

Welsh Language Impact Assessment

November 2015

Welsh Language Impact Assessment

Title: Code of Practice on the exercise of social services functions in relation to part 11 (Miscellaneous and General) of the Social Services and Well-being (Wales) Act 2014. WLIA Reference No 15/09/01					
Name of persons completing form:		Lisa Griffiths			
Date:		November 2015			
Policy leads:		Megan Colley / Heather Giles – social care for those in the secure estate Huw Gwyn Jones – ordinary residence and dispute resolution			
Programme/Project Type <input checked="" type="checkbox"/> Policy <input checked="" type="checkbox"/> Legislation <input type="checkbox"/> Grant <input type="checkbox"/> Business change <input type="checkbox"/> Infrastructure <input type="checkbox"/> Construction, Capital <input type="checkbox"/> ICT <input type="checkbox"/> Other (Please specify below)					
<input type="checkbox"/> Project or programme <input type="checkbox"/> Research, evaluation <input type="checkbox"/> Services <input type="checkbox"/> Contracts, tenders					
Costs: How much is the projected whole life cost for the programme/project? If below £25k, then a full WLIA is not always required (see guidance).					
Under £25k	£25k - £49k	£50 - £249K	£250K - £1m	Over £1m	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Of the above, please provide details if there are any identified costs directly associated with the Welsh language?					
How long is the programme/project expected to run?					
Up to 1 yr	Up to 2yrs	Up to 5yrs	Up to 10yrs	More than 10 yrs	Unknown
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Key milestone dates for the programme/ project:

The Social Services and Well-being (Wales) Act 2014 Act provides the legal framework for improving the well-being of people who need care and support and carers who need support. It transforms the way social services are delivered, promoting people’s independence to give them voice and control. It also seeks to ensure social services are sustainable going forward.

The statutory framework for the Act will consist of three main elements:

- the Act itself
- regulations made under the Act
- codes of practice / statutory guidance.

These three elements work together to form the framework within which social services will operate from April 2016.

The code of practice will support implementation of the Social Services and Well-being (Wales) Act 2014, which comes into force in April 2016.

Key Milestones

November 2014 to February 2015: Public consultation on Tranche 1 of the Social Services and Well-being (Wales) Act, including draft regulations and code of practice in relation to Part 11.

February to April 2015: Public consultation on code of practice in relation to measuring the performance of local authorities in relation to their social services functions under the Social Services and Well-being (Wales) Act;

June 2015: The following regulations relating to Part 11 are laid before the National Assembly for Wales:

- The Care and Support (Ordinary Residence) (Specified Accommodation) (Wales) Regulations 2015
- The Care and Support (Disputes Ordinary Residence, etc.) (Wales) Regulations 2015

July 2015: Plenary debates and committee meetings during period regulations are laid.

Autumn 2015: Code of practice in relation to part 11 of the Act laid before the National Assembly for Wales.

STAGE 1: PLANNING

What are the aims and objectives of the policy?

What are the desired outcomes/ what constitutes ‘success’?

Part 11 of the Act contains a range of provisions, which are supported by two sets of regulations and a single overarching code of practice.

The regulations relate to ordinary residence and dispute resolution. The code of practice covers social care for those in the secure estate (chapter 1) and ordinary

residence / dispute resolution (chapter 2). There are no regulations relating to those in the secure estate.

The code of practice sets out how local authorities should implement the duties under the Act.

Care and support for those in the secure estate

Chapter 1 sets out the policy on meeting the care and support needs of adults, children and young people while they are in the secure estate, and any care and support they may need when they are resettled back into the community.

All individuals within the secure estate must have their care and support needs met, just as they would if they were living in the community. To this end the policy is closely aligned to parts 2, 3 and 4 of the Act:

- The delivery of Information, Advice and Assistance service is set out in part 2 of the Act;
- The assessment of need is set out in part 3 of the Act; and
- Meeting the assessed need is set out in part 4 of the Act.

The overall effect of the policy is to place a duty on local authorities to assess and meet the care and support needs of all adults and children and young people in the secure estate not just upon discharge but while they are in custody. Those in the secure estate have a right to an assessment (including following a self referral) with the aim of meeting their personal well-being outcomes.

The Act defines well-being, and this definition includes securing rights and entitlements. For many Welsh speakers securing rights and entitlements will be being able to use their own language which will allow them to communicate and participate in their care as equal partners. Therefore whether people receive their care through the medium of the Welsh language is a key aspect of well-being. The extent to which the well-being outcomes have been met will be measured in the national outcomes framework for social services.

The Welsh Government's strategic framework for Welsh language services has been embedded in the code of practice for Part 11 of the Act. This includes a requirement to deliver information, advice and assistance service within the secure estate which is accessible for all individuals who need it. Many Welsh speakers may wish to communicate their care needs effectively through the medium of Welsh and therefore it is a requirement that the information, advice and assistance service is available through the medium of English and Welsh.

The changes brought about by the Act are crucial to enable current and future generations to live their lives independently, providing the correct level of support to maintain people's well-being.

Ordinary residence and dispute resolution

Chapter 2 gives statutory guidance to local authorities on ordinary residence for adults and children. An individual's ordinary residence determines which local

authority is responsible for assessing and meeting that individual's care and support needs. The chapter also sets out the procedures to be followed in case of disputes between local authorities in Wales about ordinary residence or the portability of care and support. Appended to this chapter is guidance on cross-border residential care placements.

The desired outcomes are to clarify how the principle of ordinary residence applies to individuals with care and support needs, and to set out how disputes between local authorities on ordinary residence and related issues are to be resolved.

**What policy options have been considered?
and what impacts will there be if the policy is *not* implemented?**

An Explanatory Memorandum (EM) has also been produced to support the regulations developed under Part 11 of the Act.

The Explanatory Memorandum can be found on the National Assembly for Wales' [Website](#)

The Social Services and Well-being (Wales) Act gained royal assent in May 2014 and the impact assessments conducted as the Bill was being scrutinised by the National Assembly for Wales, identified significant impacts if the Act was not implemented. These included the unsustainability of social services in Wales as a result of both demographic changes, that services were becoming increasingly focused and restricted to those at a critical level, and the lack of any early intervention and prevention in the system.

The Act specifies the legislative framework for social services and social care in Wales and gives effect to the policy stated in the White Paper Sustainable Social Services for Wales: A Framework for Action.

A Welsh Language Impact Assessment was conducted on the Social Services and Well-being (Wales) Bill to support the scrutiny process through the National Assembly for Wales. The impact assessment identified that the Bill was designed to create a fairer and more equitable system for all people eligible for care and support, and that there were opportunities to increase the use of the Welsh language in service provision.

The key principles of 'More than just words: the Strategic Framework for Welsh Language Services in Health, Social Services and Social Care have been embedded into the Act, including that all people and organisations involved in the delivery of social services and social care must have regard to the right of people to communicate in Welsh.

During the process, an individual should be able to fully participate by being able to express themselves through their preferred language and means of communication.

A local authority must carry out the assessment process for those within the secure estate as they would for those in the community. This process must have regard to the characteristics, culture, language and beliefs of the individual. This process sets out that the determination of eligibility for an individual's care and support needs

should be undertaken through the person's language of choice whether that is English or Welsh. The process will ensure that individuals are also able to receive services in their language of choice throughout the process of identifying and meeting care and support needs.

The process of assessing and meeting the needs of individuals also requires local authorities to meet the National Minimum Core Data Set (NMCDS). A requirement of the NMCDS is that the recording of the assessment must be in the preferred Language / Communication style as appropriate to the needs of the child / young person or adult whose needs are being assessed.

The requirement for an assessment to be in the medium of Welsh should not delay the process of assessing the needs of an individual. During the process, an individual should be able to fully participate by being able to express themselves through their preferred language and means of communication.

If this policy as set out in the code of practice, is not implemented those within the secure estate will not benefit from the same opportunities to discuss and agree their care and support needs as those living within in the community (see the WLIA for Parts 3 and 4).

The timetable ensures the full suite of subordinate legislation is in place by April 2016.

Ordinary residence and dispute resolution

The dispute resolution within the code of practice reflect existing good practice.

Does the programme demonstrate a clear link with the Welsh Government's strategy for the Welsh language - *laith fyw: laith byw*?

Regulations, and codes of practice are all underpinned by the principles set out in the Act, which contain an overarching duty at 6(2)(c) that any person exercising a function under the Act must 'have regard to the characteristics of culture and belief of the individual which includes language'.

A draft well-being statement has been published in advance of the commencement of the Act, which includes whether people get care through the Welsh language.

The key principles of 'More than just words: the Strategic Framework for Welsh Language Services in Health, Social Services and Social Care' have been embedded into the Act, that all people and organisations involved in the delivery of social services and social care must have regard to the right of people to communicate in Welsh.

The Social Services and Well-being (Wales) Act addresses many of the aims as set out in "*laith fyw: laith byw - Strategaeth y Gymraeg 2012-17*" ("A living language: a language for living - Welsh language strategy 2012 -17"). The regulations, in relation to assessing the need of individuals, makes provision for the aims:

To increase their awareness of the value of the language

The completion of an assessment under the Social Services and Well-being (Wales) Act requires local authorities to record of the assessment of need in the preferred language / communication style of the individual whose needs are being assessed. Information must be accessible through the medium of Welsh and English reflecting the Welsh Government Strategy 'More than Just Words' and in due course be compliant with the new Welsh Language Standards.

The information, advice and assistance service will be available through the medium of English and Welsh. This will ensure that Welsh speakers can communicate their care needs effectively through their preferred language. Information must be accessible through the medium of Welsh and English reflecting the Welsh Government Strategy 'More than Just Words' and in due course be compliant with the new Welsh Language Standards.

To increase opportunities for people to use Welsh in the workplace

An objective of the policy is to promote an individual's independence and ensure they have a stronger voice and control over their care and support while they are in the secure estate. All people and organisations involved in meeting the 'care and support' needs of individuals while they are in custody, must have regard to the right of people to communicate in Welsh.

The Act provides for a fairer and more equitable access to, and provision of, care and support, this will have a positive impact on Welsh speakers and Welsh speaking communities to ensure that more services are available in Welsh.

The Act places a duty on any persons exercising its functions to seek to promote the well-being of individuals, including a duty to have regard to the characteristics, culture and beliefs of the individual (including language).

To improve Welsh language services to citizens

For many Welsh speakers, the only way to effectively communicate their care needs is through the medium of Welsh. The local authority should actively offer the provision of information, advice and assistance through the medium of Welsh, as for some vulnerable individuals the burden of having to request an assessment/ services through the medium of Welsh may contribute to their anxiety. It is the responsibility of social services to deliver appropriate services that meet users' language needs; this is referred to in 'More than just words' as the "Active Offer".

From March 2016 new Welsh Language Standards will come into force for public service bodies, which is the same implementation period for the Social Services and Well-being (Wales) Act. The new Welsh Language Standards will enable the Welsh Language Commissioner to place duties in relation to the Welsh language on Local Authorities, National Park Authorities and Welsh Ministers.

Local authorities responsible for the implementation of the Social Services and Well-being (Wales) Act must also have regard to the standards and compliance notices which will be issued by the Welsh Language Commissioner in autumn 2015, and

come into force in April 2016.

The Welsh Government's Welsh Language Scheme required that an assessment of the impacts of the Act on the Welsh language be carried out in an Explanatory Memorandum¹.

This impact assessment has not revealed any negative impact on the language and that as the Act is designed to create a fairer and more equitable system for all people eligible for care and support, opportunities to increase the use of the Welsh language in both the process of assessment and the service provision exist.

Ordinary residence and dispute resolution

The guidance on ordinary residence in the code of practice is designed to clarify where an individual is ordinarily resident for the purposes of the Act, and is therefore of a fairly technical nature. There is no specific link to Iaith Byw. (See below for a fuller explanation of the impact of these provisions on the Welsh language.)

The dispute resolution procedures simply build upon good practice. Disputes about ordinary residence and the portability of care and support do not impact upon the Welsh language. The regulations and code of practice simply set out the procedures to be followed.

What are the impacts/ effects (both positive and/or adverse) on the Welsh language you have identified at the initial planning stage

The Social Services and Well-being (Wales) Act, and its associated legislation, provide for fairer and more equitable access to the provision of care and support. This will have a positive impact on Welsh speakers, and predominantly Welsh speaking communities, as a result of there being more assessments/services available in Welsh in the future.

The Welsh Government's Strategic Framework for the Welsh Language in Health, Social Services and Social Care, 'More than Just Words' recognises the concept of language need. For many Welsh speakers, language is an integral element of their care e.g. some people are vulnerable and giving them the responsibility of requesting assessments / services through the medium of Welsh can contribute to their anxiety. It is the responsibility of social services to deliver appropriate services that meet users' language needs; this is referred to in 'More than just words' as the "Active Offer".

All of this is underpinned by the principles set out in the Act, which contain an overarching duty at 6(2)(c) that any person exercising a function under the Act must have regard to the characteristics of culture and belief of the individual which includes language. This provides the context for the action described above, which honours the Ministerial commitment given during the passage of the Bill that the Welsh

¹ <http://www.assemblywales.org/bus-home/bus-business-fourth-assembly-laid-docs/pri-ld9181-em-e.pdf?langoption=3&ttl=PRI-LD9181-EM%20-%20Social%20Services%20and%20Well-being%20%28Wales%29%20Bill%20-%20Explanatory%20Memorandum>

language would be included in the regulations and guidance that underpin the Act.

Ordinary residence and dispute resolution

The guidance on ordinary residence in the code of practice is designed to clarify where an individual is ordinarily resident for the purposes of the Act, and is therefore of a fairly technical nature. There will be no direct impact upon the Welsh language.

Welsh language considerations will be relevant in terms of how an individual is assessed for care and support, and when decisions are made about how to meet identified needs. These fall within Parts 3 and 4 of the Act ('Assessing the Needs of Individuals' and 'Meeting Needs'), and have been dealt with under Welsh language impact assessments prepared under those parts of the Act. For example, local authorities will need to consider an adult's linguistic and cultural background when deciding which care home a person moves into. All the ordinary residence provisions do is clarify which local authority is responsible for meeting that adult's care and support needs.

The dispute resolution procedures simply build upon good practice. Disputes about ordinary residence and the portability of care and support do not impact upon the Welsh language. The regulations and code of practice simply set out the procedures to be followed.

Who are the stakeholders? Are the needs of Welsh speakers and learners addressed? To what extent are Welsh language interest groups likely to respond positively to the proposals?

The duties on the Social Services and Well-being (Wales) Act will have implications for local authorities and partner bodies, including local health boards, the third and independent sectors and for people who need care and support and carers who need support in Wales.

The development stages of this work stream have been informed by engagement with Bwrdd yr Iaith Gymraeg representatives, Welsh language policy officials within Welsh Government, as well as Welsh speaking service users and carers who form part of the National Social Services Citizen Panel, to secure a voice of service users and carers in the transformation of social services in Wales.

The wide ranging consultation process and engagement events captured many views, which included representation from *Estyn Llaw*, who have been supportive in move to increase the use of Welsh through the Act, as well as representatives of citizens within the secure estate, who themselves were Welsh language speakers.

This engagement has ensured that the needs of Welsh speakers and learners have been addressed, and the expectations is that Welsh language interest groups will respond positively to the proposals.

No Welsh language concerns were raised about ordinary residence or the dispute resolution procedures during consultation on the regulations and code of practice.

Where an assessment was not completed, or no impacts were identified, please

provide a full account for record keeping purposes?

N/A

What actions/ further work has been identified at the initial planning stage?

All the public facing documents supporting the consultation exercise on the regulations and the codes of practice (Tranche 1) were provided bilingually.

The bilingual material included:

- Consultation Documents
- Consultation Questions
- Executive Summary
- Children and Young People executive summary
- Easy Read executive summary.

The Welsh Government undertook a public consultation on the approach to the development of the national outcomes framework between November 2012 and February 2013, and received responses from a wide range of organisations including the Welsh Language Commissioner.

Feedback from the public consultation has been used in the development of the outcomes and performance measurement frameworks. Further consultations on this work have been planned (see stage 2 on future consultations).

STAGE 2: IDENTIFYING AND ASSESSING IMPACTS

Impact Assessment Summary

As no significant impacts, have been identified during the initial impact assessment an Impact Risk Assessment Tool has not been completed.

Positive effects/ impacts:

The rights of the individual are placed on the face of the Social Services and Well-being (Wales) Act.

An increased awareness of the need to embed More Than Just Words Welsh Language Framework, and increased use and availability of care and support services through the medium of Welsh Language (an increase of the active offer and uptake of the active offer where it is requested).

The new process should improve the Welsh language skills of staff employed in care and support services by giving them greater confidence in using their skills;

This new process has the potential to increase the number of Welsh speaking staff working within the social care workforce, to support services, including the Information Advice and Assistance Service and enable people to speak in the language of their choice;

It also has the potential to help retain dedicated staff within Welsh speaking communities.

Adverse effects/ impacts:

There may not be enough Welsh speaking staff to meet demand for care and support through the medium of Welsh, particularly within the secure estate, which in turn would place extra demand on the current Welsh speaking workforce to deliver services through the medium of Welsh.

Welsh language skills of care and support staff may not be at a sufficient level to offer a full service through the medium of Welsh; this could lead to increased training needs for those Welsh speaking staff.

Some staff may underestimate their Welsh language skills as they are not confident in their skills.

These aspects will be addressed through the training and development provided to support the implementation of the Act 2014.

Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life, Welsh at work increased?

Pro-active offers and seamless professional services will encourage Welsh speakers to use the Welsh language effectively and place a duty on providers to do more to consider the user and their needs, and do more to provide services through the medium of Welsh rather than wait for these to be requested.

This approach will encourage people (including staff) to improve their Welsh language skills continuously and therefore improve people's confidence and use of Welsh when receiving day to day care and support.

This approach will contribute towards the policy objectives in Iaith 'Fyw: iaith byw' and increase numbers or percentages of Welsh speakers and increasing the use of Welsh; Increasing the visibility of Welsh speakers and the services available for them; and Increasing the skills of current Welsh speakers and learners to use more Welsh at work/professionally.

The code of practice for assessment states that language is an integral element of the care that people receive and it is the responsibility of the local authority to deliver appropriate services which includes meeting users' linguistic needs. This is applicable for those in the secure estate just as for those living in the community.

The code (Part 11) makes it explicit that the assessments of need should be conducted through the medium of English or Welsh as appropriate to the individual or family concerned, and that this choice should not delay the assessment process, just as for those living in the community.

A requirement set out in the code of practice is that National Minimum Core Data Set must keep a record of the assessment in the preferred Language / Communication as appropriate to the needs of the child or adult whose needs are being assessed.

Evidence/ data used including demographic profile when considering the effects/ impacts:

In 2011, the Welsh Language Board published a report “The Welsh Language and Social Services” that outlined the consequences for people who did not receive care in their preferred language. The report stated that “world-wide evidence shows the damaging effect of language barriers in care - lack of access to social services; user satisfaction; lack of a therapeutic relationship; difficulties in obtaining consent; problems with continuity of care as the user is referred from one agency to the next; a lack of quality care; user safety; health status of the user; care costs - personal costs to the user and financial costs to the service”.

A report called “Welsh Speakers’ Experiences of Health and Social Care Services” was published by IAITH in 2012². It was undertaken on behalf of the Department for Health, Social Services and Children, the Welsh Government and the Care Council for Wales. It focused on the experiences of service users and carers in the four priority groups identified (children; older people; mental health service users, including those with dementia, and people with learning disabilities), and the research affirmed the link between language and care.

It draws on examples which imply that the quality of care to vulnerable users may be compromised by the failure to communicate in their first language. The crucial role of language as an assessment and diagnostic tool is also addressed and the reliance on translation, using family members to convey information between service user and professional, is seen to be fraught with problems which may affect the nature of the assessment undertaken. For users and carers, the ability to communicate in their preferred language is seen to have an effect on the formation of clinical and therapeutic relationships.

The Welsh Language Board’s report also provides evidence from research carried out by Consumer Focus Wales in 2010, “Gwasaniaithau: Consumers and the Welsh Language”. It states:

“Finally, looking at research relating to users, Consumer Focus Wales carried out a survey from the perspective of Welsh speakers in 2010. By way of a sample, some 759 Welsh speakers were asked for their opinion on Welsh language services. In discussing the use of Welsh over a quarter said that Welsh language services were not available: “When asked how current services could be improved, the single biggest suggestion in both the public and private sector was to have more Welsh-speaking staff available. 28% of all respondents said this was the reason they didn’t use Welsh more in their dealings with the public sector”. From the qualitative work carried out as part of this research, it was also discovered that a Welsh-medium service was not offered.”

‘More than Just Words’ recognises that it is the responsibility of social services to deliver appropriate services that meet users’ language needs; defined as the “active offer”. The legislation and national outcomes framework and performance measurement framework ensures the ‘active offer’ is an integral part of improving well-being outcomes for people who need care and support and carers who need support. The new Welsh Language Standards will offer a renewed impetus for public services bodies to embrace the Welsh language and build it into every day services.

²[Welsh Speakers’ Experiences of Health and Social Care Services](#)

What is the overall anticipated likely impact on the Welsh language if this policy is taken forward based on the impact assessment/ risk assessment?		Positive: <input checked="" type="checkbox"/>
		Adverse: <input type="checkbox"/>
		Neutral: <input type="checkbox"/>
		Unknown: <input type="checkbox"/>
Decision following IA	1. No major change	<input checked="" type="checkbox"/>
	2. Adjust the policy to improve impacts	<input type="checkbox"/>
	3. Continue the policy with mitigation measures	<input type="checkbox"/>
	4. Stop and remove the policy	<input type="checkbox"/>
<i>If answered 2,3, or 4 above – then answer the following:</i> How will you address these impacts in order to improve the outcomes for the Welsh language? Details of mitigation measures/ action points/ alternative options to reduce adverse impacts and increase positive outcomes:		
If engaging or consulting, what are your plans? What questions do you wish to ask stakeholders about the Welsh Language Impact Assessment and Welsh language related issues?		
<p>A 12 week public consultation was held on the proposals for regulations and codes of practice in relation to Tranche 1 of the Act, which included Part 2, 3, 4, 7 and 11 The consultation period ran from 6 November 2014 to 2 February 2015.</p> <p>A public consultation on code of practice in relation to measuring the performance of local authorities in relation to their social services functions under the Social Services and Well-being (Wales) Act took place between February and April 2015</p> <p>Consultation documents were available bilingually. Respondents were able to complete the consultation response form in Welsh if there preferred. Workshops help at the public consultation events included a Welsh speaker on the panel, and participants were able to ask and to receive an answer to their questions in Welsh if desired.</p> <p>Stakeholders with an interest in the Welsh Language used the consultation as an opportunity to provide feedback generally although there was nothing specific on Part 11 received.</p>		
STAGE 3: POST CONSULTATION AND PREPARING FOR PUBLICATION, MONITORING AND EVALUATION		
Following consultation, what changes have you made to address any Welsh language issues that were raised?		
<p>Consultation documents were made available in Welsh alongside supporting executive summary, children and young person friendly versions of the summary and an easy read version of the summary. The summary report will also be published in Welsh following the consultation.</p> <p>There was a positive response to the regulations promoting emphasis in line with</p>		

'Mwy na Geiriau' /'More than Just Words': The Strategic Framework for Welsh Language Services in Health, Social Services and Social Care.

No other direct issues in relation to Welsh Language were raised through responses to the consultation.

How will you monitor the ongoing effects during the implementation of the policy?

The Social Services and Well-being (Wales) Act 2014 contains provisions to allow for Ministers to monitor functions of the Act carried out by local authorities and other bodies. Ministers may require these bodies to report on their duties in implementing these regulations.

Additionally, the Welsh Government will continue to monitor the impact of the regulations on areas such as the Welsh language.

Please outline how you will continue to capture effects / impacts in future monitoring and evaluation?

Welsh Government will continue to monitor the impact of the policy on the Welsh language; this will include taking account of the work completed under the national outcomes framework.

Any other comments – ongoing results of evaluations, emerging impacts

4. Declaration

The policy does not have an impact upon the Welsh language. Where there were identified adverse impacts or missed opportunities, the appropriate amendments and actions have been put in place.

Name:

Lisa Griffiths,

Department:

Department of Health and Social Services

Date (s):

July 2015

Planned Review Dates: October 2016

SRO ENDORSEMENT and REVIEW

I am satisfied that the WLIA is an accurate reflection of the programme/project at this stage of development. By signing, I am able to confirm that the Welsh Language Standards have been given the appropriate attention. I will re-assess the programme/project at key stages throughout the life of the programme/ project, including policy reviews.

Signed (Senior Responsible Owner)	Date
Signed (Senior Responsible Owner)	Review Date
Signed (Senior Responsible Owner)	Review Date
Signed (Senior Responsible Owner)	Review Date