Stage 1 – Information Gathering **NOTE:** As you complete this tool you will be asked for **evidence to support your views**. Please see Welsh Language Impact Assessment Guidance for more information on data sources.	
Proposal Name:	Proposal to increase the number of Learning Resource Classes (LRCs) across Bridgend to ensure that pupils with additional learning needs (ALN) that cannot be met in the mainstream, and who need a specialist provision can access local and flexible support to meet their needs
Department	Inclusion Group
Service Director	Lindsay Harvey, Corporate Director Education, Early Years and Young Peoples Directorate
Officer Completing the WLIA	Gail Biggs, Group Manager (Inclusion)
Email	Gail.biggs@bridgend.gov.uk
Phone	01656 815129
Brief Description	The proposal relates to the review, planning, development and sufficiency of ALN Learning Resource Centres and specialist provision across Bridgend. It includes Welsh-medium and English-medium specialist provision, future capacity planning and the development of Welsh-medium specialist pathways.
Date	20/7/2026
Please outline who this proposal affects? (Service Users, Employees, Wider Community)	Children and young people with ALN; parents and carers; schools; governing bodies; Additional Learning Needs Coordinators (ALNCos); Inclusion Group staff; health partners; Welsh-medium and English-medium communities.
What are the aims of the policy, and how do these relate to the Welsh Language?	The proposal supports BCBC's commitment to a bilingual ALN system. Existing Welsh-medium Moderate Learning Difficulties and Communication, Autism, Relationship Education (CARE) provision

	and planned Welsh-medium Observation and Assessment provision support equitable access to specialist services through Welsh.
Who will benefit / Could the policy affect Welsh language groups? If so, list them here.	Children and young people with ALN; parents and carers; schools; governing bodies; ALNCos; Inclusion Group staff; health partners; Welsh-medium and English-medium communities.
Current linguistic profile of the geographical area(s) concerned	Bridgend County Borough Council (BCBC) continues to support Welsh language growth through the Welsh in Education Strategic Plan (WESP) and Cymraeg 2050. Welsh-medium specialist provision is important in ensuring language is not a barrier to accessing ALN support.
Other relevant data or research	

Stage 2 – Impact Assessment

In this section you need to consider the impact, the evidence and any action you are taking for improvement. This is to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language (Wales) Measure 2011.

Please note there is a separate impact assessment for Equality and Socio-Economic duty that must also be completed for policy proposals. Remember that effects that are positive for some groups could be detrimental to others - even among Welsh language groups. Consider the effects on different groups. For example, a proposal may be beneficial to Welsh learners, but not to Welsh speakers.

Will the proposed action affect any or all of the following?

	Does the proposal have any positive, negative or neutral impacts?	**Describe why it will have a positive/negative or neutral impact on the Welsh language.**	**What evidence do you have to support this view?**	**What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?**
Opportunities for persons to use the Welsh language e.g. staff, residents and visitors The rights of Welsh speakers and learners to use Welsh when dealing with the council and for staff to use Welsh at Work	Opportunities to use Welsh	Positive	Learners can access specialist provision through Welsh-medium pathways.	Continue Welsh-medium provision and workforce planning.

Stage 2 – Impact Assessment **Will the proposed action affect any or all of the following?**				
	Does the proposal have any positive, negative or neutral impacts?	**Describe why it will have a positive/negative or neutral impact on the Welsh language.**	**What evidence do you have to support this view?**	**What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?**
Numbers and / or percentages of Welsh speakers e.g Welsh Medium Education / Study Opportunities. Links with the Welsh Government's Cymraeg 2050 Strategy / BCBC Five Year Welsh	Numbers of Welsh speakers	Positive	Supports retention of learners in Welsh-medium education.	Monitor demand and sufficiency annually.
Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life in work and in the community Actively encourage and promote the use of our services in Welsh to see an	Promoting Welsh language	Positive	Supports Welsh language development for learners with ALN.	Continue staff development and bilingual resources.

increase in demand over time.				
Stage 2 – Impact Assessment Will the proposed action affect any or all of the following?				
	Does the proposal have any positive, negative or neutral impacts?	**Describe why it will have a positive/negative or neutral impact on the Welsh language.**	**What evidence do you have to support this view?**	**What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?**
Compliance with the Council's Statutory Welsh Language Standards e.g increasing or reducing the Council's ability to deliver services through the Medium of Welsh. Consider the rights of Welsh speakers to use Welsh when dealing with the Council and for staff to use Welsh at Work	Compliance with Standards	Positive	Supports Welsh Language Standards obligations.	Maintain bilingual communications and consultation.
Treating the Welsh language, no less favourably than the English language	Treating Welsh no less favorably	Positive	Provides Welsh-medium specialist pathways comparable to English-medium provision.	Annual review of parity and capacity.

Stage 3 - Strengthening the proposal

Having listed actions in section 2 which may mitigate any negative impacts or better contribute to positive impacts – please record below which ones you will imbed into the policy proposal and who will be responsible for them.

Also consider is the proposal necessary? Would it be possible to meet demand without any new developments? Could other existing provision be used? Where should the development be?

What are you going to do?	When are you going to do it?	Who is responsible?
Review Welsh-medium specialist provision.	Annually	Group Manager Inclusion
Support implementation of Welsh-medium observation and assessment provision at Ysgol Bro Ogwr.	September 2027 (on completion of the new build)	Inclusion Group
Monitor demand for Welsh-medium specialist provisions	Ongoing	Inclusion Group Managers
Continue annual Welsh language workforce audits	Annually	Inclusion Group Managers
Promote recruitment and development of Welsh-speaking staff	Ongoing	Inclusion Group Managers

If ways of reducing the impact have been identified but are not possible to implement, please explain why. Give sufficient detail of data or research that has led to your reasoning.

What was identified?	Why is it not possible?

Stage 4 – Review For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Welsh Language services – WLS@bridgend.gov.uk and the Consultation and Engagement team – consultation@bridgend.gov.uk in the first instance for some initial guidance and feedback. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable Welsh language considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments.		
Welsh Language Services Comments	Date Considered	Brief description of any amendments made following Welsh Language Services feedback
Consultation Comments	Date Considered	Brief description of any amendments made following consultation

Stage 5 – Monitoring, Evaluating and Reviewing How and who will you monitor the impact and effectiveness of the proposal?
Monitoring will take place through ALN sufficiency reviews, ALN Panel data, placement trends, WESP monitoring, workforce language audits and stakeholder feedback.
Stage 6 – Summary of Impacts for the Proposal Provide below a summary of the impact assessment, to include some of the main positive and negative impacts along with an overview of actions taken since the impact assessment to better contribute to more positive impacts.
Overall, the proposal has a positive impact on the Welsh language. Existing Welsh-medium specialist provision and future planned capacity support learners with ALN to access education through Welsh and contribute to Cymraeg 2050 and WESP objectives.

<table>
<tr><td colspan="4">Stage 7 – Sign off</td></tr>
<tr><td>Name of Officer completing WLIA</td><td>Gail Biggs</td><td>Service Director name:</td><td>Lindsay Harvey</td></tr>
<tr><td>Position</td><td>Group Manager Inclusion</td><td rowspan="3">I recommend that the proposal: (Highlight decision)</td><td>Is implemented with no amendments</td></tr>
<tr><td colspan="2" rowspan="2"></td><td>Is implemented taking into account the mitigating actions outlined</td></tr>
<tr><td>Is rejected due to disproportionate negative impacts on the Welsh language</td></tr>
<tr><td>Signature</td><td></td><td>Service Director Signature</td><td></td></tr>
<tr><td>Date</td><td>20 July 2026</td><td>Date</td><td>6 August 2026</td></tr>
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