

## WELSH LANGUAGE IMPACT ASSESSMENT TOOL

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

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

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

<b>Proposal Name</b>	Statutory School Organisation Consultation – proposal to close Rhigos Primary School with pupils transferring to Hirwaun Primary School.
<b>Department</b>	Directorate of Education and Inclusion Services – 21 <sup>st</sup> Century Schools Team.
<b>Service Director</b>	Andrea Richards.
<b>Officer Completing the WLIA</b>	Lisa Howell.
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<b>Phone</b>	N/A.
<b>Brief Description</b>	<p>Rhigos Primary School is an English medium primary school located at Heol-Y-Graig, Rhigos with a capacity of 65 pupil places. It is the smallest school in the County Borough, with just 3 classrooms at the school accommodating pupils from 8 year groups, from nursery up to year 6. Currently there are 51 statutory age pupils at the school and pupil numbers are projected to drop by 29% in the next 5 years. Of the 51 statutory aged pupils, 6 live out of catchment.</p> <p>The school site includes the original school building, which is over 100 years old, two mid 1960's brick extensions for toilets, and a hall to the right of the original building that was built in the 1980's. There is also a 1950's prefabricated metal construction which accommodates the nursery children. The overall school site is graded as C for condition and C for suitability, where A is the highest and D is the lowest performing building, respectively. The buildings are in poor condition with significant refurbishment work required. The site itself and the school building does not comply with the Equality Act 2010. The location of the school, in a residential area, makes drop off and pick up times challenging, with inadequate parking and turning arrangements available for parents/carers.</p> <p>This proposal seeks formal approval to begin the relevant and required statutory school organisation consultation to close Rhigos Primary School in line with the requirements of the Welsh Government's School</p>

	<p>Organisation Code (2nd Edition) (011/2018) and to extend the catchment area of Hirwaun Primary School to incorporate the current catchment area of Rhigos Primary School. However, in accordance with the School Admissions Code (005/2013) this will be subject to parental choice. This proposal will extend and expand upon the positive outcomes delivered through the Welsh Government's Sustainable Communities for Learning Programme, enabling more pupils to benefit from this significant investment which has included the provision of the new Hirwaun Primary School building.</p> <p>Hirwaun Primary School has recently benefitted from a £9.6M investment via the Welsh Government's Sustainable Communities for Learning Programme, delivering a brand new school with a high quality, 21<sup>st</sup> Century teaching and learning environment, enriching the teaching and learning experiences for both pupils and staff. The school opened its doors to the English medium pupils previously attending Penderyn Community Primary School in September 2021. It is a fully accessible school building which wholly complies with the Equality Act 2010.</p> <p>To note Rhigos Primary school is also within the catchment of the Welsh medium provision at YGG Penderyn, and tailored and individual support will be available from the Council's Welsh Language Immersion Team for any pupils wishing to continue their education, at Penderyn, through the medium of Welsh.</p>
<b>Date</b>	18 <sup>th</sup> September 2023.
<b>Please outline who this proposal affects? (Service Users, Employees, Wider Community)</b>	<ul style="list-style-type: none"> <li>• Children currently attending Rhigos Primary School.</li> <li>• Parents/carers of children attending Rhigos Primary School.</li> <li>• Teachers currently working at Rhigos Primary School.</li> <li>• Residents residing in Rhigos Primary School's current catchment area.</li> <li>• Children currently attending Hirwaun Primary School.</li> <li>• Parents/carers of children attending Hirwaun Primary School.</li> <li>• Teachers currently working at Hirwaun Primary School.</li> <li>• Residents residing in Hirwaun Primary School's catchment area.</li> </ul>
<b>What are the aims of the policy, and how do these relate to the Welsh Language?</b>	<p>The aim of this policy is to begin the relevant and required statutory school organisation consultation to close Rhigos Primary School in line with the requirements of the Welsh Government's School Organisation Code and to extend the catchment area of Hirwaun Primary School to incorporate the current catchment area of Rhigos Primary School. This will be subject to parental choice as Rhigos Primary School is also within the catchment area of YGG Penderyn which has been a wholly Welsh medium school since September 2021. The benefits of Welsh medium education will be promoted to parents/carers of Rhigos Primary School through distribution of</p>

	<p>the Council's Being Bilingual booklets. Parents/carers who decide to transfer into Welsh medium education will be supported with this decision and will be supported by the Council's Welsh Language Immersion team.</p>
<p><b>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</b></p>	<ul style="list-style-type: none"> <li>• Children currently attending Rhigos Primary School.</li> <li>• Parents/carers of children attending Rhigos Primary School.</li> <li>• Teachers currently working at Rhigos Primary School.</li> <li>• Residents residing in Rhigos Primary School's current catchment area.</li> <li>• Children currently attending Hirwaun Primary School.</li> <li>• Parents/carers of children attending Hirwaun Primary School.</li> <li>• Teachers currently working at Hirwaun Primary School.</li> <li>• Residents residing in Hirwaun Primary School's catchment area.</li> </ul>
<p><b>Current linguistic profile of the geographical area(s) concerned</b></p>	<p>Every ten years the nation sets aside one day for the Census – a count of all people and households. The Census is a key source of information about the number of people who can speak Welsh.</p> <p>The 2021 Census figures regarding the Welsh language show a decrease in the percentage of Welsh speakers across Wales to 17.8%. There was, however, a small increase in RCT – the percentage of the population of the County Borough who can speak Welsh increased from 12.3% to 12.4%. Numerically, RCT saw a 2.8% increase in the number of Welsh speakers in the County Borough, from 27,779 speakers to 28,556 speakers. RCT was also one of only four Local Authorities in Wales to see an increase in the percentage of Welsh speakers – the others were Cardiff, the Vale of Glamorgan and Merthyr Tydfil. All of these are neighbouring County Boroughs, which could demonstrate that our region is seeing some positive trends in terms of increases in Welsh speakers, and that there may be a resulting increase in demand for services through the medium of Welsh. As further, more detailed, data from the Census becomes available for RCT (e.g., LSOA data), we will need to consider what impact it may have on the services we provide.</p> <p>The headteacher of Hirwaun Primary School is aware that they will be encouraged and supported to consider utilising the community use facilities at the school to increase participation in the Welsh language by offering the opportunity for parents/carers and other members of the community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh. Pupils attending Rhigos Primary School fall within the catchment area of YGG Penderyn, which converted to a Welsh medium only school in September 2021. The headteacher of this school is a member of the Council's WESP Steering Group and WESP Outcome 2 Sub-group, which focuses on increasing the number of reception/five year old pupils receiving their education</p>

	<p>through the medium of Welsh. The headteacher will be encouraged and supported to consider utilising the community use facilities at the school to increase participation in the Welsh language by offering the opportunity for parents/carers and other members of the community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh. These opportunities include hosting Welsh for Adults lessons and hosting any Welsh language promotional events as we lead up to the National Eisteddfod which is being held in Rhondda Cynon Taf in August 2024, for example Welsh folk dancing lessons or musical lessons.</p> <p>In recent years, support has been given to promote and increase pupils use of the Welsh language in primary and secondary schools and in social contexts. This has been done through the Welsh Language Charter (Siarter Iaith/Cymraeg Campus), developed by Gwynedd Council, and various other projects, in partnership with the Central South Consortium Joint Education Service (CSCJES) and the Urdd. In terms of the schools impacted by this proposal, Rhigos Primary School have received their bronze Cymraeg Campus award and are working towards achieving the silver award. Hirwaun Primary School have engaged with the Cymraeg Campus programme and are working towards achieving the bronze award. An evaluation conducted in July 2023 whilst gathering information and data for the WESP Annual Review Report evidenced the positive impact the Siarter Iaith Cymraeg Campus programme has had on the use of the Welsh language in English medium schools. 13 English medium primary schools from different areas of the County Borough were contacted and all reported an increased use of incidental Welsh throughout the school with more children playing yard games through the medium of Welsh and more assemblies being held with focus on the Welsh language, history and heritage. The continued roll out of this programme will support the Welsh Government’s target of reaching one million Welsh speakers in Wales by 2050 and the targets set out in the Council’s new WESP (2022 to 2032).</p> <p>The Council recognises the importance of immersion in the Welsh language for pupils who wish to transition from English to Welsh medium education. In July 2022 funding was approved by the Welsh Government to establish Welsh language immersion provision for latecomers to the language. The provision will adapt a peripatetic model of delivery with the immersion lead travelling to the home schools of pupils accessing the service to immerse pupils in the Welsh language. The provision is currently still being developed and will continue to evolve as demand for the service grows. When demand for the service increases, the Council will consider creating a dedicated Welsh language immersion unit for latecomers alongside the development of its Band B Sustainable Communities for Learning programme.</p>
<p><b>Other relevant data or research</b></p>	<p>Rhondda Cynon Taf County Borough has seventeen Welsh medium primary schools located throughout the County Borough to ease access. There are two all-through schools for 3 to 19 year olds, namely Ysgol Garth Olwg and Ysgol Llanhari, two dual language primary schools for 3 to 11 year olds, namely Dolau Primary and</p>

Heol y Celyn Primary and 13 Welsh medium primary schools for 3 to 11 year olds. All pupils who attend these schools' study through the medium of Welsh.

The nearest Welsh medium primary school to Rhigos Primary School is YGG Penderyn, which is 3.8 miles away from the school. The school became a wholly Welsh medium primary school from September 2021 with the English stream of pupils transferring to Hirwaun Primary School providing an increased capacity for Welsh medium education in this area of the County Borough. YGG Penderyn has capacity for 231 pupils from reception to year 6 and currently has 135 pupils attending in this age range which means there is surplus capacity available to accommodate an increased number of pupils (PLASC January 2023). At present, there are 3 pupils being transported from Rhigos' current catchment area to YGG Penderyn, so these transport links are already in place with spaces already on the bus, so there won't be a financial impact on home to school transport.

Pupils attending YGG Penderyn transition into secondary education at Ysgol Gyfun Rhydywaun which is 4.1 miles away from Rhigos Primary School. At present, pupils attending Rhigos Primary School transition into secondary education at Aberdare Community School, which is 6.4 miles away, so pupils would not have to travel further to receive Welsh medium secondary education if they were to make the decision to switch to Welsh medium education. Ysgol Gyfun Rhydywaun has recently benefitted from a £12.1m investment to expand the school's capacity and provide brand new facilities for staff, pupils and the wider community.

The nearest Welsh medium childcare and early years setting is Cylch Meithrin Penderyn which is situated in Penderyn Community Centre. The Cylch offers morning sessions for children from 18 months old and afternoon and wraparound sessions for nursery aged children.

In line with the Council's new WESP, in order to achieve the targets of the WESP we will continue to ensure the benefits of the Welsh language and Welsh medium education are promoted to parents/carers from the initial early years, through to primary and secondary education and onwards through to higher and further education for all pupils, whatever their learning need. This will be done through ongoing distribution of the Council's Being Bilingual booklets and Welsh Language Immersion leaflets at local events, to health visitors, Welsh medium childcare settings and birth registration services. Wider distribution will include all public Council buildings and Welsh medium schools throughout the County Borough. A social media campaign will run over the autumn term which specifically targets promoting Welsh medium education along with marketing resources in the form of videos, prepared by Welsh Government and Mudiad Meithrin. The Council recognises the importance of the Welsh Government's Cymraeg 2050 target and how central the education system in Wales is to achieve its vision. The Council's new WESP (2022 to 2032) sets out a ten year vision for increasing and improving the

planning of the provision of Welsh medium education in order to maximise its contribution of achieving the target of one million Welsh speakers in Wales by 2050.

The majority of the Welsh medium primary schools in the County Borough have sufficient surplus places to meet demand. The Council has committed to increasing the quality and availability of early years Welsh medium provision by investing significantly in a number of provisions through various funding schemes. This will assist in ensuring a language continuum of Welsh medium provision to ensure that increased demand is met. No changes to these proposals are required in order to comply with the WESP.

The current headteachers of Rhigos Primary School and Hirwaun Primary School will promote and signpost to the Welsh medium provision available at YGG Penderyn and Cylch Penderyn in Penderyn Community Centre. This will be done by signposting to the Welsh medium education section of the Council’s website, providing booklets and leaflets to any prospective parents. In addition, the Council’s Welsh Language Immersion Service will be promoted with parents/carers of pupils at the school to raise awareness of the support available to those seeking to switch to Welsh medium primary education at YGG Penderyn.

**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	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?



	neutral impacts?			
<p><b>Opportunities for persons to use the Welsh language</b></p> <p>e.g., staff, residents and visitors.</p> <p>The rights of Welsh speakers and learners to use Welsh when dealing with the council and for staff to use Welsh at Work</p>	<p><b>Positive.</b></p>	<p>As referred to above, the Siarter Iaith Cymraeg Campus programme is having a positive impact on the promotion of the Welsh language in schools engaged with the programme through providing increased opportunities for pupils to use the Welsh language in different contexts.</p> <p>Pupils wanting to continue with English medium education at Hirwaun Primary School will have opportunities to use the Welsh language at the school. Incorporated into the new school build were facilities for community and third-party use to offer opportunities through the medium of Welsh. Staff and visitors to the school are openly encouraged to use the Welsh language with each other and with pupils. All signage which was produced for the school is bilingual and in adherence to the most recent guidelines available and 'Welcome to use Welsh' signs are placed in the school reception to make people aware that they are welcome to use Welsh if desired.</p>	<p>The Welsh Language Use Survey (2013 – 2015) reported that over half of the Welsh speaking respondents who completed the survey reported that they try to use Welsh in the workplace with colleagues and when dealing with public organisations. This demonstrates the importance of staff, residents and visitors having fair access to opportunities to use the Welsh language.</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. The Council also applies this to any new school builds so that signage in English schools is bilingual. New school builds now also incorporate bilingual braille on school signage providing</p>	<ul style="list-style-type: none"> <li>• Work with the headteachers of Hirwaun Primary School and YGG Penderyn and Welsh medium organisations to utilise the facilities to deliver Welsh medium learning sessions for parents/carers and the wider community.</li> <li>• If a person is unable to speak Welsh, they must call on a colleague in the building who is able to speak Welsh if this is being requested or a call back service can be offered when a Welsh speaker is available.</li> </ul>

		<p>Pupils wanting to transfer to Welsh medium education at YGG Penderyn will be supported to do this. This will provide increased opportunities for pupils to use Welsh and will support the targets set out in our WESP. We will encourage the school to utilise the community use rooms available to offer further opportunities through the medium of Welsh.</p> <p>The Welsh Government's Welsh Language Use Survey (2013 – 2015) reported the largest increases in the number of fluent Welsh speakers in Wales in Rhondda Cynon Taf and in the neighbouring local authority Cardiff. By working with the headteachers of YGG Penderyn and Hirwaun Primary School, opportunities for community and third-party use of the facilities at the respective schools will be encouraged to offer Welsh medium learning classes for adult which will be promoted in the local community and throughout the County Borough. This will contribute towards the Welsh Government's ambitious</p>	<p>equal opportunities in terms of the Welsh language and equality.</p>	
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		<p>goal of creating a million Welsh speakers in Wales by 2050 and the Council's WESP by providing opportunities for persons to use the Welsh language.</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 will be encouraged to continue to improve their Welsh language skills beyond Level 1. Members of staff who opt to do this will be fully supported. This will support the opportunities available for the Council to create a bilingual workforce with the ability to work and deliver services bilingually.</p>		
<p><b>Numbers and / or percentages of Welsh</b></p>	<p><b>Positive.</b></p>	<p>The Welsh Government's ambitious Cymraeg 2050</p>	<p>Welsh for Adults courses for the academic year 2022/23</p>	<ul style="list-style-type: none"> <li>• Ensure that parents/carers and the</li> </ul>

<p><b>speakers</b> e.g., Welsh Medium Education / Study Opportunities. Links with the Welsh Government's <a href="#">Cymraeg 2050 Strategy</a> / <a href="#">RCTCBC Five Year Welsh Language Strategy</a></p>		<p>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. If this proposal goes ahead, we will work with YGG Penderyn, the Welsh language immersion teacher and the community of Rhigos to promote the support available to those who may wish to transfer into Welsh medium education. This will support us to increase the numbers and percentages of Welsh speakers in the County Borough in line with our WESP targets. The headteacher of Hirwaun Primary School will be supported and encouraged to utilise the community use facilities available at the school to offer opportunities to deliver Welsh for Adults classes for parents/carers and other members of the community. This will support the Welsh Government's Cymraeg 2050 strategy, and the targets set out in the Council's WESP.</p>	<p>are being held at Coleg y Cymoedd Llwynypia campus, Gartholwg Lifelong Learning Centre and Treorchy Library. Through utilising the community use facilities at both YGG Penderyn and Hirwaun Primary, Welsh for Adults lessons could be delivered to encourage parents/carers to consider undertaking Welsh lessons. These types of lessons would be marketed and promoted throughout the community and neighbouring schools to encourage an uptake amongst parents/carers and the wider community.</p> <p>The Welsh for Adults classes are currently well attended. Learn Welsh Glamorgan have been engaging with schools throughout the County Borough to encourage schools to offer their facilities to deliver Welsh for Adults sessions for the next academic year.</p> <p>The WESP Outcome 7 sub-group provides an effective focus on the challenges faced</p>	<p>wider community are signposted to the Welsh for Adults classes. Marketing and promotion of the classes will be implemented via the Council's website and corporate social media platforms.</p> <ul style="list-style-type: none"> <li>• The school-based workforce will continue to be supported with continued professional learning and networking, utilising opportunities to share best practices.</li> <li>• To continue working with the CSCJES to promote and increase pupils use of the Welsh language in primary and secondary schools with all English medium schools being supported to achieve the Cymraeg Campus awards.</li> <li>• The Council's WESP Co-ordinator to work collaboratively with partners in developing</li> </ul>
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		<p>In recent years, support has been given to promote and increase pupils use of the Welsh language in social contexts through implementing the Welsh Language Charter (Siarter Iaith/Cymraeg Campus) in Welsh and English medium primary and secondary schools in partnership with the CSCJES. The Siarter Iaith has been implemented in both primary and secondary Welsh medium schools in order to develop pupils use of the Welsh language in different contexts. As of August 2023, all Welsh medium primary schools have received the bronze award, 13 have received the silver award and 5 have received the gold award. Two Welsh medium secondary schools have received the bronze award and 1 has received the silver. The Cymraeg Campus has been implemented in both primary and secondary English medium schools in order to develop pupils use of the Welsh language. As of August 2023, 40 English medium primary schools have received the bronze award, 10 have received the silver</p>	<p>in terms of the school-based workforce. The group includes local, regional and national officers who are working collaboratively to implement strategies to work towards creating more Welsh speakers to ensure we have a school-based workforce of sufficient size and capability.</p> <p>Monitoring reports prepared by local authorities throughout Wales who currently have established Welsh language immersion provision report positive outcomes for pupils who have accessed the support, leaving them equipped to start learning in the mainstream Welsh medium classroom.</p> <p>Data and information relating to the Welsh Language Charter is shared with the Council each quarter via the CSCJES Welsh Language Officer.</p>	<p>and implementing strategies in line with the Council's WESP to support the delivery of the Welsh Government's Cymraeg 2050 vision of a million Welsh speakers, and to contribute towards the development of strategies which promote the Welsh language and Welsh medium education across the County Borough.</p> <ul style="list-style-type: none"> <li>To promote the support available to pupils who transition from English medium education to Welsh medium education through marketing and promoting the newly established Welsh language immersion provision through engaging directly with schools throughout the County Borough, distributing leaflets, marketing via the Council's website and corporate social media platforms.</li> </ul>
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award and 2 have received the gold award. A total of 5 English medium secondary schools have received the bronze award.

More recently, the CSCJES have begun working with special schools, learning support classes and pupil referral units in Rhondda Cynon Taf to implement the Welsh Language Charter (Cymraeg Campus) programme. To date, 3 special schools/units have achieved the bronze Cymraeg Campus award.

Of the 80 English medium primary schools in the County Borough, there are 5 yet to engage with the programme. Of the 13 English medium secondary schools in the County Borough, there are 5 yet to engage with the programme. The CSCJES are continuing to work with the English medium schools who have not yet engaged to encourage an uptake on the programme and are actively working with special schools and units to support them with the roll out of the programme. Hirwaun Primary School have started the

Cymraeg Campus programme and are working towards receiving their bronze award. Rhigos Primary School have received their bronze award and are now working towards the silver award. The work undertaken by the CSCJES will contribute towards the numbers and percentages of Welsh speakers in Rhondda Cynon Taf County Borough.

In partnership with the CSCJES and the Urdd, English medium secondary schools are supported to provide informal opportunities to use the Welsh language and intensive Welsh language learning opportunities through the Urdd's Cymraeg Bob Dydd project.

In contributing towards the vision of achieving a million Welsh speakers in Wales by 2050 and in line with the commitments outlined in the Council's WESP, ensuring a school-based workforce of sufficient size and capability is vital. In order to create more Welsh speakers, our education system is dependent on its school-based workforce,

we must work locally, regionally and nationally to ensure a workforce with robust linguistic skills with the ability to inspire and motivate pupils in Welsh medium education.

The Council recognises the importance of immersion in the Welsh language for pupils who wish to transition from English to Welsh medium education. The Council's newly established Welsh language immersion provision will be marketed and promoted throughout the County Borough to support pupils who are latecomers to the language, or those considering transitioning into Welsh medium education. This will be done through continued distribution of the promotional leaflets which have been prepared and through running a Welsh medium education social media campaign. The campaign is due to run over the Autumn term and will be evaluated at the end of this calendar year once the campaign has run its course. This support will be provided through immersing the pupil in the language at their home



		<p>school. Demand for the immersion provision is something the Council will monitor closely as the provision develops and evolves.</p> <p>The aim is to embed positive habits and attitudes towards the Welsh language through purposeful planning and promoting the information use of the Welsh language amongst pupils across the education sector. Facilitating the use of the Welsh language across the curriculum and in wider contexts is key to ensuring a continuum of linguistic progression to support pupils throughout each key stage, offering all pupils the opportunity to become fully bilingual in alignment with the Curriculum for Wales – 2022.</p>		
<p><b>Opportunities to promote the Welsh language.</b> e.g., status, use of Welsh language services, use of Welsh in everyday life in work and in the community</p> <p>Actively encourage and promote the use of our services in Welsh to see an</p>	<p><b>Positive.</b></p>	<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</p>	<p>The Council's Welsh Language Immersion team recently attended a parents/carers information session at the new Welsh medium school in Rhydyfelin, which is currently a dual language school but will become wholly Welsh medium from September 2024. The support available</p>	<ul style="list-style-type: none"> <li>• Implement a targeted marketing campaign to promote the support available to pupils looking to transfer from English medium to Welsh medium education. This includes a social media marketing campaign and distribution of promotional leaflets.</li> </ul>

<p>increase in demand over time.</p>		<p>use their skills from early years, through every stage of compulsory education and post-16 provision, to opportunities for adults to learn Welsh.</p> <p>As referred to above, the Siarter Iaith Cymraeg Campus programme is having a positive impact on the promotion of the Welsh language in schools engaged with the programme through providing increased opportunities for pupils to use the Welsh language in different contexts.</p> <p>If this proposal goes ahead, we will work with YGG Penderyn to promote the opportunities available at the school for pupils to learn the Welsh language and be educated through the medium of Welsh, with the support of the Council's Welsh Language Immersion team to fully immerse pupils in the language.</p> <p>Community and third-party use facilities at both YGG Penderyn and Hirwaun Primary can provide opportunities to offer Welsh for Adults classes for anyone looking to learn the</p>	<p>via the service was promoted to parents/carers who wished for their children to remain on the school site which generated a lot of interest for the service. Many hadn't heard of this before which is understandable given that it's only recently been established. If this proposal goes ahead, the Council's Welsh Language Immersion team will work with parents/carers of Rhigos Primary School to promote the opportunities available.</p> <p>The demand for Welsh for Adults classes is evidenced by the popularity of current classes being held, for example at the Gartholwg Lifelong Learning Centre.</p> <p>Representatives from Welsh Language, Youth, Leisure, Arts and Culture and Musical Services all form part of the WESP Outcome 5 sub-group which focuses on creating more opportunities for pupils to use Welsh in different contexts in school, therefore information is provided</p>	<ul style="list-style-type: none"> <li>• Ensure that parents/carers and the wider community are signposted to the Welsh for Adults classes. Marketing and promotion of the classes will be implemented via the Council's website and corporate social media platforms.</li> <li>• Support the headteachers of YGG Penderyn and Hirwaun Primary to promote the community use facilities at the respective schools for the purpose of delivering a range of opportunities through the medium of Welsh with support of Welsh language organisations such as Menter Iaith and the Urdd to assist in the promotion of the Welsh language.</li> </ul>
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		<p>language and other opportunities for community engagement through the medium of Welsh.</p> <p>The Council will continue to adhere to The Welsh Language (Wales) Measure 2011 which requires the Council to produce a five year strategy outlining actions which will facilitate and promote the Welsh language.</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. The strategy outlines the Council's commitment to working towards the Welsh Government's Cymraeg 2050 vision of increasing the number of Welsh speakers, increasing the use of the language in the workplace, via Council services and throughout the community and creating favourable conditions. Rhondda Cynon Taf Welsh Language Services, Youth Services, Leisure Services and Arts and Culture</p>	<p>directly. The work underway not only supports the use of 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 which supports the Welsh Government's Cymraeg 2050 vision of increasing the use of the language and ultimately the number of Welsh speakers.</p>	
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Services and Musical Services are all working proactively towards developing opportunities for pupils and the wider community to use the Welsh language. These include but are not limited to:

Welsh Language Services:

- Developing materials to provide to school-based staff to support with their Welsh language skills.
- Exploring the feasibility of Welsh medium learning/support digital applications being placed on every member of staffs' devices to support their linguistic skills and development.

Youth Services:

- Running trips for Welsh medium pupils to provide opportunities to use Welsh in different contexts.
- Creating promotional materials to be placed in youth clubs throughout the County Borough.
- Working in partnership with the Urdd and Menter Iaith to

		<p>develop Welsh Language Youth Forums in all Welsh and English medium secondary schools along with Coleg y Cymoedd campuses.</p> <p>Leisure Services:</p> <ul style="list-style-type: none"> <li>- Working with the Urdd to deliver sport activities for Welsh medium schools and exploring extending this to incorporate English medium schools on a bilingual model of delivery.</li> <li>- Working with Menter Iaith to develop opportunities to introduce the Welsh language into leisure sessions.</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>Musical Services:</p>		
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		<p>- Engaging with both Welsh and English medium schools to encourage an uptake in musical services, pupils who show an aptitude for any instruments are being encouraged and supported into taking part in the Eisteddfod.</p> <p>The Council will continue to ensure a clear alignment with the Five Year Welsh Language Promotion Strategy. This commitment to promoting the Welsh language, increasing the number of Welsh pupils and improving the Welsh language skills of staff and pupils across schools in Rhondda Cynon Taf is reaffirmed in the Education &amp; Inclusion Directorate's Education Strategic Plan for 2022 – 2025.</p>		
<p><b>Compliance with the Council's Statutory Welsh Language Standards</b> e.g. increasing or reducing the Council's ability to deliver services through the Medium of Welsh.</p> <p>Consider the rights of Welsh speakers to use Welsh when</p>	<b>Neutral.</b>	<p>All processes associated with this proposal will be in accordance with the Council's Statutory Welsh Language Standards.</p> <p>The Council will work with the CSCJES to incorporate their Welsh Language Competency Framework with the teaching-based staff at Hirwaun Primary</p>	<p>Contractual arrangements will ensure that all consultations are undertaken bilingually and all public correspondence in relation to these proposals will be sent out bilingually with Welsh positioned first.</p> <p>The number of school-based staff (teaching staff and support staff) participating in</p>	<ul style="list-style-type: none"> <li>• Ensure all officers involved with these proposals has an awareness of the Council's Statutory Welsh Language Standards and ensure compliance with these standards.</li> </ul>



<p>dealing with the Council and for staff to use Welsh at Work</p>		<p>School to support with participation in Welsh language courses at different levels of the framework to improve their Welsh language skills.</p>	<p>Welsh language courses at different levels to improve their linguistic skills and the number applying to undertake the CSCJES Welsh Sabbatical Scheme which develops practitioners' Welsh language skills and ability to teach through the medium of Welsh.</p>	<ul style="list-style-type: none"> <li>• Ensure the Council as well as the CSCJES actively market and promote the support available to practitioners who are looking to improve their Welsh language skills.</li> <li>• Over the coming months, the Council's Welsh Language Services will be running a series of bitesize sessions on various topics related to the standards. These sessions will be promoted to all members of staff and all will be encouraged to attend the sessions to strengthen their understanding and awareness of compliance with these standards.</li> </ul>
<p><b>Treating the Welsh language, no less favourably than the English language</b></p>	<p><b>Positive.</b></p>	<p>Rhigos Primary School is an English medium school in the North of the County Borough neighbouring with Neath Port Talbot County Borough. Closure of this school will not result in a new English medium school opening in the County Borough as pupils will be transferred to the nearest English medium</p>	<p>The Sustainable Communities for Learning Band B Programme contains a wide range of schools, both Welsh and English medium, in various parts of the County Borough to deliver improved facilities and equitable access to good Welsh and English medium education.</p>	<ul style="list-style-type: none"> <li>• Ensure that parents/carers and the wider community are signposted to the Welsh for Adults classes. Marketing and promotion of the classes will be implemented via the Council's website and</li> </ul>

		<p>school at Hirwaun Primary School unless they opt to access support via the Council's Welsh Language Immersion team and move to the nearest Welsh medium school at YGG Penderyn. Pupils residing in Rhigos will require transport to both Hirwaun Primary and YGG Penderyn which provides equal opportunity for parents/carers to decide which medium of education they would like to pursue. Through implementation of an enhanced and targeted promotional campaign, we hope that parents/carers residing in Rhigos' current catchment area will choose Welsh medium education for their children following closure of the school.</p> <p>The current condition of the school at Rhigos Primary is poor in comparison with the conditions of both Hirwaun Primary School and YGG Penderyn. Although Hirwaun Primary has recently benefitted from the Sustainable Communities for Learning Band B programme to deliver a brand new 21<sup>st</sup> Century school, the school building at YGG Penderyn is a relatively new</p>		<p>corporate social media platforms.</p>
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build and was built as an eco-school, thus providing equal educational opportunities in terms of the conditions of the schools in this pocket of the County Borough. The purpose of the Sustainable Communities for Learning programme is to ensure there are good schools so all children and young people, whatever their learning need is, have equitable access to good Welsh and English medium education. This proposal will help us in achieving this purpose.

Both Hirwaun Primary and YGG Penderyn have facilities available for community use to offer opportunities through the medium of Welsh and staff will be encouraged and supported to undertake any additional learning to improve their Welsh language skills where necessary.

**Stage 3 - Strengthening the proposal.**

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

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

What are you going to do?	When are you going to do it?	Who is responsible?
Support the headteachers of both Hirwaun Primary School and YGG Penderyn to promote community and third-party use of the facilities for the purpose of delivering a range of opportunities through the medium of Welsh, with support of Welsh language organisations such as Learn Welsh Glamorgan, Menter Iaith and the Urdd to assist in the promotion of the Welsh language.	Once the outcome of the consultation has been finalised and a decision made.	RCT 21 <sup>st</sup> Century Schools.
Work with both schools and Learn Welsh Glamorgan to hold Welsh for Adults classes at the respective school. Ensure that parents/carers and the wider community are signposted to the classes through marketing and promoting via the Council's website and corporate social media platforms, and throughout the local community.	Once the outcome of the consultation has been finalised and a decision made.	RCT 21 <sup>st</sup> Century Schools. Learn Welsh Glamorgan.
Promote the support available to pupils who wish to transition from English medium education to Welsh medium education through marketing and promoting the newly established Welsh language immersion provision through engaging directly with schools throughout the County Borough, distributing leaflets, marketing via the Council's website and corporate social media platforms.	Work currently underway – promotional leaflets have been distributed at local events. Currently developing the social media marketing campaign to promote the service further.	RCT Welsh Language Immersion Team.
The school-based workforce will continue to be supported and with continued professional learning and networking, utilising opportunities to share best practices. The Council will continue to work with the CSCJES to actively market and promote the support available to practitioners who are looking to improve their Welsh language skills.	Ongoing – we work closely with the CSCJES to promote the professional opportunities available and actively encourage practitioners to consider these opportunities.	CSCJES.
The CSCJES will continue to work with schools to promote the Welsh Language Charter programme to increase pupils use of the Welsh language across all schools.	Ongoing – the CSCJES continue to support schools engaged with the programme to progress through the award. The CSCJES have tried to engage with the remaining schools which have not engaged and will be	CSCJES.

	attempting again in the next academic year.	
The Council's WESP Co-ordinator to work collaboratively with partners in developing and implementing strategies in line with the Council's WESP to support the delivery of the Welsh Government's Cymraeg 2050 vision of a million Welsh speakers, and to contribute towards the development of strategies which promote the Welsh language and Welsh medium education across the County Borough.	Ongoing – the WESP is a ten-year plan; we will continue to work with partners on developing and implementing strategies in line with the WESP.	RCT WESP Officer.
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.	
<b><u>Stage 4 – Review</u></b>		
<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. <a href="#">See our guidance document</a> 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>
//	18.09.2023.	Comments received have been included in the assessment above.

Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Comments received were positive and no further amendments were needed following the review panel.	24.10.2023	
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
<p>16.3% of respondents commented that they thought the proposal could impact opportunities for people to use and promote the Welsh Language.</p> <p>13.6% of respondents commented that the proposal way treats the Welsh Language less favourably than the English Language.</p> <p>Comments received about increasing the positive effects of the proposal include:</p> <ul style="list-style-type: none"> <li>• <b>Welsh Medium Schools</b> – The only way it will increase the positive effects of the Welsh language is to send children to a Welsh medium school.</li> <li>• <b>Teach More Welsh</b> – Teaching more Welsh in schools will increase the positive effects of the Welsh language.</li> <li>• <b>Transferring to Welsh Medium Schools</b> – The proposal may result in additional children transferring to the neighbouring Welsh medium primary, Ysgol Gynradd Gymraeg Penderyn.</li> </ul> <p>Comments received about decreasing the negative effects of the proposal include:</p> <ul style="list-style-type: none"> <li>• <b>Smaller Classes</b> – Teachers in a larger class will have more responsibility and less time to focus on every pupil, therefore the Welsh language be negatively affected.</li> </ul>	05.12.2023	Comments received have been included in the assessment above.



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

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

The Council's Directorate of Education and Inclusion Services 21<sup>st</sup> Century Schools Team will monitor this proposal holding periodic review meetings.

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

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

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

The proposal is to close Rhigos Primary School with pupils transferring to Hirwaun Primary School.

Hirwaun Primary School has recently benefitted from a £9.6M investment via the Welsh Government's Sustainable Communities for Learning Programme, delivering a brand new school with a high quality, 21<sup>st</sup> Century teaching and learning environment, enriching the teaching and learning experiences for both pupils and staff. The school opened its doors to the English medium pupils previously attending Penderyn Community Primary School in September 2021. It is a fully accessible school building which wholly complies with the Equality Act 2010.

To note Rhigos Primary school is also within the catchment of the Welsh medium provision at YGG Penderyn, and tailored and individual support will be available from the Council's Welsh Language Immersion Team for any pupils wishing to continue their education, at Penderyn, through the medium of Welsh.

Although Hirwaun Primary School is an English medium primary school, Welsh is taught as part of the curriculum and all pupils will benefit from having the opportunity to be taught in brand new facilities fit for the 21<sup>st</sup> century.

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

Hirwaun Primary school is a fully accessible and fully integrated community school. A dedicated area has been designed within so that the local community are allowed to safely use the facilities, both during and after the school day. The headteacher of the Hirwaun Primary School will continued to be encouraged and supported to consider using these facilities to increase participation in the Welsh language by offering the opportunity to parents/carers and other members of the community to attend Welsh medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh.

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

**Stage 7 – Sign Off**

<b>Name of Officer completing the WLIA</b>	Lisa Howell.	<b>Service Director Name:</b>	Andrea Richards.
<b>Position</b>	21 <sup>st</sup> Century School Business and School Organisation Manager.	<b>I recommend that the proposal: (Highlight decision)</b>	<b>Is implemented with no amendments.</b>
<b>Signature</b>		<b>Service Director Signature</b>	
<b>Date</b>	18.09.2023.	<b>Date</b>	18.09.2023.