

### **Appendix 3:**

#### **Welsh Language Impact Assessment for the draft Education Strategic Plan 2026-2030**

This Welsh Language Impact Assessment (WLIS) tool enables Rhondda Cynon Taf County Borough Council (RCTCBC) 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. It is to be read alongside the draft Strategic Plan for 2026-2030 and the Equality and Socio-Economic Impact Assessment, as the information in all documents is related and the themes within them are cross-cutting.

#### **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.

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| <b>Proposal Name</b>                             | Draft Education Strategic Plan for 2026-2030                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Department</b>                                | Education and Inclusion Services                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Service Director</b>                          | Gaynor Davies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Officer Completing the WLIA</b>               | Nicola Goodman / Hannah Bebb                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| <b>Phone</b>                                     | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Brief Description</b>                         | <p>The draft Education Strategic Plan for 2026-2030 sets out the direction for the Education and Inclusion Services Directorate for the next four years, describing our vision, and ambition for all of our schools in Rhondda Cynon Taf. As an Education Directorate, ensuring that every learner in Rhondda Cynon Taf has access to excellent schools and positive and enriching educational experiences that enable them to achieve the very best possible outcomes that they are capable of is our core purpose.</p> <p>The draft Plan focuses on the need for effective collaboration to secure excellence, equity and inclusion for all. The draft Plan is underpinned by a strong moral imperative and aspiration to tackle the attainment gap (between children and young people facing socio-economic and other challenges and those who do not) and ensure all learners access high quality teaching and learning in excellent schools and receive timely support to enable them to fulfil their potential.</p> |
| <b>Date</b>                                      | 17/11/25                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Please outline who this proposal affects?</b> | <p>The Strategic Plan is specific to the Education and Inclusion Service and our 111 schools. As such all children, learners, parents/carers, and the wider communities served by our schools should benefit from this clear strategic focus. In addition, several external groups and organisations could benefit from the draft Plan. These include, but are not limited to:</p> <ul style="list-style-type: none"><li>• Professional Learning and Curriculum Support Service delivered on a regional basis.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

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| (Service Users, Employees, Wider Community)                                     | <ul style="list-style-type: none"> <li>• Coleg y Cymoedd.</li> <li>• Cwm Taf Morgannwg University Health Board (CTMUHB).</li> <li>• Mudiad Meithrin.</li> <li>• RhAG.</li> <li>• University of South Wales.</li> <li>• Welsh Government.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| What are the aims of the policy, and how do these relate to the Welsh Language? | <p>The draft Plan contains a clear strategic direction for the next four years and contains a shared vision and priorities to deliver that vision.</p> <p>Our new vision is:<br/> <b>‘Effectively collaborating to secure excellence, equity and inclusion for all’.</b></p> <p>Our new draft Plan for 2026-30 prioritises the areas identified from robust service self-evaluation, Estyn feedback and early stakeholder feedback gathered in the spring and summer term 2025. They are also reflective of the corporate priorities of the Council as outlined in our <a href="#">Corporate Plan 2024-30</a> ‘Working with our Communities’.</p> <p>The four strategic priorities for 2026-30 which will enable delivery of our vision are:</p> <p><b>Strategic Priority 1:</b> Securing strong leadership, governance, and continuous improvement through effective collaborations</p> <p><b>Strategic Priority 2:</b> Embedding excellent teaching, learning and assessment practices that deliver good progression and outcomes for all</p> <p><b>Strategic Priority 3:</b> Ensuring all learners have access to the highest quality inclusive education and the right support to overcome barriers to learning and participation</p> <p><b>Strategic Priority 4:</b> Delivering Safe and Sustainable Communities for Learning</p> <p>Education and Inclusion Services will strive to embed positive approaches and attitudes towards the Welsh language through purposeful strategic developments across our schools and service areas that promote growth in the use of the Welsh language and provision across the county borough. The draft Plan will ensure that all learners will have access to opportunities to develop their Welsh language skills and awareness of their cultural heritage and in doing so will support the implementation of RCTCBC’s Welsh in Education Strategic Plan for 2022-2032.</p> |
| Who will benefit / Could the policy affect Welsh                                | <p>The draft Plan is specific to the Education and Inclusion Service. As such all children, learners, parents/carers, and the wider communities serviced by our schools could benefit from it. In addition, several external groups and organisations could benefit from the draft Plan. These include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Professional Learning and Curriculum Support Service delivered on a regional basis.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

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| language groups?<br>If so, list them here. | <ul style="list-style-type: none"> <li>• Coleg y Cymoedd.</li> <li>• Cwm Taf Morgannwg University Health Board (CTMUHB).</li> <li>• Mudiad Meithrin.</li> <li>• RhAG.</li> <li>• University of South Wales.</li> <li>• Welsh Government.</li> </ul> |
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Current linguistic profile of the geographical area(s) concerned

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.

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 entire county borough who can speak Welsh increased from 12.3% to 12.4%. The number of Welsh speakers in the county borough rose by 2.8% from 27,779 speakers to 28,556 speakers. RCT was one of only four local authorities in Wales to see an increase in the percentage of Welsh speakers – the other local authorities were Cardiff, Merthyr Tydfil and the Vale of Glamorgan. All of these are neighbouring local authorities, 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.

There are 16 Welsh medium primary schools located throughout the county borough. There are two all through schools for 3 to 19 year olds, one dual language primary school for 3 to 11 year olds and 13 primary schools for 3 to 11 year olds.

The table that follows outlines the total number of primary school aged learners attending schools in the county borough, split by English and Welsh medium for the previous three academic years and is derived from the PLASC:

| Total Number of Primary School Aged Learners Attending Schools in the County Borough Split by English and Welsh Medium |               |       |        |       |        |       |        |       |        |       |
|------------------------------------------------------------------------------------------------------------------------|---------------|-------|--------|-------|--------|-------|--------|-------|--------|-------|
| Category                                                                                                               | Academic Year |       |        |       |        |       |        |       |        |       |
|                                                                                                                        | 2020          |       | 2021   |       | 2022   |       | 2023   |       | 2024   |       |
|                                                                                                                        | Number        | %     | Number | %     | Number | %     | Number | %     | Number | %     |
| English Medium Primary Schools                                                                                         | 18,078        | 81.1% | 17,894 | 81.2% | 17,627 | 81.2% | 17,351 | 81.1% | 17,057 | 80.9% |
| Welsh Medium                                                                                                           | 4,220         | 18.9% | 4,152  | 18.8% | 4,097  | 18.8% | 4,038  | 18.9% | 4,041  | 19.1% |

|                                        |        |  |        |  |        |  |        |  |        |  |
|----------------------------------------|--------|--|--------|--|--------|--|--------|--|--------|--|
| Primary Schools                        |        |  |        |  |        |  |        |  |        |  |
| Total Number Attending Primary Schools | 22,298 |  | 22,046 |  | 21,724 |  | 21,389 |  | 21,098 |  |

The data demonstrates stability in the ratio split of primary school aged learners attending English and Welsh medium primary schools for the previous three academic years.

The number of learners across the board has fallen as a result of falling birth rates in RCT. The birth rate has fallen from 2,284 in 2019-20 to 1,961 in 2024-25, however most recent data available (PLASC 2024-25) shows that the number of three-year-old learners receiving their education through the medium of Welsh has increased. Please see table below:

| Year            | Number | Percentage |
|-----------------|--------|------------|
| PLASC 2019-2020 | 532    | 21.88%     |
| PLASC 2021-2022 | 511    | 20.78%     |
| PLASC 2022-2023 | 497    | 20.82%     |
| PLASC 2023-2024 | 511    | 21.64%     |
| PLASC 2024-2025 | 519    | 24.07%     |

There are four Welsh medium secondary schools located throughout the county borough. There are two all through schools for 3- to 19-year-olds and two secondary schools for 11- to 19-year-olds. The table that follows outlines the total number of secondary school aged learners attending schools in the County Borough, split by English and Welsh medium for the previous three academic years and is derived from the PLASC:

| Total Number of Secondary School Aged Learners Attending Schools in the County Borough Split by English and Welsh Medium |               |       |        |       |        |     |        |     |        |       |
|--------------------------------------------------------------------------------------------------------------------------|---------------|-------|--------|-------|--------|-----|--------|-----|--------|-------|
| Category                                                                                                                 | Academic Year |       |        |       |        |     |        |     |        |       |
|                                                                                                                          | 2020          |       | 2021   |       | 2022   |     | 2023   |     | 2024   |       |
|                                                                                                                          | Number        | %     | Number | %     | Number | %   | Number | %   | Number | %     |
| English Medium Secondary Schools                                                                                         | 12,868        | 80.4% | 13,346 | 80.7% | 13,365 | 81% | 13,316 | 81% | 13,247 | 81.5% |
| Welsh Medium Secondary Schools                                                                                           | 3,140         | 19.6% | 3,197  | 19.3% | 3,136  | 19% | 3,121  | 19% | 3,006  | 18.5% |
| Total Number Attending Secondary Schools                                                                                 | 16,008        |       | 16,543 |       | 16,501 |     | 16,437 |     | 16,253 |       |

The data demonstrates stability in the ratio split of secondary school aged learners attending English and Welsh medium secondary schools for the previous three academic years.

Data relating to transition rates are routinely scrutinised. As highlighted in [WESP Progress Report 2024/25](#) to Welsh Government in relation to Year 3 of our WESP, at the time of writing (summer 2025), a total of 26 learners were planning to leave Welsh medium education for Year 7. Of this number, 19 learners were transitioning into English medium schools in RCTCBC and 7 learners were transitioning to out-of-county schools, therefore their destination for Year 7 was unknown to the Local Authority.

A detailed breakdown of the planned movement of learners from Year 6 to Year 7 for all Welsh medium schools in RCTCBC, per catchment area was provided in the aforementioned report to Welsh Government. Learners that were planning to transition to a specialist setting within the County, have been excluded from this data.

- YG Cwm Rhondda catchment area - 93.81% transitioning into a Welsh medium secondary school and 6.19% transitioning into an English medium secondary school in RCTCBC.
- Ysgol Garth Olwg catchment area – 99.40% transitioning into a Welsh medium secondary school and 0.6% transitioning into an English medium secondary school in RCTCBC.
- Ysgol Llanhari catchment area – 88.3% transitioning into a Welsh medium secondary school and 11.70% transitioning into an English medium secondary school in RCTCBC.
- YG Rhydywaun area - 100% transitioning into a Welsh medium secondary school in RCTCBC.

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|                                        | <p>The data suggests that some catchment areas would benefit from continued targeted support and intervention to increase the numbers transitioning to Welsh medium secondary education. This has been an important focus for year 3 of the WESP and will continue to be so during Year 4 and beyond.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Other relevant data or research</b> | <p>The main strategies and policies that are linked with the draft Strategic Plan for 2026-2030 are:</p> <p>National:</p> <ul style="list-style-type: none"> <li>• Wellbeing of Future Generations (Wales) Act 2015.</li> <li>• Qualified for Life: An Education Improvement Plan for 3-19 Year Olds in Wales.</li> <li>• The Programme for Government: update.</li> <li>• Cymraeg 2050: A Million Welsh Speakers.</li> <li>• Cymraeg 2050 : Welsh language strategy action plan 2024 to 2025.</li> <li>• The School Standards and Organisation (Wales) Act 2013.</li> <li>• The Welsh in Education Strategic Plans and Assessing the Demand (Wales) Regulations 2013.</li> <li>• The Welsh Language and Education (Wales) Act 2025.</li> <li>• The Welsh Language (Wales) Measure 2011</li> <li>• Welsh Government's Net Zero Carbon Strategic Plan: 2022.</li> <li>• The Curriculum and Assessment (Wales) Act 2021.</li> <li>• Curriculum for Wales – 2022.</li> <li>• A curriculum for funded non-maintained nursery settings – 2022.</li> <li>• Welsh Government's Our national mission: high standards and aspirations for all – 2022.</li> <li>• Welsh Medium Capital Grant.</li> <li>• Childcare Act 2006.</li> <li>• Welsh Government Childcare Offer.</li> <li>• Reducing Infant Class Sizes.</li> <li>• The Additional Learning Needs and Education Tribunal (Wales) Act 2018.</li> <li>• Additional Learning Needs Code for Wales.</li> </ul> <p>Regional:</p> <ul style="list-style-type: none"> <li>• Cwm Taf Public Services Board: Wellbeing Assessment 2022.</li> </ul> <p>Local:</p> <ul style="list-style-type: none"> <li>• RCTCBC Corporate Plan – 2024 to 2030: 'Working with our Communities'.</li> <li>• RCTCBC Local Development Plan – 2006 to 2021 (and in turn the revised LDP 2022-2037 which has been submitted to Welsh Government).</li> </ul> |

- RCTCBC Welsh Language Promotion Strategy – 2022 to 2027.
- RCTCBC WESP – 2022 to 2032.
- RCTCBC Childcare Sufficiency Assessment – 2022-2027.
- RCTCBC Strategic Equality Plan – 2024-2028.

More specifically:

- Welsh Government's 'Our national mission', sets out how the education sector will achieve high standards and aspirations for all, tackling the impact of poverty on attainment and ambition. Objective 6 – 'Cymraeg belongs to us all, giving every learner equal access to the language and the opportunity to reach their potential'.
- RCTCBC's Corporate Plan – 2024 to 2030: 'Working with our Communities' includes the wellbeing objective of 'People and communities' and one of the priorities within this objective is that 'children and young people have the best start in life and can grow and learn quickly', with one of the actions being 'Providing great learning environments through new and improved early years settings and schools, including a new Special school and making Welsh medium education accessible to all'.
- RCTCBC's Corporate Plan – 2024 to 2030: 'Working with our Communities' includes the wellbeing objective of 'Culture, heritage and Welsh language' and one of the priorities within this objective is 'An RCT where culture and heritage is vibrant and difference is celebrated in strong communities that enhance well-being' with one of the actions being 'Continuing to grow the use of the Welsh language so that it thrives in our homes, communities and work'.
- The Welsh Language and Education (Wales) Act 2025 is strategically important because it transforms the aspiration of a bilingual Wales into a statutory, system-wide reality.

## **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?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| <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 RCTCBC and for staff to use Welsh at work.</p> | Positive.                                                         | <p>Strategic Priorities 1-4 will have a direct impact on our ability to deliver on the WESP and opportunities for individuals to use the Welsh language. For example, in relation to Outcomes 1, 2, 5 and 7.</p> <ul style="list-style-type: none"> <li>The WESP's focus on more nursery children/ three-year-olds receiving their education through the medium of Welsh and more reception class children/ five-year-olds receiving their education through the medium of Welsh will have a positive impact on opportunities to use the Welsh language (Outcomes 1 and 2).</li> <li>The WESP has a strong focus on enhancing the use of Welsh in the wider context (Outcome 5) which should also have positive impacts on the Welsh language. For example, strategic work on 'Siarter Iaith/Cymraeg Campus' Welsh Language Charter Framework programme continues to promote the use of Welsh in all schools. The WESP will continue to focus on</li> </ul> | <p>Outcome 1 of the WESP will continue to focus on growing the numbers of 3-year-olds accessing Welsh medium provision through a range of initiatives e.g. Cymraeg i Blant sessions. Our significant investment in early years provision will continue under Strategic Priority 4 and this will have a direct impact on Outcome 1 of the WESP. Strong progress was made on Outcome 1 during 2024/25 academic year and this is likely to continue given ongoing investment. Almost every school in RCT is now engaged with the Siarter Iaith/Cymraeg Campus programme, there is only 1 English medium secondary school yet to engage.</p> <p>With Outcome 2, the overarching WESP target of increasing the percentage of year one learners in Welsh medium education requires a multifaceted approach and the Council continues to build and maintain constructive working relationships with all relevant groups and organisations who can contribute towards it. Ensuring the availability of Welsh medium education in the right location from the initial early years, through to</p> | <p>There are twice yearly subgroup meetings for all the seven outcomes in the WESP and a further two meetings per year for the Steering Group. Each WESP sub-group is led by a member of the SLT and the Steering Group is chaired by the Director of Education and Inclusion Services. Progress against the plan is monitored in these meetings, in the Education and Inclusion Services Scrutiny Committee and by Welsh Government, who routinely attend our Steering Group meetings and provide feedback on our annual progress report which is submitted to them in July of each year.</p> <p>Progress against the WESP is routinely scrutinised by the Education and Inclusion Services Scrutiny Committee. All significant investment programmes are submitted to Cabinet for approval and all proposals requiring statutory consultation involve consideration by the Education and Inclusion Services committee.</p> |

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|  |  | <p>strengthened partnership working with a range of partners including Urdd Gobaith Cymru and Menter Iaith so that the Welsh language is used in a range of contexts.</p> <ul style="list-style-type: none"> <li>• Outcome 7 of the WESP places a strong focus on increasing the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.</li> </ul> <p>All outcomes in the WESP, will have an impact on opportunities to use Welsh. The Strategy will ensure that the WESP is high priority for the next 4 years and beyond, and it is explicitly referenced under Strategic Priority 1.</p> | <p>primary and secondary education, then progressing through to higher and further education for all learners, whatever their learning need, is fundamental to contributing towards the vision of one million people in Wales being Welsh speakers by 2050. Strategic Priority 4 in the Strategy will ensure continued growth and investment in Welsh medium education.</p> <p>In terms of Outcome 5, many schools have progressed through the awarding ranks this year with many English medium schools achieving the gold Cymraeg Campus award. Many English medium schools have engaged with Welsh language activities arranged by Urdd Gobaith Cymru throughout 2024/25, with three English medium primary schools taking advantage of after-school clubs hosted by Urdd Gobaith Cymru. Menter Iaith RCT have supported three English medium schools to host Welsh language activities. This work will continue to be developed moving forward.</p> <p>Outcome 7 focuses on workforce planning, succession planning and an investment in leadership training and programmes. This will have a positive impact on our capacity to grow the workforce and deliver Welsh medium education in RCT.</p> | <p>Routine review of our performance against the WESP enables risks to be identified early and rectified. Furthermore, the Education Strategic Plan if approved will form the framework for all delivery plans and will be subject to: routine performance management; monitoring, evaluation and review; and Corporate monitoring.</p> <p>Through routine data analysis and targeted intervention where this is required.</p> |
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|  |  |  | <p>Strategic Priority 4 in the new Education Strategic Plan will enable us to deliver on this agenda.</p> <p>Data and information relating to workforce opportunities are shared with the Council's WESP Officer and members of the relevant sub-groups which have been established to focus specifically on each of the seven outcomes, which includes a focus on increasing the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh. The newly commissioned Professional Learning and Curriculum Support Services has capacity to support the development of Welsh medium provision across RCT.</p> <p>The new School Improvement Service in RCT has dedicated Welsh speaking School Improvement Officers. A number of grant funding bids have been approved for Welsh medium school clusters to support strategic priorities in the sector and to strengthen school-to-school working. Strategic Priorities 1-4 will have a direct positive impact on our ability to deliver on the WESP for the next four years and beyond.</p> <p>Improving qualifications and outcomes for the Welsh language will have a positive impact on Outcome 4. Outcome</p> |  |
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|  |  | <p>The draft Plan focuses on collaboration, equity and inclusivity which in turn will contribute to achieving our national goals set out in the Well-being of Future Generations (Wales) Act 2015. One of the Act's overarching goals is to create 'A Wales of vibrant culture and thriving Welsh language'. As such, under the draft Plan all learners will have access to opportunities to develop their Welsh language skills through effective delivery of the WESP with a clear focus on: more children receiving education through the medium of Welsh in nursery and reception years, improved Welsh language skills during school transitions, more learners studying and achieving qualifications in Welsh, greater opportunities to use Welsh in schools, increased provision for ALN learners, and a larger number of qualified Welsh-speaking teachers.</p> | <p>data at the end of years 11, 12 and 13 are routinely analysed and evaluated to monitor GCSE, AS and A level outcomes so that targeted support can be provided where required. This analysis also applies to attendance and exclusion data where the progress of different schools and vulnerable groups can be reviewed.</p> <p>Inclusion Services has a duty to ensure that there is sufficient additional learning needs (ALN) provision for learners in Welsh medium education and evaluate the outcomes for learners accessing specialist support. Investment over recent years has seen specialist Welsh language learning support class (LSC) provision for secondary aged learners at Ysgol Garth Olwg being established in addition to two new Welsh medium primary phase learning support classes opening at YGG Awel Taf. This is a first of its kind provision at primary level in RCT and is a key achievement towards enhancing the Welsh medium specialist ALN placement provision available in the County for learners with significant ALN.</p> <p>The Food and Fun Programme continues to run over the summer holiday period in the Council's most deprived communities and Welsh medium provision is part of this offer. The Programme was held in 14 schools over the summer of 2025 including YGG Awel Taf and YGG</p> | <p>Where necessary, proposals for enhancing provision will be submitted to Cabinet for consideration. Additional Welsh medium secondary ALN provision (where required) would further contribute to more positive impacts. There is a statutory requirement to keep ALN provision under review to ensure sufficiency in provision. At present there is capacity in the Welsh medium provisions and this will continue to be monitored to ensure that this remains to be the case. If any expansion is required then consideration will be given to geographical locations to ensure the equitable distribution of provision according to demand and need.</p> <p>Wider opportunities to engage in activities through the medium of Welsh are provided in English medium provisions too with all staff encouraged to use bilingual approaches.</p> |
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|  |  | <p>Strategic Priorities 1 and 2 focus on leadership and workforce and on the importance of embedding excellent teaching and learning practices. The latter includes developing Welsh language teaching and learning opportunities for staff and pupils. The regional commissioned Professional Learning and Curriculum Support Service will continue to provide support to both Welsh and English medium schools on a range of curriculum matters including approaches that will further improve Welsh language skills. The new school improvement service and collaboratives will also further improve Welsh medium provision and standards in our schools.</p> <p>School improvement collaboratives have been established across Welsh medium schools to further accelerate school improvement, including a bespoke school</p> | <p>Abercynon. An additional nine schools hosted the Programme and pupils within these communities who attend Welsh medium schools were able to attend e.g. Tonyrefail Community School hosted pupils that attend YGG Tonyrefail. Three Special Schools were also part of this project during 2024/25.</p> <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. The National Centre for Learning Welsh now offer fully funded courses for school-based practitioners to undertake training and upskilling opportunities to improve their Welsh language skills. A dedicated tutor has been appointed to work with RCTCBC, Merthyr Tydfil CBC and Caerphilly CBC to ensure a more robust offer of provision is available to practitioners.</p> <p>The regional Professional Learning and Curriculum Support Service and the National Centre for Learning Welsh promote these opportunities through their relevant channels. The Council's Education and Inclusion Services Directorate further promotes these opportunities through promoting with</p> | <p>The Council's Education and Inclusion Services Directorate will continue to deliver the WESP and its outcomes in collaboration with internal partners, Welsh language organisations and Welsh Government. Strategic Priorities 1-4 will impact the delivery of the WESP, our new Vision is collaboration which is central to its successful delivery.</p> <p>The Council's Education and Inclusion Services Directorate will continue to work with regional Professional Learning and Curriculum Support Service, the National Centre for Learning Welsh and schools in RCT to promote the range of professional learning opportunities available to any school-based staff looking for opportunities to learn, improve or upskill their Welsh language skills.</p> <p>The Council's WESP Officer and the Council's Welsh Language Services will continue to work with staff internally and Welsh language partner organisations to encourage and facilitate long term growth for the Welsh language and Welsh medium education.</p> |
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|  |  | <p>improvement model across Welsh medium secondary schools in RCTCBC and Bridgend CBC.</p> <p>There is a clear commitment within the draft Plan to tackle the attainment gap between children and young people living in poverty and those who do not and Strategic Priority 3 seeks to ensure that <b>all</b> learners access the highest quality inclusive education and receive support to overcoming barriers to learning and participation.</p> <p>The Council's WESP focuses on increasing the percentage of year one learners in Welsh medium education to 30% by 2032. The range of strategies and initiatives which have been, and will be, implemented throughout the 10-year lifespan of the WESP will provide increasing opportunities for persons to use the Welsh language.</p> | <p>schools directly throughout the academic year.</p> <p>The Council has opportunities for internal staff across all services to access free training to improve their Welsh language skills. Welsh Language 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 are 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.</p> <p>The Council's guaranteed interview scheme for Welsh speakers was rolled out in 2024-25. This means that any Welsh speakers applying for job positions within RCT Council will be guaranteed an interview. This has been introduced with the aim of attracting more Welsh speakers to the workforce, ensuring we have a strong Welsh language workforce to deliver all services.</p> | <p>The Council will continue to promote this scheme option with any new job vacancy advertisements.</p> |
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|  |  |  | <p>Through attracting more Welsh speakers to the workforce, this will support the Council to have a strong Welsh language workforce to deliver all services, positively impacting opportunities for persons to use the Welsh language.</p> <p>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.</p> | <p>Significant work has been undertaken to strengthen our approach to attracting more staff to work in RCT through an improved website and promotional videos.</p> <p>We will continue to 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. New school builds now also incorporate bilingual braille on school signage providing equal opportunities in terms of the Welsh language and equality.</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 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>                                                                                                |
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| <b>Numbers and/or percentages of Welsh speakers.</b><br><br>e.g., Welsh | Positive.                                                                | In recent years, support has been given to promote and increase learners' use of the Welsh language in primary and secondary schools in social contexts. This has been done through the introduction of the Welsh | Data and information relating to Siarter Iaith/Cymraeg Campus Welsh Language Charter is shared with the Council's WESP Officer and members of the WESP Outcome 5 sub-group which has been established to focus specifically on this outcome which aims to increase opportunities for learners to | The regional Professional Learning and Curriculum Support Service will continue to support all schools to promote and increase learners' use of the Welsh language in primary and secondary schools and work |

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| <p>medium education/study opportunities. Links with the Welsh Government's Cymraeg 2050 Strategy / RCTCBC Five Year Welsh Language Strategy.</p> |  | <p>Language Charter (Siarter Iaith/Cymraeg Campus).</p> <p>Data for engagement with the Siarter Iaith/Cymraeg Campus is as follows (as of September 2025):</p> <ul style="list-style-type: none"> <li>○ All Welsh medium primary schools have received the bronze award.</li> <li>○ 14 Welsh medium primary schools have received the silver award.</li> <li>○ 10 Welsh medium primary schools have received the gold award.</li> <li>○ 3 Welsh medium secondary schools have received the bronze award.</li> <li>○ 1 Welsh medium secondary school has received the silver award.</li> <li>○ 60 English medium primary schools have received the bronze award.</li> <li>○ 28 English medium primary schools have received the silver award.</li> <li>○ 9 English medium primary schools have received the gold award.</li> <li>○ 7 English medium secondary schools have received the bronze award.</li> </ul> | <p>use Welsh in school.</p> <p>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 learners in the transition between key stages, offers all learners the opportunity to become fully bilingual and aligns with the Curriculum for Wales.</p> <p>PLASC 2021-2022 data shows that 20.78% of three-year-olds were receiving their education through the medium of Welsh. Most recent data available when completing this review (PLASC 2024-2025) shows that this percentage has increased to 24.07%. This evidences the positive impact the delivery of the WESP is having on the numbers and percentages of people speaking Welsh and supports Welsh Government's overarching vision of creating a million Welsh speakers in Wales by 2050.</p> <p>The introduction of funded opportunities for school-based staff to learn the Welsh language or upskill their current skills will contribute towards Welsh Government's target of one million Welsh speakers in Wales by 2050 and the targets set out in RCTCBC's WESP, specifically under Outcome 7 of the WESP.</p> <p>Data and information relating to these opportunities are shared with the Council's WESP Officer and members of the WESP</p> | <p>through the awarding ranks.</p> <p>The Council's Education and Inclusion Services Directorate will continue to support schools to facilitate use of the Welsh language across the curriculum in alignment with the Curriculum for Wales.</p> <p>The Council's Education and Inclusion Services Directorate will continue to deliver a range of initiatives to work towards increasing the number and percentage of learners accessing their education through the medium of Welsh.</p> <p>The Council's Education and Inclusion Services Directorate will continue to work with regional Professional Learning and Curriculum Support Service, the National Centre for Learning Welsh and schools in RCT to promote the range of professional learning opportunities available to any staff looking for opportunities to learn, improve or upskill their Welsh language skills.</p> <p>The Council's Welsh Language Immersion Lead Officer will continue to monitor and evaluate the provision and learner</p> |
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|  | <ul style="list-style-type: none"> <li>○ 5 English medium secondary schools have received the silver award.</li> <li>○ 4 English medium secondary schools have received the gold award.</li> <li>○ 5 English medium special schools/units have received the bronze award.</li> </ul> <p>There is one school in RCT yet to engage with provision. The regional Professional Learning and Curriculum Support Service continue to work with the school to encourage uptake with the programme.</p> <p>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 learners inside and outside primary and secondary schools.</p> <p>There are seven main outcomes of the WESP, two of which focus specifically on increasing the number of three- and five-year-olds receiving their education through the medium of Welsh. The delivery of the WESP will have a positive impact upon numbers and percentages of Welsh speakers,</p> | <p>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.</p> | <p>outcomes to ensure that the structure and programme is suitable for each individual learner.</p> <p>The Council's Education and Inclusion Services Directorate will ensure that marketing resources promoting the Welsh language immersion provision are shared as widely as possible throughout local communities in RCT to support continuing demand for the service.</p> |
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|  |  | <p>should we reach the targets as set out in the plan.</p> <p>In contributing towards the vision of one million people in Wales being Welsh speakers by 2050 and in line with the Council's WESP, it is vital to ensure a school-based workforce of sufficient size and capability. We must work locally, regionally and nationally to ensure we create a school-based workforce with robust linguistic skills, able to inspire and motivate learners in Welsh medium and Welsh language education. As mentioned above, the National Centre for Learning Welsh offer fully funded Welsh language training or upskilling for school-based practitioners. This is in addition to the Welsh language professional learning offer available from the regional Professional Learning and Curriculum Support Service.</p> <p>The Council now provides Welsh language immersion support for learners who are latecomers to Welsh medium education. This support is currently available to learners in Years 2 – 6 who transfer from an English medium school to be educated in a Welsh medium school. This provision supports the accelerated acquisition of Welsh language skills for learners, directly</p> | <p>Language immersion methods are identified as the most effective ways of helping non-Welsh speaking learners to learn the Welsh language. Since the team began to support learners from 2022, a total of 32 learners have accessed the provision and transitioned into the Welsh medium classroom. During 2024-2025, the team expanded in response to increasing demand for immersion provision. A positive Estyn inspection of the Welsh Language</p> |  |
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|  |  | <p>impacting the numbers and percentages of learners receiving their education through the medium of Welsh.</p> <p>Welsh and English medium schools with community use facilities are actively encouraged and supported to utilise the facilities available to increase participation in the Welsh language through hosting Welsh lessons and/or any other opportunities for community engagement through the medium of Welsh. Parents/carers and the wider community are supported and encouraged to participate in activities through the medium of Welsh in order to improve their confidence using the Welsh language and to and retain their Welsh language skills.</p> <p>By investing significantly in new or significantly refurbished Welsh medium 21<sup>st</sup> century schools via Welsh Government's Sustainable Communities for Learning Programme, more pupils across the county will be able to access Welsh medium education in high quality and accessible school buildings. Strategic Priority 4 focuses on 'delivering safe and sustainable communities for learning', providing 21<sup>st</sup> century school facilities to</p> | <p>Immersion service was undertaken in October 2025.</p> <p>The demand for classes through the medium of Welsh can be evidenced by the popularity of the Garth Olwg Lifelong Learning Centre. Each week, 82 people are accessing the centre to undertake the Entry, Foundation or Advanced Level courses to learn Welsh.</p> <p>Regular reports are provided to the Education and Inclusion Scrutiny Committee in relation to the WESP targets:-</p> <ul style="list-style-type: none"> <li>• <a href="#">Education and inclusion Scrutiny Committee - March 2023</a></li> <li>• <a href="#">Education and Inclusion Scrutiny Committee - December 2024</a></li> <li>• <a href="#">Education and Inclusion Scrutiny Committee - September 2025</a></li> </ul> <p>These reports demonstrate the progress that is being made against nearly all outcomes. Outcome 7 is the most challenging to deliver against as this is also reliant on national factors which can be difficult to mitigate against at a local level.</p> | <p>The Council will continue to encourage schools to host Welsh language events and sessions, inviting Welsh language groups to utilise the space available to host any other Welsh language group classes/sessions at the school.</p> <p>Our Welsh medium schools have significant surplus capacity to meet need. There is however continued planned investment via the Sustainable Communities for Learning Programme which will result in a growth in the number of improved 21<sup>st</sup> century schools facilities, with significant investment in the Welsh medium school sector.</p> <p>All WESP targets will be closely monitored in sub-groups and the steering group meetings, and through more formal monitoring routes at Welsh Government level, and through the delivery of our Directorate and Service Plans via quarterly Corporate monitoring, and Scrutiny Committee reporting.</p> |
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|  |  | <p>benefit pupils, staff and the wider community.<br/>The Council continues to invest in Welsh medium provision.</p> <p>The Council will also continue to progress and deliver projects funded via the Welsh Government's Childcare Offer Capital Grant Scheme and Welsh Medium Capital Grant Scheme. These projects support capital works that facilitate growth in Welsh medium education, with funding specifically aimed at developing or expanding Welsh medium childcare and early years settings co-located on Welsh medium primary school sites.</p> | <p>Progress in developing the Sustainable Communities for Learning Rolling Programme projects is regularly evaluated. Current projects under consideration or being implemented are detailed here: <a href="#">Sustainable Communities for Learning - New Rolling Programme Update</a></p> <p>New facilities for several Welsh medium schools are to be delivered including:</p> <ul style="list-style-type: none"> <li>- Ysgol Cwm Rhondda (secondary school)</li> <li>- Ysgol Llanhari (all through school)</li> <li>- a new Welsh medium primary school (plus Welsh medium childcare provision) adjacent to Dolau Primary School.</li> </ul> <p>A new Welsh medium childcare and early years setting is also being constructed as part of the new English medium primary school for Glyn-coch.</p> <p>These will add to the recently opened new Welsh medium primary schools for YGG Awel Taf and YGG Llyn-y-Forwyn, as well as the extension to Ysgol Gyfun Rhydywaun and a classroom extension to YGG Castellau.</p> |  |
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|                                                                                                                                                  |           |                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>YGG Castellau and Penderyn Community Centre, where Cylch Meithrin Penderyn operates, have received significant investment to develop provision for the delivery of Welsh medium early years provision. Both schemes delivered a combined investment of over £2.3M in Welsh medium early years provision. The construction of a classroom extension for YGG Castellau allowed the school to surrender their current nursery classroom to become a dedicated childcare facility, without affecting the school pupil capacity figures. This project was delivered during the Autumn term 2024. Similarly, a single storey extension to the rear of Penderyn Community Centre was delivered along with internal remodelling and refurbishment work, allowing Cylch Meithrin Penderyn to have their own dedicated space with their own children's toilets, food preparation area and secure external all weather play area. This was delivered in the Spring term 2025.</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</p> | Positive. | <p>The Welsh language now has official status and legislation in place which provides 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 the earliest stages and throughout each stage of education. To ensure</p> | <p>In terms of the WESP there is evidence that our approaches are effective and making a difference.</p> <p><b>Outcome 1:</b> Data clearly shows strong progress. In 2024/25 the percentage of nursery/three year old learners receiving their education through the medium of Welsh increased by 2.43 percentage points, which is strong progress. During 2024/25, YGG Castellau and Penderyn Community Centre, where Cylch Meithrin Penderyn</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <p>The Council's Education Directorate will continue to support regional Professional Learning and Curriculum Support Service to promote and increase pupils' use of the Welsh language in all schools in RCT.</p> <p>The Council's Education and Inclusion Services Directorate will continue to run promotional campaigns via social media</p> |

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| <p>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>opportunities for people to use the Welsh language, all schools will continue to be supported to work through the 'Siarter Iaith/Cymraeg Campus' Welsh Language Charter awards to access opportunities to use the language in different contexts in both Welsh and English medium schools.</p> <p>Strategic Priority 1 has a clear focus on ensuring that we deliver improvement across all seven outcomes of the WESP and ensures that we have effective workforce development plans in place. This will have a direct positive impact on all outcomes, including Outcome 7.</p> <p>Strategic Priority 2 focuses on ensuring that we embed excellent teaching and learning and assessment practices in place that deliver good progression and outcomes for all, which will have a positive impact on Outcome 4 (qualifications) and Outcome 5 (use of Welsh in the wider context) in particular.</p> <p>Strategic Priority 3 emphasises the inclusive education and ensuring that learners have access to the right support at the right time. This will have a direct positive impact on Outcome 6 of the WESP.</p> | <p>operates, received a combined investment of <b>£2.3M</b> in Welsh medium early years provision. During the last academic year, the number of settings approved to deliver Welsh medium Flying Start provision increased by 1 with an increase of 58 attending Welsh medium provision.</p> <p><b>Outcome 2:</b> the percentage of year one learners receiving their education through the medium of Welsh increased by 1.97 percentage points during 2024/25 compared to the previous year. Two band new Welsh medium schools were opened, with a combined investment of over <b>£30M</b>.</p> <p>Across the 2023-24 and 2024-25 academic years, a total of 32 learners who have accessed support from the Welsh Language Immersion Service remain in Welsh medium education. This academic year, a total of 10 learners are accessing ongoing support. The service is developing well and was inspected by Estyn in October 2025 with very positive feedback received. Overall, good progress is being made against Outcome 2.</p> <p><b>Outcome 5:</b> Data and information relating to the 'Siarter Iaith/Cymraeg Campus' Welsh Language Charter is shared with the Council's WESP Officer each term via the regional Professional Learning and Curriculum Support Service.</p> <p><b>Outcome 6:</b> Two new Welsh medium</p> | <p>platforms in tandem with the school admissions application window and periodically throughout the academic year to ensure promotion of Welsh medium education is at the forefront.</p> <p>The Council's WESP Officer will continue to work closely with members who comprise the WESP Steering Group and subsequent sub-groups to explore different methods of marketing and promoting and implementing these ideas.</p> <p>Promotion of the options available to learners who wish to transition from English medium education into Welsh medium education through sharing information and resources with schools, via the Council's social media platforms and through local communities.</p> <p>The Council will continue to ensure a clear alignment with the Five-Year Welsh Language Promotion Strategy. The Council's WESP Officer and the Council's Welsh Language Services will continue to work with staff internally and Welsh</p> |
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|  |  | <p>Strategic Priority 4 will deliver safe and sustainable communities for learning which will positively impact on Outcomes 1 and 2 in particular.</p> <p>At the heart of the new Education Strategic Plan is collaboration and this also underpins our approach to the delivery of our ambitious WESP and our school improvement model. Our Welsh medium schools are already significantly benefiting from the collaboration bids (Strategic Priority 2) and this has created significant opportunities for facilitating school to school support, and the development of a new school improvement opportunities.</p> <p>Underpinning the WESP is an extensive marketing and promotion of Welsh medium education which is gaining some traction across the system and is an important element of our Cymraeg i Bawb strategy.</p> <p>Promoting Welsh medium education is integral to achieving the targets as set out in the WESP. The Council now have a series of videos at their disposal which focus on different areas of the Welsh medium education journey:</p> | <p>primary phase Learning Support Classes opened at the new Welsh medium school YGG Awel Taf in September 2024, which has been in addition to the secondary ALN provision which opened in Ysgol Garth Olwg during 2022-23.</p> <p>The development and implementation of targeted marketing and promotion strategies to ensure the benefits of Welsh medium and Welsh language education are promoted to parents and carers from the initial early years, through to primary and secondary education, then progressing through to higher and further education for all learners, whatever their learning need is fundamental to increasing the percentage of year one learners in Welsh medium education. The Council will utilise both national and regional marketing and promotion strategies, developed and provided by Welsh Government, regional Professional Learning and Curriculum Support Service, Mudiad Meithrin, as well as local marketing and promotion strategies developed by the Council to continue to implement strategies to promote Welsh medium education. Our marketing campaigns are generating interest as illustrated in a recent scrutiny report.</p> <p>Our marketing campaign is likely to have impacted on all seven outcomes. For example, the Council recently ran one large overarching campaign across our Corporate Facebook and Instagram pages. In addition,</p> | <p>language partner organisations to encourage and facilitate long term growth for the Welsh language and Welsh medium education.</p> <p>Delivery of the WESP will be closely monitored to ensure that we deliver against all Outcomes.</p> |
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|  |  | <ul style="list-style-type: none"> <li>• Welsh medium education on a whole.</li> <li>• Welsh medium ALN education.</li> <li>• Welsh medium transition arrangements.</li> <li>• Welsh medium post-16 opportunities.</li> <li>• Welsh language immersion provision.</li> </ul> <p>Mudiad Meithrin also have a series of promotional videos to promote Welsh medium childcare and early years settings.</p> <p>These resources have provided opportunities for the Council to promote the Welsh language and Welsh medium education throughout RCT. Social media campaigns are arranged periodically throughout the academic year whereby the Council and Mudiad Meithrin videos are shared with consistent messaging promoting Welsh medium education and appropriate signposting for further information</p> <p>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</p> | <p>there was an additional enhanced advert campaign over a 10 day period in August 2025 on the same social media platforms which also generated further statistical data. The advert promoted the main Taith Iaith video with links through to the Welsh Medium Education webpage on the Council's website with 893 direct link clicks to the website and 31,933 overall advert views. Alongside this enhanced advert campaign, a wider campaign ran from the 10th of August to the 31st of October 2025 to promote all aspects of the WESP, including Mudiad Meithrin, Welsh Language Immersion Service, transition from English to Welsh medium settings, Flying Start and the main Taith Iaith video. This campaign generated 90 link clicks across all webpages with adverts seen by 38.1K different people.</p> <p>The Welsh Language Promotion 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. 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 Rhondda Cynon Taf is reaffirmed in the Education and Inclusion Directorate's Education Strategic Plan for 2026-2030.</p> |  |
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|  |  | <p>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 Council's Welsh language immersion team for any parents and 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 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> <p>The Council's Five-Year Welsh Language Promotion Strategy (2022 – 2027) 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 in RCT.</p> <p>RCT Welsh Language Services, Youth Services, Leisure Services and Arts and Culture Services and Music Services are all working proactively towards the ongoing development of opportunities for</p> | <p>Representatives from all service areas referred to (Welsh Language, Youth, Leisure, Musical, Arts and Culture) are members of the Council's WESP Outcome 5 sub-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 community. Information is shared with the Council's WESP Officer and members of the sub-group during quarterly meetings.</p> <p>Booklets are distributed to CTMUHB to be distributed by Health Visitors during visits with new parents and carers. RCT Registration Services and Bridgend CBC Registration Services have received copies of the booklets to distribute to any RCT families registering births at their offices. The Council's WESP Officer and Welsh Language Immersion lead attend face-to-face events to distribute the booklets, along with other promotional resources, to the general public.</p> <p>The Welsh schools have secured three collaborative bids as part of the new school improvement model. This includes a school improvement model across Welsh medium secondary schools (Cyfleoedd +), a vertical collaboration relating to the development of reading and numeracy across the Ysgol Rhydywaun cluster, and a horizontal collaboration across four schools (including one out of county school) on developing</p> |  |
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|  |  | <p>pupils and the wider community to use the Welsh language. These include, but are not limited to:</p> <p>Welsh Language Services:</p> <ul style="list-style-type: none"> <li>• Developed materials to provide to school-based catering staff to support with their Welsh language skills and the use of incidental Welsh within schools.</li> <li>• Exploring the feasibility of Welsh medium learning/support digital applications being placed on all staff devices to support their linguistic skills and development.</li> </ul> <p>Youth Services:</p> <ul style="list-style-type: none"> <li>• Running trips for Welsh medium pupils to provide opportunities to use Welsh in different contexts.</li> <li>• Working in partnership with Urdd Gobaith Cymru and Menter Iaith RCT to run Welsh Language Youth Forums in all Welsh medium secondary/through schools.</li> </ul> <p>Leisure Services:</p> <ul style="list-style-type: none"> <li>• Working with Urdd Gobaith Cymru to deliver sport activities for Welsh medium schools and exploring extending this to incorporate English medium schools on a bilingual model of delivery.</li> </ul> | <p>approaches to numeracy. This will ensure a strengthened model of sharing expertise across the system and school-to-school support.</p> <p>There is clearly a need to build on collaborations across Welsh and English medium schools moving forward in preparation for the new Welsh Language Act and Education (Wales) Act 2025 and this is prioritised in the new Education Strategic Plan. Further work is also required to ensure that retention rates in Welsh medium settings at post-16 are improved, although these are currently higher than the English medium sector. Partnership working with Coleg Y Cymoedd will continue to ensure that learners that do transition to the college benefit from continuing with Welsh medium studies where at all possible, against a background of recruitment challenges.</p> |  |
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|  |  | <ul style="list-style-type: none"> <li>Working closely to support the first Welsh language sport club in RCT, based in Aberdare.</li> </ul> <p>Arts and Culture Services:</p> <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> <p>The Council promotes the benefits of being bilingual and the benefits of Welsh medium education in general through distribution of the 'Being Bilingual' booklet. This can be found on the Welsh medium education section of the Council's website and many schools have received physical copies to distribute to prospective families. The Council continue to work to ensure the benefits of Welsh medium and Welsh language education are promoted to parents and carers to demonstrate that it is never too late be educated through the medium of Welsh, with the use of Welsh language immersion support for learners who are newcomers to the language and Welsh medium education.</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 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>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| <p><b>Compliance with the Council's Statutory Welsh Language Standards.</b></p> <p>e.g., Increasing or reducing RCTCBC's ability to deliver services through the medium of Welsh.</p> <p>Consider the rights of Welsh speakers to use Welsh when dealing with RCTCBC and for staff to</p> | Positive.                                                                | <p>The Strategic Plan will comply with the Council's statutory Welsh language standards. The Plan will be accessible in both Welsh and English and be widely consulted upon with stakeholders explicitly asked key questions about the impact on the Welsh language.</p> <p>The Council will ensure there is a clear alignment with all current and relevant local, regional and national legislation, strategies, policies and action plans that impact upon Welsh medium and Welsh language education.</p> <p>All stakeholders involved in this proposal are aware that any correspondence in relation to this proposal/the Plan can be done through the medium of Welsh if they wish to do so, and any subsequent responses are corresponded through the medium of Welsh.</p> | <p>The relevant and required consultation will be undertaken bilingually and all public correspondence in relation to the proposal will be produced bilingually, with Welsh positioned first.</p> <p>The progress of the Education and Inclusion Services Directorate in delivering on annual service delivery plans will be the focus of quarterly corporate monitoring. The Education and Inclusion Services Directorate will also undertake annual self-evaluation to inform operational delivery plans and to ensure that we routinely review our workforce capacity to delivery services through the medium of Welsh (Strategic Priority 1).</p> | <p>Ensure all officers involved with this proposal/the Plan have an awareness of the Council's Statutory Welsh Language Standards and ensure compliance with these standards.</p> <p>In developing the draft Strategic Plan for 2026-2030, all current and relevant local, regional and national legislation, strategies, policies and action plans have been taken into consideration.</p> <p>The Council's Welsh Language Services often offer bitesize sessions on various topics related to compliance with the Welsh Language standards. These sessions are promoted to all members of staff internally and all encouraged to attend the sessions to strengthen their understanding and awareness of compliance with these standards.</p> |

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| use Welsh at work.                                                                |           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Treating the Welsh language, no less favourably than the English language.</b> | Positive. | <p>As the Council looks to the future, it wants to build on what it has achieved to date and make sure that every town and community in the county borough is a great place to live, work and play. The Council's ambition is for everyone to be as healthy, independent and prosperous as possible throughout their lives. Enabling access to a good education, developing skills and decent employment opportunities are all priority areas.</p> <p>As the Education and Inclusion Services Directorate looks to the future, our vision of: 'Effectively collaborating to secure excellence, equity and inclusion for all' is central and includes treating the Welsh language no less favourably than the English language.</p> <p>The Council will also deliver this vision by supporting children to have the best start in life and be ready for learning through an improved early years' system, supporting families through the childcare offer and by investing in new and significantly improved school and community facilities through the Sustainable</p> | <p>The Sustainable Communities for Learning Programme that has delivered much investment in new/refurbished school buildings 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 to good Welsh and English medium education. Since 2020, the projects listed below have been, or will be, delivered which shows the positive impact on the Welsh language being treated no less favourably than the English language in terms of education:</p> <p><i>Rhondda area</i></p> <ul style="list-style-type: none"> <li>During 2024, Ysgol Gynradd Gymraeg Ynyswen and Cylch Meithrin Nant Dyrys, which is located next door to the school, received investment to deliver an outdoor classroom and teaching space, a small play area, green space, a multi-use games area and walking/running track.</li> <li>In January 2025, a new Welsh medium primary school for Ysgol Gynradd Gymraeg Llyn-y-Forwyn was delivered. The school boasts new facilities fit for the 21<sup>st</sup> century, a 30-place Cylch Meithrin, a Multi-Use Games Area, a grass sports pitch, external play areas, a staff car park, and a drop-off/pick-up car</li> </ul> | <p>As part of the routine service self-evaluation undertaken in the Education and Inclusion Services Directorate, an evaluation of the impact of the strategy on the Welsh language and Welsh medium provision will be undertaken. The impact of the WESP and Sustainable Communities for Learning developments will also be routinely evaluated and reported on in Cabinet and Scrutiny Committee meetings.</p> <p>The Council will continue to deliver investment in Welsh medium education provision to ensure children in RCT have access to Welsh medium education in buildings fit for 21<sup>st</sup> Century learning.</p> <p>The Education Strategic Plan for 2026-30, if approved, will form the framework for all Directorate and Service Plans until 2030 and will be evaluated against: clear success criteria and performance indicators; performance management and corporate reporting; including risk management monitoring. The WESP as an important strategic priority and performance will be</p> |

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|  |  | <p>Communities for Learning Programme.</p> <p>The Council will continue to progress and deliver projects funded via the Welsh Government's Childcare Offer Capital Grant Scheme and Welsh Medium Capital Grant Scheme. These projects support capital works that facilitate growth in Welsh medium education, with funding specifically aimed at developing or expanding Welsh medium childcare and early years settings co-located on Welsh medium primary school sites.</p> | <p>park – first class facilities that could not be delivered at the school's former site.</p> <ul style="list-style-type: none"> <li>Following extensive feasibility reports being carried out, the decision was made to build a brand-new school on the existing school site of Ysgol Gyfun Cwm Rhondda. A contractor has been appointed with the design process underway. Works are due to commence on site during summer 2026.</li> </ul> <p><i>Cynon area</i></p> <ul style="list-style-type: none"> <li>In September 2021, the language medium of Penderyn Community Primary School changed from dual language primary school to solely Welsh medium primary school.</li> <li>During 2022, an extension was delivered to Ysgol Gynradd Gymraeg Aberdar, providing additional facilities and an additional 72 pupil places at the school.</li> <li>In September 2022, an extension to increase capacity at Ysgol Gyfun Rhydywaun was delivered. This included a brand-new block on the school site plus improving the existing facilities at the school. This project created an additional 187 learner places at the school.</li> <li>During the Spring term 2025, a single storey extension to the rear of Penderyn Community Centre, where Cylch</li> </ul> | <p>routinely scrutinised by the WESP Steering Group, and in bi-annual sub-group meetings for all seven WESP outcomes, involving all strategic partners. Our performance will also be annually scrutinised by Scrutiny Committee to ensure that the Welsh language is treated no less favourably than the English.</p> |
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|  |  |  | <p>Meithrin Penderyn operates, along with internal remodelling and refurbishment work was delivered. This provided Cylch Meithrin Penderyn with their own dedicated space including children's toilets, food preparation area and secure external all weather play area.</p> <p><i>Taf area (Ysgol Garth Olwg catchment)</i></p> <ul style="list-style-type: none"> <li>• From September 2023, a Welsh medium learning support class provision for secondary aged learners with complex needs opened at Ysgol Garth Olwg. This provision continues to go from strength to strength. As of September 2025, there are five learners accessing this provision.</li> <li>• In September 2023, a new Welsh medium primary school on the school site of Heol y Celyn Primary School was delivered. The new Welsh medium school, namely YGG Awel Taf, transitioned to solely Welsh medium from September 2024, welcoming learners from the existing Welsh medium education stream of Heol y Celyn Primary and learners from YGG Pont Sion Norton following its closure in July 2024.</li> <li>• From September 2024 when the new YGG Awel Taf welcomed learners, two new Welsh medium primary phase learning support classes also opened at YGG Awel Taf. This is a first of its kind</li> </ul> |  |
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|  |  |  | <p>provision at primary level in RCT and is a key achievement towards enhancing the Welsh medium specialist ALN placement provision available in the county borough for learners with significant ALN. As of September 2025, there are 13 learners accessing this provision.</p> <ul style="list-style-type: none"> <li>During the Autumn term 2024, a classroom extension was delivered for Ysgol Gynradd Gymraeg Castellau. This allowed the school to surrender their current nursery classroom to become a dedicated childcare facility, without affecting the school pupil capacity figures.</li> </ul> <p><i>Taf area (Ysgol Llanhari catchment)</i></p> <ul style="list-style-type: none"> <li>Consultation has been undertaken and approval given to build a new Welsh medium school in the Llanilid area of the county borough (adjacent to Dolau Primary School). The housing developer, Persimmon, is in the process of clearing the site to enable the construction phase to be progressed.</li> <li>The Council have committed to the construction of a new Welsh medium 3-19 school on the existing site of Ysgol Llanhari, providing improved and modern facilities for both primary and secondary aged learners in this area of the county borough and a contractor has</li> </ul> |  |
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|  |  |  | been appointed to further progress this project. |  |
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### **Stage 3 - Strengthening the Proposal**

Having listed actions in section 2 which may mitigate any negative impacts or better contribute to positive impacts – please record below which ones you will imbed into the policy proposal and who will be responsible for them.

Also consider is the proposal necessary? Would it be possible to meet demand without any new developments? Could other existing provision be used? Where should the development be?

| <b>What are you going to do?</b>                                                                                                                                                                                                                                                                                                                                                   | <b>When are you going to do it?</b>                                                                                                                                                                                           | <b>Who is responsible?</b>                                                                                                                                                                                                                                                                                                                                                                         |
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| If the Strategic Plan is approved it will form the framework for all Directorate and Service Delivery Plans moving forward.                                                                                                                                                                                                                                                        | Following consultation and the issuing of the final draft plan the Directorate and Service Plans will be changed to make explicit reference to the new strategic priorities, and performance indicators and success criteria. | The Directorate and Service delivery plans will be routinely monitored, evaluated and reviewed to ensure successful delivery. There will be clear success criteria and performance indicators used to evaluate progress over time. This will be achieved through service self-evaluation, regular individual and service performance management processes, and Corporate reporting and monitoring. |
| As part of the routine service self-evaluation undertaken in the Education Directorate, an evaluation of the impact of the Strategy on the Welsh language and Welsh medium provision will be undertaken. The impact of the WESP and Sustainable Communities for Learning developments will also be routinely evaluated and reported on in Cabinet and Scrutiny Committee meetings. | Service self-evaluation is ongoing against the current Strategic Plan.                                                                                                                                                        | Senior leaders within the Education Directorate will monitor performance against the Directorate Plan. All Head of Service will ensure that all Service Plans are delivered and monitored against our success criteria and performance indicators.                                                                                                                                                 |
| The Council's Education and Inclusion Services Directorate will continue to deliver the WESP and its outcomes in collaboration with internal partners, Welsh language organisations and Welsh Government.                                                                                                                                                                          | Ongoing. This will be a continued collaborative effort between all stakeholders.                                                                                                                                              | WESP Officer and partners will be responsible for the effective delivery of the WESP.<br>The Director of Education and Inclusion Service has overarching responsibility for                                                                                                                                                                                                                        |

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|                                                                                                                                                                                                                                                                                                                                               |                                                     | ensuring the successful delivery of the WESP, and all members of the senior leadership team in Education will be responsible for ensuring successful delivery against each of the seven outcomes.                                                                                                                   |
| The Council's Education and Inclusion Services Directorate will continue to work with regional Professional Learning and Curriculum Support Service, the National Centre for Learning Welsh and schools in RCT to promote the range of professional learning opportunities available to any school-based staff.                               | Ongoing.                                            | WESP Officer, regional Professional Learning and Curriculum Support Service and RCT schools.<br><br>The performance of the regional service will be evaluated through established governance processes involving Directors of Education from across the region and the Strategic Leads within the regional service. |
| The regional Professional Learning and Curriculum Support Service will continue to support all schools to promote and increase learners' use of the Welsh language in primary, secondary, through schools and special schools/settings through continued engagement with the 'Siarter Iaith/Cymraeg Campus' Welsh Language Charter Framework. | Ongoing.                                            | The regional Professional Learning and Curriculum Support Service.                                                                                                                                                                                                                                                  |
| The Council's Welsh Language Immersion Lead Officer will continue to monitor and evaluate the Welsh language immersion provision and learner outcomes to ensure that the structure and programme is suitable for each individual learner.                                                                                                     | Ongoing.                                            | Welsh Language Immersion Lead.                                                                                                                                                                                                                                                                                      |
| The Council's WESP Officer will continue to work closely with members who comprise the WESP Steering Group and subsequent sub-groups to explore and implement different methods of marketing and promoting Welsh medium education, including Welsh language immersion in RCT.                                                                 | Ongoing. Periodically throughout the academic year. | WESP Officer.                                                                                                                                                                                                                                                                                                       |
| The Council will continue to deliver investment in Welsh medium education provision to ensure children in RCT have                                                                                                                                                                                                                            | Ongoing.                                            | 21 <sup>st</sup> Century Schools Team (Education Directorate).                                                                                                                                                                                                                                                      |

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| access to Welsh education in buildings fit for 21 <sup>st</sup> century learning.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                |                                                                                                                                                                                                                                                                                                             |
| If ways of reducing the impact have been identified but are not possible to implement, please explain why. Give sufficient detail of data or research that has led to your reasoning.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                |                                                                                                                                                                                                                                                                                                             |
| <b>What was identified?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>Why is it not possible?</b> |                                                                                                                                                                                                                                                                                                             |
| N/A.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | N/A.                           |                                                                                                                                                                                                                                                                                                             |
| <p><b><u>Stage 4 – Review</u></b></p> <p>For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Welsh Language services – <a href="mailto:welshlanguageofficer@rctcbc.gov.uk">welshlanguageofficer@rctcbc.gov.uk</a> and the Consultation and Engagement team – <a href="mailto:consultation@rctcbc.gov.uk">consultation@rctcbc.gov.uk</a> in the first instance for some initial guidance and feedback.</p> <p>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.</p> <p>If this proposal is a Key Strategic Decision, please forward your completed (Stage 1&gt;6) impact assessment, policy proposal/report and consultation report to <a href="mailto:CouncilBusiness@rctcbc.gov.uk">CouncilBusiness@rctcbc.gov.uk</a> for an Officer Review Panel to be organised to discuss your proposal. <u>See our guidance document</u> for more information on what a Significant Key Decision is.</p> <p>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.</p> |                                |                                                                                                                                                                                                                                                                                                             |
| <b>Welsh Language Services Comments</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>Date Considered</b>         | <b>Brief description of any amendments made following Welsh Language Services feedback</b>                                                                                                                                                                                                                  |
| Diolch yn fawr for this detailed WLIA which sets out the good work already being done by the service to promote Welsh medium education. The data included provides key evidence of the positive impact current work is having, and there is a clear link to the new plan's aims to create a more equitable system, and fairer access to excellent services. There is room, however, to strengthen the way the assessment demonstrates the direct and indirect impacts this specific proposal will have on the use of Welsh in all settings, opportunities for pupils and staff to learn Welsh, to work through the medium of Welsh and to use Welsh in school and in the wider world – perhaps by                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 12/11/25                       | <p>WLIA strengthened to emphasise the direct impact of the Strategic Plan, particularly in relation to:-</p> <p>ALN</p> <p>Collaborative opportunities (e.g. Welsh medium schools working with other Welsh medium schools or English medium schools to share good practice and learning opportunities).</p> |

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| focussing on the potential benefits and/or pitfalls of collaboration between schools and organisations we can tap into some potential impacts and work to enhance or mitigate them as required. |                        | Added references to the Cymraeg i Bawb partnership which notes the positive collaboration between different Welsh medium schools.<br><br>Further examples have been added of what the impacts might be. |
| <b>Officer Review Panel Comments</b>                                                                                                                                                            | <b>Date Considered</b> | <b>Brief description of any amendments made following Officer Review Panel considerations</b>                                                                                                           |
| The Welsh Language Impact Assessment includes reference to pupil numbers reducing due to the birthrate, but this needs a citation of population figures.                                        | 12/11/25               | Birthrate data included.                                                                                                                                                                                |
| <b>Consultation Comments</b>                                                                                                                                                                    | <b>Date Considered</b> | <b>Brief description of any amendments made following consultation</b>                                                                                                                                  |
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### **Stage 5 – Monitoring, Evaluating and Reviewing**

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

The Director of Education and Inclusion Services will keep the Strategic Plan for 2026-2030 under continuous review throughout the duration of the four-year plan through self-evaluation and stakeholder feedback, monitoring progress over the four-year period. The Strategic Plan will also be subject to annual review as part of the Education and Inclusion Services' annual Service Self Evaluation.

The Strategic Plan for 2026-2030 will give priority to those areas proven to be effective in achieving our vision and the areas identified from robust self-evaluation and stakeholder feedback. The outcome of annual reviews of our Strategic Plan for 2026-2030 will be used to develop future strategies and will give priority to those areas proven to be effective during the course of this Strategic Plan.

### **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.

In summary, this Welsh Language Impact Assessment identifies only positive impacts upon the Welsh Language. The proposal will have a positive impact on children and young people of all ages. The Strategic Plan for 2026-2030 will provide a clear and cohesive strategy, ensuring that our learners have the best start in life and have access to the right support at the right time so that they become successful lifelong learners in both Welsh medium and English medium education. As the Education Directorate looks to the future, its vision for education in Rhondda Cynon Taf is: 'Effectively collaborating to secure excellence, equity and inclusion for all', with a specific focus on closing the attainment gap between children and young people living in poverty and those who do not and ensuring equity and inclusion for all through all language mediums.

The aim of the Education and Inclusion Services Directorate is to continue to embed positive habits and attitudes towards the Welsh language through purposeful planning within schools and to promote the informal use of the Welsh language amongst learners inside and outside school. 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 learners in the transition between key stages offers all learners the opportunity to become fully bilingual and aligns with the Curriculum for Wales 2022.

The WESP is a key priority and is the strategy that underpins the Council's approach to achieving the ambitious target set to increase the percentage of year one learners in Welsh medium education by 10% over a 10-year period. The target of increasing the percentage of year one learners in Welsh medium education requires a multifaceted approach and the Council continues to build and maintain constructive working relationships with all relevant groups and organisations who can contribute towards it. Ensuring the availability of Welsh medium education in the right location from the initial early years, through to primary and secondary education, then progressing through to higher and further education for all learners, whatever their learning need, is fundamental to contributing towards the vision of one million people in Wales being Welsh speakers by 2050.

The Council recognises the importance of immersion in the Welsh language for learners who wish to transition from English to Welsh medium education. This provision continues to evolve and demand for the service continues to grow. Should demand for the service surpass the capacity, the Council will consider future development proposals to ensure this provision can continue to thrive in RCT. Future plans to develop this type of provision at secondary level in RCT will need to consider the geographical constraints of the county borough and identify the most effective way of rolling out support at this level.

In contributing towards the vision of one million people in Wales being Welsh speakers by 2050 and in line with the Council's WESP, it is vital to ensure a school-based workforce of sufficient size and capability. We must work locally, regionally and nationally to ensure we create a school based workforce with robust linguistic skills, able to inspire and motivate learners in Welsh medium and Welsh language education.

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 and how the language is used within local communities. The Council's Education and Inclusion Services Directorate will continue to ensure that there is clear alignment with between the WESP and the Council's Five-Year Welsh Language Promotion Strategy (2022-2027) in order to encourage and facilitate long term growth for the Welsh language and Welsh medium education in RCT.

In summary, the proposal will therefore assist with delivering the targets outlined in Rhondda Cynon Taf County Borough Council's (RCTCBC's) 2022 to 2032 Welsh in Education Strategic Plan (WESP) and will support the aim of Welsh Government's Cymraeg 2050 target of one million Welsh speakers in Wales by 2050.

In developing this Plan, all current and relevant local, regional and national legislation, strategies, policies and action plans have been taken into consideration in order to encourage and facilitate a Strategic Plan that is fit for purpose.

| Stage 7 – Sign Off                  |                                                                                  |                                                     |                                                                            |
|-------------------------------------|----------------------------------------------------------------------------------|-----------------------------------------------------|----------------------------------------------------------------------------|
| Name of Officer completing the WLIA | Nicola Goodman / Hannah Bebb                                                     | Director Name:                                      | Gaynor Davies                                                              |
| Position                            | Lead for Strategic Planning and MIM / Welsh in Education Strategic Plan Officer. | I recommend that the proposal: (Highlight decision) | Is implemented with no amendments                                          |
|                                     |                                                                                  |                                                     | Is implemented taking into account the mitigating actions outlined         |
|                                     |                                                                                  |                                                     | Is rejected due to disproportionate negative impacts on the Welsh language |
| Date                                | 17 <sup>th</sup> November 2025                                                   | Date                                                | 17 <sup>th</sup> November 2025                                             |