

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:	CONSULTATION ON THE PROPOSALS TO ENHANCE ADDITIONAL LEARNING NEEDS MAINSTREAM LEARNING SUPPORT CLASS PROVISION WITHIN RHONDDA CYNON TAF
Department	Access & Inclusion Service
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Brief Description	<p>To enhance current Learning Support Class (LSC) provision to meet the demand for specialist placements. This will be achieved by the following:</p> <ul style="list-style-type: none"> • To establish one Early Years Intervention LSC for pupils under statutory school age with significant presenting needs at Cwmaman Primary School. The proposal will take effect from September 2025. • To establish one Early Years Intervention LSC for pupils under statutory school age with significant presenting needs at Penyreglyn Primary School. The proposal will take effect from September 2025. • To establish one LSC for pupils in Years 7-11 with Complex Learning Needs at Mountain Ash Comprehensive School taking effect from September 2025.

	<ul style="list-style-type: none"> • To relocate the LSC for pupils Years 3-6 with Autistic Spectrum Disorder (ASD) at Penywaun Primary School to Hirwaun Primary School taking effect from September 2025. • To create one LSC for pupils in Reception – Year 2 with Autistic Spectrum Disorder at Hirwaun Primary School to create a through provision in the Primary Phase taking effect from September 2025.
Date	4 th September 2024
Please outline who this proposal affects? (Service Users, Employees, Wider Community)	Pupils with Additional Learning Needs requiring specialist provision, their parents/carers and the wider additional learning needs community.

What are the aims of the policy, and how do these relate to the Welsh Language?	<p>Section 315 of the Education Act 1996 requires LAs to regularly review arrangements for supporting pupils with SEN/ALN and to ensure that provision is sufficient and meets the needs of its communities. The priority for the Education and Inclusion Service Directorate is to continue to focus on driving up standards in schools and to improve the outcomes for all children and young people.</p> <p>The Council has a statutory duty under the ALNET Act (2018) to keep under review its arrangements for supporting pupils with ALN within their area and consider whether these are sufficient, including a statutory requirement to take all reasonable steps to create a bilingual system of support for pupils with ALN.</p> <p>The proposals will address surplus capacity issues and a lack of capacity in key provisions allowing resources to be directed to enhance capacity for mainstream inclusion, early intervention and preventative approaches. In addition, the proposals will address the current imbalance between the number of primary and secondary provisions, transition and accessibility issues. The proposals also seeks to address the need to create additional Early Years specialist LSC provision to meet the increase in demand for pre-statutory school age placements.</p> <p>Although the proposed LSC changes are to enhance English medium provision for pupils with Complex Learning Difficulties (CLD), Social Communication Needs/ASD, and Early Years pupils with significant ALN, the proposed changes will have an indirect impact on the Welsh language and Welsh medium education. Currently in the Cynon Valley, there is no Welsh medium ALN provision. A potential indirect impact as a result of the proposals is that Welsh medium ALN learners in the Cynon Valley could leave Welsh medium education to access local English medium ALN provision to avoid the need to travel outside of their locality. It</p>
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	<p>is noted that RCT has recently opened 1 new Welsh medium LSC provision for secondary aged pupils at Ysgol Garth Olwg which opened in September 2023 and more recently RCT has opened 2 new Welsh medium primary phase LSC provisions at the new Welsh medium school YGG Awel Taf. These provisions provide pupils with significant additional learning needs the opportunity to be fully educated through the medium of Welsh and are the first of their kind here in RCT and are available to all pupils residing in RCT. As such, the sufficiency of Welsh medium ALN provision is continuously kept under review to enable the Local Authority to plan effectively to ensure the needs of Welsh medium ALN pupils are met across the County Borough. If there are parents/cares wishing to send their child(ren) to these provisions who live outside of catchment, transport will be provided in line with the Home to School Transport Policy.</p> <p>As per the proposals, additional Learning Support Class Teachers and Assistant vacancies will be created. All newly recruited Council staff are required to undertake Welsh language Level 1 training and those staff who obtain Level 1 will be encouraged to further their skills by undertaking levels 2 and 3.</p>
<p>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</p>	<ul style="list-style-type: none"> • Primary Phase English medium pupils with Social Communication Needs/ASD • Early Years pre-statutory school age pupils presenting significant needs. • Year 7- 11 English medium pupils with CLD. • Pupils at the hosting schools • Parent/carers of pupils attending hosting schools and those with children/young people with significant additional learning needs • Staff at hosting schools • The hosting schools are: Cwmaman Primary School, Penyreglyn Primary School, Mountain Ash Comprehensive School and Hirwaun Primary School. • Pupils currently attending other schools including Welsh medium settings who may need to move schools to access the provisions at the proposed hosting schools.
<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 Tudful. 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, we will need to consider what impact it may have</p>

on the services we provide. It must be noted that the areas of the Cwm Cynon directly impacted are some of the areas with the highest concentration of Welsh speakers such as Hirwaun.
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 – (%)

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

The data demonstrates that the Welsh language skills level of residents living in RCT is mostly lower than the all-Wales Welsh language skills level.

In recent years, support has been given to promote and increase learners use of the Welsh language through implementing the Welsh Language Charter (Siarter Iaith/Cymraeg Campus) in partnership with CSCJES. Both Welsh and English medium schools in RCT have engaged with the programme which aims to develop learners' use of the Welsh language in different contexts. More recently, CSCJES have begun working with special schools, learning support classes and pupil referral units in RCT to implement the Welsh Language Charter (Cymraeg Campus) programme. To date, 4 special schools/units have achieved the bronze Cymraeg Campus award. Ongoing engagement with the Welsh Language Charter will could contribute towards the Welsh Government's ambitious goal of creating a million Welsh speakers in Wales by 2050 and the Council's WESP, which aims to increase the number of learners receiving their education through the medium of Welsh, confidently conversing using the Welsh language and undertaking Welsh language studies and qualifications.

Other relevant data or research

The data in the table that follows is derived from PLASC and demonstrates the number and percentage of learners with ALN in Welsh and English medium schools in RCT for the previous five academic years, up to and including the academic year 2023-2024. The data demonstrates a slight decrease in the percentage of learners with ALN in Welsh medium education against the backdrop of an increasing percentage of learners with ALN in English medium of education, which demonstrates the demand for the changes proposed in this consultation. A contributing factor to these figures could be that some parents are choosing for their children to learn in the medium of English due to there being more English medium ALN provision currently than Welsh medium ALN provision.

Number and Percentage of Learners with ALN in School in RCT Split by Medium of Language										
Academic Year										
Year	2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
Welsh Medium	1,367	18.57%	1,090	14.83%	200	2.77%	256	3.58%	209	2.97%

English Medium	6,283	20.3%	5,310	17%	1,508	4.87%	1,926	6.28%	2,049	6.76%
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The data in the table below shows the percentage of referrals received by the Local Authority's Access and Inclusion team concerning pupils in Welsh medium schools in RCT. This data excludes referrals from all other sources aside from Mainstream WM and EM including LSCs.

	<i>Academic Year 2023/24</i>
Percentage of Referrals from Welsh Medium Schools	14%
Percentage of Referrals from English Medium Schools	79%

Although the data demonstrates that the number and percentage of learners with ALN in English medium schools, and the percentage of referrals received concerning English medium pupils is higher than those in Welsh medium education, the Local Authority are fully committed to increasing the numbers and percentages of learners with ALN accessing Welsh medium education. This is a key focus of the Council's Welsh in Education Strategic Plan (WESP) under Outcome 6 – an increase in the provision of Welsh medium education for learners with ALN. A dedicated group has been established which comprises members of the Local Authority's Access and Inclusion team, members of the Local Health Board, representatives from Welsh medium schools and partners from Welsh language organisations such as RhAG and Mudiad Meithrin. The group meets on a termly basis to discuss a number of actions as listed on the yearly work plans which are updated each year to reflect the year ahead. For the academic year 2023-2024, a key focus of development was raising awareness of the opportunities available for learners with ALN to attend Welsh medium schools. As such, the Local Authority worked with schools in RCT to create a targeted promotional video which includes teacher and parent interviews. The video is shared periodically on the Council's social media platforms and is available to find on the corporate website. In addition, the Local Authority's Access and Inclusion team have

created promotional leaflets which contain information on the support and provision available to support learners in Welsh medium education. These leaflets were available to the public at the National Eisteddfod, which visited RCT in August 2024. During this current academic year (2024-25) the group will consider how these resources can be shared as far and wide as possible. This could be through distributing at any public facing events, visiting childcare and early years settings to provide copies to parents/carers from the earliest stages and also identifying other methods of marketing and promoting the Welsh medium education offer for learners with ALN. This will continue to be a key focus of development for the Local Authority for the duration of the WESP.

Currently RCT hosts 2 Primary Phase Welsh medium LSCs in YGG Awel Taf with a total capacity of 18 pupils with significant presenting needs. RCT also hosts a Key Stage 3/4 Welsh medium LSC in Ysgol Garth Olwg with a capacity of 14 pupils with significant presenting needs. By establishing these provisions, there has been a realised benefit to Welsh medium pupils with significant ALN across RCT and ensured greater equality and access to specialist provision. The priority for the Education and Inclusion Service Directorate is to continue to focus on driving up standards in schools and to improve the outcomes for all children and young people. In light of the Welsh Government ALN Transformation Agenda and the Council's vision to increase the number of Welsh medium learners in its schools by responding proactively to both national and local strategies, such as the Welsh Government Welsh Language Strategy: Cymraeg 2050, Rhondda Cynon Taf's Welsh in Education Strategic Plan and the current 21st Century Schools plan to increase and improve Welsh medium provision RCT.

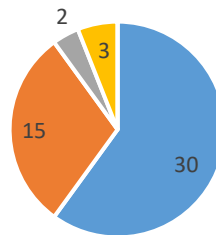
A proforma was distributed to all RCT LSC teachers and support staff to complete and state what level of Welsh Language Competency they were currently at. When completing the proforma, the LSC teachers and support staff were asked to use RCT's Welsh Language Level Guidelines¹ to refer to the criteria of a Welsh Language Competency Level before stating what level they were. The data is accurate as of 20/06/2023. An important consideration however is that this data was collected prior to the appointment of 4 Learning Support Assistants and 3 Learning Support Class Teachers fully fluent in Welsh as of Summer 2024.

¹ <https://www.rctcbc.gov.uk/CY/Council/WelshServices/Relateddocs/WelshLanguageSkillLevels.pdf>

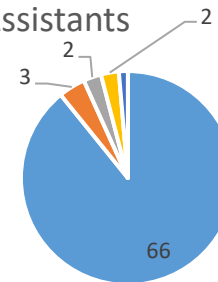
Figure 1 – RCT LSC teacher and support staff data.

Welsh Language Competency Level	Number of Staff
Level 1	96
Level 2	18
Level 3	4
Level 4	5
Level 5	1
TOTAL	124

Teachers



Teaching Assistants



■ Level 1 ■ Level 2 ■ Level 3 ■ Level 4 ■ Level 5

■ Level 1 ■ Level 2 ■ Level 3 ■ Level 4 ■ Level 5

Figure 2 - RCT LSC teacher and teaching assistant Welsh Language Competency Levels.

- Of the 50 LSC teacher responses, 60% are currently at Welsh Language Competency Level 1. This contrasts with the teaching assistants where 89% of the responses indicate that the teaching assistants are currently at Welsh Language Competency Level 1.
- 30% of the LSC teacher responses indicate a Welsh Language Competency Level of 2 compared to 4% of the teaching assistants.
- 2% of the teachers are currently at Welsh Language Competency Level 3 with 3% of the LSC teaching assistants reporting the same.

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| | <ul style="list-style-type: none">• 6% of the teachers indicate a Welsh language Competency Level of 4 with 3% of the teaching assistants reporting the same.• There are no teachers currently at Welsh Language Competency Level 5 although 1 teaching assistant has identified that they are at this competency level. |
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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?

	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>	<p>Negative</p>	<ol style="list-style-type: none"> 1. The lack of local Welsh medium ALN provision may result in pupils leaving or not attending Welsh medium education. 2. The Council has opportunities for internal staff across all services to access free training to improve their Welsh language skills. The Council's Welsh Language 	<ol style="list-style-type: none"> 1. This view is supported by evidence indicating that there is a wider range of ALN provision in English medium settings. The imbalance highlights a gap in access to local Welsh medium ALN provision. 2. All newly recruited Council staff are required to 	<ol style="list-style-type: none"> 1. Welsh medium ALN provision is reviewed and monitored closely. 2. All newly recruited Council staff are required to undertake Welsh language Level 1 training and those staff who obtain Level 1 will be encouraged to further

		<p>Services Team 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.</p> <p>3. The developments included in this proposal are to establish English medium LSCs throughout the county borough where there is identified need and demand for specialist provision. As such, the impact on opportunities for person to use the Welsh language should be neutral as the specialist provisions being proposed are in response to identified need for this type of provision. The recent opening of 2 new Welsh medium primary phase LSCs at YGG Awel Taf now provides specialist provision through the medium of Welsh for primary aged learners in RCT. In addition, the establishment of a Welsh medium LSC provision for secondary aged learners at Ysgol Garth Olwg in</p>	<p>undertake Welsh language Level 1 training and those staff who obtain Level 1 will be encouraged to further their skills by undertaking levels 2 and 3.</p> <p>3. Data gathered by the Access and Inclusion team shows that during the academic year 2023-24, 14% of referrals were concerning pupils in Welsh medium schools, whereas the total number of referrals concerning English medium pupils was 79%. This demonstrates the need for the development of both Welsh and English medium LSCs to ensure that all learners with ALN in RCT are adequately supported throughout their statutory education journey. Data gathered by the Access and Inclusion team shows that 7% of the total number of pupils accessing specialist settings who have previously attended Welsh</p>	<p>their skills by undertaking levels 2 and 3.</p> <p>3. The impact of establishing the new Welsh medium LSC provision in YGG Awel Taf will be evaluated in due course. As the provision opened to learners from September 2024, the Access and Inclusion team will closely monitor demand for the service and should the demand for the service start to outstrip the capacity, the Council will consider plans for further development of these type of provisions to ensure all learners with significant ALN in RCT are able to access Welsh medium education, should they wish to do so. When the Access and Inclusion team receives referrals for specialist supporting concerning pupils attending Welsh medium schools, the team will actively promote</p>
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		<p>September 2023 ensures that learners can continue with their education through the medium of Welsh at secondary age level. Although these provisions are located at specific schools, the spaces are available to all learners in RCT with significant learning needs, regardless of catchment areas/where they reside. The dedicated Welsh medium LSCs at YGG Awel Taf and Ysgol Garth Olwg respectively, are the first of their kind in RCT and should have a positive impact on the opportunities to use the Welsh language. 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. As mentioned above in the assessment, the Council have begun to promote Welsh medium education for learners with ALN through the creation and sharing of a promotional video, which includes parental interviews</p>	<p>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 opportunities available for these pupils to continue with their education through the medium of Welsh in one of the specialist settings available.</p>
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		and staff interviews. The Council will continue to actively market and promote the Welsh medium education offer for learners with ALN.		
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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</p> <p>e.g Welsh Medium Education / Study Opportunities. Links with the Welsh Government's Cymraeg 2050 Strategy / RCTCBC Five Year Welsh Language Strategy</p>	Negative	<ol style="list-style-type: none"> 1. The lack of local Welsh medium ALN provision may result in pupils leaving or not attending Welsh medium education. 2. 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 	<ol style="list-style-type: none"> 1. This view is supported by evidence indicating that there is a wider range of ALN provision in English medium settings. The imbalance highlights a gap in access to local Welsh medium ALN provision. 2. Outcome 6 of the Council's WESP focuses specifically on increasing the provision of Welsh medium education for 	<ol style="list-style-type: none"> 1. Welsh medium ALN provision is being reviewed and monitored closely. 2. Wider distribution of the Council's promotional leaflets which include information on the support available for learners with ALN who wish to be

		<p>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 opening of new Welsh medium provisions for learners with significant ALN in RCT are a positive step forward towards increasing the number and percentages of Welsh speakers. The Council's Access and Inclusion team will work closely with families they are in contact with to ensure that any pupils currently attending Welsh medium schools can be offered opportunities to continue with their education through the medium of Welsh at one of the specialist settings. This will support the Welsh Government's Cymraeg 2050 strategy, and the targets set out in the Council's WESP.</p> <p>3. In recent years, support has been given to promote and increase learners use of the</p>	<p>learners with ALN. As such, a dedicated group has been established to focus on a range of actions to work towards increasing and improving Welsh medium education provision for learners with ALN. The WESP places statutory duties on the Council to work towards achieving the 7 outcomes listed in the plan with shows the strategic focus the Council has on not only increasing the provision of Welsh medium education for learners with ALN, but increasing and improving provision across the board so that we see increases in the number and percentages of Welsh speakers in RCT.</p> <p>3. Data and information relating to the Welsh Language Charter is shared with the Council each quarter via the CSCJES Welsh Language Officer.</p> <p>4. The WESP Outcome 7 sub-group provides an effective focus on the challenges faced</p>	<p>educated at Welsh medium schools. Distribution of these leaflets could include: public facing events, childcare and early years settings, directly with any parents/carers working with the Access and Inclusion team.</p> <p>3. Continue to work with the CSCJES to promote and increase learners' use of the Welsh language through the 'Cymraeg Campus' Welsh Language Charter awards.</p> <p>4. The Council's WESP Officer to work collaboratively with partners in developing and implementing strategies in line with the Council's WESP to support the delivery of the Welsh</p>
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		<p>Welsh language through implementing the Welsh Language Charter (Siarter Iaith/Cymraeg Campus) in partnership with CSCJES. Both Welsh and English medium schools in RCT have engaged with the programme which aims to develop learners' use of the Welsh language in different contexts. More recently, CSCJES have begun working with special schools, learning support classes and pupil referral units in RCT to implement the Welsh Language Charter (Cymraeg Campus) programme. To date, 4 special schools/units have achieved the bronze Cymraeg Campus award.</p> <p>4. 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</p>	<p>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>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. In relation specifically to increasing the workforce, the Council will work closely with CSCJES to promote the range of professional development learning opportunities available to school based staff to upskill their Welsh language skills to support an increasing use of Welsh in all schools and settings.</p>
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		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.		
<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>1. As mentioned above, the 'Cymraeg Campus' Welsh Language Charter award is having a positive impact on the promotion of the Welsh language in schools and settings engaged with the programme through providing increased opportunities for learners to use the Welsh language within and outside of the classroom. Part of the criteria to achieving these awards is for learners to learn about the history of Wales and the Welsh language and our culture, which further supports the promotion of the Welsh language.</p>	<p>1. At the end of the first year of the WESP (2022-23), data was gathered from English medium primary schools in RCT to evaluate the impact of the 'Cymraeg Campus' Welsh Language Charter. Of the responses received, all schools reported that pupils were confidently using elements of Welsh throughout the school, staff felt more confident in using Welsh with pupils within and outside of the classroom and staff and pupils had a better understanding of the history and culture of Wales and the Welsh language.</p> <p>2. All new schools and settings are built to be fully compliant with the Equality Act 2010 and</p>	<p>1. Continue to work with CSCJES to support all schools and settings to achieve the 'Cymraeg Campus' Welsh Language Charter awards to support the increasing use of Welsh in schools and settings.</p> <p>2. Support all schools included in this proposal to promote and use the Welsh language as much as possible, ensuring there are opportunities for all to use and promote the language.</p>

		<p>2. Although the LSCs included in this proposal 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 ensures there are increased opportunities for all learners to use the Welsh language, which in turn will support promoting opportunities to use Welsh.</p> <p>3. The Council will continue to adhere to The Welsh Language (Wales) Measure 2011, which requires the Council to produce a five year strategy to facilitate and promote the Welsh language. The Council's second five year strategy, for the years between 2022 to 2027, was approved in 2022 and outlines several key policy areas to maintain and increase the number of Welsh speakers during its lifecycle. In developing this proposal, the RCT – Welsh Language Promotion Strategy and associated</p>	<p>the ALNET Act 2018. All current and future developments consider both acts to ensure the Council is fully compliant.</p> <p>3. The Council's Welsh Language Services keep the Welsh Language Five Year Promotional Strategy under close review, requiring updates from other departments and organisations at the end of each year of implementation to note progress made against the action plan.</p>	<p>3. Continue to work towards achieving the actions as set out in the Five Year Welsh Language Promotional strategy.</p>
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		<p>documents have been taken into consideration to encourage and facilitate long term growth in Welsh medium and Welsh language education and the Council has and will continue to ensure there is a clear alignment with it.</p> <p>4. Recently, the Local Authority has taken steps to enhance Welsh medium ALN provision by opening 1 secondary phase LSC and 2 primary phase LSCs in the medium of Welsh. These developments reflect the council's commitment to addressing the statutory requirement under ALNET Act (2018) to work towards developing a fully bilingual ALN system.</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 <u>e.g</u> 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>Neutral.</p>	<ol style="list-style-type: none"> 1. All relevant and required statutory consultation associated with this proposal will be in accordance with the Council's Statutory Welsh Language Standards. This includes the consultation proforma where stakeholders are invited to provide their feedback to the proposed changes will be hosted online bilingually. 2. Although the schools included within this proposal are English medium schools, this is due to an identified demand for the provision in these areas of the county borough. The Council has recently established 2 Welsh medium primary aged LSCs at the new Welsh medium 	<ol style="list-style-type: none"> 1. The relevant and required statutory consultation will be undertaken bilingually and all public correspondence in relation to the proposal will be produced bilingually. During the 2023 LSC realignment consultation process, some responses to the consultation proforma were received bilingually. 2. PLASC Data demonstrates that the number of learners with ALN accessing Welsh medium education are significantly lower than those in English medium education. The numbers in Welsh medium has remained fairly static for the last 3 academic years whereas the numbers in 	<ol style="list-style-type: none"> 1. Prior to consultation events, schools will be consulted with to offer the option of events being completed bilingually. If there is sufficient demand for this, this will be arranged to ensure services can be offered bilingually. 2. The Council has prepared a promotional video to raise awareness of the opportunities available for learners with ALN to access Welsh medium education. This has been shared across the Council's social

		<p>school YGG Awel Taf, which opened to learners from September 2024. This is in addition to the Welsh medium LSC for secondary aged learners at Ysgol Garth Olwg which opened in September 2023. The demand for the provision is being monitored closely and should the demand increase, the Council will consider future options for development to ensure there is sufficient Welsh medium provision available in RCT to support learners with significant learning needs. Data available demonstrates the need for further provision to ensure learners with significant ALN in RCT are able to receive their education, despite medium of language. As such, this proposal should not have a negative impact on compliance with the Council's Statutory Welsh Language Standards.</p>	<p>English medium education have increased.</p>	<p>media platforms and is available to find on the Council's website. The Council will continue to promote this video, along with other available resources, as far and wide as possible in order to make as many families as possible aware of the opportunities available.</p>
<p>Treating the Welsh language, no less</p>	<p>Neutral.</p>	<p>1. As mentioned above, although this proposal only includes the development of</p>	<p>1. The Sustainable Communities for Learning Band B Programme contains a wide</p>	<p>1. Wider distribution of the Council's promotional leaflets</p>

<p>favourably than the English language</p>		<p>English medium provision, this is due to an identified demand for the provision. The opening of new Welsh medium LSCs in RCT has provided the opportunity for a more balanced offer for families as they have the choice of specialist settings through the medium of both Welsh and English. To increase demand for Welsh medium ALN education, the Council have begun and will continue to actively promote the opportunities available through marketing campaigns and generally raising awareness amongst families that this is an option for their child(ren). Should demand for Welsh medium ALN provision increase and begin to outstrip the capacity available, the Council will consider future plans for the development of Welsh medium ALN provision at this stage, ensuring that the Welsh language is not treated less favourable than the English language.</p>	<p>range of schools, both Welsh and English medium, in various parts of the county borough to deliver improved facilities and equitable access to good Welsh and English medium education.</p>	<p>which include information on the support available for learners with ALN who wish to be educated at Welsh medium schools. Distribution of these leaflets could include: public facing events, childcare and early years settings, directly with any parents/carers working with the Access and Inclusion team.</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?
All newly recruited Council staff are required to undertake Welsh language Level 1 training and those staff who obtain Level 1 will be encouraged to further their skills by undertaking levels 2 and 3.	Directly promote the opportunities available to members of staff who obtain Level 1 and actively encourage them to undertake further studies to obtain levels 2 and 3. This will be done through the Council's Welsh Language Services and the Council's dedicated Welsh language tutor.	Welsh Language Services
The impact of establishing the new Welsh medium LSC provision in YGG Awel Taf will be evaluated in due course. As the provision opened to learners from September 2024, the Access and Inclusion team will closely monitor demand for the service and should the demand for the service start to outstrip the capacity, the Council will consider plans for further development of these type of provisions to ensure all learners with significant ALN in RCT are able to access Welsh medium education, should they wish to do so. When the Access and Inclusion team referrals for specialist supporting concerning pupils attending Welsh medium schools, the team will actively promote the opportunities available for these pupils to	The provision opened from September 2024 with the opening of the new school. The demand for provision will be monitored throughout the academic year with an end-of-year evaluation undertaken at the end of this academic year to assess the impact of opening the new provision.	Access & Inclusion Service

<p>continue with their education through the medium of Welsh in one of the specialist settings available.</p>		
<p>Wider distribution of the Council's promotional leaflets which include information on the support available for learners with ALN who wish to be educated at Welsh medium schools. Distribution of these leaflets could include: public facing events, childcare and early years settings, directly with any parents/carers working with the Access and Inclusion team.</p>	<p>At varying times throughout this academic year as and when attending events and settings and during engagements with families being supported by the Access and Inclusion service.</p>	<p>WESP Officer, Access & Inclusion Service, Childcare Development team</p>
<p>Continue to work with the CSCJES to promote and increase learners' use of the Welsh language through the 'Cymraeg Campus' Welsh Language Charter awards.</p>	<p>This is ongoing. CSCJES continue to support all schools and settings to work through the bronze, silver and gold awards.</p>	<p>CSCJES</p>
<p>The Council's WESP Officer 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. In relation specifically to increasing the workforce, the Council will work closely with CSCJES to promote the range of professional development learning opportunities available to school based staff to upskill their Welsh language skills to</p>	<p>This is ongoing for the duration of the WESP (2022-2032). More specifically to the professional development learning opportunities, CSCJES and the Education directorate promote these opportunities with schools at various times throughout the academic year.</p>	<p>WESP Officer, CSCJES</p>

support an increasing use of Welsh in all schools and settings.		
Prior to consultation events, schools will be consulted with to offer the option of events being completed bilingually. If there is sufficient demand for this, this will be arranged to ensure services can be offered bilingually.	The consultation will start on 30 th September 2024 and will be completed at 5pm on 11 th November 2024. The feedback from the consultation will be collated and summarised, and a report presented to the Council's Cabinet in November 2024.	Access & Inclusion service
The Council has prepared a promotional video to raise awareness of the opportunities available for learners with ALN to access Welsh medium education. This has been shared across the Council's social media platforms and is available to find on the Council's website. The Council will continue to promote this video, along with other available resources, as far and wide as possible in order to make as many families as possible aware of the opportunities available.	This video is being shared on the Council's social media platforms every few weeks periodically and is available on the Council's website. The Council will continue to share the video to raise awareness of the opportunities available.	WESP Officer

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 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
<p>Thank you for presenting the WLIA for this proposal, and for your consideration of some of the positive impacts the proposal may have on the Welsh language. There are, however, some potential negative impacts that need to be addressed. We'd like to see more conscientious consideration of the impact that opening EM LSCs might have on ALN pupils in WM schools, and how parents might decide to move their children from WM schools to the EM schools to have access to the provision, or not send them to Welsh school in the first place, and choose the English medium schools with LSCs 'just in case' they need them in the future. We should say more about why we don't yet have WM LSCs in Cynon, and what our plans are for the future in regards to this. We'd also like to see more explanation of the opportunities to use and learn Welsh that will be afforded to the pupils who use these new LSC facilities.</p>	<p>January 2025</p>	<p>Comments have been taken on board, where appropriate amendments have been made.</p> <p>As required by Welsh Government and the ALNET Act 2018 the LA continuously reviews both the sufficiency of its Additional Learning Provision for both English and Welsh medium learners and is working proactively towards developing a fully bilingual ALN system over time.</p> <p>Proposals to enhance LSC provisions whether EM or WM are devised following robust data analysis of the pupils, their ALN and demand for provision. At this moment in time data does not suggest further WM provisions are required within RCT. We already have 3 LSCs supporting primary and secondary phase pupils none of which are at capacity. Therefore, at this time there is sufficient WM provision which pupils requiring ALN specialist provision via the medium of Welsh can access within the borough.</p> <p>Welsh is a mandatory element of the Curriculum for Wales which all schools must comply with.</p>
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
	<p>January 2025</p>	<p>Comments have been taken on board and adjustments have been made in this Welsh Language Impact Assessment to reflect the potential indirect negatives of establishing more English medium LSCs.</p>

Consultation Comments	Date Considered	Brief description of any amendments made following consultation
<p>Questions were raised by 2 responders as to whether Welsh medium LSC provision for pupils will increase and whether the relocation of the LSC will impact on the provision of Welsh within the curriculum.</p>	<p>November 2024</p>	<p>A response has been provided within the Consultation Feedback Response Report to be published in January 2025. As required by Welsh Government and the ALNET Act 2018 the LA continuously reviews both the sufficiency of its Additional Learning Provision for both English and Welsh medium learners and is working proactively towards developing a fully bilingual ALN system over time.</p> <p>Welsh is a mandatory element of the Curriculum for Wales which all schools must comply with.</p>

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 positive, neutral and negative impacts upon the Welsh Language.

- It is noted that the new provisions are all English medium LSCs. However, in line with ALNET Act (2018) Access & Inclusion Service are continuously monitoring the sufficiency of provision and are working towards developing bilingual ALN provision within the county borough.
- Current Welsh medium LSC provision will remain unchanged. RCT hosts 2 Primary Phase Welsh medium LSCs in YGG Awel Taf with a total capacity of 18 pupils with significant presenting needs. RCT also hosts a Key Stage 3/4 Welsh medium LSC in Ysgol Garth Olwg with a capacity of 14 pupils with significant presenting needs.
- A potential indirect impact as a result of the proposals is that Welsh medium ALN learners in the Cynon Valley could leave Welsh medium education to access local English medium ALN provision to avoid the need to travel outside of their locality.
- Whilst the proposed enhancements will have a neutral impact on Welsh language opportunities for the wider public, it is recognised that all staff employed for proposed LSCs will access training to meet the RCT Welsh Language Level 1 requirement. LSC staff also will be encouraged to further their skills by undertaking levels 2 and 3.
- All relevant and required statutory consultation associated with this proposal will be in accordance with the Council's Statutory Welsh Language Standards
- The proposals also have a positive impact for pupils attending English medium provision due to the proposed increase in Early Years, CLD and Social Communication Needs/ASD placements.

Stage 7 – Sign Off			
Name of Officer completing the WLIA	Lisa Carter	Service Director Name:	Gaynor Davies
Position	Inclusion Co-ordinator	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	<i>L Carter</i>	Service Director Signature	
Date	9 th January 2025	Date	9 th January 2025