

## **Appendix C: Welsh Language Impact Assessment**

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>	Statutory School Organisation – proposal to establish a new Welsh medium primary school for 3 to 11 year olds as part of the Llanilid housing development and the proposed change of language medium for Dolau Primary School from dual language to English medium.
<b>Department</b>	Directorate of Education and Inclusion Services – 21 <sup>st</sup> Century Schools Team
<b>Service Director</b>	Andrea Richards
<b>Officer Completing the WLIA</b>	Lisa Howell
<b>Email</b>	Lisa.J.Howell@rctcbc.gov.uk
<b>Phone</b>	N/A.
<b>Brief Description</b>	<p>Dolau Primary School is a 3 to 11 dual language primary school located on Bridgend Road, Llanharan, Pontyclun with a statutory school age pupil (reception to year six) capacity of 411 pupil places.</p> <p>According to the property condition survey of the school carried out by RCTCBC in 2019, Dolau Primary School is graded B for condition and B for suitability, where A is the highest and D is the lowest performing building, respectively. This means that in terms of condition, Dolau Primary School is sound and operationally safe, whilst in terms of suitability, Dolau Primary School is satisfactory and performing as intended.</p> <p>At Dolau Primary School, there are currently 311 statutory school age pupils attending the English stream of the school and 155 statutory school age pupils attending the Welsh stream of education.</p> <p>RCTCBC are proposing to establish a new Welsh medium primary school for 3 to 11 year olds as part of the Llanilid housing development and the proposed change of language medium of Dolau Primary School from dual language to English medium. It is proposed that the new Welsh medium primary school will open no later than the 2027 academic year, with a capacity for 480 statutory school age pupils plus 60 places for nursery age pupils, with Dolau Primary School becoming an English medium primary school at the same time.</p>

	<p>The new Welsh medium primary school will be fully accessible and compliant with the <u>Equality Act 2010</u>. The provision at the new Welsh medium primary school will consists of:</p> <ul style="list-style-type: none"> <li>• Modern, flexible learning environments for all pupils, a large hall/dining area, a multi-purpose learning resource area and fully accessible facilities.</li> <li>• Flexible spaces to allow delivery of the Areas of Learning and Experience in accordance with the Curriculum for Wales.</li> <li>• Internal and external areas for use by the local community.</li> <li>• Some additional space for additional learning needs (ALN) interventions.</li> <li>• Enhanced outdoor spaces to support the full range of curriculum activities.</li> <li>• Improved traffic management.</li> </ul> <p>In addition, the new Welsh medium primary school will achieve net zero carbon in operation.</p>
<b>Date</b>	05.09.2024
<b>Please outline who this proposal affects? (Service Users, Employees, Wider Community)</b>	<ul style="list-style-type: none"> <li>• Children currently attending Dolau Primary School.</li> <li>• Parents and carers of children attending Dolau Primary School.</li> <li>• Teachers currently working at Dolau Primary School.</li> <li>• Residents residing in Dolau Primary School's current catchment area.</li> <li>• Residents residing in the area of the new Llanilid housing development.</li> <li>• Possible impact on pupils, staff and parents and carers of children attending Ysgol Llanhari.</li> <li>• Possible impact on pupils, staff and parents and carers of children attending Y Pant Comprehensive School.</li> </ul>
<b>What are the aims of the policy, and how do these relate to the Welsh Language?</b>	<p>The aim of this policy is to begin the relevant and required statutory school organisation consultation to establish a new Welsh medium primary school for 3 to 11 year olds as part of the Llanilid housing development and the proposed change of language medium of Dolau Primary School from dual language to English medium, in line with the requirements of Welsh Government's (WG's) <u>School Organisation Code (2<sup>nd</sup> Edition) (011/2018)</u>.</p> <p>Dolau Primary School is a dual language school whereby parents and carers have the choice to apply for the Welsh medium education stream of the school or the English medium education stream. PLASC data (January 2024) shows that of the 466 statutory age pupils at the school, 155 pupils are being educated through the medium of Welsh. The proposed new school will have capacity for 480 statutory age pupils plus 60 nursery age pupils, meaning there will be sufficient space at the school. Parents and carers who may wish to move their children from the current English medium stream at Dolau Primary School to the new Welsh medium school will be fully supported in doing so with the support of the Council's Welsh Language Immersion team.</p>

All local authorities in Wales must produce a Welsh in Education Strategic Plan (WESP). The WESP is a long-term language planning tool which sets the direction for the strategic planning, delivery and growth in Welsh medium and Welsh language education. Through the WESP and effective strategic planning and investment, RCTCBC aims to contribute significantly to achieving the vision of one million people in Wales being Welsh speakers by 2050, as set out in Cymraeg 2050.

There are seven outcomes within RCTCBC's WESP which focus on different areas of education. If this proposal were to go ahead and families within the vicinity choose the new Welsh medium school as their preferred education option for their children, this would support the Council in achieving two of the seven outcomes in particular:

- More three year old/nursery learners to receive their education through the medium of Welsh.
- More five year old/reception learners to receive their education through the medium of Welsh.

The aim is to embed positive habits and attitudes towards the Welsh language through purposeful planning to promote the informal use of the Welsh language amongst pupils inside and outside schools. Facilitating the use of the Welsh language across the curriculum and in wider contexts in schools, to ensure a continuum of linguistic progression to support pupils in the transition between year groups, offers all pupils the opportunity to become fully bilingual and aligns with the new Curriculum for Wales. Pupils attending the English stream of education at Dolau Primary School will continue to be supported to complete the 'Cymraeg Campus' Welsh Language Charter Award to increase the use of Welsh within the school, at present they have achieved the bronze award.

Consideration has been given to the potential impact this proposal may have on the pupils currently attending the Welsh stream of education at Dolau Primary School as some parents/carers may opt for English medium education instead in order to remain on the existing school site. As the proposed new school will be built adjacent to the school, this should negate any negative impact as parents/carers will not have to travel much further to access Welsh medium education at the proposed new school. A safe walking route pathway roughly 150 metres in length will be created to connect the school sites with both schools having the opportunity to make the most of the new external facilities which will be included with the new proposed school build.

The numbers currently attending the Welsh stream of education at Dolau Primary School are low in comparison to the numbers in the English stream of education. As such, marketing and promoting the proposed new school will be a key priority should this proposal go ahead. Housing development companies which are currently building large scale housing developments in this area have already received resources which are provided to potential new buyers in their potential sale packs. These resources include:

	<ul style="list-style-type: none"> <li>• The Council's Being Bilingual booklet which contains information relating to Welsh medium education in Rhondda Cynon Taf and addresses some of the concerns some parents and carers have around choosing Welsh medium education.</li> <li>• The Council's Welsh Language Immersion leaflets which contain information on the support available to pupils in Years 2 – 6 who are looking to switch from English medium to Welsh medium education.</li> </ul> <p>Filling the spaces at the proposed new Welsh medium school will be a priority to ensure we are meeting our statutory obligations in line with the WESP and working towards achieving the targets set out in the WESP to ultimately increase the number of learners receiving their education through the medium of Welsh. If the proposal goes ahead, the Council's 21<sup>st</sup> Century Schools team will work with the housing developers to implement a promotional campaign to promote the school to the homebuyers. This could include:</p> <ul style="list-style-type: none"> <li>• Creating promotional flyers to be included in potential new buyers' sale packs and to be distributed to houses on the new developments.</li> <li>• Build relationships between the headteacher of the proposed new school and the housing developers so that any new homebuyers can be put directly in contact with the school to arrange schools' visits etc.</li> </ul> <p>The Council will work closely with the internal marketing team to maximise all effective methods of marketing and promoting to ensure the new school and the benefits of Welsh medium education in general are marketed as widely as possible in this specific area of the county borough.</p>
<p><b>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</b></p>	<ul style="list-style-type: none"> <li>• Children currently attending Dolau Primary School.</li> <li>• Parents and carers of children attending Dolau Primary School.</li> <li>• Teachers currently working at Dolau Primary School.</li> <li>• Residents residing in Dolau Primary School's current catchment area.</li> <li>• Residents residing in the area of the new Llanilid housing development.</li> <li>• Possible impact on pupils, staff and parents and carers of children attending Ysgol Llanhari.</li> <li>• Possible impact on pupils, staff and parents and carers of children attending Y Pant Comprehensive School</li> </ul> <p>Any impact on Welsh language groups should be positive as this proposal seeks to build a brand new Welsh medium school with first-class facilities, protecting the number of Welsh medium places available in this area of the county borough. Transferring pupil's who are currently educated through the medium of Welsh at Dolau Primary School to a new Welsh medium primary school will provide the opportunity for more pupils to be taught through the medium of Welsh in an environment fit for 21<sup>st</sup> century learning and teaching. To ensure that the demand for school places can be met in future years, capacity will be built into the new Welsh medium school.</p>

	<p>The Council's 21<sup>st</sup> Century Schools team will work closely with housing developers in the area and staff at the new school to maximise all marketing methods available to promote the new school and Welsh medium education in general to families residing in this area of the county borough.</p>
<b>Current linguistic profile of the geographical area(s) concerned</b>	<p>Every ten years the nation sets aside one day for the Census – a count of all people and households. The Census is a key source of information about the number of people who can speak Welsh.</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 Local Authorities in Wales to see an increase in the percentage of Welsh speakers – the others were Cardiff, the Vale of Glamorgan and Merthyr Tydfil. All of these are neighbouring County Boroughs, which could demonstrate that our region is seeing some positive trends in terms of increases in Welsh speakers, and that there may be a resulting increase in demand for services through the medium of Welsh. As further, more detailed, data from the Census becomes available for RCT (e.g., LSOA data), we will need to consider what impact it may have on the services we provide.</p> <p>The introduction of the Welsh Language Charter (Siarter Iaith/Cymraeg Campus) has enabled both Welsh and English medium schools the opportunity to promote and increase pupils use of the Welsh language in social contexts. The programme is part of a series of Welsh Government programmes which aim to increase children and young people's use of Welsh in informal situations and is delivered in almost every school in RCTCBC in partnership with the Central South Consortium Joint Education Service (CSCJES). It's an important tool to increasing the social use of Welsh in Wales, no matter linguistic background contributes to Welsh Government's Cymraeg 2050 strategy. Dolau Primary School have fully engaged with the programme. The Welsh medium stream of education have received their bronze and silver 'Siarter Iaith' awards and are now working towards achieving the gold award. The English medium stream of education have received their bronze 'Cymraeg Campus' and are now working towards achieving their silver award.</p> <p>As part of a data gathering exercise carried out in July 2023 whilst completing the WESP Annual Review Report, an evaluation of the 'Cymraeg Campus' programme in English medium schools was conducted. The findings of this evaluation demonstrated the positive impact the programme has had on the increasing use of the Welsh language in English medium schools. Of the schools contacted as part of this exercise, all schools reported an increased use of incidental Welsh throughout the school with more children playing yard games through the medium of Welsh and more assemblies being held with focus on the Welsh language, history and heritage. Both the Welsh and English streams of education at Dolau Primary School are completing the Siarter Iaith/Cymraeg Campus programmes respectively. The Welsh stream of education have achieved the silver</p>

	<p>Siarter Iaith award and are working towards the gold award. The English stream of education have achieved the bronze award and are now working towards the silver award. To achieve the bronze award, the school must demonstrate:</p> <ul style="list-style-type: none"> <li>• Pupils use Welsh incidentally when expressing basic needs in the dinner hall.</li> <li>• Criw Cymraeg have an interactive display in a communal area to promote the phrase of the week.</li> <li>• Criw Cymraeg to promote the use of Welsh outside of the classroom.</li> <li>• Teaching staff and support staff use incidental Welsh to give basic commands outside of the classroom.</li> <li>• Pupils greet staff in Welsh.</li> <li>• The school holds a Welsh afternoon.</li> <li>• Pupils understand and respond to Welsh questions and commands when outside of the classroom.</li> </ul> <p>This proposal should not have a negative impact on Dolau's ongoing engagement with the programme as all other English medium schools engaged with the programme do not have the support of fluent Welsh speaking staff and pupils on a daily basis and have successfully worked through the awarding ranks. As of July 2024, a total of 59 English medium primary schools have achieved the bronze award, 21 have achieved the silver award and 3 have achieved the gold award. The impact of a loss of Welsh speaking staff at the school could be negated through staff engaging with Welsh language professional development opportunities which are available through CSCJES. This could be through professional learning events, programmes, assignments and resources available or through bespoke support, all of which are available to schools at no cost to the schools. The continued roll out of this programme will support the Welsh Government's target of reaching one million Welsh speakers in Wales by 2050 and the targets set out in the Council's new WESP (2022 to 2032).</p> <p>RCTCBC recognises the importance of immersion in the Welsh language for pupils who wish to transition from English to Welsh medium education. From September 2023, the Council's Welsh Language Immersion provision was established to support latecomers or newcomers to the Welsh language to quickly get them up-to-speed so that they can integrate into the Welsh medium classroom. This provision has adapted a peripatetic model of delivery with the immersion teacher travelling to the home schools of pupils accessing the service to immerse pupils in the Welsh language. The provision continues to evolve and demand for the service continues to grow. When demand for the service surpasses the capacity of the service, the Council will consider creating a dedicated Welsh language immersion unit for latecomers alongside the development of its Band B Sustainable Communities for Learning programme. Should this proposal proceed, any parents/carers interested in accessing this provision will be provided with the relevant information and supported throughout this process.</p>
Other relevant data or research	<b>The language category and standards of alternative / neighbouring schools</b>

RCTCBC has seventeen Welsh medium primary schools located throughout the County Borough to ease access. There are two all-through schools for 3 to 19 year olds, namely Ysgol Garth Olwg and Ysgol Llanhari, two dual language primary schools for 3 to 11 year olds, namely Dolau Primary and Heol y Celyn Primary and 13 Welsh medium primary schools for 3 to 11 year olds. All pupils who attend these schools' study through the medium of Welsh. From September 2024, the dual language school at Heol y Celyn Primary will transition to being wholly Welsh medium taking the school's name of YGG Awel Taf. If this proposal were to go ahead, this would increase the number of Welsh medium school places available to in RCTCBC, ultimately increasing the Welsh medium education offer available to pupils across the county borough.

There are 3 English medium primary schools neighbouring Dolau Primary School:

- Llanharan Primary School (1.3 miles)
- Brynnau Primary School (2.4 miles)
- Llanhari Primary School (2.4 miles)

This demonstrates the sufficiency of English medium primary education in this area of the county borough, outbalancing the Welsh medium education offer available to children and their families who reside in this area of the county borough.

The nearest Welsh medium primary schools to Dolau Primary School are Ysgol Llanhari which is 2.6 miles away from the school and Ysgol Gynradd Gymraeg Gymunedol (YGGG) Llantrisant which is 5.6 miles away from the school. Ysgol Llanhari is a 3 – 19 Welsh medium school with a dedicated childcare facility on the school site. YGGG Llantrisant is a 3 – 11 Welsh medium primary school which feeds the secondary education sector of Ysgol Llanhari.

There is a statutory duty placed on all Council's in Wales to provide pupils with free transport to their nearest suitable school if they reside beyond safe 'walking distance' to that school. The law relating to safe 'walking distance' is defined as two miles for pupils of statutory school age receiving primary education and three miles for pupils of statutory school age (year 7 to 11) receiving secondary education.

RCTCBC has exercised the discretionary powers afforded to it under the provision of the Learner Travel (Wales) Measure 2008 to make a more generous provision to pupils. Following a recent public consultation exercise initiated by RCTCBC's Cabinet, in relation to a proposed new Home to School Transport Policy for RCTCBC, the information set below is the relevant information in relation to the proposal:

- The eligibility criteria for walking distance for pupils of statutory school age receiving primary education at their nearest suitable school has been set at 1½ miles, instead of 2 miles as required by the Learner Travel (Wales) Measure 2008.
- Free transport to their nearest suitable school, where places are available, is provided to pupils who meet the 1½ mile eligibility criteria from the start of Foundation Phase, rather than from the start of statutory school as required by the Learner Travel (Wales) Measure 2008.
- The term suitable school applies to the catchment area English, Welsh, dual language or voluntary aided (faith) mainstream school or special school/class as appropriate.
- The eligibility criteria for walking distance for pupils of statutory school age receiving secondary education has been set at 3 miles, in line with the Welsh Government statutory distance criteria.

As of the start of the 2024 academic year (data from 04/09/2024), 15 pupils attending Dolau Primary School are entitled to free home to school transport.

Pupils attending the Welsh medium education stream of Dolau Primary School and as such, the pupils of the proposed new Welsh medium school, transition into secondary education at Ysgol Llanhari (2.6 miles away). Pupils attending the English medium education stream at Dolau Primary School transition into secondary education at Y Pant, which is 3.7 miles away from the school, therefore pupils residing in the area of the proposed new school would not have to travel further to receive Welsh medium secondary education.

The proposed new Welsh medium primary school will be built adjacent to Dolau Primary School, approximately 0.4 miles away from Dolau Primary School meaning Ysgol Llanhari will be under the 3 miles distanced allowed within the home to school transport eligibility. Y Pant Comprehensive School will be over the 3 mile distance, meaning they will be eligible for home to school transport which could have a negative impact on the transition from primary to secondary education. Please note, this has been estimated based on the distance from the current school of Dolau Primary School, actual distance will be determined based on the home address which may vary the distance between families' homes and the schools.

The nearest Welsh medium childcare and early years settings is Cylch Meithrin Flourish Ysgol Dolau, which is situated on the school site of Dolau Primary School. The setting runs 2 sessions per week plus a Cylch Ti a Fi session every Tuesday morning (parent and toddler group). Ysgol Llanhari also have Cylch Meithrin Llanhari on their school site offering the choice of full-time nursery sessions or sessional care, Monday to Friday. In addition to this, Cylch Ti a Fi sessions are run every Friday morning. The proposed new Welsh medium school build will include a dedicated childcare facility to provide Welsh medium childcare and early years provision on the school site, supporting the continuum into Welsh medium primary education. The current provider at Dolau Primary School will be encouraged and supported to continue delivering the same level of provision to



strengthen the Welsh medium childcare and early years offer available in this area of the county borough. We will work closely with Mudiad Meithrin to effectively market and promote the provision available in this area of the county borough.

RCTCBC recognises the importance of Welsh Government's Cymraeg 2050 target and how central the education system in Wales is to achieve its vision. RCTCBC's new WESP (2022 to 2032) sets out a ten year vision for increasing and improving the planning of the provision of Welsh medium education in order to maximise its contribution of achieving the target of one million Welsh speakers in Wales by 2050.

In line with the WESP (2022-2032), RCTCBC will continue to ensure that the benefits of Welsh medium and Welsh language education are promoted to parents/carers from the initial early years, through to primary and secondary education and onwards through to higher and further education for all pupils, whatever their learning need. This is done through ongoing promotion of Welsh medium education in general through sharing promotional videos which have been prepared. These videos include promoting Welsh medium education on a whole, Welsh medium education for learners with ALN, transition arrangements between primary and secondary schools and Welsh medium post-16 education. The videos are available on the Council's website and have been posted on the Council's corporate social media platforms over August and September 2024. In addition to these resources, Mudiad Meithrin have shared a series of videos focussing on promoting Welsh medium childcare and early years provision, addressing some of the concerns parents/carers have around making the choice to attend Welsh language provision. All of these videos will be used in different marketing campaigns at varying times throughout this academic year. The Council's WESP Officer and Welsh Language Immersion Lead attend public events such as the Teddy Bears Picnic and Parti Ponty to distribute the Council's Being Bilingual booklets and Welsh language immersion leaflets to the wider public. In addition, Menter Iaith and Cymraeg i Blant are currently working with the Council to host new Welsh language events targeted at pre-school children and their families. Attending these types of events provides invaluable opportunities to speak directly with families who may be considering Welsh medium education but also have some concerns or queries. The Council's Being Bilingual booklets have also been distributed to the NHS Health Visiting team who place copies in the new baby packs, birth registration services who provide copies to parents/carers as they register new births and to local housing developers in this area of the county borough where many new developments are underway.

**What is the language category of the school included in this proposal?**

Dolau Primary School is a dual language primary school with two separate streams of education. Parents and carers must apply for their chosen stream, either Welsh medium education or English medium education. The

proposed new Welsh medium primary school will be wholly Welsh medium, and the proposal includes plans to change Dolau to a wholly English medium setting.

**What facilities are there for members of the community to learn Welsh or undertake activities through the medium of Welsh?**

Dolau Primary School have space available at the school which could be utilised for community use to invite Welsh language groups to hold sessions and events to increase activities through the medium of Welsh in this area of the county borough. In addition to this, the proposed new school building will have dedicated community facilities that can also be utilised by community groups and organisations. The building will be designed to facilitate safe use of areas by the community whilst maintaining segregation from the rest of the school. The headteacher of the proposed new school will be encouraged and fully supported to use these facilities to increase participation in the Welsh language by offering the opportunity for parents and carers and other members of the community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh. This will support the Welsh Government's target of one million Welsh speakers in Wales by 2050 and the targets set out in RCTCBC's Welsh in Education Strategic Plan (WESP).

**How parents and carers and pupils' engagement with any alternative school and any specific language enhancement it offers could be supported?**

RCTCBC have developed a 'Being Bilingual' booklet which has information on the benefits of receiving a bilingual education, outlining the pathway to Welsh medium education and answering some frequently asked questions around the option of choosing Welsh medium education. The booklet is distributed via Flying Start provisions, birth registration services and childcare settings. The booklets have been provided to housing developers in this area of the county borough where there are large housing developments underway, to be provided to any potential new buyers in their sale packs. In addition to this, the Council's WESP Officer and Welsh Language Immersion team attend local events to distribute resources to the general public. This includes events throughout RCT such as the Teddy Bears Picnic and Parti Ponty, both of which are held in Ynysangharad Park, Pontypridd, on an annual basis. More recently, local Welsh language organisations arranged free events for pre-school children and families. An initial event was held in Trebanog in March 2024 and a further event held at Llantrisant Leisure Centre in June 2024. Following the success of these events, local Welsh language organisations are working in collaboration with the Council to further develop these events for the coming academic year. Plans are currently underway for 2024-25 with the aim to host 6 events in each area of the county borough from October 2024 to June 2025. This will provide the opportunity for all in RCT to attend their local event and receive information on the options and support available to them on the journey to becoming bilingual. In order to increase engagement with these events, they will be marketed across the Council's social

media platforms and website and the Council's Family Information Service website. All known baby and toddler groups targeted at children aged 0 – 3 years old will be contacted and provided with information of the events to encourage attendance at the events.

RCTCBC's 'Starting School' booklet also provides parents and carers with a range of information including advice on choosing a school, the provision of home to school transport and a directory of schools. Amendments have been made to the 'Starting School' booklet to include information relating to Welsh medium education in RCT, along with information on the new Welsh language immersion provision, ensuring this information is readily available to parents and carers. This will be available to see in the new booklet for the upcoming academic year (2024-25).

Cymraeg i Blant run free baby group sessions each week throughout the county borough. These sessions are bilingual and include baby massage, baby yoga and Welsh rhyme time. This provision ensures that parents/carers receive key early messages during the ante-natal and post-natal period and are made aware of the bilingual pathway available for their child and the Welsh medium offer available locally. The nearest Cymraeg i Blant baby group is situated in Pontyclun Library, Pontyclun and runs every Thursday at 10:30.

The Council's Youth Engagement and Participation Service work with Welsh language organisations such as Menter Iaith and the Urdd to deliver bespoke language awareness sessions for young people, highlighting the value of having the Welsh language as a skill. The Youth Engagement and Participation Service also deliver social events and activities for young people through the medium of Welsh which include residential opportunities, eisteddfodau, sport and accreditation.

In July 2022, Welsh Government approved funding to establish Welsh language immersion provision for latecomers/newcomers to the Welsh language. The provision, now established and gaining momentum throughout RCT, adopts a peripatetic model of delivery with the immersion teacher engaging with pupils accessing the service to become immersed in the Welsh language. When demand for the service surpasses the capacity of the service, the Council will consider creating a dedicated Welsh language immersion unit for latecomers alongside the development of its Band B Sustainable Communities for Learning programme.

**Information on how the proposal fits with the WESP and any future actions that will be needed in consequence of the change to continue to comply with the scheme or meet targets in the scheme.**

RCTCBC believes that all pupils should have appropriate opportunities for learning in the mediums of both Welsh and English to enable them to develop the confidence to use both languages in everyday life in order to meet the demands of the 21<sup>st</sup> Century.

RCTCBC recognises the importance of the Welsh Government's Cymraeg 2050 target and how central the education system in Wales is to achieve its vision. RCTCBC's new WESP (2022-2032) sets out a ten-year vision for increasing and improving the planning of the provision of Welsh medium education within the County Borough, in order to maximise its contribution of achieving the target of one million Welsh speakers in Wales by 2050. It builds on the work of the previous WESP (2017 to 2022) and sets out an action plan which demonstrates how we intend to achieve our ten-year vision.

If this proposal were to go ahead, the creation of a brand new state of the art Welsh medium school in this area of the county borough would support outcome 1 and 2 of the WESP which aim to increase the number of nursery and reception aged learners receiving their education through the medium of Welsh. Although the proposed change for Dolau Primary School to be English only will result in increasing the capacity at the school and in creasing the number of English medium places available, the opening of the new school will protect the number of Welsh medium places available as this is not something we're able to do at present due to statutory obligations of the School Admissions Code. The proposed new school will be encouraged and supported to join the 'Siarter Iaith' programme which will support outcome 5 of the WESP through providing opportunities for learners to use Welsh in different contexts in school.

The key to successfully achieving any of the outcomes outlined within the WESP is to raise the profile of the Welsh language and Welsh education across the county borough and changing people's attitudes towards the language. To achieve this, effective marketing and promotion of Welsh education on a whole is needed. Over recent months, RCTCBC have created a range of promotional videos encompassing the seven outcomes of the WESP. These videos include teacher recruitment, Welsh language immersion, Welsh medium ALN education, Welsh medium post-16 education and transition from primary to secondary education. Footage has been prepared involving practitioners who currently work in schools in RCT, headteacher and teacher interviews, parental interviews and interviews with pupils who currently attend Welsh medium schools. These videos will form part of a wider targeted marketing campaign specifically focussing on growing numbers in the Welsh medium education sector These videos were launched during an event at the National Eisteddfod whilst it visited RCT in August 2024. Since then, the videos have been posted on the Council's corporate website and across social media platforms. For the period of September to November 2024, a marketing campaign will be implement across the Council's social media platforms to raise the awareness of Welsh medium education in RCT.

The majority of Welsh medium primary schools in the county borough have sufficient surplus places to meet demand. In line with the WESP objectives and targets, over the years to come increasing the number of learners in Welsh medium education is a key priority for the Council, ensuring the surplus capacities of schools decrease.

We hope to achieve these aims through effective marketing and promotion of Welsh medium education and generally raising the profile of the language across the county borough to change people's attitudes towards the language. Having said this, there are a number of schools where demand is close to outstripping supply. As such, RCTCBC has or is currently taking action to address these issues through a number of projects and proposals. Projects that will address this issue include the recently completed expansion of YGG Aberdar, including a purpose built Welsh medium childcare facility; as well as the new Welsh medium primary school in Rhydyfelin (YGG Awel Taf) to accommodate pupils at YGG Pont Sion Norton and the Welsh stream at Heol y Celyn Primary School, due to open in September 2024 and the expansion of YG Rhydywaun with a new teaching block and sports facilities. The proposed new school building to serve the Llanilid housing development will operate as an extension to the dual language Dolau Primary School, in the first instance. Furthermore, RCTCBC has also committed to increasing the quality and availability of early years Welsh medium provision by investing significantly in a number of provisions through various funding schemes, such as the Welsh Government's Welsh Medium Capital Grant. This will assist in ensuring a language continuum of Welsh medium provision and ensure that potential increased demand for Welsh medium education is met.

Should this proposal go ahead, the headteacher of the new Welsh medium primary school will be encouraged to promote and signpost parents/carers to the new Welsh medium early years setting on the school site. In addition, Dolau Primary School will be encouraged to maintain the provision currently being delivered at the school to widen the offer available through the medium of Welsh for early years children in this area of the county borough. This will be done by distributing promotional resources such as the 'Being Bilingual' booklet and the Welsh language immersion provision leaflets to families residing in the area and in local public venues and also signposting to the Welsh medium education section of the Council's website which contains further information which promotes the Welsh language and Welsh education in RCT.

## **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><b>Opportunities for persons to use the Welsh language</b></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>	Neutral.	<p>Everyone residing in Wales has the right to speak to a Welsh speaker when dealing with any public relation matters. RCTCBC will continue to adhere to The Welsh Language (Wales) Measure 2011 and its standards which requires the Council to produce a five year strategy outlining actions which will facilitate and promote the Welsh language. Any persons wishing to correspond with the Council through the medium of Welsh are able to do so.</p> <p>Staff and visitors to all schools in RCT are openly encouraged to use the Welsh language with each other and with pupils. The opening of a new Welsh medium school will provide further opportunities for persons to use the Welsh language. As the proposed new school will provide an increased number of Welsh medium places, this</p>	<ul style="list-style-type: none"> <li>• The Welsh Language Use Survey (2013 – 2015) reported that over half of the Welsh speaking respondents who completed the survey reported that they try to use Welsh in the workplace with colleagues and when dealing with public organisations. This demonstrates the importance of staff, residents and visitors having fair access to opportunities to use the Welsh language.</li> <li>• The demand for classes through the medium of Welsh the Garth Olwg Lifelong Learning Centre. Learn Welsh Glamorgan/ Dysgu Cymraeg Morgannwg currently host Welsh for adults' classes at varying levels across 6 different locations</li> </ul>	<ul style="list-style-type: none"> <li>• If a person is unable to speak Welsh, they must call on a colleague in the building who is able to speak Welsh if this is being requested or a call back service can be offered when a Welsh speaker is available.</li> <li>• The school will be encouraged to invite Welsh language groups to utilise the space available to host any other Welsh language group classes/sessions at the school.</li> <li>• To continue working with the CSCJES to promote the range of professional learning opportunities available to any staff looking for opportunities to learn, improve or upskill their Welsh language skills.</li> <li>• The practitioner who has recently completed the Welsh Sabbatical Scheme</li> </ul>

		<p>provides the opportunity for pupils to be educated in Welsh and ultimately be able to converse in Welsh in many aspects of their lives.</p> <p>The headteachers of Dolau Primary School and the proposed new Welsh medium school will be encouraged to make use of any available space/community use facilities to provide opportunities for persons to use the Welsh language, for example through hosting Welsh for adults' lessons or any other Welsh language events, classes or groups at the school. The proposed new school will be designed to be a fully accessible and fully integrated community school with dedicated areas that the local community will be allowed to safely utilise the facilities. In addition, they will be encouraged to signpost parent and carers to Welsh for adults' classes offered through Learn Welsh Glamorgan/Dysgu Cymraeg Morgannwg. This will support Welsh Government's Cymraeg 2050 target of creating a million Welsh speakers in Wales by 2050.</p>	<p>throughout RCT. Additional opportunities to attend community classes / groups should further improve accessibility as the building will have dedicated community facilities and be fully compliant with the Equality Act 2010.</p> <ul style="list-style-type: none"> <li>• Data and information relating to professional learning opportunities are shared with the Council's WESP Officer and members of the WESP Outcome 7 sub-group which has been established to focus specifically on this outcome which aims to increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.</li> <li>• Data and information relating to the Welsh Sabbatical Scheme is shared with the Council's WESP Officer once practitioners have signed up to the scheme and a further update once</li> </ul>	<p>will now receive post-sabbatical support via Central South Consortium which includes network meetings, bespoke one-to-one meeting with development officers and support to share their knowledge and skills with other practitioners. This will provide increased opportunities to use Welsh effectively in the new school should the practitioner remain teaching at the new school.</p> <ul style="list-style-type: none"> <li>• Ensure any Council publications, documentation and correspondence are bilingual with a message included to state that correspondence in Welsh is welcomed and corresponding with us in Welsh will not lead to a delay. This also applied to any new school builds so that signage in English schools is bilingual. New school builds now also incorporate bilingual braille on school signage providing equal opportunities in terms of the Welsh language and equality.</li> </ul>
--	--	--	--	---

		<p>There are a range of opportunities available to staff working in schools in RCT should they wish to improve or upskill their Welsh language skills so that they can use Welsh more at work or for those wishing to switch from teaching in an English medium school to a Welsh medium school. CSCJES regularly promote the professional learnings opportunities available to practitioners in RCT. These opportunities include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Asynchronous Welsh language professional learning – Pre-entry, Entry &amp; Foundation levels.</li> <li>• Welsh language refresher courses – no Welsh language skills, Entry, Foundation, Advanced levels.</li> <li>• Welsh Sabbatical Scheme – two-term Foundation/Intermediate level.</li> </ul> <p>CSCJES promote these opportunities through their relevant channels with the schools. The Council's Education Directorate further</p>	<p>they've completed the scheme.</p> <ul style="list-style-type: none"> <li>• In line with the Council's Statutory Welsh Language Standards, any Council publications, documentation and correspondence must be bilingual with a message included to state that correspondence in Welsh is welcomed and corresponding with us in Welsh will not lead to a delay.</li> <li>• Parents/carers may wish for their children to remain on the current school site for many reasons, some include convenience of location, concerns their child(ren) will not settle at the new school, disrupting their current routine, family support locally.</li> </ul>	<ul style="list-style-type: none"> <li>• Should the proposal go ahead, the proposed new school will be encouraged and supported to host a number of transition days ahead of its opening to allow for pupils transferring from Dolau Primary School to the new school to have the chance to visit the school a number of times to familiarise themselves with the new surroundings. This will include visiting the new teaching staff and also inviting parents/carers to attend opening days and evenings to visit the school and speak directly with staff on any concerns they may have.</li> </ul>
--	--	---	---	--



		<p>promotes these opportunities through promoting with schools directly throughout the academic year.</p> <p>During this current academic year (2023-24) 3 practitioners from English medium primary schools in the county borough have completed the two-term Foundation-Intermediate level Welsh Language Sabbatical scheme, with one of these being a practitioner at Dolau Primary School. The Welsh Language Sabbatical Scheme is a development programme for education practitioners which aims to increase the number of practitioners who can teach through the medium of Welsh, or bilingually. As this practitioner has completed the scheme, this will provide increased opportunities to use Welsh effectively at the school once it transitions from dual language to English medium only, should the practitioner remain teaching at the school.</p> <p>RCTCBC has opportunities for internal staff across all services to access free training to improve their Welsh language skills. Welsh Language</p>		
--	--	--	--	--

Services 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. All newly recruited Council staff are required to undertake Welsh language Level 1 training. By working with the Council's Welsh Language Services, specifically the internal Welsh language tutor, all members of staff will be encouraged to continue to improve their Welsh language skills beyond Level 1. Members of staff who opt to do this will be fully supported. This will support the opportunities available for the Council to create a bilingual workforce with the ability to work and deliver services bilingually.

The overall impact on opportunities for persons to use Welsh at the proposed new school can only be positive. Protecting the number of Welsh medium places and targeted marketing to fill the spaces at the school will mean more children in this area of the county borough will have opportunities to speak Welsh day to day. Consideration has been given to the potential

		negative impact this proposal may have should the pupils currently accessing the Welsh medium stream of education at Dolau Primary School wish to remain at the school by switching to English medium education. This would have a negative impact on opportunities for persons to use Welsh and ultimately the number of pupils in Welsh medium education in RCT.		
<b>Stage</b>	<b>2</b>	<b>-</b>	<b>Impact</b>	<b>Assessment</b>
<b>Will the proposed action affect any or all of the following?</b>				
	<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>Numbers and / or percentages of Welsh speakers</b>  e.g. Welsh Medium Education / Study Opportunities. Links with the Welsh Government's <u>Cymraeg 2050 Strategy / RCTCBC Five Year Welsh Language Strategy</u>	Positive.	<ul style="list-style-type: none"> <li>The headteacher of Dolau and the headteacher of the proposed new Welsh medium school will be encouraged to consider making use of any community use facilities/available space at the school to increase participation in the Welsh language by offering the</li> </ul>	<ul style="list-style-type: none"> <li>The demand and popularity of the Welsh medium classes held at Garth Olwg Lifelong Learning Centre.</li> <li>Data and information relating to 'Cymraeg Campus/Siarter Iaith' Welsh Language Charter is shared with the Council's WESP Officer and members of the WESP Outcome 5 sub-group which</li> </ul>	<ul style="list-style-type: none"> <li>The school will be encouraged to invite Welsh language groups to utilise the space available to host any other Welsh language group classes/sessions at the school.</li> <li>The school-based workforce will be supported with</li> </ul>

		<p>opportunity to parents and carers and other members of the community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh. In addition, they will be encouraged to signpost parents and carers to Welsh for adults' classes offered through Learn Welsh Glamorgan/Dysgu Cymraeg Morgannwg. This will support Welsh Government's Cymraeg 2050 target of creating a million Welsh speakers in Wales by 2050 and the targets set out in RCTCBC's WESP.</p> <ul style="list-style-type: none"> <li>• In contributing towards the vision of one million people in Wales being Welsh speakers by 2050 and in line with the County Borough's current WESP, it is vital to ensure a school based workforce of sufficient size and capability. In order to create more Welsh speakers, our education system is dependent on its school based workforce, and we must work locally,</li> </ul>	<p>has been established to focus specifically on this outcome which aims to increase opportunities for pupils to use Welsh in school.</p> <ul style="list-style-type: none"> <li>• The Urdd share data with the WESP Officer on an annual basis to show the number of clubs being held in RCT and the numbers attending each week. For example, the academic year 2023-24, 13 after school cubs were hosted at schools in RCT with roughly 162 children attending these each week. Dolau Primary School is included in this, as well as Ysgol Llanhari and YGGG Llantrisant which are other Welsh medium schools in this area of the county borough. In addition, the Urdd also host swimming lessons at Llantrisant Leisure Centre 'Nofio Llantrisant' with 15 sessions held and roughly 90 children attending on a weekly basis.</li> </ul>	<p>continued professional learning, networking and opportunities to share best practice.</p> <ul style="list-style-type: none"> <li>• To promote and increase pupils' use of the Welsh language in primary and secondary schools with all schools being supported to achieve the 'Siarter Iaith/ Cymraeg Campus' awards. More specifically to Dolau Primary School, as both streams of education are working through the awarding ranks separately (Welsh stream are on the Siarter Iaith programme, English stream are on the Cymraeg Campus programme), part of this programme is to engage with a local Welsh medium school to support pupils in increasing the use of Welsh outside of the classroom. As such, should the proposal go ahead both schools will continue to support one another with working</li> </ul>
--	--	---	---	---

		<p>regionally and nationally to ensure we create a school based workforce with robust linguistic skills, able to inspire and motivate pupils in Welsh medium and Welsh language education.</p> <ul style="list-style-type: none"> <li>• In recent years, support has been given to promote and increase pupils' use of the Welsh language in primary and secondary schools and in social contexts. This has been done through the Welsh Language Charter (Siarter Iaith/Cymraeg Campus). As of July 2024, all Welsh medium primary schools have received the bronze award, 15 have received the silver award and 6 have received the gold award. Two Welsh medium secondary schools have received the bronze award and 1 has received the silver. The 'Cymraeg Campus' programme has been implemented in both primary and secondary English medium schools in order to develop pupils use of the Welsh language. As of July 2024, 59 English medium primary schools</li> </ul>		<p>through the awarding ranks. As the schools are only roughly 0.4 miles apart, this makes this an easy option to pursue. The proposed new school will need to start from the beginning and Dolau Primary School will need the support to progress to receive their silver Cymraeg Campus award.</p> <p>The headteacher of the proposed new Welsh medium school will be encouraged to engage with partners such as the Urdd and Menter Iaith to consider using the community facilities at the school to host Welsh language sessions/classes/groups to allow for pupils at the school to engage with extracurricular activities through the medium of Welsh.</p>
--	--	--	--	---

		<p>have received the bronze award, 21 have received the silver award and 3 have received the gold award. A total of 6 English medium secondary schools have received the bronze award and 2 have received the silver award.</p> <ul style="list-style-type: none"> <li>• More recently, the 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.</li> <li>• Of the 80 English medium primary schools in the County Borough, all have engaged with the programme. Of the 13 English medium secondary schools in the County Borough, there are 2 yet to engage with the programme, these two schools aren't in this area of the county borough and therefore will not impact the proposal. All schools (Welsh and English medium) in this area of the</li> </ul>		
--	--	--	--	--

		<p>county borough are engaged with the programme. The CSCJES are continuing to work with the English medium schools who have not yet engaged to encourage an uptake on the programme and are actively working with special schools and units to support them with the roll out of the programme. The Welsh medium stream of education at Dolau have received the bronze and silver 'Siarter laith' awards and are currently working towards achieving the gold award. The English medium stream of education at Dolau have received their bronze 'Cymraeg Campus' award and are working towards achieving the silver award. The work undertaken by the CSCJES will contribute towards the numbers and percentages of Welsh speakers in RCTCBC.</p> <ul style="list-style-type: none"> <li>• Should this proposal go ahead and a new Welsh medium 480 pupil capacity school open, this will have a positive impact on the overall number of Welsh medium</li> </ul>		
--	--	--	--	--

		<p>primary school places and thus increasing the number of potential learners in the county borough. This will also result in more learners engaging with Welsh medium extracurricular activities for example, the Urdd host a range of school and non-school based extracurricular activities for Welsh medium schools. Engaging with activities such as these outside of school hours provides further opportunities for pupils use the language in their day-to-day life, strengthening their Welsh language skills and also contributing to the targets set out in the Council's WESP and Welsh Government's Cymraeg 2050 target of a million Welsh speakers.</p> <ul style="list-style-type: none"> <li>• In partnership with the CSCJES and the Urdd, English medium secondary schools are supported to provide informal opportunities to use the Welsh language and intensive Welsh language learning opportunities</li> </ul>		
--	--	---	--	--



		<p>through the Urdd's Cymraeg Bob Dydd.</p> <ul style="list-style-type: none"> <li>The aim has been to embed positive habits and attitudes towards the Welsh language through purposeful planning within primary and secondary schools and to promote the informal use of the Welsh language amongst pupils inside and outside primary and secondary schools. Facilitating the use of the Welsh language, across the curriculum and in wider contexts in primary and secondary schools, to ensure a continuum of linguistic progression to support pupils in the transition between key stages offers the opportunity for pupils in English medium education to use Welsh more frequently and confidently, becoming more familiar with using Welsh in their daily life, which may in turn lead to them taking an interest in becoming fluent in the language.</li> </ul>		
<b>Opportunities to promote the Welsh language.</b>	Positive.	<ul style="list-style-type: none"> <li>The Welsh language has official status and legislation in place which provides</li> </ul>	<ul style="list-style-type: none"> <li>Data and information relating to the 'Cymraeg Campus' Welsh Language Charter is</li> </ul>	<ul style="list-style-type: none"> <li>To continue working with the CSCJES to promote and increase pupils use</li> </ul>

<p>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>		<p>rights for Welsh speakers to receive Welsh language services. The challenge is to expand the opportunities for people to be able to use the Welsh language in their daily life through creating the right conditions for new pupils of all ages to develop and use their skills from earliest stages and throughout each stage of education. To ensure opportunities for persons to use the Welsh language, the school will continue to receive support in order to achieve the silver 'Cymraeg Campus' Welsh Language Charter award.</p> <ul style="list-style-type: none"> <li>• The 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 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 pupils. The Council will continue to promote the support available via the</li> </ul>	<p>shared with the Council's WESP Officer each quarter via the CSCJES Welsh Language Officer.</p> <ul style="list-style-type: none"> <li>• Demand for immersion provision across the County Borough has been really positive. Since the provision opened to learners in September 2023, 17 pupils have accessed the support across 8 different schools.</li> <li>• Effective marketing and promotion of the Welsh language and Welsh medium education in general is a key priority for the Local Authority to ensure we are working towards achieving the targets as set out in the Council's WESP (2022-2032).</li> <li>• Representatives from all service areas referred to (Welsh Language, Youth, Leisure, Musical, Arts and Culture) are members of the Council's WESP Outcome 5 group, which focusses specifically on creating more opportunities for pupils to use Welsh in different contexts in school, but also extends the use of Welsh in different contexts across all service areas and in the wider</li> </ul>	<p>of the Welsh language in primary and secondary schools with all English medium schools being supported to achieve the 'Cymraeg Campus' Welsh Language Charter awards.</p> <ul style="list-style-type: none"> <li>• Promotion of the options available to pupils who wish to transition from English medium education into Welsh medium education through sharing information and resources.</li> <li>• The Local Authority will work closely with the internal marketing team and both schools included in this proposal to maximise all effective methods of marketing and promoting to ensure the Welsh medium provision available in this area of the county borough is marketed as widely as possible.</li> <li>• The Council's WESP Officer and the Council's Welsh Language Services will continue to work with staff internally</li> </ul>
---	--	---	---	--

		<p>Council's Welsh language immersion team for any parents/carers who wish to transfer their child(ren) from English medium to Welsh medium education. Parents and carers and pupils who decide to transition into Welsh medium education will be fully supported by the Council's Welsh language immersion team. This will support the Council in increasing the numbers and percentages of Welsh speakers throughout the County Borough in line with the targets outlined within the WESP.</p> <ul style="list-style-type: none"> <li>• The opening of a new Welsh medium school in RCT provides an invaluable way of increasing opportunities to promote the Welsh language. Filling the spaces available at the school will be a key priority and as such, promoting the new school as widely and effectively as possible will be a focus for the Local Authority. Some of these methods include, but are not limited to:</li> <li>• Distributing promotional resources such as the</li> </ul>	<p>community. Information is shared with the Council's WESP Officer and members of the sub-group during quarterly meetings.</p>	<p>and Welsh language partner organisations to encourage and facilitate long term growth for the Welsh language and Welsh medium education.</p>
--	--	--	---	---

		<p>Council's 'Being Bilingual' booklet and the Welsh language immersion provision leaflets to families residing in the area and in local public venues so that families residing in this area are aware of the local Welsh medium offer and the support available to access Welsh medium education. Creating new promotional flyers specifically promoting the proposed new school to be provided to housing developers in the area in addition to the resources mentioned above, these will be included in potential new homebuyer sale packs.</p> <ul style="list-style-type: none"> <li>• Form relationships between the proposed new school and housing developers in the area so that potential new homebuyers can directly contact the school to arrange visits and answer any concerns parents/carers may have.</li> <li>• Promote local Welsh language events such as new pre-school children and families' events which will begin from October 2024, 6 events in total will be held</li> </ul>		
--	--	--	--	--

		<p>throughout the academic year at varying locations in RCT.</p> <ul style="list-style-type: none"> <li>• Promote the free baby and parent/carer sessions which are available throughout RCT through Cymraeg i Blant, more specifically to this area of the county borough are the sessions held in Pontyclun and the new session which has just begun in Llanharan.</li> <li>• From a wider Council perspective, arrange and implement marketing campaigns across the Council's social media platforms using the range of videos which have been created to promote Welsh medium education in RCT.</li> <li>• Dolau Primary School will be encouraged and supported to continue to host Welsh medium provision at the school through the Cylch Meithrin Flourish Dolau in order to increase the Welsh medium early years offer in this area of the county borough.</li> <li>• The Council's Five Year Welsh Language Promotion Strategy (2022 – 2027)</li> </ul>		
--	--	---	--	--

		<p>along with its supplementary action plan has been taken into consideration in order to encourage and facilitate long term growth for the Welsh language and Welsh medium education. The strategy outlines the Council's commitment to working towards the Welsh Government's Cymraeg 2050 vision of increasing the number of Welsh speakers, increasing the use of the language in the workplace, via Council services and throughout the community and creating favourable conditions. RCT Welsh Language Services, Youth Services, Leisure Services and Arts and Culture Services and Musical Services are all working proactively towards the ongoing development of opportunities for pupils and the wider community to use the Welsh language. These include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Welsh Language Services: <ul style="list-style-type: none"> <li>• Developing materials to provide to school-based catering staff to support</li> </ul> </li> </ul>		
--	--	---	--	--

		<p>with their Welsh language skills and the use of incidental Welsh within schools.</p> <ul style="list-style-type: none"> <li>• Exploring the feasibility of Welsh medium learning/support digital applications being placed on every member of staffs' devices to support their linguistic skills and development.</li> <li>• Youth Services: <ul style="list-style-type: none"> <li>• Running trips for Welsh medium pupils to provide opportunities to use Welsh in different contexts.</li> <li>• Creating promotional materials to be placed in youth clubs throughout the County Borough.</li> <li>• Working in partnership with the Urdd and Menter Iaith to develop Welsh Language Youth Forums in all Welsh and English medium secondary schools along with Coleg y Cymoedd campuses.</li> </ul> </li> <li>• Leisure Services: <ul style="list-style-type: none"> <li>• Working with the Urdd to deliver sport activities for Welsh medium schools and exploring extending</li> </ul> </li> </ul>		
--	--	---	--	--

		<p>this to incorporate English medium schools on a bilingual model of delivery.</p> <ul style="list-style-type: none"> <li>• Working with Menter Iaith to develop opportunities to introduce the Welsh language into leisure sessions.</li> <li>• Working closely with the newly established first Welsh language sport club in RCT, based in Aberdare.</li> <li>• Arts and Culture Services: <ul style="list-style-type: none"> <li>• Collaborating with Youth Services on a programme of provision across community and cultural venues to encourage the use of the Welsh language and incorporating the Welsh language into community based events.</li> </ul> </li> <li>• Musical Services: <ul style="list-style-type: none"> <li>• Engaging with both Welsh and English medium schools to encourage an uptake in musical services, pupils who show an aptitude for any instruments are being encouraged and</li> </ul> </li> </ul>		
--	--	--	--	--



		<p>supported into taking part in the Eisteddfod.</p> <ul style="list-style-type: none"> <li>The Council will continue to ensure a clear alignment with the Five Year Welsh Language Promotion Strategy. This commitment to promoting the Welsh language, increasing the number of Welsh pupils and improving the Welsh language skills of staff and pupils across schools in RCT is reaffirmed in the Education &amp; Inclusion Directorate's Education Strategic Plan for 2022 – 2025.</li> </ul>		
--	--	--	--	--

## **Stage 2 – Impact Assessment**

### **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><u>Compliance with the Council's Statutory Welsh Language Standards</u></b>  e.g. Increasing or reducing	Positive	<ul style="list-style-type: none"> <li>All processes associated with this proposal will be in accordance with the Council's Statutory Welsh Language Standards.</li> </ul>	<ul style="list-style-type: none"> <li>Contractual arrangements will ensure that all consultations are undertaken bilingually and all public correspondence in relation to these proposals will</li> </ul>	<ul style="list-style-type: none"> <li>Ensure all officers involved with these proposals has an awareness of the Council's Statutory Welsh Language</li> </ul>

<p>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>		<ul style="list-style-type: none"> <li>Where possible, the school, the Council and CSCJES will support school support staff, school learning support workers and teaching staff to participate in Welsh language professional learning opportunities at varying levels in order to meet identified needs.</li> </ul>	<p>be sent out bilingually with Welsh positioned first.</p> <ul style="list-style-type: none"> <li>The number of school-based staff (teaching staff and support staff) participating in Welsh language courses at different levels to improve their linguistic skills and the number applying to undertake the CSCJES Welsh Sabbatical Scheme which develops practitioners' Welsh language skills and ability to teach through the medium of Welsh.</li> </ul>	<p>Standards and ensure compliance with these standards.</p> <ul style="list-style-type: none"> <li>Encouragement of participation in Welsh language skills courses at different levels.</li> <li>In recent months, the Council's Welsh Language Services ran a series of bitesize sessions on various topics related to the standards. These sessions were promoted to all members of staff internally and all were encouraged to attend the sessions to strengthen their understanding and awareness of compliance with these standards.</li> </ul>
<p><b>Treating the Welsh language, no less favourably than the English language</b></p>	Positive	<ul style="list-style-type: none"> <li>This proposal ensures that the Welsh language is treated no less favourably than the English language. The creation of a brand new Welsh medium school in this area of the county borough will provide a more equal offer of education and provide</li> </ul>	<ul style="list-style-type: none"> <li>The Sustainable Communities for Learning Band B Programme contains a wide range of schools, both Welsh and English medium, in various parts of the County Borough to deliver improved facilities and equitable access</li> </ul>	<ul style="list-style-type: none"> <li>The school will be encouraged to invite Welsh language groups to utilise the space available to host any other Welsh language group classes/sessions at the school.</li> </ul>

		<p>a balanced opportunity for parents and carers to consider Welsh medium education as an option for their child(ren).</p> <ul style="list-style-type: none"> <li>• Through implementing a targeted marketing campaign promoting Welsh medium education, RCTCBC hope that parents and carers of children residing in this area will consider choosing the proposed new Welsh medium primary school following closure of the Welsh medium education stream at Dolau.</li> <li>• The proposed new Welsh medium school will benefit from the Sustainable Communities for Learning programme through the delivery of a brand new 21<sup>st</sup> Century school with first-class facilities. The purpose of the Sustainable Communities for Learning programme is to ensure there are good schools so all children and young people, whatever their learning need is, have equitable access to good Welsh and English medium education. This proposal will help us in</li> </ul>	<p>to good Welsh and English medium education.</p>	
--	--	--	--	--

		achieving this purpose. Dolau Primary School will be supported in the ongoing promotion of the Welsh language at the school. As the schools would be adjacent to one another (0.4 miles away) this will provide the opportunity for the English medium pupils at the school to still have access and have opportunities to engage with pupils accessing Welsh medium education.		
--	--	---	--	--

### **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>
Support the headteachers of Dolau Primary School and the new proposed school to promote community and third-party use of the facilities for the purpose of delivering a range of opportunities through the medium of Welsh, with support of Welsh language organisations such as Learn Welsh Glamorgan, Menter Iaith and the Urdd to assist in the promotion of the Welsh language.	Once the outcome of the consultation has been finalised and a decision made.	RCT 21 <sup>st</sup> Century Schools.
Work with both schools and Learn Welsh Glamorgan to hold Welsh for Adults classes at the respective school. Ensure that parents and carers and the wider community are signposted to the classes through marketing and promoting via the Council's website and corporate social media platforms, and throughout the local community.	Once the outcome of the consultation has been finalised and a decision made.	RCT 21 <sup>st</sup> Century Schools. Learn Welsh Glamorgan

Promote the support available to pupils who wish to transition from English medium to Welsh medium education through effective marketing and promotion of the Council's Welsh language immersion provision. This will be done by distributing promotional leaflets and implementing a marketing campaign via the Council's website and corporate social media platforms using the videos which have been created to promote the service.	Work currently underway – promotional leaflets continue to be distributed at local events. A marketing campaign will be launched in July 2024 to promote the service further.	RCT Welsh Language Immersion Team.
The school-based workforce will continue to be supported and with continued professional learning and networking, utilising opportunities to share best practices. The Council will continue to work with the CSCJES to actively market and promote the support available to practitioners who are looking to improve their Welsh language skills.	Ongoing – we work closely with the CSCJES to promote the professional opportunities available and actively encourage practitioners to consider these opportunities.	CSCJES.
The CSCJES will continue to work with schools to promote the Welsh Language Charter programme to increase pupils use of the Welsh language across all schools.	Ongoing – CSCJES continue to support schools engaged with the programme to progress through the awards. CSCJES continue to make attempts to engage with the 2 remaining schools yet to engage.	CSCJES.
The Council's WESP Co-ordinator 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.	Ongoing – the WESP is a ten-year plan; we will continue to work with partners on developing and implementing strategies in line with the WESP.	RCT WESP Officer.
The Local Authority will work closely with the internal marketing team and both schools included in this proposal to maximise all effective methods of marketing and promoting to ensure the Welsh medium provision available in this area of the county borough is marketed as widely as possible.	Once the outcome of the consultation has been finalised and a decision made.	RCT 21 <sup>st</sup> Century Schools.
If ways of reducing the impact have been identified but are not possible to implement, please explain why. Give sufficient detail of data or research that has led to your reasoning.		
What was identified?	Why is it not possible?	
N/A.	N/A.	
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.

Welsh Language Services Comments	Date Considered	Brief description of any amendments made following Welsh Language Services feedback
Welsh Language Services would like to thank officers for the detail included thus far in this impact assessment, and for the consideration of how these proposals fit with the Council's wider aims and work to fulfil our statutory obligations with regards to the Welsh Language. Whilst the development of a new WM school as part of the Llanilid development and close to the current Dolau site is, of course, likely to have a positive impact on the number of parents choosing WM education for their children, we need to acknowledge more explicitly that changing Dolau to an English only school will have some negative impact, which will negate some of the positives of the Llanilid scheme. The impact assessment could explain in more detail what the likely negative impact of removing the Welsh stream from Dolau will be, and how we will work to mitigate these impacts effectively. We also need to acknowledge that leaving Dolau as a dual stream school is an option (even if not a preferred one) and would be more in keeping with the terms of the	04.09.2024	Updates made in line with comments made by RCTCBC's Welsh Language Services.

Welsh Government's proposed Welsh Language and Education Bill, which is in favour of establishing more Welsh and dual stream schools, amongst other things. It would be good to acknowledge this as an option and explain in detail why it is not feasible in this instance.		
<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>
<b><u>Stage 5 – Monitoring, Evaluating and Reviewing</u></b>		
How and who will you monitor the impact and effectiveness of the proposal?		
The Council's Directorate of Education and Inclusion Services 21 <sup>st</sup> Century Schools Team will monitor this proposal holding periodic review meetings.		
<b><u>Stage 6 – Summary of Impacts for the Proposal</u></b>		
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.		
<p><i>A Welsh Language Impact Assessment has been completed and the main findings are as follows -</i></p> <p>The proposal is to establish a new Welsh medium primary school for 3 to 11 year olds as part of the Llanilid housing development and the proposed change of language medium of Dolau Primary School from dual language to English medium.</p> <p>The new school will have capacity for 480 statutory school age pupils plus 60 places for nursery age pupils. The school fully accessible building fit for 21<sup>st</sup> century teaching and learning, with modern, flexible learning spaces for all pupils, including a large hall/dining area and a multi-purpose learning resource area to allow delivery of the Areas of Learning and Experience in accordance with the Curriculum for Wales. In addition, the new school will have additional space for additional learning needs (ALN) interventions, enhanced outdoor spaces to support the full range of curriculum activities and internal and external areas for use by the local community. The new Welsh medium primary school will be fully accessible and compliant with the <u>Equality Act 2010</u>.</p>		

Dolau Primary School will become an English medium primary at the same time with the Welsh stream of pupils at the school transferring to the new school. For pupils in the English stream of education at Dolau Primary School who may wish to transition into Welsh medium primary education at the new school, tailored and individual support will be available from the Council's Welsh Language Immersion Team for any pupils wishing to transfer to learn through the medium of Welsh.

This will contribute towards achieving the targets set out in the Council's WESP through increasing the number of learners receiving their education through the medium of Welsh.

The Council aims to embed positive habits and attitudes towards the Welsh language through purposeful planning to promote the informal use of the Welsh language amongst pupils inside and outside schools. Facilitating the use of the Welsh language across the curriculum and in wider contexts in schools, to ensure a continuum of linguistic progression to support pupils in the transition between key stages, offers all pupils the opportunity to become fully bilingual and aligns with the Curriculum for Wales 2022. Dolau Primary School will continue to be encouraged and supported to do this through the achievement of the 'Cymraeg Campus' Welsh Language Charter, a framework to promote and increase the use of Welsh.

This could contribute towards the Welsh Government's ambitious goal of creating a million Welsh speakers in Wales by 2050 and the WESP.

#### **Stage 7 – Sign Off**

<b>Name of Officer completing the WLIA</b>	Lisa Howell.	<b>Service Director Name:</b>	Andrea Richards.
<b>Position</b>	21 <sup>st</sup> Century School Business and School Organisation Manager.	<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>	Lisa Howell.	<b>Service Director Signature</b>	Andrea Richards.
<b>Date</b>	05.09.2024	<b>Date</b>	05.09.2024