

Integrated Impact Assessment (IIA)

The Integrated Impact Assessment (IIA) has been designed to help support the Council in making informed and effective decisions whilst ensuring compliance with a range of statutory legislation, such as the Equality Act 2010. It consists of 10 main sections as outlined below:

- Section 1 - Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Section 2 - Welsh Language (Wales) Measure 2011 and Welsh Language Standards
- Section 3 - Socio-economic Duty
- Section 4 - Children's Rights Approach – The Right Way
- Section 5 - Data
- Section 6 - Consultation
- Section 7 - Decision

Lead Officer	Head of Service	Service Area & Department	Date
Emma Scherptong	Sarah King	Governance & Partnerships	23/11/22

Briefly outline the proposal indicating what change or decision is to be made, also provide any documentation that may be used to support this. **What is the proposal that needs to be assessed?**

Draft Welsh Language Promotion Strategy 2022/27 which sets out 3 objectives and an action plan for promoting and facilitating the use of the Welsh language within Blaenau Gwent. It also sets a target for increasing and maintaining the number of Welsh language speakers over the five-year period of the plan:

- 1) Working with our partners we will promote and encourage the use of the Welsh language within families and the community.

- 2) Increase the provision for Welsh language education and informal activities for children and young people.**
- 3) Increase the opportunities for people to use Welsh in the workplace.**

Section 1 – Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

Briefly outline below if there will be any positive or negative impacts, on any groups of people with protected characteristics, who are covered by the Equality Act 2010, as a result of the proposal being considered.

Protected characteristics	Will the proposal have any positive impacts on those with a protected characteristics?	Will the proposal have any negative impacts on those with a protected characteristics?	Outline how the proposal could maximise any positive impacts or minimise any negative impact. Please indicate any views evidence you have that supports this.
<p>Age <i>(people of all ages)</i></p>	<p>The strategy will have a positive impact on all ages. For example, encouraging the use of Welsh by all generations (e.g. early years learning to elderly receiving care).</p>	<p>No negative impacts identified.</p>	<p>The action plan sets out how to increase Welsh-medium education provision from early years to post-16 learning and lifelong learning.</p> <p>The action plan sets out how to encourage the use and facilitation of Welsh language services available to people of all ages within Blaenau Gwent.</p>
<p>Disability <i>(people with disabilities/ long term conditions)</i></p>	<p>The strategy is aligned to Welsh Government's More than Words strategic framework to strengthen Welsh language provision in health and social care. It's aim is to support Welsh-speakers to receive services in their first language.</p>	<p>No negative impacts identified.</p>	<p>The action plan seeks to maximise outcomes for Welsh-speakers recognising that receiving services in the language of your choice improves health and well-being outcomes.</p>

<p>Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth)</i></p>	<p>The strategy will have a positive impact for all genders and is inclusive.</p>	<p>No negative impacts identified.</p>	<p>The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.</p>
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Protected characteristics	Will the proposal have any positive impacts on those with a protected characteristics?	Will the proposal have any negative impacts on those with a protected characteristics?	Outline how the proposal could maximise any positive impacts or minimise any negative impact. Please indicate any views evidence you have that supports this.
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>	The strategy will have a positive impact for people who are married or in a civil partnership and is inclusive. It aims to promote and facilitate the use of Welsh within the family and community.	No negative impacts identified.	The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.
Pregnancy and Maternity <i>(women who are pregnant and/or on maternity leave)</i>	The strategy will have a positive impact for women who are pregnant and/ or on maternity leave and is inclusive. It aims to promote and facilitate the use of Welsh within the family and community.	No negative impacts identified.	The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.
Race <i>(people from black, Asian and minority ethnic communities and different racial backgrounds)</i>	The strategy will have a positive impact for people from Black, Asian and ethnic communities and is inclusive.	No negative impacts identified.	The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.

<p>Religion or Belief <i>(people with different religions and beliefs including people with no beliefs)</i></p>	<p>The strategy will have a positive impact for people with different religions and beliefs including people with no believe and is inclusive.</p>	<p>No negative impacts identified.</p>	<p>The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.</p>
<p>Sex <i>(women and men, girls and boys and those who self-identify their gender)</i></p>	<p>The strategy will have a positive impact for women and men and is inclusive.</p>	<p>No negative impacts identified.</p>	<p>The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.</p>
<p>Sexual Orientation <i>(lesbian, gay, bisexual, heterosexual, other)</i></p>	<p>The strategy will have a positive impact for people who are lesbian, gay, bisexual and heterosexual is inclusive.</p>	<p>No negative impacts identified.</p>	<p>The action plan sets out to increase the use of the Welsh language across all Blaenau Gwent communities, in the work place and within education settings.</p>

Section 2 - Welsh Language (Wales) Measure 2011 and Welsh Language Standards

The Welsh Language Measure 2011 and the [Welsh Language Standards](#) require the Council to have 'due regard' for any positive or negative impacts that proposal may have on opportunities to use the Welsh language.

Requirements	Does the proposal have any positive, negative, or neutral impacts with regards to the below?	What can be done to mitigate any negative impacts?	Please demonstrate any evidence used to form this opinion.
<p>Compliance with the Welsh Language Standards. <i>For example, Standards 88 - 93 – policy development and review of existing policies)</i></p>	<p>The strategy has been developed and produced in-line with the Welsh Language Standards (No. 1) 2015.</p>	<p>No negative impacts identified.</p>	<p>By default the Welsh Language Promotion Strategy 2022/27 encourages the use and facilitation of Welsh.</p>
<p>What opportunities are there to promote the Welsh Language? <i>For example, status, use of Welsh language services, use of Welsh in everyday life in work / community</i></p>	<p>The strategy has been developed and produced in-line with the Welsh Language Standards (No. 1) 2015 and centres on promoting the use and facilitation of Welsh.</p>	<p>No negative impacts identified.</p>	<p>By default the Welsh Language Promotion Strategy 2022/27 encourages the use and facilitation of Welsh.</p>
<p>What opportunities are there for a person to use the Welsh Language? <i>For example, staff, residents, and visitors</i></p>	<p>The strategy has been developed and produced in-line with the Welsh Language Standards (No. 1) 2015 and centres on promoting the use and facilitation of Welsh.</p>	<p>No negative impacts identified.</p>	<p>By default the Welsh Language Promotion Strategy 2022/27 encourages the use and facilitation of Welsh.</p>

<p>Is the Welsh language being treated no less favourably than the English language?</p>	<p>The strategy has been developed and produced in-line with the Welsh Language Standards (No. 1) 2015 and centres on promoting the use and facilitation of Welsh.</p>	<p>No negative impacts identified.</p>	<p>By default the Welsh Language Promotion Strategy 2022/27 encourages the use and facilitation of Welsh.</p>
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Section 3 - Socio-economic Duty (Strategic Decisions Only – Please refer to our Corporate Reporting Guidance)

Welsh Government’s [Socio-economic Duty](#) provides a framework to ensure tackling inequality of outcome is at the forefront of decision making.

Please consider how your proposal could affect the following groups:

- Single parents and vulnerable families
- People with low literacy/numeracy
- Pensioners
- Looked after children
- Homeless people
- Carers
- Armed Forces Community
- Students
- Single adult households
- People who have experienced the asylum system
- People of all ages leaving a care setting
- People living in the most deprived areas in Wales (WIMD)
- People involved in the criminal justice system
- People misusing substances

Socio Economic Disadvantages	Will the proposal have a positive, negative, or neutral impact?	How could you mitigate the negative impacts outlined?	Please highlight any evidence that has been considered (quantitative or qualitative)
Low Income / Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	The Welsh Language Promotion Strategy will have a positive impact on socio-economic	Promotion of fully or part funded Welsh language training courses.	The ability to speak, read, write, and understand Welsh is a valuable skill which is highly sought after by employers across

	<p>disadvantage as it aims to promote and facilitate the use of the Welsh language (ability and access to services).</p> <p>Access to non-funded Welsh language training courses, Welsh clubs or events, early years childcare provision may not be viable for socio-economically disadvantaged groups.</p>	<p>As far as reasonably possible Welsh clubs or events are free or concessionary rates are provided.</p> <p>Programmes which can provide financial assistance to eligible parents wanting to access Welsh-medium early years childcare provision is offered.</p>	<p>Wales and can increase overall job prospects.</p> <p>Greater accessibility of key services if provided via preferred language choice.</p>
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<p>Low and/or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i></p>	<p>The Welsh Language Promotion Strategy will have a positive impact on socio-economic disadvantage as it aims to promote and facilitate the use of the Welsh language (ability and access to services).</p> <p>Access to non-funded Welsh language training courses, Welsh clubs or</p>	<p>Promotion of fully or part funded Welsh language training courses.</p> <p>As far as reasonably possible Welsh clubs or events are free or concessionary rates are provided.</p> <p>Programmes which can provide financial assistance to eligible</p>	<p>The ability to speak, read, write, and understand Welsh is a valuable skill which is highly sought after by employers across Wales and can increase overall job prospects.</p> <p>Greater accessibility of key services if provided via preferred language choice.</p>
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	<p>events, early years childcare provision may not be viable for socio-economically disadvantaged groups.</p>	<p>parents wanting to access Welsh-medium early years childcare provision is offered.</p>	
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<p>Material Deprivation (<i>unable to access basic goods and services i.e., financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.</i>)</p>	<p>The Welsh Language Promotion Strategy will have a positive impact on socio-economic disadvantage as it aims to promote and facilitate the use of the Welsh language (ability and access to services).</p> <p>Access to non-funded Welsh language training courses, Welsh clubs or events, early years childcare provision may not be viable for socio-economically disadvantaged groups.</p>	<p>Promotion of fully or part funded Welsh language training courses.</p> <p>As far as reasonably possible Welsh clubs or events are free or concessionary rates are provided.</p> <p>Programmes which can provide financial assistance to eligible parents wanting to access Welsh-medium early years childcare provision is offered.</p>	<p>The ability to speak, read, write, and understand Welsh is a valuable skill which is highly sought after by employers across Wales and can increase overall job prospects.</p> <p>Greater accessibility of key services if provided via preferred language choice.</p>
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<p>Area Deprivation <i>(where you live (rural areas), where you work (accessibility of public transport) Impact on the environment?</i></p>	<p>The Welsh Language Promotion Strategy will have a positive impact on socio-economic disadvantage as it aims to promote and facilitate the use of the Welsh language (ability and access to services).</p> <p>Access to non-funded Welsh language training courses, Welsh clubs or events, early years childcare provision may not be viable for socio-economically disadvantaged groups.</p>	<p>Promotion of fully or part funded Welsh language training courses.</p> <p>As far as reasonably possible Welsh clubs or events are free or concessionary rates are provided.</p> <p>Programmes which can provide financial assistance to eligible parents wanting to access Welsh-medium early years childcare provision is offered.</p>	<p>The ability to speak, read, write, and understand Welsh is a valuable skill which is highly sought after by employers across Wales and can increase overall job prospects.</p> <p>Greater accessibility of key services if provided via preferred language choice.</p>
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<p>Socio-economic Background <i>(social class i.e., parents' education, employment and income)</i></p>	<p>The Welsh Language Promotion Strategy will have a positive impact on socio-economic disadvantage as it aims to promote and facilitate the use of the Welsh</p>	<p>Promotion of fully or part funded Welsh language training courses.</p> <p>As far as reasonably possible Welsh clubs or events are free or</p>	<p>The ability to speak, read, write, and understand Welsh is a valuable skill which is highly sought after by employers across Wales and can increase overall job prospects.</p>
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	<p>language (ability and access to services).</p> <p>Access to non-funded Welsh language training courses, Welsh clubs or events, early years childcare provision may not be viable for socio-economically disadvantaged groups.</p>	<p>concessionary rates are provided.</p> <p>Programmes which can provide financial assistance to eligible parents wanting to access Welsh-medium early years childcare provision is offered.</p>	<p>Greater accessibility of key services if provided via preferred language choice.</p>
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<p>Socio-economic Disadvantage <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	<p>The Welsh Language Promotion Strategy will have a positive impact on socio-economic disadvantage as it aims to promote and facilitate the use of the Welsh language (ability and access to services).</p> <p>Access to non-funded Welsh language training courses, Welsh clubs or events, early years childcare provision may</p>	<p>Promotion of fully or part funded Welsh language training courses.</p> <p>As far as reasonably possible Welsh clubs or events are free or concessionary rates are provided.</p> <p>Programmes which can provide financial assistance to eligible parents wanting to access Welsh-medium early</p>	<p>The ability to speak, read, write, and understand Welsh is a valuable skill which is highly sought after by employers across Wales and can increase overall job prospects.</p> <p>Greater accessibility of key services if provided via preferred language choice.</p>
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	not be viable for socio-economically disadvantaged groups.	years childcare provision is offered.	
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Section 4 – Children’s Rights Approach - [The Right Way](#)

The Children’s Rights Approach – The Right Way is a framework for working with children, grounded in the UN Convention on the Rights of the Child (UNCRC). It places the UNCRC at the core of planning and service delivery and integrates children’s rights into every aspect of decision-making, policy, and practice. The Right Way focuses on three main them Participation, Provision and Protection.

Protected characteristics	Will the proposal have any positive impacts on the Children’s Rights Approach?	Will the proposal have any negative impacts on the Children’s Rights Approach?	Outline how the proposal could maximise any positive impacts or minimise any negative impact. Please indicate any views evidence you have that supports this.
Participation (child or young person as someone who actively contributes to society as a citizen)	Yes, the strategy looks to promote and facilitate the use of Welsh language for children and young people.	No negative impacts identified.	Increasing Welsh-medium education provision from early years to post-16 learning. Increasing the awareness and understanding of the cultural history of the Welsh language, therefore raising its profile and value. Facilitating the increase of access to Welsh language services.
Provision (the basic rights of children and young people to survive and develop)	Yes, the strategy looks to promote and facilitate the use of Welsh language for children and young people.	No negative impacts identified.	Increasing Welsh-medium education provision from early years to post-16 learning. Increasing the awareness and understanding of the cultural history of the Welsh language, therefore raising its profile and value. Facilitating the increase of access to Welsh language services.
Protection (children and young people are protected against	Yes, the strategy looks to promote and facilitate the use of Welsh language for	No negative impacts identified.	Facilitating the increase of access to Welsh language services.



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exploitation, abuse or discrimination	children and young people.		
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Section 5 - Data

Please outline any data or evidence that has been used to develop the proposal. For example, this can be previous consultations, national/regional/local data, pilot projects, reports, feedback from clients etc.

What data/evidence was used? - provide any links.	What were the key findings?	How has the data/evidence informed this proposal?
<p>Well-being National Indicators - National data giving an overview of Welsh language use across Wales https://gov.wales/wellbeing-wales-2022-wales-vibrant-culture-and-thriving-welsh-language-html</p> <p>Annual Population Survey (October 2020 to September 2021)</p>	<p>Fluency levels have remained stable at 10-11% since 2012-13. The percentage of people who can speak Welsh but not fluently is 24% (which has been increasing over recent years).</p> <p>For the year ending 30 September 2021, the Annual Population Survey reported that 29.5% of people aged three or older were able to speak Welsh. This figure equates to around 892,500 people.</p> <p>This is 0.8 percentage points higher than the previous year (year ending 30 September</p>	<p>Supported the assessment of the former Welsh Language Promotion Strategy 2017/22 and used as a baseline to inform development of the new strategy's objectives and action plan.</p>

National Population Survey (Survey for Wales) (April 2021 to March 2022)

2020), equating to around 20,300 more people.

The lowest numbers of Welsh speakers are in Blaenau Gwent (10,300)

The lowest percentages of Welsh speakers are in Blaenau Gwent (15.5%)

Understands spoken Welsh –
 Yes (12%), No (88%)

Read Welsh –
 Yes (10%), No (90%)

Welsh speaking ability –
 I can only speak a little Welsh (61%)

Ability in spoken Welsh (adults) – Can't speak Welsh (81%) 88% can't speak Welsh

People using the Welsh language in everyday life - No 97%

<p>Pupil-level Annual School Census (PLASC) (2019-20)</p>	<p>Year 1 Cohort (total of 728 pupils) 29 pupils (4%) are taught via the medium of Welsh.</p> <p>In-line with Cymraeg 2050 Strategy - the target is for 75 (10%) of Year 1 Cohort to be taught via the medium of Welsh (6 percentage point increase).</p>	
<p>School Workforce Annual Census (SWAC) (2019-20)</p>	<p>A number English-medium primary and secondary school practitioners identify as having no entry, or foundation level Welsh language skills. Very few identify as having higher language skills or as being proficient.</p> <p>Primary - Teach through the medium of Welsh (12%) (Total staff 228, 27 can)</p> <p>Secondary - Teach through the medium of Welsh (4%) (Total staff 82, 3 can)</p> <p>Post-16 Coleg Gwent - Staff Welsh fluency (1%); Advanced Welsh (2%)</p>	

Are there any data or information gaps and if so what are they and how do you intend to address them?

At the time of this Integrated Impact Assessment being undertaken the Welsh Language Promotion Strategy 2022/27 statutory target was based on Census 2011 data. Census 2021 Welsh language data was released on 6th December 2022 and has been used to inform Blaenau Gwent's statutory target.

Section 6 - Consultation.

Using the questions below please provide details of any planned consultations or consultations that have been undertaken to support the proposal, referring to the Gunning Principles as appropriate:

Principle 1: Consultation must take place when the proposals are still at a formative stage. You must not have already made up your mind.

Principle 2: Sufficient reasons must be put forward to allow for intelligent consideration and response. Have people been given the information and opportunity to influence?

Principle 3: Adequate time must be given for consideration and response. Is the consultation long enough bearing in mind the circumstances?

Principle 4: The product of consultation must be conscientiously taken into account when finalising the decision

Please consider the following questions:

1. Who did you consult?

The strategy underwent two consultation phases (informal and statutory) and feedback on the proposed strategy was sought from a range of stakeholders referenced within the strategy. As part of the statutory consultation period there were 39 survey respondents.

2. When did the consultation take place and was adequate time given for a response?

December 2021 and November to December 2022.

3. Was there enough information provided to respond effectively?

A stakeholder workshop was held to assess the former Welsh Language Promotion Strategy 2017/22 to help shape the development of the new strategy.

During the formal consultation period a copy of the Welsh Language Promotion Strategy 2017/22 Assessment, alongside a copy of the draft Welsh Language Promotion Strategy 2022/27 was provided.

4. What were the findings?

A key part of the statutory consultation phase for Blaenau Gwent's Welsh Language Promotion Strategy 2022-27 stakeholders received the opportunity to provide feedback on the draft strategy via an online survey (available in Welsh and English).

The survey was made up of general questions surrounding the structure of the strategy; questions on our annual Welsh language speaker target; questions on our draft objectives; and 'About You' demographic questions. This was circulated to all stakeholders who are referenced within the strategy.

Overall, there was positive feedback received about the plans use of language with comments made that it was concise, easy to read, and understandable. A few comments suggested less jargon and statistics could be used, however we feel setting out the legislative and policy context for the strategy is important.

Generally, people were supportive of our Welsh language use target, but a few respondents suggested we could be more ambitious. Please note, the target is subject to change following the publication of the Census 2021 Welsh language data on the 6th December 2022.

Some respondents shared their concerns towards having a Welsh Language Promotion Strategy for Blaenau Gwent and it being made a priority against other current pressing issues (for example, Cost of Living crisis), given Blaenau Gwent has the lowest number of Welsh speakers within Wales. This feedback has been considered and indicates the need to prioritise a positive change in attitude towards the Welsh language in the area as an action across all three of our objectives.

People told us that focusing on education and supporting and promoting Welsh language training for adults would best help us in meeting and or exceeding the aims of the plan. The promotion of such opportunities across Blaenau Gwent features within our action plan.

Objective one

67% of participants voting somewhat supportive to fully supportive.

Comments which were not supportive outlined that use and facilitation of the Welsh language should be a matter of choice, but many of the responses were positive towards the plan enabling people to use the Welsh language and Welsh language promotion.

Feedback also centred on Welsh language lessons being made available to the public and the promotion of all opportunities across Blaenau Gwent features within our action plan.

Objective two

80% of participants voting somewhat to fully supportive.

This is consistent with the focus on education being the most present topic in our feedback, an area which features within the plan and closely aligns to the work of the Welsh in Education Strategic Plan 2022/32. Suggestions to aid fulfilling this objective such as setting up social media pages to support parents with children in Welsh education as well as forming/promoting clubs are suggestions which feature within our action plan.

Objective three

75% of participants voting somewhat to fully supportive.

Most responses acknowledged the challenges given our number of Welsh speakers, although there were positive suggestions made that we have already began putting in place such as more promotion of training available to staff and the use of 'Dysgu Cymraeg' (Learn Welsh) badges.

In conclusion, respondents were generally supportive of our draft Welsh Language Promotion Strategy 2022/27 objectives and action plan. All ideas and suggestions provided have been collated and will be used to help shape the steps and actions we take to support its delivery which will enable us to meet or exceed our annual target.

5. Have the findings been considered with regards to the decision?

The feedback received was welcomed and will be used to help shape the implementation of the strategy (for example, positive suggestions on how we can increase and facilitate the use of Welsh in the community etc.).



Dyngor Bwrdeistref Sirol

Blaenau Gwent

County Borough Council

Section 7 - Decision

Using the information you have gathered from sections 1-9 please state in the table below whether you are able to proceed with the proposal.

Continue with the proposal in its current form	Yes X	No <input type="checkbox"/>
Continue with proposal but take into account reasonable steps to mitigate any negative impacts of the proposal	Yes <input type="checkbox"/>	No X

Please contact Policy & Partnerships should you require any further advice or guidance on completing your assessment via lissa.friel@blaenau-gwent.gov.uk or emma.scherptong@blaenau-gwent.gov.uk.