

Welsh Language Impact Assessment: Statutory guidance on “Ask and Act”

Title: Statutory guidance on “Ask and Act”	WLIA Reference No: 15/10/03				
Name of person completing form:	Hannah Fisher				
Date:	2/10/15				
Policy lead:	Hannah Fisher				
Contact details:	02920 801064 Hannah.fisher@wales.gsi.gov.uk				
Programme/Project Type <input type="checkbox"/> Policy <input checked="" type="checkbox"/> Project or programme <input 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)					
Costs: How much is the projected whole life cost for the programme/project?					
Under £25k	£25k - £49k	£50 - £249K	£250K - £1m	Over £1m	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Of the above, please provide details if there are any identified costs directly associated with the Welsh language? Translation costs of training, materials, delivery and guidance.					
How long is the programme/project expected to run?					
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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Key milestone dates for the programme/ project: Initial guidance development: Nov 13 – June 14 Introduction of Gender-based Violence, Domestic Abuse and Sexual Violence Bill: Jun 14 Royal Assent: Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015					

Guidance re-development: June 15 – Oct 15
“Ask and Act” pilot in two early adopter areas: July 2015-September 2016
Public consultation on guidance: Oct 15– Jan 16
National rollout of “Ask and Act”: March 2017

STAGE 1: PLANNING

What are the aims and objectives of the policy?

What are the desired outcomes/ what constitutes ‘success’?

“Ask and Act” is a process of targeted enquiry to be practiced across the public service to identify violence against women, domestic abuse and sexual violence. The term targeted enquiry describes the recognition of indicators of violence against women, domestic abuse and sexual violence as a prompt for a professional to ask their client whether they have been affected by any of these issues.

The aims of “Ask and Act” are:

- to increase identification of those experiencing violence against women, domestic abuse and sexual violence;
- to offer referrals and interventions for those identified which provide specialist support based on the risk and need of the client;
- to begin to create a culture across the public service where the experience of violence against women, domestic abuse and sexual violence is an accepted area of business and where disclosure is expected supported, accepted and facilitated;
- to improve the response to those who experience violence against women, domestic abuse and sexual violence with other complex needs such as substance misuse and mental health; and
- to pro-actively engage with those who are vulnerable and hidden, at the earliest opportunity, rather than only reactively engaging with those who are in crisis or at imminent risk of serious harm.

What policy options have been considered?

and

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

The White Paper on legislation aimed at ending violence against women, domestic abuse and sexual violence (November 2012) recognised there was no consistent early identification practice for violence against women, domestic abuse and sexual violence within the public service.

The introduction of a process to be known as “Ask and Act” was first referenced in the Consultation on legislation aimed at ending violence against women, cosmetic abuse and sexual violence (November 2012). The approach was widely welcomed by respondents.

The National Institute of Health and Care Excellence (NICE) and the World Health Organisation recommend a system of targeted clinical enquiry across Health and Social Care to better identify and therefore respond to domestic abuse.^{i ii}

The Welsh Government's "Ask and Act" policy takes this recommendation and identified good practice further by supporting the use of such enquiry across the public service (to include those in a safeguarding role, education, Fire and Rescue and those within housing services). It also proposes a slightly wider focus on violence against women, domestic abuse and sexual violence.

Does the programme demonstrate a clear link with the Welsh Government's strategy for the Welsh language - laith fyw: laith byw?

The introduction of "Ask and Act" will increase opportunities for people to use Welsh in the workplace. The training which will support its implementation will be delivered through the National Training Framework. All training materials will be available in Welsh and English and, depending on locality and demand etc, training will be available in the English and Welsh medium. Proactive steps will be taken to ensure that Welsh-speaking staff are made aware of Welsh training sessions. The training should also provide guidance on the importance of being able to communicate with clients in their first language and the value of this when asking sensitive questions.

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

Views will be sought on the impact of "Ask and Act" on the Welsh language in the forthcoming public consultation on the statutory guidance which outlines the policy.

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?

Stakeholders are the 35,000 employees working within relevant sections of the Welsh public service. Particularly relevant to this assessment are the 29% of the public service workforce who speak Welsh according to the Annual Population Survey (ONS).

The needs of Welsh speakers and learners are addressed:

Training, materials and guidance on "Ask and Act" will be available bilingually. Materials will be developed centrally and translated to limit the financial impact of this work on providers.

The training and guidance for "Ask and Act" will incorporate subject related vocabulary in Welsh, and guidance on the use of safe Welsh language and terminology.

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

N/A

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

STAGE 2: IDENTIFYING AND ASSESSING IMPACTS

Impact Assessment Summary

Summarise the detailed impact assessment carried out together with the scores assigned.

Positive effects/ impacts:																									
We believe that the implementation of “Ask and Act” overall, will have a positive effect on the Welsh language, offering training to large audiences in whichever language is preferred by the individual learner and specifically referencing the value of use of the Welsh language when working with the client group.																									
Adverse effects/ impacts:																									
We do not believe that “Ask and Act” will have any substantial adverse effect or impact on the Welsh language.																									
Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life, Welsh at work increased?																									
Yes																									
Evidence/ data used including demographic profile when considering the effects/ impacts:																									
562,016 (19%) welsh citizens speak Welsh according to the 2011 census, however the number and percentage of Welsh speakers in the Public Sector is higher than the population average. The statistics used in the formulation of this assessment are below.																									
<p>% of persons in employment aged 16 and over who say they can speak Welsh, by sector, year to 30 September 2014</p> <table border="1"> <thead> <tr> <th></th> <th>Yes, can speak Welsh</th> <th>No, cannot speak Welsh</th> <th>All persons</th> </tr> </thead> <tbody> <tr> <td>Private</td> <td>22</td> <td>78</td> <td>100</td> </tr> <tr> <td>Public</td> <td>29</td> <td>70</td> <td>100</td> </tr> <tr> <td>Voluntary</td> <td>31</td> <td>69</td> <td>100</td> </tr> <tr> <td>Not available</td> <td>25</td> <td>75</td> <td>100</td> </tr> <tr> <td>All sectors</td> <td>25</td> <td>75</td> <td>100.0</td> </tr> </tbody> </table> <p style="text-align: right;"><i>Source: Annual Population Survey, ONS</i></p>			Yes, can speak Welsh	No, cannot speak Welsh	All persons	Private	22	78	100	Public	29	70	100	Voluntary	31	69	100	Not available	25	75	100	All sectors	25	75	100.0
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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: <input checked="" type="checkbox"/> Adverse: <input type="checkbox"/> Neutral: <input type="checkbox"/> Unknown: <input type="checkbox"/>																								
Decision following IA	1. No major change <input 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?

Stakeholders will be asked:

What opportunities exist to ensure “Ask and Act” provides opportunities to use the Welsh language? Do you have concerns that “Ask and Act” could have an adverse effect on opportunities to use the Welsh language?

Please provide specific recommendations which can be incorporated into the “Ask and Act” guidance on the use of safe Welsh language and terminology.

4. Declaration

Policy lead:

**Please delete as appropriate:*

The policy **does / 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: Hannah Fisher

Department: Violence Against Women and Domestic Abuse team, Community Safety Division

Date (s): 2/10/15

Signature: H. Fisher

Planned Review Dates: Apr 2016

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: Sarah Rhodes
(Senior Responsible Owner)

Date 14/10/15

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

ⁱ Responding to Intimate partner violence and sexual violence against women. World Health Organisation clinical and policy guidelines (2013)

ⁱⁱ Domestic violence and abuse: how health services, social care and the organisations they work with can respond effectively. NICE public health guidance 50 (February 2014)