**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](https://www.legislation.gov.uk/wsi/2015/996/contents/made) to ensure compliance with the [Welsh Language (Wales) Measure 2011](https://www.legislation.gov.uk/mwa/2011/1/contents/enacted).

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| **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](http://inform/en/supportservices/translationandwelshservices/welshlanguageimpactassessments/welshlanguageimpactassessments.aspx) for more information on data sources. | | | | | | |
| **Proposal Name:** | | Local Housing Strategy | | | | |
| **Department** | | Housing Strategy & Investment | | | | |
| **Service Director** | | Derek James | | | | |
| **Officer Completing the WLIA** | | Alex Coole | | | | |
| **Email** | | Alexandra.C.Coole@rctcbc.gov.uk | | | | |
| **Phone** | | 07384 919314 | | | | |
| **Brief Description** | | RCT’s Local Housing Strategy 2024 – 2030 has been developed to ensure that RCT has a functional housing market that responds to the different housing needs of all residents in RCT. This Housing Strategy sets out how, over the next 6 years, the Council will work with partners to shape and deliver safe, quality, affordable housing and housing services.  The aim of the Strategy is to assist all residents within RCT who will have different needs and different circumstances and living in different tenures, such as owner occupiers, people living in private rented accommodation, people living in social rented accommodation and also those that are experiencing homelessness.  The vision of the strategy is to ensure that **“the housing market in RCT offers our residents access to good quality, affordable homes, in the right place at the right time”**. In order to deliver this vision, we have identified the following objectives:  1: To enable a functional housing market that meets the needs of our communities  2: To promote sustainable communities and create homes that are safe, warm and healthy by improving housing conditions and investing in community regeneration  3: To enable access to all types of suitable and affordable housing that meets the needs of residents  4: To create prosperous communities by ensuring residents have access to housing advice and support that meets their needs | | | | |
| **Date** | | 29/08/2024 | | | | |
| **Please outline who this proposal affects?  (Service Users, Employees, Wider Community)** | | The Strategy will affect Service users, Employees and the Wider Community | | | | |
| **What are the aims of the policy, and how do these relate to the Welsh Language?** | | The Local Housing Strategy forms a key element in the way that RCTCBC responds to the housing market in RCT.  The Strategy acknowledges the need for good quality, energy efficient, affordable housing and that new build developments alone will not met this demand. Affordable housing is categorised as housing, which is provided for sale or rent at below open market prices and where there are mechanisms in place to ensure that it is accessible to those who cannot afford market housing. RCT Local Housing Market Assessment indicates that there will be a shortfall of affordable homes, which equates to 1,119 units of accommodation, per annum for the next 5 years.  Contained within the Strategy are four key strategic priorities, which aims to allow the Council to develop a strong strategic approach to achieve its vision ensuring that “**the housing market in RCT offers our residents access to good quality, affordable homes, in the right place at the right time”.** problem. The Strategy relies heavily on partnership working between internal Council departments and services, and external organisations, which will ensure that all involved are working in accordance to Welsh Language Standards.  The priorities reflect the need to proactively assist the housing market by focusing on our highest housing need areas and offering advice, guidance and assistance to enable all residents to access housing tenures. We will achieve this by drawing on best practice and identifying new funding models and opportunities. All literature, advice and guidance available for service users, staff or our partner groups is available and offered via a bilingual service in accordance with the Council’s Welsh Language duties. We develop newsletters, applications and information packs, all of which are offered bilingually.  Furthermore, the strategy supplements the Local Housing Market Assessment and the Local Development Plan in so much that it assists in the development of new affordable homes. The Local Development Plan includes planning policies and site allocations, which are used to determine planning applications. When determining planning applications, the local planning authority should take into account Technical Advice note 20: Planning and the Welsh Language.  It is documented that second homes in Wales and the lack of affordable housing can have a negative impact on the Welsh Language and on Welsh speaking communities, especially with regards to Welsh Medium Education and the availability of affordable housing for young Welsh speakers so that they can remain in their local community. Through the Welsh Language Community Housing Plan, from 2023 the Welsh Government has given Local Authorities additional powers to increase council tax on second homes and long term empty properties. From 1st April 2024, all second homes in Rhondda Cynon Taf will be charged a 100% premium which will assist in helping local Welsh speaking residents access housing in their preferred localities. In addition the Council proposes to increase the level of council tax premium to be paid in addition to the normal level of council tax by owners of properties classed as long-term empty. This again will generate additional available housing stock helping Welsh speaking residents to access housing in preferred localities and close to Welsh Medium schools and services. | | | | |
| |  | | --- | | **Who will benefit / Could the policy affect Welsh language groups?**  **If so, list them here.** | | | The strategy should only have a positive impact on any Welsh Language groups as the development of the Strategy and its associated working practices, will all abide by the Council’s Welsh Language policy and standards, in particular in exercising the Council’s policy on the distribution of grants (Standard 94) Equally, any partner organisations will be expected to operate in a manner that should reflect the high standards set in Local Authorities vis a vis the Welsh Language Standards. | | | | |
| **Current linguistic profile of the geographical area(s) concerned** | | The 2021 Census figures regarding the Welsh language show a decrease in the percentage of Welsh speakers across Wales to 17.8%. There was, however, a small increase in RCT – the percentage of the population of the county borough who can speak Welsh increased from 12.3% to 12.4%. Numerically, RCT saw a 2.8% increase in the number of Welsh speakers in the county borough, from 27,779 speakers to 28,556 speakers. RCT was also one of only four LAs in Wales to see an increase in the percentage of Welsh speakers – the others were Cardiff, the Vale of Glamorgan and Merthyr Tudful. All of these are neighbouring county boroughs, which could demonstrate that our region is seeing some positive trends in terms of increases in Welsh speakers, and that there may be a resulting increase in demand for services through the medium of Welsh and more need for housing by Welsh speakers. 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. | | | | |
| **Other relevant data or research** | | N/A | | | | |
| **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.**](http://rctinform/en/supportservices/impactassessments/impactassessment.aspx) | | | | | | |
| **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?** | |
| **Opportunities for persons to use the Welsh language** e.g. staff, residents and visitors  The rights of Welsh speakers and learners to use Welsh when dealing with the council and for staff to use Welsh at Work | **Positive** | | During the pandemic we have embraced new methods of working and new technology in order to, initially sustain our service but subsequently to enhance it. This has afforded us opportunities to promote the Welsh Language as more service users access the Council’s website, complete application forms, and obtain information online. All Council websites and key partners’ websites have access to all services in the Welsh Language.  The Council has responded to service users needs by using new technologies to unlock the ability to support people in new and innovative ways, therefore providing Welsh speakers and learners with the opportunity to use the Welsh Language.  The Local Housing Strategy aims to ensure that all residents can access good quality, affordable homes in the right place at the right time helping residents to be a part of a community, and thus a Welsh speaking community if they desired. The Strategy is committed to ensuring residents have access to the appropriate funding options, advice and guidance. This includes ensuring that Welsh speakers and learners, not only have access to, but also are given a pro-active offer to all available information in Welsh.  Through collaborative working with our partners, we will provide a holistic, person centred support with effective officer interventions where necessary. This will promote the Welsh Language and allow us access to a larger pool of staff in order to fully utilise their Welsh language skills. Where an individual requests to have a meeting in Welsh, we would adhere to standards 26/26A by utilising Welsh Language resources from our internal staff resources or alternatively arranging for a translator.  Various working groups oversee the delivery of the Strategy and will take responsibility for ensuring compliance with Welsh Language Standards and ensuring that there is an understanding amongst all partner groups that there is a requirement to provide services in Welsh.  Any staff training provided will undergo an assessment on whether the training should be delivered in Welsh, where there is a need to do this and resources allow. | Increase in the number of service users using online tools to access services through the medium of Welsh.  Both staff and service users are able to engage digitally and have their service requirements meet through this method.  An increase in the supply of good quality, affordable housing which has been developed in accordance with the Council’s Local Development Plan. The LDP has been produced in accordance to TAN20 and Planning Policy Wales.  Sustaining a strong economy and increasing the supply of affordable homes will create a functional housing market and prosperous communities where the Welsh language can thrive.  New multi agency approaches to the planning and commissioning of services to ensure that the Welsh Language is promoted. | Review how we have embraced technology and provided services that are innovative during the Pandemic and further enhance delivery methods and information in the Welsh Language.  Develop digital inclusion skills across services as well as the residents we are supporting. This will be linked into Digital Communities Wales. We will also work with local libraries, community groups, schools and colleges to deliver classes through the medium of Welsh.  The Council will continue to establish a healthy development programme for Social Housing Grant by assessing and prioritising schemes that are based on their accessibility to local facilities. This will include access to libraries, schools and colleges, which provided services in Welsh.  Develop training, updates and briefings to staff and providers to keep abreast of service developments, good practice, innovation and new practices via joint training sessions, working groups and local, regional and national forums.  Some of our partners are already subject to the Welsh Language Standards, for example, Cwm Taf Health Board and 6th form colleges. Equally, because the standards are strongest within RCT, then partner organisations would have to abide by these standards whilst working with us or if in receipt of social housing grants.  Various Housing information packs are already available in a bilingual format, but going forward we will ensure that applicants have an active offer of receiving the pack in Welsh. | |
| **Stage 2 – Impact Assessment**  **Will the proposed action affect any or all of the following?** | | | | | | |
|  | **Does the proposal have any positive, negative or neutral impacts?** | | **Describe why it will have a positive/negative or neutral impact on the Welsh language.** | **What evidence do you have to support this view?** | | **What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?** |
| **Numbers and / or percentages of Welsh speakers**  e.g Welsh Medium Education / Study Opportunities. Links with the Welsh Government’s [Cymraeg 2050 Strategy](https://gov.wales/sites/default/files/publications/2018-12/cymraeg-2050-welsh-language-strategy.pdf) / [RCTCBC Five Year Welsh Language Strategy](https://www.rctcbc.gov.uk/EN/Council/WelshServices/Relateddocs/WelshLanguagePromotionalStrategy.pdf) | Positive | | The Welsh Government’s prime objective is to see the number of people able to enjoy speaking and using the Welsh Language, reach a million by the year 2050. RCTCBC hopes to contribute and encourage this ambition by providing the conditions to facilitate an increase in the use of the Welsh Language in line with our 5 year Welsh Language Strategy.  This Strategy supports these goals, by ensuring, wherever possible, that Welsh speakers have access to warm, safe and affordable housing in a location that affords them the opportunities to continue to use or learn the Welsh language.  All properties available for let are advertised via the Council’s Choice Based Lettings scheme, which enables applicants to bid on properties which meets they needs. This means that applicants are able to research the area and ensure that nearby schools offer Welsh language education.  Developing the skills of staff and service users will help to increase the numbers of Welsh speakers by ensuring training is offered in Welsh and by ensuring Welsh language, courses are promoted.  There is also a wider issue to consider when examining issues of affordability and access to housing. By restoring empty homes into use and therefore increasing the access of housing to local residents, this in turn would have a positive impact in terms of retaining Welsh speakers in their communities. | In line with the Council’s Welsh Language Promotional Strategy and our Welsh Language Standards, this strategy will ensure bilingual text (Welsh first) on all Council documentation.  Increase in the number of staff and service users accessing Welsh language courses. RCTCBC will encourage staff and partners to enable staff to have access to Welsh Language courses and we will monitor this to ensure its effectiveness.  For example, our Housing allocation scheme, which supplements this strategy, gives priority to applicants who need to move to be nearer a child’s school, this includes Welsh medium schools (Where the need to move to a school has been recommended by the Director of Education). | | RCTCBC will ensure its key partners will provide and promote information through the medium of Welsh.  RCTCBC will review the number of new housing developments, which are near Welsh Medium schools and will work with colleagues in Education who are leading on the Welsh in Education Strategic Plan. Affordable housing new developments will be promoted and advertised and will include details on locality to Welsh medium education.  RCTCBC will work with our Registered Social Landlord partners to ensure that when property adverts provide details of local facilities and schools that they promote Welsh Medium schools first.  Promote Welsh language courses to staff and service users; particularly promote free Welsh lessons for 16 – 25 year olds, which will be provided by Welsh Government.  Work with the Welsh Language team to develop briefing notes to inform staff of the Welsh Language services that they need to offer customer/clients. |
| **Opportunities to promote the Welsh language**  e.g. status, use of Welsh language services, use of Welsh in everyday life in work and in the community  Actively encourage and promote the use of our services in Welsh to see an increase in demand over time | Positive | | All promotional material to access funding options for housing loans and grants and all promotional material relating to the advice and assistance offered to residents will be bilingual. An active offer will be made to clients to use these services in Welsh and to receive Welsh language materials. | Increase in the number of residents accessing good quality, affordable housing by encouraging and developing bilingual information and promotional material and information and advice around empty properties. | | Ensuring that all material is bilingual with both Welsh and English published in line with the Welsh Language Standards.  Please refer to previous subsections for details of mitigations in place to promote the Welsh language via the strategy, e.g. promoting Welsh medium education. |

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| **Stage 2 – Impact Assessment**  **Will the proposed action affect any or all of the following?** | | | | | | |
|  | **Does the proposal have any positive, negative or neutral impacts?** | **Describe why it will have a positive/negative or neutral impact on the Welsh language.** | | **What evidence do you have to support this view?** | | **What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?** |
| **Compliance with the** [**Council’s Statutory Welsh Language Standards**](https://www.rctcbc.gov.uk/EN/Council/WelshServices/Relateddocs/ComplianceNoticeStandards.pdf)e.g increasing or reducing the Council’s ability to deliver services through the Medium of Welsh.  Consider the rights of Welsh speakers to use Welsh when dealing with the Council and for staff to use Welsh at Work | Positive | The development of this strategy will increase the Council’s ability to deliver services through the medium of Welsh by:  Considering the rights of Welsh speakers to use Welsh language when dealing with the Council and for staff members who wish to use Welsh at work. The development of bilingual services will allow staff members to utilise the Welsh language at work.  Back-office services, such as complaints handling and , any correspondence, publicity, websites and phone services – where these are procured or provided directly by the Council will be available in Welsh in line with the Welsh Language Standards | | Increase in services through the medium of Welsh will be evidenced by the increase in the digitalisation of the service, which will be accessible bilingually.  Increase in the number of residents accessing housing services in Welsh. The Strategy will be made available to the public in Welsh.  The Council has already developed a Contract Strategy Document that includes a section on the Welsh Language Standards that officers must complete before inviting supplier to tender for a contract. Officers are required to list all the relevant standards in this section to ensure that suppliers are made aware of the Welsh language requirements of the contract. | | Ensure that all services relevant to this Strategy are promoted bilingually with Welsh first.  Actively promote both Council services and services offered by key partners that are available in Welsh. |
| **Treating the Welsh language, no less favourably than the English language** | Positive | See above for detail | | See above for detail | | See above for detail |
| **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?** | |
| Review the services we currently provide with particular emphasis on how we have embraced technology and provide services digitally. We will further enhance best practice by ensuring that we deliver information in the Welsh language. | | | March 2025 | | Housing Strategy Officers and identified (various) officers responsible for delivery of the actions and objectives of the Strategy | |
| The Council will continue to establish a healthy development programme for Social Housing Grant by assessing and prioritising schemes that are based on their accessibility to local facilities. This will include access to libraries, schools and colleges, which provided services in Welsh. | | | Ongoing | | Housing Strategy Officers | |
| Develop training, updates and briefings to staff and providers to keep abreast of service developments, good practice, innovation and new practices via joint training sessions, working groups and local, regional and national forums. | | | Ongoing | | Housing Strategy Officers and identified (various) officers responsible for delivery of the actions and objectives of the Strategy | |
| Some of our partners are already subject to the Welsh Language Standards, for example, Cwm Taf Health Board and 6th form colleges. Equally, because the standards are strongest within RCT, then partner organisations would have to abide by these standards whilst working with us or if in receipt of social housing grants. | | | Ongoing | | Housing Strategy Officers and identified (various) officers responsible for delivery of the actions and objectives of the Strategy | |
| Various Housing information packs are already available in a bilingual format, but going forward we will ensure that applicants have an active offer of receiving the pack in Welsh. | | | Ongoing | | Housing Strategy Officers and identified (various) officers responsible for delivery of the actions and objectives of the Strategy | |
| RCTCBC will ensure its key partners will provide and promote information through the medium of Welsh. | | | Ongoing | | Housing Strategy Officers and identified (various) officers responsible for delivery of the actions and objectives of the Strategy | |
| RCTCBC will review the number of new housing developments, which are near Welsh Medium schools and will work with colleagues in Education who are leading on the Welsh in Education Strategic Plan. Affordable housing new developments will be promoted and advertised and will include details on locality to Welsh medium education. | | | March 2025 | | Housing Strategy Officers | |
| RCTCBC will work with our Registered Social Landlord partners to ensure that when property adverts provide details of local facilities and schools that they promote Welsh Medium schools first. | | | Ongoing | | Housing Strategy Officers and identified (various) officers responsible for delivery of the actions and objectives of the Strategy | |
| Promote Welsh language courses to staff and service users; particularly promote free Welsh lessons for 16 – 25 year olds, which will be provided by Welsh Government. | | | Ongoing | | Housing Strategy Officers and identified (various) officers responsible for delivery of the actions and objectives of the Strategy | |
| Work with the Welsh Language team to develop briefing notes to inform staff of the Welsh Language services that they need to offer customer/clients. | | | Ongoing | | Housing Strategy Officers and identified (various) officers responsible for delivery of the actions and objectives of the Strategy | |
| Ensuring that all material is bilingual with both Welsh and English published in line with the Welsh Language Standards. | | | Ongoing | | Housing Strategy Officers and identified (various) officers responsible for delivery of the actions and objectives of the Strategy | |
| Ensure that all services relevant to this Strategy are promoted bilingually with Welsh first. | | | Ongoing | | Housing Strategy Officers and identified (various) officers responsible for delivery of the actions and objectives of the Strategy | |
| Actively promote both Council services and services offered by key partners that are available in Welsh. | | | Ongoing | | Housing Strategy Officers and identified (various) officers responsible for delivery of the actions and objectives of the Strategy | |
| If ways of reducing the impact have been identified but are not possible to implement, please explain why. Give sufficient detail of data or research that has led to your reasoning. | | | | | | |
| **What was identified?** | | | **Why is it not possible?** | | | |
| Offering all services in accordance with the Welsh language standards | | | Not all of the Council’s partners are required to comply with the Welsh language standards; however, we will encourage our partners who aren’t subject to the standards to promote the Welsh language services whenever they are available. | | | |
| Offering housing that is in a location that affords people the opportunity to continue to use or learn Welsh. | | | Housing is a limited resource and there is not enough affordable housing to satisfy the needs to every applicant on our waiting lists or aspiring to buy or rent. For example, if affordable housing was not available near a Welsh language school, then the Council would have difficulty affording people the opportunity to continue to live near a Welsh language school, but would continue to support their language journey through the strategies and plans it already has in place.  However, we will work with Registered Social Landlords and our other partners, to ensure that when a property is available to let, then the advert includes information on the location of the nearest Welsh medium school and it is placed before information on English language schools.  The home to school transport requirements are enhanced further within RCT, and Educational services assist all pupils to attend the school of their choice in their catchment area. RCTCBC go over and above the requirements of the school transport policy by helping to ensure that all pupils can attend the school of their choice in their catchment area, whether they choose a Welsh or English school. | | | |

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| **Stage 4 – Review**  For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Welsh Language services – [welshlanguageofficer@rctcbc.gov.uk](mailto:welshlanguageofficer@rctcbc.gov.uk) and the Consultation and Engagement team – consultation@rctcbc.gov.uk in the first instance for some initial guidance and feedback.  As part of the Welsh Language, Equalities and Socio Economic Duty Impact Assessment Process all proposals that fall within the definition of Significant Key Decision should present at the Officer Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your report is finalised and published for SLT/Cabinet approval.   If this proposal is a Key Strategic Decision please forward your completed (Stage 1>6) impact assessment, policy proposal/report and consultation report to [CouncilBusiness@rctcbc.gov.uk](mailto:CouncilBusiness@rctcbc.gov.uk) for an Officer Review Panel to be organised to discuss your proposal. [See our guidance document](http://inform/en/supportservices/translationandwelshservices/welshlanguageimpactassessments/welshlanguageimpactassessments.aspx) for more information on what a Significant Key Decision is.   It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable Welsh language considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments. | | |
| **Welsh Language Services Comments** | **Date Considered** | **Brief description of any amendments made following Welsh Language Services feedback** |
| Welsh Language Services would like to thank officers for their careful consideration of a number of issues that pertain to the impact this proposal could have on the Welsh language and its speakers. The assessment rightly identifies the important of housing security to the vitality of communities, which is an essential aspect of supporting Welsh language culture and giving Welsh speakers an opportunity to use the language on a daily basis if they choose. We are especially enthused to see the pioneering intention to work with letting agents etc to include information about Welsh medium schools first in their advertisements. This could have a lasting positive impact on the Council’s fulfilment of its Welsh in Education Strategic Plan. We have noted a few instances where a little more evidence could be used to support some points – e.g. specific references to sections of the Welsh Language Communities Housing Plan – but overall, this is a detailed and well-executed assessment, with well-evidenced impacts. Diolch yn fawr! |  |  |
| **Officer Review Panel Comments** | **Date Considered** | **Brief description of any amendments made following Officer Review Panel considerations** |
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| **Consultation Comments** | **Date Considered** | **Brief description of any amendments made following consultation** |
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| **Stage 5 – Monitoring, Evaluating and Reviewing**  How and who will you monitor the impact and effectiveness of the proposal? |
| The Council will monitor, steer and review progress of the aims and objectives of the Local Housing Strategy via RCT’s Housing Leaders Group and Prosperity and Development’s Service Delivery Plan. Annual progress reports will be submitted to scrutiny committee and SLT. |

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| **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 Local Housing Strategy and its aims and objectives will have a positive effect on the Welsh language, Welsh speakers and Welsh learners, and any plans or developments that stem from the Strategy will fully comply with the Welsh Language Measures and the Welsh Language Standards.  The vision for the Strategy is to ensure that **“the housing market in RCT offers our residents access to good quality, affordable homes, in the right place at the right time”**. This will enable people to have access to good quality housing and to be able to stay within their local communities.  All of the Strategic aims will promote the service through the medium of the Welsh language and we will ensure that all information is produced bilingually and is accessible in Welsh. When offering our services, we will ensure that all specialist needs are taken into account, including how the service user requests to engage with us. We will further focus on training and developing the Welsh language skills of our staff by encouraging them to take up Welsh language courses or to utilise their existing skills. |

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| **Stage 7 – Sign Off** | | | |
| **Name of Officer completing the WLIA** | Alex Coole | **Service Director Name:** | Derek James |
| **Position** | Housing Strategy Manager | **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** |
| **Signature** | A C Coole | **Service Director Signature** |  |
| **Date** | 12/09/2024 | **Date** |  |