



Local Democracy and Boundary Commission for Wales

Welsh Language Policy Impact Assessment

This Policy Impact Assessment has been designed to help the Commission consider the link between policies and the Welsh language. It can also be used to check that *existing* policies give due regard to the language. This is essential given LDBCW's commitments to the language.

Using this document can help ensure that the Commission complies with the Welsh Language Standards that apply.

This Policy Impact Assessment should accompany submissions to senior management / Commissioners.

There may be circumstances where there are no significant links between the policy under development and the Welsh language. In these cases, the absence of a link should be noted at Appendix 2 (for audit purposes).

Discussions should take place about the links between the policy and the Welsh language, and comments about this issue at the outset of any policy development should be invited.

Local Democracy and Boundary Commission for Wales

Welsh Language Policy Impact Assessment

Project Name: Electoral Review Neath Port Talbot

Responsible Officer: Shereen Williams, Chief Executive

Signature: 

Date of Assessment: 01/06/2020

As you answer each of the questions below, please refer to the notes at **Appendix 1** for guidance.

As you complete this form, you should consider the LDBCW's Welsh Language Standards (this can be viewed on the LDBCW web site at http://gov.wales/docs/lgbcw/publications/171026wlspolicyandprocedures_en.pdf).

If, after considering all the questions on this impact assessment, you feel that there are no significant links between the policy under development and the Welsh language, please complete the declaration at **Appendix 2**.

Question 1

Do you require expert assistance to consider the link between this policy and the Welsh language?

Yes: Please proceed to question 2.

No: Please describe the steps you will take to assemble the expertise you require.

No

The Commission has a policy and practice document and desk instructions for reviews which includes the responsibility to consider the Welsh language in the conduct for a review at each stage, for each ward and in response to representations.

Question 2

Can the policy be enhanced to include elements that will help promote, support and develop the Welsh language?

Yes: Please explain how the policy will be enhanced to include these elements.

No: Please explain why not.

No

The Commission has considered the Welsh language where appropriate during the course of the review. The report and recommendations include any consideration of Welsh language.

Question 3

Is there a risk the policy may have a negative impact upon the Welsh language?

Yes: Please explain fully why you feel the policy is justified, given the negative impact it may have on the Welsh language. You should also describe in detail how you propose to minimise the negative impact.

No: Please explain in full why you feel it may not have a negative impact.

No

The Commission has received no evidence during the course of the review that there will be a negative impact on the Welsh language as a result of the Commission's proposals

Question 4

Could the policy include standards to be met and / or targets to help measure the success in promoting the use of the Welsh language with stakeholders?

Yes: Please list the standards and / or targets that you plan to achieve / measure.

No: Please explain fully why not.

No

The Commission's reviews and proposals must be conducted in accordance with the Local Government (Democracy) (Wales) Act 2013. The considerations for an electoral review are set out in Section 30 of that Act. There is no requirement on the Commission in the conduct of a review to promote the Welsh language.

Question 5

Could the policy lead to increased opportunities to use Welsh in the workplace?

Yes: Please describe fully how this will be facilitated, encourage and measured.

No: Please proceed to question 6.

No

Question 6

Could the policy enable you to place conditions with regard to the use of Welsh by third parties, and could these conditions be monitored?

Yes: Please describe in full how this will be achieved.

No: Please proceed to question 7.

No

Question 7

Will the policy lead to the making of an Order?

Yes: Please describe in detail how you will ensure that the Order will promote the language and / or enable its use in the policy area.

No: No further action required.

Yes

An implementation Order and the procedure and contents of an Order are set out in the Local Government (Democracy) (Wales) Act 2013. There is no requirement to promote the Welsh language in an Electoral Arrangements Order.

Welsh Language Policy Assessment

Notes

Issues to consider whilst completing the Policy Impact Assessment include the following notes and:

- The LDBCW Welsh Language Standards, which are available on the Commission's web site; and,
- Welsh Government's *A living language: a language for living* document, which is available on the WG intranet.

Question 1 (Expertise)

- Are there individuals within the organisation or Welsh Government (WG) who may have the expertise required to help develop the policy?
- Are there any external experts you could invite to help develop the policy?
- Are there any service providers who work within the area of the policy under consideration who could advise on Welsh language issues?
- Could issues be discussed Welsh voluntary groups (such as Merched y Wawr, Young Farmers, Mentrau Iaith, etc) or Welsh speakers in general?
- Can you find the expertise you require in the private sector?

Question 2 (Policy Enhancement)

Consider whether the policy could:

- increase the provision of other services in Welsh;
- increase or enhance publishing / broadcasting in Welsh; and/or,
- make Welsh speaking communities sustainable (eg, by opening or maintaining community facilities).

Question 3 (Negative Impact)

Consider whether the policy could:

- lead to a decrease in the number of Welsh speaking staff;
- lead to greater difficulty in recruiting Welsh speakers;
- lead to a reduction in the provision of services in Welsh;
- lead to a reduction in the sustainability of Welsh speaking communities;
- lead to increased immigration into Welsh speaking communities; and/or,
- lead to increased migration of Welsh speakers from Welsh speaking communities.

Question 4 (Standards and Targets)

Standards may relate to:

- number / percentage of Welsh speaking staff;
- number of publications issued in Welsh; or
- number / percentage of third parties operating in accordance with Welsh language expectations.

Targets may relate to:

- services available in Welsh;
- number / percentage of persons contacting Commission in Welsh; or
- wider use of the language.

Question 5 (Welsh in the Workplace)

This question may relate to:

- Encouraging and assisting staff to deal with clients in Welsh
 - face-to-face
 - by telephone
 - by dealing with Welsh language correspondence
 - by processing forms etc. submitted in Welsh;
- Enabling staff to undertake Welsh language training; or,
- Provision of software to assist Welsh speakers, eg, Cysill or Cysgeir.

Question 6 (Third Parties)

This question may relate to:

- introducing and / or strengthening conditions in contracts; or
- raising awareness of the Commission's Welsh Language Scheme.

Question 7 (Order-making)

This question may relate to the following:

- prescribed forms should be prescribed in Welsh and English; and,
- any prescribed form of words should be available in Welsh and English.

Local Democracy and Boundary Commission for Wales

New Policy Welsh Language Impact Assessment

Policy Name: Electoral Review Neath Port Talbot

Responsible Officer: Shereen Williams

There are no significant links between the policy under development and the Welsh language. The reason for this is in making these proposals for new electoral arrangements for Neath Port Talbot, the Commission has taken account of all representations received in respect of the Welsh language.

Signature: 

Name: Shereen Williams

Date: 01/06/2020