



monmouthshire  
sir fynwy

## Integrated Impact Assessment document (incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p><b>Name of the Officer completing the evaluation</b> Sharon Randall-Smith</p> <p><b>Phone no:</b> <b>E-mail:</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>The WESP aims to support growth in the Welsh language across the county by focusing on the following seven outcomes:</p> <ul style="list-style-type: none"><li>• <b>Outcome 1:</b> More nursery children/ three-year-olds receive their education through the medium of Welsh</li><li>• <b>Outcome 2:</b> More reception class children/ five-year-olds receive their education through the medium of Welsh</li><li>• <b>Outcome 3:</b> More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another</li><li>• <b>Outcome 4:</b> More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh</li><li>• <b>Outcome 5:</b> More opportunities for learners to use Welsh in different contexts in school</li><li>• <b>Outcome 6:</b> An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018</li><li>• <b>Outcome 7:</b> Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh</li></ul>
<p><b>Name of Service area</b></p> <p>Children and Young People Directorate</p>	<p><b>Date</b></p> <p>October 2021</p>

**1. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Age	<p>The Draft WESP aims to support the growth of Welsh Language across the county by focusing on seven outcomes. During this WESP, we expect to see significant growth in the following key areas.</p> <p>The expansion of Welsh medium childcare will support the growth in demand for Welsh medium education in Monmouthshire. More learners will be able to attend a Welsh medium school without the need to travel long distances. This will lead to increased levels of transition between Years 6 and 7 and lead to more learners studying for external qualifications through the medium of Welsh.</p> <p>Learners and their families will have access to a wider range of community activities where they can use and develop Welsh language skills.</p> <p>There will be increased opportunities for learners of all ages to develop Welsh language skills through our partnership with the Education Achievement Service (EAS) and the local higher education institutes to help facilitate greater numbers of Welsh Medium teachers, support staff and local authority officers.</p>	No impact	<p>This draft WESP aims to support the growth of the Welsh Language in Monmouthshire over the next 10 years in line with the aims of the Cymraeg 2050 Strategy 2017. This Welsh Government strategy was launched with the aim of seeing the number of people enjoying speaking and using Welsh reach a million by 2050. This draft WESP has the ambition to try and ensure that Monmouthshire is making its contribution towards that target.</p>

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Disability	<p>The Draft WESP aims to develop ALN provision and resources for Welsh medium learners' equivalent to provision for other mainstream learners. This includes increasing the number of staff who can work through the medium of Welsh to deliver the full range of ALN and Inclusion services, support learners and engage meaningfully with parents. Also where there are refurbishments of existing schools or provision of new facilities it will allow the council to review and upgrade those facilities to make them more accessible for students with disabilities</p>	No specific impact	<p>We believe that this will significantly improve on the current provision for Welsh medium learners with SEN or ALN.</p>
Gender reassignment	No specific impact	No specific impact	No specific impact
Marriage or civil partnership	No specific impact	No specific impact	No specific impact
Pregnancy or maternity	No specific impact	No specific impact	No specific impact
Race	No specific impact	No specific impact	No specific impact

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	No specific impact	No specific impact	No specific impact
Sex	No specific impact	No specific impact	No specific impact
Sexual Orientation	No specific impact	No specific impact	No specific impact

## 2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
<p><b>Socio-economic Duty and Social Justice</b></p>	<p>The Draft WESP plans to increase the number of Welsh medium primary schools within the county. Being bilingual has many advantages, for example, due to the Welsh Language (Wales) Measure 2011 the ability to speak Welsh is either an essential or desirable skill for a growing number of jobs such as health, education, leisure, childcare and retail. This is especially the case in the provision of public services where the Welsh Language Standards require local authorities, fire and rescue service and police etc to provide their services to the same standards in both Welsh and English. The expansion of Welsh medium education across Monmouthshire means that more learners will have the opportunity to become bilingual thereby giving them a real advantage in securing employment opportunities..</p>	<p>Time, distance and cost of travel has been identified as a challenge for some learners, particularly those suffering from socio economic disadvantage. As a result, Welsh medium education is not a genuine option for some learners.</p> <p>Learners who did not start Welsh medium education in Nursery or Reception have been unable to join in later years.</p>	<p>The Local Authority plan to review the School Transport Policy to ensure that it provides learners with a genuine opportunity to have a Welsh medium education</p> <p><b>The additional primary school in Monmouth and the development looking at secondary provision in partnership with Blaenau Gwent, Merthyr Tydfil and Powys will create potential. This will allow more choice to parents wishing to provide Welsh medium education to their children.</b></p> <p>The development of an Immersion provision within Monmouthshire means that all learners, irrespective of age or linguistic background, will be able to benefit from a Welsh medium education.</p>

## 2. Policy making and the Welsh language.

<p><b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</b></p>	<p><b>Describe the positive impacts of this proposal</b></p>	<p><b>Describe the negative impacts of this proposal</b></p>	<p><b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b></p>
<p><b>Policy Making</b></p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favorably</p>	<p>The WESP aims to expand Ysgol Y Fenni to a 420 Welsh medium primary school, establishment a new 210 Welsh medium primary school in Monmouth and develop Ysgol Y Ffin into a 210 primary school with Welsh medium childcare on the site. This will significantly increase Welsh medium education across the county and will also increase the number of learners opting for a Welsh medium education.</p> <p>The introduction of an Immersion provision will ensure that the Welsh language is accessible to all learners at any age in Monmouthshire.</p> <p>All Welsh Language events will be well publicised to give Welsh speakers and learners living in the county every opportunity to use the Welsh language either online or in social settings and provide greater community activity that supports and promotes the Welsh language. In addition, the Local Authority will increase its promotion of the benefits of</p>	<p>The demand for Welsh medium education may grow faster than we expect. This could mean that demand could exceed our ability to provide.</p>	<p>We have planned to increase Welsh Medium provision to 120 places per cohort by 2023. This exceeds the Welsh Government target for Monmouthshire and is an increase of 88 places per cohort compared to 2020 PLASC figures.</p> <p>In order to mitigate this risk, we will actively engage closely with colleagues in the Welsh Government, the Education Achievement Service (EAS) and the local higher education institutions to help facilitate greater numbers of Welsh Medium teachers.</p> <p>We will also use all available recruitment tools at our disposal to aid the recruitment process – social media (Twitter, Facebook, YouTube), council website, bespoke Welsh Medium recruitment sites, LinkedIn etc.</p> <p>We will engage with our partners in the Welsh Medium Education</p>

	Welsh medium education to support an increase in demand.		Forum (WEF) to assist us in this process utilizing their expertise and range of contacts.
<b>Operational</b>  Recruitment & Training of workforce	<p>The expansion of Welsh medium primary education across the county will generate the need for a greater number of teachers and support staff who can work through the medium of Welsh.</p> <p>Working in partnership with the EAS, we will support recruitment to the Cwrs Sabothol Scheme and provide professional learning opportunities to develop pedagogical and methodological approaches to teaching Welsh to support language acquisition.</p> <p>The Draft WESP outlines a range of strategies and training opportunities to develop the skills of the local authority workforce in line with the Welsh Language Competence Framework.</p>	<p>There is a risk that we will not be able to secure sufficient Welsh speaking teachers or support staff to fulfil the demand for Welsh medium education and for wider service delivery in Welsh.</p>	<p>In order to mitigate this risk, we will actively engage closely with colleagues in the Welsh Government, the Education Achievement Service (EAS) and the local higher education institutions to help facilitate greater numbers of Welsh Medium teachers.</p> <p>We will also use all available recruitment tools at our disposal to aid the recruitment process – social media (Twitter, Facebook, YouTube), council website, bespoke Welsh Medium recruitment sites, LinkedIn etc.</p> <p>We will engage with our partners in the Welsh Medium Education Forum (WEF) to assist us in this process utilizing their expertise and range of contacts.</p>
<b>Service delivery</b>  Use of Welsh language in service delivery  Promoting use of the language	<p>The Draft WESP and related documentation will be distributed to stakeholders in both Welsh and English.</p> <p>All correspondence and communications in relation to the Draft WESP, including on social media, will be bilingual in line with the Welsh Language (Wales) Measure 2011.</p>	<p>There is a risk that we will not be able to recruit sufficient Welsh speaking specialist local authority staff to deliver all services in Welsh.</p>	<p>In order to mitigate this risk, we will actively engage closely with colleagues in the Welsh Government, and the local higher education institutes to help facilitate greater numbers of Welsh Medium staff.</p> <p>We will also use all available recruitment tools at our disposal to aid the recruitment process – social media (Twitter, Facebook, YouTube), council website, bespoke</p>

			<p>Welsh Medium recruitment sites, LinkedIn etc.</p> <p>We will engage with our partners in the Welsh Medium Education Forum (WEF) to assist us in this process utilizing their expertise and range of contacts.</p>
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**4. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!


<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The ability to speak Welsh is either an essential or desirable skill for a growing number of jobs such as health, education, leisure, childcare, retail and public services. This means that more learners will have increased employment opportunities as a result of being Bilingual in Welsh and English.</p>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>		
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Draft WESP aims to make Welsh medium education accessible to more learners by increasing the number of schools across the county and reducing travel time.</p>	
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>More Welsh medium learners will be able to attend a school in their local community. This will increase the opportunities for more learners to use the Welsh</p>	



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	language outside of school in social settings and a range of authentic contexts.	
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	<p>The Welsh language and the Welsh Government's policy aim of One Million Welsh speakers will be supported by the expansion of Welsh medium primary education across Monmouthshire.</p> <p>The Draft WESP aims to increase opportunities for learners to participate in a range of sport, art and recreation activities in partnership with the Urdd.</p>	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	<p>The expansion of Welsh medium education across Monmouthshire means that more learners will have the opportunity to become bilingual in both English and Welsh and increase their chances of securing employment as adults and fulfilling their potential.</p>	

4. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>If learners are able to attend a Welsh medium school in their local community or within a short traveling time, they are more likely to choose and continue their education through the medium of Welsh.</p>	
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>The Draft WESP will require key partners to work collaboratively to deliver the aims of the plan within the next ten years.</p>	
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p>An eight-week consultation will commence on 11th October to seek the views of key stakeholders before the WESP is considered for adoption by Cabinet.</p>	
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The expansion of our existing Welsh medium primary schools and the development of a new Welsh medium primary school will support the growth in demand for Welsh medium education.</p> <p>The development of immersion provision will support and accelerated the growth in demand for Welsh medium education.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p><i>.There is space to describe impacts on people, economy and environment under the Wellbeing Goals above, so instead focus here on how you will better integrate them and balance any competing impacts. Also think about impacts the proposal may have on other organisations</i></p>	

**5. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	The expansion and development of our Welsh medium provision will provide an opportunity to address any potential safeguarding issues on the existing sites.		
Corporate Parenting	N/A	N/A	N/A

**6. What evidence and data has informed the development of your proposal?**

- Annual Progress report WESP 2017-2021
- Guidance on Welsh in Education Strategic Plans
- The Well-being of Future Generations (Wales) Act 2015
- Prosperity for All: the national strategy
- Cymraeg 2050: A million Welsh speakers 2017
- Education in Wales: Our National Mission, Action Plan 2017-21
- The Welsh in Education, Action Plan 2017- 21
- Taking Wales Forward 2016-2021
- Monmouthshire Welsh Language Strategy 2017 -2022
- Welsh-medium Education Strategy: next steps

**7. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

The main benefits are:

- More children will have the opportunity to attend Welsh medium childcare in Monmouthshire
- More learners will have the opportunity to attend a Welsh medium primary school in Monmouthshire
- There will be an increase in Welsh medium provision for Learners with ALN

- There will be more teaching and support staff in schools that are able to work through the medium of Welsh
- There will be an increase in the opportunities for learners to use Welsh in a range of contexts both within and outside of school.

**8. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>
<ul style="list-style-type: none"> <li>• Consult with key stakeholders in line with Welsh Government regulations for WESPs.</li> <li>• Consider feedback from the consultation and update the WESP as appropriate.</li> <li>• Cabinet decision after consultation</li> </ul>	Consultation will take 8 weeks (11 <sup>th</sup> October 2021 to 6 <sup>th</sup> December) Update WESP Cabinet 19 <sup>th</sup> January 2022	S Randall-Smith Head of Service

**9. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		