

Appendix C: Welsh Language Impact Assessment

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.

<u>Stage 1 – Information Gathering</u>	
NOTE: As you complete this tool you will be asked for evidence to support your views . Please see <u>Welsh Language Impact Assessment Guidance</u> for more information on data sources.	
Proposal Name	Statutory School Organisation – proposal to close Trallwng Infants School with pupils transferring to Coedpenmaen Primary School.
Department	Directorate of Education and Inclusion Services – 21 st Century Schools Team.
Service Director	Andrea Richards.
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Brief Description	<p>Trallwng Infants School is a 3 to 7 English medium infants school located on Bonvilston Road, Trallwn, Pontypridd, with a capacity for 105 statutory school age (reception to year two) infant pupils.</p> <p>According to the property condition survey carried out by Rhondda Cynon Taf County Borough Council (RCTCBC) in August 2020, Trallwng Infants School is graded C for condition and C for suitability, where A is the highest and D is the lowest performing, respectively. This means that in terms of condition, Trallwng Infants School is sound, operationally safe, and exhibiting only minor deterioration. In terms of suitability, Trallwng Infants School is satisfactory, performing as intended, but does not effectively support the delivery of the Curriculum for Wales in some areas.</p> <p>The site itself and the school building does not fully comply with the <u>Equality Act 2010</u> as Trallwng Infants School has a rating of B, meaning it is partly compliant.</p> <p>This proposal seeks formal approval to begin the relevant and required statutory school organisation consultation to close Trallwng Infants School with pupils transferring to Coedpenmaen Primary School in line with the requirements of the Welsh Government's (WG's) <u>School Organisation Code (2nd Edition) (011/2018)</u>.</p> <p>Coedpenmaen Primary School is a 3 to 11 English medium primary school located on Coedpenmaen Road, Pontypridd with a capacity for 269 statutory school age pupils. Coedpenmaen Primary School is the associated</p>

	<p>primary school that provides key stage two education provision for the catchment area of Trallwng Infants School.</p> <p>The catchment areas of Trallwng Infants School and Coedpenmaen Primary School sit within the larger catchment area of Ysgol Gynradd Gymraeg Awel Taf (YGG Awel Taf), and as is already the case and in accordance with the WG's <u>School Admissions Code 2013 (05/2013)</u>, choosing which school their child attends is a decision for the parent and carer. As such, pupils of Trallwng Infants School have the option to attend YGG Awel Taf, the local Welsh medium primary school. RCTCBC's Welsh Language Immersion Team provides excellent support for pupils who transfer from English medium to Welsh medium education. This provision has proved successful in other schools across the County Borough and will be available for any pupils that wish to utilise it. There is sufficient capacity at YGG Awel Taf for pupils of Trallwng Infants School who wish to attend Welsh medium primary education as opposed to continuing with English medium primary education provision at Coedpenmaen Primary School.</p>
Date	16.09.2024.
Please outline who this proposal affects? (Service Users, Employees, Wider Community)	<ul style="list-style-type: none"> • Children currently attending Trallwng Infants School. • Parents and carers of children attending Trallwng Infants School. • Teachers currently working at Trallwng Infants School. • Residents residing in Trallwng Infants School's current catchment area. • Parents and carers of children attending Coedpenmaen Primary School. • Teachers currently working at Coedpenmaen Primary School. • Residents residing in Coedpenmaen Primary School's catchment area.
What are the aims of the policy, and how do these relate to the Welsh Language?	<p>The aim of this policy is to begin the relevant and required statutory school organisation consultation to close Trallwng Infants School with pupils transferring to Coedpenmaen Primary School in line with the requirements of the WG's <u>School Organisation Code (2nd Edition) (011/2018)</u>. Both Trallwng Infants School and Coedpenmaen Primary School sit within the catchment area of the newly built YGG Awel Taf, which will transfer from being a dual language school to Welsh medium only from September 2024. There is sufficient capacity at YGG Awel Taf for pupils of Trallwng Infants School who may wish to attend Welsh medium primary education instead of continuing with English medium primary education provision at Coedpenmaen Primary School. This will be subject to parental choice and any parents and carers wishing to do so will be fully supported.</p> <p>All local authorities in Wales must produce a Welsh in Education Strategic Plan (WESP). The WESP is a long-term language planning tool which sets the direction for the strategic planning, delivery and growth in Welsh medium and Welsh language education. Through the WESP and effective strategic planning and investment, RCTCBC aims to contribute significantly to achieving the vision of one million people in Wales being Welsh speakers by 2050, as set out in Cymraeg 2050.</p>

	<p>There are seven outcomes within RCTCBC’s WESP which focus on different areas of education. If this proposal were to go ahead and families within the vicinity choose their local Welsh medium school instead of transferring to the English medium school, this would support the local authority with achieving two of the seven outcomes in particular:</p> <ul style="list-style-type: none"> • More three year old/nursery learners to receive their education through the medium of Welsh. • More five year old/reception learners to receive their education through the medium of Welsh. <p>The aim is 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 year groups, offers all pupils the opportunity to become fully bilingual and aligns with the new Curriculum for Wales.</p>
<p>Who will benefit/Could the policy affect Welsh language groups? If so, list them here.</p>	<ul style="list-style-type: none"> • Children currently attending Trallwng Infants School. • Parents and carers of children attending Trallwng Infants School. • Teachers currently working at Trallwng Infants School. • Residents residing in Trallwng Infants School’s current catchment area. • Parents and carers of children attending Coedpenmaen Primary School. • Teachers currently working at Coedpenmaen Primary School. • Residents residing in Coedpenmaen Primary School’s catchment area. <p>Any impact on Welsh language groups should be positive as the closure of Trallwng Infants School could result in parents and carers within the current catchment area of the school opting for Welsh medium education as opposed to continuing with English medium education. The support available through RCTCBC’s Welsh Language Immersion provision will be promoted to parents and carers of children currently attending the school.</p>
<p>Current linguistic profile of the geographical area(s) concerned</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 Rhondda Cynon Taf (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</p>

	<p>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 introduction of the Welsh Language Charter (Siarter Iaith/Cymraeg Campus) has enabled both Welsh and English medium schools the opportunity to promote and increase pupils use of the Welsh language in social contexts. The programme is part of a series of WG programmes which aim to increase children and young people’s use of Welsh in informal situations and is delivered in almost every school in RCTCBC in partnership with the Central South Consortium Joint Education Service (CSCJES). It’s an important tool to increasing the social use of Welsh in Wales, no matter linguistic background and contributes to WG’s Cymraeg 2050 strategy. Trallwng Infants School and Coedpenmaen Primary School have both engaged with the programme. Having achieved the bronze ‘Cymraeg Campus’ awards respectively, both schools are now working towards achieving the silver ‘Cymraeg Campus’ awards.</p> <p>As part of a data gathering exercise carried out in July 2023 whilst completing the WESP Annual Review Report, an evaluation of the ‘Cymraeg Campus’ programme in English medium schools was conducted. The findings of this evaluation demonstrated the positive impact the programme has had on the increasing use of the Welsh language in English medium schools. Of the schools contacted as part of this exercise, all schools 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 WG’s target of reaching one million Welsh speakers in Wales by 2050 and the targets set out in the RCTCBC’s new WESP (2022 to 2032).</p> <p>RCTCBC recognises the importance of immersion in the Welsh language for pupils who wish to transition from English to Welsh medium education. From September 2023, RCTCBC Welsh Language Immersion provision was established to support latecomers or newcomers to the Welsh language. This provision has adapted a peripatetic model of delivery with the immersion teacher travelling to the schools of pupils accessing the service to immerse pupils in the Welsh language. The provision continues to evolve and demand for the service continues to grow. When demand for the service surpasses the capacity of the service, RCTCBC 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>Other relevant data or research</p>	<p>The language category and standards of alternative / neighbouring schools</p> <p>RCTCBC 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,</p>

two dual language primary schools for 3 to 11 year olds, namely Dolau Primary and 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. From September 2024, the dual language school at Heol y Celyn Primary will transition to being wholly Welsh medium, taking the new name of YGG Awel Taf.

The nearest Welsh medium primary school to Trallwng Infants School geographically is Ysgol Gynradd Gymraeg Evan James (YGG Evan James) which is 1.2 miles away from the school. However, this school is not the catchment school for the area surrounding Trallwng Infants School. The in-catchment Welsh medium primary school is YGG Awel Taf which is 2.8 miles from the school. YGG Awel Taf has recently benefitted from a £75.6 million investment through WG's Sustainable Communities for Learning Programme, delivering a brand new school building with first-class facilities. The school sits on the current site of the dual language school Heol y Celyn Primary; however, the school will transition to Welsh medium only from September 2024 welcoming pupils from the Welsh stream of education at Heol y Celyn Primary and Welsh medium pupils from Ysgol Gynradd Gymraeg Pont Sion Norton (YGG Pont Sion Norton). YGG Awel Taf has sufficient surplus capacity to accommodate an increased number of pupils. YGG Awel Taf is over the 1.5 mile distance allowed within the home to school transport eligibility. As such, many pupils residing in the current catchment area of Trallwng Infants School will be entitled to free home to school transport. This provides equal opportunity for parents and carers to decide which medium of education they would like to pursue.

Pupils attending YGG Awel Taf transition into secondary education at Ysgol Garth Olwg which is 4.8 miles away from Coedpenmaen Primary School. At present, pupils attending Coedpenmaen Primary School transition into secondary education at Ysgol Bro Taf, formerly Pontypridd High School, which is 1.9 miles away from the school.

The nearest Welsh medium childcare and early years settings is Cylch Meithrin Cilfynydd a Phont Norton, which is situated in Cilfynydd Community Centre. The community centre is 1.3 miles away from Coedpenmaen Primary School. The Cylch Meithrin offers sessional care between the hours of 09:15 to 12:15 from Monday through to Wednesday.

RCTCBC recognises the importance of WG's Cymraeg 2050 target and how central the education system in Wales is to achieve its vision. RCTCBC'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.

In line with the WESP (2022-2032), RCTCBC will continue to ensure that the benefits of Welsh medium and Welsh language education are promoted to parents and carers from the initial early years, through to primary

and secondary education and onwards through to higher and further education for all pupils, whatever their learning need. This is done through ongoing promotion of Welsh medium education, in general through sharing promotional videos which have been prepared. These videos include promoting Welsh medium education on a while, Welsh medium education for pupils with additional learning needs (ALN), transition arrangements between primary and secondary schools and Welsh medium post-16 education. The videos are available on the RCTCBC website and have been posted on the corporate social media platforms over August and September 2024. In addition to these resources, Mudiad Meithrin have shared a series of videos focussing on promoting Welsh medium childcare and early years provision, addressing some of the concerns parents/carers have around making the choice to attend Welsh language provision. These videos will be used in different marketing campaigns at varying times throughout this academic year. RCTCBC's WESP Officer and Welsh Language Immersion Lead attend public events such as the Teddy Bears Picnic and Parti Ponty to distribute RCTCBC's Being Bilingual booklets and Welsh language immersion leaflets to the wider public. In addition, Menter Iaith and Cymraeg i Blant are currently working with RCTCBC to host new Welsh language events targeted at pre-school children and their families. Attending these types of events provides invaluable opportunities to speak directly with families who may be considering Welsh medium education but also have some concerns or queries. The Council's Being Bilingual booklets have also been distributed to the NHS Health Visiting team who place copies in the new baby packs, birth registration services who provide copies to parents/carers as they register new births and to local housing developers in this area of the County Borough where many new developments are underway.

What is the language category of the school included in this proposal?

Trallwng Infants School is an English medium infant's school for 3 – 7 years old. Coedpenmaen Primary School is an English medium primary school 3 -11 years old. Currently, as Trallwng Infants School is a 3 – 7 school, pupils will then transition to Coedpenmaen Primary School for the remainder of their English medium primary education.

What facilities are there for members of the community to learn Welsh or undertake activities through the medium of Welsh?

Pupils who wish to continue with English medium education at Coedpenmaen Primary School will have opportunities to use the Welsh language at the school in line with the new Curriculum for Wales and the activities required to reach the bronze, silver and gold 'Cymraeg Campus' Welsh Language Charter awards.

Further to this, RCTCBC recognises the importance of immersion in the Welsh language for pupils who wish to transition from English medium education into Welsh medium education, so as to further encourage the uptake

of Welsh medium education in the County Borough. RCTCBC has adapted a peripatetic model of delivery with the immersion team attending the schools of pupils accessing provision. Networking, marketing and stimulating demand for late immersion in the County Borough has been identified as a key driver for further promoting this service and as such, promotional videos have been prepared. These videos involve pupils who are accessing the service, parental/carer interviews and headteacher interviews.

How parents and carers and pupils' engagement with any alternative school and any specific language enhancement it offers could be supported?

RCTCBC have developed a 'Being Bilingual' booklet which gives information on the benefits of receiving a bilingual education, outlining the pathway to Welsh medium education and answering some frequently asked questions many parents and carers have around choosing Welsh medium education. RCTCBC have also developed a promotional leaflet to promote the new Welsh Language Immersion provision. Both resources are widely distributed via Flying Start provisions, birth registration services and childcare settings. The booklets have been provided to housing developers in the Taf Ely area of the County Borough where there are large housing developments underway, to be provided to any potential new buyers in their sale packs. In addition to this, RCTCBC's WESP Officer and Welsh Language Immersion team attend local events to distribute resources to the general public. This includes events throughout RCT such as the Teddy Bears Picnic and Parti Ponty, both of which are held in Ynys Angharad Park, Pontypridd, on an annual basis. More recently, local Welsh language organisations arranged free events for pre-school children and families. An initial event was held in Trebanog in March 2024 and a further event held at Llantrisant Leisure Centre in June 2024. Following the success of these events, local Welsh language organisations are working in collaboration with RCTCBC to further develop these events for the current academic year. Plans are currently underway for 2024-25 with the aim to host at least 1 event in each area of the County Borough through the academic year. This will provide an opportunity for all in RCT to attend their local event and receive information on the options and support available to them on the journey to becoming bilingual.

RCTCBC's 'Starting School' booklet also provides parents and carers with a range of information including advice on choosing a school, the provision of home to school transport and a directory of schools. Amendments have been made to the 'Starting School' booklet to include information relating to Welsh medium education in RCT, along with information on the new Welsh language immersion provision, ensuring this information is readily available to parents and carers. This will be available to see in the new booklet for the upcoming 2024 academic year.

Cymraeg i Blant run free baby group sessions each week throughout the County Borough. These sessions are bilingual and include baby massage, baby yoga and Welsh rhyme time. This provision ensures that parents and

carers receive key early messages during the ante-natal and post-natal period and are made aware of the bilingual pathway available for their child and the Welsh medium offer available locally. The nearest Cymraeg i Blant baby group is situated in Pontypridd Library and runs every Thursday from 13:00.

RCTCBC's Youth Engagement and Participation Service work with Welsh language organisations such as Menter Iaith and the Urdd to deliver bespoke language awareness sessions for young people, highlighting the value of having the Welsh language as a skill. The Youth Engagement and Participation Service also deliver social events and activities for young people through the medium of Welsh which include residential opportunities, eisteddfodau, sport and accreditation.

In July 2022, WG approved funding to establish Welsh language immersion provision for latecomers/newcomers to the Welsh language. The provision, now established and gaining momentum throughout RCT, adopts a peripatetic model of delivery with the immersion teacher engaging with pupils accessing the service to become immersed in the Welsh language. When demand for the service surpasses the capacity of the service, RCTCBC will consider creating a dedicated Welsh language immersion unit for latecomers alongside the development of its Band B Sustainable Communities for Learning programme.

Information on how the proposal fits with the WESP and any future actions that will be needed in consequence of the change to continue to comply with the scheme or meet targets in the scheme.

RCTCBC believes that all pupils should have appropriate opportunities for learning in the mediums of both Welsh and English to enable them to develop the confidence to use both languages in everyday life in order to meet the demands of the 21st Century.

RCTCBC recognises the importance of the WG's Cymraeg 2050 target and how central the education system in Wales is to achieve its vision. RCTCBC's new WESP (2022-2032) sets out a ten-year vision for increasing and improving the planning of the provision of Welsh medium education within the County Borough, in order to maximise its contribution of achieving the target of one million Welsh speakers in Wales by 2050. It builds on the work of the previous WESP (2017 to 2022) and sets out an action plan which demonstrates how we intend to achieve our ten-year vision.

If this proposal were to go ahead and parents and carers residing in the current catchment area of Trallwng Infants School decided to transition into Welsh medium education at YGG Awel Taf as opposed to English medium education at Coedpenmaen Primary School, this will increase the number of three and five year old pupils receiving their education through the medium of Welsh. This supports Outcome 1 and Outcome 2 of the

WESP. Ongoing engagement with the 'Cymraeg Campus' Welsh Language Charter will ensure further opportunities for pupils to use Welsh in different contexts in school, supporting Outcome 5 of the WESP.

The key to successfully achieving any of the outcomes outlined within the WESP is to raise the profile of the Welsh language and Welsh education across the County Borough and changing people's attitudes towards the language. To achieve this, effective marketing and promotion of Welsh education on a whole is needed. Over recent months, RCTCBC have created a range of promotional videos encompassing the seven outcomes of the WESP. These videos include teacher recruitment, Welsh language immersion, Welsh medium ALN education, Welsh medium post-16 education and transition from primary to secondary education. Footage has been prepared involving practitioners who currently work in schools in RCT, headteacher and teacher interviews, parental/carer interviews and interviews with pupils who currently attend Welsh medium schools. These videos will form part of a wider targeted marketing campaign specifically focussing on growing numbers in the Welsh medium education sector. This campaign was launched during an event at the National Eisteddfod whilst it visited RCT in August 2024. Since then, the videos have been posted on RCTCBC's corporate website and across social media platforms. For the period of September to November 2024, a marketing campaign will be implemented across the social media platforms to raise the awareness of Welsh medium education in RCT.

The majority of Welsh medium primary schools in the County Borough have sufficient surplus places to meet demand. However, there are a number of schools where demand is close to outstripping supply. As such, RCTCBC has or is currently taking action to address these issues through a number of projects and proposals. Projects that will address this issue include the recently completed expansion of YGG Aberdar, including a purpose built Welsh medium childcare facility; as well as the new Welsh medium primary school in Rhydyfelin (YGG Awel Taf) to accommodate pupils at YGG Pont Sion Norton and the Welsh stream at Heol y Celyn Primary School, the expansion of YG Rhydywaun with a new teaching block and sports facilities; and the planned new school building to serve the Llanilid housing development. Furthermore, RCTCBC has also 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, such as the WG's Welsh Medium Capital Grant. This will assist in ensuring a language continuum of Welsh medium provision and ensure that increased demand for Welsh medium education is met.

The headteachers of Trallwng Infants School and Coedpenmaen Primary School will be encouraged to promote and signpost to the Welsh medium early years and primary education provision available at YGG Awel Taf and Cylch Meithrin Cilfynydd a Phont Norton. This will be done by distributing promotional resources such as the 'Being Bilingual' booklet and the Welsh language immersion provision leaflets to families residing in the area and in local public venues and also signposting to the Welsh medium education section of the Council's website which contains further information which promotes the Welsh language and Welsh education in RCT.

No changes to these proposals are required in order to comply with the WESP.

Stage 2 – Impact Assessment

In this section you need to consider the impact, the evidence and any action you are taking for improvement. This is to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language (Wales) Measure 2011.

Please note there is a separate impact assessment for Equality and Socio-Economic duty that must also be completed for policy proposals.

Remember that effects that are positive for some groups could be detrimental to others - even among Welsh language groups. Consider the effects on different groups. For example, a proposal may be beneficial to Welsh learners, but not to Welsh speakers.

Previous Welsh Language Impact Assessments can be found on Inform by [clicking here](#).

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

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<p>Opportunities for persons to use the Welsh language</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>	Neutral	Everyone residing in Wales has the right to speak to a Welsh speaker when dealing with any public relation matters. RCTCBC will continue to adhere to The Welsh Language (Wales) Measure 2011 and its standards which requires the Council to produce a five year strategy outlining actions which will facilitate and promote the Welsh language. Any persons wishing	<ul style="list-style-type: none"> The Welsh Language Use Survey (2013 to 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 	<ul style="list-style-type: none"> 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. The school will be encouraged to invite Welsh language groups to utilise the space available to host

		<p>to correspond with RCTCBC through the medium of Welsh are able to do so.</p> <p>Staff and visitors to all schools in RCT are openly encouraged to use the Welsh language with each other and with pupils.</p> <p>The headteacher at Coedpenmaen Primary School will be encouraged to make use of any available space at the school to provide opportunities for persons to use the Welsh language, for example through hosting Welsh for adult's lessons at the school. In addition, they will be encouraged to signpost parents and carers to Welsh for adult's classes offered through Learn Welsh Glamorgan/Dysgu Cymraeg Morgannwg at Garth Olwg Lifelong Learning Centre, in Church Village. This will support WG's Cymraeg 2050 target of creating a million Welsh speakers in Wales by 2050.</p> <p>There are a range of opportunities available to staff working in schools in RCT should they wish to improve or upskill their Welsh language skills so that they can use Welsh</p>	<p>importance of staff, residents and visitors having fair access to opportunities to use the Welsh language. The demand for classes through the medium of Welsh at the Garth Olwg Lifelong Learning Centre. Learn Welsh Glamorgan/Dysgu Cymraeg Morgannwg currently host Welsh for adult's classes at varying levels across 6 different locations throughout RCT. Data and information relating to professional learning opportunities are shared with RCTCBC's WESP Officer and members of the WESP Outcome 7 sub-group which has been established to focus specifically on this outcome which aims to increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.</p> <ul style="list-style-type: none"> • In line with RCTCBC's Statutory Welsh Language Standards, any 	<p>any other Welsh language group classes/sessions at the school. To continue working with the CSCJES to promote the range of professional learning opportunities available to any staff looking for opportunities to learn, improve or upskill their Welsh language skills. Ensure any RCTCBC publications, documentation and correspondence are bilingual with a message included to state that correspondence in Welsh is welcomed and corresponding with us in Welsh will not lead to a delay. This also applied 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 equal opportunities in terms of the Welsh language and equality.</p> <ul style="list-style-type: none"> • Should the proposal go ahead, the proposed new school will be encouraged and supported to host a number of transition days
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		<p>more at work or for those wishing to switch from teaching in an English medium school to a Welsh medium school. CSCJES regularly promote the professional learnings opportunities available to practitioners in RCT. These opportunities include, but are not limited to:</p> <ul style="list-style-type: none"> • Asynchronous Welsh language professional learning – Pre-entry, Entry & Foundation levels. • Welsh language refresher courses – no Welsh language skills, Entry, Foundation, Advanced levels. • Welsh Sabbatical Scheme – one term and two-term Foundation/Intermediate level. <p>CSCJES promote these opportunities through their relevant channels with the schools. RCTCBC's Education Directorate further promotes these opportunities through promoting with schools directly throughout the academic year.</p>	<p>Council publications, documentation and correspondence must be bilingual with a message included to state that correspondence in Welsh is welcomed and corresponding with us in Welsh will not lead to a delay.</p>	<p>ahead of its opening to allow for pupils transferring from Trallwng Infants School to Coedpenmaen Primary School to have the chance to visit the school a number of times to familiarise themselves with the new surroundings. This will include visiting the new teaching staff and also inviting parents/carers to attend opening days and evenings to visit the school and speak directly with staff on any concerns they may have.</p>
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<p>Numbers and or percentages of Welsh speakers</p> <p>e.g. Welsh Medium Education / Study Opportunities. Links with the WG's <u>Cymraeg 2050 Strategy</u> / <u>RCTCBC Five</u></p>	Neutral	<p>The headteacher at Coedpenmaen Primary School will be encouraged to consider making use of any available space at the school to increase participation in the Welsh language by offering the opportunity to parents and carers and other members of the</p>	<ul style="list-style-type: none"> • The demand and popularity of the Welsh medium classes held at Garth Olwg Lifelong Learning Centre. Data and information relating to 'Cymraeg Campus/Siarter Iaith' 	<ul style="list-style-type: none"> • The school will be encouraged to invite Welsh language groups to utilise the space available to host any other Welsh language group classes/sessions at the school.

<p><u>Year Welsh Language Strategy</u></p>		<p>community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh. In addition, they will be encouraged to signpost parents and carers to Welsh for adult's classes offered through Learn Welsh Glamorgan/Dysgu Cymraeg Morgannwg at Garth Olwg Lifelong Learning Centre, in Church Village. This will support WG's Cymraeg 2050 target of creating a million Welsh speakers in Wales by 2050 and the targets set out in RCTCBC's WESP.</p> <p>In contributing towards the vision of one million people in Wales being Welsh speakers by 2050 and in line with the County Borough's current WESP, it is vital to ensure a school based workforce of sufficient size and capability. In order to create more Welsh speakers, our education system is dependent on its school-based workforce, and we must work locally, regionally and nationally to ensure we create a school based workforce with robust linguistic skills, able to inspire and motivate pupils in Welsh</p>	<p>Welsh Language Charter is shared with RCTCBC's WESP Officer and members of the WESP Outcome 5 sub-group which has been established to focus specifically on this outcome which aims to increase opportunities for pupils to use Welsh in school.</p> <ul style="list-style-type: none"> • The Urdd share data with the WESP Officer on an annual basis to show the number of clubs being held in RCT and the numbers attending each week. For example, the academic year 2023-24, 13 after school cubs were hosted at schools in RCT with roughly 162 children attending these each week. 	<ul style="list-style-type: none"> • The school-based workforce will be supported with continued professional learning, networking and opportunities to share best practice. • To promote and increase pupils' use of the Welsh language in primary and secondary schools with all English medium primary and secondary schools being supported to achieve the 'Cymraeg Campus' awards. • The headteacher of the Coedpenmaen Primary School will be encouraged to engage with partners such as the Urdd and Menter Iaith to consider using the community facilities at the school to host Welsh language sessions/classes/groups to allow for pupils at the school to engage with extracurricular activities through the medium of Welsh.
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medium and Welsh language education.

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). As of June 2024, all Welsh medium primary schools have received the bronze award, 15 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' programme has been implemented in both primary and secondary English medium schools in order to develop pupils use of the Welsh language. As of June 2024, 57 English medium primary schools have received the bronze award, 21 have received the silver award and 2 have received the gold award. A total of 6 English medium secondary schools have received the bronze award and 2 have received the silver award.

More recently, the CSCJES have begun working with special schools, learning support classes and pupil referral units in RCT to implement the Welsh Language Charter (Cymraeg Campus) programme. To date, 4 special schools/units have achieved the bronze 'Cymraeg Campus' award.

Of the 80 English medium primary schools in the County Borough, all have engaged with the programme. Of the 13 English medium secondary schools in the County Borough, there are 2 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. Trallwng Infants school have received their bronze award and are currently working towards the silver 'Cymraeg Campus' award, Coedpenmaen Primary School have also received their bronze award and are currently working towards the silver 'Cymraeg Campus' award. YGG Awel Taf

have received the bronze Siarter laith 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 RCTCBC.

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.

The aim has been to embed positive habits and attitudes towards the Welsh language through purposeful planning within primary and secondary schools and to promote the informal use of the Welsh language amongst pupils inside and outside primary and secondary schools. Facilitating the use of the Welsh language, across the curriculum and in wider contexts in primary and secondary schools, to ensure a continuum of linguistic progression to support pupils in the transition between key stages offers all pupils the

		<p>opportunity to become fully bilingual and aligns with the Curriculum for Wales – 2022.</p>		
<p>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</p> <p>Actively encourage and promote the use of our services in Welsh to see an increase in demand over time.</p>	<p>Neutral</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 use their skills from earliest stages and throughout each stage of education. To ensure opportunities for persons to use the Welsh language, the school will continue to receive support in order to achieve the silver ‘Cymraeg Campus’ Welsh Language Charter award.</p> <p>Promotion of local Welsh language events such as new pre-school children and families’ events which will begin from October 2024, 6 events in total will be held throughout the academic year at varying locations in RCT.</p> <p>The WG’s ambitious Cymraeg 2050 strategy calls for far-reaching changes and</p>	<ul style="list-style-type: none"> • Data and information relating to the ‘Cymraeg Campus’ Welsh Language Charter is shared with RCTCBC’s WESP Officer each quarter via the CSCJES Welsh Language Officer. • Demand for immersion provision across the County Borough has been really positive. The immersion team have supported/ are currently supporting pupils at the following schools in this area of the County Borough: <ul style="list-style-type: none"> ○ YGG Pont Sion Norton (0.7 miles away) this school will be closing at the end of the 2023 academic year. ○ YGG Awel Taf (2.8 miles away). ○ YGG Evan James (1.2 miles). ○ Ysgol Gynradd Gymraeg Castellau (4.7 miles away). 	<ul style="list-style-type: none"> • 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’ Welsh Language Charter awards. Promotion of the options available to pupils who wish to transition from English medium education into Welsh medium education through sharing information and resources. • RCTCBC’s WESP Officer and Welsh Language Services will continue to work with staff internally and Welsh language partner organisations to encourage and facilitate long term growth for the Welsh language and Welsh medium education.

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. RCTCBC will continue to promote the support available via the Welsh language immersion team for any parents and carers who wish to transfer their child(ren) from English medium to Welsh medium education. Parents and carers and pupils who decide to transition into Welsh medium education will be fully supported by the Welsh language immersion team. This will support RCTCBC in increasing the numbers and percentages of Welsh speakers throughout the County Borough in line with the targets outlined within the WESP.

RCTCBC'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

- Representatives from all service areas referred to (Welsh Language, Youth, Leisure, Musical, Arts and Culture) are members of RCTCBC's WESP Outcome 5 group, which focusses specifically on creating more opportunities for pupils to use Welsh in different contexts in school, but also extends the use of Welsh in different contexts across all service areas and in the wider community. Information is shared with RCTCBC's WESP Officer and members of the sub-group during quarterly meetings. Effective marketing and promotion of the Welsh language and Welsh medium education in general is a key priority for the Local Authority to ensure we are working towards achieving the targets as set out in RCTCBC's WESP (2022 to 2032).

education. The strategy outlines RCTCBC's commitment to working towards the WG's Cymraeg 2050 vision of increasing the number of Welsh speakers, increasing the use of the language in the workplace, via RCTCBC services and throughout the community and creating favourable conditions. RCTCBC Welsh Language Services, Youth Services, Leisure Services and Arts and Culture Services and Musical Services are all working proactively towards the ongoing development of 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 catering staff to support with their Welsh language skills and the use of incidental Welsh within schools.
- Exploring the feasibility of Welsh medium learning/support digital applications being placed on every member of staffs' devices to support their

		<p>linguistic skills and development.</p> <p>Youth Services:</p> <ul style="list-style-type: none"> • 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 develop Welsh Language Youth Forums in all Welsh and English medium secondary schools along with Coleg y Cymoedd campuses. <p>Leisure Services:</p> <ul style="list-style-type: none"> • 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. • Working with Menter Iaith to develop opportunities to introduce the Welsh language into leisure sessions. 		
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- Working closely with the newly established first Welsh language sport club in RCT, based in Aberdare.

Arts and Culture Services:

- 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.

Musical Services:

- 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.

RCTCBC 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 RCT is reaffirmed in the Education & Inclusion Directorate's Education Strategic Plan for 2022-2025.		
<p><u>Compliance with the Council's Statutory Welsh Language Standards</u></p> <p>e.g. increasing or reducing the Council's ability to deliver services through the Medium of Welsh.</p> <p>Consider the rights of Welsh speakers to use Welsh when dealing with the Council and for staff to use Welsh at Work</p>	Neutral	<p>All processes associated with this proposal will be in accordance with RCTCBC's Statutory Welsh Language Standards.</p> <p>Where possible, the school, RCTCBC and CSCJES will support school support staff, school learning support workers and teaching staff to participate in Welsh language professional learning opportunities at varying levels in order to meet identified needs.</p>	<ul style="list-style-type: none"> 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. The number of school-based staff (teaching staff and support staff) participating in 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. 	<ul style="list-style-type: none"> Ensure all officers involved with these proposals has an awareness of RCTCBC's Statutory Welsh Language Standards and ensure compliance with these standards. Encouragement of participation in Welsh language skills courses at different levels. In recent months, RCTCBC's Welsh Language Services ran a series of bitesize sessions on various topics related to the standards. These sessions were promoted to all members of staff internally and all were encouraged to attend the sessions to strengthen their understanding and awareness of

				compliance with these standards.
<p>Treating the Welsh language, no less favourably than the English language</p>	<p>Neutral</p>	<p>Trallwng Infants School is an English medium school however, the 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 school at Coedpenmaen Primary School unless they choose to access Welsh medium education at YGG Awel Taf, with support of RCTCBC's Welsh language immersion team. Through implementing a targeted marketing campaign promoting Welsh medium education, RCTCBC hope that parents and carers of children residing in the catchment area of Trallwng Infants School will consider choosing Welsh medium education for their children following closure of the school.</p> <p>The current condition of the school at Trallwng Infants School is poor in comparison with the conditions of both Coedpenmaen Primary School and YGG Awel Taf. Trallwng Infants School is graded C for condition and C for suitability, where A is the highest and D is</p>	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • The school will be encouraged to invite Welsh language groups to utilise the space available to host any other Welsh language group classes/sessions at the school.

the lowest performing, whereas Coedpenmaen Primary School is graded B for both condition and suitability. YGG Awel Taf recently benefitted from the Sustainable Communities for Learning Band B programme to deliver a brand new 21st Century school with first-class facilities. 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.

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 Coedpenmaen Primary School and YGG Awel Taf 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 st Century Schools.

Work with both schools and Learn Welsh Glamorgan to hold Welsh for Adults classes at the respective school. Ensure that parents and carers and the wider community are signposted to the classes through marketing and promoting via RCTCBC'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 st Century Schools. Learn Welsh Glamorgan
Promote the support available to pupils who wish to transition from English medium to Welsh medium education through effective marketing and promotion of RCTCBC's Welsh language immersion provision. This will be done by distributing promotional leaflets and implementing a marketing campaign via RCTCBC's website and corporate social media platforms using the videos which have been created to promote the service.	Work currently underway – promotional leaflets continue to be distributed at local events. A marketing campaign was launched in July 2024 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. RCTCBC 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 – CSCJES continue to support schools engaged with the programme to progress through the awards. CSCJES continue to make attempts to engage with the 2 remaining schools yet to engage.	CSCJES.
RCTCBC'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 WG'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.		
What was identified?	Why is it not possible?	

N/A.		N/A.
<u>Stage 4 – Review</u>		
<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 – welshlanguageofficer@rctcbc.gov.uk and the Consultation and Engagement team – consultation@rctcbc.gov.uk 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>6) impact assessment, policy proposal/report and consultation report to CouncilBusiness@rctcbc.gov.uk for an Officer Review Panel to be organised to discuss your proposal. <u>See our guidance document</u> for more information on what a Significant Key Decision is.</p> <p>It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable Welsh language considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments.</p>		
Welsh Language Services Comments	Date Considered	Brief description of any amendments made following Welsh Language Services feedback
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
<u>Stage 5 – Monitoring, Evaluating and Reviewing</u>		
How and who will you monitor the impact and effectiveness of the proposal?		
RCTCBC’s Directorate of Education and Inclusion Services 21 st Century Schools Team will monitor this proposal holding periodic review meetings.		
<u>Stage 6 – Summary of Impacts for the Proposal</u>		
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 Trallwng Infants School with pupils transferring to Coedpenmaen Primary School.

Coedpenmaen Primary School is the associated primary school that provides key stage two education provision for the catchment area of Trallwng Infants School.

The catchment areas of Trallwng Infants School and Coedpenmaen Primary School sit within the larger catchment area of YGG Awel Taf and tailored and individual support will be available from RCTCBC's Welsh Language Immersion Team for any pupils wishing to transfer into Welsh medium education at YGG Awel Taf. There is sufficient capacity at YGG Awel Taf for pupils of Trallwng Infants School who wish to attend Welsh medium primary education as opposed to continuing with English medium primary education provision at Coedpenmaen Primary School.

RCTCBC 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. Coedpenmaen 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.

Coedpenmaen Primary School will be encouraged to invite Welsh language groups to utilise any available space at the school to host Welsh language group classes/sessions at the school. This could contribute towards the WG's ambitious goal of creating a million Welsh speakers in Wales by 2050 and the WESP.

Stage 7 – Sign Off			
Name of Officer completing the WLIA	Lisa Howell.	Service Director Name:	Andrea Richards.
Position	21 st Century School Business and School Organisation 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	Lisa Howell.	Service Director Signature	Andrea Richards.
Date	16.09.2024.	Date	16.09.2024.