

21ST CENTURY SCHOOLS

APPENDIX C – WELSH LANGUAGE IMPACT ASSESSMENT

CONSULTATION ON A PROPOSAL TO OPEN A NEW 3 TO 19 SPECIAL SCHOOL IN RHONDDA CYNON TAF AND THE INTRODUCTION CATCHMENT AREAS FOR SPECIAL SCHOOLS



The Consultation Document and Appendices are also available on the 'Get Involved' page on the Council website.

Mae'r ddogfen yma ar gael yn y Gymraeg / This document is available in Welsh.

WELSH	LANGUAGE	IMPACT	ASSESSMENT	TOOL
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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 Welsh Language Impact Assessment Guidance for more information on data sources.	
Proposal Name.	To open a new 3 to 19 special school in Rhondda Cynon Taf (RCT) and the introduction of catchment areas for special schools.
Department.	Directorate of Education and Inclusion Services – 21 st Century Schools Team.
Service Director.	Andrea Richards.
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Email.	Lisa.J.Howell@rctcbc.gov.uk .
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Brief Description.	<p>The Council wishes to seek the views of stakeholders on the proposal to open a new English medium 3 to 19 special school in Rhondda Cynon Taf (RCT) for 180 however this will be subject to undertaking further feasibility and progressing with the detailed design of the new school pupils. The new school will provide education for pupils with a range of additional learning needs (ALN) including autistic spectrum disorders, severe learning difficulties, profound and multiple learning difficulties, social, emotional, and behavioural difficulties, and sensory impairment.</p> <p>It is proposed that the new school will be built in the Clydach Vale area of Tonypany, and it will open no later than the 2026 academic year. The new school is in addition to the four special schools already open in RCT.</p> <p>It is also proposed to introduce catchment areas for all 3 to 19 special schools across RCT, these are:</p> <ul style="list-style-type: none"> • Park Lane Special School. • Ysgol Hen Felin. • Ysgol Ty Coch <p>The new 3 to 19 special school in RCT would be built in accordance with current requirements of planning and building control legislation and will be fully accessible and compliant with the Equality Act 2010. Accommodation will consist of:</p>

	<ul style="list-style-type: none"> • Modern, flexible learning environments for all pupils, a hall/dining area, and specialist teaching and learning areas to cater for the needs of all pupils. • A hydro-therapy pool plus other sensory and stimulating specialist equipment. • A dedicated area within so that the local community will be allowed to safely use the facilities, both during and after the school day. • Enhanced outdoor spaces to support the full range of curriculum activities. • Traffic management systems including on-site pupil bus drop off, and on-site staff parking. <p>The new school will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day.</p> <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 have implemented within other communities through the delivery of the Band B Sustainable Communities for Learning programme, which has seen significant improvements being made.</p>
Date.	17.05.2023.
Please outline who this proposal affects? (Service Users, Employees, Wider Community).	<ul style="list-style-type: none"> • The Governing Bodies of: <ul style="list-style-type: none"> ○ Park Lane Special School. ○ Ysgol Hen Felin. ○ Ysgol Ty Coch including Buarth y Capel. • Parents/carers, prospective parents/carers (where possible), and staff members of: <ul style="list-style-type: none"> ○ Park Lane Special School. ○ Ysgol Hen Felin. ○ Ysgol Ty Coch including Buarth y Capel. • Pupils and staff of: <ul style="list-style-type: none"> ○ Park Lane Special School. ○ Ysgol Hen Felin. ○ Ysgol Ty Coch including Buarth y Capel. • Local community in the Clydach Vale area of Tonypany.
What are the aims of the policy, and how do these relate to the Welsh Language?	<p>RCT has an excellent range of special schools. However, it has become increasingly apparent that the special schools currently available are disproportionate to the demand for them.</p> <p>Given the considerable changes in Wales in relation to the statutory provision required to meet the needs of pupils with ALN, with the implementation of the Additional Learning Needs and Educational Tribunal Act (Wales) 2018</p>

(ALNET Act 2018), building a new 3 to 19 special school in RCT and creating further capacity in our current provision, will ensure that the Council can continue to meet its statutory obligations.

The Council believes that the proposal represents the best opportunity to safeguard and sustain educational standards for the future and provides a platform for further improvement through significant investment in permanent and fit for purpose facilities.

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.

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 key stages, offers all pupils the opportunity to become fully bilingual and aligns with the Curriculum for Wales 2022. The new school will 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.

In addition, the new school will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day. Use of the facilities could include opportunities for third parties to offer Welsh medium learning classes for adults. An example of this can be seen in Tonyrefail Community School, where Welsh medium learning classes for adults are held in the community facilities. This could contribute towards the Welsh Government's ambitious goal of creating a million Welsh speakers in Wales by 2050 and the Welsh in Education Strategic Plan (WESP).

Who will benefit / Could the policy affect Welsh language groups? If so, list them here.

- The Governing Bodies of:
 - Park Lane Special School.
 - Ysgol Hen Felin.
 - Ysgol Ty Coch including Buarth y Capel.
- Parents/carers, prospective parents/carers (where possible), and staff members of:
 - Park Lane Special School.
 - Ysgol Hen Felin.
 - Ysgol Ty Coch including Buarth y Capel.
- Pupils and staff of:
 - Park Lane Special School.

- Ysgol Hen Felin.
- Ysgol Ty Coch including Buarth y Capel.
- Local community in the Clydach Vale area of Tonypany.

We are also seeking the views of several stakeholders including the following Welsh language groups:

- Mudiad Meithrin.
- Menter Iaith.
- Welsh Language Commissioner.

Any impact on Welsh language groups should be positive as the new school will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day. Use of the facilities could include opportunities for third parties to offer Welsh medium learning classes for adults.

Current linguistic profile of the geographical area(s) concerned.

The 2021 Census figures regarding the Welsh language show a decrease in the percentage of Welsh speakers across Wales to 17.8%. There was, however, a small increase in RCT – the percentage of the population of the County Borough who can speak Welsh increased from 12.3% to 12.4%. Numerically, RCT saw a 2.8% increase in the number of Welsh speakers in the County Borough, from 27,779 speakers to 28,556 speakers. RCT was also one of only four Local Authorities in Wales to see an increase in the percentage of Welsh speakers – the others were Cardiff, Merthyr Tydfil and the Vale of Glamorgan. All of these are neighbouring County Boroughs, which could demonstrate that our region is seeing some positive trends in terms of increases in Welsh speakers, and that there may be a resulting increase in demand for services through the medium of Welsh. As further, more detailed, data from the Census becomes available for RCT (e.g., LSOA data), we will need to consider what impact it may have on the services we provide.

The table that follows outlines the Welsh language skills of residents living in RCT and Wales and is obtained from the 2011 Census.

Welsh Language Skills of Residents (2011 Census)			
Welsh Language Skill	RCT	Wales	
Can speak, read and write Welsh	9.7%	14.6%	

Can speak and read but cannot write Welsh	0.9%	1.5%
Can speak but cannot read or write Welsh	1.6%	2.7%
Can understand spoken Welsh only	4.2%	5.3%
Other combination of Skills	3.3%	2.5%
No skills	80.4%	73.3%
Total	100.0%	100.0%

The data demonstrates that the Welsh language skills level of residents living in RCT is lower than the all Wales Welsh language skills level.

The table that follows outlines the Welsh language skills of residents living in RCT and Wales and is obtained from the 2021 Census.

Welsh Language Skills of Residents (2021 Census)		
Welsh Language Skill	RCT	Wales
Can speak, read and write Welsh	9.8%	13.8%
Can speak and read but cannot write Welsh	0.7%	1.1%
Can speak but cannot read or write Welsh	1.4%	2.2%
Can understand spoken Welsh only	3.9%	5.0%
Other combination of Skills	5.5%	5.2%
No skills	78.7%	72.7%

		Total	100.0%	100.0%
	<p>The data demonstrates that the Welsh language skills level of residents living in RCT is lower than the all Wales Welsh language skills level.</p> <p>The data demonstrates the Welsh language skills level of residents living in RCT and the all Wales Welsh language skills level are lower in 2021 than 2011.</p> <p>The Welsh Language Use Survey 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 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 medium learning classes for adults.</p> <p>The data demonstrates that the Welsh language skills level of residents living in RCT is lower than the all-Wales Welsh language skills level. Proposals such as this significantly improve the learning environment and the opportunities available for pupils. 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 medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh. 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), developed by Gwynedd Council, and various other projects, in partnership with the Central South Consortium Joint Education Service (CSCJES) and the Urdd. This could contribute towards the Welsh Government's ambitious goal of creating a million Welsh speakers in Wales by 2050 and the WESP.</p> <p>The table that follows outlines the Welsh language skills of residents living in RCT and Wales and is obtained from the 2021 Census.</p>			
Other relevant data or research.	<p>The most recent data available from PLASC 2023 shows that there are currently 1,926 (6.28%) learners with ALN attending English medium schools and 256 (3.58%) learners with ALN attending Welsh medium schools across the County Borough. When comparing this with data available from PLASC for the previous year, the number of learners with ALN in schools across Rhondda Cynon Taf has increased, please see table below.</p>			

Number and Percentage of Learners with ALN Attending Schools in RCT				
Academic Year	2021 - 2022		2022 - 2023	
	Number	%	Number	%
English Medium Education	1,508	4.87%	1,926	6.28%
Welsh Medium Education	200	2.77%	256	3.58%

An audit of the ALN of pupils in Welsh medium mainstream education has recently been conducted to analyse the different types of ALN of pupils in each National Curriculum year. The findings of this audit have identified areas where the development of Welsh medium ALN provision is needed. As a result, the Council are currently consulting on the establishment of two Welsh medium primary phase LSCs in the new Welsh medium school in Rhydyfelin, Ysgol Awel Taf, which is due to open in September 2024.

What is the language category of the school?

The proposed language category of the school is English. For pupils with significant needs who experience difficulties in coping with mainstream education, specialist provisions are required. The Council has a range of specialist provisions which include:

- Forty-five Learning Support Classes (LSCs).
 - One Key Stage Three Welsh Medium LSC.
 - One Key Stage Four Welsh Medium LSC.
- Two Pupil Referral Units.
- Four Special Schools.

Placement into these specialist provisions is agreed by the Council's Directorate of Education and Inclusion Services Access and Inclusion Service Panels.

In addition to these the Council is currently consulting on opening more LSCs in RCT including 2 Welsh medium primary LSCs within the new Welsh medium school Ysgol Awel Taf, which is due to open in September 2024.

Welsh medium pupils with ALN who experience difficulties coping with mainstream education are supported through an inclusive delivery model by a specialist peripatetic team, the Welsh Complex Needs Team (WCNT), which is made up of a Welsh medium specialist teacher and two learning support assistants. Analysis suggests that pupils accessing support from the WCNT are making progress that is comparable to that of their peers in equivalent English medium schools.

The Council has recently approved proposals to realign the provision of LSCs across RCT and, in accordance with the School Organisation Code 2018 (011/2018), approved the relevant and required statutory consultation to establish two Welsh medium primary school LSCs at the new Welsh medium primary school in Rhydyfelin for pupils with significant ALN. The proposal will take effect from the 2024 academic year.

This ensures that an improved continuum of Welsh medium ALN provision can be achieved in RCT, and that the Council undertakes its statutory duties in relation to the ALNET Act 2018 whilst also contributing towards the Welsh Government's ambitious goal of creating a million Welsh speakers in Wales by 2050 and the WESP.

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

The new school will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day.

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 medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh.

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

The new school will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day.

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 medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh.

How parents/carers and pupils' engagement with any alternative school 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. It was designed to give information on the benefits of being bilingual, outline the pathway to Welsh medium education and answer frequently asked questions on choosing Welsh medium education. It is distributed via Flying Start provisions and through the community in dental surgeries, doctors' surgeries, hospitals, leisure centres and libraries.

The Council's Starting School booklet also provides parents/carers with a range of information including advice on choosing a school, the 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 across RCT. 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 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 the Welsh language as a skill.

The Council recognises the importance of immersion in the Welsh language for pupils who wish to transition from English to Welsh medium education. In July 2022 funding was approved by the Welsh Government to establish Welsh language immersion provision for latecomers to the language. The provision will adopt a peripatetic model of delivery with the immersion lead travelling to the home schools of pupils accessing the service to immerse pupils in the Welsh language. The provision is currently being rolled out and actively marketed and will continue to evolve as demand for it grows. When demand for it increases, the Council will consider creating a dedicated Welsh Language Immersion Unit for latecomers alongside the development of its Band B Sustainable Communities for Learning programme.

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.

All Local Authorities in Wales must produce a 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, the Council 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. The WESP can be viewed and downloaded from the Council website via:

[Welsh in Education Strategic Plan \(WESP\) 2022 – 2032 | Rhondda Cynon Taf County Borough Council \(rctcbc.gov.uk\)](https://www.rctcbc.gov.uk)

There are seven outcomes within the WESP, two of which are:

- More opportunities for pupils to use Welsh in different contexts in school.
- An increase in the provision of Welsh medium education for pupils with ALN in accordance with the duties imposed by the ALNET Act 2018.

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), developed by Gwynedd Council, and various other projects, in partnership with the CSCJES and the Urdd. This could contribute towards the Welsh Government's ambitious goal of creating a million Welsh speakers in Wales by 2050 and the WESP.

Welsh medium pupils with ALN who experience difficulties coping with mainstream education are supported through an inclusive delivery model by a specialist peripatetic team, the WCNT, which is made up of a Welsh medium specialist teacher and two learning support assistants. Analysis suggests that pupils accessing support from the WCNT are making progress that is comparable to that of their peers in equivalent English medium schools.

The Council has recently approved proposals to realign the provision of LSCs across RCT and, in accordance with the School Organisation Code 2018 (011/2018), approved the relevant and required statutory consultation to establish two Welsh medium primary school LSCs at the new Welsh medium primary school in Rhydyfelin, Ysgol Awel Taf, for pupils with significant ALN. The proposal will take effect from the 2024 academic year.

This ensures that an improved continuum of Welsh medium ALN provision can be achieved in RCT, and that the Council undertakes its statutory duties in relation to the ALNET Act 2018 whilst also contributing towards the Welsh Government's ambitious goal of creating a million Welsh speakers in Wales by 2050 and the WESP.

No changes to these proposals are required 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 pupils, 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. e.g., staff, residents and visitors.</p> <p>The rights of Welsh speakers and pupils to use Welsh when dealing with the council and for staff to use Welsh at Work.</p>	<p>Positive.</p>	<ol style="list-style-type: none"> 1. The new school will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day. 2. All signage produced will be bilingual and in adherence to the most recent guidelines available and 'Welcome to use Welsh' signs will be placed in the new school reception to make people aware that they are welcome to use Welsh if desired. 	<ol style="list-style-type: none"> 1. An example of this can be seen in Tonyrefail Community School, where Welsh medium learning classes for adults are held in the community facilities. 2. The Annual Population Survey collects information about respondents' Welsh speaking ability and includes a question on respondent's Welsh language skills level. The most recent Annual Population Survey, for the quarter ending June 2022, reported that 17.9% of respondents living in RCT said they could read Welsh, compared to the all Wales 	<ol style="list-style-type: none"> 1. 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 medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh. <p>Ensure that parents/carers, and the wider community are signposted to Welsh medium learning classes for adults and/or other opportunities for</p>

		<p>Any Welsh speaking members of staff should also wear badges/lanyards that show that they speak Welsh.</p> <p>3. The Council will continue to adhere to The Welsh Language (Wales) Measure 2011, which requires the Council to produce a five year strategy to facilitate and promote the Welsh language. The second five year strategy, for the years between 2022 to 2027, was approved in 2022 and outlines several 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 and associated documents have been taken into consideration 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.</p> <p>4. The Council has opportunities for internal staff across all services to access free</p>	<p>percentage of 26.0% of respondents.</p> <p>3. The Annual Population Survey collects information about respondents' Welsh speaking ability and includes a question on respondent's Welsh language skills level. The most recent Annual Population Survey, for the quarter ending June 2022, reported that 24.1% of respondents living in RCT said they could speak Welsh, compared to the all Wales percentage of 33.4% of respondents.</p> <p>4. All newly recruited Council staff are required to undertake Welsh language Level 1 training and those staff who obtain Level 1 will be encouraged to further their skills by undertaking levels 2 and 3 .</p> <p>5. The number of school based staff completing the Welsh Governments Welsh Language Sabbatical Scheme, which is offered at various language</p>	<p>community engagement through the medium of Welsh via the Council's website and corporate social media platforms.</p> <p>2. All processes associated with the new school will be in accordance with the Council's Welsh Language Standards.</p> <p>3. The Council's Welsh Language Services Team are working to develop technological support for Welsh speakers and learners within the Council to be able to deliver services through the medium of Welsh.</p> <p>4. All newly recruited Council staff are required to undertake Welsh language Level 1 training and those staff who obtain Level 1 will be encouraged to further their skills by undertaking levels 2 and 3 .</p> <p>5. We must work locally, regionally, and nationally to ensure a workforce with</p>
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		<p>training to improve their Welsh language skills. The Council's Welsh Language Services Team are working to develop technological support for Welsh speakers and learners within the Council to be able to deliver services through the medium of Welsh.</p> <p>All newly recruited Council staff are required to undertake Welsh language Level 1 training and those staff who obtain Level 1 will be encouraged to further their skills by undertaking levels 2 and 3. This will support the opportunities available for the Council to create a bilingual workforce with the ability to work and deliver services bilingually.</p> <p>5. The Councils must work to ensure a school based workforce of sufficient size and capability. To create more Welsh speakers, our education system is dependent on its school based workforce.</p> <p>Outcome 7 of the WESP works towards providing more</p>	<p>proficiency levels, providing opportunities for specialised and continual professional development with the aim of increasing number of school based staff who can teach bilingually or through the medium of Welsh.</p> <p>The number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.</p>	<p>robust linguistic skills with the ability to inspire and motivate pupils in Welsh medium education.</p> <p>A WESP Subgroup has been established to work towards the achievement of outcome 7 of the WESP, it includes local, regional, and national officers who are working collaboratively to implement strategies to work towards creating more Welsh speakers to ensure we have a school based workforce of sufficient size and capability.</p>
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		opportunities to increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.		
Stage	2	-	Impact	Assessment
Will the proposed action affect any or all of the following?				
	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Numbers and / or percentages of Welsh speakers. e.g., Welsh Medium Education / Study Opportunities. Links with the Welsh Government's Cymraeg 2050 Strategy / RCTCBC Five Year Welsh Language Strategy .	Positive.	<ol style="list-style-type: none"> The new school will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day. The Council aims to embed positive habits and attitudes towards the Welsh language through purposeful planning to promote the informal use of the Welsh language amongst pupils inside and outside schools. Facilitating the use of the Welsh language across the curriculum and in wider 	<ol style="list-style-type: none"> An example of this can be seen in Tonyrefail Community School, where Welsh medium learning classes for adults are held in the community facilities. As of April 2023, all Welsh medium primary schools have achieved the bronze award and 3 have achieved the silver award for the 'Cymraeg Campus' Welsh Language Charter. Whilst 2 Welsh medium secondary schools have achieved the bronze and silver awards for the 'Cymraeg Campus' Welsh Language Charter 	<ol style="list-style-type: none"> 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 medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh. <p>Ensure that parents/carers, and the</p>

		<p>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. The new school will 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.</p>	<p>As of April 2023, 43 English medium primary schools have achieved the bronze award and 9 have achieved the silver award for the 'Cymraeg Campus' Welsh Language Charter. Whilst 2 English medium secondary schools have achieved the bronze award for the 'Cymraeg Campus' Welsh Language Charter.</p>	<p>wider community are signposted to Welsh medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh via the Council's website and corporate social media platforms.</p> <p>2. The new school will 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.</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>Positive.</p>	<p>1. The new school will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day.</p> <p>2. All signage produced will be bilingual and in adherence to the most recent guidelines available and 'Welcome to</p>	<p>1. An example of this can be seen in Tonyrefail Community School, where Welsh medium learning classes for adults are held in the community facilities.</p> <p>2. The Annual Population Survey collects information about respondents' Welsh speaking ability and includes a question on respondent's Welsh language skills level. The most recent Annual Population Survey, for the quarter ending</p>	<p>1. 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 medium learning classes for adults and/or other opportunities for</p>

		<p>use Welsh' signs will be placed in the new school reception to make people aware that they are welcome to use Welsh if desired.</p> <p>Any Welsh speaking members of staff should also wear badges/lanyards that show that they speak Welsh.</p> <p>3. The Council will continue to adhere to The Welsh Language (Wales) Measure 2011, which requires the Council to produce a five year strategy to facilitate and promote the Welsh language. The second five year strategy, for the years between 2022 to 2027, was approved in 2022 and outlines several 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 to encourage and facilitate long term growth in Welsh medium and Welsh language education and the Council has and will continue to ensure</p>	<p>June 2022, reported that 17.9% of respondents living in RCT said they could read Welsh, compared to the all Wales percentage of 26.0% of respondents.</p> <p>3. The Annual Population Survey collects information about respondents' Welsh speaking ability and includes a question on respondent's Welsh language skills level. The most recent Annual Population Survey, for the quarter ending June 2022, reported that 24.1% of respondents living in RCT said they could speak Welsh, compared to the all Wales percentage of 33.4% of respondents.</p> <p>4. The development of opportunities for pupils and the wider community to use the Welsh language.</p>	<p>community engagement through the medium of Welsh.</p> <p>Ensure that parents/carers, and the wider community are signposted to Welsh medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh via the Council's website and corporate social media platforms.</p> <p>2. All processes associated with the new school will be in accordance with the Council's Welsh Language Standards.</p> <p>3. The Council's Welsh Language Services Team are working to develop technological support for Welsh speakers and learners within the Council to be able to deliver services through the medium of Welsh.</p>
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		<p>there is a clear alignment with it.</p> <p>4. Outcome 5 of the WESP works towards providing more opportunities for pupils to use Welsh in different contexts in school.</p> <p>The Council's Welsh Language Services, Youth Services, Leisure Services, Arts and Cultural Services and Musical Services are all working proactively towards developing opportunities for pupils and the wider community to use the Welsh language.</p>		<p>4. A WESP Subgroup has been established to work towards the achievement of this outcome, it includes local, regional, and national officers who are working collaboratively to implement strategies to work towards providing more opportunities for pupils to use Welsh in different contexts in school. Strategies include:</p> <p>Welsh Language Services – Developing materials to provide to school based staff to support with their Welsh language skills.</p> <p>Youth Services - Running trips for Welsh medium pupils to provide opportunities to use Welsh in different contexts, creating promotional materials to be placed in youth clubs throughout RCT, working in partnership with the Urdd and Menter Iaith to develop</p>
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				<p>Welsh Language Youth Forums in all Welsh and English medium secondary schools along with the local college.</p> <p>Leisure Services – 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.</p> <p>Arts and Cultural Services – Collaborating with Youth Services on a programme of provision across RCT’s cultural venues to encourage the use of the Welsh language and incorporating the Welsh language into community based events.</p>
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				Musical Services – Engaging with both Welsh and English medium schools to encourage uptake in musical services for pupils who show an aptitude for any instruments with pupils being encouraged and supported to take part in the Eisteddfod.
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Stage 2 – Impact Assessment

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

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<p><u>Compliance with the Council’s Statutory Welsh Language Standards.</u> 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>	Positive.	<ol style="list-style-type: none"> 1. All relevant and required statutory consultation associated with this proposal will be in accordance with the Council’s Statutory Welsh Language Standards. 2. The Council will work with the CSCJES to incorporate their Welsh Language Competency Framework with the school based staff at the new school. Staff will be supported to participate in Welsh language courses at different levels of the 	<ol style="list-style-type: none"> 1. The relevant and required statutory consultation will be undertaken bilingually and all public correspondence in relation to the proposal will be produced bilingually. 2. The number of school based staff at the new school participating in Welsh language courses at different levels to improve their Welsh language skills and the number applying to undertake the CSCJES Welsh Language Sabbatical Scheme which 	<ol style="list-style-type: none"> 1. The relevant and required statutory consultation will be undertaken bilingually and all public correspondence in relation to the proposal will be produced bilingually. 2. Ensure the Council and the CSCJES actively market and promote the support available to school based staff who are looking to improve their Welsh language skills.

		<p>framework to improve their Welsh language skills.</p> <p>3. All signage associated with this proposal will be in accordance with the Council's Statutory Welsh Language Standards.</p>	<p>develops practitioners' Welsh language skills and ability to teach through the medium of Welsh.</p> <p>3. Bilingual signage in accordance with the Council's Statutory Welsh Language Standards.</p>	<p>3. Instil contractor awareness of the Council's Statutory Welsh Language Standards and ensure compliance with these standards.</p>
<p>Treating the Welsh language, no less favourably than the English language.</p>		<p>1. 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. The new school will be part of the Council's Sustainable Communities for Learning Programme which is jointly funded by the Council and the Welsh Government. The purpose of the 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 purpose will be fulfilled by constructing this new special school for pupils with ALN in RCT.</p>	<p>1. The Council's Sustainable Communities for Learning Programme contains a wide range of schools, both Welsh and English medium, in various parts of RCT. 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>2. An example of this can be seen in Tonyrefail Community School, where Welsh medium learning classes for adults are held in the community facilities.</p>	<p>1. 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>2. 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 medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh.</p>

		2. The new school will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day.		Ensure that parents/carers, and the wider community are signposted to Welsh medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh via the Council's website and corporate social media platforms.
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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 embed 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?
<ul style="list-style-type: none"> Work with the new school and to offer Welsh medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh. 	<ul style="list-style-type: none"> When the proposed new 3 to 19 special school opens. 	<ul style="list-style-type: none"> Councils Directorate of Education and Inclusion Services 21st Century Schools Team.
<ul style="list-style-type: none"> Ensure that parents/carers of the new school, and the wider community are signposted to Welsh medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh via the Council's website and corporate social media platforms. 	<ul style="list-style-type: none"> When the proposed new 3 to 19 special school opens. 	<ul style="list-style-type: none"> Councils Directorate of Education and Inclusion Services 21st Century Schools Team.
<ul style="list-style-type: none"> The Councils must work to ensure a school based workforce of sufficient size and capability. To create more Welsh speakers, our education system is dependent on its school based workforce. 	<ul style="list-style-type: none"> Work ongoing. 	<ul style="list-style-type: none"> Councils Directorate of Education and Inclusion Services. The CSCJES.
<ul style="list-style-type: none"> The Council aims to embed positive habits and attitudes towards the Welsh language through purposeful planning to promote the informal use of the Welsh language amongst pupils inside and outside schools. Facilitating the use of the Welsh language across the curriculum and in 	<ul style="list-style-type: none"> Work ongoing. 	<ul style="list-style-type: none"> Councils Directorate of Education and Inclusion Services. The CSCJES.

<p>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. The new school will be encouraged and supported to do this through the achievement of the 'Cymraeg Campus' Welsh Language Charter, framework to promote and increase the use of Welsh.</p>		
<ul style="list-style-type: none"> The WESP Co-ordinator will continue to collaborate with partners in developing and implementing strategies in line with the WESP to contribute towards the Welsh Government's ambitious goal of creating a million Welsh speakers in Wales by 2050. 	<ul style="list-style-type: none"> Work ongoing for duration of the WESP between 2022 and 2032. 	<ul style="list-style-type: none"> Councils Directorate of Education and Inclusion Services WESP Co-Ordinator.
<p>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.</p>		
<p>What was identified?</p>	<p>Why is it not possible?</p>	
<p>N/A.</p>	<p>N/A.</p>	
<p><u>Stage 4 – Review</u></p>		
<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. See our guidance document 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>		
<p>Welsh Language Services Comments</p>	<p>Date Considered</p>	<p>Brief description of any amendments made following Welsh Language Services feedback</p>
<p>There isn't much to change in terms of the proposals, just a few small bits in order to make the assessment a bit stronger and more detailed.</p>	<p>30.05.2023.</p>	<p>Welsh Language Impact Assessment updated to reflect the comments provided by Deio Clwyd. Updates include:</p>

		<ul style="list-style-type: none"> Standardised paragraph included regarding data for the 2021 Census which is used in all Welsh Language Impact Assessments. Annual Population Survey data removed as it has been superseded by data for the 2021 Census. Additional information provided regarding opportunities for persons to use the Welsh language. Additional information has been provided on how we will monitor the impact and effectiveness of the proposal.
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
<ul style="list-style-type: none"> A comprehensive Welsh Language Impact Assessment. The Welsh Language Impact Assessment contains general data but more information on pupils with ALN who speak Welsh would further strengthen the proposal. 	22.08.2023.	<p>Welsh Language Impact Assessment updated to reflect the comments provided by the Impact Assessment review Panel. Updates include:</p> <ul style="list-style-type: none"> Further data on the number of pupils with ALN in Welsh medium schools has been added to the assessment.
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
<p>In accordance with the Welsh Standards (No.1) Regulations 2015 and in compliance with the Council's statutory obligations, the consultation included the following questions:</p> <ol style="list-style-type: none"> Do you think the proposal could impact opportunities for people to use and promote the Welsh Language (Positive or Negative)? Do you think the proposal in any way treats the Welsh Language less favourably than the English Language? How positive effects on the Welsh Language could be increased, or negative effects be decreased? <p>The Consultation Report outlines summary of the responses received.</p>	16.09.2023.	<p>When asked:</p> <ol style="list-style-type: none"> Do you think the proposal could impact opportunities for people to use and promote the Welsh Language? <p>54.4% of respondents answered no, 19.6% of respondents answered yes whilst 26.0% of respondents answered not sure.</p> <p>When asked:</p> <ol style="list-style-type: none"> Do you think the proposal in any way treats the Welsh Language less favourably than the English Language? <p>58.7% of respondents answered no, 13.0% of respondents answered yes whilst 28.3% of respondents answered not sure.</p> <p>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 Council aims to embed positive habits and attitudes towards the Welsh language through purposeful planning to promote the informal use of the Welsh language amongst pupils inside and outside schools. Facilitating the use of the Welsh language across the curriculum and in wider contexts in schools, to ensure a continuum of linguistic progression to support pupils in the transition between key stages, offers all pupils the opportunity to become fully bilingual and aligns with the Curriculum for Wales 2022. The new school will 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.</p> <p>The new school will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day. 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 medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh.</p> <p>This could contribute towards the Welsh Government's ambitious goal of creating a million Welsh speakers in Wales by 2050 and the WESP.</p> <p>When asked:</p> <p>3. How positive effects on the Welsh Language could be increased, or negative effects be decreased?</p> <p>60.0% of respondents answered not sure. Of the remaining responses received, when looking at how the positive effects on the Welsh language could be increased, respondents' comments include 'should offer Welsh or bilingual special schools' and when looking at how the</p>
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negative effects on the Welsh language could be decreased, respondents comment included 'use Welsh language at suitable opportunities'.

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.

Stage 5 – Monitoring, Evaluating and Reviewing

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

The Councils Directorate of Education and Inclusion Services 21st Century Schools Team and the Council's Corporate Estates Team will monitor this proposal throughout the design development period, construction period and operational period holding monthly review meetings.

Stage 6 – Summary of Impacts for the Proposal

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

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

The proposal is to open a new 3 to 19 special school in RCT with a capacity for 180 pupils however this will be subject to undertaking further feasibility and progressing with the detailed design of the new school. It is proposed that the new school will be built in the Clydach Vale area of Tonypany, and it will open no later than the 2026 academic year. The new school is in addition to the four special schools across RCT. In addition, it is proposed to introduce catchment areas for special schools.

The new school will be built in accordance with the current requirements of planning and building control legislation and will be fully accessible and compliant with the Equality Act 2010. Accommodation will consist of:

- Modern, flexible learning environments for all pupils, a hall/dining area, and specialist teaching and learning areas to cater for the needs of all pupils.
- A hydro-therapy pool plus other sensory and stimulating specialist equipment.
- A dedicated area within so that the local community will be allowed to safely use the facilities, both during and after the school day.
- Enhanced outdoor spaces to support the full range of curriculum activities.
- Traffic management systems including on-site pupil bus drop off, and on-site staff parking.

The new school will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day.

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.

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

The new school will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day. 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 medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh.

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

Stage 7 – Sign Off			
Name of Officer completing the WLIA	Lisa Howell.	Service Director Name:	Andrea Richards.
Position	21 st Century Schools Business and School Organisation Manager.	I recommend that the proposal: (Highlight decision)	Is implemented with no amendment
			Is implemented taking into account the mitigating actions outlined – X
			Is rejected due to disproportionate negative impacts on the Welsh language
Signature	Lisa Howell.	Service Director Signature	Andrea Richards.
Date	07.06.2023.	Date	16.09.2023.