

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: Primary School Competition for Design of #Shwmaeronment Logo
Name of responsible officer: Kerry O’Donovan / Sue Walker
Group/Directorate: Place and Transformation
Service Area: Business Change / Education
Date: 8 th December 2017

(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 checked="" type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe below

Standards 145 and 146 of the Welsh Language (Wales) Measure 2011 requires that we must produce a 5 year strategy showing a target for how we will grow or maintain the number of Welsh speakers in the area. We must also show how we intend to reach that target - and after 5 years, we must assess to what extent we’ve followed this strategy, and how we’ve performed against the target. The Council’s Welsh Language Promotional Strategy was approved by Full Council on 22nd November 2017 and published thereafter.

The Strategy sets out a Vision for Merthyr Tydfil where bilingualism is normalised; people are used to hearing and seeing Welsh when they are out and about in the County Borough, and it becomes increasingly normal to hear people saying “Shwmae” and “Bore Da” to each other. However, this is a gradual process as the people of Merthyr Tydfil reclaim the Welsh language by choosing to view it as their own property, and not something that is forced upon them by legislation.

As part of this Vision our aim is to create a “Shwmaeronment” in Merthyr Tydfil, where people are happy to use different Welsh words and phrases with each other to create a unique, bilingual environment in the County Borough. An explanation of what the #Shwmaeronment is all about is set out in the Executive Summary, attached as Appendix 1.

As part of the Council’s approach to fully adopt, promote and embed the #Shwmaeronment culture across the County Borough the primary schools in Merthyr Tydfil will be entering a competition to design a logo for #Shwmaeronment.

**(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?**

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

- Yes 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 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	<u>Positive Impact</u> – The competition to design a logo for #Shwmaeronmnt will have a positive impact on children, young people and the Welsh language, and help to deliver the Council’s Welsh Language Promotional Strategy by engaging with our primary schools to use and own the Welsh language in the County Borough.
Disability	No impact.
Gender Reassignment	No impact.
Marriage & Civil Partnership	No impact.
Pregnancy and Maternity	No impact.
Race	No impact.
Religion or Belief	No impact.
Sex	No impact.
Sexual orientation	No impact.
Carers	No impact.
Welsh Language	<u>Positive Impact</u> – The competition to design a logo for #Shwmaeronmnt will have a positive impact on children, young people and the Welsh language, and help to deliver the Council’s Welsh Language Promotional Strategy by engaging with our primary schools to use and own the Welsh language in the County Borough.

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).

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

Yes No

Signed:

Position:

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 EqIA.

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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.

No negative impacts have been identified.

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

N/A

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

The competition to design a logo for #Shwmaeronmnt will have a positive impact on children, young people and the Welsh language, and help to deliver the Council's Welsh Language Promotional Strategy by engaging with our primary schools to use and own the Welsh language in the County Borough.

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.

The profile of Welsh language speakers in Merthyr Tydfil was used to inform the Strategy.

In addition to this the other main points of reference in writing the Strategy have been:

- The Welsh Government's Welsh Language Strategy – “Cymraeg 2050 – a million Welsh speakers”.
- The Well-being of Future Generations (Wales) Act 2015.

(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.

Community and Organisational Involvement in Developing the Strategy

As part of the development of the Strategy it has been shared with:

- The Fforwm Sirol.
- Chief Officer from Menter Iaith Merthyr Tudful
- Corporate Management Team and colleagues from Education, Early Years, Social Services, Community Well-being, Economic Development and Sports & Culture.
- Specific Cabinet Members and the Welsh Language Champion.

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Consultation on Draft Strategy

The draft Strategy was presented to Corporate Management Team on 31st July 2017 and Cabinet on 13th September 2017 to seek approval for public consultation. The draft Strategy was consulted upon between 18th September and 16th October.

As part of the consultation and engagement process on the draft Strategy the Council used the Cwm Taf Community Engagement Hub, which gave residents, partners and other organisations the opportunity to have their say on the Strategy.

There were two questionnaires made available on the Hub; a short form (asking 2 questions), and a longer form, which asked 6 questions.

A link to the questionnaires was sent to all staff and Councillors, the Council's two Welsh Medium Schools and the Fforwm Sirol.

A drop in session was also held at Canolfan Soar in Merthyr Tydfil on 9th October 2017 to offer people a further opportunity to comment on the draft Strategy.

There were 61 respondents in total for the consultation, however not all of these completed all of the questions. The response to the consultation was very positive in support of the Council's Welsh Language Vision, Outcomes, Ambitions and Actions. The following demonstrates the percentage of responses who either strongly agreed or agreed with the Vision, Outcomes, Ambitions and Actions:

- Vision and Outcomes = 64%.
- Strategic Area 1: Ambitions and Actions for the Family = 79%.
- Strategic Area 2: Ambitions and Actions for Children and Young People = 80%.
- Strategic Area 3: Ambitions and Actions for the Community = 79%.
- Strategic Area 4: Ambitions and Actions for the Workplace = 78%.

Are you satisfied that the engagement process complies with the requirements of the Statutory Equality duties?

Yes.

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:

The date of the next review will be in line with the next review of the Welsh Language Promotional Strategy. However, if any issues are identified in relation to the delivery of the Strategy, the review date will be brought forward.

If review is not required, explain why.

N/A

Approved by: Kerry O'Donovan

Signature:

Job Title: Corporate Risk and Equalities Manager

Approval date: The Council's Welsh Language Promotional Strategy was approved by Full Council on 22nd November 2017.

Date of Update:

Update recording