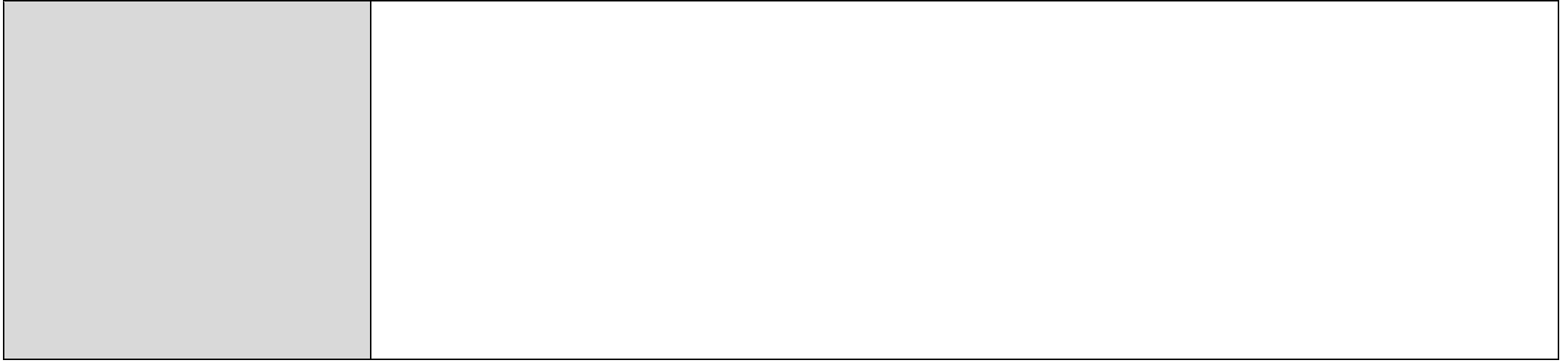


Appendix A: Welsh Language Impact Assessment

This Welsh Language Impact Assessment (WLIS) tool enables Rhondda Cynon Taf County Borough Council (RCTCBC) to consider the principles and requirements of the Welsh Language Standards (No.1) Regulations 2015 to ensure compliance with the Welsh Language (Wales) Measure 2011.

<u>Stage 1 – Information Gathering</u>	
NOTE: As you complete this tool you will be asked for evidence to support your views . Please see <u>Welsh Language Impact Assessment Guidance</u> for more information on data sources.	
Proposal Name	New School for Ysgol Gyfun Cwm Rhondda
Department	Directorate of Education and Inclusion Services – 21 st Century Schools Team
Service Director	REDACTED
Officer Completing the WLIA	REDACTED
Email	REDACTED
Phone	REDACTED
Brief Description	<ul style="list-style-type: none">• The proposal is to seek approval of £77.5 million to redevelop the existing Welsh medium secondary school, Ysgol Gyfun Cwm Rhondda (YGCR) with new teaching facilities for 750 pupils (ages 11-16) and 150 sixth form students, accumulating to 900 pupils. This proposal would be complete during 2030, delivering a significant improvement in the quality of the educational provision at Ysgol Gyfun Cwm Rhondda, thus having a noteworthy positive impact upon the educational provision for the pupils, as well as staff morale.• The redevelopment of Ysgol Gyfun Cwm Rhondda (YGCR) would be built in accordance with current requirements of planning and building control legislation and will be fully accessible and compliant with the Equality Act 2010. Accommodation will consist of:<ul style="list-style-type: none">○ Modern, flexible learning environments including a hall, dining area, sports hall and specialist teaching and learning areas to cater for the needs of all pupils.



	<ul style="list-style-type: none"> ○ Dedicated facilities within the school boundary that the local community will be able to safely use, both during and after the school day. ○ Enhanced outdoor spaces to support the full range of curriculum activities. ○ Improved traffic management systems including on-site pupil bus drop off, and on-site staff and visitor parking. <p>The new school for YG Cwm Rhondda:</p> <ul style="list-style-type: none"> ○ Will deliver a significant improvement in the quality of the educational provision, having a significant positive impact upon educational provision for the pupils and improved staff morale. ○ Will be built to net zero carbon in operation with a BREEAM rating of 'excellent'. ○ Will be built in accordance with current requirements of planning and building control legislation and will be fully accessible and compliant with the Equality Act 2010. ○ Will deliver a fully accessible and fully integrated community school. Dedicated facilities will be designed within the site so that the local community will be able to safely use the facilities, both during and after the school day. ○ Will deliver external areas that would allow pupils and staff to experience a greater breadth of teaching and learning experiences, in line with the New Curriculum for Wales. ○ The new school will provide sustainable and attractive Welsh-medium education opportunities to support Welsh Government's Cymraeg 2050: A Million Welsh Speakers and the Council's Welsh in Education Strategic Plan (WESP).
Date	27.01.2025 (reviewed 26.06.2025)

**Please outline who this proposal affects?
(Service Users, Employees, Wider Community)**

- Pupils and staff of YG Cwm Rhondda
- The Governing Body of YG Cwm Rhondda
- Parents/carers, prospective parents/carers and staff members of YG Cwm Rhondda
- Local community in the Cymmer/Porth area.

What are the aims of the policy, and how do these relate to the Welsh Language?

The aim of this proposal is to seek approval to redevelop the existing Welsh medium secondary school, YG Cwm Rhondda. This proposal will deliver a substantial improvement in the quality of the educational provision, having a significant positive impact upon the educational provision for the pupils and staff morale.

YG Cwm Rhondda is the only Welsh medium secondary school in the Rhondda area of the county borough, providing secondary education to learners that transition from the five Welsh medium primary schools which are associated schools of YG Cwm Rhondda. This proposal directly relates to the Welsh language as the aim of the proposal would deliver significant improvements to the quality of Welsh-medium secondary education in this area of the county borough.

All local authorities in Wales must produce a Welsh in Education Strategic Plan (WESP). The WESP is a longterm language planning tool which sets the direction for the strategic planning, delivery and growth in Welsh medium and Welsh language education. Through the WESP and effective strategic planning and investment, RCTCBC aims to contribute significantly to achieving the vision of one million people in Wales being Welsh speakers by 2050, as set out in Cymraeg 2050.

There are seven outcomes within RCTCBC's WESP. The outcomes which are relevant to this project are:

- Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.
- Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh.
- Outcome 5: More opportunities for pupils to use Welsh in different contexts in school.
- Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.

The aim is to embed positive habits and attitudes towards the Welsh language through purposeful planning to promote the use of the Welsh language amongst pupils inside and outside schools. Facilitating the use of the Welsh language across the curriculum and in wider contexts in schools, to ensure a continuum of linguistic progression to support pupils in the transition between year groups and offering all pupils the opportunity to become fully bilingual and aligning with the new Curriculum for Wales.

In addition, the new school for YG Cwm Rhondda will be a fully accessible and fully integrated school. A dedicated area will be designed within so that the local community will be able to safely use the facilities, both during and after the school day. Use of the facilities could include opportunities for third parties to offer Welsh medium learning

	<p>classes for adults. This could contribute towards the WG's ambitious goal of creating a million Welsh speakers in Wales by 2050.</p>
<p>Who will benefit / Could the policy affect Welsh language groups? If so, list them here.</p>	<ul style="list-style-type: none"> • Pupils and staff of YG Cwm Rhondda • The Governing Body of YG Cwm Rhondda • Parents/carers, prospective parents/carers and staff members of YG Cwm Rhondda • Local community in the Cymmer/Porth area. <p>We are also seeking the views of several stakeholders including the following Welsh language groups:</p> <ul style="list-style-type: none"> • Menter Iaith. • Welsh Language Commissioner. <p>Any impact on Welsh language groups should be positive as this proposal seeks to build a new Welsh-medium secondary school with exceptional facilities, significantly improving the quality of secondary education in this area of the county borough. The new school will be fully accessible and will be a fully integrated community school. As mentioned, a dedicated area will be designed within so that the local community will be able to safely use the facilities, both during and after the school day. Use of the facilities could include opportunities for third parties to offer Welsh medium learning classes for adults, and any necessary ICT equipment would be made available to ensure no members of the community are digitally excluded.</p> <p>PLASC 2024-2025 data demonstrates that YG Cwm Rhondda has 38.91% surplus capacity. Based on the current pupil numbers at the school and the surplus capacity available, even with a reduction in the number of school places available as proposed, there will still be 30% surplus capacity available at the school to accommodate any future growth. The architects bidding for the project were also asked to demonstrate potential for future growth on the site should this become necessary in the future.</p>

Current linguistic profile of the geographical area(s) concerned	<p>Every ten years the nation sets aside one day for the Census – a count of all people and households. The Census is a key source of information about the number of people who can speak Welsh.</p> <p>The 2021 Census figures regarding the Welsh language show a decrease in the percentage of Welsh speakers across Wales to 17.8%. There was, however, a small increase in RCT – the percentage of the population of the county borough who can speak Welsh increased from 12.3% to 12.4%. Numerically, RCT saw a 2.8% increase in the number of Welsh speakers in the county borough, from 27,779 speakers to 28,556 speakers. RCT was also one of only four Local Authorities in Wales to see an increase in the percentage of Welsh speakers – the others were Cardiff, the Vale of Glamorgan and Merthyr Tydfil. All of these are neighbouring county boroughs, which could demonstrate that our region is seeing some positive trends in terms of increases in Welsh speakers, and</p>
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	<p>that there may be a resulting increase in demand for services through the medium of Welsh. As further, more detailed, data from the Census becomes available for RCT (e.g., LSOA data), we will need to consider what impact it may have on the services we provide.</p> <p>The introduction of the Welsh Language Charter (Siarter Iaith/Cymraeg Campus) has enabled both Welsh and English medium schools to have the opportunity to promote and increase pupils' use of the Welsh language in social contexts. The programme is part of a series of Welsh Government programmes which aim to increase children and young people's use of Welsh in informal situations and is delivered in almost every school in RCTCBC in partnership with the Central South Consortium Joint Education Service (CSCJES). YG Cwm Rhondda are currently engaged with the programme and are working towards achieving their bronze 'Siarter Iaith' award.</p>
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Other relevant data or research**What is the language category of the school?**

YG Cwm Rhondda is a Welsh medium secondary school.

There are 5 Welsh medium primary schools in the Rhondda Valley associated with YG Cwm Rhondda, they are:

- Ysgol Gynradd Gymraeg Bodringallt ○
- Ysgol Gynradd Gymraeg Bronllwyn ○
- Ysgol Gynradd Gymraeg Llwynceilyn ○
- Ysgol Gynradd Gymraeg Llyn y Forwyn ○
- Ysgol Gynradd Gymraeg Ynyswen

What facilities are there for members of the community to learn Welsh or undertake activities through the medium of Welsh?

Within the existing school site there is a community facility that is currently used by various community groups. Incorporated in the design of the new school, there will be fully accessible and fully integrated, dedicated community facilities so that the local community will be able to safely use the facilities, both during and after the school day. This space could be utilised for community use to invite Welsh language groups and organisations to hold sessions and events to increase activities through the medium of Welsh in this area of the county borough. Any necessary ICT equipment would be made available to ensure no members of the community are digitally excluded.

The building will be designed to facilitate safe use of areas by the community whilst maintaining segregation from the rest of the school. The head teacher at the school will be encouraged and fully supported to use these facilities to increase participation in the Welsh language by offering the opportunity for parents and carers and other

members of the community to attend Welsh classes and/or other opportunities for community engagement through the medium of Welsh. This will support the Welsh Government's target of one million Welsh speakers in Wales by 2050 and the targets set out in RCTCBC's Welsh in Education Strategic Plan (WESP).

Is it appropriate to provide additional after school facilities at any alternative school to further secure standards in the Welsh language?

As above, the new school for YG Cwm Rhondda will be a fully accessible and fully integrated community school. The head teacher of YG Cwm Rhondda will be encouraged and supported to promote the use of the facilities for various activities through the medium of Welsh.

How parents and carers and pupils' engagement with any alternative school and any specific language enhancement it offers could be supported?

RCTCBC have developed a 'Being Bilingual' booklet which has information on the benefits of receiving a bilingual education, outlining the pathway to Welsh medium education and answering some frequently asked questions around the option of choosing Welsh medium education. The booklet is distributed via registered Flying Start, Childcare Offer for Wales and Foundation Learning childcare settings, and birth registration services. The booklets have been provided to housing developers in this area of the county borough where there are large housing developments underway, to be provided to any potential new buyers in their sale packs. In addition to this, the Council's WESP Officer and Welsh Language Immersion team attend local events to distribute resources to the general public and raise awareness of the offer. More recently, local Welsh language organisations have worked with the Council to arrange free events for pre-school children and families. During 2024-2025, 6 of these events have been held at varying locations throughout the county borough, ensuring all families have the opportunity to attend an event in their locality. Representatives from local schools also attend these events to promote their school with new families in attendance.

RCTCBC's 'Starting School' booklet also provides parents and carers with a range of information including advice on choosing a school, the provision of home to school transport and a directory of schools. Amendments have been made to the 'Starting School' booklet to include information relating to Welsh medium education in RCTCBC, along with information on the new Welsh language immersion provision, ensuring this information is readily available to parents and carers.

Cymraeg i Blant run free baby group sessions each week throughout the county borough. These sessions are bilingual and include baby massage, baby yoga and Welsh rhyme time. This provision ensures that parents/carers

receive key early messages during the ante-natal and post-natal period and are made aware of the bilingual pathway available for their child and the Welsh medium offer available locally.

The Council's Youth Engagement and Participation Service work with Welsh language organisations such as Menter Iaith and Urdd Gobaith Cymru to deliver bespoke language awareness sessions for young people, highlighting the value of having the Welsh language as a skill. The Youth Engagement and Participation Service also deliver social events and activities for young people through the medium of Welsh which include residential opportunities, eisteddfodau, sport and accreditation.

In July 2022, Welsh Government approved funding to establish Welsh language immersion provision for latecomers/newcomers to the Welsh language. The provision, now established and gaining momentum throughout RCTCBC, adopts a peripatetic model of delivery with the immersion teacher engaging with pupils accessing the service to become immersed in the Welsh language. At present, this provision is only available to primary aged learners, however the Council's Welsh Language Immersion lead is meeting with other authorities to carry out observations and share best practices to explore how we could look to implement this support at secondary aged level here in Rhondda Cynon Taf. When demand for the service surpasses the capacity of the service, the Council will consider creating a dedicated Welsh language immersion unit for latecomers alongside the development of its Sustainable Communities for Learning Rolling Programme.

Information on how the proposal fits with the WESP and any future actions that will be needed in consequence of the change to continue to comply with the scheme or meet targets in the scheme.

RCTCBC recognises the importance of Welsh Government's Cymraeg 2050 target and how central the education system in Wales is to achieve its vision. RCTCBC's new WESP (2022 to 2032) sets out a ten year vision for increasing and improving the planning of the provision of Welsh medium education in order to maximise its contribution of achieving the target of one million Welsh speakers in Wales by 2050.

In line with the WESP (2022-2032), RCTCBC will continue to ensure that the benefits of Welsh medium and Welsh language education are promoted to parents and carers from the initial early years, through to primary and secondary education and onwards through to higher and further education for all pupils, whatever their learning need. This is done through ongoing promotion of Welsh medium education in general through sharing promotional videos which have been prepared. These videos include promoting Welsh medium education on a whole, Welsh medium education for learners with ALN, transition arrangements between primary and secondary schools and Welsh medium post-16 education. The videos are available on the Council's website and are

promoted via the Council's corporate social media platforms each year in tandem with the school admissions application window. In addition to these resources, Mudiad Meithrin have shared a series of videos focussing on

promoting Welsh medium childcare and early years provision, addressing some of the concerns parents and carers have around making the choice to attend Welsh language provision. These videos will be used in different marketing campaigns at varying times throughout this academic year. The Council's WESP Officer and Welsh Language Immersion Lead attend public events such as Menter Iaith RCT's 'Miri Mawr' events to distribute the Council's Being Bilingual booklets and Welsh language immersion leaflets to the wider public. Attending these types of events provides invaluable opportunities to speak directly with families who may be considering Welsh medium education but also have some concerns or queries. The Council's Being Bilingual booklets have also been distributed to the NHS Health Visiting team who place copies in the new baby packs, birth registration services who provide copies to parents/carers as they register new births and to local housing developers in this area of the county borough where many new developments are underway.

In line with the WESP objectives and targets, increasing the number of learners in Welsh medium education is a key priority for the Council, ensuring the surplus capacities in our schools decreases. The proposal to reduce the number of school places available will support this by reducing the surplus capacity available at the school. As of June 2025, there is 38.91% surplus capacity available at YG Cwm Rhondda. By reducing the number of school places as proposed, based on the current numbers at the school and the surplus spaces available, there will still be 30% surplus capacity available at the school to accommodate any future growth.

Through effective marketing and promotion of Welsh medium education as mentioned above, and generally raising the profile of the language across the county borough to change people's attitudes towards the language our aim to is achieve these aspirations.

Stage 2 – Impact Assessment

In this section you need to consider the impact, the evidence and any action you are taking for improvement. This is to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language (Wales) Measure 2011.

Please note there is a separate impact assessment for Equality and Socio-Economic duty that must also be completed for policy proposals.

Remember that effects that are positive for some groups could be detrimental to others - even among Welsh language groups. Consider the effects on different groups. For example, a proposal may be beneficial to Welsh learners, but not to Welsh speakers.

Previous Welsh Language Impact Assessments can be found on Inform by [clicking here](#).

Will the proposed action affect any or all of the following?

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
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<p>Opportunities for persons to use the Welsh language</p> <p>e.g., staff, residents and visitors.</p> <p>The rights of Welsh speakers and learners to use Welsh when dealing with RCTCBC and for staff to use Welsh at work.</p>	<p>Positive.</p>	<ol style="list-style-type: none"> 1. Everyone residing in Wales has the right to speak to a Welsh speaker when dealing with any public relation matters. RCTCBC will continue to adhere to The Welsh Language (Wales) Measure 2011 and its standards which requires the Council to produce a five year strategy outlining actions which will facilitate and promote the Welsh language. Any persons wishing to correspond with the Council through the medium of Welsh are able to do so. 2. Staff and visitors to all schools in RCTCBC are openly encouraged to use the Welsh language with each other and with pupils. Although this proposal includes a reduction in the number of places available at the school, based on the current numbers and surplus 	<ol style="list-style-type: none"> 1. The Welsh Language Use Survey (2013 – 2015) reported that over half of the Welsh speaking respondents who completed the survey reported that they try to use Welsh in the workplace with colleagues and when dealing with public organisations. This demonstrates the importance of staff, residents and visitors having fair access to opportunities to use the Welsh language. 2. Data derived from most recent PLASC return demonstrates that YG Cwm Rhondda has 38.91% surplus capacity at the school with its current capacity. 3. The demand for classes through the medium of 	<ol style="list-style-type: none"> 1. If a person is unable to speak Welsh, they must call on a colleague in the building who is able to speak Welsh if this is being requested or a call back service can be offered when a Welsh speaker is available. 2. Dedicated community facilities are included in this proposal that can be utilised by the school during the day. These facilities sit outside of the capacity calculation allowing flexibility for growth should this occur in the future. 3. The head teacher at YG Cwm Rhondda will be encouraged to invite Welsh language groups to utilise the space available to host Welsh language groups, classes or sessions at the school in the dedicated
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		<p>capacity at the school, even by reducing capacity as proposed there will still be 30% surplus capacity available at the school to accommodate any future growth.</p> <p>3. The head teacher of YG Cwm Rhondda will be encouraged to utilise the dedicated community facilities to invite Welsh language groups and organisations to host opportunities for persons to use the Welsh language, for example through hosting Welsh for adults lessons or any other Welsh language based events, classes or groups. The proposed new school will be designed to be a fully accessible and fully integrated community school with dedicated areas that the local community will be allowed to safely utilise the facilities. In addition, they will be encouraged to signpost parent and carers to Welsh for adults classes offered through Learn Welsh Glamorgan/Dysgu Cymraeg Morgannwg. This will support Welsh Government's Cymraeg 2050 target of</p>	<p>Welsh throughout RCTCBC, delivered by Learn Welsh Glamorgan/ Dysgu Cymraeg Morgannwg. An example of this can be seen in YGG Llyn y Forwyn, where various Welsh medium classes for adults are held in the community facilities.</p> <p>Additional opportunities to attend community classes / groups should further improve accessibility as the building will have dedicated community facilities and be fully compliant with the Equality Act 2010.</p> <p>4. Data and information relating to the Welsh language professional learning opportunities are shared with the Council's WESP Officer and members of the WESP Outcome 7 sub-group which has been established to focus specifically on this outcome which aims to increase the number of teaching staff</p>	<p>community facilities. Any necessary ICT equipment would be made available to ensure no members of the community are digitally excluded.</p> <p>4. Continue to work with Improvement Officers to promote the range of professional learning opportunities available to any staff looking for opportunities to learn, improve or upskill their Welsh language skills.</p> <p>5. Ensure any Council publications, documentation and correspondence are bilingual with a message included to state that correspondence in Welsh is welcomed and corresponding with us in Welsh will not lead to a delay. This also applied to any new school builds so that signage in English schools is bilingual. New school builds now also incorporate bilingual braille on school signage providing equal opportunities in terms</p>
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			able to teach Welsh (as a subject) and	of the Welsh language and equality.
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		<p>creating a million Welsh speakers in Wales by 2050.</p> <p>4. There are a range of opportunities available to staff working in schools in RCTCBC should they wish to improve or upskill their Welsh language skills so that they can use Welsh more at work or for those wishing to switch from teaching in an English medium school to a Welsh medium school. CSCJES regularly promote the professional learnings opportunities available to practitioners in RCTCBC. These opportunities include, but are not limited to:</p> <ul style="list-style-type: none">-Asynchronous Welsh language professional learning – Pre-entry, Entry & Foundation levels-Welsh language refresher courses – no Welsh language skills, Entry, Foundation, Advanced levels-Welsh Sabbatical Scheme – two-term Foundation/ Intermediate level <p>CSCJES promoted these</p>	<p>teach through the medium of Welsh.</p> <p>5. In line with the Council's Statutory Welsh Language Standards, any Council publications, documentation and correspondence must be bilingual with a message included to state that correspondence in Welsh is welcomed and corresponding with us in Welsh will not lead to a delay.</p>	
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		<p>opportunities through their relevant channels with the schools. The Council's Education Directorate further promotes these opportunities through promoting with schools directly throughout the academic year.</p> <p>5. RCTCBC has opportunities for internal staff across all services to access free training to improve their Welsh language skills. Welsh Language Services are working to develop technological support for Welsh speakers and learners within the Council to be able to deliver services through the medium of Welsh. All newly recruited Council staff are required to undertake Welsh language Level 1 training. By working with the Council's Welsh Language Services, specifically the internal Welsh language tutor, all members of staff will be encouraged to continue to improve their Welsh language skills beyond Level 1. Members of staff who opt to do this will be fully supported.</p>		
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		This will support the opportunities available for the		
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		<p>Council to create a bilingual workforce with the ability to work and deliver services bilingually.</p> <p>6. The overall impact on opportunities for persons to use Welsh can only be positive.</p>		
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Stage 2 – Impact Assessment

Will the proposed action affect any or all of the following?

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

<p>Numbers and/or percentages of Welsh speakers.</p> <p>e.g., Welsh medium education/study opportunities. Links with the Welsh Government's Cymraeg 2050 Strategy / RCTCBC Five Year Welsh Language Strategy.</p>	<p>Positive.</p>	<ol style="list-style-type: none"> 1. In contributing towards the vision of one million people in Wales being Welsh speakers by 2050 and in line with the county borough's current WESP, it is vital to ensure a school based workforce of sufficient size and capability. In order to create more Welsh speakers, our education system is dependent on its school based workforce and we must work locally, regionally and nationally to 	<ol style="list-style-type: none"> 1. To work towards achieving Welsh Government's Cymraeg 2050 vision, a school based workforce of sufficient size and capacity is crucial to this. 2. The number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh. 3. Data and information relating to 'Cymraeg Campus/Siarter Iaith' Welsh Language Charter is 	<ol style="list-style-type: none"> 1. A WESP Subgroup has been established to work towards the achievement of Outcome 7 of the WESP, it includes local, regional, and national officers who are working collaboratively to implement strategies to work towards creating more Welsh speakers to ensure we have a school based workforce of
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		<p>ensure we create a school based workforce with robust linguistic skills, able to inspire and motivate pupils in Welsh medium and Welsh language education.</p> <p>2. RCTCBC will continue to implement the second five year Welsh language strategy, for the years between 2022 to 2027. This was approved in 2022 and outlines several key policy areas to maintain and increase the number of Welsh speakers during its lifecycle. In developing the project, the RCTCBC – Welsh Language Promotion Strategy and associated documents have been taken into consideration to encourage and facilitate long term growth in Welsh medium and Welsh language education and RCTCBC has and will continue to ensure there is a clear alignment with it.</p> <p>3. In recent years, support has been given to promote and increase pupils' use of the Welsh language in primary and secondary schools and in social contexts. This has been</p>	<p>shared with the Council's WESP Officer and members of the WESP Outcome 5 subgroup which has been established to focus specifically on this outcome which aims to increase opportunities for pupils to use Welsh in school.</p> <p>4. Urdd Gobaith Cymru share data with the WESP Officer on an annual basis to show the number of clubs being held in RCTCBC and the numbers attending each week. For example, for the academic year 2023-24, 13 after school cubs were hosted at schools in RCTCBC with roughly 162 children attending these each week. During 2024-2025, Urdd Gobaith Cymru have hosted gymnastics clubs, football clubs and multi-sport sessions after school hours at schools in RCTCBC.</p> <p>5. The demand for classes through the medium of Welsh throughout RCTCBC, delivered by Learn Welsh Glamorgan/ Dysgu Cymraeg Morgannwg. An example of this can be seen in YGG Llyn y Forwyn, where various Welsh medium classes</p>	<p>sufficient size and capability.</p> <p>2. A key action for the coming year is to implement a recruitment campaign targeting the school-based workforce using a range of resources created with practitioners working in Welsh medium schools in RCTCBC, focussing on the benefits of working in schools with a specific focus on working in Welsh medium schools.</p> <p>3. To promote and increase pupils' use of the Welsh language in primary and secondary schools with all schools being supported to achieve the 'Siarter Iaith/ Cymraeg Campus' awards. YG Cwm Rhondda have engaged with the programme but have not yet received any awards. Improvement Officers will encourage and support YG Cwm Rhondda to work</p>
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		<p>done through the Welsh Language Charter (Siarter Iaith/Cymraeg Campus). All Welsh medium primary, through and secondary schools in RCTCBC are engaged with this provision. All English medium primary and through schools and specialist schools and units are engaged with this provision. There is 1 English medium secondary school which is yet to engage with the provision, all other schools are engaged. The work undertaken by the CSCJES to support schools through the awarding ranks contributes towards the numbers and percentages of Welsh speakers in RCTCBC.</p> <p>4. Should this proposal go ahead, this should increase the number learners engaging with Welsh medium extracurricular activities in this area of the county borough. For example, Urdd Gobaith Cymru host a range of school and non-school based extracurricular activities for Welsh medium schools. Engaging with activities such as these outside of school</p>	<p>for adults are held in the community facilities.</p> <p>Additional opportunities to attend community classes / groups should further improve accessibility as the building will have dedicated community facilities and be fully compliant with the Equality Act 2010.</p>	<p>through the work required to achieve the bronze award in the first instance, and ongoing support following this to achieve the respective silver and gold awards.</p> <p>4. The head teacher YG Cwm Rhondda will be encouraged to engage with partners such as the Urdd Gobaith Cymru and Menter Iaith to consider using the community facilities at the school to host Welsh language sessions, classes or groups to allow for pupils at the school to engage with extracurricular activities through the medium of Welsh.</p> <p>5. The head teacher at YG Cwm Rhondda will be encouraged to invite Welsh language groups to utilise the space available to host Welsh language groups, classes or sessions at the school in the</p>
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				dedicated facilities. community
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		<p>hours provides further opportunities for pupils use the language in their day-to-day life, strengthening their Welsh language skills and also contributing to the targets set out in the Council's WESP and Welsh Government's Cymraeg 2050 target of a million Welsh speakers. The new school would include significantly improved facilities which could accommodate these type of activities.</p> <p>5. The new school for YG Cwm Rhondda will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day. Use of the facilities could include opportunities for third parties to offer Welsh medium learning classes for adults, or any other Welsh language based classes, groups or sessions. This could contribute towards the WG's ambitious goal of creating a</p>		
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		<p>million Welsh speakers in Wales by 2050.</p> <p>6. The aim has been to embed positive habits and attitudes towards the Welsh language through purposeful planning within primary and secondary schools and to promote the informal use of the Welsh language amongst pupils inside and outside primary and secondary schools. Facilitating the use of the Welsh language, across the curriculum and in wider contexts in primary and secondary schools, to ensure a continuum of linguistic progression between each stage of their education journey.</p>		
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<p>Opportunities to promote the Welsh language.</p> <p>e.g., status, use of Welsh language services, use of Welsh in everyday life in work and in the community.</p> <p>Actively encourage and promote the use of our services in Welsh to see an</p>	<p>Positive.</p>	<p>1. The Welsh language has official status and legislation in place which provides rights for Welsh speakers to receive Welsh language services. The challenge is to expand the opportunities for people to be able to use the Welsh language in their daily life through creating the right conditions for new pupils of all ages to develop and use their</p>	<p>1. Data and information relating to the 'Siarter Iaith' Welsh Language Charter is shared with the Council's WESP Officer each quarter via the CSCJES Welsh Language Officer.</p> <p>2. Demand for immersion provision across the county borough continues to grow. Since the provision opened to</p>	<p>1. To continue working with the Improvement Officers to promote and increase pupils use of the Welsh language in primary and secondary schools through the 'Siarter Iaith/Cymraeg Campus' Welsh Language Charter programme.</p>
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<p>increase in demand over time.</p>		<p>skills from earliest stages and throughout each stage of education. To ensure opportunities for persons to use the Welsh language, the school will continue to receive support in order to achieve the bronze 'Siarter Iaith' Welsh Language Charter award, in the first instance.</p> <p>2. The Welsh Government's ambitious Cymraeg 2050 strategy calls for far-reaching changes and boundaries being pushed to increase the numbers learning and using Welsh. To achieve the Cymraeg 2050 targets of reaching a million Welsh speakers in Wales by 2050, each local authority needs to transform how Welsh is taught to all pupils. The Council will continue to promote the support available via the Council's Welsh language immersion team for any parents and carers who wish to transfer their child(ren) from English medium to Welsh medium education. Parents and carers and pupils who decide to transition into Welsh medium education will be fully supported by the Council's</p>	<p>learners in September 2023, 32 pupils have accessed the support across all areas of the county borough.</p> <p>3. Effective marketing and promotion of the Welsh language and Welsh medium education in general is a key priority for the Council to ensure we are working towards achieving the targets as set out in the Council's WESP (20222032).</p> <p>4. Representatives from all service areas referred to (Welsh Language, Youth, Leisure, Musical, Arts and Culture) are members of the Council's WESP Outcome 5 group, which focusses specifically on creating more opportunities for pupils to use Welsh in different contexts in school, but also extends the use of Welsh in different contexts across all service areas and in the wider community. Information is shared with the Council's WESP Officer and members of the sub-group during quarterly meetings</p>	<p>2. Promotion of the options available to pupils who wish to transition from English medium education into Welsh medium education through sharing information and resources.</p> <p>3. The head teacher at YG Cwm Rhondda and the Council's WESP Officer to work collaboratively with the internal marketing team to maximise all effective methods of marketing and promoting to ensure that Welsh medium provision available in this area of the county borough is marketed as widely as possible.</p> <p>4. The Council's WESP Officer and the Council's Welsh Language Services will continue to work with staff internally and Welsh language partner organisations to encourage and facilitate long term growth for the Welsh language and</p>
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		<p>Welsh language immersion team. This will support the Council in increasing the numbers and percentages of Welsh speakers throughout the county borough in line with the targets outlined within the WESP.</p> <p>3. The proposal to build a new school for YG Cwm Rhondda will provide an invaluable way of increasing opportunities to promote the Welsh language by delivering a school of substantially improved quality, with facilities fit to a 21st Century standard school. Filling the spaces available at the school will be a key priority and as such, collaborative working between the school and the Council will be a key focus. Some of these methods could include, but are not limited to:</p> <p>-Distributing promotional resources such as the Council's 'Being Bilingual' booklet and the Welsh language immersion provision leaflets to families residing in the area and in local public</p>		<p>Welsh education. medium</p>
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		venues so that families residing in this area are aware		
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		<p>of the local Welsh medium offer and the support available to access Welsh medium education.</p> <p>-Creating new promotional flyers specifically promoting the school, to be distributed throughout the Rhondda area as this is the catchment school for all Welsh medium primary schools in the Rhondda area.</p> <p>-Implement marketing campaigns across the Council's social media platforms using the range of videos which have been created to promote Welsh medium education in RCTCBC.</p> <p>4. The Council's Five Year Welsh Language Promotion Strategy (2022 – 2027) along with its supplementary action plan has been taken into consideration in order to encourage and facilitate long term growth for the Welsh language and Welsh medium education. The strategy outlines the Council's</p>		
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		commitment to working towards the Welsh		
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		<p>Government's Cymraeg 2050 vision of increasing the number of Welsh speakers, increasing the use of the language in the workplace, via Council services and throughout the community and creating favourable conditions. RCT Welsh Language Services, Youth Services, Leisure Services and Arts and Culture Services and Musical Services are all working proactively towards the ongoing development of opportunities for pupils and the wider community to use the Welsh language. These include, but are not limited to:</p> <p>Welsh Language Services:</p> <ul style="list-style-type: none">○ Developing materials to provide to school-based catering staff to support with their Welsh language skills and the use of incidental Welsh within schools.○ Exploring the feasibility of Welsh medium learning/support digital applications being placed on every member of staffs' devices to support their linguistic skills and development.		
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		<p>Youth Services:</p> <ul style="list-style-type: none">○ Running trips for Welsh medium pupils to provide opportunities to use Welsh in different contexts.○ Creating promotional materials to be placed in youth clubs throughout the county borough.○ Working in partnership with Urdd Gobaith Cymru and Menter Iaith to develop Welsh Language Youth Forums in all Welsh and English medium secondary schools along with Coleg y Cymoedd campuses. <p>Leisure Services:</p> <ul style="list-style-type: none">○ Working with Urdd Gobaith Cymru to deliver sport activities for Welsh medium schools.○ Working with Menter Iaith to develop opportunities to introduce the Welsh language into leisure sessions. <p>Arts and Culture Services:</p> <ul style="list-style-type: none">○ Collaborating with Youth Services on a programme of provision across community and cultural venues to		
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		<p>encourage the use of the Welsh language and incorporating the Welsh language into community based events.</p> <p>Musical Services: ○ Engaging with both Welsh and English medium schools to encourage an uptake in musical services, pupils who show an aptitude for any instruments are being encouraged and supported into taking part in the Eisteddfod.</p>		
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Stage 2 – Impact Assessment

Will the proposed action affect any or all of the following?

	Does the proposal have any positive, negative or neutral impacts?	Describe why it will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
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<p>Compliance with the Council's Statutory Welsh Language Standards.</p> <p>e.g., Increasing or reducing RCTCBC's ability to deliver services through the</p>	<p>Positive.</p>	<p>1. All relevant and required statutory consultation associated with this proposal will be in accordance with the Council's Statutory Welsh Language Standards.</p>	<p>1. The relevant and required statutory consultation will be undertaken bilingually and all public correspondence in relation to the proposal will be produced bilingually, with Welsh positioned first.</p>	<p>1. Ensure all officers involved with these proposals has an awareness of the Council's Statutory Welsh Language Standards and ensure compliance with these standards.</p>
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<p>medium of Welsh.</p> <p>Consider the right of makers to dealin RCTCBC d for s use Welsh atrk.</p>		<ol style="list-style-type: none"> 2. All signage associated with the project will be in accordance with RCTCBC's Statutory Welsh Language Standards. 3. Where appropriate, the school, the Council and Improvement Officers will support school support staff, school learning support workers and teaching staff to participate in Welsh language professional learning opportunities at varying levels to meet identified needs. 	<ol style="list-style-type: none"> 2. Previous projects delivered by RCTCBC's 21st Century Schools Team. 3. The number of school-based staff at YG Cwm Rhondda participating in Welsh language courses at different levels to improve their Welsh language skills and the number of practitioners from English medium schools applying to undertake the CSCJES Welsh Language Sabbatical Scheme, which develops practitioners' Welsh language skills and ability to teach through the medium of Welsh. 	<ol style="list-style-type: none"> 2. The Council's Welsh Language Services held a series of bitesize sessions on various topics related to compliance with the Welsh Language standards. These sessions were promoted to all members of staff internally and all were encouraged to attend the sessions to strengthen their understanding and awareness of compliance with these standards. 3. Ensure RCTCBC actively market and promote the support available to school-based staff who are looking to improve their Welsh language skills. 4. Instil contractor awareness of RCTCBC's Statutory Welsh Language Standards and ensure compliance with these standards.
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<p>Treating the Welsh no language, less than favourably the English language.</p>	<p>Positive.</p>	<p>1. This proposal ensures that the Welsh language is treated no less favourably than the English language. A new</p>	<p>1. The Sustainable Communities for Learning Programme contains a wide range of schools, both Welsh and</p>	<p>1. YG Cwm Rhondda will be encouraged to invite Welsh language groups to utilise the dedicated</p>
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		<p>school building for YG Cwm Rhondda will provide a more equal offer of education in this area of the county borough, providing a balanced opportunity for parents and carers to consider Welsh medium education as an option for their child(ren).</p> <p>2. There are 4 Welsh medium schools providing secondary education in RCTCBC. This proposal ensures that all learners receiving Welsh medium secondary education in RCTCBC will be doing so in schools with modern facilities. To break this down further:</p> <p>-YG Rhydywaun has recently benefitted from significant investment to build a new block in response to increased capacity needed at the school, alongside significant renovations to the existing building.</p> <p>-Ysgol Garth Olwg is a relatively new school build which opened in 2006.</p> <p>-Ysgol Llanhari have had</p>	<p>English medium, in various parts of the county borough to deliver improved facilities and equitable access to good Welsh and English medium education.</p>	<p>community facilities to host Welsh language groups, classes and sessions at the school. Any necessary ICT equipment would be made available to ensure no members of the community are digitally excluded.</p>
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		<p>approval to progress with the construction of a new school building on the existing school site.</p> <p>The proposal for YG Cwm Rhondda is the final piece to ensuring an equal offer of secondary education in RCTCBC and demonstrates the positive impact on treating the Welsh language no less favourably than the English language.</p>		
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Stage 3 - Strengthening the Proposal

Having listed actions in section 2 which may mitigate any negative impacts or better contribute to positive impacts – please record below which ones you will imbed into the policy proposal and who will be responsible for them.

Also consider is the proposal necessary? Would it be possible to meet demand without any new developments? Could other existing provision be used? Where should the development be?

What are you going to do?	When are you going to do it?	Who is responsible?
<ul style="list-style-type: none"> The new school at YG Cwm Rhondda will be a fully accessible and fully integrated community school. A dedicated area will be designed within so that the local community will be allowed to safely use the facilities, both during and after the school day. The head teacher of YG Cwm Rhondda will be encouraged and supported to promote the use of the facilities could for opportunities for third parties to offer Welsh medium learning classes for adults. This could contribute towards the WG's ambitious goal of creating a million Welsh speakers in Wales by 2050. 	<ul style="list-style-type: none"> Work ongoing and will continue following completion of the new development. 	<ul style="list-style-type: none"> RCTCBC's Directorate of Education and Inclusion Services 21st Century Schools Team.

<ul style="list-style-type: none"> • Ensure that parents and carers of YG Cwm Rhondda, and the wider community are signposted to Welsh medium learning classes for adults and/or other opportunities for community engagement through the 	<ul style="list-style-type: none"> • Work ongoing and will continue following completion of the new development. 	<ul style="list-style-type: none"> • RCTCBC's Directorate of Education and Inclusion Services 21st Century Schools Team.
<p>medium of Welsh via RCTCBC's website and corporate social media platforms and the schools' own communication channels.</p>		
<ul style="list-style-type: none"> • RCTCBC must work to ensure a school based workforce of sufficient size and capability. To create more Welsh speakers, our education system is dependent on its school-based workforce. 	<ul style="list-style-type: none"> • Work ongoing. 	<ul style="list-style-type: none"> • RCTCBC's Directorate of Education and Inclusion Services. •
<ul style="list-style-type: none"> • The aim is to embed positive habits and attitudes towards the Welsh language through purposeful planning to promote the informal use of the Welsh language amongst pupils inside and outside schools. Facilitating the use of the Welsh language across the curriculum and in wider contexts in schools, to ensure a continuum of linguistic progression to support pupils in the transition between year groups, offers all pupils the opportunity to become fully bilingual and aligns with the new Curriculum for Wales. In recent years, support has been given to promote and increase pupils use of the Welsh language in primary and secondary schools and in social contexts. This has been done through the Welsh Language Charter (Siarter Iaith/Cymraeg Campus), developed by Gwynedd Council, and various other projects, in partnership with the CSCJES and Urdd Gobaith Cymru. YG Cwm Rhondda will be encouraged and supported to achieve the 'Siarter Iaith' Welsh Language Charter, a framework to promote and increase the use of Welsh in different contexts. 	<ul style="list-style-type: none"> • Work ongoing and will continue following completion of the new development. 	<ul style="list-style-type: none"> • RCTCBC's Directorate of Education and Inclusion Services.
<ul style="list-style-type: none"> • The WESP Officer will continue to collaborate with partners in developing and implementing strategies in line with the WESP to contribute towards the Welsh Government's ambitious goal of creating a million Welsh speakers in Wales by 2050. 	<ul style="list-style-type: none"> • Work ongoing for duration of the WESP between 2022 and 2032. 	<ul style="list-style-type: none"> • RCTCBC's Directorate of Education and Inclusion Services WESP Officer.

If ways of reducing the impact have been identified but are not possible to implement, please explain why. Give sufficient detail of data or research that has led to your reasoning.

What was identified?	Why is it not possible?
N/A.	N/A.

Stage 4 – Review

For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Welsh Language services –

welshlanguageofficer@rctcbc.gov.uk and the Consultation and Engagement team – consultation@rctcbc.gov.uk in the first instance for some initial guidance and feedback.

As part of the Welsh Language, Equalities and Socio Economic Duty Impact Assessment Process all proposals that fall within the definition of Significant Key Decision should present at the Officer Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your report is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Strategic Decision, please forward your completed (Stage 1>6) impact assessment, policy proposal/report and consultation report to CouncilBusiness@rctcbc.gov.uk for an Officer Review Panel to be organised to discuss your proposal. [See our guidance document](#) for more information on what a Significant Key Decision is.

It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable Welsh language considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments.

Welsh Language Services Comments	Date Considered	Brief description of any amendments made following Welsh Language Services feedback
N/A.	N/A.	N/A.
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
N/A.	N/A.	N/A.
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
N/A.	N/A.	N/A.

Stage 5 – Monitoring, Evaluating and Reviewing

How and who will you monitor the impact and effectiveness of the proposal?

RCTCBC's Directorate of Education and Inclusion Services 21st Century Schools Team and the Council's Corporate Estates Team will monitor this proposal throughout the design development period, construction period and operational period holding monthly review meetings.

Stage 6 – Summary of Impacts for the Proposal

Provide below a summary of the impact assessment, to include some of the main positive and negative impacts along with an overview of actions

taken since the impact assessment to better contribute to more positive impacts. This summary must be included in the Welsh Language Considerations section of the SLT/Cabinet report template. It is not suitable to only write 'please see full report at Appendix x' in the body of the report. The impact assessment must be published alongside the report.

The proposal is to seek approval of £77.5million to redevelop the existing Welsh medium secondary school, Ysgol Gyfun Cwm Rhondda (YGCR), with new teaching facilities for 750 pupils (ages 11-16) and 150 sixth form students, accumulating to 900 pupils.

This proposal would be due to complete during 2030 delivering deliver a significant improvement in the quality of the Welsh medium provision at Ysgol Gyfun Cwm Rhondda, thus having a significant positive impact upon the educational provision for the pupils and improving staff morale. The new school for YG Cwm Rhondda would have:

- Modern, flexible learning environments for all pupils, a hall, dining area, sports hall and specialist teaching and learning areas to cater for the needs of all pupils.
- Dedicated facilities within the school boundary that the local community will be able to safely use, both during and after the school day.
- Enhanced outdoor spaces to support the full range of curriculum activities.
- Improved traffic management systems including on-site pupil bus drop off, and on-site staff and visitor parking.

The head teacher of YG Cwm Rhondda will be encouraged and supported to promote further use of the facilities; this could include opportunities for third parties to offer Welsh medium learning classes for adults. This could contribute towards the WG's ambitious goal of creating a million Welsh speakers in Wales by 2050.

The aim is to embed positive habits and attitudes towards the Welsh language through purposeful planning to promote the informal use of the Welsh language amongst pupils inside and outside schools. Facilitating the use of the Welsh language across the curriculum and in wider contexts in schools, to ensure a continuum of linguistic progression to support pupils in the transition between year groups, offers all pupils the opportunity to become fully bilingual and aligns with the new Curriculum for Wales. In recent years, support has been given to promote and increase pupils use of the Welsh language in primary and secondary schools and in social contexts. This has been done through the Welsh Language Charter (Siarter Iaith/Cymraeg Campus), developed by Gwynedd Council, and various other projects, in partnership with the CSCJES and Urdd Gobaith Cymru.

Where appropriate, YG Cwm Rhondda will be encouraged and supported to do this through the achievement of the 'Cymraeg Campus' Welsh Language Charter, a framework to promote and increase the use of Welsh.

In addition, parents/carers of YG Cwm Rhondda, and the wider community are signposted to Welsh medium learning classes for adults and/or other opportunities for community engagement through the medium of Welsh via RCTCBC's website and corporate social media platforms.

Name of Officer completing the WLIA	REDACTED	Service Director Name:	REDACTED
Position	21 st Century Schools.	I recommend that the proposal: (Highlight decision)	Is implemented with no amendments
			Is implemented taking into account the mitigating actions outlined
			Is rejected due to disproportionate negative impacts on the Welsh language
Signature	N/A.	Service Director Signature	N/A.
Date	27/01/2025 (updated 26/06/25)	Date	27/01/2025 (updated 26/06/25)