

Equality Impact Assessment Form

Please ensure that you refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Equalities Officer or Equalities Team

Details

Name of Initiative to be assessed: Welsh Language Standards and Translation Costs.

Name of responsible officer: Kerry O'Donovan

Group/Directorate: Place & Transformation

Service Area: Corporate Services

Date: 15th August 2016

(a) WHAT ARE YOU ASSESSING FOR IMPACT?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal	Information/ Position statement
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

(b) Please name and describe below

Welsh Language Standards and Translation Costs

Merthyr Tydfil County Borough Council received its final Compliance Notice from the Welsh Language Commissioner on 30th September 2015. This outlined the Council's duty to meet 171 of the statutory Welsh Language Standards established by the Welsh Government under the Welsh Language (Wales) Measure 2011.

In line with most other Councils, we have appealed against a number of the Standards as there are Departments within the Council that will not be able to comply for various reasons including low numbers of Welsh speaking staff, the need to amend/change corporate systems, as well as the costs and availability of translators to support compliance.

Based on spend for the first four months of this financial year it is estimated that the Council's corporate budget for Welsh language translation will be significantly overspent caused by the increasing demand for translation.

(c) IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?

If so, please identify what and how?

The Council has a legal duty to comply with the Welsh Language Standards established by the Welsh Government under the Welsh Language (Wales) Measure 2011.

(d) Does the initiative directly affect service users, employees or the wider community?

Yes x Continue assessment
No No need to continue screening or carry out an EqIA

Screening/Relevance Test: Is an equality impact assessment required?

Screening is used to decide whether the initiative you are responsible for has a high or medium negative impact on any of the protected groups and will require a

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full EqIA. Please highlight the positive impact the decision will have on the protected characteristics.

What will be the effect on :-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	N/A
Disability	N/A
Gender Reassignment	N/A
Marriage & Civil Partnership	N/A
Pregnancy and Maternity	N/A
Race	N/A
Religion or Belief	N/A
Sex	N/A
Sexual orientation	N/A
Carers	N/A
Welsh Language	Positive impact. As a Council we are endeavouring to comply with the Welsh Language Standards (established by the Welsh Government under the Welsh Language (Wales) Measure 2011) which came into force on 30th March 2016 and are making every effort to respond to them in a positive manner. In line with most other Councils however, we have appealed against a number of the Standards as there are Departments within the Council that will not be able to comply for various reasons.

If after completing the EqIA screening/relevance test you determine that this service/function/policy/project is not relevant for an EqIA you must provide adequate explanation below (Please use additional pages if necessary).

The Report is a position statement on the Council's appeal against the Welsh Language Standards and the spend on translation. A full EqIA is not necessary as this report isn't revising or changing, considering terminating or reducing any service, policy, function, strategy or project. However, it is recognised that an EqIA may need to be completed if there are changes to policy or practices being proposed that will adversely impact on the Welsh language.

Are you happy that you have sufficient evidence to justify your decision?

Yesx..... No

Signed: Kerry O'Donovan Position: Corporate Risk and Equalities Manager

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N.B. If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you MUST carry out a full EqlA.

Full Equality Impact Assessment

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impact, including positive impact, and clearly identify which protected groups are affected.

In terms of any disproportionate / negative / adverse impact that the proposal may have on a protected group, what steps (if any) could be taken to reduce that impact for each group identified. Attach a separate action plan if necessary.

If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

Please highlight positive impacts and actions that have been identified as a result of the assessment process.
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Evidence Sources

(i) Give details of any data or research that has led to your reasoning above, in particular, the sources used for establishing the demographics of service users.
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(ii) Give details of how you have engaged with service users on the proposals and steps to avoid any disproportionate impact on a protected group and how you have used any feedback to influence your decision.
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Are you satisfied that the engagement process complies with the requirements of the Statutory Equality duties?
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Decision Log – (detail how Elected Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made)
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Review

Date of Next Review:

If review is not required, explain why.
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Approved by:

Signature:

Job Title:

Approval date:

Date of Update:

Update recording

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