

Please read the accompanying guidance before completing the form.

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as “Draft” and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Section A

Service Area	CEMS	Head of Service		Strategic Director		Portfolio Holder	Clr Myfanwy Alexander
Proposal	Welsh Language Promotion Strategy						
Outline Summary / Description of Proposal							
To adopt the proposed Welsh Language Promotion Strategy, to create favourable conditions to increase the number of Welsh speakers and the use of the Welsh language within Powys							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Bedwyr Fychan	Welsh Language Officer	14 / 5 / 2018

2. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
No consultation required (please provide justification)	Adoption of a Welsh Language Promotion Strategy is required under the Welsh Language Standards, and the draft Strategy has been created in consultation with key stakeholders working to promote the Welsh language in Powys

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3. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)

PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

The main bulk of the work required under the proposed Welsh Language Strategy will be undertaken by Chief Executive and Member Services, through the Welsh Unit, which includes the Welsh Language Officer, the Welsh Translation Unit and Menter Brycheiniog a Maesyfed, and with support from the Communications Team.

There is a strong link between the Strategy and the Welsh in Education Strategic Plan, with work under the WESP formulating the Education section of the Promotion Strategy

Some work will be required by other service areas, which will require including Welsh language promotion considerations within their projects, rather than new and additional work.

4. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy We will develop a vibrant economy	The proposed strategy will promote the advantages of using the Welsh language within business and tourism, which could provide businesses with opportunities to expand to new markets. Increasing the number of Welsh speakers and the use of Welsh will also develop skills required within the workforce to allow businesses to expand into potential new markets, and increase capacity to provide services to customers through the medium of Welsh	Good		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	The proposed strategy will support well-being, through promoting increased social opportunities through the medium of Welsh, and linking Welsh speakers through technology. It will give Welsh speakers more confidence to access services provided, reducing social isolation among Welsh speakers.	Good		Choose an item.
Learning and skills We will strengthen learning and skills	Increasing the number of Welsh speakers, and increased the use of Welsh, will in turn develop the language skills of individuals within the county, preparing them for bilingual job opportunities in Powys and beyond	Good		Choose an item.

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Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Residents and Communities We will support our residents and communities	The proposed strategy will enable more Welsh language communities have access to services that will allow them to flourish and enjoy life, by increasing the visibility of those service provided in Welsh by the Council and others in the area, and increasing the provision of services and activities through the medium of Welsh in Powys.	Good		Choose an item.

Source of Outline Evidence to support judgements
<p style="text-align: center;"> National Census Figures More than Just Words, the Welsh Government’s Strategic Framework for the Welsh Language in Health and Social Care Customer Satisfaction Surveys conducted by the Council on Services Provided in Welsh PCC Welsh Language Staff Survey </p>

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5. How does your proposal impact on the Welsh Government’s well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	No impact	Choose an item.		Choose an item.
A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	No impact	Choose an item.		Choose an item.
A healthier Wales: A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	The proposed strategy will support well-being, through promoting increased social opportunities through the medium of Welsh, and linking Welsh speakers through technology. It will give Welsh speakers more confidence to access services provided, reducing social isolation among Welsh speakers.	Good		Choose an item.

<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>The proposed strategy will support well-being, through promoting increased social opportunities through the medium of Welsh, and linking Welsh speakers through technology. It will give Welsh speakers more confidence to access services provided, reducing social isolation among Welsh speakers The proposed strategy will enable more Welsh language communities have access to services that will allow them to flourish and enjoy life, by increasing the visibility of those service provided in Welsh by the Council and others in the area, and increasing the provision of services and activities through the medium of Welsh in Powys.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>The proposed strategy will promote the advantages of using the Welsh language within business and tourism, which could provide businesses with opportunities to expand to new markets. Increasing the number of Welsh speakers and the use of Welsh with also develop skills required within the workforce to allow businesses to expand into potential new markets, and increase capacity to provide services to customers through the medium of Welsh. It will increase the provision and visibility of cultural and community activities through the medium of Welsh in Powys, thereby increasing the well-being of Welsh speaking communities.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				

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<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>The purpose of the proposed strategy is to develop opportunities for people to use the Welsh language in all parts of Powys, and in a variety of different spheres. It will promote those opportunities to use the Welsh language, and encourage people to use it in the whole range of situations – in the community, in social activities, in business, in education settings, while accessing services from the Council and other organisations, and in their private lives with their families and friends, and on social media. It will also help people in developing their Welsh language skills, on their journey from being Welsh learners to being fluent Welsh speakers.</p> <p>The proposed strategy will help make the Welsh language more visible in the area, adding value to its use, and ensure it is considered a valuable part of the area’s culture.</p>	<p>Very Good</p>		<p>Choose an item.</p>
<p><i>Opportunities to promote the Welsh language</i></p>	<p>Under the proposed strategy, opportunities will be taken to promote the Welsh language through a whole range of activities, including using grant schemes and contracted to encourage other organisations to promote and increase the use of the language; promotion through ensuring the visibility of the language on a variety of platforms throughout the county, and that the language is heard through community activity, and ensuring the Welsh language is a consideration in council policies and decisions through an impact assessment process.</p>	<p>Very Good</p>		<p>Choose an item.</p>
<p><i>Welsh Language impact on staff</i></p>	<p>The proposed strategy will provide more visibility to the Welsh language within the council as well as within Powys as a whole, providing more opportunities to use the language, and therefore for people to use and develop their skills. It will provide greater value on those Welsh language skills which staff possess, and empower staff to make greater use of those skills</p>	<p>Very Good</p>		<p>Choose an item.</p>

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<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>The proposed strategy will encourage more community activity through the medium of Welsh, as well as promote the Welsh language and culture, and therefore will encourage more people to take part in those activities.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>				
<p><i>Age</i></p>	<p>The proposed strategy will support well-being, through promoting increased social opportunities through the medium of Welsh, and linking Welsh speakers through technology. It will give Welsh speakers more confidence to access services provided, reducing social isolation among Welsh speakers. It will provide greater accessibility of services provided by the Council and others through the medium of Welsh. There is evidence of individuals reverting to their first language as their only means of communication in some cases of dementia. Increasing the opportunities to use the Welsh language for Welsh speaking dementia sufferers will improve their well-being and quality of life.</p>	<p>Good</p>		<p>Choose an item.</p>

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<i>Disability</i>	<p>The proposed strategy will support well-being, through promoting increased social opportunities through the medium of Welsh, and linking Welsh speakers through technology.</p> <p>It will give Welsh speakers more confidence to access services provided, reducing social isolation among Welsh speakers.</p> <p>It will provide greater accessibility of services provided by the Council and others through the medium of Welsh.</p> <p>There is evidence of individuals reverting to their first language as their only means of communication in some cases of dementia. Increasing the opportunities to use the Welsh language for Welsh speaking dementia sufferers will improve their well-being and quality of life.</p>	Good		Choose an item.
<i>Gender reassignment</i>	No Impact	Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>	No Impact	Choose an item.		Choose an item.
<i>Race</i>	No Impact	Choose an item.		Choose an item.
<i>Religion or belief</i>	No Impact	Choose an item.		Choose an item.
<i>Sex</i>	No Impact	Choose an item.		Choose an item.
<i>Sexual Orientation</i>	No Impact	Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>	No Impact	Choose an item.		Choose an item.

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Source of Outline Evidence to support judgements
National Census Figures More than Just Words, the Welsh Government’s Strategic Framework for the Welsh Language in Health and Social Care Customer Satisfaction Surveys conducted by the Council on Services Provided in Welsh PCC Welsh Language Staff Survey

6. How does your proposal impact on the council’s other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	Although it is a 5 year Strategy, the Council’s aim in this Strategy, and subsequent strategies will be to contribute towards the Welsh Government’s long-term target of ensuring a million Welsh speakers by 2050. The Council therefore must have a long-term target of ensuring that a third of Powys’ population must speak Welsh by 2050	Good		Choose an item.
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The council will work with partners, such as the Mentrau Iaith, and others in delivering the strategy. The aim of the strategy is also to draw others in to provide more activities and opportunities through the medium of Welsh, to ensure it is visible and promoted across the council’s area, and by a variety of organisations, groups and individuals.	Good		Choose an item.
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	No Impact	Choose an item.		Choose an item.
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	No impact	Choose an item.		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact	Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	No impact	Choose an item.		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	No impact	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	No impact	Choose an item.		Choose an item.
Impact on Powys County Council Workforce	The proposed strategy will provide more visibility to the Welsh language within the council as well as within Powys as a whole, providing more opportunities to use the language, and therefore for people to use and develop their skills. It will provide greater value on those Welsh language skills which staff possess, and empower staff to make greater use of those skills	Neutral		Choose an item.
Source of Outline Evidence to support judgements				
<p style="text-align: center;">National Census Figures More than Just Words, the Welsh Government's Strategic Framework for the Welsh Language in Health and Social Care Customer Satisfaction Surveys conducted by the Council on Services Provided in Welsh PCC Welsh Language Staff Survey</p>				

7. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Medium	Low
Mitigation		

8. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Low
Mitigation		

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Not adopting a Welsh Language Promotion Strategy would lead to non-compliance with THE Welsh Language Standards, which could lead to reputational damage, financial penalties, and failure to provide services according to the needs of residents	Medium	Adopting a Welsh Language Promotion Strategy	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		✓	

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9. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>The overall impact of the Welsh Language Promotion Strategy would be good, leading to improving and increasing the services and activities provided through the medium of Welsh, and the visibility of those services within the area. The Strategy would have a particularly positive impact on creating a Powys of vibrant culture and thriving Welsh language, by working to increase the number of Welsh speakers and opportunities to use the language, and in doing so, contributing towards the well-being of Welsh speaking communities within Powys. It would therefore contribute towards achieving the requirements of the Welsh Language Standards, the Well-being Goals and also Cymraeg 2050, the Welsh Government Strategy for achieving a million Welsh speakers by 050.</p>	

10. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?

11. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Please state when this Impact Assessment will be reviewed.

12. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Bedwyr Fychan	B Fychan	15 / 5 / 2018
Head of Service:			
Strategic Director:			
Portfolio Holder:			

13. Governance

Decision to be made by	Portfolio Holder	Date required