



PEMBROKESHIRE COUNTY COUNCIL - INTEGRATED IMPACT ASSESSMENT (IIA)

Please refer to the corresponding detailed guidance document before/during completion. An IIA MUST be Completed for ALL Council / Cabinet reports that recommend a formal decision relating to;

- Significant changes to service provision
- Significant expenditure or savings
- Any course of action which is significant in terms of its effects on local communities.

Lead Officer	Director / Head of Service	Service / Department	Date
Policy Officer	Director for Education	Education	February 2026

Title of report / project:	Draft Welsh Language Strategy 2026-31
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What is the proposal being assessed?

As part of the Welsh Language Standards the Council needs to produce and publish a 5-year plan that sets out how we propose to promote and facilitate the use of the Welsh language in Pembrokeshire. Our current Strategy runs from 2021-26 and within the five years we need to review the strategy and publish a revised version. The new 5-year strategy will run from 2026-31.

We are consulting on our draft Welsh Language Strategy 2026-31. This impact assessment will be revised following the consultation prior to consideration by Policy and Pre-decision Overview and Scrutiny Committee, Cabinet and Council.

The Strategy includes how we will contribute to the Welsh Government's *Cymraeg 2050: a million Welsh speakers* Strategy, which sets a target of having one million Welsh speakers in Wales by 2050.

This document is divided as follows;

Section 1 Consultation and Engagement

Section 2 Data and Evidence

The following sections ask you to assess the impact of your proposal in view of;

Section 3 Well-being of Future Generations (Wales) Act 2015

Section 4 Pembrokeshire County Council's Well-being Objectives

Section 5 Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
and the Socio-economic Duty (Sections 1 – 3 of the Equality Act 2010)

Section 6 Welsh Language (Wales) Measure 2011

Section 7 Environment (Wales) Act 2016 – Section 6 Duty

Section 8 Decarbonisation and Climate Change – Pembrokeshire County Council Net Zero Carbon by 2030

Section 9 Armed Forces Covenant Duty

Section 1 – Consultation and Engagement

Please provide details of consultation and engagement undertaken to support the proposal, taking into account the Gunning Principles of public consultation which state that a consultation is only legitimate when the following principles are met;

1. Proposals are at a formative stage - decisions must not have been made or pre-determined
2. There is sufficient information to give 'intelligent consideration' - information relating to the consultation must be available, accessible and easily interpreted so that consultees are able to provide an informed response
3. There is adequate time for consideration and response – the consultation period must be long enough to provide sufficient opportunity for consultees to take part
4. Consideration must be given to consultation responses before a decision is made – can you provide evidence of this?

Decisions regarding this draft Strategy have not already been made or pre-determined. A decision will be made as part of the democratic process, as detailed below.

An Integrated Impact Assessment and the information provided within the Draft Strategy will support respondents to make an informed response during the consultation period.

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The Draft Welsh Language Strategy will be consulted on from early February until 22 March 2026 to allow adequate time for consideration and response. The results of the consultation will be presented to the Policy and Pre-decision Overview and Scrutiny Committee in June, and Cabinet and Council in July 2026.

The information gathered during the consultation will be used to help Members in deciding what the final Welsh Language Strategy 2026-31 will be. Cabinet will consider the consultation findings, Integrated Impact Assessment and Draft Strategy at its meeting in July 2026. A final decision will be made by Council in July 2026.

The consultation will be made available via the Have Your Say website and we hope to engage with a diverse range of people from different areas across Pembrokeshire (north, south, rural and urban).

Specific questions are included on the Welsh language and the impact of the Strategy on the Welsh language.

Engagement process

- All consultation documents will be made available bilingually, in Welsh and English.
- The website hosting the consultation will be fully bilingual, enabling users to access all information in their preferred language.
- Consultees will be able to communicate and respond in either Welsh or English, and all responses will be treated equally.

These measures actively support the use of Welsh and help promote the language during the engagement process.

As a result:

- There will opportunities to use Welsh, through consultation and engagement.
- Welsh will continue to be treated **no** less favourably than English., in full compliance with the Council's Welsh Language Standards.

Section 2 – Data and Evidence

Please provide details of data and evidence that has been used in the development of the proposal, e.g. reports, local or national data, service user feedback, outcomes of previous consultations, business plans etc. (Specific evidence relating to legislative requirements should be added to the relevant sections 3-9 below.)

Data and evidence used includes:

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- national and local policy context, linguistic context and initial review of our Welsh Language Strategy and Action Plan for 2021-26.
- consulting Council service leads within the Welsh Language Strategy Development Group that supports the current Welsh Language Strategy
- review of and feedback from previous consultation exercises
- review of annual reports including Welsh Language Standards Annual Report, Welsh in Education Strategic Plan Annual Review Report, Council Annual Self-Assessment Review Report and feedback from Council Committees and Cabinet.

From this, emerging themes have been identified which have helped to develop and shape our Action Plan for 2026-31.

National/local policy:

- Welsh Language Measure (Wales) 2011
- Welsh Language Standards (No.1) Regulations 2015
- Cymraeg 2050 Strategy
- Well-being of Future Generations (Wales) Act 2015
- 'More Than Just Words' Strategic Framework
- National Planning Policy
- Corporate Strategy 2025-2030
- Welsh in Education Strategic Plan
- Pembrokeshire Public Services Board's (PSB) Well-being Plan
- Local Development Plan Review (LDP2)

Data:

- Linguistic context within the Strategy document includes use of Census and Annual Population Survey data including comparisons between 2011 and 2021 Census data on the number / percent of Welsh speakers by age, ability to read, write and understand spoken Welsh and frequency of speaking Welsh (daily, weekly, less often).
- Pembrokeshire school's statistics including the no. of Welsh-medium or dual language schools, pupils and speakers

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The following guidance provides more information on the Well-being Goals and Sustainable Development <https://www.gov.wales/well-being-future-generations-act-essentials>

Which of the following National Well-being Goals does the proposal have an impact on or contribute to delivering?

National Well-being Goal	Positive impacts:
<ul style="list-style-type: none"> • A prosperous Wales • A resilient Wales • A healthier Wales • A more equal Wales • A Wales of cohesive communities • A Wales of vibrant culture and thriving Welsh language • A globally responsible Wales 	<p>This Strategy specifically contributes to the “A Wales of vibrant culture and thriving Welsh language” well-being goal, in accordance with the Act, and has a significant role to play across all 7 Well-being goals.</p> <p>The main purpose of the Strategy is to set out how we will promote the use of Welsh language across the County.</p>
	<p>Negative – please explain any negative impacts:</p> <p>-</p>
	<p>No impact – please provide an explanation:</p> <p>-</p>

What will be done to minimise or mitigate any negative impacts identified above?

Ongoing monitoring and review will ensure any negative impacts are identified and addressed.

Sustainable Development Principle

The Sustainable Development Principle means that when making decisions, the Council needs to take account of the impact these decisions could have on people living in Wales in the future, by considering the following 5 ways of working;

- Long-term
- Prevention
- Integration
- Collaboration

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- Involvement

Please outline how you have considered each of these when developing your proposal.

Ways of Working	How has this been considered when developing your proposal?
Long-term	This Strategy covers a 5-year period from 2026-31 and aims to support the Welsh Government's long-term vision and strategy " <i>Cymraeg 2050: A million Welsh speakers</i> " which aims to increase the number of Welsh speakers and increase the use of the Welsh language. Considerations include protecting and growing Welsh language use in communities, education, workplaces, and services, planning for demographic change (housing, tourism, inward migration) and its long-term impact on Welsh-speaking communities in Pembrokeshire, and investing in skills, education, and digital use of Welsh to ensure the language remains relevant and resilient.
Prevention	The percentage of Welsh speakers in Pembrokeshire fell by 2% from 19.2% in 2011 to 17.2% in 2021, slightly below the national average (17.8%). We aim to prevent further deterioration in the % of Welsh speakers by implementing and monitoring the Welsh Language Strategy 2026-31 against Annual Population Survey data. We will do this through the Welsh in Education Plan, providing opportunities to learn and use Welsh in schools through to adulthood and later years, taking action to prevent decline in Welsh language use, especially in traditionally Welsh-speaking areas, supporting learners and families early to prevent barriers to using Welsh later in life.
Integration	Considerations include ensuring the Welsh Language Strategy aligns with other council strategies/policies, such as education, housing, economic development, local development planning, and wellbeing, and supporting the wider Well-being Goals for Wales, including vibrant culture and cohesive communities.
Collaboration	We have collaborated with the Welsh Language Strategy Delivery Group who have contributed to the development of this strategy. We will include wider collaboration with other stakeholders during the consultation period. The Council will continue to work with partner organisations, who are key to be able to fully deliver the Strategy. We collaborate with neighbouring authorities and national bodies to share good practice and resources.
Involvement	A public consultation will take place from early February until 20 March 2026. It will be promoted to different stakeholders, and the results of the consultation will be used to inform and support the decision-making process. It includes demographic questions which will help us ensure we have collected the views of a variety of people and given everyone from all backgrounds a chance to take part.

Please outline any specific sources of data or evidence to support the information above

Local / national Strategies / Frameworks

“Cymraeg 2050: A million Welsh speakers”

Welsh in Education Plan 2022-31

Welsh Language Standards

Population & Language Ability Data

Census 2011 and 2021

Annual Population Survey Data- Useful for tracking trends between censuses and understanding changes (e.g., by age group or region).
Education data

Much of the north of Pembrokeshire and especially the northeast of Pembrokeshire is a stronghold for the Welsh language. The strategy therefore needs to maintain the language in these communities, especially its daily use, whilst the greatest potential for growing the number of Welsh speakers is in communities in the middle and south of the county.

Cymraeg 2050 recognises the importance of areas where Welsh is the natural language of daily life within the community. The concept of areas of linguistic significance or sensitivity has been part of the discussion about language planning in Wales for almost 20 years and is referred to within the recent reports of the Commission for Welsh-speaking Communities and Welsh Government ¹ ². Areas with 40% or higher of the area population that can speak Welsh include Crymych (LSOA 1 & 2), Clydau, Dinas Cross, Cilgerran, Maenclochog (LSOA 1 & 2), St. Dogmaels and Newport.

¹ [Empowering communities, strengthening the Welsh language](#)

² [Welsh Government response to the report of the Commission for Welsh-speaking Communities](#)

Section 4 – Pembrokeshire County Council's Well-being Objectives

Under the Well-being of Future Generations (Wales) Act 2015, the Council also has a duty to publish Well-being Objectives. Our [Corporate Strategy](#) outlines the Council's Well-being Objectives.

Does your proposal help to deliver against any of the Council's Well-being Objectives? Will it have a positive or negative impact?

Well-being Objective	Positive – please describe the positive impacts	Negative – please explain any negative impacts	No impact – please provide an explanation
Our Future - enabling the best start in life for our children and young people, equipping them with skills for the future	The Welsh in Education Plan contributes to this objective - through expanding Welsh-language early years and school-based education via the 7 WESP outcomes and extra-curricular activities via partners.	-	-
Our Place – prosperous places, with clean, safe and sustainable environments, where people can live well and thrive	Welsh language is a consideration within local policies (e.g. education, housing, planning). Welsh-language community activities, cultural events and youth provision will help bring people together, strengthening social cohesion and intergenerational connections. Promoting Welsh also supports local businesses, tourism and job opportunities, helping Pembrokeshire people to live well and thrive.	-	-
Our Communities - caring for people, and enabling active, resourceful and connected communities	Specific Welsh language related actions under this Well-Being Objective are to: <ul style="list-style-type: none"> • Develop and produce a new Welsh Language Strategy by 2026, with the involvement of all key stakeholders • Ongoing delivery of cultural projects which strengthen connections with language, well-being and place (cynefin) Support and promote the use of Welsh as a first language, including implementing the Welsh in Education Strategic Plan and hosting the National Eisteddfod in 2026.	-	-

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<p>Our Council - a financially sustainable, well-governed Council, with a workforce equipped to support the people we serve</p>	<p>By planning effectively for Welsh-language skills, through recruitment and retention, supporting staff development and making best use of bilingual resources, the strategy helps the Council ensure the workforce has the skills and confidence to deliver services in Welsh where needed, meet its Welsh language statutory duties and respond to the needs of residents now and in the future. Residents are able to be involved in the democratic process in their language of choice.</p>	<p align="center">-</p>	<p align="center">-</p>
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What will be done to minimise or mitigate any negative impacts identified above?

Ongoing monitoring and review will ensure any negative impacts are identified and addressed. Consultation respondents may provide evidence on likely impacts and suggestions of how these might be mitigated.

Please outline any specific sources of data or evidence to support the information above

[Corporate Strategy](#)

Section 5 – Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Socio-economic Duty (Sections 1 – 3 of the Equality Act 2010)

The Equality Act 2010 requires the Council to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Individuals may have more than one protected characteristic.

Please describe any impacts on the following groups;

Protected Characteristic	Positive – please describe	Negative – please explain any negative impacts	No impact – please provide an explanation
<ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Marriage and civil partnership 	<p>The strategy will help to increase awareness and use of Welsh language across all protected characteristics.</p>		<p align="center">-</p>

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<ul style="list-style-type: none"> • Pregnancy and maternity • Race • Religion or belief • Sex • Sexual orientation 			
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What will be done to minimise or mitigate any negative impacts identified above?

Ongoing monitoring and review will ensure any negative impacts are identified and addressed. Consultation respondents may provide evidence on likely impacts and suggestions of how these might be mitigated.

Please outline any specific sources of data or evidence to support the information above

The consultation responses may provide views on any negative impacts for the groups above.

The Socio-economic Duty requires Councils to consider the need to reduce inequalities of outcome which result from socio-economic disadvantage when making decisions.

Socio-economic disadvantage refers to those who live in less favourable social and economic circumstances than others in society. Inequality of outcome relates to measurable differences in outcome between those who have experienced socio-economic disadvantage and the rest of the population. Detailed [guidance](#) can be found on the Welsh Government website.

Please describe the impact the proposal will have.

Positive – please describe the positive impacts	Negative – please explain any negative impacts	No impact – please provide an explanation
<p>There is potential for the strategy to help reduce disadvantage in Pembrokeshire by giving more people opportunities to learn and use Welsh. This will help improve skills, and open up opportunities for further learning and employment. Accessible activities and</p>	<p align="center">-</p>	<p align="center">-</p>

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events for all abilities will encourage more people to take part, improve wellbeing, and increase participation in cultural and community life.		
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What will be done to minimise or mitigate any negative impacts identified above?

Ongoing monitoring and review will ensure any negative impacts are identified and addressed.
Consultation respondents may provide evidence on likely impacts and suggestions of how these might be mitigated.

Please outline any specific sources of data or evidence to support the information above

The consultation responses may provide views on any negative impacts for the groups above.

Section 6 – Welsh Language (Wales) Measure 2011

The Welsh Language (Wales) Measure 2011 and the Welsh Language Standards require the Council to consider the positive or negative impact a proposal may have on opportunities to use and promote the Welsh language, and to ensure that the Welsh language is treated no less favourably than English. Please describe the impact the proposal will have.

Positive –

We aim to support the Welsh Government's *Cymraeg 2050 A million Welsh speakers* and reflect their strategic themes.

“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.”

Cymraeg 2050 Strategic Themes:

- Increase the number of Welsh speakers.
- Increase the everyday use of Welsh.
- Create favourable conditions- infrastructure, and context.

Our objectives will be carried forward from 2021-26 and reflect the national vision to increase the number of Welsh speakers and increase the use of the language:

Objective 1: Develop our community leadership role regarding the Welsh language.

Positive impacts:

- governance arrangements ensure oversight of implementation, monitoring and reporting on progress
- Enhance the perceptions of the role of the importance of the Welsh language in the provision of community leadership

Objective 2: Expand Welsh-language early years and school-based education (as WESP).

Positive impacts:

- nursery children receiving childcare/early years education through Welsh-medium, Welsh-medium reception classes and pupils, learners through key transition stages, qualifications and subjects through Welsh, opportunities to use Welsh, ALN support through the medium of Welsh, community and youth activities delivered annually, teachers and support staff with Welsh-medium capability.

Objective 3: Enhance opportunities for school leavers, and other adults, to learn and to use the Welsh language in Pembrokeshire.

Positive impacts:

- participation and completion rates in learning, attending and completing courses, campaigns/events promoted, increase use of Welsh/ confidence, promote and encourage greater use of digital services – web / social media, support the “active offer” through The “More than Just Words” Action Plan and Internal Use of the Welsh Language Policy

Objective 4: Actively support the Welsh language within our communities / business sector.

Positive impacts:

- Welsh language information/resources, businesses aware of resources and providing bilingual services, Welsh language impact considerations are incorporated into policies, accurate and up-to-date Welsh language workforce data for all staff, Welsh language designated posts advertised and filled, posts advertised with designated Welsh language skills specified, Welsh language use in different contexts through technology, compliance with the Welsh Language Standards through awareness raising and embedding standards in council activities and services, opportunities for grant funding to increase Welsh medium provision in our schools.

The Strategy is expected to have positive effects on the Welsh language and includes:

- Opportunities for Welsh learning and use across all ages through schools, adult learning and community provision (Work Welsh and Learning Pembrokeshire).
- Expanding Welsh-medium education, increase late immersion, and develop the workforce. Transition planning will ensure continuity of language development and progression.
- The strategy will help raise the visibility of the language and promote its equal status within Pembrokeshire.
- Activities and events delivered with partners support social use of the Welsh language, promotes the language and culture among children, young people and adults
- The Eisteddfod in August 2026, held in North Pembrokeshire, will offer an exceptional opportunity to promote and celebrate the Welsh language and culture.

Negative – please explain any negative impacts

- Population changes pose a challenge to achieving the *Cymraeg 2050* vision and ensuring the Welsh language thrives in communities and workplaces.
- Budget pressures and constraints throughout the course of the Strategy may impact staffing / resources to deliver the Strategy. This also applies to other organisations.

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- Given the Plan's breadth the overall level of resources available to the Council and other organisations is bound to impact on delivery.
- There are gaps in the data we collate on Welsh language skills levels of our staff. These impact understanding of workforce skills and capacity.
- Some people may view promotion of the language negatively.

No impact

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What will be done to minimise or mitigate any negative impacts identified above?

- Robust governance arrangements and annual review to measure how well we are doing.
- Continue to enhance opportunities for children and adults, to learn and to use the Welsh language both formally and socially to ensure that Welsh skills are not lost as our young people transition out of the education system into the world of work and life as adults.
- Our economy depends on tourism and there are opportunities here to promote Welsh culture and heritage
- Seek funding for investment in Welsh medium education. Financial support may be available to help meet the fees charged for Welsh language courses.
- The plan will be adjusted to take account of any reductions in resources via the Strategy Delivery Group.
- Whilst there are challenges there are clear opportunities to promote the Welsh language and ensure Welsh remains a thriving community language. We can utilize technology, improve workforce recruitment and data, strengthen partnerships, embed policies that promote and consider the use of the language, and create new housing stock and jobs through our local development plan to support families to stay in Pembrokeshire.

Please outline any specific sources of data or evidence to support the information above

See section 2 – Data and Evidence

Consultation respondents may provide evidence on likely impacts and suggestions of how these might be mitigated.

Section 7 – Environment (Wales) Act 2016 – Section 6 Duty

Under Section 6 of the Environment (Wales) Act 2016 the Council must seek to maintain and enhance Biodiversity and in doing so, we must also seek to promote the resilience of Ecosystems.

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Does the proposal impact on Biodiversity and the resilience of Ecosystems?	Yes		No	X
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If yes, what is the expected impact of the proposal on biodiversity? Please provide an explanation

Maintained	Enhanced

What will be done to minimise or mitigate any negative impacts identified above?

Whilst there is considered to be no impact on biodiversity as a result of the strategy, any future Welsh medium related school extensions/new Welsh medium schools etc., will be considered as part of the individual project.

Please outline any specific sources of data or evidence to support the information above

Consultation respondents may provide evidence on likely impacts and suggestions of how these might be mitigated.

Section 8 – Decarbonisation and Climate Change – Pembrokeshire County Council Net Zero Carbon by 2030

In May 2019 the Council voted to declare a climate emergency and in July of the same year voted to develop an action plan to steer Pembrokeshire County Council towards becoming a net zero carbon local authority by 2030. More information about the [action plan](#) is available on the Council's website.

What impacts will the proposal have on the Council's commitment towards becoming a net zero carbon local authority by 2030?

Positive – please describe the positive impacts	Negative – please explain any negative impacts	No impact – please provide an explanation
		No impact anticipated.

What will be done to minimise or mitigate any negative impacts identified above?

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Please outline any specific sources of data or evidence to support the information above

Consultation respondents may provide evidence on likely impacts and suggestions of how these might be mitigated.

Section 9 – Armed Forces Covenant Duty

The Council has a legal obligation under the above duty to consider the impact of decisions that impact on serving or former members of the armed forces when delivering functions relating to Health, Housing and Education. In September 2024 Pembrokeshire County Council was awarded the Defence Employer Recognition Scheme Gold Award, underlining the Authority's commitment to support those who keep our nation safe, as well as their families and veterans. Statutory [guidance](#) is available on the Gov.uk website. Please describe the impacts of the proposal on the armed forces community in relation to;

Relevant functions	Positive –	Negative –	No impact – please provide an explanation
<p>Health</p> <ul style="list-style-type: none"> • Provision of services • Planning and funding • Co-operation between bodies and professionals <p>Housing</p> <ul style="list-style-type: none"> • Allocations policy for social housing • Homelessness <p>Disabled Facilities Grants</p> <p>Education</p> <ul style="list-style-type: none"> • Admissions • Educational attainment and curriculum • Child wellbeing • Transport • Attendance • Additional needs support 	<p>The strategy will help to increase awareness and use of Welsh language.</p> <p>It is unlikely that Strategy will impact differently on members of the armed forces community compared with the general population.</p> <p>The demographic question on whether a respondent is a member of the armed forces community is included in the response form.</p>		

What will be done to minimise or mitigate any negative impacts identified above?

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Consultation respondents may provide evidence on likely impacts and suggestions of how these might be mitigated.

Please outline any specific sources of data or evidence to support the information above

The consultation will help identify negative impacts identified by the armed forces.

Director / Head of Service Approval

Name:	Steven Richards-Downes		
Job Title:	Director for Education		
Signature:	Steven Richards-Downes	Date:	10.02.2026