

**U 88mjikolmyuilo;ikJHikkjkioklkjklIWELSH
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:	Local Housing Market Assessment (LHMA)
Department	Community Housing / Housing Strategy and Investment
Service Director	Derek James
Officer Completing the WLIA	Liam Richards
Email	Liam.richards@rctcbc.gov.uk
Phone	07385034136
Brief Description	The LHMA allows the council to understand the nature and the make-up of current and future housing needs across RCT, providing robust evidence to support future plan making for the period 2023-28.
Date	30/01/2024
Please outline who this proposal affects? (Service Users, Employees, Wider Community)	Service users, employees and the wider community.

<p>What are the aims of the policy, and how do these relate to the Welsh Language?</p>	<p>The LHMA informs key policies and investment in the local housing market. It allows the local development plan makers to create policies that support the need of housing identified in the public and private sector. It will also inform how social housing grant is spent across RCT as the output of data will show where more investment is needed in specific areas of RCT.</p> <p>The LHMA will be publicly accessible from the council's own bilingual website and will be published in both Welsh and English for service users, employees and the wider community to access.</p>
<p>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</p>	<p>Any impact on Welsh Language groups should only be positive as the development of LHMA will mean that the Welsh language is embedded in working practices by way of granting access to all that require the Welsh versions of future documents, as well as becoming a part of every day practice for the local authority, encouraging more people to use the language where possible.</p>
<p>Current linguistic profile of the geographical area(s) concerned</p>	<p>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.</p>
<p>Other relevant data or research</p>	

Stage 2 – Impact Assessment

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

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

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

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

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

	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	<p>During the Pandemic we have embraced technology in order to provide services differently and this has been an opportunity to promote the Welsh language as people accessing the Council's website and other key partners' websites have access to services and the Welsh language.</p> <p>With this in mind we will be publishing the LHMA in Welsh and</p>	<p>All documents that are published on the council web page are viewable in Welsh and English.</p> <p>Both staff and people in the community are able to engage digitally and actively have their needs met through these methods.</p>	<p>Review how we have embraced technology and provided services differently during the COVID-19 pandemic and further enhance these by ensuring we deliver information in the Welsh language.</p>

		English to make sure there is fair access to the data that has been produced.		
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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>	Positive	<p>The Welsh Government's ambition is to see the number of people able to enjoy speaking and using the Welsh language to reach a million by the year 2050, RCTCBC hopes to encourage this ambition by providing the conditions to facilitate an increase in the use of the Welsh language in line with the RCTCBC 5 year Welsh Language Strategy.</p> <p>By publishing the LHMA in Welsh</p>	<p>In line with the Council's Welsh Language Promotional Strategy and our Welsh Language Standards, this strategy will ensure bilingual text (Welsh first) on all Council documentation.</p> <p>Increase in the number of staff and service users accessing Welsh language courses. RCTCBC will encourage staff and partners to enable staff to have access to Welsh</p>	<p>Work with the Welsh Language team to develop future iterations of the LHMA that are fully bilingual.</p> <p>The LHMA is a statutory document, which includes high-level data that will inform future policies and strategies in this area. All of these strategies/policies will be subject to a Welsh language</p>

		and English we are supporting the Welsh Government in their goals.	Language courses and we will monitor this to ensure its effectiveness.	impact assessment in due course, which will assess these individual policies/strategies' impact on the Welsh language as a result of specific actions, e.g. impact of housing location on Welsh language services/engagement with Welsh language services
<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>Data from the LHMA can be used to provide work points for many housing specific related strategies designed to tackle challenges that RCT CBC face while maintaining promotion of the use of the Welsh language at every applicable juncture.</p> <p>Allowing access to Welsh and English versions of the LHMA will ensure that future work can be carried out in Welsh for users who wish to do so as well as encourage learners to complete day to day tasks in the Welsh language.</p>	<p>Increase in the number of staff and service users accessing Welsh language courses. RCTCBC will encourage staff and partners to enable staff to have access to Welsh Language courses and we will monitor this to ensure its effectiveness.</p>	<p>Ensure that all material is bilingual with both Welsh and English published in line with the Welsh Language Standards.</p> <p>Our recruitment strategy could incorporate a goal of employing more Welsh Speakers and consider the Welsh Language interview scheme.</p>

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</p> <p>e.g</p> <p>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>The development of the LHMA will increase the Council's ability to deliver services through the medium of Welsh.</p> <p>Consideration to the rights of Welsh speakers to use Welsh language when dealing with the Council and for staff members who wish to use Welsh at work.</p>	Increasing the availability of assessments and reports such as the LHMA in the Welsh language will increase the use of Welsh by staff as well as third party individuals and organizations.	Ensure that we proactively offer the Welsh version of the LHMA wherever it is published or promoted to ensure those who wish to read/refer to a Welsh version can do so unhindered.
<p>Treating the Welsh language, no less favourably than the English language</p>	Positive	As above	As Above	As Above

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?
<p>Review how we have embraced technology and provided services differently during the COVID-19 pandemic and further enhance these by ensuring we deliver information in the Welsh language.</p> <p>We must also review the council's overall ability to deliver the Welsh language, taking in to account previous learning as well as considering the rights of staff members that wish to use Welsh at work.</p>	TCB	TBC
Promote Welsh language access to the LHMA at all times.	Ongoing	RCT CBC Housing Strategy
<p>If ways of reducing the impact have been identified but are not possible to implement, please explain why. Give sufficient detail of data or research that has led to your reasoning.</p>		
What was identified?	Why is it not possible?	
Offering all services in accordance with Welsh Language standards	Not all readers of the LHMA are required to comply with the Welsh Language Standards however we will encourage readers to promote the Welsh language, and always make a proactive offer of the Welsh version of the document.	

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
<p>This WLIA clearly outlines how the publication of this assessment will increase the opportunities for stakeholders to engage with the data included in Welsh, and how the service will ensure compliance with the Welsh Language Measure/Standards, and offer opportunities for staff and the public to use Welsh if they wish.</p> <p>Welsh Language Services would advise you to refer a little more, above and in your summary, to the holistic picture of the impact that planning for housing stock can have on the access to, and use of, Welsh language services within the County Borough. This assessment, of course, includes core data that will subsequently be used to inform housing and planning policy in RCT, so an acknowledgement that the</p>		

policies that derive from it could affect the language, and confirmation that they will be subject to separate WLIA's, would be welcomed.		
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Consultation Comments	Date Considered	Brief description of any amendments made following consultation

Stage 5 – Monitoring, Evaluating and Reviewing

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

As the LHMA is only published once we RCT CBC will make sure that the document is accessible in Welsh and English and is clearly sign posted. We will also encourage any documents that are created off the data produced in the LHMA are created and published in Welsh and English.

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.

In summary there are many positive impacts to groups that are covered in the equality impact assessment. As the LHMA is an assessment of all housing need across RCT it naturally takes in to account all cohorts and will be published in Welsh and English. This will not only allow speakers and learners access to the assessment data but also allow future strategies/projects/policies to be created in the Welsh Language.

Stage 7 – Sign Off

Name of Officer completing the WLIA	Liam Richards	Service Director Name:	Derek James
Position	Housing Strategy Officer	I recommend that the proposal: (Highlight decision)	Is implemented with no amendments
			Is implemented taking into account the mitigating actions outlined
			Is rejected due to disproportionate negative impacts on the Welsh language

Signature		Service Director Signature	
Date		Date	