

Proposal to amalgamate Cefn and Craig yr Hesg Primary Schools

Welsh Language Impact Assessment

This Welsh Language Impact Assessment (WLIA) tool enables the Council to consider the principles and requirements of the Welsh Language Standards (No.1) Regulations 2015 to ensure compliance with the Welsh Language Measure 2011.

It is to be read alongside the Equality Impact Assessment, as the information in both documents is related and the themes within them are cross-cutting.

<u>STAGE 1 – Information Gathering</u>	
NOTE: As you complete this tool you will be asked for evidence to support your views . Please see guidance document for more information on data sources.	
Proposal Name	Amalgamation of Cefn and Craig yr Hesg Primary Schools
Directorate/ Department	Education and Inclusion Services – 21 st Century Schools Team
Service Director	Andrea Richards
Officer Completing the WLIA	Nicola Goodman
Email	nicola.goodman@rctcbc.gov.uk
Brief Description	<p>The proposal is to amalgamate Cefn Primary (CPS) and Craig yr Hesg (CYHPS) Primary Schools. The amalgamation will be achieved by closing the two existing primary schools, which are in poor condition, and constructing a new, bigger community primary school to replace them on the existing Craig yr Hesg Primary School site and the land adjacent to it (the former site of the Ty Gwyn Pupil Referral Unit). The new school will benefit from 21st Century facilities and provide pupils and staff with an improved and enhanced learning environment. The catchment area for the new school will be an amalgamation of the catchment areas for the existing schools. The new school will be funded by the Council, in partnership with Welsh Government (WG), via the 21st Century Schools and Colleges Programme's Mutual Investment Model (MIM) revenue funding stream.</p> <p>The new facilities will include:</p> <ul style="list-style-type: none">• A modern, flexible learning environment for all learners, a large hall/dining area, a multi-purpose learning resource area and fully accessible facilities.• Internal and external areas for use by the local community.• Enhanced outdoor spaces to support the full range of curriculum activities, including an outdoor classroom and a 'forest schools' area.• Improved on site staff and visitor car parking. <p>The proposal will also include a review of safe routes to school, and if required an investment in improvements to walkways, road crossings and traffic calming measures, to ensure the required safety standards are met. This is the approach we</p>

	<p>have implemented within other communities through the delivery of the 21st Century Schools Programme, which has seen significant improvements being made.</p> <p>The new school will be built in accordance with Building Bulletin 99 and will be fully accessible and compliant with the Equality Act 2010.</p>
Date	24 th November 2021
Outline who this proposal affects	<ul style="list-style-type: none"> • Pupils and staff of Cefn and Craig yr Hesg Primary Schools. • Parents / carers of pupils attending Cefn and Craig yr Hesg Primary Schools. • Residents and communities in the vicinity of Cefn and Craig yr Hesg Primary Schools.
What are the aims of the policy/ project, and how do these relate to the Welsh language?	<p>The current split of English medium primary education provision in Glyn-coch between two federated schools in very poor condition, situated just 0.6 miles apart, is unsustainable. This is evidenced by the pupil number projections, which show Cefn Primary School having a significant percentage of surplus places (34.8%) by the 2025/26 academic year. Conversely, Craig yr Hesg Primary School is projected to consistently exceed its current capacity of 150 pupil places from the 2021/22 academic year onwards. This demonstrates that, separately, the schools are not suitable and supports the case to build on the positive work done so far by the federation and replace them with a single, educationally viable primary school of appropriate size. Although the new school will be English medium, Welsh is taught as part of the curriculum and all pupils will benefit from having the opportunity to be taught in brand new facilities fit for the 21st Century.</p> <p>The aim has been to embed positive habits and attitudes towards the Welsh language through purposeful planning within schools and to promote the informal use of the Welsh language amongst learners inside and outside school. Facilitating the use of the Welsh language across the curriculum and in wider contexts in schools, to ensure a continuum of linguistic progression to support learners in the transition between key stages, offers all learners the opportunity to become fully bilingual and aligns with the Curriculum for Wales – 2022. Both existing schools currently support this aim by using incidental Welsh wherever possible and employing initiatives such as ‘Helpwr Heddiw’, ‘Seren yr Wythnos’ and ‘Cryw Cymraeg’. The new school will continue to do so and will build upon this by committing to achieve the ‘Cymraeg Campus’ Language Charter, a framework to promote and increase the use of Welsh across the school.</p> <p>If implemented, the proposal will also allow for the expansion of community and third-party use of the school’s facilities which can be used to hold classes through the medium of Welsh. An example of this can be seen at the new Tonyrefail Community School, where Welsh evening classes are held in the community facilities. The school will be designed to be a fully accessible and fully integrated community school. A dedicated area will be designed within the school so that the local community will be allowed to safely utilise the facilities at the school, which could involve Welsh language groups using the 21st Century facilities for meetings / classes etc.</p>
Who will benefit? Could the policy/ project affect Welsh language groups?	<ul style="list-style-type: none"> • Pupils of Cefn and Craig yr Hesg Primary Schools. • Parents/carers of pupils attending Cefn and Craig yr Hesg Primary Schools. • Academic and support staff at Cefn and Craig yr Hesg Primary Schools. • The local community in Glyn-coch. <p>Any impact on Welsh language groups should only be positive as the new building will be accessible to the local community which could involve Welsh language groups using the 21st Century facilities for meetings / classes etc.</p>

While it does not form part of this proposal, the Council is also working to improve and increase Welsh medium provision in the Taf area by building a new purpose-built school to replace the provision of YGG Pont Sion Norton and the Welsh medium stream of Heol y Celyn Primary School (currently a dual language school), on the current site of Heol y Celyn Primary School in Rhydyfelin, Pontypridd. The Council is currently progressing through the business case process with Welsh Government, in order to secure funding for this investment. It is hoped that the new school, to include 480 places plus 60 nursery places, will open in September 2024 and offer Welsh medium education in a first class 21st Century learning environment.

Current linguist profile of the geographical area(s) concerned

Every ten years the nation sets aside one day for the Census – a count of all people and households. The Census is a key source of information about the number of people who can speak Welsh.

The 2011 Census¹ indicated that of the 225,555 residents living in the County Borough of Rhondda Cynon Taf, 12.3% (27,779) were able to speak Welsh, whilst the remaining 87.6% (197,776) were not able to speak Welsh. This can be compared to the all Wales figures that showed of the 2,955,841 residents living Wales, 19.0% (562,016) were able to speak Welsh, whilst the remaining 81.0% (2,393,825) were not able to speak Welsh.

The table that follows illustrates the Welsh language skills of residents living in the electoral division of Glyn-coch, and in the wider County Borough of Rhondda Cynon Taf, and is obtained from the 2011 Census.

	Glyn-coch	Rhondda Cynon Taf	All Wales
Can speak, read and write Welsh	9.4%	9.7%	14.6%
Can speak and read but cannot write Welsh	0.6%	0.9%	1.5%
Can speak but cannot read or write Welsh	1.7%	1.6%	2.7%
Can understand spoken Welsh only	2.5%	4.2%	5.3%
Other combination of Skills	1.9%	3.3%	2.5%
No skills	84.0%	80.4%	73.3%
Total	100.0%	100.0%	100.0%

The data demonstrates that in the Glyn-coch electoral division, the Welsh language skills of residents are mostly slightly below the overall County Borough level, and below the All Wales Welsh language skills level.

The new school will include facilities for use by members of the local community and could include the provision of Welsh adult learning classes in order to help support the growth of Welsh language skills in the village. Furthermore, the Council's proposed new Welsh medium primary school on the current site of Heol y Celyn Primary School

¹ [2011 Census](#)

will increase the capacity of Welsh medium primary education in the Taf area, further supporting the growth of Welsh language skills.

The Annual Population Survey² collects information about respondents' Welsh speaking ability and includes a question on how often people speak Welsh. It is updated quarterly, so is a more up-to-date source than the Census. The most recent Annual Population Survey, for the year ending June 2021, reported that 21.1% of respondents living in the County Borough of Rhondda Cynon Taf said they could speak Welsh, compared to the all Wales percentage of 29.2% of respondents. This can be further broken down to the data contained in the table that follows.

Welsh Language Skills of Residents – (%)		
	County Borough of Rhondda Cynon Taf	Wales
Can read Welsh	19.6%	25.9%
Can write Welsh	18.1%	23.7%
Can understand spoken Welsh	24.1%	33.6%

The data demonstrates that in each Welsh language skill area, the 'all Wales' percentages are notably higher than the County Borough percentages. However, the current data shows a significant increase in the number of residents that can read, write, and understand spoken Welsh since the last census in 2011.

When asked about their frequency of speaking Welsh, the table that follows shows a breakdown of responses of respondents living in the County Borough of Rhondda Cynon Taf compared to the all Wales responses.

Welsh Language Skills of Residents – (%)		
	County Borough of Rhondda Cynon Taf	Wales
Speak Welsh daily	8.1%	15.4%
Speak Welsh weekly	5.0%	5.0%
Use it less often or never	5.6%	8.7%

The data demonstrates that the percentage of respondents that speak Welsh daily is far lower for the County Borough than the all Wales percentage.

The Welsh Language Use Survey³ for the years 2013 to 2015, contains detailed information about Welsh speaker's fluency and their use of the Welsh language in a range of settings. When looking where respondents living in Wales learned to speak Welsh, the majority, 45.0%, learned to speak Welsh at home, followed by 26.0% who learned to speak Welsh at nursery school and primary school between the ages of 2 to 10 and 14.0% who learned to speak Welsh at secondary school at the age of 11 plus. The remaining 2.0% learned to speak Welsh in other settings, including at 'Welsh for Adults' courses.

The proposed new school building for the new primary school in Glyn-coch will allow for the expansion of community and third-party use of the school's facilities. The school will be designed to be a fully accessible and fully integrated community school.

² [Annual Population Survey](#)

³ [Welsh Language Use Survey 2013 to 2015](#)

	<p>A dedicated area will be designed within the school itself so that the local community will be allowed to safely utilise the facilities at the school.</p> <p>The data above clearly shows that there is a gap in the Welsh language skills of residents of Rhondda Cynon Taf when compared to the whole of Wales. Proposals such as this significantly improve the learning environment and the opportunities available for our learners. The headteacher of the new school will be encouraged and supported to consider using these facilities to increase participation in the Welsh language by offering the opportunity to parents/carers and other members of the community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh. In recent years, support has been given to promote and increase learners' 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), developed by Gwynedd Council, and various other projects, in partnership with the CSC JES and the Urdd. This will support the Welsh Government's target of one million Welsh speakers in Wales by 2050 and the targets set out in the Council's current (2017 to 2022) and new (2022 to 2032) WESP.</p> <p>The Council recognises the importance of immersion in the Welsh language for learners who wish to transition from English to Welsh medium education, to further encourage the uptake of Welsh medium education. Although the Council has no Welsh language immersion classes for late comers in any of our schools at present, schools requiring Welsh language immersion support for learners who are late comers are funded to support the accelerated acquisition of Welsh language skills for learners as and when the need arises. As such, Welsh medium schools are provided with funding directly to ensure that any late comers to Welsh medium education are provided with the necessary support and skills to enable them to thrive within their school.</p> <p>This is considered to be working effectively, however, given that many LAs are implementing varying models of Welsh language immersion classes to support learners who are late comers to Welsh medium education, work with the WG, CSC JES and other regional education consortia could be beneficial in understanding what opportunities for joint working could be had to ensure children and young people who are late comers to Welsh medium education are sufficiently supported. Where there is demand, the Council will consider creating a Welsh language immersion class for late comers alongside the development of its Band B 21st Century Schools and Colleges 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 school provisions 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, three dual language primary schools for 3 to 11 year olds, namely Dolau Primary, Heol y Celyn Primary and Perthcelyn Primary schools and 12 Welsh medium primary schools for 3 to 11 year olds. All learners who attend these schools study through the medium of Welsh. In the Taf area of Rhondda Cynon Taf there are nine schools offering Welsh medium education for pupils aged 3 to 11 years of age, comprising of: all-through schools from the ages of 3 to 19 years old, dual language primary schools and primary schools catering for 3 to 11 year olds.</p>

In line with the County Borough's current WESP and in order to achieve the targets of the new WESP, the County Borough will continue to ensure the benefits of Welsh medium and Welsh language education are promoted to parents / carers from the initial early years, through to primary and secondary education, then progressing through to higher and further education for all learners, whatever their learning need. In addition, the headteacher of the new school will promote and signpost to Welsh medium provision in the area.

Cefn and Craig yr Hesg Primary Schools are located approximately 2.2 miles and 1.6 miles respectively from Ysgol Gynradd Gymraeg Pont Sion Norton in Cilfynydd; the current catchment Welsh medium primary school for families living in Glyn-coch. However, the Council hopes to improve and increase Welsh medium provision in the Taf area by building a new purpose-built school to replace the provision of YGG Pont Sion Norton and the Welsh medium stream of Heol y Celyn Primary School (currently a dual language school), on the current site of Heol y Celyn Primary School in Rhydyfelin, Pontypridd. The Council is currently progressing through the business case process with Welsh Government, in order to secure funding for this investment. It is hoped that the new school, to include 480 places plus 60 nursery places, will open in September 2024 and offer Welsh medium education in a first class 21st Century learning environment. While the new Welsh medium primary school will be further away from Cefn and Craig yr Hesg Primary schools, all children who currently qualify for home to school transport to access WM provision at YGG Pont Sion Norton will continue to be eligible when the new school opens.

The Council recognises the importance of immersion in the Welsh language for learners who wish to transition from English medium education into Welsh medium education, so as to further encourage the uptake of Welsh medium education. Although the Council has no Welsh language immersion classes in any of our schools at present, schools requiring Welsh language immersion support for their learners are funded to support the accelerated acquisition of Welsh language skills for learners as and when the need arises.

Pupil Numbers in neighbouring Welsh medium schools

Neighbouring Welsh medium schools have surplus capacity to facilitate growth of Welsh medium education provision going forward, as shown in the table below.

School	Capacity (4-11 years)	Number on Roll	Surplus Capacity
YGG Pont Sion Norton	267	235	11.99%
YGG Evan James	342	248	27.49%

These surplus places are also evident at Nursery and Reception level in the schools (see table below), therefore enabling early years provision through the medium of Welsh.

School	Admission Number	Nursery P/T	Nursery	Reception
YGG Pont Sion Norton	38	0	34	28

YGG Evan James	48	16	22	44
-------------------	----	----	----	----

Demand and projections are regularly monitored across all schools as part of continual school organisation planning, to ensure that all schools have sufficient accommodation to meet in catchment demand and enable growth of the Welsh language.

In addition, and as stated above, the Council hopes to improve and increase Welsh medium provision in the Taf area by building a new purpose-built school to replace the provision of YGG Pont Sion Norton and the Welsh medium stream of Heol y Celyn Primary School (currently a dual language school), on the current site of Heol y Celyn Primary School in Rhydyfelin, Pontypridd. Subject to Welsh Government approval, it is intended that the new school, to include 480 places plus 60 nursery places, will open in September 2024. This will represent a significant increase in the number of places available and will enable pupils to access Welsh medium education in a first class 21st Century learning environment.

Transition rates from Mudiad Meithrin to Welsh medium primary schools

The nearest Cylch Meithrin to the village of Glyn-coch is Cylch Meithrin Ynysybwl, approximately two miles away. The position at 2019/2020 in terms of progression from Cylch Meithrin Ynysybwl into Welsh medium primary school is shown in the table that follows:

			Cylch Meithrin Ynysybwl
Cylch Meithrin capacity			24
Associated Primary school			Pont Sion Norton
Number of two year olds (age at 31.08.19)			15
Number of three year olds (age at 31.08.19)			4
Number attending Cylch Ti a Fi			14
Number attending Flying Start			0
Total transferring to school	Welsh Medium	Number	7
		%	43.75%
	English Medium	Number	9
		%	56.25%

(Note: Updated data is awaited from Welsh Government)

Cymraeg 2050 outlines that Welsh medium immersion education is the principal method for ensuring that children can develop their Welsh language skills and for creating new Welsh speakers. Cymraeg 2050 highlights the importance of the Early Years sector as a point of early entry into Welsh medium education and as a way to increase demand for Welsh medium education. In support of this, the Council regularly invests in Welsh medium pre-school facilities on existing Welsh medium primary school sites. Funding to promote the creation of immersion classes will aid the continuum of the Welsh language.

In addition, a new provision, Cylch Meithrin Cilfynydd a Phont Norton, is due to open in nearby Cilfynydd in January 2022. This should also help to increase the take up of Welsh medium education in the area.

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

The new school building will have capacity that can be utilised by community groups and organisations. The building is being designed to facilitate safe use of areas by the community whilst maintaining segregation from the rest of the school. The headteacher will be encouraged and fully supported to use these facilities to increase participation in the Welsh language by offering the opportunity to parents/carers and other members of the community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh, as has been successfully implemented at other new schools. This will support the Welsh Government's target of one million Welsh speakers in Wales by 2050 and the targets set out in the Council's current (2017 to 2022) and new (2022 to 2032) Welsh in Education Strategic Plan (WESP).

Is it appropriate to provide additional after school facilities at any alternative school to further secure standards in the Welsh language?

Given the location and accessibility of the new school, along with its community facilities this school would lend itself to offering afterschool facilities accessible to all members of the community through the mediums of Welsh and English, negating the need to travel to an alternative facility.

How parents/carers and learners' engagement with any alternative schools and any specific language enhancement it offers could be supported

The Council has developed and updated a Being Bilingual booklet which was first published in March 2016 and is currently being updated. The booklet is designed to give information on the benefits of being bilingual, outline the path to Welsh medium education and answer frequently asked questions on choosing Welsh medium education. The booklet is distributed via Health Visitors, Flying Start provision, nursery nurses and through the community in GP surgeries, libraries, dental surgeries and hospitals.

The Council's 'Starting School' booklet also provides parents/carers with a range of information including advice on choosing a school, provision of home to school transport and a directory of schools.

In addition, the local Cymraeg i Blant Officer runs weekly bilingual baby massage, baby yoga and Welsh rhyme time sessions for parents/carers and young children across the County Borough working alongside the local Midwifery and Health Visiting Teams. This ensures that parents/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. The local Flying Start provision, Gruffalo's Den, also offers bilingual sessions.

The Council's Youth Engagement and Participation Service work with Menter Iaith and the Urdd to deliver bespoke language awareness sessions for young people highlighting the value of having 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.

Information on how the proposal fits with the Council's Welsh in Education Strategic Plan (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

The Council believes that all learners 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.

The Council recognises the importance of the Welsh Government's Cymraeg 2050 target and how central the education system in Wales is to achieving its vision. The Council's new WESP (2022 to 2032) sets out a ten-year vision for increasing and improving the planning of the provision of Welsh medium education 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.

The majority of the 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, the Council has or is currently taking action to address these issues through a number of projects and proposals. Projects being undertaken to address this issue include: the expansion of YGG Aberdar, including a purpose built Welsh medium childcare facility; a new WM primary school in Rhydyfelin 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 a new school building to serve the Llanilid housing development, which will operate as an extension to the dual language Dolau Primary School, in the first instance. Furthermore, the Council 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 Welsh Government'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.

Further, as mentioned earlier, the Council recognises the importance of immersion in the Welsh language for learners who wish to transition from English medium education into Welsh medium education, so as to further encourage the uptake of Welsh medium education. Although the Council has no Welsh language immersion classes in any of our schools at present, schools requiring Welsh language immersion support for their learners are funded to support the accelerated acquisition of Welsh language skills for learners as and when the need arises. Furthermore, the Council has received £100,000 in funding from Welsh Government to establish pilot immersion classes in 3 schools across the county borough which will support key stage 2 pupils to transition to Welsh medium education and provide additional support to pupils learning the Welsh language where required. The pilot classes will be established in 2022.

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 Measure 2011.

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

	Yes	No	No impact / Negligible	Describe why it will have a positive/negative or negligible 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	X			The headteacher of the new school will be encouraged and supported to consider using the facilities to increase participation in the Welsh language by offering the opportunity to parents/carers and other members of the 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/carers to Welsh medium classes offered by Garth Olwg Lifelong Learning Centre, in Church Village. This will support the Welsh Government's target of one million Welsh speakers in Wales by 2050 and the targets set out in the Council's current (2017 to 2022) and new (2022 to 2032) WESP.	<ul style="list-style-type: none"> - Welsh evening classes being held at Tonyrefail Community School. - Number of parents/carers and other members of the community attending Welsh medium classes offered at Garth Olwg Lifelong Learning Centre: During the period October 2019 to March 2020, 120 learners attended various courses through the medium of Welsh at Garth Olwg Lifelong Learning Centre. A further 152 learners attended 16 Welsh for Adults courses at the 	<ul style="list-style-type: none"> - Promotion of and signposting to Welsh medium classes by the headteacher. - Promotion of the options available to learners who wish to transition from English medium education into Welsh medium education. - The establishment of 3 pilot immersion classes across the county borough in 2022. - Ensure that schools are supported local

				<p>The Council recognises the importance of immersion in the Welsh language for learners who wish to transition from English into Welsh medium education, so as to further encourage the uptake of Welsh medium education. Although the Council has no Welsh language immersion classes in any of our schools at present, schools requiring Welsh language immersion support for their learners are funded to support the accelerated acquisition of Welsh language skills for learners as and when the need arises.</p> <p>Demand for immersion classes is something that the Council will monitor and will consider moving forward alongside the development of its Band B 21st Century Schools and Colleges Programme and is included in the 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 and in order to achieve the targets of the new WESP, it is vital to ensure a school based workforce of</p>	<p>centre during the same period. As a result of the pandemic, the provision has adapted, and largely offers an online provision. Since September 2020, 346 individuals have attended online Welsh history talks; 1600 individuals have live-streamed Welsh language gigs; and 126 individuals have attended online workshops through the medium of Welsh. 50 individuals also attended an outdoor Welsh language gig in person, and 36 individuals have booked places on a Welsh medium wreath making session in December 2021.</p> <p>The position at 2019/2020 in terms of progression from Cylch Meithrin Ynysybwl into Welsh medium primary school showed that 43.79% of children who attended the Clych Meithrn went on to attend a Welsh medium primary school.</p>	<p>and regionally, including by the CSC JES Welsh in Education Officer to share best practice.</p> <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 learners' 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 Bronze Award.
--	--	--	--	--	--	--

			<p>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 learners in Welsh medium and Welsh language education.</p> <p>In recent years, support has been given to promote and increase learners' 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), developed by Gwynedd Council, and various other projects, in partnership with the CSC JES and the Urdd. These include but are not limited to:</p> <ul style="list-style-type: none">• Implementing the Welsh Language Charter in all Welsh medium primary and secondary schools in order to develop learners' use of the Welsh language.• Implementing Cymraeg Campus in a number of English medium primary schools and piloting it in two		
--	--	--	---	--	--

			<p>English medium secondary schools.</p> <ul style="list-style-type: none">• Supporting English medium secondary schools to provide informal opportunities to use the Welsh language and intensive Welsh language learning opportunities through the Urdd's Cymraeg Bob Dydd project. <p>The aim has been to embed positive habits and attitudes towards the Welsh language through purposeful planning within primary and secondary schools and to promote the informal use of the Welsh language amongst learners inside and outside primary and secondary schools. Facilitating the use of the Welsh language, across the curriculum and in wider contexts in primary and secondary schools, to ensure a continuum of linguistic progression to support learners in the transition between key stages offers all learners the opportunity to become fully bilingual and aligns with the Curriculum for Wales – 2022.</p> <p>The current position (2019/2020) in terms of progression from Cylch</p>		
--	--	--	--	--	--

				<p>Meithrin Ynysybwl into Welsh medium primary school is lower than the Council would like. However, the separate proposals to deliver a new Welsh medium primary school on the current Heol y Celyn Primary School site, to accommodate pupils currently attending Ysgol Gynradd Gymraeg Pont Sion Norton and the Welsh medium pupils attending the dual language Heol y Celyn Primary School may result in more parents choosing to progress to Welsh medium education in a brand new 21st Century learning environment. While the new Welsh medium primary school will be further away from Cefn and Craig yr Hesp Primary schools, all children who currently qualify for home to school transport to access WM provision at YGG Pont Sion Norton will continue to be eligible when the new school opens.</p>		
<p>Opportunities to promote the Welsh language</p>	X			<p>If implemented, the proposal will allow for the expansion of community and third-party use of the new school's facilities which can be used to hold classes through the medium of Welsh. The school will be designed to be a fully accessible and fully integrated community school. A dedicated</p>	<ul style="list-style-type: none"> - The demand for classes through the medium of Welsh could be evidenced by the popularity of the Garth Olwg Lifelong Learning Centre, as evidenced by the data provided above. Additional opportunities 	<ul style="list-style-type: none"> - Encouragement and support to the headteacher to promote community use of the facilities for the purpose of Welsh medium education / use by Welsh

			<p>area will be designed within the school so that the local community will be allowed to safely utilise the facilities.</p> <p>The new school will be located in a prominent position within a residential area hence it will be very accessible to the community of Glyn-coch and the surrounding area.</p> <p>All signage produced will be bilingual and in adherence to the most recent guidelines available.</p> <p>The Council will continue to adhere to The Welsh Language (Wales) Measure 2011⁴ (the 2011 Measure), which requires the Council to produce a five year strategy to facilitate and promote Welsh language. The first five year strategy, RCT – Welsh Language Promotion Strategy⁵, was approved in 2016 and outlined a number of key policy areas to maintain and increase the number of Welsh speakers during its lifecycle. In developing this proposal, the RCT – Welsh Language Promotion Strategy has been taken into consideration in</p>	<p>to attend community classes / groups in the new school building should further improve accessibility as the building will have community rooms and be fully compliant with the Equality Act 2010 and such opportunities will be within the heart of the community, thereby facilitating access.</p>	<p>medium groups and promotion of opportunities via marketing tools currently being developed by the Council's WESP Marketing Group.</p> <ul style="list-style-type: none"> - The Council will make efforts to establish Welsh for Adults sessions in the new school as well as look to establish links with the Urdd and Menter Iaith to assist in the promotion of the Welsh language. - In addition, the school will work with the Council's Sports Development Team and the Urdd to establish links with local Welsh medium sporting groups and associations who may wish to
--	--	--	--	--	--

⁴ [Welsh Language \(Wales\) Measure 2011 \(the 2011 Measure\)](#)

⁵ [Rhondda Cynon Taf – Welsh Language Promotion Strategy – 2016](#)

				<p>order to encourage and facilitate long term growth in Welsh medium and Welsh language education and the Council has and will continue to ensure there is a clear alignment with it. This commitment to promoting the Welsh language, increasing the number of Welsh learners and improving the Welsh language skills of staff and pupils across schools in RCT is reaffirmed in the Education & Inclusion Directorate's Draft Strategic Plan for 2021-2024.</p>		<p>utilise the sports facilities available.</p>
<p>Compliance with the Council's Welsh Language Standards</p>	X			<p>All processes associated with the new building will be in accordance with the Council's Welsh Language Standards.</p> <p>Where possible, the school, the Council and the CSC will support school support staff, school learning support workers and teaching staff to participate in Welsh language skills courses at different levels in order to meet identified needs.</p>	<ul style="list-style-type: none"> - All contractual arrangements will ensure that all consultations are undertaken bilingually; the construction of the new school will incorporate bilingual signage etc. - Number of school support staff, school learning support workers and teaching staff participating in Welsh language skills courses at different levels. 	<ul style="list-style-type: none"> - Instil contractor awareness of the Welsh Language Standards and ensure compliance. - Encouragement of participation in Welsh language skills courses at different levels.

<p>Treating the Welsh language, no less favourably than the English language</p>	<p>X</p>			<p>Although the proposed new school will be English medium, it is part of the Council's 21st Century Schools and Colleges Band B Programme which the Council and Welsh Government jointly fund to ensure that the Council's vision that there are good schools, so all children and young people, whatever their learning need is, have equitable access to good English and Welsh medium education, is fulfilled.</p>	<ul style="list-style-type: none"> - 21st Century Schools and Colleges - Band B Schools - Strategic Outline Programme contains a wide range of schools (Welsh and English medium) in various parts of the county borough. - For example, a proposal to improve and increase Welsh medium primary education in the area is being progressed separately. Should both proposals be approved, all primary pupils from Glyn-coch will be taught in 21st Century learning environments, regardless of whether they choose Welsh or English medium education. 	<ul style="list-style-type: none"> - Promotion of Welsh medium classes for community groups etc. in the fully accessible facilities. - Promotion of the options available to learners who wish to transition from English medium education into Welsh medium education.
--	----------	--	--	---	--	---

Stage 3 - Strengthening the proposal/project

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?

<p>What are you going to do?</p>	<p>When are you going to do it?</p>	<p>Who is responsible?</p>
---	--	-----------------------------------

Ensure that all prospective parents are given the 'Starting Schools' and the 'Being Bilingual' booklets to promote the positive experiences that can be achieved through seeking an education through the medium of Welsh.	Ongoing. This will be a continued collaborative effort between all stakeholders.	RCT / Schools / Partners
Monitor demand to assess the need for an immersion class in the Taf area of the county borough.	This will form an action of the WESP 2022-32 and will be an ongoing action for officers.	RCT
Link with the Headteacher to promote the availability of Welsh language classes to their parents/carers/wider community.	Ongoing. This will be a continued collaborative effort between the Council and the new school.	RCT / School

Stage 4 – Review

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 impact assessment to CouncilBusiness@rctcbc.gov.uk for an Officer Review Panel to be organised to discuss your proposal. [See our guidance document](#) for more information on what a Significant Key Decision is.

For all policy proposals, whether it is a Significant Key Decision or not you are required to forward this assessment to Welsh Language services 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

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>		
Should the proposal go ahead, the project will be monitored, evaluated and reviewed by officers within the Education and Inclusion Services Directorate and the Corporate Estates Department on a regular basis throughout the design, build and operational period.		

Stage 6 – Summary of Impacts for the Proposal

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

The aim of the proposal is to amalgamate Cefn and Craig yr Hesg Primary Schools and to build a brand new English medium community primary school on the current site of Craig yr Hesg Primary School and land adjacent to it (the former site of the Ty Gwyn Pupil Referral Unit). Although the new school will be English medium, Welsh is taught as part of the curriculum and all pupils will benefit from having the opportunity to be taught in brand new facilities fit for the 21st Century. Further, separate proposals are being progressed to deliver a new Welsh medium primary school on the current Heol y Celyn Primary School site, to accommodate pupils currently attending Ysgol Gynradd Gymraeg Pont Sion Norton and the Welsh medium pupils attending the dual language Heol y Celyn Primary School. Provided both proposals are successful, primary pupils from Glyn-coch will have access to a first class 21st Century learning environment, regardless of whether they choose Welsh medium or English medium education. This should mitigate the risk that opening a brand new English medium primary school in Glyn-coch might lead to parents who would previously have chosen Welsh medium education choosing English medium instead, as a result of the improved facilities.

The aim of the Council is to embed positive habits and attitudes towards the Welsh language through purposeful planning within schools and to promote the informal use of the Welsh language amongst learners inside and outside school. Facilitating the use of the Welsh language across the curriculum and in wider contexts in schools to ensure a continuum of linguistic progression to support learners in the transition between key stages offers all learners the opportunity to become fully bilingual and aligns with the Curriculum for Wales – 2022.

If implemented, the proposal will also allow for the expansion of community and third-party use of the school's facilities which can be used to hold classes through the medium of Welsh. The school will be designed to be a fully accessible and fully integrated community school. A dedicated area is being designed within the school so that the local community will be allowed to safely utilise the facilities, which could involve Welsh language groups using the 21st Century facilities for meetings / classes etc. The headteacher will be encouraged and fully supported to use these facilities to increase participation in the Welsh language by offering the opportunity to parents/carers and other members of the community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh.

In summary, the proposal will therefore assist with delivering the targets outlined in Rhondda Cynon Taf County Borough Council's (RCTCBCs) current (2017 to 2022) and new (2022 to 2032) Welsh in Education Strategic Plan (WESP) and will support the aim of Welsh Government's Cymraeg 2050 target of one million Welsh speakers in Wales by 2050.

Stage 7 – Sign Off

Name of Officer completing the WLIA	Nicola Goodman	Service Director Name:	Andrea Richards, Service Director for 21 st Century Schools and Transformation
Position	Lead for Strategic Planning & MIM	I recommend that the proposal: (Highlight decision)	Is implemented with no amendments X
			Is implemented taking into account the mitigating actions outlined
			Is rejected due to disproportionate negative impacts on the Welsh language