

## WELSH LANGUAGE IMPACT ASSESSMENT TOOL

This Welsh Language Impact Assessment (WLIS) tool enables RCT Council to consider the principles and requirements of the [Welsh Language Standards \(No.1\) Regulations 2015](#) to ensure compliance with the [Welsh Language \(Wales\) Measure 2011](#).

### **Stage 1 – Information Gathering**

**NOTE:** As you complete this tool you will be asked for **evidence to support your views**. Please see [Welsh Language Impact Assessment Guidance](#) for more information on data sources.

<b>Proposal Name:</b>	Heritage Strategy
<b>Department</b>	Heritage Service
<b>Service Director</b>	Louise Davies
<b>Officer Completing the WLIA</b>	Caroline O'Neill
<b>Email</b>	Caroline.a.oneill@rctcbc.gov.uk
<b>Phone</b>	07786523614
<b>Brief Description</b>	The development and formalisation of a Heritage Strategy for RCTCBC.
<b>Date</b>	June 2024
<b>Please outline who this proposal affects? (Service Users, Employees, Wider Community)</b>	Service users, Employees, Wider Community

<p><b>What are the aims of the policy, and how do these relate to the Welsh Language?</b></p>	<p>To develop and formalise of a Heritage Strategy and create connections with the sector to gain a fuller understanding of RCT's heritage and those involved in its management. The Welsh language forms a part of our heritage in RCT, and will be considered within the strategy.</p>
<p><b>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</b></p>	<p>Any individual who living, working or visiting the borough.</p>
<p><b>Current linguistic profile of the geographical area(s) concerned</b></p>	<p>Every ten years the nation sets aside one day for the Census, a count of people and households. The Census is a key source of information about the number of people who can speak Welsh.</p> <p><b>Census 2021 – Welsh Language Skills</b></p> <p><i>The Office for National Statistics (ONS) released the results of the 2021 Census questions asking respondents to state their level of Welsh language skills on 6 December 2022. This document summarises the figures as released on 6 December 2022 as they relate to Rhondda Cynon Taf and the rest of Wales.</i></p> <p><b>Wales</b></p> <ul style="list-style-type: none"> <li>• Across the whole of Wales, 24.4% of respondents to the 2021 Census state some degree of Welsh language skills</li> <li>• 16.8% of respondents state they can read Welsh, 14.5% state they can write Welsh, 17.3% state they can speak in Welsh and 3.9% state they can understand spoken Welsh only</li> <li>• Across Wales there has been a decrease in the proportion of the population that states some level of Welsh language skills in all but one measure (the population who say they “can speak and other combinations of skills in Welsh” has increased by 23.3%, from 5369 to 6620) since the 2011 Census</li> </ul> <p><b>Rhondda Cynon Taf</b></p> <ul style="list-style-type: none"> <li>• RCT has a total of 43,179 people who stated some level of Welsh language skills in Census 2021 (18.2% of the total area population)</li> <li>• This is a decrease from 19.2% of respondents in the Census of 2011 stating some level of Welsh language skills</li> <li>• Proportionally, there has been very little change in the distribution of Welsh language skills across the area between 2011 and 2021</li> </ul>

	<ul style="list-style-type: none"><li>• RCT has a lower than the Wales average in 6 of 8 measures of Welsh language skills – the exceptions are “can read but cannot speak or write Welsh” and “can write but cannot speak or read Welsh”.</li></ul>
<b>Other relevant data or research</b>	

## **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?**

	<b>Does the proposal have any positive, negative or neutral impacts?</b>	<b>Describe why it will have a positive/negative or neutral impact on the Welsh language.</b>	<b>What evidence do you have to support this view?</b>	<b>What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>Opportunities for persons to use the Welsh language</b>  e.g. staff, residents and visitors  The rights of Welsh speakers and learners to use Welsh when dealing with the council and for staff to use Welsh at Work	Positive	The Heritage Strategy recognises the Welsh language as part of our heritage, ensuring it is celebrated and promoted, including as part of the Eisteddfod and its legacy. The new RCT Heritage website will also be bilingual and encourage users to share their history through the medium of Welsh, this includes audio.	Actions within the Heritage Strategy.	The appointment of a Welsh speaking staff member within the Heritage Service would support the development of Welsh activity.

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

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<p><b>Numbers and / or percentages of Welsh speakers</b>                      e.g Welsh Medium Education / Study Opportunities. Links with the Welsh Government's <a href="#">Cymraeg 2050 Strategy</a> / <a href="#">RCTCBC Five Year Welsh Language Strategy</a></p>	Positive	The Heritage Strategy recognises the Welsh language as part of our heritage, ensuring it is celebrated and promoted, including as part of the Eisteddfod and its legacy. The new RCT Heritage website will also be bilingual and encourage users to share their history through the medium of Welsh, this includes audio.	Actions within the Heritage Strategy.	The appointment of a Welsh speaking staff member within the Heritage Service would support the development of Welsh activity.
<p><b>Opportunities to promote the Welsh language</b>                      e.g. status, use of Welsh language services, use of Welsh in everyday life in work and in the community</p> <p>Actively encourage and promote the use of our services in Welsh to see an increase in demand over time</p>	Positive	The Heritage Strategy recognises the Welsh language as part of our heritage, ensuring it is celebrated and promoted, including as part of the Eisteddfod and its legacy. The new RCT Heritage website will also be bilingual and encourage users to share their history through the medium of Welsh, this includes audio.	Actions within the Heritage Strategy.	The appointment of a Welsh speaking staff member within the Heritage Service would support the development of Welsh activity.



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	<b>Does the proposal have any positive, negative or neutral impacts?</b>	<b>Describe why it will have a positive/negative or neutral impact on the Welsh language.</b>	<b>What evidence do you have to support this view?</b>	<b>What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b>Compliance with the <a href="#">Council's Statutory Welsh Language Standards</a></b>                      e.g                      increasing or reducing the Council's ability to deliver services through the Medium of Welsh.</p> <p>Consider the rights of Welsh speakers to use Welsh when dealing with the Council and for staff to use Welsh at Work</p>	Neutral	The strategy will comply with the Council's Statutory Welsh Language Standards and Welsh Language Promotional Strategy in its development and publication.	The strategy consultation and engagement has provided opportunity for responses through the medium of Welsh; the strategy will be produced biligually.	Current Heritage Service staff will be encouraged to take further Welsh Language training and any future recruitment into the service will consider the need for a Welsh Language speaker within the service.
<p><b>Treating the Welsh language, no less favourably than the English language</b></p>	Neutral	The Heritage Service ensures that it complies with the Council's Statutory Welsh Language Standards and Welsh Language Promotional Strategy in all of its areas, including in the	All public communication is bilingual whether that be answering the phone bilingually, replying to Welsh Language emails in the Welsh Language or providing bilingual publicity materials for the service.	The addition of a Welsh speaker to the staffing structure would greatly improve our ability to provide a Welsh Language service.

		development of the Heritage Strategy.	The RCT Heritage website will be available in both Welsh and English. Although the Heritage Service currently has no Welsh speaking members of staff plans, measures are in place to deal with any Welsh language requests received.	
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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?

<b>What are you going to do?</b>	<b>When are you going to do it?</b>	<b>Who is responsible?</b>
Promote Welsh language lessons to staff and review vacancies to determine whether Welsh essential employment is appropriate.	Ongoing	Chris Richards

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.

<b>What was identified?</b>	<b>Why is it not possible?</b>




## **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](mailto:welshlanguageofficer@rctcbc.gov.uk) and the Consultation and Engagement team – [consultation@rctcbc.gov.uk](mailto: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](mailto:CouncilBusiness@rctcbc.gov.uk) for an Officer Review Panel to be organised to discuss your proposal. [See our guidance document](#) for more information on what a Significant Key Decision is.

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.

<b>Welsh Language Services Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Welsh Language Services feedback</b>
<b>Officer Review Panel Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Officer Review Panel considerations</b>
<b>Consultation Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following consultation</b>

### **Stage 5 – Monitoring, Evaluating and Reviewing**

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

The Head of Leisure, Parks and Bereavement Services, alongside the Head of Arts, Culture and Libraries will oversee the development, publication and delivery of the Heritage Strategy.

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

Provide below a summary of the impact assessment, to include some of the main positive and negative impacts along with an overview of actions taken since the impact assessment to better contribute to more positive impacts. This summary must be included in the Welsh Language Considerations section of the SLT/Cabinet report template. It is not suitable to only write 'please see full report at Appendix x' in the body of the report. The impact assessment must be published alongside the report.

*A Welsh Language Impact Assessment has been completed and the main findings are as follows -*

- The implementation of this proposal will mainly have a positive impact upon the Welsh Language with the recognition of the language as part of our heritage, the legacy of the Eisteddfod Genedlaethol, and the new RCT Heritage website.

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<b>Stage 7 – Sign Off</b>			
<b>Name of Officer completing the WLIA</b>	Caroline ONeill	<b>Service Director Name:</b>	Louise Davies
<b>Position</b>	Head of Arts, Culture and Libraries	<b>I recommend that the proposal: (Highlight decision)</b>	<b>Is implemented with no amendments</b>
			<b>Is implemented taking into account the mitigating actions outlined</b>
			<b>Is rejected due to disproportionate negative impacts on the Welsh language</b>
<b>Signature</b>		<b>Service Director Signature</b>	
<b>Date</b>		<b>Date</b>	