

Summary Integrated Impact Assessment

Welsh Language Skills Strategy

Recommendation - Key points for decision-makers

Date assessment completed: May 2024

Impacts Questionnaire

Impact Indicator	Result	Justification/Mitigation
Equality and Welsh Language	G	<p>This may affect employees from a Black and ethnic minority background who do not speak English or Welsh fluently. This will mean they will be learning two languages- English and Cymraeg. However, the level to which they will be learning Cymraeg will be to courtesy level Welsh supporting them to pronounce Welsh place names and personal names correctly. It ensure there is an opportunity to learn Cymraeg in a supportive environment and increase future career opportunities in Cymru.</p> <p>Being able to speak Welsh is a valuable employment skill in Wales, particularly in the public sector. Developing employees confidence in using Welsh will be beneficial if employees seek promotion. Training will be provided in a variety of ways and employees will not be expected to incur costs.</p> <p>Increasing the number of employees who can speak Welsh will increase the number of bilingual Council services that are available</p> <p>This is an internal strategy, affecting employees directly. This will not involve or require input from communities.</p> <p>The implementation of the strategy will reinforce the importance of Welsh language and the links to customer care. There can be polarised attitudes towards the Welsh language and this will help promote common understanding and supportive attitudes towards Cymraeg.</p> <p>The aim of the strategy is to increase the number of employees speaking /understanding Welsh, at all levels of the language framework. An increased number of employees using Welsh will increase the visibility and audibility of Cymraeg. An increased number of Welsh speaking employees which have a positive impact on the availability an quality of bilingual Services. This in turn will lead to an increased opportunity for members of the public to use Welsh with the Council.</p>

		This will have a positive impact on Welsh culture and Welsh speaking communities.
Health		No impacts identified
Resilience and Adaptation		No impacts identified
Housing		No impacts identified
Economy		No impacts identified
Mobility and Connectivity		No impacts identified
Carbon, Nature and Environment		No impacts identified
Consumption and Production		No impacts identified
Contribution to achieving your local authority's Net Zero target		N/A
Further Assessment(s):	Equalities Assessment. Welsh Language Impacts.	
Legend:	G	Positive impacts overall, whether long or short term.
	A	Mix of positive and negative impacts. Trade-offs to consider.
	R	Mostly negative, with at least one positive aspect. Trade-offs to consider.
	RR	Negative impacts overall.

Carbon Assessment

Overall Score

Buildings

Result

Justification/Mitigation

New Build residential

N/A

Residential building(s)
renovation/maintenance

N/A

New build non-residential
(including public) buildings

N/A

Transport

Active travel and public
transport

N/A

Roads, Parking and Vehicle
Access

N/A

Access to amenities

N/A

Vehicle procurement

N/A

Land Use

Land use

N/A

Legend:



No associated carbon impacts expected.



High standard in terms of practice and awareness on carbon.



Mostly best practice with a good level of awareness on carbon.



Partially meets best practice/ awareness, significant room to improve.



Does not meet best practice and/ or insufficient awareness of carbon impacts.