Democracy and Boundary Commission Cymru

Welsh Language Policy Impact Assessment

This Policy Impact Assessment has been designed to help the Commission consider the link between policies and the Welsh language. It can also be used to check that *existing* policies give due regard to the language. This is essential given DBCC's commitments to the language.

Using this document can help ensure that the Commission complies with the Welsh Language Standards that apply.

This Policy Impact Assessment should accompany submissions to senior management / Commissioners.

There may be circumstances where there are no significant links between the policy under development and the Welsh language. In these cases, the absence of a link should be noted at Appendix 2 (for audit purposes).

Discussions should take place about the links between the policy and the Welsh language, and comments about this issue at the outset of any policy development should be invited.

Democracy and Boundary Commission Cymru

Welsh Language Policy Impact Assessment

Project Name: The Vale of Glamorgan Electoral Review 2025-26

Responsible Officer: Huw Blacker

Signature: ___HBlacker_____

Date of Assessment: __21/01/2026_____

As you answer each of the questions below, please refer to the notes at **Appendix 1** for guidance.

As you complete this form, you should consider the DBCC's Welsh Language Standards (this can be viewed on the DBCC web site at [Welsh Language Standards | DBCC (gov.wales)](https://www.gov.wales)

If, after considering all the questions on this impact assessment, you feel that there are no significant links between the policy under development and the Welsh language, please complete the declaration at **Appendix 2**.

Question 1
Do you require expert assistance to consider the link between this policy and the Welsh language?
Yes: Please describe the steps you will take to assemble the expertise you require.
No: Please proceed to question 2.

No

Question 2
Can the policy be enhanced to include elements that will help promote, support and develop the Welsh language?
Yes: Please explain how the policy will be enhanced to include these elements.
No: Please explain why not.

No
The Commission has considered the Welsh language where appropriate during the course of the review and the report and recommendations make reference to such

consideration. The Commission also considers appropriate names for the electoral wards as part of the review where changes to boundaries have been made. The Welsh Language Commissioners is consulted with regards to these names and these views are taken into account when making final recommendations.

Question 3

Is there a risk the policy may have a negative impact upon the Welsh language?

Yes: Please explain fully why you feel the policy is justified, given the negative impact it may have on the Welsh language. You should also describe in detail how you propose to minimise the negative impact.

No: Please explain in full why you feel it may not have a negative impact.

No

The Commission has received no evidence during the course of the review that there will be a negative impact on the Welsh language as a result of the Commission's proposals.

Question 4

Could the policy include standards to be met and / or targets to help measure the success in promoting the use of the Welsh language with stakeholders?

Yes: Please list the standards and / or targets that you plan to achieve / measure.

No: Please explain fully why not.

No

The Commission's reviews and proposals must be conducted in accordance with the Democracy and Boundary Commission Cymru etc. Act 2013. There is no requirement on the Commission in the conduct of a review to promote the Welsh language.

Question 5

Could the policy lead to increased opportunities to use Welsh in the workplace?

Yes: Please describe fully how this will be facilitated, encourage and measured.

No: Please proceed to question 6.

No

This policy will not have an impact on the working arrangements within the Commission.

Question 6

Could the policy enable you to place conditions with regard to the use of Welsh by third parties, and could these conditions be monitored?

Yes: Please describe in full how this will be achieved.

No: Please proceed to question 7.

No

Question 7

Will the policy lead to the making of an Order?

Yes: Please describe in detail how you will ensure that the Order will promote the language and / or enable its use in the policy area.

No: No further action required.

Yes

An implementation Order and the procedure and contents of an Order are set out in the Democracy and Boundary Commission Cymru etc. Act 2013. There is no requirement to promote the Welsh language in an Electoral Arrangements Order however the Commission does provide Welsh Government with the appropriate information to allow a bilingual Order to be made.

Welsh Language Policy Assessment

Notes

Issues to consider whilst completing the Policy Impact Assessment include the following notes and:
- The DBCC Welsh Language Standards, which are available on the Commission's web site; and,
- Welsh Government's *A living language: a language for living* document, which is available on the WG intranet.

Question 1 (Expertise)
- Are there individuals within the organisation or Welsh Government (WG) who may have the expertise required to help develop the policy?
- Are there any external experts you could invite to help develop the policy?
- Are there any service providers who work within the area of the policy under consideration who could advise on Welsh language issues?
- Could issues be discussed Welsh voluntary groups (such as Merched y Wawr, Young Farmers, Mentrau Iaith, etc) or Welsh speakers in general?
- Can you find the expertise you require in the private sector?

Question 2 (Policy Enhancement)
Consider whether the policy could:
- increase the provision of other services in Welsh;
- increase or enhance publishing / broadcasting in Welsh; and/or,
- make Welsh speaking communities sustainable (eg, by opening or maintaining community facilities).

Question 3 (Negative Impact)
Consider whether the policy could:
- lead to a decrease in the number of Welsh speaking staff;
- lead to greater difficulty in recruiting Welsh speakers;
- lead to a reduction in the provision of services in Welsh;
- lead to a reduction in the sustainability of Welsh speaking communities;
- lead to increased immigration into Welsh speaking communities; and/or,
- lead to increased migration of Welsh speakers from Welsh speaking communities.

Question 4 (Standards and Targets)
Standards may relate to:
- number / percentage of Welsh speaking staff;
- number of publications issued in Welsh; or
- number / percentage of third parties operating in accordance with Welsh language expectations.

Targets may relate to:
- services available in Welsh;
- number / percentage of persons contacting Commission in Welsh; or
- wider use of the language.

Question 5 (Welsh in the Workplace)

This question may relate to:

- Encouraging and assisting staff to deal with clients in Welsh
  - face-to-face
  - by telephone
  - by dealing with Welsh language correspondence
  - by processing forms etc. submitted in Welsh;
- Enabling staff to undertake Welsh language training; or,
- Provision of software to assist Welsh speakers, eg, Cysill or Cysgeir.

Question 6 (Third Parties)

This question may relate to:

- introducing and / or strengthening conditions in contracts; or
- raising awareness of the Commission's Welsh Language Scheme.

Question 7 (Order-making)

This question may relate to the following:

- prescribed forms should be prescribed in Welsh and English; and,
- any prescribed form of words should be available in Welsh and English.

Democracy and Boundary Commission Cymru

New Policy Welsh Language Impact Assessment

Policy Name: _DBCC Naming of Electoral Divisions, Communities and Community Wards_

Responsible Officer: __Huw Blacker_____

There are no significant links between the policy under development and the Welsh language. The reason for this is:

Signature: ___HBlacker_____

Name: ___Huw Blacker_____

Date: ___21/01/2026_____