

**1. Details of the initiative:**

Initiative description and summary: <b>To gain approval to consult on the Welsh in Education Strategic Plan (WESP) 2022-2032</b>
<b>Service Area: Transformation</b>
<b>Directorate: Education, Leisure and Lifelong learning</b>

**2. Does the initiative affect:**

	<b>Yes</b>	<b>No</b>
Service users	<b>x</b>	
Staff	<b>x</b>	
Wider community	<b>x</b>	
Internal administrative process only		<b>x</b>

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	x				H	<p>The proposal will have a positive impact on children and young people of all ages. As a result of the WESP, the Council is expected to improve Welsh medium and Welsh language education and increase the number of learners in Welsh medium education.</p> <p>In addition there may be a positive impact on adults and older children if the Welsh language is learnt by younger children and spoken within the home setting.</p> <p>Outcome 1 in the WESP specifically promotes key agencies, including education, working in partnership with the wider community to promote the benefits of bilingualism. Outcome 5 also promotes the use of Welsh outside of the classroom and in the community. This aims to have a significant effect on parents and the wider community. The Neath Port Talbot Welsh Language Strategy, Priority 2, also promotes the use of Welsh with families and the wider</p>

						<p>community leading to a potential increase in Welsh speakers within the Local Authority.</p> <p>This initiative should therefore have a positive impact on this group.</p>
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Disability	x				H	<p>As a result of the Additional Learning Needs and Educational Tribunal Act (Wales) 2018, significant changes are underway in relation to the statutory provision required to meet the needs of all learners with additional learning needs (ALN). All services within the local authority will be required to consider whether the child or young person needs ALP (Additional Learning Provision) in Welsh.</p> <p>Outcome 6 in the WESP is concerned with ensuring an increase in the provision of Welsh-medium education for pupils with ALN. Targets in this sections include providing support for teachers within Welsh-medium mainstream schools. This will enhance the Inclusive Learning Provision (ILP) and Additional learning Needs Provision (ALP) offer within Welsh-Medium schools and Early Years settings, as set out in the new ALN Code for Wales 2021. The WESP outlines the aim to invest in a bilingual specialist provision and specialist staff within the local authority or with regional partners, to secure the capacity to deliver a Welsh medium specialist provision for children and young people with more complex additional learning needs.</p>
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Gender Reassignment		x				This is not a criterion considered in terms of the Council's education arrangements either for pupils or school staff, however, it is expected that all NPTCBC schools meet the needs of pupils and staff who are transgender.
Marriage/Civil Partnership		x				This is not a criterion that will be impacted upon by this proposal
Pregnancy/Maternity		x				This is not a criterion that will be impacted upon by this proposal
Race	x				M	It is evident from WM school data that families from different ethnic backgrounds choose WM education, with many English families moving to the area and making the informed decision to educate their children in WM schools. Both the WESP and the Neath Port Talbot Welsh Language Strategy aim to inform and support these families when making the decision about choosing WM education. These aims significantly alleviate concerns and it is anticipated that this will lead to an increase in the number of pupils from ethnic backgrounds attending WM education.
Religion/Belief		x				This is not a criterion that will be impacted upon by this proposal, however, it is expected that the Council's educational arrangements will meet

						the needs of pupils or staff members of different religions or with different beliefs.
Sex		x				Outcomes in the WESP aim to provide a plethora of opportunities for both boys and girls to develop and use Welsh outside of the classroom through cultural and sporting activities within school and in the wider community. These opportunities ensure that learners, both boys and girls, have access to the Welsh language both formally and informally, which could lead to an increase in the use of Welsh in the wider community.
Sexual orientation		x				This is not a criterion that will be impacted upon by this proposal

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language	x				H	The WESP overarching ten year target in Neath Port Talbot is to increase the number of Year 1 children taught through the medium of Welsh from 16.8% (252 pupils) in 2020/21 (PLASC 2021) to 31% (460 pupils) by 2032. Outcome 5 in the WESP seeks to provide more opportunities for learners to use Welsh in different contexts in school.

					<p>The targets for this outcome have been developed alongside the targets set out in the Neath Port Talbot Welsh Language Strategy (alongside Priority 1) with emphasis on promoting and facilitating the use of the Welsh language and increase its use in everyday life within schools and also within the wider community.</p> <p>It also aims to promote the Curriculum for Wales Framework by ensuring that All learners should have appropriate pathways for learning Welsh and English to enable them to develop the confidence to use both languages in everyday life. It aims to support learners to use Welsh confidently and appreciate its usefulness to communication in a bilingual Wales.</p> <p>The Authority recognises that having varied opportunities to use the Welsh language in different contexts within the school environment is key to promoting confidence. Learners, parents and carers will need to be supported and encouraged to participate in a variety of experiences and opportunities through the medium of Welsh in order to improve their confidence in the language.</p>
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						The WESP therefore should impact positively on people's opportunities to use the Welsh language.
Treating the Welsh language no less favourably than English	<b>x</b>				<b>H</b>	<p>The WESP includes the aim to create and provide opportunities and experiences for all learners and the wider community to use Welsh and be part of Welsh life in order to increase confidence in the Welsh language and to feel a sense of belonging.</p> <p>By September 2022, all Welsh and English medium schools will have reviewed and revisited previous Siarter Iaith/ Cymraeg Campus targets and will achieve the pre Covid standards.</p> <p>By September 2024, the Siarter Iaith/ Cymraeg Campus will be an integral part of planning for the Curriculum for Wales within all schools, with an emphasis on a whole school progression approach (supported by our Welsh in Education officer and Curriculum Development Officer (Welsh in English medium). This will increase learner and staff confidence in using the Welsh language and impact positively on the ethos of all schools.</p> <p>Siarter Iaith/ Cymraeg Campus action plans/strategies will be used to ensure regular opportunities for learners, staff and the wider community to engage in activities that increase</p>

						<p>confidence in the Welsh language and promote Welsh modern culture and history. This will lead to an increased awareness of the relevance/ importance of Welsh in their everyday lives. This will be monitored and supported by our Welsh in Education officer and Curriculum Development Officer (Welsh in English medium).</p> <p>The WESP therefore should impact positively on treating the Welsh language no less favourably than English.</p>
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**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		x				This is not a criterion that will be impacted upon by this proposal
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such		x				This is not a criterion that will be impacted upon by this proposal

as air quality, flood alleviation, etc.						
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**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people			The WESP is expected to positively impact on pupils aged 3-11 and on older children and adults, and will aim to will improve wellbeing through the promotion of the development of the Welsh language leading to increased opportunities to participate in the language and culture of Wales
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives			The WESP directly supports wellbeing objective 1 – ‘to improve the wellbeing of children and young people’ through the provision of enhanced opportunities and provision for current and future generations of primary aged pupils. It also supports wellbeing objective 2 –‘to improve the wellbeing of all adults who live in the county borough’ and wellbeing objective 3 ‘to develop the local economy and environment so that the wellbeing of people can be improved’, particularly through WESP Outcomes 5 and 7.
<b>Involvement</b> - how people have been involved in developing the initiative			The WESP forum comprises Neath Port Talbot officers and school and early years representatives, along with a number of external groups and organisations who have collectively developed actions within the draft WESP.
<b>Collaboration</b> - how we have worked with other			As above, a range of stakeholders have been actively involved in developing the draft WESP. Additionally the draft WESP will be subject to a comprehensive public consultation with a wide range of stakeholders for a

services/organisations to find shared sustainable solutions			<p>nine week period. Subject to approval, it is anticipated that consultation will take place between 5<sup>th</sup> November 2021 and 7<sup>th</sup> January 2022.</p> <p>Based on the statutory requirements set out in the Welsh in Education Strategic Planning regulations (Wales) 2019 (<i>“the 2019 Regulations”</i>) local authorities must consult with a range of stakeholders.</p>
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse			<p>Welsh-medium education is an integral and essential part of the learning offer in Neath Port Talbot and all children should benefit from the opportunity to learn, appreciate and understand their lives through the medium of Welsh. This principle is underpinned by ensuring universal access to this provision across the county borough. Neath Port Talbot Council recognises that language and culture are critical parts of an individual's identity and is committed to promoting and celebrating Welsh language learning across all phases and sectors. The draft WESP aims to provide greater opportunities to enable all learners to develop their Welsh language skills and to use the language confidently in everyday life.</p>

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	x
Reasons for this conclusion	
No negative impacts have been recognised as part of this initiative.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	R.Crowhurst	Head of Service		25.10.21
Signed off by	A.d.Thomas	Director		25.10.21