



Wrexham County Borough Council

Welsh Language Impact Assessment and Supporting Evidence

Prepared in accordance with Welsh Language Standards 88-92

This Welsh Language Impact Assessment underpins the Council's proposal to establish a new provision called Copa for pupils with Additional Learning Needs.

January 2025

This document is available in Welsh

Introduction

Wrexham County Borough Council's School Organisation Framework (2017-2025) sets out the Council's vision and strategic direction for developments in education provision over a 10 year period.

At Executive Board on 11 March 2025, Wrexham County Borough Council will seek approval to carry out a formal consultation with stakeholders on a proposal to establish a new provision for pupils with Additional Learning Needs. The proposal seeks to address the rising demand for specialist school places for children and young people with additional learning needs (ALN).

Over recent years, the demand for specialist school places for pupils with additional learning needs (ALN) has risen in Wrexham. A significant number of children who present as neuro-diverse, with autism as their primary area for support require a more specialist setting for their learning and well-being needs to be met.

The consultation will run from 24 March 2025 to 11 May 2025 to allow sufficient time for stakeholders to respond.

The School Organisation Code (2018) requires Local Authorities to carry out a Welsh Language Impact Assessment to give due consideration to the effects of proposals on the Welsh Language.

This document assesses the impact that the proposal may have on the community and forms part of a number of impact assessments including: the Welsh Language, Transport, Community, and an Integrated Impact Assessment which includes the Wellbeing of Future Generations and Equality. The assessment pulls together a range of relevant Welsh language data sources, statistics, information from Welsh Government and existing Council and Welsh Government policies and legislation. These must be considered in context and alongside mitigating factors as the Council determines whether to proceed with the outlined proposal.

Impact assessments are working documents which will be continuously updated in light of information and feedback from consultation with stakeholders and decisions taken by Elected Members.

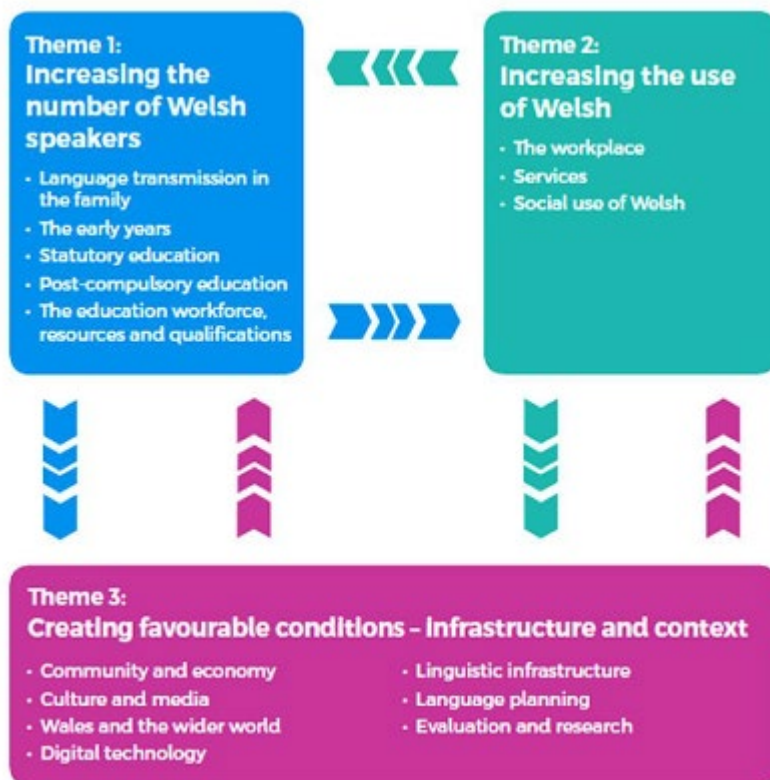
Cymraeg 2050 Strategy

Cymraeg 2050 is the Welsh Government's strategy for the promotion and facilitation of the use of the Welsh language. It sets out a long-term approach to achieving a target of one million Welsh speakers by 2050. The aim of the strategy is to reach a position where the Welsh language is an integral part of all aspects of everyday life. Wrexham Council's Welsh in Education Strategic Plan (2022-2031) (WESP) and Welsh Language Promotion Strategy (2022-2027) directly support the Welsh Government's vision and will become the cornerstone of the Council's contribution towards meeting the target outlined in the Welsh Government's strategy.

Wrexham's Council Plan (2020-2023) includes the Welsh Language and Culture as a strategic planning principle. It recognises that Wales has two official languages, Welsh and English, and services and information should be equally available in both. The Council's internal business language is English, but all employees are supported and encouraged to develop their Welsh language skills. Services and information

that the Council provides are available bilingually. The Council's 'Ensuring a Modern and Resilient Council' objective also reiterates our commitment to the Welsh Language Standards and ensures that we continue to adhere to its requirements.

This assessment includes the relevant requirements of a Welsh Language Assessment and considers the three main themes outlined in Cymraeg 2050: A Million Welsh Speakers. Some of the standard questions within the Welsh language assessment and two of the three themes of Cymraeg 2050 may not be directly relevant to this proposal due to the language medium and provision medium of the schools in question, but as there is a possibility that Welsh-medium schools in the area may be affected by the proposal, they will be considered in full.



This picture above shows a flow chart of three different themes. Theme 1 is increasing the number of Welsh speakers (language transmission in the family, the early years, statutory education, post-compulsory education and the education workforce, resources and qualifications). Theme 2 is increasing the use of Welsh (the workplace, services, social use of Welsh). Theme 3 is creating favourable conditions-infrastructure and context (community and economy, culture and media, wales the wider world, digital technology, linguistic infrastructure, language planning, evaluation and research).

As can be seen from the flow chart above, all three themes outlined in Cymraeg 2050 have the possibility of being relevant. The proposal concerns establishing a new specialist English-medium provision which could potentially affect the provision of Welsh-medium specialist education. As a result, all schools that could be reasonably affected will be considered when referring to the impacts and mitigating factors associated with this proposal. The authority is also committed to raising the

profile of the Welsh language and increasing participation in Welsh medium education in Wrexham. The proposal aligns with a number of objectives contained in the Council's Welsh in Education Strategic Plan (WESP), including:

- Increasing the number of pupils who receive their education through the medium of Welsh;
- Enabling children and young people to be able to use Welsh as a language for living;
- Enabling children and young people to develop confidence in bilingualism;
- Providing information and understanding of the advantages of being bilingual.
- Ensuring ALN provision through the medium of Welsh is equivalent to the provision available through the medium of English.
- Upskilling staff to be proficient in using Welsh within education settings.

The Proposal

The proposal is to establish a new provision for pupils in Key Stages 3 and 4 with Additional Learning Needs, specifically, those who present as neuro-diverse with autism as their primary area for support. It is proposed that the new provision would cater for up to 18 learners. The provision would be established as soon as practically possible (likely to be January 2026).

Why is the Council proposing the changes?

By bringing this proposal forward, the Council intends to address the rising demand for special school places. This project will enable up to 18 pupils in key stages 3 and 4 who present as neuro-diverse, with autism as their primary area for support to have their learning and well-being needs met within the County Borough. These pupils will often present as having problems with mental health and may manifest self-harming behaviours and/or behaviours which challenge when their environmental and sensory needs are not met. The new specialist provision would be specifically designed as an autism-friendly, inclusive learning environment ensuring a range of sensory needs are met.

This proposal means that in the future, pupils in key stages 3 and 4 who present as neuro-diverse with autism as their primary area for support, will be educated closer to home and have their learning and well-being needs met within the County Borough. More pupils will be able to remain within the authority for their education without the need to travel distances and access their education out-of-county.

Welsh in Education Strategic Plan (WESP)

The vision: The year 2050: The Welsh language is thriving, the number of speakers has reached a million, and it is used in every aspect of life. Among those who do not speak Welsh there is goodwill and a sense of ownership towards the language and a recognition by all of its contribution to the culture, society and economy of Wales. Our vision is to secure favourable circumstances throughout the country that support language acquisition and use of Welsh language skills. We want to see an increase in language transmission in the family, early introduction of Welsh to every child and an education system that provides Welsh language skills for all.

Having recognised the appetite for Welsh medium education in Wrexham, we are exceptionally pleased at the progress we have made to date and commit to its further development during the coming 10 years.

WESP objective 6 focuses on Welsh medium provision for pupils with additional learning needs. It recognises the considerable changes which were rolled out in Wales from September 2021 in relation to the statutory provision required to meet the needs of learners with SEN or ALN.

The ALNET Act 2018 requires Local Authorities to keep the arrangements for supporting learners with SEN or ALN within their area under review and consider whether these arrangements are sufficient. The ALNET Act 2018 also includes a statutory requirement to take reasonable steps to create a Welsh medium and bilingual system of support for learners with SEN or ALN.

An independent review of all the Local Authority's specialist provisions is being undertaken. The authority recognises that further development is required in order to enhance Welsh Medium provision within the Local Authority's specialist settings, such as the special school and the Pupil Referral Unit.

Wrexham County Borough Council recognises that it has an obligation to provide an equality of provision for learners with ALN in our Welsh medium schools. In addition to this, the Local Authority is committed to continuing to ensure that ALN provision within the Welsh medium sector matches the emerging need of learners and that there is increased capacity to support learners with ALN in Welsh medium schools by having more Welsh speaking staff in central teams, as well as within partner organisations. Current Welsh language resources need to be reviewed and the Local Authority will collaborate regionally and nationally to ensure that Wrexham schools and Wrexham learners access to have the resources they need.

The WESP 2022-31, is a vital part of the Council's vision for increasing and improving the planning of the provision of Welsh medium education in Wrexham County Borough Council, to enable all learners to develop their Welsh language skills and use the language confidently in everyday life. It both complements and assists in facilitating the national vision for the Welsh language, to have 1 million Welsh speakers by 2050.

Current Resourced Provisions in Wrexham

PRIMARY RESOURCED PROVISION

School	Type of Provision	Number on Roll	Estimated Maximum Capacity	Language Category	Age Range
Brymbo St Marys Vol Aided Primary	Resourced Provision Generic	9	11	English Medium (EM)	Foundation Phase/KS2
Ysgol Heulfan Gwersyllt (10 place Provision)	Resourced Provision SLD Social Communication	9	10	English Medium (EM)	Foundation Phase
Ysgol Heulfan Gwersyllt (Y Canol)	Resourced Provision Complex Needs (PMLD SLD)	26	25	English Medium (EM)	Foundation Phase /KS2
Ysgol Y Hafod, Johnstown	Resourced Provision Generic	9	11	English Medium (EM)	Foundation Phase /KS2
Park CP, Llay	Resourced Provision Generic	11	11	English Medium (EM)	KS2
Park CP, Llay (additional Provision)	Resourced Provision Generic	8	8	English Medium (EM)	Foundation Phase

The Rofft CP Marford	Resourced Provision Social Communication	22	22	English Medium (EM)	Foundation Phase /KS2
Rhosymedre CP	Resourced Provision Generic	10	11	English Medium (EM)	KS2
Rhosymedre CP (additional provision)	Resourced Provision BESD	8	8	English Medium (EM)	Foundation Phase /KS2
Acton Primary Foundation Phase Provision	Resourced Provision Speech and Language	6	10	English Medium (EM)	Foundation Phase
Acton Primary KS2 Provision	Resourced Provision Speech and Language	11	13	English Medium (EM)	KS2
Alexandra CP (8 place Foundation Phase Provision)	Resourced Provision Complex Needs SLD	8	8	English Medium (EM)	Foundation Phase
Alexandra C.P. (10 place Foundation Phase Provision)	Resourced Provision Social Communication	8	10	English Medium (EM)	Foundation Phase
Alexandra CP (11 place KS2 Provision)	Resourced Provision Social Communication	13	11	English Medium (EM)	KS2

Alexandra (Assessment Centre)	Resourced Provision Foundation Phase Assessment Provision	24	24	English Medium (EM)	Foundation Phase
St. Anne's RC VA Primary	Resourced Provision Generic	3	6	English Medium (EM)	Foundation Phase /KS2
Ysgol Bodhyfryd CP	Resourced Provision Generic	8	11	Welsh Medium (WM)	KS2
Ysgol Bodhyfryd CP (additional 8 Foundation Phase Provision)	Resourced Provision Generic	3	8	Welsh Medium (WM)	Foundation Phase
Gwenfro CP Foundation Phase Provision	Resourced Provision Generic	8	8	English Medium (EM)	Foundation Phase
Gwenfro CP KS2 Provision	Resourced Provision Generic	11	11	English Medium (EM)	KS2
Hafod-y-Wern CP	Resourced Provision Generic	10	11	English Medium (EM)	Foundation Phase /KS2
St Giles VC	Resourced Provision Generic	10	11	English Medium (EM)	KS2

Borras CP (Foundation Phase Provision)	Resourced Provision HI	7	8	English Medium (EM)	Foundation Phase
Borras CP (KS2 Provision)	Resourced Provision HI	9	8	English Medium (EM)	KS2

SECONDARY RESOURCED PROVISION

School	Type of Provision	Number on Roll	Estimated Maximum Capacity	Language Category	Age Range
Bryn Alyn	Resourced Provision Learning	11	15	English Medium (EM)	11-16
Maelor Penley	Resourced Provision SpLD	6	8	English Medium (EM)	11-18
Maelor Penley	Resourced Provision Social/Communication	7	8	English Medium (EM)	11-18
Ysgol y Grango	Resourced Provision Learning	9	12	English Medium (EM)	11-16
Darland (Dyslexia)	Resourced Provision SpLD	4	8	English Medium (EM)	11-16
Darland (Communication)	Resourced Provision Social/Communication	32	35	English Medium (EM)	11-16

Ysgol Rhiwabon	Resourced Provision Learning	17	8	Welsh Medium (WM)	11-16
Morgan Llwyd	Resourced Provision Learning/Nurture	6	16	Welsh Medium (WM)	11-18
St. Josephs	Resourced Provision Learning	15	20	English Medium (EM)	11-16
Rhosnesni (KS3 and 4)	Resourced Provision Learning	18	11	English Medium (EM)	11-16
Rhosnesni (KS3 and 4)	Resourced Provision Speech and Lang	11	18	English Medium (EM)	11-16
Rhosnesni (KS3 and 4)	Resourced Provision HI	4	6	English Medium (EM)	11-16
Clywedog	Resourced Provision Nurture	9	10	English Medium (EM)	11-16
Clywedog	Resourced Provision Learning	9	11	English Medium (EM)	11-16

ST. CHRISTOPHER'S

School	Type of Provision	Number on Roll	Estimated Maximum Capacity	Language Category	Age Range
St Christopher's	Special School Complex Needs	278	300	English Medium (EM)	4-19

The Consultation Process

The School Organisation Code 2018, paragraph 1.4 states that “*Where proposals affect schools where Welsh is a medium of instruction (for subjects other than Welsh) for some or all of the time, local authorities should carry out a Welsh Language Impact Assessment.*” As there is the possibility that this could affect Welsh-medium schools in the area, a Welsh Language Impact Assessment must be produced.

Paragraph 3.4 in the School Organisation Code 2018 states:

WESP

- *The extent to which the proposal would support the targets in the approved Welsh in Education Strategic Plan.* This information is contained in the Impacts and Mitigations section.
- *How the proposal would expand or reduce Welsh language provision. In case of the latter, set out why provision will be reduced.* This information is contained in the Impacts and Mitigations section.

The consultation document invites views and opinions to be submitted in respect of the proposal. As part of the consultation process the Council will undertake a number of methods to seek views on the proposal, and to gather information on how consultees feel the proposal may impact on the Welsh language and its further development in the area. This includes an online survey available for children and young people and adults, writing or emailing to the Council, completing a hard copy response proforma and / or attending one of the face to face or online drop-in sessions. The online survey and consultation response proforma asks a number of questions about the potential impact on the Welsh language. These questions (see Appendix E) have been developed in line with the Welsh Language Standards and in collaboration with the Welsh Language Commissioner. All information is available in English and Welsh and in languages other than English or Welsh upon request.

It is important that when bringing forward proposals, suitable arrangements are made to consult with pupils and, where possible, those pupils likely to attend the school. The Council firmly believe that the pupils of all the schools affected should be given the opportunity to make their views known about this proposal. A children and young people version of the consultation document and an online survey are made available to all children and young people who wish to participate in the consultation. The Welsh Government’s School Organisation Code requires the Council to consult on its proposal and to publish a consultation report summarising any issues raised by consultees, the Council’s response to those issues and Estyn’s view of the overall merit of the proposal.

The proposal and the consultation report will be considered by Elected Members of the Council and should it be agreed to proceed with the plans consulted upon, then the next stage of the process will be to publish a statutory notice outlining the proposal. This would be published for a period of 28 days during which written objections may be submitted.

Where objections are received, an objection report will be published summarising the objections and the Council’s response to those objections. Elected Members of the

Council will consider the proposal in light of objections received when taking a decision as to whether or not the proposal is to be implemented.

The list of consultees includes Welsh language partner organisations, including the Welsh in Education Forum and the local authority consulting with all of its schools including Welsh-medium schools. The Welsh Language Commissioner will also be consulted.

Welsh language impact assessments must consider a range of factors including links to legislation and details of supporting evidence and mitigating factors. This assessment brings together supporting evidence from a number of sources of information, from relevant Council policies and strategies to national regulations and Census data, and information from Welsh Government in order to support Wrexham County Borough Council as it decides on the proposal.

By considering the above information on wider Welsh language matters, Wrexham County Borough Council will be able to evidence conscience consideration in the decision-making process. Section 84 of The School Standards and Organisation Act 2013 requires Local Authorities to prepare a Welsh in Education Strategic Plan (WESP). Wrexham's WESP (2022-2031) details the plan to support and further develop Welsh language education in schools.

Welsh-Medium Education Provision in Wrexham

There are currently eight Welsh-medium primary schools, one dual-stream primary school and one 11-18 secondary school which includes a sixth form provision, that provide Welsh-medium education within Wrexham City.

A high percentage of pupils currently attending Welsh medium schools in Wrexham come from predominantly English speaking homes. Bilingualism is introduced at the earliest opportunity and the Local Authority is committed to ensuring that Welsh-medium education will be maintained and developed as the child/young person progresses.

As outlined in the Council's WESP, "the further development and expansion of Welsh medium education remains our vision and we recognise the importance of creating opportunities for all Wrexham pupils to become bilingual so that they emerge from our education system, proud of their identity and confident in using both languages" (WESP, page 5). Over recent years, the Council has strived to expand Welsh medium education across the borough in order to ensure that there are enough places for the pupils of Wrexham to access Welsh medium education should they wish to do so.

Welsh Medium Education Projects-Background

Ysgol Plas Coch

In 2016, a £1 million modernisation scheme was implemented at the school, the aim to permanently increase the numbers of Welsh medium places from 210 to 315. An extension to the school provides three new classrooms providing permanent spaces for learning to replace temporary accommodation.

Ysgol Bro Alun

In 2013, we opened a new 210 place Welsh medium school in Wrexham, Ysgol Bro Alun. This school was so successful in drawing pupils we have since expanded this

site to accommodate 315 places as of September 2019. The project offered opportunity for continued growth, offered a greater choice to parents and met the desired increase in demographic spread of Welsh medium schools.

Ysgol ID Hooson

Alongside the successful expansion at Ysgol Bro Alun CP in Gwersyllt, the Council has also been successful in securing an outline funding bid, under the Welsh Government's Welsh Capital funding stream, to expand provision at Ysgol ID Hooson in Rhosllanerchrugog. Initially, this was for a two classroom extension to replace existing mobiles on site. Since this successful bid, the Council has, in support of the Welsh in Education Strategic Plan, requested additional capital funding to secure £6,300,000 to permanently extend the existing primary school building with an additional seven classrooms. The scheme would also allow for considerable alterations for example to accommodate a studio hall, a larger relocated kitchen and extension to the Foundation Phase areas. Welsh Government are providing 100% grant funding for this Capital grant. The extension will provide permanent spaces for learning to replace temporary accommodation and will temporarily house wrap around child care. This again creates further capacity and provides the opportunity for Ysgol ID Hooson to become a 420 capacity primary school if required.

Ysgol Llan Y Pwll

The Local Authority has increased the geographic spread of Welsh medium schools in the borough by opening a new Welsh medium school at the old Borrass Infants site. The project involved extending and extensively remodelling the previous Borrass Infants site in order to accommodate a new Welsh medium school with a capacity of 210 and a 30 place nursery. Funding was also secured through the Childcare grant and a new Childcare provision was created on site. By increasing the geographic spread of Welsh medium provision, the Council has ensured that Welsh medium education is increasingly accessible to parents and has also ensured that the time pupils need to travel to a local Welsh medium school is reduced. Ysgol Llan y Pwll opened in September 2022 for reception and nursery children. The aims of the above projects were:

- To continue to generate greater access and wider participation within Welsh medium at a Primary level for Wrexham learners.
- To continue increased participation and retention within the Welsh medium Primary sector.
- To address the demand for Welsh medium places in Wrexham.
- To increase the demographic spread of Welsh medium primary provision in Wrexham.
- To ensure increased efficiency and effectiveness to provide the best value for money.
- Supporting the Welsh Government's vision and strategy of a million Welsh speakers by 2050.
- Support the aims and objectives within Wrexham's Welsh Language Promotion Strategy (2022-2027).

Secondary Welsh Medium Education

In terms of secondary Welsh medium education, the Local Authority operates a 'Trochi' Programme for late comers to Welsh medium secondary education. This programme enables pupils to receive intensive Welsh language support in Ysgol Morgan Llwyd; Wrexham's Welsh-medium secondary school. The programme begins during the second half of the summer term, whilst the pupils are still in Year 6, and continues throughout Year 7. Based on the success of the Trochi Programme we are actively pursuing funding grants to build on these successes.

The Local Authority have also increased the available capacity at the Morgan Llwyd site by 240 places by creating a stand-alone sixth form provision under the Sustainable Communities for Learning Programme at a cost of £1,734,544. This work was completed in May 2019.

In the future, further consultation will be required to formally increase the admission number as required, utilising the space freed by the new sixth form provision.

Welsh Language Promotion Strategy

Under Welsh Language Standard 145 local authorities had to develop and implement 5 year promotion strategies, working with partner organisations to promote the Welsh language and to facilitate the use of the Welsh language more widely in their respective areas. Amongst other matters the strategy had to include the following:

- A target (in terms of the percentage of speakers in the area) for increasing or maintaining the number of Welsh speakers in the area by the end of the 5-year period concerned;
- A statement setting out how they intend to reach that target; and conduct a review of the strategy and publish a revised version on their website within 5 years of publishing a strategy (or of publishing a revised strategy).

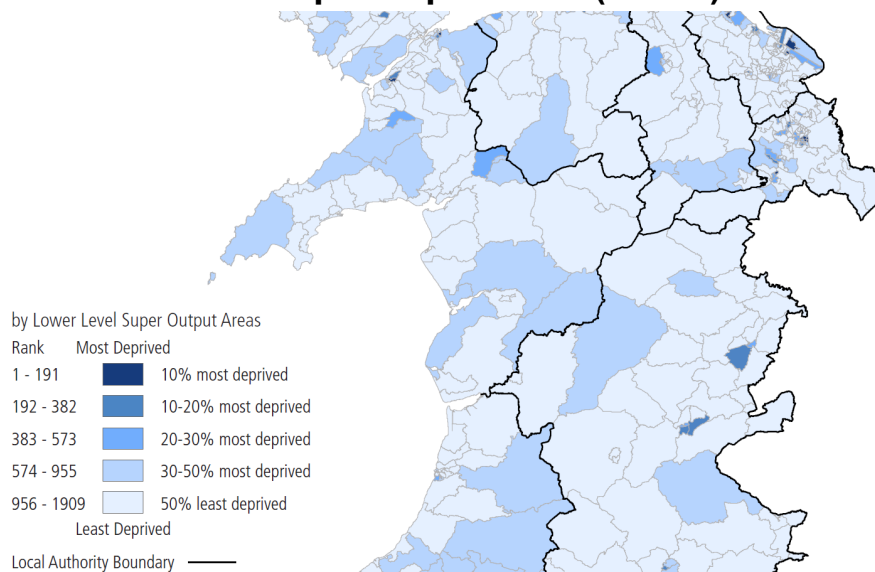
Welsh-medium education, whether in the form of full Welsh-medium provision via Welsh schools, or the teaching of Welsh as a second language in English-medium schools, directly supports this aim and intrinsically links this strategy with the WESP.

Social Deprivation Considerations

In the Welsh Index of Multiple Deprivation 2019 it was reported that Wrexham Local Authority contains 85 LSOAs (4.5% of the 1909 total LSOAs in Wales) Of the 0 - 10 % most deprived LSOAs in Wales within the overall domain: 6 are within the Wrexham Local Authority. Which accounts for 7.1% of those in the Local Authority and 0.3% of those in Wales. [WIMD - Wrexham \(gov.wales\)](https://gov.wales/wimd)

There are both Welsh language and socio-economic considerations to consider. A number of possible mitigations to limit adverse impacts is outlined in the Impacts and Mitigations section.

Welsh Index of Multiple Deprivation (WIMD)



Source: Welsh Government November 2019

Welsh Language Skills in Wrexham (from Census 2021)

Welsh Language Skill	Percentage
Speak, read or write Welsh	14.5%
Understand spoken Welsh only	5.4%
Speak but cannot read or write Welsh	1.9%
Speak and read but cannot write Welsh	0.9%
Read but cannot speak or write Welsh	1.4%
Write but cannot speak or read Welsh	0.2%
Can read and write but cannot speak Welsh	0.6%
No skills in Welsh	80.1%

According to the 2021 Census, over half of the population of Wrexham were born in Wales (67.9%). 14.5% of people in Wrexham can speak, read or write Welsh. The ability to speak, read and write Welsh is at its highest in the rural ward of Rhosllanerchrugog and Johnstown South (23.1%) and is at its lowest in the rural ward of Bangor on Dee, Overton and Penley (9.4%). 12.2% of the population of Wrexham can speak Welsh compared to a Wales average of 17.8%.

Policy WL1: Welsh Language and the Social and Cultural Fabric of Communities

Within the Welsh Language Sensitive Areas identified on the Proposals Map (communities of Ceiriog Ucha, Coedpoeth, Glyntraian, Llansantffraid Glyn Ceiriog,

Minera, Pen-y-cae and Rhosllanerchrugog) the following windfall developments will be subject to a Welsh Language Impact Assessment by WCBC. Where the Impact Assessment demonstrates that the development may have an adverse impact, proposals must be accompanied by a Welsh Language Action Plan setting out the measures to be taken to protect, promote and enhance the Welsh Language and culture:

1. All residential applications for 5 or more units in the Ceiriog Valley (Ceiriog Ucha, Glyntraian, Llansantffraid Glyn Ceiriog communities) and Minera community;
2. All residential applications for 15 or more units elsewhere within the Welsh Language Sensitive Areas.

The implementation of any measures identified within the Language Action Plan shall be secured either by planning conditions or, where necessary, by planning obligations.

Impacts and Mitigations

The following possible impacts have been identified in relation to this proposal:

Potential Impact	Negative/Positive	Mitigation	Comment / Impact on WESP Objective
<p>Welsh speaking service users receive services to the same standard as those who access services through the medium of English.</p>	<p>Positive/Negative</p>	<p>This proposal links to WESP objective 6:</p> <p><i>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.</i></p> <p>Each pupil is assessed and where a need is identified, reasonable steps are made to ensure that pupils can access their education through the medium of Welsh and their families are supported.</p> <p>The local authority recognises the need to address shortfalls in Welsh medium ALN provision and will continue to take reasonable steps to ensure that pupils are able to access special education through the medium of Welsh.</p> <p>The local authority is currently reviewing its resourced provision across schools. As part of this review, the authority is looking to increase the Welsh-medium offer so that more learners with specific needs can be supported in Wrexham.</p>	<p>Links to WESP objective 6</p>

<p>An increase in the number of Welsh speaking teaching staff could be required in Wrexham if more pupils chose Welsh medium places.</p>	<p>Positive</p>	<p>This proposal links to WESP objective 7:</p> <p><i>Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.</i></p> <p>A staff recruitment drive aims to recruit more Welsh speaking staff and ensure that learners with ALN have access to Welsh medium education.</p> <p>The opening of our new Trochi unit has provided the opportunity to use the immersion provision to upskill staff. Staff are accessing ‘confidence building’ training programmes at our primary language acquisition unit at Ysgol Min y Ddol. We intend to use the new Trochi unit at Ysgol Morgan Llwyd to expand this provision and upskill English medium teachers in order to build their confidence and inspire them to transfer their enthusiasm to the learners, thus contributing to an interest in the language and possibly transferring to Welsh Medium.</p> <p>As a base to host Teaching workshops for school staff and / or teachers from other schools and / or the parents of our pupils, the Trochi provision has the opportunity to directly impact the core WESP aim of... “To improve provision in English medium schools in order to significantly raise standards of Welsh language and promote bilingualism”. It will also offer the opportunity for teachers from</p>	<p>Links to WESP objective 7</p>
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Potential Impact	Negative/Positive	Mitigation	Comment / Impact on WESP Objective
		<p>other schools to be supported in their use of Welsh and is in support of the council's wider WESP outcome to "...Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh".</p> <p>Cwrs CAMAU available to all early years practitioners. This is a free course to learn Welsh, designed for staff in Cylchoedd Meithrin, day nurseries and child minders. This is a self-study online course at Entry level (so it is suitable for beginners and those who have attended Taster Courses).</p> <p>Sabbatical courses are available to non-Welsh speaking teaching and support staff. Teaching and support staff from across Wrexham access this opportunity for professional development each year.</p>	

Conclusion and Summary

The local authority recognises there is more work to be undertaken to actively promote Welsh medium education, address shortfalls in Welsh medium ALN provision and to upskill staff competency. We are confident that our work on these WESP objectives, staff recruitment strategy and the wider strategic ALN review will minimise and mitigate any potential impacts from the proposal as we continue to promote and raise the profile of Welsh medium education.

Appendix A-Relevant Welsh Language Standards

Standard Number	Class of Standard	Standard	Date
88	Policy Making	<p>When you formulate a new policy, or review or revise an existing policy, you must consider what effects, if any (whether positive or adverse), the policy decision would have on:</p> <p>(a) opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.</p>	30/03/2016
89	Policy Making	<p>When you formulate a new policy, or review or revise an existing policy, you must consider how the policy could be formulated (or how an existing policy could be changed) so that the policy decision would have positive effects, or increased positive effects, on:</p> <p>(a) opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.</p>	30/03/2016

90	Policy Making	<p>When you formulate a new policy, or review or revise an existing policy, you must consider how the policy could be formulated (or how an existing policy could be changed) so that the policy decision would not have adverse effects, or so that it would have decreased adverse effects, on:</p> <p>(a) opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.</p>	30/03/2016
91	Policy Making	<p>When you publish a consultation document which relates to a policy decision, the document must consider, and seek views on, the effects (whether positive or adverse) that the policy decision under consideration would have on:</p> <p>(a) opportunities for persons to use the welsh language, and treating the Welsh language no less favourably than the English language.</p>	30/03/2016

92	Policy Making	<p>Policy Making When you publish a consultation document which relates to a policy decision the document must consider, and seek views on, how the policy under consideration could be formulated or revised so that it would have positive effects, or increased positive effects, on</p> <p>(a) opportunities for persons to use the Welsh language, and treating the Welsh language no less favourably than the English language.</p>	30/03/2016
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Appendix B-School Organisation Code 2018-Welsh Language Impact Assessments

The Welsh Government takes the view that the requirement for assessments should not be overly burdensome and does not consider that it is necessary to commission such work from external consultants. Local authorities are already under a duty to carry out equality impact assessments which could provide the basis for the impact assessments specified in this guidance.

Welsh Language Impact

These notes are not prescriptive or exhaustive but the impact assessment in respect of the Welsh language might include the following:

- Information on the language category of the school;
- Information on the language category of any alternative school;
- Information about standards in the Welsh language in the school and any alternative school;
- Information about after school activities which provide additional opportunities to use Welsh in the school and any alternative school (e.g. the Urdd, Mentrau Iaith clubs);
- Information about whether the school provides facilities for members of the community to learn Welsh, or undertake activities through the medium of Welsh, and where any alternative facilities could be provided;
- Whether it might be appropriate to provide additional after school facilities at any alternative school to further secure standards in the Welsh language;
- How parents' and pupils' engagement with any alternative school and any specific language enhancement it offers could be supported (e.g. how pupils will be helped to participate in activities provided by the Urdd, Mentrau Iaith);
- Observations provided by the local authority's Welsh medium education forum (if it has one)³²;

Information on how the proposal fits with the authority's Welsh in Education Strategic Plan and any future actions that will be needed in consequence of the change to continue to comply with the scheme or meet targets in the scheme.

Appendix C-Relevant Policies and Legislation

Below is a hyperlinked list of Council, Welsh Government and other relevant policies, legislation and information, as noted throughout this assessment.

Wrexham County Borough Council Welsh Language Policies and Strategies

- [Wrexham Welsh in Education Strategic Plan](#)
- [Wrexham Welsh Language Promotion Strategy](#)
- [Wrexham Welsh Language Standards Compliance Notice](#)
- [Local Planning Guidance Note 31 The Welsh Language and Welsh Communities](#)

Welsh Government Legislation and Regulations

- [Welsh-medium and bilingual education](#)
- [Welsh Language \(Wales\) Measure 2011](#)
- [Welsh in Education Strategic Plans \(Wales\) Regulations 2019](#)
- [Wellbeing of Future Generations Act 2015 Guidance](#)
- [Cymraeg 2050](#)
- [Planning Policy Wales: TAN 20](#)

Other Information

- [Stats Wales: Welsh language 2011 by Local Authority](#)
- [Stats Wales: Pupils being taught Welsh as a first language](#)
- [Stats Wales: WIMD 2019 Local Authority Analysis](#)

Appendix D-Welsh Language Partner Organisations

This is a list of organisations who support and promote the Welsh language and Welsh-medium education, either voluntarily or through their corporate governance and/or strategic role in ensuring compliance with legislative requirements.

Many are partners on Wrexham County Borough Council Welsh in Education Strategic Language Forum.

- [Menter Iaith Fflint a Wrecsam](#)
- [Mudiad Ysgol Meithrin](#)
- [Wrexham Public Services Board](#)
- [Rhieni dros Addysg Gymraeg](#)
- [Urdd Gobaith Cymru-Fflint a Wrecsam](#)
- [GwE \(the Regional Education Consortium for North Wales\)](#)
- [Estyn](#)
- [Welsh Language Commissioner](#)
- [Cymdeithas yr Iaith Gymraeg \(the Welsh Language Society\)](#)

Appendix E-Welsh Language Consultation Questions

The following questions included in the consultation ask about the potential impact on the Welsh language. These questions have been developed in line with the Welsh Language Standards and in collaboration with the Welsh Language Commissioner.

1. In your opinion, what positive effects would the policy decision under consideration have on:
 - Opportunities for persons to use the Welsh language, and
 - Treating the Welsh language no less favourably than the English language?

2. In your opinion, what adverse effects would the policy decision under consideration have on:
 - Opportunities for persons to use the Welsh language, and
 - Treating the Welsh language no less favourably than the English language?

3. How do you think the policy under consideration could be formulated or revised so that it would have positive effects, or more positive effects on:
 - Opportunities for persons to use the Welsh language, and
 - Treating the Welsh language no less favourably than the English language.

4. How do you think the policy under consideration under consideration could be formulated or revised so that it would not have adverse effects, or less adverse effects on –
 - Opportunities for persons to use the Welsh language, and
 - Treating the Welsh language no less favourably than the English language.