

Equality Impact Assessment  
Corporate Assessment Template



<b>Strategy Title:</b> Bilingual Cardiff Strategy 2022-27
<b>Updating:</b> a revision of the original Bilingual Cardiff Strategy 2017-22

<b>Who is responsible for developing and implementing the Strategy?</b>	
Name: Ffion Gruffudd	Job Title: Head of Bilingual Cardiff
Service Team: Bilingual Cardiff	Service Area: Performance and Partnerships
Assessment Date: 19/01/22	

**1. What are the objectives of the Strategy?**

Production and publication of a 5-year Welsh promotion strategy, and subsequent revisions, is a statutory requirement for Cardiff Council in accordance with the Welsh language standards. The Welsh language (no.1) standards were issued to Cardiff Council in 2016 under Section 44 Welsh Language (Wales) Measure 2011. Bilingual Cardiff is a city wide strategy which sets out the Council’s priorities for promoting and developing the Welsh language in Cardiff. The first Bilingual Cardiff Strategy was published in 2017 and Bilingual Cardiff 2022-27 represents its first revision.

Bilingual Cardiff’s core vision and objective is the continued development and maintenance of Cardiff as a truly bilingual capital city – a city where our citizens can live, work and play in both the English and Welsh languages, and enjoy access to bilingual services and support which are equal in terms of availability, quality and accessibility. Bilingual Cardiff supports Cardiff Council’s commitment to the promotion of bilingualism as a normal and natural part of citizens’ experience and to support and nurture the Welsh language for future generations to use and enjoy.

**1. Please provide background information on the Strategy 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 in Wales 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 Cardiff Council are listed in [The City of Cardiff Council Compliance Notice – Section 44 Welsh Language \(Wales\) Measure 2011](#).

Standard 145 requires that Cardiff Council produce and publish a 5-year strategy – and to subsequently revise this strategy every 5 years - describing how it will promote and facilitate the use of the Welsh language. Bilingual Cardiff 2022-27 represents the first revision of this strategy and – in accordance with the Welsh language standards – is required to be published by Cardiff Council by the 1<sup>st</sup> of April 2022.

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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).

Bilingual Cardiff 2022-27 includes an updated and ongoing target to increase the number of Welsh speakers in Cardiff, in addition to specific actions to facilitate the use of the Welsh language, to support the Welsh Government's vision to achieve a million Welsh speakers by 2050 as described in their strategy document, *Cymraeg 2050: A Million Welsh Speakers*.

Bilingual Cardiff 2022-27 was subject to an internal consultation in September 2021 and a public consultation in October and November 2021. The purpose of the consultations was to identify staff and citizen priorities for the promotion of the Welsh language and to revise the Strategy's action plan as a result of the comments received. The Cardiff Research Team compiled reports on the internal and public consultations on the Bilingual Cardiff Strategy 2022-27 and these are presented as appendices for the Bilingual Cardiff Strategy 2022-27 for consideration by the Council's Cabinet and Full Council.

The Bilingual Cardiff Forum partners were also consulted on the Strategy and its action plan and three sub-groups have been formed to monitor and report on the implementation of the three themes presented. The three themes reflect the themes presented in Cymraeg 2050, the Welsh Government's strategy to achieve a million Welsh speakers by 2050.

The Bilingual Cardiff Strategy 2022-27 has been prepared alongside the Council's Welsh in Education Strategic Plan 2022-2032 (WESP). Targets have been aligned and both Strategies are mutually complementary and support the Welsh Government's target of achieving a million Welsh speakers by 2050 as described in Cymraeg 2050.

Cardiff has been one of the fastest growing major cities in Britain and this has had a positive impact on the Welsh language. The number of Welsh speakers in Cardiff has more than doubled over the last 25 years and the 2011 Census indicated that 16% of the city's population have one or more skills in the Welsh language.

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The Bilingual Cardiff Strategy contributes to the delivery of the seven national well-being goals presented by the Well-being of Future Generations Act which particular focus on Wales' vibrant culture and a thriving living Welsh language.

Bilingual Cardiff 2022-27 follows the three core themes presented by Cymraeg 2050: A Million Welsh Speakers in its prioritisation, structure and identified supporting actions. These themes are as follows:

- Theme 1: Increase the number of Welsh speakers
- Theme 2: Increase the use of the Welsh Language
- Theme 3: Creating favourable conditions – infrastructure and context

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### 3 Assess Impact on the Protected Characteristics

#### 3.1 Age

Will this Strategy 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.**

Bilingual Cardiff 2022-27's strategic themes are populated with specific actions to promote and support the Welsh language and will make the language more accessible to citizens of all ages.

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

Bilingual Cardiff 2022-27 includes a strong focus on statutory and post statutory education and training. The actions included in its supporting action plan reflect and will contribute to the delivery of Cardiff Council's WESP and work towards increasing opportunities for school aged students to use the Welsh language in a variety of contexts.

The strategy also includes commitments to further develop the provision of Welsh language training for adults in Cardiff and a particular focus on training delivery for Cardiff Council's staff.

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**3.2 Disability**

Will this Strategy have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment		X	
Physical Impairment		X	
Visual Impairment		X	
Learning Disability		X	
Long-Standing Illness or Health Condition		X	
Mental Health		X	
Substance Misuse		X	
Other		X	

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

No identified differential impact, beyond the general positive impact of Council and partner services for all protected characteristics being increasingly available in Welsh.

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

No identified differential impact.

**3.3 Gender Reassignment**

Will this Strategy have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
<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, beyond the general positive impact of increased Council services for all protected characteristics being increasingly available in Welsh.

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

No identified differential impact.

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**3.4. Marriage and Civil Partnership**

Will this Strategy have a **differential impact [positive/negative]** on marriage and civil partnership?

	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, beyond the general positive impact of Council (Registrars in particular) and partner services for all protected characteristics being increasingly available in Welsh.

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

No identified differential impact.

**3.5 Pregnancy and Maternity**

Will this Strategy 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, beyond the general positive impact of Council and partner services for all protected characteristics being increasingly available in Welsh.

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

No identified differential impact.

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**3.6 Race**

Will this Strategy 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	
Other Ethnic Groups		X	
<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>			
<p>Bilingual Cardiff 2022-27 is concerned with ensuring that the Welsh language is both accessible and visible in Cardiff. The strategy includes commitments to maintain and further develop primary and secondary education provision in the city to ensure that members of all of Cardiff’s communities have the opportunity to engage with, and have equitable access to, Welsh medium education.</p>			
<b>What action(s) can you take to address the differential impact?</b>			
<p>Bilingual Cardiff 2022-27 includes a commitment to support a South East Wales region Education Promotion Officer. This officer will work to promote Welsh medium education with all communities and publicise its availability and means of access with currently under-represented groups and communities</p> <p>The Strategy also includes commitments to promote and publicise the Welsh language with new and emerging communities in Cardiff.</p>			

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**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, beyond the general positive impact of Council and partner services for all protected characteristics being increasingly available in Welsh.

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

No identified differential impact.

**3.8 Sex**

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, beyond the general positive impact of Council and partner services for all protected characteristics being increasingly available in Welsh.

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

No identified differential impact.

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**3.9 Sexual Orientation**

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

	<b>Yes</b>	<b>No</b>	<b>N/A</b>
Bisexual		<b>X</b>	
Gay Men		<b>X</b>	
Gay Women/Lesbians		<b>X</b>	
Heterosexual/Straight		<b>X</b>	

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

No identified differential impact, beyond the general positive impact of Council and partner services for all protected characteristics being increasingly available in Welsh.

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

No identified differential impact.

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**3.10 Welsh Language**

Will this Strategy have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language	X		

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

Bilingual Cardiff 2022-27 is a city-wide strategy to promote and facilitate the Welsh language. It will be delivered by Cardiff Council and the external partners who are members of the Bilingual Cardiff Forum to increase opportunities to use and engage with the Welsh language. This strategy will continue to have a positive impact on the Welsh language in Cardiff.

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

The strategy's action plan details the full range of actions to promote and facilitate the Welsh language in Cardiff.

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#### 4. Consultation and Engagement

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

An internal consultation has been held with Cardiff Council staff.

A series of consultation meetings were held with Bilingual Cardiff Forum partners in September 2021.

A public consultation was held in October and November 2021.

The strategy was presented for discussion at the Bilingual Cardiff Working Group meeting on the 6<sup>th</sup> of December 2021.

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

Groups	Actions
Age	<p>Bilingual Cardiff 2022-27 includes a strong focus on statutory and post statutory education and training. The actions included in its supporting action plan will reflect and contribute to the delivery of Cardiff Council's WESP and work towards increasing opportunities for school aged students to use the Welsh language in a variety of contexts.</p> <p>The strategy also includes commitments to further develop the provision of Welsh language training for adults in Cardiff and a particular focus on training delivery for Cardiff Council's staff.</p>
Disability	No identified differential impact.
Gender Reassignment	No identified differential impact.
Marriage & Civil Partnership	No identified differential impact.
Pregnancy & Maternity	No identified differential impact.
Race	<p>Bilingual Cardiff 2022-27 includes a commitment to support a South East Wales region Education Promotion Officer. This officer will work to promote Welsh medium education with all communities and publicise its availability and means of access with currently under-represented groups and communities</p> <p>The Strategy also includes commitments to promote and publicise the Welsh language with new and emerging communities in Cardiff.</p>
Religion/Belief	No identified differential impact.
Sex	No identified differential impact.
Sexual Orientation	No identified differential impact.
Welsh Language	The strategy's action plan details the full range of actions to promote and facilitate the Welsh language in Cardiff.

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Generic Over-Arching [applicable to all the above groups]	The Bilingual Cardiff: 5-Year Strategy will have a positive impact on the development of the Welsh language.
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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 Strategy and approved by the appropriate Manager in each Service Area.

Completed By : Dai Thomas & Ifan Brychan	Date:
Designation: Bilingual Cardiff	
Approved By: Ffion Gruffudd	
Designation: Bilingual Cardiff	
Service Area: Performance and Partnerships	

- 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)