welsh medium primary school in Rhydyfelin will transform the Welsh medium opportunities available to learners with significant ALN in this area of the County Borough as this will be the first of its kind in the County Borough and can only have a positive impact on the language. Alongside this, the newly established Welsh medium LSC provision at Ysgol Garth Olwg will open to the secondary aged learners from September 2023, providing opportunities for learners to remain in Welsh medium education and continue to receive their education through the medium of Welsh in this area of the County Borough.</p>	<p>access to opportunities to use the Welsh language.</p> <p>In line with the Council's Statutory Welsh Language Standards, any Council publications, documentation and correspondence must be bilingual with a message included to state that correspondence in Welsh is welcomed and corresponding with us in Welsh will not lead to a delay. The Council also applies this to any new school builds so that signage in English schools is bilingual. New school builds now also incorporate bilingual braille on signage throughout the school.</p>	<ul style="list-style-type: none"> <li>• Work with the headteacher of the new Welsh medium school in Rhydyfelin and Welsh medium organisations to utilise the facilities to deliver Welsh medium learning sessions for parents, carers and the wider community.</li> <li>• If a person is unable to speak Welsh, they must call on a colleague in the building who is able to speak Welsh if this is being requested.</li> </ul>
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The establishment of Welsh medium provision at different stages of education can only positively impact the Welsh language. Welsh medium ALN provision and the demand for this type of provision will be evaluated and monitored closely. If deemed successful, the Council's Access and Inclusion Services will explore options to develop further provision like this in different areas of the County Borough.

The proposal to create 2 Welsh medium primary phase LSCs at the new Welsh medium school in Rhydyfelin will have a positive impact on the Welsh language. This will be the first Welsh medium provision of its type in the County Borough and will widen the opportunities available to learners with ALN to learn the Welsh language. Learners accessing the provision will be able to access a range of additional extra-curricular activities in line with their peers through the medium of Welsh.

Opportunities for community and third-party use of the facilities at the school will be encouraged to offer Welsh medium learning classes for adults which will be promoted in the local community and throughout the County Borough. This will contribute towards Welsh Government's ambitious goal of creating a million Welsh speakers in Wales by 2050 and the Council's WESP by providing opportunities for persons to use the Welsh language.

Welsh Government's Welsh Language Use Survey (2013 – 2015) reported the largest increases in the number of fluent Welsh speakers in Wales in Rhondda Cynon Taf and in our neighbouring authority Cardiff. By working with the headteacher of the proposed new special school, opportunities for community and third-party use of the facilities at the school to offer Welsh medium learning classes for adult will be promoted in the local community and throughout the County Borough. This will contribute towards Welsh

		<p>Government's ambitious goal of creating a million Welsh speakers in Wales by 2050 and the Council's WESP by providing opportunities for persons to use the Welsh language.</p> <p>The Council has opportunities for internal staff across all services to access free training to improve their Welsh language skills. Welsh Language Services are working to develop technological support for Welsh speakers and learners within the Council to be able to deliver services through the medium of Welsh. All newly recruited Council staff are required to undertake Welsh language Level 1 training. This will support the opportunities available for the Council to create a bilingual workforce with the ability to work and deliver services bilingually.</p>		
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**Stage 2 – Impact Assessment**

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

	<b>Does the proposal</b>	<b>Describe why it will have a positive/negative or neutral</b>	<b>What evidence do you have to support this view?</b>	<b>What action(s) can you take to mitigate any</b>
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	have any positive, negative or neutral impacts?	impact on the Welsh language.		negative impacts or better contribute to positive impacts?
<p style="text-align: center;"><b>Numbers and / or percentages of Welsh speakers</b></p> <p>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><b>Positive</b></p>	<p>Welsh Government's ambitious Cymraeg 2050 strategy calls for far-reaching changes and boundaries being pushed to increase the numbers learning and using Welsh. To achieve the Cymraeg 2050 targets of reaching a million Welsh speakers in Wales by 2050, each local authority needs to transform how Welsh is taught to all learners. The headteacher of the new Welsh medium school in Rhydyfelin will be supported and encouraged to utilise the facilities available to offer opportunities to deliver Welsh for Adults classes for parents, carers and other members of the community. This will support the Welsh Government's Cymraeg 2050 strategy, and the targets set out in the Council's WESP.</p> <p>In recent years, support has been given to promote and increase learners use of the Welsh language in social</p>	<p>Welsh for Adults courses for the academic year 2022/23 are being held at Coleg y Cymoedd Llwynypia campus, Gartholwg Lifelong Learning Centre and Treorchy Library. Through utilising the facilities to deliver Welsh for Adults lessons at the new Welsh medium school in Rhydyfelin, this will encourage parents and carers to consider undertaking Welsh lessons. These types of lessons would be marketed and promoted throughout the community and neighbouring schools to encourage an uptake amongst parents, carers and the wider community.</p> <p>The Welsh for Adults classes are currently well attended. Learn Welsh Glamorgan have been engaging with schools throughout the County Borough to encourage schools to offer their facilities to deliver Welsh for Adults sessions for the next academic year.</p>	<ul style="list-style-type: none"> <li>• Ensure that parents, carers and the wider community are signposted to the Welsh for Adults classes. Marketing and promotion of the classes will be implemented via the Council's website and corporate social media platforms.</li> <li>• The school-based workforce will continue to be supported with continued professional learning and networking, utilising opportunities to share best practices.</li> <li>• To continue working with the CSCJES to promote and increase learners' use of the</li> </ul>

		<p>contexts through implementing the Welsh Language Charter (Siarter Iaith/Cymraeg Campus) in Welsh and English medium primary and secondary schools in partnership with the CSCJES. The Siarter Iaith has been implemented in both primary and secondary Welsh medium schools in order to develop learners' use of the Welsh language in different contexts. As of July 2023, all Welsh medium primary schools have achieved the bronze award, 13 have achieved the silver award and 5 have achieved the gold award. Two Welsh medium secondary schools have achieved the bronze award and 1 has received the silver. The Cymraeg Campus has been implemented in both primary and secondary English medium schools in order to develop learners' use of the Welsh language. As of July 2023, 40 English medium primary schools have achieved the bronze award, 10 have achieved the silver award and 2 have achieved the gold award. A total of 5 English medium secondary</p>	<p>The WESP Outcome 7 sub-group provides an effective focus on the challenges faced in terms of the school-based workforce. The group includes local, regional and national officers who are working collaboratively to implement strategies to work towards creating more Welsh speakers to ensure we have a school-based workforce of sufficient size and capability.</p> <p>Monitoring reports prepared by local authorities throughout Wales who currently have established Welsh language immersion provision report positive outcomes for learners who have accessed the support, leaving them equipped to start learning in the mainstream Welsh medium classroom.</p> <p>Data and information relating to the Welsh Language Charter is shared with the Council each quarter via the CSCJES Welsh Language Officer.</p>	<p>Welsh language in primary and secondary schools with all English medium schools being supported to achieve the Cymraeg Campus awards.</p> <ul style="list-style-type: none"> <li>• The Council's WESP Co-ordinator to work collaboratively with partners in developing and implementing strategies in line with the Council's WESP to support the delivery of the Welsh Government's Cymraeg 2050 vision of a million Welsh speakers, and to contribute towards the development of strategies which promote the Welsh language and Welsh medium education across the County Borough.</li> </ul>
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schools have achieved the bronze award.

More recently, CSCJES have begun working with special schools, learning support classes and pupil referral units in Rhondda Cynon Taf to implement the Welsh Language Charter (Cymraeg Campus) programme. To date, 3 special schools/units have achieved the bronze Cymraeg Campus award.

In contributing towards the vision of achieving a million Welsh speakers in Wales by 2050 and in line with the commitments outlined in the Council's WESP, ensuring a school-based workforce of sufficient size and capability is vital. In order to create more Welsh speakers, our education system is dependent on its school-based workforce, we must work locally, regionally and nationally to ensure a workforce with robust linguistic skills with the ability to inspire and motivate learners in Welsh medium education.

	<b>Neutral</b>	<p>The aim is to embed positive habits and attitudes towards the Welsh language through purposeful planning and promoting the information use of the Welsh language amongst learners across the education sector. Facilitating the use of the Welsh language across the curriculum and in wider contexts is key to ensuring a continuum of linguistic progression to support learners throughout each key stage, offering all learners the opportunity to become fully bilingual in alignment with the Curriculum for Wales – 2022.</p> <p>Whilst pupils who meet criteria to access the Welsh medium peripatetic complex needs service within their mainstream school settings may opt to remain within their Welsh medium mainstream setting rather than accessing the new Welsh medium settings due to the potential increased travel time. 7% of pupils with other identified ALN who previously attended Welsh medium mainstream settings now attend English medium specialist</p>	<p>Having reviewed internal data it was noted that due to a lack of Welsh medium LSC provision, 7% of the total number of pupils accessing specialist settings have previously attended Welsh medium provision.</p>	
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		settings. Pupils will now have increased options to access Welsh medium specialist settings.		
<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>	<b>Positive</b>	<p>The Welsh language now has official status and legislation in place which provides rights for Welsh speakers to receive Welsh language services. The challenge is to expand the opportunities for people to be able to use the Welsh language in their daily life through creating the right conditions for new learners of all ages to develop and use their skills from early years, through every stage of compulsory education and post-16 provision, to opportunities for adults to learn Welsh.</p> <p>As mentioned above, the Siarter Iaith Cymraeg Campus programme is having a positive impact on the promotion of the Welsh language in schools engaged with the programme through providing increased opportunities for learners to use the Welsh language. Although the proposals for the Cynon area of the County Borough and the proposals for Hawthorn Primary</p>	<p>Currently learners with significant ALN are receiving English medium specialist support due to the lack of Welsh medium provision available. The opening of these LSCs can only benefit the promotion of the Welsh language.</p> <p>The demand for Welsh for Adults classes is evidenced by the popularity of current classes being held, for example at the Gartholwg Lifelong Learning Centre.</p> <p>The new school will be fully compliant with the Equality Act 2010 and the ALNET Act 2018 and such opportunities will be within the heart of the community, so that the local community can safely utilise the facilities.</p> <p>Representatives from Welsh Language, Youth, Leisure, Arts and Culture and Musical Services all form part of the WESP Outcome 5 sub-group which focuses on creating more</p>	<ul style="list-style-type: none"> <li>The impact of establishing the LSC provision in the new Welsh medium school in Rhydyfelin will be evaluated and demand monitored to ensure the opening of these classes have a positive impact on the Welsh language. If positive, opportunities to develop more LSCs like this across the County Borough will be considered. Ensuring inclusion with mainstream pupils is a key principle to ensure learners with ALN have equal opportunities to learn the language and receive their education through the medium of Welsh.</li> </ul>

		<p>School/Hawthorn High may not directly promote the Welsh language, the statutory changes to ALN provision in line with the ALNET Act 2018 and the introduction of the New Curriculum for Wales tied with the rollout of the Siarter Iaith Cymraeg Campus programme in these schools ensures an increased opportunities for all learners to use the Welsh language, which in turn will support promoting opportunities to use Welsh.</p> <p>The proposal to establish two Primary Phase LSCs at the new Welsh medium school in Rhydyfelin will allow for young children to access Welsh medium education at an inclusive school of brand new build, completed to 21<sup>st</sup> Century standard. Establishing Welsh medium LSC provision for children with significant ALN from this young age will enhance pupils' opportunities to continue to learn via the medium of Welsh but in a dedicated class setting alongside their peers who also have additional</p>	<p>opportunities for learners to use Welsh in different contexts in school, therefore information is provided directly. The work underway not only supports the use of Welsh in different contexts in school, but also extends the use of Welsh in different contexts across all service areas and in the wider community which supports the Welsh Government's Cymraeg 2050 vision of increasing the use of the language and ultimately the number of Welsh speakers.</p>	<ul style="list-style-type: none"> <li>• Ensure that parents, carers and the wider community are signposted to the Welsh for Adults classes. Marketing and promotion of the classes will be implemented via the Council's website and corporate social media platforms.</li> <li>• Support the headteacher of the new school to promote community use of the facilities for the purpose of delivering a range of opportunities through the medium of Welsh with support of Welsh language organisations such as Menter Iaith and the Urdd to assist in the promotion of the Welsh language.</li> </ul>
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learning needs rather than via peripatetic teaching.

As a result, we will work with the headteacher of the new Welsh medium school in Rhydyfelin to provide opportunities to offer Welsh for Adults classes for anyone looking to learn the language and other opportunities for community engagement through the medium of Welsh. The school will be designed to be fully accessible in line with the Equality Act 2010 and the ALNET Act 2018, and a fully integrated community school with dedicated community use areas that the local community can safely utilise.

The Council will continue to adhere to The Welsh Language (Wales) Measure 2011 which requires the Council to produce a five year strategy outlining actions which will facilitate and promote the Welsh language.

The Council's Five Year Welsh Language Promotion Strategy (2022 – 2027) has been taken into consideration in order to

encourage and facilitate long term growth for the Welsh language and Welsh medium education. The strategy outlines the Council's commitment to working towards Welsh Government's Cymraeg 2050 vision of increasing the number of Welsh speakers, increasing the use of the language in the workplace, via Council services and throughout the community and creating favourable conditions. Rhondda Cynon Taf Welsh Language Services, Youth Services, Leisure Services and Arts and Culture Services and Musical Services are all working proactively towards developing opportunities for learners and the wider community to use the Welsh language. These include but are not limited to:

Welsh Language Services:

- Developing materials to provide to school-based staff to support with their Welsh language skills.
- Exploring the feasibility of Welsh medium learning/support applications

		<p>being placed on every member of staffs' devices.</p> <p>Youth Services:</p> <ul style="list-style-type: none"> <li>- Running trips for Welsh medium learners to provide opportunities to use Welsh in different contexts.</li> <li>- Creating promotional materials to be placed in youth clubs throughout Rhondda Cynon Taf.</li> <li>- Working in partnership with the Urdd and Menter Iaith to develop Welsh Language Youth Forums in all Welsh and English medium secondary schools along with the local college.</li> </ul> <p>Leisure Services:</p> <ul style="list-style-type: none"> <li>- Working with the Urdd to deliver sport activities for Welsh medium schools and exploring extending this to incorporate English medium schools on a bilingual model of delivery.</li> <li>- Working with Menter Iaith to develop opportunities to introduce the Welsh</li> </ul>		
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		<p>language into leisure sessions.</p> <p>Arts and Culture Services:</p> <ul style="list-style-type: none"> <li>- Collaborating with Youth Services on a programme of provision across community and cultural venues to encourage the use of the Welsh language and incorporating the Welsh language into community based events.</li> </ul> <p>Musical Services:</p> <ul style="list-style-type: none"> <li>- Engaging with both Welsh and English medium schools to encourage an uptake in musical services, learners who show an aptitude for any instruments are being encouraged and supported into taking part in the Eisteddfod.</li> </ul> <p>The Council will continue to ensure a clear alignment with the Five Year Welsh Language Promotion Strategy. This commitment to promoting the Welsh language, increasing the number of Welsh learners and improving the Welsh language skills of staff and pupils across</p>		
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schools in Rhondda Cynon Taf is reaffirmed in the Education & Inclusion Directorate's Education Strategic Plan for 2022 – 2025.

**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><b>Positive</b></p>	<p>All processes associated with this proposal will be in accordance with the Council's Statutory Welsh Language Standards.</p> <p>The proposal to open 2 LSCs in the new Welsh medium school will create Welsh medium ALN job positions for 2 teaching staff and 2 non-teaching staff, increasing the Council's ability to deliver services through the medium of Welsh and contributing towards expanding</p>	<p>Contractual arrangements will ensure that all consultations are undertaken bilingually and all public correspondence in relation to these proposals will be sent out bilingually with Welsh positioned first.</p> <p>The new job positions generated as a result of the LSCs being established will help with increasing the workforce available to support learners with ALN, which is a key target of our WESP, mainly outcome 7 which</p>	<ul style="list-style-type: none"> <li>• Instil contractor awareness of the Council's Statutory Welsh Language Standards and ensure compliance with these standards.</li> <li>• Work with the new Welsh medium school to ensure new members of staff have received sufficient training to deliver the level of</li> </ul>

		<p>the Welsh medium ALN workforce available in the County Borough.</p>	<p>focuses on increasing the workforce available to teach Welsh as a subject and subjects through the medium of Welsh.</p> <p>The duties imposed upon us under the Additional Learning Needs and Education Tribunal Wales (ALNET) Act 2018 requires all local authorities to ensure there is sufficient provision available through the medium of Welsh for learners with ALN.</p>	<p>support required through the medium of Welsh.</p>
<p><b>Treating the Welsh language, no less favourably than the English language</b></p>	<p><b>Positive</b></p>	<p>The opening of these LSCs at the new Welsh medium school in Rhydyfelin will have a positive impact on treating the Welsh language no less favourably than English as at present there are 45 English medium LSCs in the County Borough, whereas there are no Welsh medium primary phase LSCs and this will be the first of its kind here in Rhondda Cynon Taf. Providing opportunities for learners who would previously not be able to access these opportunities will only positively impact on the Welsh language.</p>	<p>The Sustainable Communities for Learning Band B Programme contains a wide range of schools, both Welsh and English medium, in various parts of the County Borough. This will be the first Welsh medium primary phase LSC provision in the County Borough. If deemed successful, the Council's Access and Inclusion team will explore options to develop more opportunities for learners with ALN to access Welsh medium opportunities.</p>	<ul style="list-style-type: none"> <li>• Ensure that parents, carers and the wider community are signposted to the Welsh for Adults classes. Marketing and promotion of the classes will be implemented via the Council's website and corporate social media platforms.</li> </ul>



		<p>The new Welsh medium school is being constructed as part of the Council's Sustainable Communities for Learning programme which is jointly funded by the Council and Welsh Government. The purpose of this programme is to ensure there are good schools so all children and young people, whatever their learning need is, have equitable access to good Welsh and English medium education. This proposal will help us in achieving this purpose.</p>		
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The new school will incorporate facilities for community use to offer opportunities through the medium of Welsh and staff will be encouraged and supported to undertake any additional learning to improve their Welsh language skills.

**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?
Consultation and engagement with stakeholders (as set out in statutory Consultation Document).	The consultation was held between 5 <sup>th</sup> June and 14 <sup>th</sup> July 2023. The feedback from the consultation has been collated and summarised, and a report presented to the Council's Cabinet in September 2023.	Access & Inclusion Service
Learners at hosting schools	<p>The Council has acknowledged that the voice of children and young people is about involving them as active participants in the development, delivery, management and improvement of their educational and learner experience.</p> <p>Children and young people have a right to express their views in all matters affecting them and for their views to be heard and given due consideration in accordance with their age and maturity. As such, the Council's Access &amp; Inclusion Service will ensure that suitable arrangements are made to involve learners as active participants throughout this consultation process, and if a decision is made to progress the proposal, throughout the implementation process.</p>	Access & Inclusion Service

#### **Stage 4 – Review**

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

If this proposal is a Key Strategic Decision please forward your impact assessment to [CouncilBusiness@rctcbc.gov.uk](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.

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

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

Welsh Language Services Comments	Date Considered	Brief description of any amendments made following Welsh Language Services feedback
<ul style="list-style-type: none"> <li>• Welsh Language pupils with significant ALN that meet the criteria for English provision are supported, but there needs to be clarity on why English medium criteria is used for Welsh Language pupils.</li> <li>• The wording throughout could be amended to inspire a pro-active approach. For example, it notes that Welsh Language provision may be extended if the need arises but you could put the provision in place, rather than when the need emerges.</li> <li>• There is an opportunity to include a comparison between the proposal and the service in place previously i.e. relocation could have an impact on travel time and may impact where they choose to learn.</li> <li>• The new service will provide 22 new English placements and 18 new Welsh placements, which in terms of the demographic of the area, is positive but why isn't it seeking complete equality? An opportunity to state that there will be 44 English classes and 3 Welsh classes.</li> </ul>	5 <sup>th</sup> September 2023	Comments have been noted and revisions made: <ul style="list-style-type: none"> <li>• The criteria based on the severity and complexity of pupils identified ALN and are language neutral.</li> <li>• The ALN Code 2021 stipulates that LAs must develop bilingual ALN provision over time. Section 3.2 of the Code states that one of the principles underpinning the ALN system is A bilingual system where all reasonable steps are taken to deliver ALP in Welsh for children and young people who require support thought the medium of Welsh, with scope for increasing the delivery of ALP in Welsh over time.</li> <li>• Numbers and/or percentages of Welsh speakers has been updated.</li> <li>• The ALN Code 2021 stipulates that LAs must develop bilingual ALN provision over time. Section 3.2 of the Code states that one of the principles underpinning the ALN system is A bilingual system where all reasonable steps are taken to deliver ALP in Welsh for children and young people who require support thought the medium of Welsh, with scope for increasing the delivery of ALP in Welsh over time.</li> </ul>
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
As above.	5 <sup>th</sup> September 2023	
Consultation Comments	Date Considered	Brief description of any amendments made following consultation

No comments have been received during the LSC consultation process regarding this assessment.	5 <sup>th</sup> June – 14 <sup>th</sup> July	
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**Stage 5 – Monitoring, Evaluating and Reviewing**

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

Officers from the Access & Inclusion Service will monitor the proposal throughout the consultation and implementation period.

The Access & Inclusion Service will undertake a ‘Lessons Learnt’ review at the end of the implementation phase and this will feed into future projects so that each project improves and benefits from lessons learnt (positive and negative) during previous projects.

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

Provide below a summary of the impact assessment. This summary should be included in the Welsh Language Considerations section of the SLT/Cabinet report template. The impact assessment should be published alongside the report.

In summary, the Welsh Language Impact Assessment identifies only positive impacts with no negative or neutral impacts upon the Welsh Language.

- The impact on Welsh medium Primary Phase pupils with significant additional learning needs is extremely positive as they will have the full benefit of being educated in Welsh medium specialist LSC provisions alongside their mainstream peers through an inclusive model, hosted by a mainstream school.
- The proposal seeks to create Welsh medium specialist LSC provision, in line with the requirements of the Additional Learning Needs and Education Tribunal (ALNET) Act (2018) to develop a bilingual Additional Learning Needs (ALN) system. It also aims to assist with the delivery of strategic priorities within RCTCBC’s WESP
- There is an expectation that pupils in all LSCs will have mainstream inclusion opportunities. The LSCs are integral to the ethos of the host schools and families and pupils are treated equitably alongside mainstream peers. The development of Welsh medium LSCs will ensure the LA has LSCs based in a fully accessible and high quality educational environments that has benefited from significant 21<sup>st</sup> Century Modernisation and Investment.
- The proposals also have a positive impact for pupils attending English medium provision due to the proposed increase in Early Years

and ASD placements.

**Stage 7 – Sign Off**

<b>Name of Officer completing the WLIA</b>	Lisa Carter	<b>Service Director Name:</b>	Gaynor Davies
<b>Position</b>	Inclusion Co-ordinator	<b>I recommend that the proposal: (Highlight decision)</b>	Is implemented with no amendments.
			<b>Is implemented taking into account the mitigating actions outlined.</b>
			Is rejected due to disproportionate negative impacts on the Welsh language.
<b>Signature</b>		<b>Service Director Signature</b>	<i>Gaynor Davies</i>
<b>Date</b>	07.09.23	<b>Date</b>	07.09.23