

Stage 1 – Information Gathering	
<p><b>NOTE:</b> As you complete this tool you will be asked for <b>evidence to support your views</b>. Please see Welsh Language Impact Assessment Guidance for more information on data sources.</p>	
<b>Proposal Name:</b>	Education and Family Support Directorate Strategic Plan 2023-2026
<b>Directorate</b>	Education and Family Support Directorate
<b>Service Director</b>	Lindsay Harvey Corporate Director – Education and Family Support
<b>Officer Completing the WLIA</b>	Robin Davies Group Manager Business Support Nicola Echanis Head of Education and Family Support
<b>Email</b>	Lindsay.harvey@bridgend.gov.uk
<b>Brief Description</b>	<p>The directorate plays a key role in delivering a wide range of services which impact directly on the lives of children, young people, adults, and families living in Bridgend.</p> <p>The directorate comprises 6 service areas, served by 28 operational teams, 59 schools and 1 pupil referral unit. Due to the complexity and wide-ranging nature of the directorate, it is essential that the directorate’s activity is underpinned by robust governance, strategic and operational procedures.</p> <p>The directorate’s three-year strategic plan is an important part of the directorate’s delivery model as it enables clear alignment with national policy and locally determined priorities.</p>

	While the directorate is under no statutory duty to produce a three-year plan, the directorate is keen to engage with stakeholders to ensure service delivery, over the medium term, is well co-ordinated and, wherever possible, meets the needs of service recipients.						
<b>Date</b>	16/05/2023						
<b>Please outline who this proposal affects? (Service Users, Employees, Wider Community)</b>	Local authority and school staff, service users, schools, delivery partners, children, young people, families, communities and the wider public.						
<b>What are the aims of the policy, and how do these relate to the Welsh Language?</b>	Out of the 15 strategic themes, the following is of particular relevance:  T14 Effective Welsh in Education Strategic Plan to promote the Welsh language and Welsh-medium education						
<b>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</b>	All pupils, children and families wishing to use the Welsh language or pursue an education through the medium of Welsh.						
<b>Current linguistic profile of the geographical area(s) concerned</b>	<p>The ONS recently published the data for the national Census 2021 (Census date 21 March 2021). The 10-year Census provides the most complete information about the Welsh language skills of the population.</p> <p>The Census data identifies the following:</p> <table border="1" data-bbox="1093 1177 1995 1292"> <thead> <tr> <th colspan="3">Welsh Language Skills of the population (%)</th> </tr> </thead> <tbody> <tr> <td></td> <td>Bridgend County Borough</td> <td>Wales</td> </tr> </tbody> </table>	Welsh Language Skills of the population (%)				Bridgend County Borough	Wales
Welsh Language Skills of the population (%)							
	Bridgend County Borough	Wales					

	Can speak Welsh	9%	17.3%
	Can understand spoken Welsh	12.4%	21.3%
	Can read Welsh	10%	16.8%
	Can write Welsh	7.8%	14.8%
	<p>With regards to combinations of Welsh language skills (for example, can speak Welsh but cannot read or write Welsh), 15.2% of the population of Bridgend identified as having some combination of skills, compared to 24.4% for the whole of Wales.</p> <p>The data shows that there is a gap in the Welsh language skills of the population of Bridgend when compared to the whole of Wales.</p>		
<b>Other relevant data or research</b>	None		

**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.

**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>
<p><b>Opportunities for persons to use the Welsh language</b></p> <p>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</p>	<p>Positive</p>	<p>The strategy supports a strong Welsh language offer for pupils and learners in Bridgend and within communities.</p> <p>The plan will be published in Welsh as well as English.</p> <p>There has been an appropriate engagement process with stakeholders including Welsh-medium</p>	<p>Proposed strategy document and communications with stakeholder.</p> <p>Feedback received on the proposed strategy.</p>	<p>Further publication of the strategy</p>

		<p>schools and Bridgend County Borough Council's Welsh in Education Forum (WEF).</p> <p>There has been an opportunity for any responses to the engagement to be received and considered in Welsh.</p>		
<p><b>Stage 2 – Impact Assessment</b></p> <p><b>Will the proposed action affect any or all of the following?</b></p>				
	<p><b>Does the proposal have any positive, negative or neutral impacts?</b></p>	<p><b>Describe why it will have a positive/negative or neutral impact on the Welsh language.</b></p>	<p><b>What evidence do you have to support this view?</b></p>	<p><b>What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?</b></p>
<p><b>Numbers and / or percentages of Welsh speakers</b></p> <p>e.g Welsh Medium Education / Study Opportunities. Links with the Welsh Government's</p>	<p>Positive</p>	<p>The local authority's ambitious School Modernisation Programme that is a 'strategic theme' within the strategic plan principally supports the growth of Welsh-medium</p>	<p>A published Welsh in Education Strategic Plan (WESP) approved by Welsh Government</p>	<p>Further publication of the strategy.</p>

Cymraeg 2050 Strategy / BCBC Five Year Welsh		education places in Bridgend in line with the targets in the approved WESP.		
<p><b>Opportunities to promote the Welsh language</b></p> <p>e.g. status, use of Welsh language services, use of Welsh in everyday life in work and in the community Actively encourage and promote the use of our services in Welsh to see an increase in demand over time.</p>	Positive	<p>The Welsh language is promoted throughout the plan especially in respect of the delivery of the WESP and with the support and work of the WEF.</p> <p>The provision of an effective childcare and early years offer.</p>	<p>A published WESP approved by Welsh Government</p> <p>WEF meeting minutes and action plans</p>	Continued support of the WEF and action plan

**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>
<p><b>Compliance with the Council's <a href="#">Statutory Welsh Language Standards</a></b></p>	Neutral	<p>The three-year strategic plan will be made available in Welsh.</p> <p>Operational services responsible for delivering</p>	<p>Local policy documents.</p> <p>The local authority's website and 'My Account' are bilingual.</p>	None

<p>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</p>		<p>the strategy in the plan will ensure that the Welsh-language is able to be used and will not be treated less favourably than the English language.</p>		
<p><b>Treating the Welsh language, no less favourably than the English language</b></p>	<p>Neutral</p>	<p>The services delivered to children, young people and families as set out in the proposed strategy for 2023-2026 reflect and support the fundamental right of parents/carers to use the Welsh language and to choose the Welsh language as the medium of education for their child(ren).</p>	<p>Progressing the local authority's ambitious School Modernisation Programme to create additional capacity across school for Welsh-medium education.</p> <p>We have begun embedding the national curriculum across Bridgend schools to ensure that pupils are ambitious and capable learners who can communicate effectively in different forms of settings in both English and Welsh languages.</p>	<p>Further implementation of the national curriculum</p>

<b>Stage 3 - Strengthening the proposal</b>		
<p>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.</p> <p>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?</p>		
<b>What are you going to do?</b>	<b>When are you going to do it?</b>	<b>Who is responsible?</b>
The local authority will continue to promote Welsh-medium education via the WEF and through the delivery of the approved WESP	Timescales agreed in the WESP.	The local authority and partners.
Progress a strong School Modernisation Programme with a significant increase in the number and availability of Welsh-medium nursery and primary school places across Bridgend.	In line with the delivery of the Band B 21 <sup>st</sup> century Schools Modernisation Programme outlined in the approved WESP.	The local authority
<p><b>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></p>		
<b>What was identified?</b>	<b>Why is it not possible?</b>	




**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 – [WLS@bridgend.gov.uk](mailto:WLS@bridgend.gov.uk) and the Consultation and Engagement team – [consultation@bridgend.gov.uk](mailto:consultation@bridgend.gov.uk) in the first instance for some initial guidance and feedback.

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
All areas checked and completed	18/05/2023	N/A
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
All areas checked and completed	18/05/2023	N/A

Stage 5 – Monitoring, Evaluating and Reviewing

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

Ongoing data analysis and reporting in respect of services supporting school staff, service users, schools, delivery partners, children, young people, families, communities and the wider public.

Service and operational plans will report on data against agreed performance measures.

Service users will be engaged with, consulted with and surveyed on the impact of service provision.

Key partners and stakeholders will provide qualitative and quantitative judgements on the impact of the strategy.

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.

Opportunities for persons to use the Welsh language – positive impact.

Numbers and / or percentages of Welsh speakers – positive impact.


Opportunities to promote the Welsh language – positive impact.

The Council's compliance with the statutory Welsh Language Standards – neutral impact.

Treating the Welsh language, no less favourably than the English language – neutral impact.

No additional actions have been taken to better contribute to more positive impacts since the impact assessment was completed or since engagement with key stakeholder commenced.

Stage 7 – Sign off

Name of Officer completing WLIA	Robin Davies /Nicola Echanis	Service Director name:	Lindsay Harvey
Position	Group Manager/Head of Service	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		Service Director Signature	
Date	18/05/2023	Date	18/05/2023