

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:	Corporate Asset Management Plan 2024-2030
Department	Corporate Estates
Service Director	David Powell
Officer Completing the WLIA	Paula McCarthy
Email	Paula.l.mccarthy@rctcbc.gov.uk
Phone	
Brief Description	This is the Council's draft Corporate Asset Management Plan which sets out our Strategic direction for our property assets for the next six years.
Date	August 2024
Please outline who this proposal affects? (Service Users, Employees, Wider Community)	Service Users, Employees, Wider Community, Visitors, Residents, Businesses and Third Sector.



<p>What are the aims of the policy, and how do these relate to the Welsh Language?</p>	<p>This is the Council’s draft Corporate Asset Management Plan which sets out our strategic direction for the management of the Council’s property assets for the next six years. The Council’s Corporate Asset Management Plan has 4 objectives, one of which is to Maximise Regeneration and Community Resilience with a commitment to use land and buildings to stimulate development and growth together with supporting local community needs, and to use our land and buildings to grow the use of the Welsh language so that it thrives in our homes and communities, for example by reflecting the Welsh Language in the names of new and redeveloped assets and by promoting the Welsh Language in all corporate branding and marketing materials associated with any assets.</p> <p>The Council’s Corporate Asset Management Plan is strategically aligned with and supports the Council’s Corporate Plan “Working with our Communities.”</p> <p>‘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 Corporate Plan’s four Well-being objectives is ‘Culture, Heritage and Welsh Language’ - recognising and celebrating RCT’s past, present, and future, and the Corporate Asset Management Plan will fully support this objective.</p>
<p>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</p>	<p>Once agreed, the Corporate Asset Management 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 through our commitment to use our land and buildings to grow the use of the Welsh Language so that it thrives in our homes and communities.</p> <p>One of the four objectives in the Plan is to manage and maintain land and buildings efficiently, effectively, collaboratively and sustainably. There is a commitment contained within the Plan under this key objective to work with the Welsh Language Unit to ensure our buildings fully comply with the Welsh Language Standards.</p> <p>There is also a specific commitment under Objective 2 – maximise regeneration and community resilience - to use our land and buildings to grow the use of the Welsh Language so that it thrives in our homes and communities.</p>
<p>Current linguistic profile of the geographical area(s) concerned</p>	<p>The Census is a key source of information about the number of people who can 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%.</p>

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.

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](#) [WelshLanguageStandardsAnnualReport.pdf \(rctcbc.gov.uk\)](#) cites;

- 42.99% of staff identified themselves as having no Welsh language skills.

- 55.47% of staff identified as having Welsh language skills to at least Level 1.
- 9.73% of staff identified as being fluent in the Welsh language.

A breakdown for the language skills level of our staff can also be found below:

Level	Percentage
Level 0	42.99%
Level 1	38.5%
Level 2	5.19%
Level 3	2.05%
Level 4	2.22%
Level 5	7.51%

Other relevant data or research

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>The Corporate Asset Management Plan 2024-2030 identifies four objectives and certain actions and approaches that we need to adopt relating to our land and buildings.</p> <p>One of the commitments that will particularly provide Welsh speakers/learners with opportunities to use the Welsh</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>Ensure robust action plans are developed and monitored to deliver the Corporate Asset Management Plan priorities and the Welsh language impacts of individual work streams are considered through the Operational Asset Management Board.</p> <p>.</p>

		<p>language is our commitment to use our land and buildings to grow the use of the Welsh Language so that it thrives in our homes and communities. by supporting the delivery of the Council’s Corporate Plan:</p> <p>Well-being Objective 4 – Culture, Heritage, and Welsh Language of the Corporate Plan, specifically seeks to provide opportunities for people to use the Welsh language under the legacy of the Eisteddfod 2024 which was held in Pontypridd in August 2024. The Corporate Asset Management Plan will actively support any workstreams that emerge from the delivery of priorities contained in the Corporate Plan as outlined below:</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 –</p>	<p>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></p> <p>Swansea Council Welsh Language Tribu</p>	<p>Any developed and implemented actions to deliver the Objectives within the Corporate Asset Management Plan will have a more detailed Welsh language impact assessment undertaken.</p> <p>...</p>
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Workand Business, Thriving
Town Centres

- b) Widening our Town Centre 'offer', including local events and celebrating culture and heritage.
- c) Putting in place amenities that our residents can use to enhance their visits to town centres.

This will include opportunities to promote the Welsh language including use of signage, support for Welsh language events and creating favorable conditions for local businesses using the Welsh language.

In response to the report of the Welsh Language Commissioner made in relation to the City and County of Swansea (case number CSG697) a senior officer in the Welsh Language Service will now sit on the Operational Asset Management Board (which has replaced the assert management working group) to assist

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>The Corporate Asset Management Plan 2024-2030 identifies four objectives and certain actions and approaches that we need to adopt relating to our land and buildings.</p> <p>One of the commitments that will particularly support the increase of numbers and/ or percentages of Welsh speakers is our commitment to use our land and buildings to grow the use of the Welsh Language so that it thrives in our homes and communities and the Welsh Language Service will provide support to assist with the delivery of this commitment.</p> <ul style="list-style-type: none"> ➤ The Corporate Asset Management Plan supports the delivery of 	<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>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 asset management priorities and the Welsh language impacts of individual actions/ milestones are considered through the Operational Asset Management Board.</p> <p>.</p> <p>Any developed and implemented actions to deliver the Objectives within the Corporate Asset Management Plan will have a more detailed Welsh language impact assessment undertaken.</p>

		<p>improved Welsh Medium education through new and improved learning environments, including the delivery of the Sustainability of Communities learning Programme, such as the delivery of the new Welsh medium school at Ferndale.</p> <p>➤ Council assets will be used to host Welsh language events when required</p>		
<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>The Corporate Asset Management Plan 2024-2030 identifies four objectives and certain actions and approaches that we need to adopt relating to our land and buildings.</p> <p>One of the commitments that will particularly support opportunities to promote the Welsh language is our commitment to use our land and buildings to grow the use of the Welsh Language so that it thrives in our homes and communities.</p>	<p>The Well-Being of Future Generations (Wales) Act 2015. Well-Being Goal - A Wales of Vibrant Culture & Thriving WelshLanguage</p> <p>Section 44 Welsh Language(Wales) Measure 2011 – Standard number 88 – 97</p> <p>Corporate Plan 2024-2030</p> <p>Cymraeg 2050 Strategy: Theme1 - Increasing the number of Welsh Speakers</p>	<p>Ensure robust action plans are developed and monitored to deliver all the corporate asset management priorities and the Welsh language impacts of individual actions/ milestones are considered through the Operational Asset Management Board.</p> <p>.</p> <p>Any developed and implemented actions to deliver the Objectives within the Corporate</p>

		<p>In addition, the Corporate Asset Management Plan supports the delivery of improved Welsh Medium education through new and improved learning environments.</p> <p>The Corporate Asset Management Plan supports Welsh speaking staff by its commitment to providing environments where the Welsh language is promoted and can thrive. This will be achieved by closer connection with the Welsh Language Service with a senior officer in the Welsh Language Services being part of the Operational Asset Management Board</p>	<p>Cymraeg 2050 Strategy: Theme2 - Increasing the use of Welsh</p> <p>Cymraeg 2050 Strategy: Theme3 – Creating favourable conditions – infrastructure and context</p> <p>Welsh in Education StrategicPlan 2022-32</p> <p>Aberdare Town Centre Strategy& associated Welsh language impact assessment</p> <p>Pontypridd Town CentrePlacemaking Plan 2022</p> <p>Porth Town Centre Strategy 2018</p>	<p>Asset Management Plan will have a more detailed Welsh language impact assessment undertaken.</p> <p>...</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>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>	<p>Positive</p>	<p>The new Asset Review and Challenge programme detailed in the Corporate Asset Management Plan provides for consultation with the Council’s Welsh language Unit before recommending the disposal or remodelling of Council assets. This will have a positive impact to ensure full compliance with the Council’s Welsh Language Standards.</p> <p>One of the commitments made under Objective 1 of the Corporate Asset Management Plan is to ensure property assets comply and remain compliant 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 WelshLanguage</p> <p>Section 44 Welsh Language(Wales) Measure 2011 – Standard number 88 – 97</p> <p>Corporate Plan 2024-2030</p>	<p>Ensure robust action plans are developed and monitored to deliver all the Corporate Asset Management Plan priorities and the Welsh language impacts of individual actions/milestones are considered through the Operational Asset Management Board.</p> <p>Any action or workstreams to deliver the Objectives within the Corporate Asset Management Plan will have a more detailed Welsh language</p>

		We will cascade through the Operational Asset Management Board (which will include a senior officer from the Welsh Language Unit) any required actions for our assets to comply with the Welsh Language Standards		impact assessment undertaken.
Treating the Welsh language, no less favourably than the English language	Positive	<p>Our commitment to ensure that our approach to our property assets is inclusive of all and provides appropriate and safe environments for all staff, residents and service users will have a positive impact on the treatment of the Welsh language.</p> <p>All signage is bilingual.</p> <p>A Senior officer from the Welsh Language Service will participate in the Operational Asset Management Board and agreed recommendations made will be cascaded to Building Managers and referred to the Corporate Asset Management Board when required</p>	<p>The Well-Being of Future Generations (Wales) Act 2015.</p> <p>Well-Being Goal - A Wales of Vibrant Culture & Thriving WelshLanguage</p> <p>Section 44 Welsh Language (Wales) Measure 2011 – Standard number 88 – 97</p> <p>Corporate Plan 2024-2030</p>	<p>The Plan includes a living Working Action Plan that will be used to govern workstreams to ensure delivery of the key objectives of the Plan. Progress against the Plan is monitored by Cabinet and Scrutiny</p> <p>Any action or workstreams to deliver the Objectives within the Corporate Asset Management Plan will have a more detailed Welsh language impact assessment undertaken.</p>

		<p>The Plan supports and is aligned to the Council's Corporate Plan which is the Well- Being Plan for RCT as required by the The Well-Being of Future Generations (Wales) Act 2015.</p> <p>The Corporate Plan includes the Welsh Language as one of its main priorities.</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?
<p>The Corporate Asset Management Plan is a high level strategic plan which sets out how the Council will manage its assets over the next 6 years. The Working Action Plan will set out the key workstreams to deliver the objectives and priorities during the plan period.</p> <p>We will ensure that all actions or workstreams to deliver the Objectives within the Corporate Asset Management Plan will have a more detailed Welsh language impact assessment undertaken.</p> <p>Progress against the Plan is monitored by Cabinet and Scrutiny</p>	<p>In accordance with the timescales detailed in the Working Action Plan</p>	<p>Paula McCarthy – Head of Estates and Legal Property</p>

<p>Ensure robust action plans are developed and monitored to deliver all the Corporate Asset Management Plan priorities and the Welsh language impacts of individual actions/milestones are considered through the Operational Asset Management Board .</p>	<p>Biannually from approval of the Plan until 2030</p> <p>Quarterly until 2030</p>	
<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>		
<p>What was identified?</p>	<p>Why is it not possible?</p>	
<p>Nothing to identify.</p>	<p>The relevant and/or more specific actions within the Asset Management Working Action Plan will be picked up in impact assessments.</p>	

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
Welsh Language Services welcome this considered assessment of the impact the Council’s proposed Corporate Asset Management Plan 2024-2030 will have on the Welsh Language in RCT. There is a clear awareness in terms of the objectives contained within the Council’s latest Corporate Plan, which specifically seeks to provide opportunities for people to use the Welsh language under the legacy of the Eisteddfod 2024. With that in mind, it’s crucial that the Corporate Asset Plan, and any policies or strategies accompanied by their own Welsh Language Impact Assessment that derive from this plan, contributes towards this objective, and has a positive impact on the Welsh Language.		Amendments have been made to the Impact Assessment following the very helpful comments made by Welsh Language Service

To ensure that the Plan itself has the maximum possible impact upon promoting the Welsh language in RCT, in general we'd like to see some more detail throughout the impact assessment to show greater awareness and some variety. Firstly, some of the points made could be strengthened if the evidence noted in the 4th column was expanded on and directly linked to each point. If specific data or facts could be extracted from some of the plans/strategies/policies you mention, it would really help in terms of supporting the outcomes and explaining how you plan to grow the Welsh Language.

Another suggestion we've noted in our comments and something that we've included in other Welsh Language Impact Assessments is the possibility of including a clause in asset transfers that would insist organisations to display Welsh signage and Welsh names for any buildings they acquire. In the same vein, any procurement processes should require any external contractors to comply with the Standards. Again, this would help make the Welsh Language more visible and contribute towards promoting the Welsh Language.

Internally, as pointed out, you should also note how this plan will help develop the Welsh Language skill level of the Council's staff so that the workforce reflects RCT's demographic. Encouraging staff to undertake Welsh Language learning courses and working closely with Welsh Language services so that staff are aware of the Council's duties in regard to Welsh Language Standards would reinforce some of the points made.

If the feedback provided is applied effectively and further detail is included as part of this impact assessment, we're

confident that this Plan will impact positively on the Welsh Language in RCT and will set a solid base for any other policies or strategies that derives from this high level Plan.		
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?

The Corporate Asset Management Plan will be driven forward and delivered by the Working Action Plan which is a living document that will be adapted to manage the asset management programmes of work. Progress will be monitored quarterly by the Corporate Asset Management Board and reported to Cabinet and Scrutiny biannually. The Working Action Plan will be informed by the annual Service Asset Management Plans and other plans and policies with an asset element to promote the Welsh Language , increase opportunities for people to use the Welsh language and support an increase in the percentage of Welsh speakers.

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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.

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A Welsh Language Impact Assessment has been completed and the main findings are as follows - The Corporate Asset Management Plan will be available in Welsh. The Welsh Language Impact Assessment was considered by the Review Panel on the 10th September and the findings are attached at Appendix X of the Cabinet Report.

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		