

Equality Impact Assessment  
Corporate Assessment Template

**Policy/Strategy/Project/Procedure/Service/Function Title:** The City of Cardiff Council Bilingual Cardiff 5-year Welsh Language Strategy 2017-2022

**New/Existing/Updating/Amending:**

**Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?**

Name: Ffion Gruffudd

Job Title: Head of Bilingual Cardiff

Service Team: Bilingual Cardiff

Service Area: Governance & Legal Services

Assessment Date: 16-02-2017

**1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?**

The City of Cardiff Council Bilingual Cardiff: 5-Year Welsh Language Strategy 2017-2022 is a statutory requirement of the Welsh language (no.1) standards which were issued to the City of Cardiff Council under Section 44 Welsh Language (Wales) Measure 2011. This is a-city wide strategy which sets out the Council's priorities for promoting and developing the Welsh language in Cardiff.

The vision of this strategy is to develop a truly bilingual Cardiff. A Cardiff where our citizens can live, work and play, as well as access services and support in Welsh or English equally. A capital city where bilingualism is promoted as something completely natural, and where the Welsh language is protected and nurtured for future generations to use and enjoy.

**2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]**

The Welsh Language (Wales) Measure 2011 established a legal framework to impose duties on certain organisations to comply with standards in relation to the Welsh language by way of sub-legislation (Welsh Language [No.1] Regulation Standards 2015). The standards issued to the City of Cardiff Council are listed in 'The City of Cardiff Council Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011.

Standard 145 of the Welsh Language Standards (No.1) Regulations 2015 requires the Council to produce and publish a five year strategy by the 30th of September 2016 which sets out how we will promote and facilitate the use of Welsh. This strategy includes a target to increase the number of Welsh speakers within Cardiff as well as specific actions to facilitate the use of the

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language in line with the Welsh Government's Welsh Language Strategy 2012—17 and draft strategy: *a million Welsh speakers by 2050* (published for consultation August 2016).

The draft Bilingual Cardiff strategy was published for public consultation on the 30<sup>th</sup> of September in accordance with the requirements and since then a detailed action plan for the strategy has been developed with our partners in order to deliver on the identified priorities.

Welsh Language Standard 145 states:

**You must produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters) (a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and (b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).**

The strategy includes a target to increase the number of Welsh speakers within Cardiff over a five-year period in line with the Welsh Government's vision for a million Welsh speakers by 2050. In order for Cardiff to play its part in achieving this vision, we have set a target to increase the number of Welsh speakers in Cardiff by 15.9% to 42,584 by the 2021 Census. This will primarily be achieved through the Welsh in Education Strategic Plan 2017-2020.

Of the responses received to the public consultation (223 responses) **70.3%** strongly agreed or tended to agree with the vision of a truly bilingual Cardiff. **53.2%** agreed with our target for increasing the number of Welsh speakers in Cardiff.

The Bilingual Cardiff Strategy will contribute to the seven national well-being goals within the Well-being of Future Generations Act, in particular towards Wales having a vibrant culture and a thriving living Welsh language.

The following strategic areas and vision are included within the strategy

#### **Strategic Area 1: Families, Children and Young people**

*Families, children and young people have ample opportunities to use Welsh every day.*

#### **Strategic Area 2: Community and Infrastructure**

*A city with a fully bilingual linguistic landscape which has the Welsh language as*

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*an integral part of its social and civic activities*

**Strategic Area 3: Welsh Language Services and the Workplace**  
*High quality services are available in Welsh and English equally.*

### 3 Assess Impact on the Protected Characteristics

#### 3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years	X		
Over 65 years	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

One of the strategic areas within the strategy relates to Families, Children & Young People as well as Communities & Infrastructure. The action plan which accompanies the strategy outlines the specific actions relating to children, young people and also the wider community. The Bilingual Cardiff strategy will have a particularly positive impact on all ages from increased opportunities for school aged students to use their Welsh language skills as well as opportunities for the wider community to engage with the Welsh language.

**What action(s) can you take to address the differential impact?**

N/A

#### 3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on disabled people?

	Yes	No	N/A
Hearing Impairment		x	
Physical Impairment		x	
Visual Impairment		x	

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Learning Disability		<b>x</b>	
Long-Standing Illness or Health Condition		<b>x</b>	
Mental Health		<b>x</b>	
Substance Misuse		<b>x</b>	
Other		<b>x</b>	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

**No identified differential impact.**

**What action(s) can you take to address the differential impact?**

**No identified differential impact.**

**3.3 Gender Reassignment**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	<b>Yes</b>	<b>No</b>	<b>N/A</b>
<b>Transgender People</b> (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		x	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

**No identified differential impact.**

**What action(s) can you take to address the differential impact?**

**No identified differential impact.**

**3.4 Marriage and Civil Partnership**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

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	Yes	No	N/A
Marriage		x	
Civil Partnership		x	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

**No identified differential impact.**

**What action(s) can you take to address the differential impact?**

**No identified differential impact.**

**3.5 Pregnancy and Maternity**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy		x	
Maternity		x	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

**No identified differential impact.**

**What action(s) can you take to address the differential impact?**

**No identified differential impact.**

**3.6 Race**

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White		x	
Mixed / Multiple Ethnic Groups		x	
Asian / Asian British		x	
Black / African / Caribbean / Black British		x	

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Other Ethnic Groups		x	
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**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

No identified differential impact.

The strategy includes a priority to promote and introduce the Welsh language to new and emerging communities.

- Introduce the Welsh language to new and emerging communities as a way of convening Welsh culture and promote Welsh language learning and Welsh medium education.

**What action(s) can you take to address the differential impact?**

**3.7 Religion, Belief or Non-Belief**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist		x	
Christian		x	
Hindu		x	
Humanist		x	
Jewish		x	
Muslim		x	
Sikh		x	
Other		x	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

No identified differential impact.

**What action(s) can you take to address the differential impact?**

N/A

**3.8 Sex**

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Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		x	
Women		x	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

**No identified differential impact.**

**What action(s) can you take to address the differential impact?**

**No identified differential impact.**

**3.9 Sexual Orientation**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		x	
Gay Men		x	
Gay Women/Lesbians		x	
Heterosexual/Straight		x	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

**No identified differential impact.**

**What action(s) can you take to address the differential impact?**

**No identified differential impact.**

**3.10 Welsh Language**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language	X		

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**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

This is a city wide strategy which aims to promote and facilitate the Welsh language across Cardiff. It will be delivered by the City of Cardiff Council as well as other external partners to increase the opportunities for people to use and engage with the Welsh language. This strategy will have a positive impact on the Welsh language in Cardiff.

**What action(s) can you take to address the differential impact?**

#### 4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

The draft Bilingual Cardiff Strategy was published on the 30<sup>th</sup> of September for 6 weeks.

Prior to draft publication, internal consultees were consulted including the Welsh Language Coordinators and Champions group, Internal equality networks, Staff survey, the Bilingual Cardiff member Working Group, and the Policy Review & Performance Committee. Over 26 external partners including Cardiff University, Menter Caerdydd, Mudiad Meithrin, Welsh Language Commissioner and Welsh Government were consulted.

#### 5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Welsh Language	
Generic Over-Arching [applicable to all the	The Bilingual Cardiff: 5-Year Strategy will have a positive impact on the development of the Welsh language.



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above groups]	
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#### 6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

#### 7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Dylan Hughes	Date:
Designation: Bilingual Cardiff	16-02-2017
Approved By: Ffion Gruffudd	16-02-2017
Designation: Bilingual Cardiff	16-02-2017
Service Area: Governance & Legal Services	16-02-2017

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email [citizenfocus@cardiff.gov.uk](mailto:citizenfocus@cardiff.gov.uk)