

## Integrated Impact Assessment Screening Form

Please ensure that you refer to the Screening Form Guidance while completing this form.

### Which service area and directorate are you from?

Service Area: Planning and Resources

Directorate: Education

### Q1 (a) What are you screening for relevance?

- New and revised policies, practices or procedures
- Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Board, which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services

### (b) Please name and fully describe initiative here:

#### Welsh in Education Strategic Plan 2022-2032

Section 84 of The School Standards and Organisation (Wales) Act 2013 requires a local authority to prepare a Welsh in Education Strategic Plan (WESP). Swansea Council must submit the first ten year Plan to the Welsh Ministers for approval no later than 31 January 2022.

The WESP must contain the local authority's proposals on how it will carry out its education functions to improve the planning of the provision of education through the medium of Welsh, improve the standards of Welsh-medium education and of the teaching of Welsh, our targets for improving the planning of the provision of Welsh-medium education and for improving the standards of that education and of the teaching of Welsh in.

Swansea's vision for the next ten years is as follows:

1. Providing equal opportunities for all learners to learn Welsh and speak the language confidently and to promote the benefits of bilingualism.
2. To increase the percentage of pupils opting for Welsh-medium education, to between 23% and 27% of Year 1 pupils by the end of the Plan, and apply the principles of the 15-minute neighbourhoods to ensure that all learners have access to Welsh-medium education within a reasonable distance of their homes.
3. That learners who have attended a Welsh-medium setting in the primary phase will be encouraged and expected to continue with this when transferring to subsequent key stages in the secondary phase.
4. To ensure significant growth in Welsh-medium education, to increase the number of people of all ages who become fluent in Welsh, English and other languages and who can use their languages confidently with their families, friends, neighbours and in the workplace.

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5. To provide an equal linguistic opportunity to learners with additional learning needs (ALN).
6. To provide an equal linguistic opportunity to learners with Welsh or English as additional languages.
7. To aspire that, through this plan, Swansea contributes significantly to the national goal of a million Welsh speakers by 2050.

The Welsh in Education Strategic Plans (Wales) Regulations 2019 requires us to set a ten year target outlining the expected increase in Year 1 children who are taught through the medium of Welsh in the Swansea area during the lifespan of the Plan. This is the overarching ten year target for the 2022 - 2032 WESP.

The Council aspires to significantly increase the number of pupils and families who choose Welsh medium provision in Swansea. On the basis of the target % increases prescribed by Welsh Government, and our forecast of the pupil population over the next 10 years, we will need to:

- Increase the number of Year 1 pupils being taught through the medium of Welsh by between 200 to 400 pupils (based on the current cohort figures). In view of the location and linguistic make-up of our schools currently, we have the following complementary strategies to achieve the target increase in Year 1 children taught through the medium of Welsh:
  - Increase the Welsh-medium pre-school offer as part of a wider marketing strategy to promote the benefits of being bilingual. This will include at least one Cylch Meithrin linked to every Welsh-medium primary school and/or areas within their catchment and looking at opportunities to increase the Flying Start Welsh offer within our current settings.
  - Fill the approximately 107 additional Year 1 Welsh-medium places already available in our schools through the effective promotion of the benefits of bilingual provision.
  - Establish new Welsh-medium school(s)/increase capacity in areas where there is high demand and/or identifying areas where Welsh-medium education is currently less easily accessible. In such cases, it may be necessary to include projects in a future capital programme.

To support the planning process, we are required to arrange our Plan around the outcomes below. The outcomes reflect a learner's education journey and are consistent with the policy areas of Cymraeg 2050 and Education in Wales: Our National Mission.

- Outcome 1: More nursery children/three year olds receive their education through the medium of Welsh
- Outcome 2: More reception class children/five year olds receive their education through the medium of Welsh
- Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
- Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
- Outcome 5: More opportunities for learners to use Welsh in different contexts in school
- Outcome 6: An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018
- Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

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**Q2 What is the potential impact on the following: the impacts below could be positive (+) or negative (-)**

	High Impact		Medium Impact		Low Impact		Needs further investigation
	+	-	+	-	+	-	
Children/young people (0-18)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future Generations (yet to be born)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q3 What involvement has taken place/will you undertake e.g. engagement/consultation/co-productive approaches?  
Please provide details below – either of your activities or your reasons for not undertaking involvement**

In drafting the Swansea WESP we have worked with our representative partnership group; Partneriaeth Addysg Gymraeg Abertawe (PAGA). This group has representation from the local authority, schools, colleges, universities, Welsh Government, Mudiad Ysgolion Meithrin, Menter Iaith Abertawe and Yr Urdd.

Following Cabinet approval we embarked on a full statutory consultation with all interested parties.

The consultation period began on 27 September 2021 and ended on 22 November 2021.

The consultation was published alongside the draft WESP 2022-2032 at [www.swansea.gov.uk/wesp/](http://www.swansea.gov.uk/wesp/).

The total number of respondents to the consultation was 21 and they were as follows:

- 3 school responses
- 8 individual responses
- Gower College Swansea
- Estyn
- Parents for Welsh Medium Education (RhAG) Swansea
- Parents for Welsh Medium Education (RhAG) National
- Merched Y Wawr
- The Welsh Language Commissioner

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- Menter Iaith Abertawe
- Coleg Cymraeg Cenedlaethol
- Mudiad Ysgolion Meithrin
- UCAC (Undeb Canedlaethol Athrawon Cymru)

Nine questions were asked in the consultation document, one on the WESP's vision statement and one for each of the outcomes listed in the plan and further general comments. The majority of respondents used the online response form or an official response paper form. Some responses were sent without using the form.

An overview of the main themes arising in the comments and the results of the questions asked are noted below.

A number of responses were of the view that the draft plan lacked clearly defined actions and timescales. This has now been amended to ensure that each outcome has these clearly defined actions and gives a better idea of timescales.

The WESP by its very nature sets out a strategic plan which will be complemented by appropriate action plans to turn the vision into a reality. Both the strategic plan and associated action plans need to be 'living' documents which will be reviewed as appropriate throughout the coming years. By their very nature the action plans can only be fully developed following the finalisation and formal approval of this strategic plan.

Key data sets have now been added to each Outcome to set the scene and, where required, clear targets set.

A number of additional actions were suggested, with a number of these then added to the final WESP.

In addition to the consultation responses we reviewed the draft Plans of a number of other local authorities and learned from their experiences and proposals.

In creating a final version of the Welsh in Education Strategic Plan 2022-2032, all of the consultation responses in their entirety were considered and will be shared with Cabinet Members.

In what continues to be a challenging time for all schools no specific responses were received from school Councils, however our intention is to involve Children and Young People fully in the implementation of the 10-year Plan once approved by the Minister. This will include setting up a pupil representative group to help shape and guide the action planning for delivering the Plan.

### **Q4 Have you considered the Well-being of Future Generations Act (Wales) 2015 in the development of this initiative:**

- a) Overall does the initiative support our Corporate Plan's Well-being Objectives when considered together?  
 Yes  No
- b) Does the initiative consider maximising contribution to each of the seven national well-being goals?  
 Yes  No
- c) Does the initiative apply each of the five ways of working?  
 Yes  No

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d) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs?

Yes  No

**Q5** What is the potential risk of the initiative? (*Consider the following impacts – equality, socio-economic, environmental, cultural, legal, financial, political, media, public perception etc...*)

High risk

Medium risk

Low risk

**Q6** Will this initiative have an impact (however minor) on any other Council service?

Yes  No If yes, please provide details below

As Swansea develops its next Welsh Language Promotion Strategy 2022-2027 we will work across the Council and beyond to ensure that the WESP is supported and strengthened by decisions and opportunities throughout the life of the Strategy.

**Q7** What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?

*(You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making. For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.)*

The Plan, once approved, will have a positive impact on all pupils and schools in Swansea not only in looking to increase the number of pupils and families who choose Welsh-medium education but also on the language journey of all pupils in all our schools as they become bilingual citizens.

### Outcome of Screening

**Q8** Please describe the outcome of your screening below:

- Summary of impacts identified and mitigation needed (Q2)
- Summary of involvement (Q3)
- WFG considerations (Q4)
- Any risks identified (Q5)
- Cumulative impact (Q7)

This Plan will have a positive impact on children and young people and on all Swansea citizens as the benefits of being bilingual/multilingual citizens are realised.

All schools will be kept engaged to ensure that the benefits are realised across all our schools. All the recommendations fit within the expectations and considerations of the WFG with no risk in their implementation. The cumulative impact is seen as very positive.

Once the final Plan is approved by Cabinet, and subsequently the Minister, a full IIA will be completed to support our annual action plan to ensure that the impact of all actions are fully

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assessed and that the WESP has a positive impact on ALL children and young people in Swansea.

(NB: This summary paragraph should be used in the relevant section of corporate report)

- Full IIA to be completed
- Do not complete IIA – please ensure you have provided the relevant information above to support this outcome

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email.

<b>Screening completed by:</b>
<b>Name:</b> Rhodri Jones
<b>Job title:</b> Head of Performance Team
<b>Date:</b> 18/08/2021 amended on 14/12/2021
<b>Approval by Head of Service:</b>
<b>Name:</b> Brian Roles
<b>Position:</b> Head of Education Planning and Resources
<b>Date:</b> 18/08/2021

Please return the completed form to [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk)