

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 Annual Monitoring Report for 2017-2018

Name of responsible officer: Kerry O'Donovan

Group/Directorate: Place & Transformation

Service Area: Welsh Language

Date: 12th June 2018

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

(b) Please name and describe below

Welsh Language Annual Monitoring Report for 2017-2018

The Welsh Language Standards require the Council to compile an Annual Report by the 30th June of each year that deals with the way that it has complied with the Service Delivery, Policy Making and Operational Standards. Provision is also included within the Standards concerning publishing and publicity of the Annual Report.

The Council's Welsh Language Annual Monitoring Report for 2017-2018 reports upon the good progress that the Council continues to make towards complying with the Standards during financial year 2017-2018.

Cabinet considered and approved this report on 20th June 2018.

(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 received its final Compliance Notice from the Welsh Language Commissioner on 30th September 2015. This outlined the Council's duty to meet the statutory 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 full EqIA. Please highlight the positive impact the decision will have on the protected characteristics.

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What will be the effect on :-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	Neutral impact.
Disability	Neutral impact.
Gender Reassignment	Neutral impact.
Marriage & Civil Partnership	Neutral impact.
Pregnancy and Maternity	Neutral impact.
Race	Neutral impact.
Religion or Belief	Neutral impact.
Sex	Neutral impact.
Sexual orientation	Neutral impact.
Carers	Neutral impact.
Welsh Language	<p>Positive impact</p> <p>The Council's Welsh Language Annual Monitoring Report for 2017-2018 demonstrates the good progress that the Council continues to make towards:</p> <ul style="list-style-type: none"> • Complying with the Welsh Language Standards; and • Delivering the Council's Welsh Language Promotional Strategy and Welsh Language Vision for Merthyr Tydfil which is a place that promotes the use of the Welsh language and treats the Welsh and English languages on the basis of equality.

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 Council's Welsh Language Annual Monitoring Report for 2017-2018 demonstrates the good progress that the Council continues to make towards:

- Complying with the Welsh Language Standards; and
- Delivering the Council's Welsh Language Promotional Strategy and Welsh Language Vision for Merthyr Tydfil which is a place that promotes the use of the Welsh language and treats the Welsh and English languages on the basis of equality.

Yes

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

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 Council's Welsh Language Annual Monitoring Report for 2017-2018 demonstrates the good progress that the Council continues to make towards:

- Complying with the Welsh Language Standards; and
- Delivering the Council's Welsh Language Promotional Strategy and Welsh Language Vision for Merthyr Tydfil which is a place that promotes the use of the Welsh language and treats the Welsh and English languages on the basis of equality.

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 Council's Welsh Language Annual Monitoring Report for 2017-2018 was written in response to the Council's Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011. The Annual Monitoring Report is supported by the Council's Welsh Language Promotional Strategy that was approved by Full Council on 22nd November 2017.

The main points of reference in writing the Promotional Strategy was the following:

- 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.

The draft Promotional 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 Promotional 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

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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. The response to the consultation was very positive in support of the Promotional Strategy.

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)

As part of the development of the Promotional Strategy it was 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.

Review

Date of Next Review:

Progress against complying with the Standards will be regularly reviewed and also reported in an Annual Welsh Language Monitoring Report.

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 Annual Monitoring Report for 2017-2018 was considered and approved by Cabinet on 20th June 2018.

Date of Update:

Update recording