

## 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>	RCT Sustainable Food Strategy: Taith Bwyd
<b>Department</b>	Community Development
<b>Service Director</b>	Louise Davies
<b>Officer Completing the WLIA</b>	Rhiannon Edwards
<b>Email</b>	<a href="mailto:rhiannon.edwards1@rctcbc.gov.uk">rhiannon.edwards1@rctcbc.gov.uk</a>
<b>Phone</b>	07385401835
<b>Brief Description</b>	The development and formalisation of a Sustainable Food Strategy for RCTCBC.
<b>Date</b>	February 2025
<b>Please outline who this proposal affects? (Service Users, Employees, Wider Community)</b>	Employees, Wider Community

<b>What are the aims of the policy, and how do these relate to the Welsh Language?</b>	Developing and formalising RCTCBCs first Sustainable Food Strategy form stronger connections throughout local communities, a thriving local food economy and tackle the environmental impact of the food system. Although the strategy does not directly relate to the Welsh Language, the strategy recognises the influence of Welsh language and heritage on the food environment in RCT and seeks to promote the role that Welsh Food Culture and Language will play a role in any initiatives and community activities that are related to this strategy. Additionally, any policies and proposals that derive from this higher-level strategy will also be subject to their own specific Welsh Language Impact Assessment.
<b>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</b>	Any individual who living, working or visiting the borough. The strategy aims to create a fairer and more equal food system which celebrates local food. The strategy is designed to benefit all people living, working and visiting Rhondda Cynon Taf, including Welsh Language speakers as it aims to celebrate not only sustainable food but local businesses and producers, Welsh heritage and Welsh food culture.
<b>Current linguistic profile of the geographical area(s) concerned</b>	The 2021 Census figures regarding the Welsh language show a decrease in the percentage of Welsh speakers across Wales to 17.8%. There was, however, a small increase in RCT – the percentage of the population of the county borough who can speak Welsh increased from 12.3% to 12.4%. Numerically, RCT saw a 2.8% increase in the number of Welsh speakers in the county borough, from 27,779 speakers to 28,556 speakers. RCT was also one of only four LAs in Wales to see an increase in the percentage of Welsh speakers – the others were Cardiff, the Vale of Glamorgan and Merthyr Tudful. All of these are neighbouring county boroughs, which could demonstrate that our region is seeing some positive trends in terms of increases in Welsh speakers, and that there may be a resulting increase in demand for services through the medium of Welsh. As further, more detailed, data from the Census becomes available for RCT (e.g. LSOA data), we will need to consider what impact it may have on the services we provide.
<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 RCT Sustainable Food Strategy details actions related to creating a good food movement in RCT. This is active participation in food related events and activities. All food related activities are advertised bilingually, and language preferences are obtained prior to the event to ensure that Welsh Speakers have the	Current pages on the RCT Sustainable Food webpage  Previous event invites  Currently only one officer is assigned to work on the strategy and the outcomes of the strategy. This officer is already completing a Level 1 in Welsh through the Council,	Ensure that language preferences are obtained before all events and presentations and when events are being held, we will actively offer the public opportunities to speak Welsh.  Source Welsh speakers from within the partnership to

		<p>opportunity to converse in Welsh if desired.</p> <p>All publicised information on the RCT Sustainable Food webpage is available for residents bilingually.</p> <p>Council Officers completing work associated with the strategy and action plan will be actively encouraged to develop Welsh language skills and have the ability to converse in at minimum basic conversations in Welsh.</p> <p>As part of the implementation of the strategy there will be opportunities for people to use the Welsh language in interactions with the work of the partnership both in speaking and reading.</p>	<p>and the officer will be encouraged to improve their Welsh Language level. Any other staff, in the future, that are connected to the implementation and outcomes of the strategy will be encouraged to do the same.</p> <p>Examples of opportunities for people to engage in using the Welsh language include in the wider work of the Partnership includes RCT Food Partnership Steering Group Member, through a grant from the Community Development team, produced a bilingual intergenerational cookery book of local recipes, demonstrating modern Welsh food culture.</p>	<p>attend events and/or an interpreter if required.</p> <p>Support and encourage Community Organisations to hold food related activities in Welsh.</p>
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## **Stage 2 – Impact Assessment**

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

	<b>Does the proposal have any positive, negative or</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>

	neutral impacts?			
<p><b>Numbers and / or percentages of Welsh speakers</b></p> <p>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>	Neutral	<p>The purpose of the RCT Food Strategy is to create a more equal and sustainable food system for all in RCT. The strategy will not directly impact the numbers of Welsh speakers across the borough.</p>	<p>The actions and vision of the strategy.</p>	<p>Although the strategy and accompanying action plan does not have specific actions relating to increasing Welsh speaking percentages, all food related activities supported financially by the council are always asked to consider how they will ensure Welsh language speakers are able to converse in Welsh and learn in Welsh during their activities.</p>
<p><b>Opportunities to promote the Welsh language</b></p> <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>	Neutral	<p>Although the RCT's Sustainable Food Strategy does not include direct actions relating to promoting the Welsh Language the RCT Food Partnership is committed to ensuring that any network member or resident engaging in events and activities related to the strategy has the opportunity to engage with food related projects in Welsh if desired.</p> <p>There will be opportunities to promote Welsh Language food</p>	<p>The Partnership organises Food Business events with Cywain, part of Mentera, who support Welsh Food &amp; Drink producers across Wales. In February 2025, we held a Brecwast Busnes RhCT. All promotional material was bilingual, main facilitator encouraged all attendees to use Welsh if they wished when conversing. Further opportunities will be provided for events held in Welsh.</p>	<p>All related activity to the key priorities in the strategy will obtain language preferences beforehand</p> <p>Although the strategy and accompanying action plan does not have specific actions relating to increasing Welsh speaking percentages, food related grants administered to</p>

		<p>businesses and producers and encourage them to increase Welsh Language visibility through their promotions and packaging.</p> <p>All the correspondence and publicised events and activities are provided in Welsh as well as English.</p>	<p>In a business case produced by the Welsh Language Commissioners Office states that 62% of shoppers believe it is important to have Welsh produce on the menu in restaurants. Moreover, it found that use of the Welsh Language enriches the brand and the value of goods and services in the public's eye.</p>	<p>community groups are asked to consider how food related projects funded by the Council will ensure that the Welsh Language is offered and promoted in their activities.</p> <p>Ensure food businesses and producers know where they can go to help them to access support in using and engaging with their customer base using the Welsh Language i.e. signposting to Helo Blod etc.</p>
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## Stage 2 – Impact Assessment

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

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<p><b>Compliance with the Council's Statutory Welsh Language Standards</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	<p>The strategy will comply with the Council's Statutory Welsh Language Standards and Welsh Language Promotional Strategy in its development and publication. For example, at events if at least 10% of individuals invited to an event have chosen to use Welsh, a simultaneous translation will be provided and any publicity or advertisements for events will be produced bilingually.</p> <p>.Priority 5 of the strategy pertains to changes in procurement to source as sustainably and locally. As far as is practicable and possible sourcing from new and existing businesses who champion the</p>	<p>The strategy development and engagement has provided opportunity for responses through the medium of Welsh; the strategy will be produced bilingually.</p> <p>Language preferences were obtained prior to engagement events to codesign the strategy with the community. Opening remarks were provided in Welsh by a fluent member of the RCT Food Partnership Steering Group.</p>	<p>There is a commitment to the actions within the Strategy and the associated events held to always offer the opportunity to listen and converse in Welsh if required by attendees. All formal documentation is translated.</p> <p>In all meetings or events related to the strategy, all signage, announcements, questionnaires, PowerPoint presentations will be available bilingually with Welsh displayed first.</p>

		Welsh Language. For example, Castell Howell, the largest food wholesaler in Wales provides the food for many of the lots in procurement. Castell Howell champion the Welsh Language, culture and food.		
<b>Treating the Welsh language, no less favourably than the English language</b>	Neutral	The RCT Food Partnership, coordinated by a Council Officer, 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 development of the RCT Food Strategy.	All public communication is offered bilingually. The RCT Food Partnership webpage will be available in both Welsh and English. Although the coordination of the Food Partnership currently has no Welsh speaking members of staff plans, measures are in place to deal with any Welsh language requests received.	There is a commitment to the actions within the Strategy, and to ensure that the Welsh language's role in our food heritage is understood and celebrated in the delivery of these.

### **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>
1. Officer(s) dedicated to completing work on the strategy will continue to develop skills in the Welsh Language to ensure that residents and network members have the opportunity to converse in Welsh about the actions and outcomes of the RCT Sustainable Food Strategy	1. Dedicated officer currently completing a Level 1 in Welsh – started in September	1. Sustainable Food Coordinator 2. Sustainable Food Coordinator



<ul style="list-style-type: none"> <li>2. Ensure preferences are obtained before all events and presentations and when events are being held, we will actively offer the public opportunities to speak Welsh.</li> <li>3. Source Welsh speakers from within the partnership to attend events and/or an interpreter if required.</li> <li>4. Ensure food businesses and producers know where they can go to help the to access support in using and engaging with their customer base using the Welsh Language by creating a toolkit to send on to businesses engaged</li> <li>5. Ensure all formal documentation, whether that be public communications, PowerPoint Presentations, Blogs etc are sent out bilingually</li> <li>6. Celebrating the role of the Welsh Language in our food culture and history</li> <li>7. Food related grants offered to the community by RCTCBC will require applicants to consider how they can use and offer services in Welsh</li> <li>8. Support community organisations to organise food related activities in Welsh through sign posting to support</li> </ul>	<ul style="list-style-type: none"> <li>and due to complete in Summer</li> <li>2. Before any event</li> <li>3. As and when needed</li> <li>4. Before engaging with businesses</li> <li>5. Before it is disseminated</li> <li>6. Throughout the implementation of the strategy</li> <li>7. When grant paperwork is being created</li> <li>8. When food/community activity grants are being released</li> </ul>	<ul style="list-style-type: none"> <li>3. Sustainable Food Coordinator</li> <li>4. Sustainable Food Coordinator</li> <li>5. Sustainable Food Coordinator</li> <li>6. Sustainable Food Coordinator and full RCT Food Partnership Network</li> <li>7. Sustainable Food Coordinator and Programme and Grants Manager in RCT Community Development Team</li> <li>8. Sustainable Food Coordinator</li> </ul>
<p>If ways of reducing the impact have been identified but are not possible to implement, please explain why. Give sufficient detail of data or research that has led to your reasoning.</p>		
What was identified?	Why is it not possible?	

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## **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>
<p><u>Welsh Language Service would like to thank officers for taking time to consider the possible impacts of this strategy on the Welsh Language within the workforce and out in the community. It is positive to see that this strategy will ensure that any activities and documents related to the strategy will adhere to the Welsh Language Standards. It's also great to see that there is a commitment to improving the Welsh Language skill level of staff and to capturing the language choice of residents who will be attending any meetings or events to do with the strategy.</u></p> <p><u>In terms of improving and strengthening the assessment, we need to ensure that an active offer of Welsh is made to residents at every available opportunity so that they have a clear and free choice in terms of their language choice.</u></p>	26/02/2024	All comments from Welsh Language Services have been incorporated into the assessment and Welsh Language Services have signed off.

Furthermore, we feel that more should be done with the strategy so that specific Welsh language initiatives are held that directly support WL businesses. Also, in terms of any businesses/suppliers procured as part of the strategy should also be adhering to the WL Standards as they'll be providing a service on behalf of the Council. Some more data or research about the influence of the Welsh language in the sector would also be beneficial in terms of adding further detail and showing greater awareness.

After review:

Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Consultation Comments	Date Considered	Brief description of any amendments made following consultation

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

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

This is a 5-year strategy, and its implementation will be driven by the RCT Food Partnership Steering Group and Network. Engagement and progress monitoring of the Strategy will take place as set out in the structure below. The Steering Group will be responsible for collating and

monitoring progress against each of the key deliverables as outlined within Action Plan. Progress on the delivery of the Strategy will be reported quarterly to the RCT Food Partnership Network, and annually to the Community Support Steering Group, and RCTCBC Cabinet and Committees (as relevant), as well as in line with the requirements to external funders. The strategy will be reviewed by the RCT Food Partnership Steering Group and Network bi-annually.

### **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.

The RCT Sustainable Food Strategy: Taith Bwyd has been designed to benefit all people living, working and visiting Rhondda Cynon Taf. It's vision is to create a fairer and more equal food system, that celebrates local food and where everyone can access affordable, nutritious and sustainable food.

The main findings from this impact assessment are that the proposal will have mostly neutral impacts on the Welsh Language but with areas where Welsh heritage, culture and language can be celebrated and opportunities to engage with the public and food stakeholders through Welsh.

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<b>Stage 7 – Sign Off</b>			
<b>Name of Officer completing the WLIA</b>	Rhiannon Edwards	<b>Service Director Name:</b>	Louise Davies
<b>Position</b>	Sustainable Food Coordinator	<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>	