

# **Welsh Language Impact Assessment**

## **Welsh Language Bill White Paper**

**July 2017**

## Welsh Language Impact Assessment Welsh Language Bill White Paper

<b>Title:</b> Welsh Language Bill White Paper	<b>WLIA Reference No</b> (completed by WLU):				
<b>Name of person completing form:</b>					
<b>Date:</b>	07/07/2017				
<b>Policy lead:</b>					
<b>Contact details:</b>	<a href="mailto:UnedlaithGymraegWelshLanguageUnit@wales.gsi.gov.uk">UnedlaithGymraegWelshLanguageUnit@wales.gsi.gov.uk</a>				
<b>Programme/Project Type</b>					
<input type="checkbox"/> Policy	<input type="checkbox"/> Project or programme				
<input checked="" type="checkbox"/> Legislation	<input type="checkbox"/> Research, evaluation				
<input type="checkbox"/> Grant	<input type="checkbox"/> Services				
<input type="checkbox"/> Business change	<input type="checkbox"/> Contracts, tenders				
<input type="checkbox"/> Infrastructure					
<input type="checkbox"/> Construction, Capital					
<input type="checkbox"/> ICT					
<input type="checkbox"/> Other (Please specify below)					
<b>Costs: How much is the projected whole life cost for the programme/project?</b> If below £25k, then a full WLIA is not always required (see guidance).					
Under £25k	£25k - £49k	£50 - £249K	£250K - £1m	Over £1m	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>Of the above, please provide details if there are any identified costs directly associated with the Welsh language?</b>					
The nature of the proposed Welsh Language Bill is such that all the costs associated with this legislation will be directly associated with the Welsh language.					
<b>How long is the programme/project expected to run?</b>					
Up to 1 yr	Up to 2yrs	Up to 5yrs	Up to 10yrs	More than 10 yrs	Unknown
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Key milestone dates for the programme/project:</b>					
This White Paper will be the subject of a public consultation between 9 August – 31 October. After the close of the consultation, all responses will be summarised in a report and we will decide on our next steps, including any legislation we may decide to propose.					
<b>STAGE 1: PLANNING</b>					
<b>What are the aims and objectives of the policy?</b>					
<b>What are the desired outcomes/ what constitutes 'success'?</b>					

The overarching aims of our proposals are:

- to ensure the status of the Welsh language in Wales;
- ensure that the Welsh language is treated no less favourably than the English language;
- in the context of services, to ensure:
  - consistency and quality in the provision of Welsh language services;
  - accountability of bodies for providing those services; and
  - remedy if the Standards are not met.

Our Welsh language strategy (*Cymraeg 2050*) set out our vision for the Welsh language to reach a million Welsh speakers by 2050. As part of this, we committed to keep the legislation which supports the language under review to ensure it offers a strong foundation for promoting and facilitating the use of Welsh.

To deliver this commitment, and with five years of experience since the Measure came into force, we have formulated proposals in our White Paper based on the following policy objectives:

- Striking the right balance between promoting and facilitating the use of the Welsh language and regulating compliance with Welsh language duties; and
  - These proposals focus on ensuring the different functions work together to promote the use of Welsh and work towards the vision of *Cymraeg 2050*.
- Reducing bureaucracy.
  - These proposals are focused on streamlining the processes involved in making and imposing Welsh Language Standards, and removing the bureaucracy involved in handling cases of bodies' non-compliance with Standards to ensure the public receive a quick remedy.

The success of the proposed Welsh Language Bill will be measurable against the delivery indicators of *Cymraeg 2050* and the number of people who use Welsh language services.

**What policy options have been considered?**

**And**

**What impacts will there be if the policy is *not* implemented?**

The proposals in our White Paper are dealt with in 4 parts.

Part 1 and 2 lead to a proposal that a Welsh Language Commission should be established as the main body with responsibility for promoting the Welsh language and monitoring and enforcing bodies' compliance with Welsh Language Standards ('Standards').

Part 3 of the paper deals with reforming the Standards system to ensure it leads to bodies developing their capacity to deliver services in Welsh, to ensure clarity for Welsh speakers as to which services bodies must provide in Welsh, and to work to increase the use of those services.

In Part 4, the paper outlines our proposals to remove the restrictions in the current

legislation which are a result of the devolution settlement at the time the Measure was made. The National Assembly for Wales' competence has expanded significantly since the Measure was made and our proposals look to ensure our proposed legislation is agile and flexible.

To inform the development of the proposals in our White Paper, the Minister for Lifelong Learning and Welsh Language made a call for evidence on 31 January 2017. The responses we received were summarised in a report which is available on the Welsh Government's website at:

<http://gov.wales/topics/welshlanguage/legislation-for-the-welsh-language/preparing-for-a-welsh-language-bill/?lang=en>

The evidence gathered from respondents highlighted issues with the current arrangements which we have worked to address in our White Paper.

In responding to our call for evidence, the following issues were raised by respondents:

#### Promoting Welsh

- Bodies attach significant value to promoting Welsh, either through marketing and communications campaigns, or through supporting networks of practitioners to bring people together to share good practice and work through common difficulties in delivering Welsh language services.
- Some responses mentioned the balance which was struck by the former Welsh Language Board in carrying out its work as a regulator and as the lead organisation for promoting Welsh. When discussing the role of the Welsh Language Commissioner (the Commissioner) in promoting and facilitating the use of Welsh, most bodies feel there is more focus by the Commissioner on exercising regulatory functions than functions to promote the use of the Welsh language;
- The resources allocated to ensuring compliance with Standards, in some cases, is stated as having an impact on the ability of bodies to deliver work to actively promote Welsh;
- The perceived balance in favour of regulation when compared with promotion amongst staff in bodies who comply with Standards was reported by some respondents as working against making sure there are positive attitudes towards the Welsh language;
- Insufficient focus was given to working to increase the use of services which bodies are required to deliver in Welsh.

#### Rights to Welsh language services

- There is a general welcome for the Standards and the way they are raising the profile of the Welsh language within organisations and gradually having an impact on the scope, quality and consistency of Welsh language services;
- A broad range of public bodies from regions across Wales stated from their experience that the process of making and imposing Standards on bodies is too lengthy, bureaucratic and resource intensive;
- There is no consistency between the Standards imposed on similar bodies in the same geographical area;

- Bodies believe the complexity of the current Standards system means it is unclear to the public what their rights are regarding receiving services in Welsh;
- A perception that the complaints and enforcement process which supports ensuring bodies comply with the Standards is bureaucratic, expensive and time consuming. Bodies also noted that these processes can work against the goodwill within their organisations towards the Welsh language, and take too long to provide a meaningful remedy to someone who believes their rights to Welsh language services have not been met.
- The current approach of conducting formal investigations into alleged breaches of Standards under the current system can work against efforts to encourage staff in bodies to use their Welsh owing to a perception of fear of getting something wrong and being caught out by the regulatory system.

A critical part of the strategy in *Cymraeg 2050* is that we cannot realise our vision without ensuring everyone is a part of the journey to a million Welsh speakers. For example, realising the ambitious targets the Welsh Government has set to increase the number of children who receive Welsh-medium education depends on ensuring goodwill and positive messages on the Welsh language are communicated to non-Welsh speaking parents to convince them to choose Welsh-medium provision for their children.

However, Welsh-medium provision in early years, statutory, further and higher education are not the only sectors where positive messages need to be promoted to deliver *Cymraeg 2050*. It will be equally important to ensure people across the public, private and third sector are encouraged and have the confidence to use whatever Welsh they can, to use Welsh language services which are available to them, and ensure they feel part of the vision set out in *Cymraeg 2050*.

We believe our proposals in our White Paper will build on and improve the current system and provide the right framework to realise our vision of a million Welsh speakers by 2050.

**Does the programme demonstrate a clear link with the Welsh Government’s strategy for the Welsh language?**

Our Welsh language strategy, *Cymraeg 2050*, sets transformational changes which will be needed to achieve our target of a million Welsh speakers by 2050. Amongst these changes was the following:

*‘Continually review the legislation which underpins the Welsh language to ensure it offers a strong foundation for promoting and facilitating the use of Welsh’*

The action plan which was published outlining how we will deliver the first five years of *Cymraeg 2050* committed to delivering the following by 2021:

*‘Review the Welsh Language (Wales) Measure 2011 with the aim of securing effective arrangement for promoting and facilitating the use of the Welsh language.’*

This White Paper outlines our proposals for a Welsh Language Bill to amend the Welsh Language (Wales) Measure 2011. It contributes directly to delivering

*Cymraeg 2050.*

The proposals in our White Paper for promoting the Welsh language, and monitoring and enforcing bodies' compliance with Welsh language duties also contribute to supporting the delivery of *Cymraeg 2050*, particularly in the context of Theme 2 which looks at increasing the use of Welsh. These impacts are detailed throughout this assessment.

**What are the impacts/ effects (both positive and/or adverse) on the Welsh language you have identified at the initial planning stage**

i.e. Welsh speakers, Welsh language communities, Welsh medium education, Welsh learners, services available in Welsh?

We have identified the following principal impacts of our proposals on the Welsh language:

- national and local coordination of work to deliver *Cymraeg 2050* to ensure the biggest impact of our spending on promoting Welsh to reach our target of a million Welsh speakers by 2050;
- clarity in promoting Welsh to ensure there is a focal point where people, businesses, bodies etc. turn to for help and advice on the Welsh language;
- support for bodies under legal duties to deliver Welsh language services to help and enable them to comply with Standards;
- improvements in the way services and workforces are planned to ensure they have the capacity and capability to deliver bilingual services, and that there is practical support available to bodies to practise effective language planning;
- enhanced support for bodies under the Standards to work together through practitioner networks to share good practice to promote the use of Welsh locally and within their organisations;
- a greater of portion of funding allocated to the proposed Commission to be spent on activities which have a direct link to delivering *Cymraeg 2050* through a reduction of the bureaucracy involved in the current system of making, imposing, and enforcing Standards..

**Who are the stakeholders? Are the needs of Welsh speakers and learners addressed? To what extent are Welsh language interest groups likely to respond positively to the proposals?**

The Welsh language is a factor which is rooted in every policy area across government. The needs of Welsh speakers and learners are central to *Cymraeg 2050* in all sectors, from education to technology, services to workforce planning. Over the course of its development, *Cymraeg 2050* was subjected to extensive consultation with a broad range of stakeholders to ensure the strategy meets the needs of Welsh speakers and learners across Wales.

In developing our proposals, we have been guided by a need to ensure we provide the most suitable statutory framework to support the work (both promotional and regulatory) which will be required to deliver *Cymraeg 2050*.

The Welsh Government has been clear that to realise our vision for the Welsh language, the whole nation needs to take ownership of it. In reality, this means that everyone who lives and/or works in Wales is a stakeholder. We are determined to reach out beyond current Welsh speakers in order to hear the views of as many

people, bodies, businesses and communities as possible, whether or not they currently speak Welsh. However, we will, of course, work to seek the views of Welsh speakers, Welsh language interest groups and bodies who deliver programmes of work to promote the use of Welsh across Wales.

We have developed a plan to guide our engagement on our White Paper's proposals over the consultation period. The aims and objectives of the plan are discussed under the '*Engagement on proposals in our White Paper*' heading in this assessment.

**Where an assessment was not completed, or no impacts were identified, please provide a full account for record keeping purposes?**

(This could be used in the Welsh Language Tribunal in future)

N/A

**What actions/ further work has been identified at the initial planning stage?**

e.g. data requirements, need for peer review, external engagement with Welsh speaking groups, identify stakeholders or consultation list, need to contact Welsh Language Unit for advice)?

Engagement on proposals in our White Paper

We are seeking views on our proposals for a Welsh Language Bill through public consultation on our White Paper. Responses to our consultation will enable the Welsh Government to take account of the views of stakeholders with a view to making decisions on the need for legislation and its content.

We have prepared a communications plan to outline how we will work to ensure people and bodies engage with our proposals as part of our consultation. Our communications plan identifies the target audience of the White Paper alongside steps we will take to encourage those with an interest to give their views on any potential new legislation. Our plan sets out the importance of ensuring our engagement activity reaches Welsh speakers, Welsh learners and non-Welsh speakers. We have considered this to be important in light of the aim to ensure goodwill and a sense of ownership towards the Welsh language as set out in our vision in *Cymraeg 2050*.

In developing our communications plan, we have been mindful of the need to ensure we actively encourage those sectors of the population which are considered to be 'hard to reach' and under represented groups through targeted e-mails to representative groups which cover the protected characteristics of the Equality Act 2010.

Over the consultation period on our White Paper, we will encourage responses by undertaking the following activities:

- The Minister for Lifelong Learning and Welsh Language will lead a series of events which will be open to the public, bodies which deliver activities to promote Welsh, interest groups, bodies under the Standards, businesses, third sector bodies and all other interested parties. At least one of these events will be aimed at young people in particular. The objective of these

events will be to ensure clarity on our proposals and provide people across Wales with an opportunity to express their views;

- We will work with partners who receive grant funding from the Welsh Government to deliver work to promote Welsh to ensure their customers and service users are made aware of our consultation;
- The white Paper is detailed and technical in places. A simplified version of the consultation document has been prepared to summarise the proposals in our White Paper. It is our intention that this version of the paper will enhance the accessibility of the consultation to enable and encourage people to participate in our consultation;
- The Welsh Government will produce an online consultation questionnaire in addition to a traditional hard copy consultation response form;
- The Welsh Government's social media channels will be used to raise awareness of the consultation amongst stakeholders across the breadth of government. These will also enable us to target different people across a range of demographics to encourage participation in the consultation;
- Specific events/workshops will be held with the bodies which come under the Standards system will be held with Welsh Government officials to help and improve their understanding of our proposals and provide an opportunity for them to share their views;
- We have developed a list of stakeholders, partners and interest groups who will be contacted directly and made aware of our consultation.

#### Data requirements

In our White Paper, we have proposed to retain the Welsh Language Standards system as the best way of ensuring rights for people to receive Welsh language services. However, we acknowledge the current scarcity of quantitative data on the uptake of Welsh language services. As we develop our proposals further, this data will play an important role in demonstrating the impact of our legislation and policies. We will work with other public services thorough an 'open data' approach to collect and publish this data.

Alongside gaps in the available data on the uptake of Welsh language services, we also acknowledge the importance of gathering data on the Welsh language skills of the workforce (for example, by geography, sector or profession) and the skills of new recruits to the workforce. Many bodies currently under Standards are required to collect some of this data as part of the record keeping standards they are required to comply with. As we develop our proposals, we will work to collect this data more systematically to build on the evidence base which supports our proposals.

#### Planning Board – Programme to promote Welsh

Following the allocation of an additional £5m in the 2017/18 Budget to support the Welsh language, the Welsh Government established a Planning Board, comprising independent members appointed by the Minister for Lifelong Learning and Welsh Language. The Board's role is to provide advice to the Welsh Government on a programme of work to promote the Welsh language using £2m of the additional funding allocated to the Welsh language for 2017-18. The Board has also been tasked by the Welsh Government to develop a long term 5-year plan to promote the Welsh language. It is our intention that this plan could guide the work as we

transition between current arrangements and the final proposals in our proposed Welsh Language Bill.

#### Regulatory Impact Assessment and cost/benefit appraisal

In parallel with the consultation on our White Paper, we intend to commission independent external research to gather information on the impact and costs associated with the current system. When we have formed firm proposals as to the policy of any potential new legislation, we will use the findings of our research to conduct a Regulatory Impact Assessment and a full cost-benefit analysis. This will provide us with evidence on the impact of our proposals which would result from our proposals. Our Regulatory Impact Assessment will be published alongside our proposed Welsh Language Bill.

### **STAGE 2: IDENTIFYING AND ASSESSING IMPACTS**

#### **Impact Assessment Summary**

##### **Summarise the detailed impact assessment**

##### **Positive effects/ impacts:**

The proposals in the White Paper are split into 4 distinct parts:

##### 1 – Promoting the Welsh language

To rebalance the work in promoting Welsh and monitoring and enforcing bodies' compliance with Welsh language duties, the White Paper proposes that one body should be responsible for both these strands of work. We believe our proposal will have the following principal positive impacts on the Welsh language:

- With its wide-ranging functions and work streams, we intend for the new body to establish itself as the lead body in promoting Welsh with marketing and communications campaigns, as a hub for expertise in language planning and as a one-stop-shop for the Welsh language to make it easier for people, bodies, businesses and communities to develop their use of Welsh;
- Our proposal will make it clear to people as to who is responsible for promoting the Welsh language and monitoring and enforcing bodies' compliance with Welsh language duties.
- The body will be able to foster relations across Wales and bring practitioners, groups, businesses and bodies together to recognise opportunities, and deliver innovative and collaborative projects to contribute to delivering *Cymraeg 2050*.
- The body can make the most of the synergy between its work in promoting Welsh and monitoring and enforcing bodies' compliance with Welsh language duties through working with bodies and carrying out work to address problems which are common between different bodies under the Standards system;
- Ensuring as much as possible of the money we invest in the Welsh language is delivering projects and initiatives which make a real difference to delivering *Cymraeg 2050* through having one body to ensure work to

promote Welsh at a local and national level is joined-up;

- Fostering goodwill towards the Welsh language amongst everyone.

## 2 – Governance and accountability

Our White Paper has proposed the creation of a Welsh Language Commission to deliver work to promote Welsh and monitor and enforce bodies' compliance with Standards as set out in Part 1 of the paper. We believe this proposal has the following principal positive impacts on the Welsh language:

- Our proposals for the Commission to be required to produce a strategic plan showing how the body will contribute to delivering *Cymraeg 2050* and its action plan will ensure the work of the Commission and any bodies and initiatives it may decide to provide funding to are contributing to delivering our vision for a million Welsh speakers by 2050.
- Our intention for the Commission is that its members should have a broad range of skills, experience and knowledge to ensure the Commission's work is sufficiently guided and informed to meet the opportunities and challenges which may face the Welsh language over the course of delivering *Cymraeg 2050*.
- The freedom afforded to the proposed Commission in exercising its functions in monitoring and enforcing Welsh language duties would ensure the independence of the body in carrying out its role as the regulator for the Standards. This ensures the continued integrity of the system which provides rights for people to use Welsh. At the same time, the accountability of the body to the Welsh Government for its decisions in promoting Welsh ensures democratic accountability for the body and its decisions.

## 3 – The Welsh Language Standards

In response to issues raised by bodies concerning the current system and to improve the current system, the paper proposes the following principal amendments to the Standards system:

1. The Welsh Government to be responsible for placing Standards on bodies and the proposed Commission should be responsible for monitoring and enforcing bodies' compliance with the Standards;
2. Amending the procedures associated with enforcing compliance with Standards to ensure the focus is on putting things right and providing remedy to complainants;
3. Standards should be used to ensure bodies develop their capacity to deliver services in Welsh through conducting periodic reviews to ensure that in cases where bodies could meet a higher Standard, they should be required to do so;
4. Providing a statutory framework for bodies to develop their Welsh language capacity and provision through the proposed Language Planning Duties should improve the way the bodies under the standards plan with regards to the Welsh language.

We believe these proposals will have the following positive impacts on the Welsh language:

- In consolidating some of the Standards and ensuring they relate to services which and are delivered directly to the public, we will ensure there is greater clarity for the public as to what bodies must deliver in Welsh under the Standards.
- In working to ensure greater clarity and transparency in the making and imposing Standards on bodies, it is our belief that we will contribute to ensuring the proposed Commission, the Welsh Government and the bodies to come under the Standards use their resources as effectively as possible to ensure we are investing as much as possible in projects which deliver *Cymraeg 2050*.
- Our proposals to amend the complaints process will ensure the public are given a quick, timely remedy without the need for a lengthy and costly investigation as is the case under the current arrangements. This will reserve the proposed Commission’s enforcement processes for cases of serious breaches of Standards.
- In requiring the Welsh Government to review the Standards bodies are required to comply with periodically, we will ensure the Standards system is a catalyst to ensure improvement in the bodies under the Standards in terms of their capacity to deliver services in Welsh;
- The proposed language planning duties will provide a coherent framework for bodies to undertake area, populaiton and public services language planning. It is our intention that bodies will be supported in carrying out this work by the language planning expertise within the proposed Commission which will enable the Welsh Government and the proposed Commission to design support interventions to help the bodies.

#### 4 – The scope of the bodies covered by Welsh language legislation

This section of the White Paper sets out our proposals to remove the restrictions in the Measure which are placed on the Welsh Government in terms of the types of bodies in relation to which the Welsh Government can make Welsh Language Standards Regulations. These restrictions reflect the limits in the competence of the Assembly at the time the Measure was made. Our proposals look to make the most of the Assembly’s new and expanded competence and remove these restrictions.

We have identified the following impacts which stem from our proposals in this section:

- Ensuring the Welsh Government has a power to make Regulations which specify Welsh Language Standards for any body will make it easier and less bureaucratic to bring new bodies under the Standards system. This proposal would work to ensure the legislation is suitably flexible to meet the opportunities and challenges which may face the Welsh language over the course of delivering *Cymraeg 2050* through placing duties on bodies that are not currently within the scope of the Measure.

#### **Adverse effects/ impacts:**

In some instances, Standards currently permit bodies to assess the demand for a

particular service before they are required to deliver a service in Welsh. We propose to continue with this practice to ensure the services bodies are required to deliver are those which people need and use.

*Cymraeg 2050* requires substantial and rapid progress to ensure we deliver our commitment of a million Welsh speakers. Our vision does not exist in a vacuum. The continued austerity and the uncertainty posed by the UK's exit from the European Union require us to ensure the money we invest in the Welsh language is having the greatest impact possible to delivering growth in the number of people who speak Welsh and opportunities to use the language, particularly in rural communities. Support for this proposition was found in our call for evidence.

On balance, we believe any adverse impact on Welsh language provision which occurs owing to our proposal to ensure the services we require bodies to provide are those which are needed and used will be minor and is greatly outweighed by the positive impact of directing those resources to other activities to directly support delivering *Cymraeg 2050*.

**Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life, Welsh at work increased?**

See the positive impacts/effects section under the Impact Assessment summary above for a list of the principal impacts of our proposals on opportunities to promote the Welsh language.

**Evidence/ data used including demographic profile when considering the effects/ impacts:**

- *Cymraeg 2050* (<http://gov.wales/docs/dcells/publications/170711-welsh-language-strategy-eng.pdf>);
- *Consultation – summary of responses: Consultation on a Welsh Government draft strategy: a million Welsh speakers by 2050* ([https://consultations.gov.wales/sites/default/files/consultation\\_doc\\_files/170110-consultation-responses-en.pdf](https://consultations.gov.wales/sites/default/files/consultation_doc_files/170110-consultation-responses-en.pdf));
- *Call for evidence: Preparing for a Welsh Language Bill (XXX)*; <http://gov.wales/topics/welshlanguage/legislation-for-the-welsh-language/preparing-for-a-welsh-language-bill/?lang=en>

Surveys, research and reports

- *Welsh Language Use in Wales, 2013-15* (<http://gov.wales/docs/statistics/2016/160301-welsh-language-use-in-wales-2013-15-en.pdf>);
- *The Position of the Welsh Language 2012-2015* (<http://www.comisiynyddygyymraeg.cymru/Cymraeg/Rhestr%20Cyhoeddiadau/Adroddiad%20mlynedd%20-%205-year%20Report.pdf>);
- *Welsh in the shopping basket: customer attitudes to the use of Welsh by supermarkets* [http://www.comisiynyddygyymraeg.cymru/English/Publications%20List/Archfarc\\_hnadoedd%20Saesneg.pdf](http://www.comisiynyddygyymraeg.cymru/English/Publications%20List/Archfarc_hnadoedd%20Saesneg.pdf));
- *A living language: a language for living annual reports* (<http://gov.wales/topics/welshlanguage/publications/welsh-language-strategy-annual-report/?lang=en>);
- *Statutory review of the Welsh language services of high street banks in Wales* (<http://www.comisiynyddygyymraeg.cymru/hybu/SiteCollectionDocuments/Statu>

[tory%20review%20of%20banks.pdf](#));

- Time to set the standard: A portrayal of Welsh language users' experiences, The Welsh Language Commissioner's Assurance Report 2015-16 (<http://www.comisiynyddygydraeg.cymru/English/Publications%20List/Assurance%20report%20-%20Interactive.pdf>).

National Assembly for Wales and Westminster Parliamentary Reports

- *Achieving the Ambition: Inquiry into the Welsh Government's new Welsh Language Strategy*, National Assembly for Wales Culture, Welsh Language and Communications Committee (<http://www.assembly.wales/laid%20documents/cr-ld11046/cr-ld11046-e.pdf>);
- *The Regulatory State: Ensuring its Accountability*, House of Lords Select Committee on the Constitution (<https://www.publications.parliament.uk/pa/ld200304/ldselect/ldconst/68/68.pdf>)

Academic work

- *The Welsh Language Commissioner in Context*, Diarmait Mac Giolla Christ, Gwasg Prifysgol Cymru, 2016
- *Minority Language Promotion, Protection and Regulation: The Mask of Piety*, Colin H. Williams, Palgrave, 2013

**What is the overall anticipated likely impact on the Welsh language if this policy is taken forward based on the impact assessment/ risk assessment?**

Positive:   
 Adverse:   
 Neutral:   
 Unknown:

**Decision following IA**

- |   |                                     |
|---|-------------------------------------|
| 1. No major change                              | <input checked="" type="checkbox"/> |
| 2. Adjust the policy to improve impacts         | <input type="checkbox"/>            |
| 3. Continue the policy with mitigation measures | <input type="checkbox"/>            |
| 4. Stop and remove the policy                   | <input type="checkbox"/>            |

**If answered 2,3, or 4 above – then answer the following:**

**How will you address these impacts in order to improve the outcomes for the Welsh language? Details of mitigation measures/ action points/ alternative options to reduce adverse impacts and increase positive outcomes:**

N/A

**If engaging or consulting, what are your plans? What questions do you wish to ask stakeholders about the Welsh Language Impact Assessment and Welsh language related issues?**

A public consultation on the White Paper will run from on 9 August until 31 October 2017. Responses to the consultation will be used by the Welsh Government to inform our next steps and make decisions on the need for legislation and its content.

In this assessment, we outlined the work we propose to undertake to encourage and facilitate participation in our consultation under the *Engagement on proposals in our White Paper* heading.

As part of the consultation, we have asked stakeholders the questions set out in the White Paper.

**STAGE 3: POST CONSULTATION AND PREPARING FOR PUBLICATION,  
MONITORING AND EVALUATION**

**Following consultation, what changes have you made to address any Welsh language issues that were raised?**

**How will you monitor the ongoing effects during the implementation of the policy?**

**Please outline how you will continue to capture effects/ impacts in future monitoring and evaluation?**

**Any other comments – ongoing results of evaluations, emerging impacts**

**4. Declaration**

**Policy lead:**

***\*Please delete as appropriate:***

**The policy does ~~not~~ have an impact upon the Welsh language. Where there were identified adverse impacts or missed opportunities, the appropriate amendments and actions have been put in place.**

**Name:**

**Department:**

**Date (s):**

**Signature:**

**Planned Review Dates:**

**SRO ENDORSEMENT and REVIEW**

I am satisfied that the WLIA is an accurate reflection of the programme/project at this stage of development. By signing, I am able to confirm that the Welsh Language Standards have been given the appropriate attention. I will re-assess the programme/project at key stages throughout the life of the programme/ project, including policy reviews.

Signed (Senior Responsible Owner)	Date
Signed (Senior Responsible Owner)	Review Date
Signed (Senior Responsible Owner)	Review Date
Signed (Senior Responsible Owner)	Review Date