



This **Integrated Impact Assessment tool** incorporates the principles of the Well-being of Future Generations (Wales) Act 2015, the Sustainable Development Principles, the Equality Act 2010, the Welsh Language Measure 2011(Welsh Language Standards requirements) and Risk Management, in order to inform effective decision making and ensuring we comply with relevant legislation.

## 1. PROPOSAL DETAILS: (Policy/Change Objective/Budget saving)

Proposal Title	Ceredigion Welsh Education Strategic Action Plan 2022-2032				
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Service Area	Schools and Culture	Head of Service	Meinir Ebbsworth	Strategic Director	Barry Rees
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Name of Officer completing the IIA	Silyn Roberts	E-mail	silyn.roberts@ceredigion.gov.uk	Phone no	07890540487
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### Please give a brief description of the purpose of the proposal

The Well-being of Future Generations (Wales) Act 2015 requires public bodies across Wales named in the act to work towards seven well-being goals, including 'A Wales of Vibrant Culture and Thriving Welsh Language'. The system for planning Welsh-medium education provision also has a statutory basis. The Welsh Government has a duty to promote and facilitate the use of Welsh and work towards the well-being goals.

Taking Wales Forward 2016-2021 was published in September 2016, and the programme aims to drive forward improvements to the Welsh economy and public services in order to create a Wales which is prosperous and secure, healthy and active, ambitious and learning, and united and connected. This document outlines the Government's priorities for achieving these improvements. They are ambitious measures which will have an impact on everyone at all stages of their lives.

The Welsh Government's ambition for increasing the use of Welsh and the number of people who speak the language is also noted, as is the commitment to work towards securing a million Welsh speakers by 2050 and to continue to encourage more people to use and speak Welsh in their everyday lives.

The Welsh Government's Cymraeg 2050 strategy was published in August 2017. For the first time, a clear vision for a Wales in which the language is thriving was set. One of the strategy's key aims is to create a statutory education system which increases the number of confident speakers. To realise this aim we must considerably increase the number of school pupils who are given the opportunity to develop Welsh language skills in school and the opportunity to use the language in their everyday lives. This is the driver for the Welsh Government's wish to strengthen the legislative framework which supports the way in which Welsh and the provision of Welsh is planned within our statutory education system in Wales.



Cymraeg 2050 is the main policy driving the changes to the statutory process around planning Welsh-medium education. The Cymraeg 2050 strategy notes that Welsh-medium immersion education is the principal method for ensuring that children can develop their Welsh language skills, and for creating new speakers. School data tells us how many children are educated through the medium of Welsh, and is a key indicator of the growth required, and demonstrates the importance of ensuring the commitment of the education system to create a million Welsh speakers. It also highlights the importance of the early years sector as a point of early entry to immersion education, and as a way to increase demand for Welsh-medium education.

It will be necessary to increase the number of learners in English-medium schools who learn Welsh successfully by developing Welsh medium provision in the statutory period up to 7-years-old. The Welsh language will also form an integral part of the new curriculum which will include one continuum for learning it. By introducing the new curriculum from September 2022, the aim is to ensure an increase in the number of confident Welsh speakers within the statutory education system, and ensure that in future, all learners can use Welsh after they have left school.

This proposal will ensure that Ceredigion can carry out its statutory duties in relation to Welsh medium education through its Welsh in Education Strategic Plan. This plan is the long-term language planning tool for local authorities which sets the strategic direction for the planning and delivery of growth in Welsh-medium education. This will allow Ceredigion Local Authority to plan Welsh-medium education in its areas in a way that achieves the aims set out in Cymraeg 2050.

Local targets within the Welsh in Education Strategic Plans will be based on the overall long-term target of ensuring a million speakers. Cymraeg 2050 outlines the commitment to increase the proportion of pupils within each school year who receive Welsh medium-education, from 22% to 30% by 2032, and this national increase of 8% will be the basis for all local authority targets within their Welsh in Education Strategic Plan.

The proposal will also contribute to realising the three strategic aims of the 'Ceredigion Language Strategy', namely:

- To increase the language skills of the people of Ceredigion
- To increase opportunities to use the Welsh language in Ceredigion
- To ensure social conditions that allow the Welsh language to thrive, that also contribute positively towards the well-being aims

Who will be directly affected by this proposal? (e.g. The general public, specific sections of the public such as youth groups, carers, road users, people using country parks, people on benefits, staff members or those who fall under the protected characteristics groups as defined by the Equality Act and for whom the authority must have due regard).

This proposal will have an impact on pupils of statutory education age in Ceredigion's schools.



This proposal will have a positive impact on children and young people in Ceredigion by offering additional choices in terms of Welsh-medium and bilingual education and more opportunities and support for all to access it. This in turn will offer children and young people Welsh language skills that they can use in all walks of life and in particular when they leave school and start work. It will also offer an increased opportunity for those within English-medium schools to improve their Welsh language skills.

This proposal will also allow Ceredigion Local Authority to increase and improve the provision offered, which will have a positive impact on children and young people across the county, regardless of the community they live in, their background, or language of their family, ensuring that more and more children and young people develop Welsh language skills that can be used in everyday life.

We expect any impact to be positive, due to the following:

Children and young people can take advantage of Welsh-medium or bilingual education regardless of the community they live in.

The aims of this proposal will help Ceredigion County Council fulfil its commitments to the Welsh language, Welsh speakers and Welsh speaking communities.

Most Ceredigion primary school teachers and classroom assistants can speak and communicate in the Welsh language. Full support will be given to school staff members in line with the increase in the Welsh language provision.

**VERSION CONTROL:** The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development, Welsh language and equality considerations wherever possible.

Author	Decision making stage	Version number	Date considered	Brief description of any amendments made following consideration
				<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal. Have you considered and applied the sustainable development principle and Well-being Goals?</i>
Silyn Roberts	Key Stakeholder Workshops	1	27.02.2020	

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Silyn Roberts	Meeting: Task and Finish Group to discuss WESP first draft	2	08.02.21	
Silyn Roberts	Extraordinary Meeting of the Language Committee: to receive comments	3	17.05.21	
Silyn Roberts	Scrutiny Committee: to recommend the document's final draft	4	27.05.2021	
Silyn Roberts	Cabinet: to discuss and approve the document and consent to a formal/statutory public consultation	5	15.06.2021	
Silyn Roberts	Statutory Consultation Period begins	5	September 2021 (8 weeks)	
Silyn Roberts	Language committee: to receive comments on any changes to the document's content following the consultation	6	December 2021	
Silyn Roberts	Present the document to Welsh Government	7	31.01.2022	
Silyn Roberts	Present the final WESP format to the Scrutiny Committee/Cabinet/Council before its official publication in September 2022	8	Spring and Summer 2022	



<b>COUNCIL STRATEGIC OBJECTIVES:</b> Which of the Council's Strategic Objectives does the proposal address and how?	
Boosting the Economy	<b>Ceredigion will be a vibrant local authority with a flexible and multi-skilled workforce.</b> <i>The proposal will contribute to multi-skilling by ensuring language and multi-lingual skills amongst pupils and the workforce of the future. The proposal will also contribute to extended employment opportunities for an increasing number of Ceredigion's inhabitants in the future.</i>
Investing in People's Future	<b>Ceredigion will continue to be a vibrant home for the Welsh language and Welsh culture.</b> <i>Welsh language learners will eventually gain the skill sets they require to be flexible, bilingual workers and be able to adapt to the requirements of any prospective employer.</i>
Enabling Individual and Family Resilience	<b>Citizens of all ages will have an improved quality of life.</b> <i>The proposal will contribute to an improved quality of life by extending opportunities and increasing the ability to contribute to a bilingual community and society.</i>
Promoting Environmental and Community Resilience	<b>Ceredigion communities will show improved resilience in the face of environmental and social challenges.</b> <i>The proposal will contribute to fostering an increasing feeling of pride in our communities where networks collaborate to support each other and where protecting and promoting the Welsh language and the natural environment go hand in hand and are done with the same conviction.</i>

**NOTE:** As you complete this tool you will be asked for **evidence to support your views**. These need to include your baseline position, measures and studies that have informed your thinking and the judgement you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation will have a positive or negative effect. Data sources include for example:

- Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users
- Qualitative data – data that furnishes evidence of people's perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys
- Local population data from census figures (such as Ceredigion's Welsh Language Profile and Ceredigion's Equality data)
- National Household survey data
- Service User data
- Feedback from consultation and engagement campaigns
- Recommendations from Scrutiny
- Comparisons with similar policies in other authorities
- Academic publications, research reports, consultants' reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors, 'Is Wales Fairer' document.
- Welsh Language skills data for Council staff

**2. SUSTAINABLE DEVELOPMENT PRINCIPLES:** How has your proposal embedded and prioritised the five sustainable development principles, as outlined in the Well-being of Future Generations (Wales) Act 2015, in its development?

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Sustainable Development Principle	Does the proposal demonstrate you have met this principle? If yes, describe how. If not, explain why.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the principle?
<b>Long Term</b> Balancing short term need with long term and planning for the future.	The Ceredigion 2022-32 WESP will be a document that will note the steps to achieve the aim of increasing the number of Welsh language speakers within the county by 2031. Short-term and long-term targets and decisive short-term and long-term actions will be noted for the 10-year period.	By building on the 2014-17 and the 2017-2020 WESP, this 10-year WESP will set a clear timetable to achieve the aim, which will be operational, practical, and sustainable.	We do not foresee that the steps we take will have any negative impacts. Engaging positively with all our partners and stakeholders throughout the period will be extremely important as we see the developments being implemented.
<b>Collaboration</b> Working together with other partners to deliver.	Collaboration between partners and stakeholders will be at the heart of the plan. The main collaboration will be between the authority's officers and the schools and their governing bodies as well as parents.	This is the essence of the plan – examples of collaboration will have been noted throughout.	Ensure positive, regular and continuous collaboration through the actions noted in the plan.
<b>Involvement</b> Involving those with an interest and seeking their views.	Stakeholders and partners will be included throughout the planning and consultation period. A workshop will be held for interested parties early on in the process (26 February 2020) to collect opinions and any relevant issues. The information collected at that time will eventually be distributed to the attendees for further comments. The consultation process (October 2021) itself will engage with people with protected characteristics under the Equality Act 2010 through the statutory public consultation. All members of the public will have an opportunity to voice an opinion on the proposal at that time. Main stakeholders will receive continuous reports on the plan throughout the planning period (see timetable), and also following any potential amendments. The final proposal, presented to Welsh Government on 31 January 2022, will have included stakeholder opinions and ideas as a result of presenting draft copies of the proposal and public consultation.	The timetable of the proposal and the need to respond to the full democratic process will ensure that the opinions of partners and stakeholders are included.	Ensure the planning and response process follows the 'National Principles for Public Engagement in Wales'.
<b>Prevention</b>	The approach that will prevent any problems that could arise or worsen during the plan's period, will have been noted in it.	The resources needed to prevent problems from arising	Respond to any concerns arising by engaging continuously and openly with stakeholders and



Putting resources into preventing problems occurring or getting worse.		will be noted clearly in the actions throughout the plan.	partners throughout the planning period and consultation.
<b>Integration</b> Positively impacting on people, economy, environment and culture and trying to benefit all three.	Basically, the proposal aims to support Ceredigion County Council's aspiration to strengthen the Welsh language's position through its Language Strategy. The proposal also supports the Council's Strategic Aims and Welsh Government's A Million Welsh Speakers 2050 Strategy.	The Welsh language underpins Ceredigion County Council's function and strategic aims	No negative impacts are envisaged as a result of the proposal.

<b>3. WELL-BEING GOALS:</b> Does your proposal deliver any of the seven National Well-being Goals for Wales as outlined on the Well-being of Future Generations (Wales) Act 2015? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. We need to ensure that the steps we take to meet one of the goals aren't detrimental to meeting another.			
Well-being Goal	Does the proposal contribute to this goal? Describe the positive or negative impacts.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the goal?
<b>3.1. A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	The proposal's long-term goal is to contribute to the principle of developing a skilled and educated population in an economy that produces wealth and offers employment opportunities, allowing people to take advantage of the wealth generated through appropriate work. The Welsh language is crucial to this principle.	There is ample evidence of the economic advantages of the Welsh language, on both a personal, and business and promotional level.	No negative impacts are envisaged as a result of the proposal.
<b>3.2. A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).	This proposal will not directly integrate biodiversity. However, indirectly it will improve the way Ceredigion County Council, through the statutory education system, reflects our communities and ensures the system represents every community's diverse priorities and experiences. This proposal can promote location-based education. Community provision is part of the Welsh-medium educational provision referred to in this	The WESP actions will identify this	No negative impacts are envisaged as a result of the proposal.



	proposal, for example Welsh language immersion centres. A location-based approach is used so that children that attend the centre can integrate into the local authority's educational system as well as the Welsh speaking communities they are part of.		
<b>3.3. A healthier Wales</b> People's physical and mental wellbeing is maximised and health impacts are understood.	There are no direct impacts affecting health in the proposal. However, being able to be part of a community, a sense of belonging, and being able to contribute to that community are important to an individual's mental health. The proposal notes the importance of the Welsh language in this respect. There is considerable evidence that multi-linguism enhances the individual's intellectual abilities.	International research on what ensures an individual's mental well-being.	No negative impacts are envisaged as a result of the proposal.
<b>3.4. A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected.	The proposal will allow children to fulfil their potential regardless of their background or circumstances. The proposal will ensure that all children get full access to opportunities to learn the Welsh language, thereby expanding their choices and empowering them in the future. The proposal will ensure community cohesion by expanding the use of the Welsh language and ensuring wider community involvement for it as a minority language.	Expanding Welsh language provision will ensure that more children gain skills which will in the future allow them to be full members of the community they live and work in. Implementing this proposal will allow Ceredigion County Council to change the way that Welsh language provision is planned and delivered, and will increase the number of children and young people that develop Welsh language skills, giving them the choice to take up Welsh language cultural opportunities.	No negative impacts are envisaged as a result of the proposal.
<b>3.5. A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental well-being.	Strengthening the position of the Welsh language in Ceredigion and Wales will make a positive contribution to global/international cultural and linguistic life. Promoting the use of a minority language such as Welsh is seen by the United Nations as an aim of crucial importance. Defending a minority language is a human rights obligation and is at the heart of	Minority languages, including Welsh are protected under national and international legislation e.g. the UN and European Union.	No negative impacts are envisaged as a result of the proposal.



	good governance. It is a way of creating a more socially and politically equal society.		
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<b>3.6. A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances.  <i>In this section you need to consider the impact on equality groups, the evidence and any action you are taking for improvement.</i> <i>You need to consider how might the proposal impact on equality protected groups in accordance with the Equality Act 2010?</i> These include the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or beliefs, gender, sexual orientation. <b>Please also consider the following guide::</b> <a href="#"><u>Equality Human Rights - Assessing Impact &amp; Equality Duty</u></a>		Describe why it will have a positive/negative or negligible impact.  <i>Using your evidence consider the impact for each of the protected groups. You will need to consider do these groups have equal access to the service, or do they need to receive the service in a different way from other people because of their protected characteristics. It is not acceptable to state simply that a proposal will universally benefit/disadvantage everyone. You should demonstrate that you have considered all the available evidence and address any gaps or disparities revealed.</i>	What evidence do you have to support this view?  <i>Gathering Equality data and evidence is vital for an IIA. You should consider who uses or is likely to use the service. Failure to use <u>data</u> or <u>engage</u> where change is planned can leave decisions open to legal challenge. Please link to <b>involvement</b> box within this template. Please also consider the general guidance.</i>	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?  <i>These actions can include a range of positive actions which allows the organisation to treat individuals according to their needs, even when that might mean treating some more favourably than others, in order for them to have a good outcome. You may also have actions to identify any gaps in data or an action to engage with those who will/likely to be effected by the proposal. These actions need to link to Section 4 of this template.</i>
<b>Age</b> Do you think this proposal will have a positive or a negative impact on people because of their age? (Please tick ✓)	Children and Young People up to 18	This proposal pertains to the statutory education period only.  The Children's Commissioner for Wales has noted that the Welsh language and provision of services through the medium of Welsh are a matter of rights, and are relevant to a number of articles of the United Nations Convention on the Rights of	School councils (primary and secondary) will be consulted during the proposal's development. The general public will be invited to voice an opinion during the consultation period in Autumn 2021. No negative impacts on children's rights are envisaged nor their ability to take part and use their rights. Welsh language education is open to	No negative impacts are envisaged as a result of the proposal.
People 18-50	Positive	Negative	None/ Negligible	

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			<b>Negligible</b>	the Child. The Commissioner also noted that there is a clear link between language and identity, and it is not possible to separate any one of the articles of the United Nations Convention on the Rights of the Child from language considerations.	everyone, and local authorities, such as Ceredigion, have a duty to promote access for all, as well as offering support and informal opportunities for those wishing to take it up.	
Older People 50+	Positive	Negative	<b>None/ Negligible</b>			
			<input checked="" type="checkbox"/>			
<b>Disability</b> Do you think this proposal will have a positive or a negative impact on people because of their disability? (Please tick ✓)						
Hearing Impairment	Positive	Negative	<b>None/ Negligible</b>	This proposal will give children and young people the opportunity to learn and develop Welsh language skills and ensure that they are supported in doing so throughout their educational journey.	The actions ensuring equality for children with ALN are noted under one specific outcome in the proposal.	No negative impacts are envisaged as a result of the proposal.
	<input checked="" type="checkbox"/>					
Physical Impairment	Positive	Negative	<b>None/ Negligible</b>	One of the outcomes of the Welsh Language Strategic Plans is to improve the provision and support for additional learning needs, allowing more of those requiring that specific support to take advantage of it through the medium of Welsh.		
	<input checked="" type="checkbox"/>					
Visual Impairment	Positive	Negative	<b>None/ Negligible</b>			
	<input checked="" type="checkbox"/>					
Learning Disability	Positive	Negative	<b>None/ Negligible</b>			
	<input checked="" type="checkbox"/>					
Long Standing Illness	Positive	Negative	<b>None/ Negligible</b>			
	<input checked="" type="checkbox"/>					
Mental Health	Positive	Negative	<b>None/ Negligible</b>			
	<input checked="" type="checkbox"/>					
Other	Positive	Negative	<b>None/</b>			



			Negligible			
	✓					

<b>Transgender</b> Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)				No negative impacts are envisaged.		
Transgender	Positive	Negative	None/ Negligible			
			✓			

<b>Marriage or Civil Partnership</b> Do you think this proposal will have a positive or a negative impact on marriage or Civil partnership? (Please tick ✓)				This proposal pertains to the statutory education period only.  No negative impacts are envisaged.		
Marriage	Positive	Negative	None/ Negligible			
			✓			
Civil partnership	Positive	Negative	None/ Negligible			
			✓			

<b>Pregnancy or Maternity</b> Do you think this proposal will have a positive or a negative impact on pregnancy or maternity? (Please tick ✓)				This proposal pertains to the statutory education period only.  No negative impacts are envisaged.		
Pregnancy	Positive	Negative	None/ Negligible			
			✓			
Maternity	Positive	Negative	None/ Negligible			
			✓			

Race			
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Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				This proposal will give children and young people the opportunity to learn and develop Welsh language skills and ensure they get support to do so throughout their educational journey.  As part of this proposal, Ceredigion County Council will ensure that immersion provision is available for newcomers and latecomers to Welsh medium education.  This provision will mean that every child and young person can receive Welsh language education, and the necessary support will be available for them if they decide to do so. The increasing focus on creating Welsh language education provision will provide more choice for people of every race with regard to their children's education, as well as the option of integrating into Welsh speaking communities.	Ceredigion County Council's language/immersion centres already provide this support.	No negative impacts are envisaged as a result of the proposal.
	Positive	Negative	None/ Negligible			
White	✓					
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
Asian / Asian British	Positive	Negative	None/ Negligible			
Black / African / Caribbean / Black British	Positive	Negative	None/ Negligible			
Other Ethnic Groups	Positive	Negative	None/ Negligible			

<b>Religion or non-beliefs</b> Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs or non-beliefs? (Please tick ✓)				This proposal pertains to the statutory education period only.  No negative impacts are envisaged.		
	Positive	Negative	None/ Negligible			
Christian			✓			
Buddhist	Positive	Negative	None/ Negligible			
Hindu	Positive	Negative	None/ Negligible			



Humanist	Positive	Negative	None/ Negligible			
			✓			
Jewish	Positive	Negative	None/ Negligible			
			✓			
Muslim	Positive	Negative	None/ Negligible			
			✓			
Sikh	Positive	Negative	None/ Negligible			
Non-belief	Positive	Negative	None/ Negligible			
			✓			
Other	Positive	Negative	None/ Negligible			
			✓			

**Sex**

Do you think this proposal will have a positive or a negative impact on men and/or women?  
(Please tick ✓)

This proposal pertains to the statutory education period only.

No negative impacts are envisaged.

Men	Positive	Negative	None/ Negligible			
			✓			
Women	Positive	Negative	None/ Negligible			
			✓			

**Sexual Orientation**

Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Please tick ✓)

This proposal pertains to the statutory education period only.

No negative impacts are envisaged.

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Bisexual	Positive	Negative	None/ Negligible			
			✓			
Gay Men	Positive	Negative	None/ Negligible			
			✓			
Gay Women / Lesbian	Positive	Negative	None/ Negligible			
			✓			
Heterosexual / Straight	Positive	Negative	None/ Negligible			

**Having due regards in relation to the three aims of the Equality Duty - determine whether the proposal will assist or inhibit your ability to eliminate discrimination; advance equality and foster good relations.**

### 3.6.2. How could/does the proposal help advance/promote equality of opportunity?

*You should consider whether the proposal will help you to:*

- Remove or minimise disadvantage
- To meet the needs of people with certain characteristics
- Encourage increased participation of people with particular characteristics

Implementing this proposal through the 'Welsh Strategic Education Plan' will ensure that more children and young people get equal access to Welsh language education in Ceredigion. It will increase the number of children and young people that develop Welsh language skills and allow them to take advantage of Welsh language cultural opportunities. The proposal will encourage Ceredigion County Council to promote the Welsh language through the statutory education system, as well as helping to develop Welsh language skills that can be used in the workplace in the future. Consequently, those children may be able to apply for jobs where the Welsh language is desirable or essential, allowing them access to part of the labour market that would not otherwise have been open to them. This, in turn, will contribute to the tackling poverty agenda. Also, this proposal will promote the Welsh language and its associated cultural opportunities, encouraging all children and young people to take advantage of them.

### 3.6.3. How could/does the proposal/decision help to eliminate unlawful discrimination, harassment, or victimisation?

*You should consider whether there is evidence to indicate that:*

- The proposal may result in less favourable treatment for people with certain characteristics
- The proposal may give rise to indirect discrimination
- The proposal is more likely to assist or impede you in making reasonable adjustments

The proposal will ensure that everyone has equal access to Welsh language education regardless of their background, in keeping with the well-being aim of ensuring a more equal Wales. The proposal will also ensure that more people are able to enjoy the language and the varied cultural opportunities the language offers in Wales, and will also contribute to one of the aims of the Future Generations Bill of seeing people in Wales taking part in our culture, shared where the Welsh language is thriving. It is also consistent with the well-being aim of developing language, culture and resilient communities.

### 3.6.4. How could/does the proposal impact on advancing/promoting good relations and wider community cohesion?

*You should consider whether the proposal with help you to:*

- Tackle prejudice
- Promote understanding

By increasing and promoting Welsh language education, alongside working to increase the place of the Welsh language in our communities, the proposal could help to ensure community cohesion between people from different ethnic, religious and racial backgrounds.



3.7. A Wales of vibrant culture and thriving Welsh language				Describe why it will have a positive/negative or negligible impact.	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?
Will the proposal be delivered bilingually (Welsh & English)?	Positive	Negative	None/ Negligible	The document (WESP) and all relevant papers will be provided in Welsh and English throughout the planning and consultation period.	The requirements of the process will lead this.	No negative impacts are envisaged in this respect.
	✓					
Will the proposal have an effect on opportunities for persons to use the Welsh language?	Positive	Negative	None/ Negligible	The proposal's aim will be to increase the use of the Welsh language across the education sector and ultimately have a positive effect on its social and communal use. All stakeholders, who are central to our plan, will contribute to this goal.	The education system is key in achieving the target of a million Welsh language speakers identified in the Welsh Language Strategy 2050, and it is vital that we create a statutory education system that increases the number of confident Welsh language speakers. This proposal, that aims to reinforce the current statutory process used by Ceredigion local authority to plan Welsh-medium education, is a vital part of this process, and will continue as such throughout the period until 2050.	No negative impacts are envisaged in this respect.
Will the proposal increase or reduce the opportunity for persons to	Positive	Negative	None/ Negligible	This proposal pertains to the statutory education period only.	The proposal will identify the services available through the medium of Welsh. It will also identify any actions required to strengthen services so they can	No negative impacts are envisaged.
	✓					

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access services through the medium of Welsh?				<p>There will be a positive impact on the Welsh language as the proposal is an important part of Welsh Government's Million Welsh Speakers 2050 strategy.</p> <p>Outcome 6 of the proposal will specifically plan to ensure an increase in the Welsh language education provision for pupils with additional learning needs ("ALN") (in accordance with the duties determined by the Educational Learning Needs and Education Tribunal Act (Wales) 2018</p>	<p>be offered through the medium of Welsh.</p>	
How will the proposal treat the Welsh language no less favourably than the English language?	<input checked="" type="checkbox"/> Positive	Negative	<input type="checkbox"/> None/ Negligible	<p>This proposal pertains to the statutory education period only.</p> <p>The whole purpose of the proposal is to increase the use of the Welsh language in Ceredigion's schools.</p>	<p>The proposal will identify, through the actions of the seven outcomes noted, how the Welsh language will be promoted and strengthened.</p>	<p>No negative impacts are envisaged.</p>
Will it preserve promote and enhance local culture and heritage?	<input checked="" type="checkbox"/> Positive	Negative	<input type="checkbox"/> None/ Negligible	<p>The proposal is part of Welsh Government's vision noted in the 2020 Welsh language strategy. The vision aims to see a Wales where its language is thriving. One of the strategy's key aims is to create a statutory education system which increases the number of confident speakers. To achieve this aim, we have to substantially increase the number of school pupils who</p>	<p>The proposal will identify, through the actions of the seven identified outcomes, how the Welsh language will be safeguarded, strengthened and promoted.</p>	<p>No negative impacts are envisaged.</p>



				have the opportunity to develop Welsh language skills at school and to use the language in their everyday lives. The proposal encourages Ceredigion local authority to promote the Welsh language through the statutory education system, as well as helping to develop Welsh language skills that can be used in the workplace in the future. The proposal will also promote the Welsh language and associated cultural opportunities, and encourage every child and young person to take advantage of these.		
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**4. STRENGTHENING THE PROPOSAL:** If the proposal is likely to have a negative impact on any of the above (including any of the protected characteristics), what practical changes/actions could help reduce or remove any negative impacts as identified in sections 2 and 3?

#### 4.1 Actions.

What are you going to do?	When are you going to do it?	Who is responsible?	Progress
Not applicable			

#### 4.2. If no action is to be taken to remove or mitigate negative impacts please justify why.

(Please remember that if you have identified unlawful discrimination, immediate and potential, as a result of this proposal, the proposal must be changed or revised).

We see this proposal as adding to the provision rather than having any negative impact.

#### 4.3. Monitoring, evaluating and reviewing.

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

We will monitor the consultation and engagement for any unexpected impacts.

We will hold regular meetings with stakeholders e.g. The WESP forum, Language Committee, discussions within the education department (including primary and secondary heads ) etc.

An annual progress report will be presented to Welsh Government.



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<b>5. RISK:</b> What is the risk associated with this proposal?					
Impact Criteria	1 - Very low	2 – Low	3 - Medium	4 - High	5 - Very High
Likelihood Criteria	1 - Unlikely to occur	2 - Lower than average chance of occurrence	3 - Even chance of occurrence	4 - Higher than average chance of occurrence	5 - Expected to occur
Risk Description	Impact (severity)		Probability (deliverability)		Risk Score
Adequate finance and staffing capacity will need to be ensured to fully realise the plan	4		3		12
Does your proposal have a potential impact on another Service area?					
No					

<b>6. SIGN OFF</b>			
Position	Name	Signature	Date
Service Manager	Meinir Ebbsworth		
Head of Service	Meinir Ebbsworth		
Strategic Director	Barry Rees		
Portfolio Holder	Councillor Catrin Miles		