

## Welsh Language Impact Assessment

Please note the Welsh Language Impact Assessment contains links to Cardiff Council documents that can only be accessed internally. These are reference documents for Cardiff Council employees and do not form part of the assessment itself

### Welsh Language Standards

Welsh Language Standards 88-93 and 95-97 are concerned with the policy development process. They describe the requirements to ensure the Welsh language is treated no less favourably than the English language when new policies are developed, or existing policies are revised. These standards address every step of the policy development process including assessing its impact on the Welsh language, consultation, and commissioning supporting research. Cardiff Council's full Compliance Notice can be found [here](#).

You **must** provide evidence, especially from, but not limited to, any consultation or engagement undertaken, in order to support your comments throughout the document, regardless of whether you are noting a positive, negative or neutral impact.

**PLEASE NOTE: Overwrite any grey text in the following text boxes, it is there only to help you in completing each section and make sure that the font colour of your final answers is black for accessibility reasons.**

### Impact

Standards 88-90 specifically relate to what impact, if any, your proposal (be it a policy decision, new or updated policy or strategy, or a new or updated service delivery provision that also involves staffing issues) has on the Welsh language and on Welsh speakers. The impact identified could be **direct or indirect** and any such evidence must be included.

<b>What will be the impact of this proposal on opportunities for people to use the Welsh language?</b> <i>Please tick the appropriate box.</i>	Positive	<input checked="" type="checkbox"/>
	Negative	<input type="checkbox"/>
	Neutral	<input type="checkbox"/>

<b>What will be the impact of this proposal on treating the Welsh language no less favourably than the English language?</b> <i>Please tick the appropriate box.</i>	Positive	<input checked="" type="checkbox"/>
	Negative	<input type="checkbox"/>
	Neutral	<input type="checkbox"/>

**Based on your above answers, please provide supporting comments and evidence in the relevant boxes on the following questions.**

**What would the impact be and could this proposal be formulated or re-formulated, so that it would have positive effects, or increased positive effects?**

**What would the impact be and could this proposal be formulated or re-formulated to ensure that it does not have adverse effects, or a decreased adverse effect?**

The Welsh Government's Cymraeg 2050 strategy aims to reach one million Welsh speakers by 2050, with 40% of children in Welsh-medium education and 70% of 15-year-olds able to speak Welsh.

In 2025, approximately 9,000 children and young people were enrolled in Welsh-medium education (c16% of Cardiff's maintained school population).

Cardiff's target, set by Welsh Government, is for 25–29% of Year 1 pupils to be taught in Welsh by 2031, up from 17.6% in 2023/24. This requires an increase of 7.4–11.4 percentage points. In 2020/21, 18% of Reception pupils were in Welsh-medium education, and by 2024/25 this figure remained similar at 18%. Falling birth rates and rising surplus places could enable a higher proportion of pupils to access Welsh-medium provision.

Early signs of progress are evident: by January 2025, 20.1% of nursery-age children in maintained settings were in Welsh-medium education, though distribution varies across the city.

The public engagements relate the temporary expansion of Welsh-medium secondary provision on a temporary basis to accommodate a 'bulge' year in 2027/28 and options to inform the longer-term expansion of secondary age provision.

Any statutory proposals brought forward to increase the number of Welsh-medium secondary school places following the engagement(s) may have an overall positive impact on the Welsh Language city-wide.

The impact of each long-term change may have a differential impact as some families may prefer a more local school whilst other parents may favour maintaining the existing organisation of secondary school places.

The Council has reviewed admissions preference and Offer Day outcome data for admission to Welsh-medium secondary education from the 2024 and 2025 Admission Years. This data confirms that parents who are unable to secure a place for their child at their preferred school were placed in a Welsh-medium secondary school if this was their preference.

Any changes to secondary school provision may have a positive or negative impact on the number of families applying for admission to Welsh-medium primary education.

The net retention of pupils between the Welsh-medium primary and secondary sectors is currently at a high level of >95%. There are limited opportunities to increase the retention rate of pupils already in the sector.

There is a duty on Local Authorities, to stimulate demand for Welsh-medium provision at all ages rather than solely respond to evidenced demand and as such, an increase of places provides a greater opportunity for learners to transfer into Welsh-medium secondary school provision.

The Council has identified that some communities may, in future, be less able to gain admission to their preferred Welsh-medium secondary school if:

- A temporary expansion of provision progressed for the 2027/28 bulge intake year is not one aligned to parental preferences
- There are no changes to the catchment areas in subsequent years.

If there were no changes to catchment areas, the communities that are at greater risk of not gaining admission to their catchment area Welsh-medium secondary school would include the pupils in the catchment areas of Ysgol Gynradd Gymraeg Hamadryad and Ysgol Y Wern on the basis of furthest proximity from Ysgol Gyfun Gymraeg Glantaf. However, all pupils would still be able to access Welsh-medium secondary school provision, supported with free home to school transport if the distance exceeds 3 miles.

Any long-term expansion of Welsh-medium secondary provision would:

- increase opportunities to use the Welsh language
- increase the number of Welsh-medium secondary school places
- support the growth of Welsh-medium education
- align with the outcomes, aims and aspirations of both the Bilingual Cardiff's 5-year Strategy and Cardiff Council's 10-year WESP plan.

Depending on any future options taken forward the expansion of Welsh-medium secondary provision could also:

- increase parental choice and support the increased provision of Welsh-medium provision
- make Welsh language education more accessible for families
- potentially reduce travel times and cost.

However, the extent to which these are realised would be dependent on the number of schools available, sizes of school, geographical locations and home to school travel options.

The views expressed during the engagements would be considered in full and used to inform the development of any future statutory proposals for the sustainable

expansion of Welsh-medium secondary provision and allow for further re-formulation of options such that the risk of adverse effects is decreased.

Any proposals would be subject to funding being identified and formal statutory processes including a full public consultation in accordance with the requirements of the School Organisation Code.

In the event of proposals being implemented, parental preferences and the take-up of places would be kept under review.

## Consultation

**Was a consultation undertaken to assist with the development of the proposal in line with standards 91-93?**

Yes

No

*If no, please skip to the next section 'Grants'.*

**If yes, when consulting on the proposal, were views considered, and sought, on the effects (both positive and negative) that it would have on the Welsh language and for Welsh speakers in the wider community?**

**Did the consultation seek, and give consideration to, views on how the proposal could have positive, or increased positive effects?**

**Did the consultation seek, and give consideration to, views on how the proposal could have no adverse effects, or decreased adverse effects?**

The Council is conducting bilingual engagements with school communities, pupils and parents, elected members, diocesan partners, WG/Estyn stakeholders and the Welsh Education Forum.

The engagements:

- present an evidence pack (capacity, population data, projections, catchments, travel);
- seek views on the short-term measures for 2027/28;
- explore long-term options and their impacts;
- set out transport entitlements and active-travel options.

A further Welsh Language Impact Assessment will be undertaken for any proposals developed, including for any progressed to statutory proposals.

Any statutory proposals developed to establish new provision, significantly expand or move provision in accordance with the School Organisation Code would be subject to a statutory consultation process at a later date.

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## Grants

Does the proposal involve the awarding of grants?	
Yes	<input type="checkbox"/>
No <i>If no, please skip to the next section 'Research'.</i>	<input checked="" type="checkbox"/>

**If yes, has consideration been given to the guidance presented in the Council's Policy on Awarding Grants in Compliance with the Welsh Language Standards with regard to:**

- a) The opportunities for people to use the Welsh language
- b) In terms of treating the Welsh language no less favourably than the English language?

## Research

Was research undertaken or commissioned to assist with the development of the proposal?	
Yes	<input type="checkbox"/>
No <i>If no, please skip to the next section 'Material and Services'.</i>	<input type="checkbox"/>

**If yes, did the research give consideration to whether it would have a positive, negative or neutral impact on:**

- a) The opportunities for people to use the Welsh language
- b) In terms of treating the Welsh language no less favourably than the English language?

Engagements are being undertaken with stakeholders with feedback received used to inform any statutory proposals brought forward in the future.

**Did the research undertaken or commissioned to assist with the development of the proposal give consideration to how it could have a positive effect, or increased positive effects?**

**Did the research undertaken or commissioned to assist with the development of the proposal give consideration to how it could have no adverse effect, or decreased adverse effects?**

Bilingual engagements with school communities, pupils and parents, elected members, diocesan partners, WG/Estyn stakeholders and the Welsh Education Forum are being undertaken.

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## **Material and Services**

In addition to the impact assessment to ensure that the proposal meets the requirements of the Welsh Language Standards, consideration must also be given to the supporting materials and services that may be required.

Visit [Bilingual Cardiff](#) or click on the following to view further information on specific issues:

- [Correspondence](#) – receiving and replying (emails, letters, online communication).
- [Education Training Courses](#)
- [Meetings & Public Events](#) – public meetings or events, group meetings, consultation, individual meetings.
- [Procurement Checklist](#)
- [Producing Forms](#)
- [Producing Public Documents](#) – policies, strategies, annual reports, corporate plans, guidelines, notices, codes of practice, consultation papers, licences, certificates, rules, brochures, leaflets, pamphlets or cards, ticket/vouchers.

- [Public Address Announcements](#)
- [Public Messages – electronic – video](#)
- [Publicity & Advertising](#)
- [Reception Services](#)
- [Self Service Machines](#)
- [Signs, Notices & Display Material](#)
- [Social Media](#)
- [Telephone](#) – receiving and answering calls.
- [Websites, Apps and Online Services](#)
- [Welsh Language Guidance for Third Parties](#)

**Are all supporting materials and services compliant with the requirements of the Welsh Language Standards? If not, please send any required translation work to Bilingual Cardiff’s Translation Log – the request form can be found [here](#).**

All engagement materials, communications and details on the Council website and social media are provided in Welsh and English in order to ensure that Welsh-speakers have access to all the necessary information regarding the proposal.

## Staffing Requirements

The [Welsh Language Skills Strategy](#) and additional guidance documents have been produced to support its implementation:

- [Assessing Welsh Language Skills and Identifying Welsh Essential Roles](#)
- [Recruitment, Selection, and Interview Procedures and the Welsh Language](#)

**Do you have access to sufficient Welsh speaking staff to support the delivery of the proposal in compliance with the requirements of the Welsh language standards?**

There are sufficient Welsh speaking staff within the Council to support the engagements in compliance with the requirements of the Welsh Language Standards. Welsh translation is made available as required to support public meetings.

## Monitoring Mitigating Actions

**Please list any mitigating actions below. How will progress be monitored?**

*Please provide details of what the mitigating actions are; how the actions will be monitored to ensure they are completed, for example through Directorate Delivery Plans; when the mitigating actions are expected to be delivered; and who will be responsible for monitoring the actions.*

Mitigating Action	Monitoring Arrangements	Expected Delivery Date	Responsible Officer

