

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:	Working with Our Communities – The Council’s draft Corporate Plan 2024-2030
Department	Performance Management
Service Director	Paul Griffiths
Officer Completing the WLIA	Lesley Lawson
Email	lesley.a.lawson@rctcbc.gov.uk
Phone	
Brief Description	<p>This is the Council’s draft Corporate Plan which sets out our Strategic direction and our Well-being objectives for the next six years. <i>The Council’s Corporate Plan is considered to be the Well-being Plan for Rhondda Cynon Taf for the purpose of the Well-being of Future Generations (Wales) Act 2015.</i></p> <p><i>Draft version of the Plan considered for pre Scrutiny by Overview and Scrutiny Committee on 29 January 2024, has been hyperlinked throughout for completeness/reference.</i></p>
Date	February 2024

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.

Please outline who this proposal affects? (Service Users, Employees, Wider Community)

Service Users, Employees, Wider Community, Visitors, Residents, Businesses and Third Sector.

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

This is the Council's draft Corporate Plan which sets out our strategic direction and our Well-being objectives for the next six years. The Council's Corporate Plan is the Well-being Plan for Rhondda Cynon Taf as required by the Well-being of Future Generations (Wales) Act 2015 and in particular supports the four Pillars of Sustainable Development i.e. Social, Economic, Environment and Cultural Well-being.

'Vibrant culture and thriving Welsh language, a society that promotes and protects culture, heritage and the Welsh language and which encourages people to participate in the arts, and sports and recreation' is one of the seven National Well-being goals to which Public Bodies are required to contribute. One of the draft Corporate Plan's four Well-being objectives is 'Culture and Heritage' - recognising and celebrating RCT's past, present and future.

Welsh language is also embedded in the other Well-being Objectives and priorities contained within the draft Plan, particularly:

- 'People and Communities' - *supporting and empowering RCT residents and communities to live safe, healthy and fulfilling lives.*
- 'Work and Business' - *helping to strengthen and grow RCT's economy.*

The fourth Well-being Objective 'Nature and the Environment' – *a green and clean RCT that improves and protects RCT's environment and nature* is less focused around Welsh language but focuses more upon climate change impacts, adaptation and mitigation.

The Corporate Plan recognises the importance of [Cymraeg 2050](#), the vision of a million Welsh speakers in Wales by 2050.

Stage 1 – Information Gathering

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

Once agreed, the Corporate Plan will benefit the population of RCT, as well as businesses, third sector organisations, people who work in the County borough, visitors and Council employees.

Some of the specific Improvement Themes will particularly benefit Welsh speakers/learners including

- a) Building on the legacy of the Eisteddfod to benefit our communities and businesses.
- b) Continuing to grow the use of the Welsh language so that it thrives in our homes, communities and work.

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. .e.g. giving confidence and creating the interest for people to learn a little Welsh which may lead to further interest and learning. Also increasing opportunities for social interactions, strengthening a sense of community and increased knowledge/interest in local heritage.

Current linguistic profile of the geographical area(s) concerned

The Census is a key source of information about the number of people who can read, write, understand and speak Welsh. The 2021 Census figures regarding the Welsh language show a decrease in the percentage of Welsh speakers across Wales to 17.8%. However, there was a small increase in RCT, i.e. 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 Local Authorities in Wales to see an increase in the percentage of Welsh speakers. The three others were Cardiff, 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.

In addition, the latest Welsh language data from the Annual Population Survey: July 2022 to June 2023 states that 1 in 5 persons in RCT can speak Welsh. Services will therefore need to build in capacity for future growth of Welsh language service delivery.

Stage 1 – Information Gathering

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Data from the Council's [Welsh in Education Strategic Plan Annual Review](#) shows that in 22/23:

- There were 30 registered Welsh Medium childcare and early years settings, offering 933 places (from a total of 204 settings with 4,467 places).
- 569 learners attended Welsh medium pre-nursery and nursery provision in primary schools (compared to 2,252 in English medium).
- 18.3% (4,038 learners) attended Welsh Medium Primary school (compared to 81.7%, 18,021 learners, attending English medium).
- Only 6.99% (210 Learners) with Black, Asian or Minority Ethnic background attended Welsh medium schools in RCT (from a total of 3,004 learners).
- 19% (3,121 learners) attended Welsh Medium secondary education (compared to 81%, 13,317, attending English medium).
- The transition rate of learners from KS2 to KS3 (primary to secondary) in Welsh Medium schools is 95.5% (similar to the transition rate for English Medium schools at 95.8%)
- There was surplus capacity of 22.8% in RCT Welsh Medium primary schools and 27% in Welsh Medium secondary/through schools, compared to 19.9% in English medium primary schools and 17.1% in English medium secondary schools.

Within RCT Staff, as of May 2023, the [Welsh Language Standards Annual Report](#) cites;

- 58.7% of staff identified themselves as having no Welsh language skills.
- 41.3 % of staff identified as having Welsh language skills to at least Level 1.
- 9.6% of staff identified as being fluent in the Welsh language.

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%

Stage 1 – Information Gathering

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Level 3	1.98%
Level 4	2.19%
Level 5	6.75%

Other relevant data or research

Corporate Plan – Early Engagement Findings

An online survey was published on the Council's [RCT Let's Talk Website](#) from December 8th 2023 – January 29th 2024 and received 303 responses. Specific questions around the Council's proposed Well-being Objectives, Vision and Commitments were included in the survey and some of the relevant findings for the Welsh Impact Assessment can be found below. The survey was also available in Welsh along with the entire engagement project page, accompanying comms and group/network feedback sheets.

At the time of writing, responses from Group/network feedback, including from Fforwm Iaith, have not yet been received. The responses below are from individuals responding to the online survey.

The lower level priorities and improvement themes that will deliver the Well-being Objectives

- People & Communities,
- Work & Business
- Culture & Heritage

contain supporting actions to promote the Welsh language, increase opportunities for persons to use the Welsh language and support an increase in the percentage of Welsh speakers.

Proposed Well-being Objective - People & Communities:

- 74.6% agreed with the Well-being objective and priorities.
- 11.9% were not sure and thought the well-being objective and priorities could be improved.
- 13.5% disagreed with the well-being objective and priority.

Proposed Well-being Objective – Work & Business:

- 74.9% agreed with the Well-being objective and priorities.

Stage 1 – Information Gathering

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- 10.9% were not sure and thought the well-being objective and priorities could be improved.
- 14.2% disagreed with the well-being objective and priority.

Proposed Well-being Objective – Culture & Heritage:

- 73.6% agreed with the Well-being objective and priorities.
- 13.9% were not sure and thought the well-being objective and priorities could be improved.
- 12.5% disagreed with the Well-being objective and priority.

One of the Commitments to our residents, included in the consultation was to '*deliver services through both Welsh and English, in line with service user preferences, and ensure equal treatment of both languages*': Of the responses received,

- 74.9% agreed with the commitment.
- 9.6% were not sure and thought the commitment could be improved.
- 15.5% disagreed with the commitment.

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>Opportunities for persons to use the Welsh language</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>	Positive	The Corporate Plan 2024-2030 identifies four Well-being objectives that align to the pillars of the Sustainable Development principle. Each Well-being objective is underpinned by a set of priorities that set the Council's strategic direction over the next 6 years. Expected outcomes have been identified so that the Council can monitor	<p>The Well-Being of Future Generations (Wales) Act 2015. Well-Being Goal - A Wales of Vibrant Culture & Thriving Welsh Language</p> <p>Section 44 Welsh Language (Wales) Measure 2011 – Standard number 88 – 97</p>	<p>Ensure robust action plans are developed and monitored to deliver the Corporate Plan priorities and the Welsh language impacts of individual actions/milestones are considered.</p> <p>Any policies or strategies developed and implemented</p>

		<p>progress across the life of the Plan and understand whether or not it has successfully delivered it's Well-being objectives.</p> <p>Well-being Objective 4 - Culture and Heritage, specifically seeks to provide opportunities for people to use the Welsh language including during the planning, preparation, delivery and ultimately the legacy of the Eisteddfod 2024 which is being held in Pontypridd in August 2024.</p> <p>Priority 1- An RCT where culture and heritage is vibrant and enhances well-being</p> <p>a) Building on the legacy of the Eisteddfod 2024 to benefit our communities and businesses.</p> <p>Well-being objective 2 – Work and Business, Thriving Town Centres</p> <p>b) Widening our Town Centre 'offer', including local events and celebrating culture and heritage.</p> <p>c) Putting in place amenities that our residents can use to</p>	<p>Draft Corporate Plan 2024-2030</p> <p>Cymraeg 2050 Strategy: Theme 2 - Increasing the use of Welsh</p> <p>Welsh language promotion strategy 2022-27 and action plan</p> <p>Aberdare Town Centre Strategy & associated Welsh language impact assessment</p> <p>Pontypridd Town Centre Placemaking Plan 2022</p> <p>Porth Town Centre Strategy 2018</p>	<p>to deliver the Well-being Objectives within the Corporate Plan will have a more detailed Welsh language impact assessment undertaken.</p>
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		<p>enhance their visits to Town Centres.</p> <p>This will include opportunities to promote the Welsh language including use of signage, support for Welsh language events and creating favourable conditions for local businesses using the Welsh language.</p>		
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Stage 2 – Impact Assessment

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

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<p>Numbers and / or percentages of Welsh speakers 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>	<p>Well-being Objective 1 – People and Communities aims for Children and Young People to have the best start in life and learn and grow safely. This includes actions around making Welsh medium education accessible to all through new and improved learning environments;</p> <p>Priority 1: Children and young people have the best start in life and can learn and grow safely: Providing great learning environments through our new and improved early years settings and schools and making Welsh medium education available to all.</p>	<p>The Well-Being of Future Generations (Wales) Act 2015. Well-Being Goal - A Wales of Vibrant Culture & Thriving Welsh Language</p> <p>Section 44 Welsh Language (Wales) Measure 2011 – Standard number 88 – 97</p> <p>Draft Corporate Plan 2024-2030</p> <p>Welsh in Education Strategic Plan 2022-32</p> <p>Cymraeg 2050 Strategy: Theme 1 - Increasing the number of Welsh Speakers</p> <p>Welsh language promotion strategy 2022-27 and action plan</p>	<p>Ensure robust action plans are developed and monitored to deliver all the Corporate plan priorities and the Welsh language impacts of individual actions/milestones are considered.</p> <p>Any policies or strategies developed and implemented to deliver the Well-being Objectives within the Corporate Plan will have a more detailed Welsh language impact assessment undertaken.</p>

		<p>Well-being Objective 4 - Culture and Heritage specifically seeks to promote and grow the use of the Welsh language including skills that can be shared between generations so that more people use and understand the Welsh language.</p> <p>Priority 1- An RCT where culture and heritage is vibrant and enhances well-being</p> <p>d) Building on the legacy of the Eisteddfod 2024 to benefit our communities and businesses.</p> <p>e) Continuing to grow the use of the Welsh language so that it thrives in our homes, communities and work.</p> <p>g) Developing Intergenerational Projects to promote learning and shared skills, encouraging intergenerational friendships and help to reduce loneliness.</p> <p>Some of the outcomes we expect to see by 2030:</p> <ul style="list-style-type: none"> • More people are confident to use Welsh in their everyday lives and more learners 		
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		access Welsh medium education.		
<p>Opportunities to promote the Welsh language 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>	Positive	<p>Well-being Objective 1 – People and Communities relates to education, among other things and embedded in this is the teaching of Welsh Language.</p> <p>Priority 1: Children and young people have the best start in life and can learn and grow safely: Providing great learning environments through our new and improved early years settings and schools and making Welsh medium education available to all.</p> <p>Well-being Objective 4 - Culture and Heritage specifically seeks to promote and grow the use of the Welsh language including skills that can be shared between generations so that more people use and understand the Welsh language.</p> <p>Priority 1- An RCT where culture and heritage is vibrant and enhances well-being</p> <p>f) Building on the legacy of the Eisteddfod 2024 to benefit our communities and businesses.</p>	<p>The Well-Being of Future Generations (Wales) Act 2015. Well-Being Goal - A Wales of Vibrant Culture & Thriving Welsh Language</p> <p>Section 44 Welsh Language (Wales) Measure 2011 – Standard number 88 – 97</p> <p>Draft Corporate Plan 2024-2030</p> <p>Cymraeg 2050 Strategy: Theme 1 - Increasing the number of Welsh Speakers</p> <p>Cymraeg 2050 Strategy: Theme 2 - Increasing the use of Welsh</p> <p>Cymraeg 2050 Strategy: Theme 3 – Creating favourable conditions – infrastructure and context</p> <p>Welsh in Education Strategic Plan 2022-32</p> <p>Aberdare Town Centre Strategy & associated Welsh language impact assessment</p>	<p>Ensure robust action plans are developed and monitored to deliver all the Corporate plan priorities and the Welsh language impacts of individual actions/milestones are considered.</p> <p>Any policies or strategies developed and implemented to deliver the Well-being Objectives within the Corporate Plan will have a more detailed Welsh language impact assessment undertaken.</p>

		<p>g) Continuing to grow the use of the Welsh language so that it thrives in our homes, communities and work.</p> <p>h) Developing Intergenerational Projects to promote learning and shared skills, encouraging intergenerational friendships and help to reduce loneliness.</p> <p>Some of the outcomes we expect to see by 2030: More people are confident to use Welsh in their everyday lives and more learners access Welsh medium education.</p> <p>Well-being objective 2 – Work and Business, Thriving Town Centres</p> <p>a) Widening our Town Centre ‘offer’, including local events and celebrating culture and heritage.</p> <p>b) Putting in place amenities that our residents can use to enhance their visits to Town Centres.</p> <p>This will include opportunities to promote the Welsh language</p>	<p>Pontypridd Town Centre Placemaking Plan 2022</p> <p>Porth Town Centre Strategy 2018</p>	
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		including use of signage, support for Welsh language events and creating favourable conditions for local businesses using the Welsh language		
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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>Compliance with the Council's Statutory Welsh Language Standards 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>	Positive	<p>Our commitments to residents contained within the Corporate Plan includes: We will deliver services through both Welsh and English, in line with service user preferences and statutory duties, and ensure equal treatment of both languages</p> <p>This will raise the profile of Welsh language standards with both residents and staff.</p> <p>The engagement in respect of the new Corporate Plan has been bilingual. Subsequent publication and communication will also fully comply with the Welsh language standards.</p>	<p>The Well-Being of Future Generations (Wales) Act 2015. Well-Being Goal - A Wales of Vibrant Culture & Thriving Welsh Language</p> <p>Section 44 Welsh Language (Wales) Measure 2011 – Standard number 88 – 97</p> <p>Draft Corporate Plan 2024-2030</p>	<p>Ensure robust action plans are developed and monitored to deliver all the Corporate plan priorities and the Welsh language impacts of individual actions/milestones are considered.</p> <p>Any policies or strategies developed and implemented to deliver the Well-being Objectives within the Corporate Plan will have a more detailed Welsh language impact assessment undertaken.</p>
<p>Treating the Welsh language, no less</p>	Positive	<p>Our commitments to residents contained within the Corporate</p>	<p>The Well-Being of Future Generations (Wales) Act 2015.</p>	<p>Ensure robust action plans are developed and</p>

<p>favourably than the English language</p>		<p>Plan includes: We will deliver services through both Welsh and English, in line with service user preferences and statutory duties, and ensure equal treatment of both languages</p> <p>This will raise the profile of Welsh language standards with both residents and staff</p>	<p>Well-Being Goal - A Wales of Vibrant Culture & Thriving Welsh Language</p> <p>Section 44 Welsh Language (Wales) Measure 2011 – Standard number 88 – 97</p> <p>Draft Corporate Plan 2024-2030</p>	<p>monitored to deliver all the Corporate Plan priorities and the Welsh language impacts of individual actions/milestones are considered.</p> <p>Any policies or strategies developed and implemented to deliver the Well-being Objectives within the Corporate Plan will have a more detailed Welsh language impact assessment undertaken.</p>
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Stage 3 - Strengthening the proposal

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

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

What are you going to do?	When are you going to do it?	Who is responsible?
Development of four annual plans for the Well-being Objectives which will be monitored quarterly and reported to Cabinet. These plans will deliver the Corporate Plan priorities, and include relevant actions to promote the Welsh language, increase opportunities for persons to use the Welsh language and support an increase in the percentage of Welsh speakers.	June 2024 and annual reports thereafter to 2030	Lesley Lawson - Performance 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.

What was identified?	Why is it not possible?
Nothing to identify	The relevant and/or more specific actions within the Corporate Plan annual/biannual priority plans will be picked up in impact assessments.

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
This is a considered and well-evidenced assessment of the impact the Council's proposed Corporate Plan 2024-2030 will have on the Welsh language in the county borough. There is a clear awareness that the Council must harness the legacy of the 2024 Eisteddfod to increase the use of Welsh and the number of speakers in the area, and to meet its statutory duties in respect of the language, and it will be essential that policies and strategies derived from this plan are accompanied by their own Welsh Language Impact Assessment, as is noted here. In terms of ensuring the Plan itself has the maximum possible impact upon promoting the Welsh language in RCT and in normalising its use, Welsh Language Services would suggest the team consider renaming Objective 4 as 'Culture, Heritage, and Welsh Language' to fully align with the Well-being Goals of the	26 February	The team is writing the Plan for and on behalf of Chief Executive and will escalate the suggestions made in the WL services comments so that they are considered as part of the next iteration of the draft.

<p>WFG Act, as it would further emphasise RCT's serious commitment to the language and help to normalise the language even more. We'd also ask that any feedback from groups such as Y Fforwm Iaith be considered when available and any relevant comments/subsequent amendments to the Plan be added as an Appendix to this document or recorded formally in some other way.</p>		
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
<p>Officers from the Review Panel were very satisfied that the Corporate Plan took account of Welsh language impacts and those impacts being positive. Officers were pleased to see that following public engagement the Corporate Plan had been updated to involve further actions and importance around promoting the Welsh language, increasing opportunities for persons to use the Welsh language and supporting an increase in the percentage of Welsh speakers.</p>	<p>26 February</p>	<p>No amendments suggested or necessary following Officer Review Panel consideration.</p>
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
<p>A suggestion to integrate the Welsh Language into the Culture and Heritage Well-being Objective was reinforced by feedback from 'Y Fforwm Iaith' and 'Cor Cwm Rhondda' and has been taken into account in subsequent drafts. There were also comments from 2 Neighbourhood Network meetings (Mid Rhondda and North Cynon) and several individual responses to the online survey that mentioned that they'd like to see more about the promotion of the Welsh language, supporting further for the inclusion of Welsh Language in the Corporate Plan 2024-2030.</p>		<ol style="list-style-type: none"> 1. Well-being Objective: Culture & Heritage amended to Culture, Heritage and Welsh Language. 2. 'Our Commitments to residents' were updated to include a commitment re the Welsh language as we developed the plan and was reinforced by feedback. Our Commitments to residents now includes <i>'We will treat Welsh and English languages equally and deliver services to users in their language of choice'</i>.

Stage 5 – Monitoring, Evaluating and Reviewing

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

The Corporate Plan will be delivered through the development of four annual plans, one for each of the Well-being Objectives and which will be monitored quarterly and reported to Cabinet and appropriate Scrutiny Committees. These plans will deliver the Corporate Well-being Objectives including Culture, Heritage and Welsh Language, will set the framework for Service Delivery Plans and other Council plans, policies and strategies and will include relevant actions to promote the Welsh language, increase opportunities for people to use the Welsh language and support an increase in the percentage of Welsh speakers.

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 - The Corporate Plan will be available in Welsh. The Welsh Language Impact Assessment in respect of an early draft of the Corporate Plan was considered by the Review Panel on 7th March and the findings are attached at Appendix D of the Cabinet report. A suggestion to integrate the Welsh Language into the Culture and Heritage Well-being Objective was reinforced by feedback from Y Fforwm Iaith and Cor Cwm Rhondda and has been taken into account in subsequent drafts.

Stage 7 – Sign Off			
Name of Officer completing the WLIA		Service Director Name:	
Position		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	