

**HORIZON**

NUCLEAR POWER



# Wylfa Newydd Project

## 8.20 Welsh Language Impact Assessment

### Non-Technical Summary

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# 1 Introduction

- 1.1.1 “We value the Welsh language and are committed to developing the Wylfa Newydd Project in a way which respects the importance of the language and its culture in local communities.” Greg Evans, Horizon’s Executive Director - Operations.
- 1.1.2 The Welsh language has official status in Wales and is a material planning consideration when determining planning applications, and Horizon fully embraces its commitment to safeguarding and promoting the Welsh language throughout and through the Wylfa Newydd Development Consent Order (DCO) Project.
- 1.1.3 Both Isle of Anglesey and Gwynedd have been recognised for their high concentration of fluent Welsh speakers and communities where Welsh is the main language of communication. Isle of Anglesey and Gwynedd are traditional Welsh-speaking heartlands in Wales and include the second highest and highest proportion, respectively, of Welsh speakers throughout Wales. Horizon recognises that the Welsh language and culture are integral elements of the social fabric of these communities and are central to people’s sense of identity.
- 1.1.4 Horizon values Welsh language skills promoting the use of the language across the communities of the Key Socio-economic Study Areas (KSA) and amongst its workforce.
- 1.1.5 Nationally Significant Infrastructure Projects (NSIP) such as the Wylfa Newydd DCO Project must comply with national and local planning policy. One of these policy requirements is to complete an assessment to understand how the project may affect the Welsh language, culture and traditions – this is called a Welsh Language Impact Assessment (WLIA) (Application Reference Number: 8.2). This WLIA is a stand-alone document which is submitted as part of the application development consent for the Wylfa Newydd DCO Project. The findings of the assessment of effects of the Wylfa Newydd DCO Project on Welsh language and culture are described in the WLIA (Application Reference Number: 8.2). This document is a non-technical summary of that assessment (Application Reference Number: 8.21).

## 2 The Wylfa Newydd Project

### 2.1 The Wylfa Newydd Project

2.1.1 Horizon is proposing to construct and operate the Wylfa Newydd Project, which comprises the Wylfa Newydd DCO Project, the Licensable Marine Activities and the Enabling Works. Each of these elements is described further below. The Wylfa Newydd DCO Project will be consented under a DCO and the Licensable Marine Activities will be consented under a Marine Licence. There is some overlap between the two; the Marine Works (see below) will be consented under both the DCO and the Marine Licence.

#### Wylfa Newydd DCO Project

2.1.2 The Wylfa Newydd DCO Project comprises those parts of the Wylfa Newydd Project which are to be consented by a DCO, namely:

#### The Nationally Significant Infrastructure Project (NSIP)

- Power Station: the proposed new nuclear power station at Wylfa, including two UK Advanced Boiling Water Reactors, the Cooling Water System, supporting facilities, buildings, plant and structures, radioactive waste and spent fuel storage buildings and the Grid Connection;
- other on-site development: including landscape works and planting, drainage, surface water management systems, public access works including temporary and permanent closures and diversions of public rights of way, new Power Station Access Road and internal site roads, car parking, construction works and activities including construction compounds and temporary parking areas, laydown areas, working areas and temporary works and structures, temporary construction viewing area, diversion of utilities, perimeter and construction fencing, and electricity connections;
- Marine Works comprising:
  - Permanent Marine Works: the Cooling Water System, the Marine Off-loading Facility, breakwater structures, shore protection works, surface water drainage outfalls, waste water effluent outfall (and associated drainage of surface water and waste water effluent to the sea), fish recovery and return system, fish deterrent system, navigation aids and Dredging;
  - Temporary Marine Works: temporary cofferdams, a temporary access ramp, temporary navigation aids, temporary outfalls and a temporary barge berth;
- Off-site Power Station Facilities: comprising the Alternative Emergency Control Centre (AECC), Environmental Survey

Laboratory (ESL) and a Mobile Emergency Equipment Garage (MEEG);

#### **Associated Development**

- the Site Campus within the Wylfa Newydd Development Area;
- temporary Park and Ride facility at Dalar Hir for construction workers (Park and Ride);
- temporary Logistics Centre at Parc Cybi (Logistics Centre);
- the A5025 Off-line Highway Improvements;
- Wetland habitat creation and enhancement works as compensation for any potential impacts on the Tre'r Gof Site of Special Scientific Interest (SSSI) at the following sites:
  - Tŷ Du;
  - Cors Gwawr;
  - Cae Canol-dydd

2.1.3 The following terms are used when describing the geographical areas related to the Wylfa Newydd DCO Project and the Licensable Marine Activities:

- Power Station Site – the indicative areas of land and sea within which the majority of the permanent Power Station, Marine Works and other on-site development would be situated; and
- Wylfa Newydd Development Area – the indicative areas of land and sea including the Power Station Site and the surrounding areas that would be used for the construction and operation of the Power Station, the Marine Works, the Site Campus and other on-site development (WNDA Development).

#### **Licensable Marine Activities**

2.1.4 The Licensable Marine Activities comprise the Marine Works and the disposal of material from Dredging at the Disposal Site.

#### **Enabling Works**

2.1.5 The Enabling Works comprise the Site Preparation and Clearance Proposals (SPC Proposals) and the A5025 On-line Highway Improvements.

2.1.6 Horizon has submitted applications for planning permission for the Enabling Works under the Town and Country Planning Act 1990 to the Isle of Anglesey County Council (IACC).

2.1.7 In order to maintain flexibility in the consenting process for the Wylfa Newydd DCO Project, the SPC Proposals have also been included in the DCO application. The A5025 On-line Highway Improvements are not part of the DCO application.

## 3 The WLIA process

### 3.1 Purpose of the Welsh Language Impact Assessment

- 3.1.1 The WLIA helps to identify the predicted effects, both beneficial and adverse, of the Wylfa Newydd DCO Project on Welsh language and culture during construction, operation and decommissioning phases. It also looks at how the effects of the Wylfa Newydd DCO Project might vary across different communities and geographical areas, known as study areas. Where adverse effects are identified, measures are proposed to reduce or avoid (mitigate) that effect on Welsh language and culture. In addition, where beneficial effects are identified, measures are proposed to maximise those effects; these are referred to as 'enhancement measures'.

### 3.2 Consultation

#### *WLIA Steering Group*

- 3.2.1 An independently chaired WLIA Steering Group has been set up by Horizon to guide the WLIA process and ensure local stakeholders have input into the WLIA process. The WLIA Steering Group meets regularly to give advice on how assessment work should be undertaken and to review documents. The WLIA Steering Group includes representatives from the Isle of Anglesey County Council and Gwynedd Council, Menter Môn, Wylfa Newydd Project Liaison Group and Llais Ni. The Welsh Government and the Welsh Language Commissioner also act as observers to the work of the Steering Group, but are not members.

#### *Consultation activities*

- 3.2.2 Consultation activities that have helped shape the assessment work presented in the WLIA are summarised below.

#### **Pre-Application Consultation Stage One**

- 3.2.3 In parallel to Horizon's Stage One Pre-Application Consultation, Horizon consulted upon a Language Impact Assessment Scoping Report which set out the matters that Horizon identified to be relevant for consideration in the WLIA (Application Reference Number: 8.2). Comments and feedback were sought from key stakeholders during the Pre-Application Consultation Stage One in order to shape the WLIA (Application Reference Number: 8.2).
- 3.2.4 A preliminary assessment of effects on Welsh language and culture, based on the information available during winter 2015/16 was prepared and this was shared with the WLIA Steering Group and the Isle of Anglesey County Council in January 2016. Comments were received which were taken into account when preparing a draft WLIA which was shared as part of Horizon's Stage Two Pre-Application Consultation.



- 3.2.5 The draft WLIA was also used to develop measures to mitigate adverse effects and enhance beneficial ones. These measures were developed in consultation with the WLIA Steering Group, Horizon's WLIA team including language planning specialists and other external Welsh language and culture stakeholders.

### **Pre-Application Consultation Stage Two**

- 3.2.6 During Stage Two Pre-Application Consultation, Horizon adopted a Welsh Language Pledge to demonstrate commitment to supporting Welsh language and culture in the development of the Wylfa Newydd DCO Project.
- 3.2.7 The Welsh Language Impact Assessment Interim Report formed part of Horizon's Pre-Application Consultation Stage Two and provided members of the public, community groups and language interest groups with a summary of the key potential effects of the Wylfa Newydd DCO Project on the Welsh language, culture and community, based on the assessment work done at the time. The key effects were identified for each stage of the Wylfa Newydd Project, i.e. construction, operation and decommissioning.
- 3.2.8 Initial mitigation and enhancement measures were presented in the WLIA Interim Report (Application Reference Number: 8.2). Comments received in response to the Pre-Application Consultation Stage Two steered and enabled these mitigation and enhancement measures to be developed further, in consultation with the WLIA Steering Group and wider Welsh language and culture stakeholders.

### **Pre-Application Consultation Stage Three**

- 3.2.9 In May 2017, Horizon undertook Pre-Application Consultation Stage Three on further updated proposals for the Wylfa Newydd DCO Project. The consultation documents included information on the proposed changes to the Wylfa Newydd DCO Project since Pre-Application Consultation Stage Two, including updated effects on Welsh language and culture within the Main Consultation Document. Comments received during Pre-Application Stage Three mainly related to the measures proposed as part of the Welsh Language and Culture Mitigation and Enhancement Strategy and these have informed the development of measures which are now included.
- 3.2.10 Further detail regarding consultation can be found in the Consultation Report submitted as part of the application for development consent.

## **3.3 How was the assessment carried out?**

- 3.3.1 The future well-being of the Welsh language and culture depends on a number of factors such as population changes, the economy, job opportunities, housing and education. The WLIA (Application Reference Number: 8.2) follows an established method (as set out in planning and Welsh language guidance).

### ***Consultation on the methodology***

- 3.3.2 The method used was presented in the Welsh Language Impact Assessment Scoping Report (Application Reference Number: 8.2) which was consulted upon in parallel with Horizon's Stage One Pre-Application Consultation. Whilst responses to other Pre-Application Consultation Stage One documents highlighted the importance of the Welsh language as part of the social fabric of the communities of Anglesey, very few responses were received specifically in relation to the Language Impact Assessment Scoping Report. There were no comments suggesting changes to the proposed scope and methodology.
- 3.3.3 Comments were received during Pre-Application Consultation Stage Two relating to the proposed methodology noting the need to consider the Welsh Government's Welsh Language Risk Assessment Framework and Guidance which is currently being developed. Whilst this work is yet to be published, Horizon and the WLIA Steering Group have been presented with initial findings of the work to develop the Welsh Language Risk Assessment Framework and Guidance.

### ***What the WLIA considers***

- 3.3.4 The assessment of effects on the Welsh language and culture has been set against the following five key aspects of community life, with a view to establishing both the effects of the Wylfa Newydd DCO Project on the community in general and more specifically on the Welsh language and culture:
- **Population characteristics:** the effect of the Wylfa Newydd DCO Project on local populations (mostly from construction and operational workers and their families moving into the area), including the proportion of Welsh speakers.
  - **Quality of life:** the effect of the Wylfa Newydd DCO Project on quality of life, including the health of local people, desirability of living in the local area and the potential for increased crime and violence.
  - **Economy:** the effect of the Wylfa Newydd DCO Project on local businesses and suppliers, job creation and employment opportunities, tourism, housing, and opportunities for training and education.
  - **Infrastructure supply and education:** the effect of construction and operational workers on local services including schools, health care facilities, emergency services and recreational facilities.
  - **Social and cultural:** how construction and operational workers and their families from outside the area (a high proportion of whom are expected to be non-Welsh speakers) could influence the sense of local community and potentially lead to social tension; and the effects of the Wylfa Newydd DCO Project on Welsh traditions and culture, including voluntary and youth community groups.

3.3.5 Due to the various components of the Wylfa Newydd DCO Project i.e. the Wylfa Newydd Development Area, other on-site development, Off-site Power Station Facilities and Associated Development, the assessment of effects is split into distinct Wylfa Newydd DCO Project components. The assessment of project-wide effects is supplemented by a series of individual development assessments to focus on Welsh language and culture effects. The assessment of effects is split into the following Wylfa Newydd DCO Project components:

- Project-wide effects (i.e. not development-specific effects);
- Wylfa Newydd Development Area;
- Off-site Power Station Facilities (i.e. AECC, ESL and MEEG);
- Park and Ride facility;
- A5025 Off-line Highway Improvements; and
- Logistics Centre.

3.3.6 The assessment for each Wylfa Newydd DCO Project component is based on 18 checklist questions, which relate to the five key aspects of community life. These questions have been taken from the best practice guidance which informed the methodology.

3.3.7 A weighting system has been used as part of the assessment; each checklist question has been given a weight ranging from high to medium to low (in terms of effects on Welsh language and culture). This is used to give an overall score for the assessment of each question. An overall score is then calculated for the overall effects of each Wylfa Newydd DCO Project component.

### ***WLIA study areas***

3.3.8 During the Pre-Application Consultation Stage One and Stage Two Pre-Application Consultation, the study areas that would be used for the assessment of effects on Welsh language and culture were consulted upon. These study areas have been agreed with the WLIA Steering Group.

3.3.9 It was agreed that the WLIA (Application Reference Number: 8.2) would look primarily at the Isle of Anglesey, because this is where most of the effects of the Wylfa Newydd DCO Project would occur. However, the WLIA also assessed parts of the mainland because they have economic links with the Isle of Anglesey. This area is referred to as the Menai Mainland. When considering effects on jobs and economic activity, a wider study area is used, known as the Daily Construction Commuting Zone (DCCZ).

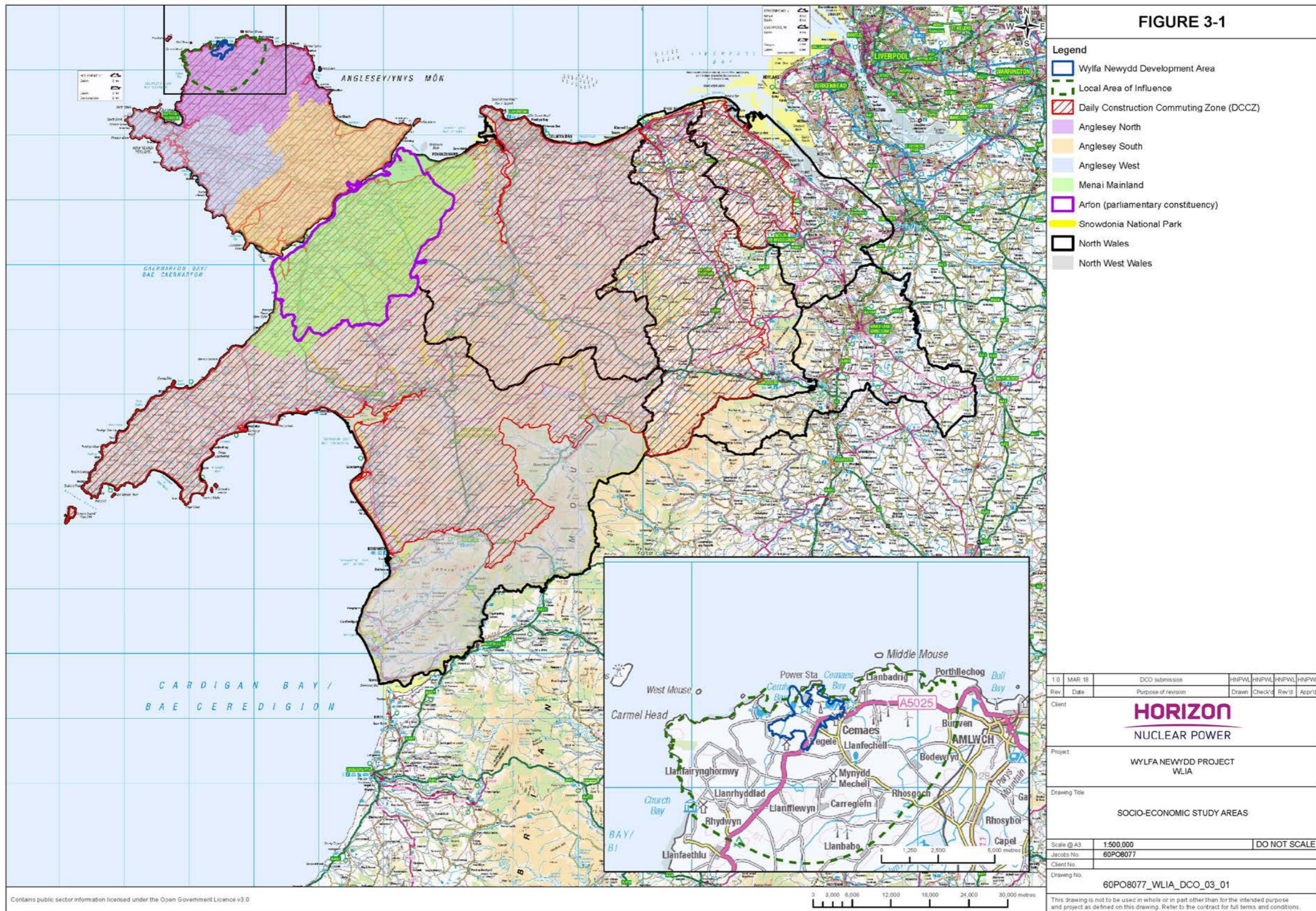
3.3.10 The study areas used include:

- **Wylfa Newydd Development Area:** represents the indicative areas of land and sea, including the Power Station Site, the Wylfa National Policy Statement Site and the surrounding areas that would be used for the construction and operation of the Power Station. The Wylfa Newydd Development Area is located within the wards of Llanbadrig and Mechell.

- **Local area of influence:** approximately 5km from the centre of the Wylfa Newydd Development Area. This area was chosen to make sure the effects on the physical environment (such as air, noise and visual effects) – and effects on quality of life are reported in the WLIA (Application Reference Number: 8.2).
- **Key Study Area (KSA):** this is the area most likely to be affected – beneficially and adversely – by the Wylfa Newydd DCO Project. It is defined by two Travel to Work Areas: ‘Bangor, Caernarfon and Llangefni’ and ‘Holyhead’. The area is split into Anglesey North, Anglesey West, Anglesey South and Menai Mainland.
- **DCCZ:** this area is based on a 90-minute drive from the Wylfa Newydd Development Area. Based on the socio-economic (Application Reference Number: 6.3.1) and traffic and transport assessments (Application Reference Number: 6.3.2), this is a realistic estimate of the furthest a worker would likely drive each way to and from work.
- **north west Wales:** the area covered by the counties of Isle of Anglesey, Conwy and Gwynedd. This area has been used in situations where it is not possible to represent the KSA due to limited statistical information.
- **north Wales:** the area covered by the counties of Isle of Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire and Wrexham. This area has been used when it is not possible to represent the DCCZ due to limitations of data. Business and supply chain effects and knock-on economic effects have also been considered at this scale.

3.3.11 These study areas are identified in the figure 3-1 below.

Figure 3-1 WLIA study areas



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3.3.12 As the WLIA considers the effects of the Off-Site Power Station Facilities and Associated Development, a local area of influence has been used, which extends to 1km from the centre of the boundary of each individual development, to include communities such as those:

- near the Off-Site Power Station Facilities, to include the community of Llanfaethlu;
- near or beside the A5025 highway, to include the communities of Valley, Llanfachraeth, Llanfaethlu and Tregele;
- near Parc Cybi at Holyhead; and
- near Dalar Hir, to include the communities of Bodedern and Llanfihangel-yn-Nhywyn.

3.3.13 Up to 4,000 construction workers would reside at the Site Campus located within the Wylfa Newydd Development Area. Therefore, when considering the effects of those workers on Welsh language and culture within communities near the Wylfa Newydd Development Area, the communities of Tregele, Cemaes, Amlwch, Llanrhuddlad and Llanfaethlu have been included within the assessment of effects, as those would be the communities where construction workers would be most likely to visit.

### ***Developing mitigation and enhancement measures***

3.3.14 Where adverse and beneficial effects are identified within the assessment, measures to mitigate adverse effects and to enhance beneficial effects are proposed. See section 5 of this document for more detail.

3.3.15 More information on the methodology used to prepare the assessment can be found in the WLIA (Application Reference Number: 8.2).

## 4 Welsh language and culture effects

- 4.1.1 As part of the assessment, the likely effects of the Wylfa Newydd DCO Project on Welsh language and culture have been identified. These include effects which benefit Welsh language and culture, as well as those which would have adverse effects. Where effects have been identified, Horizon has developed measures that seeks to enhance beneficial effects and mitigate adverse ones. These are presented in section 5 of this document.

### 4.2 Beneficial effects

#### *Employment, skills and education*

- 4.2.1 The significant employment opportunities offered during the construction phase is expected to reduce out-migration of young people from the KSA, resulting in a moderate beneficial effect on Welsh language and culture. This would help to retain local young people, many of whom speak Welsh (31.9% of those aged under 25 speak Welsh), and contribute to reversing a long-term pattern of out-migration among this age group.
- 4.2.2 The employment opportunities offered during the construction phase are considered moderate beneficial to Welsh language and culture. Around half (48.1%) of the local construction workforce speaks Welsh. Significant numbers of Welsh speakers are therefore expected to gain employment through the Wylfa Newydd DCO Project during construction. At least 2,000 local workers are expected to be employed during peak construction. Whilst these jobs would be temporary (during the nine-year construction period), they represent a major source of employment for local people. The Wylfa Newydd DCO Project would generate major opportunities for apprenticeships (a scheme which is currently in place for technical apprenticeships related to Operations and the construction trade apprenticeships will come during the construction phase). Given the scale and duration of the Wylfa Newydd DCO Project, the possibilities of undertaking an apprenticeship and then gaining employment would be substantial.
- 4.2.3 The permanent, high-quality job opportunities offered during operation would have a moderate beneficial effect on Welsh language and culture in the KSA, as around 85% of the workforce are expected to be local people (of which 61.0% of the population speak Welsh). Employment opportunities are considered to be an important aspect of maintaining and strengthening communities and therefore the status and use of the Welsh language and culture.

#### *Population characteristics*

- 4.2.4 As set out above, the Wylfa Newydd DCO Project offers the potential for significant employment opportunities and a wide range of job roles during construction and operation which would retain existing and attract new, young and working age people to the KSA. Given that the KSA has an ageing population, this is likely to re-balance the age structure and would be likely to



lead to greater economic diversity, which would be beneficial to the Welsh language and culture in terms of retaining local people, a high percentage of which speak Welsh.

- 4.2.5 The employment opportunities offered during both construction and operation would be expected to reduce past trends of out-migration of young and working age people from Anglesey and the KSA, resulting in a moderate beneficial effect on Welsh language and culture.

### ***Investment and spend in the local economy***

- 4.2.6 The Wylfa Newydd DCO Project would generate major benefits to local businesses, including in the tourism sector, especially during construction, and would have an overall beneficial effect on local businesses, including Welsh speaking businesses. These would contribute towards maintaining and strengthening a prosperous economy.

- 4.2.7 Additional spend in the local economy, especially as a result of the construction phase, represents a beneficial effect for local businesses in north Wales, supported by an active Supply Chain Charter and Action Plan. Given that a high percentage of the population of the Isle of Anglesey, the KSA and the DCCZ are Welsh speakers, this would have a beneficial effect on businesses owned by Welsh speakers or providing services through the medium of Welsh. The employment opportunities offered during both construction and operation are considered to be high-value occupations, which would contribute towards increasing the average earnings for local residents of the Isle of Anglesey during construction and operation, given that 85% of the operational workers are expected to live on Isle of Anglesey.

- 4.2.8 However, some local businesses may experience local labour displacement as a result of the new employment opportunities offered by the construction phase.

### ***Community and local services***

- 4.2.9 An increased demand for community facilities during both construction and operation would be beneficial in terms of safeguarding the provision of local services and facilities. As these act as social gathering places where the Welsh language is used on a daily basis, safeguarding their provision safeguards social and day-to-day opportunities where the Welsh language would be spoken. Safeguarding the provision of such services also contributes towards sustainable communities, where Welsh language and culture forms part of the social fabric of communities.

### ***Social and cultural aspects***

- 4.2.10 Employment opportunities offered to the local population during construction, would contribute towards retaining young people from leaving the KSA, including those active in youth/voluntary/activity groups. Retaining local young people, a high percentage of which speak Welsh is considered to be

beneficial for local youth, voluntary and activity groups, as it safeguards the future of such groups.

### **4.3 Adverse effects**

#### ***Construction workforce***

- 4.3.1 Population increase during construction, due to in-migration of up to 7,500 workers from outside the DCCZ at peak construction, some of whom will bring their families, would have a major adverse effect on the balance of Welsh and non-Welsh speakers within the KSA, with the level of effect expected to be greatest in the north of the Isle of Anglesey, in particular the wards of Llanbadrig and Mechell.
- 4.3.2 The presence of up to 4,000 construction workers residing at the Site Campus would have potential major adverse effects on the use and prominence of the Welsh language within the communities near the Wylfa Newydd Development Area, including Tregele, Cemaes, Amlwch, Llanfachraeth and Llanfaethlu.
- 4.3.3 The presence of up to 3,000 workers in communities across the KSA would have potential major adverse effects on the use and prominence of the Welsh language within a number of communities especially wards located in Anglesey North such as Llanbadrig, Llanfaethlu, Mechell and Moelfre as well as the ward of Llanbedrgoch located in Anglesey South. These wards would accommodate non-home-based construction workers and their families located within the communities.
- 4.3.4 The use and prominence of the Welsh language and culture in the wards of Llanbadrig, Mechell and Llanfaethlu would also be adversely affected by the presence of construction workers who are accommodated at the Site Campus.
- 4.3.5 Non-Welsh-speaking construction workers and their families moving into the area may not fully appreciate or understand the unique Welsh culture and traditions within the KSA, which could lead to social tensions.

#### ***Local businesses***

- 4.3.6 Some tourism businesses may experience some adverse effects from the potential redistribution of visitors from the north of the Isle of Anglesey during construction, as a result of changes to the environmental quality of amenity. Adverse effects to local businesses are expected have a knock-on effect on Welsh language and culture due to the adverse effect on a certain part of the local economy. However, some tourism businesses would experience a change in the source of expenditure (from visitors to construction workers).
- 4.3.7 The A5025 Off-line Highway Improvements are expected to lead to some negligible adverse effects on local businesses along the A5025, due to a reduction in the amount of passing trade. The future business viability of two farms could also be affected, due to loss of agricultural land which forms part of the agricultural holding. Such effects would have indirect effects on Welsh language and culture.

### ***Cost of housing***

- 4.3.8 The availability of accommodation (according to socio-economic analysis work) would seem to suggest that, during construction, at a KSA level there would be sufficient capacity to meet the demand for accommodation from construction workers moving into the area. However, given that housing affordability is already an issue on the Isle of Anglesey, the increased demand in the north and west of the Isle of Anglesey for accommodation could further increase the price of accommodation, worsening an existing problem, especially in the private rented sector. Given that 57.2% of the existing population of the Isle of Anglesey are Welsh speakers, increasing the price of accommodation would affect the ability of the local population including Welsh speakers to remain living locally.

### ***Infrastructure supply and education***

- 4.3.9 The introduction of construction workers' children to local Welsh-medium schools would be expected to alter the balance of Welsh and non-Welsh speakers and, without mitigation measures, could detrimentally affect the status, prominence and use of the Welsh language amongst school-aged children.
- 4.3.10 During operation, the total number of school-aged children and their distribution throughout the sub-areas of the KSA would not be anticipated to have noticeable effects on the use and prominence of the Welsh language amongst primary and secondary school-aged children in the KSA.
- 4.3.11 The presence of up to 4,000 construction workers at the Site Campus is expected to lead to some increase in the demand for public services and facilities within the communities of the Local Area of Impact. However, workers would not be dependent on the community for access to such services, as there would be an extensive provision at the Site Campus. This increased demand would be beneficial for the communities of the Local Area of Impact as it would contribute towards the safeguarding of community facilities which would maintain sustainable rural communities, where the Welsh language forms an integral part of everyday life. However, this beneficial effect must be balanced against the adverse effect which would arise due the presence of predominantly non-Welsh-speaking construction workers within community services and facilities, which could dilute the use and prominence of the Welsh language within the community.

### ***Social and cultural aspects***

- 4.3.12 Introducing non-Welsh-speaking construction workers and their families into communities could adversely affect the use and prominence of the Welsh language within the communities, especially during construction due to the number of non-home-based workers and their families relocating to the KSA.
- 4.3.13 Whilst strong social networks on the Isle of Anglesey may increase the resilience of the population to changes to the community, especially during construction of the Wylfa Newydd DCO Project, community survey work

(which provides evidence for the assessment of subjective issues relating to the Wylfa Newydd DCO Project) indicates there is some ambivalence or uncertainty amongst the population suggesting potential anxiety amongst the existing population about the influx of construction workers from outside the area moving into the communities of the KSA.

- 4.3.14 The number of non-home-based construction workers and their families who are expected to relocate to the KSA during the construction period, has the potential to dilute existing Welsh culture and traditions as well as the use of the Welsh language within the community.
- 4.3.15 The presence of construction workers within the communities near the Wylfa Newydd Development Area, utilising community services and facilities and interacting with the community has the potential to dilute and lessen the prominence of Welsh traditions and culture.
- 4.3.16 The construction of the Wylfa Newydd Development Area, due to the construction activities involved, would also have the potential to affect the understanding of Welsh traditions and culture due to direct effects on archaeological remains, historic buildings and historic landscapes. Place names within the Wylfa Newydd Development Area have topographical associations or describe landscape characteristics, or they are also linked to people, or linked to a function. For some place names, while the name is preserved in the landscape, any associations would have been forgotten or lost.
- 4.3.17 The introduction of non-Welsh-speaking workers and their families to Welsh-medium youth/voluntary/community groups, especially during construction, would be expected to dilute the use of the Welsh language within those groups.

### ***Environmental amenity***

- 4.3.18 The activities during construction of the Wylfa Newydd Development Area would be expected to lead to a deterioration in environmental quality of the Wylfa Newydd Development Area's local area of influence, which could lead to out-migration of local people, including Welsh speakers. Should out-migration occur due to the reduction in the quality of the environmental amenity, this would adversely affect the Welsh language in the Wylfa Newydd Development Area's local area of influence, especially in the wards of Llanbadrig and Mechell. The environmental quality of the amenity of the Wylfa Newydd Development Area's local area of influence could be affected by the operational stage. Whilst this could reduce the desirability to live in the Wylfa Newydd Development Area's local area of influence, the concept of a Power Station is not a new one given the presence of the Existing Power Station since the early 1970s. The Power Station would also be a familiar concept in the Wylfa Newydd Development Area's local area of influence following the construction stage. As out-migration is unlikely to occur during the operational stage, there is not expected to be a significant effect on Welsh language and culture. When considering both construction and operation, an overall adverse effect is identified.

## 5 Welsh language and culture mitigation and enhancement measures

- 5.1.1 Horizon understands the importance of developing mitigation and enhancement measures in response to the effects of the Wylfa Newydd DCO Project on Welsh language, culture and the community. Horizon therefore appointed language planners who provided specialist input relating to Welsh language planning and Welsh language initiatives to feed into the development of the mitigation and enhancement measures. The language planning specialists have also worked with Horizon to develop a Welsh Language and Culture Mitigation and Enhancement Strategy (WLCMES), which goes hand-in-hand with Horizon's Welsh Language Policy.
- 5.1.2 The measures presented within the WLCMES have been developed in collaboration with key Welsh language stakeholders, including members and observers of the WLIA Steering Group. The WLCMES has been developed based on a combination of stakeholder workshops, one-to-one consultation and a review of relevant documentation and literature.
- 5.1.3 Measures presented in the WLCMES follow four key themes:
- workforce;
  - children and young people;
  - the community; and
  - accountability.
- 5.1.4 In order to focus on the development and implementation of Welsh language and culture mitigation and enhancement measures during the construction and operation of the Wylfa Newydd DCO Project, Horizon will appoint a Welsh Language and Culture Co-ordinator.

### 5.2 Beneficial effects

- 5.2.1 Beneficial effects of the Wylfa Newydd DCO Project on Welsh language and culture during construction, operation and decommissioning are summarised in section 4 of this document. In order to enhance beneficial effects, measures have been developed and these are summarised below.
- 5.2.2 Table 5-1, Table 5-2 and Table 5-3 provide a summary of the mitigation and enhancement measures included in the WLCMES and the effects which each measure relates to, including details of how they will be secured.
- 5.2.3 The WLCMES presents measures that are secured through Section 106 obligations (legal agreements), the DCO requirement, Code of Construction Practice (CoCP) (Application Reference Number: 8.6) and Code of Operational Practice (CoOP) (Application Reference Number: 8.13) as well as measures that are part of the Community Benefits Package. The mitigation and enhancement measures for the Wylfa Newydd DCO Project have been developed with the intention of enabling Horizon to fulfil the Welsh Language Pledge as well as mitigating and enhancing effects identified in this WLIA. The

rationale for each of the measures is outlined in more detail in section 4 of the WLCMES.

## ***Enhancement commitments***

### **Workforce**

5.2.4 Horizon would seek to enhance the potential beneficial effects provided in relation to the construction and operational workforce by:

appointing a Welsh Language and Culture Co-ordinator to focus on the development and implementation of Welsh language and culture mitigation and enhancement measures during construction and operation of the Wylfa Newydd DCO Project;

- continuing to distribute, on a regular basis, information on career opportunities at Wylfa Newydd to local communities and young people including the bilingual Wylfa Newydd 'Career Route Maps' and Job Profiles. Horizon will develop role model activities and resources to encourage awareness of career opportunities within the community. Welsh-speaking Horizon staff (including Welsh-learners) and local suppliers will be involved and front these. Staff and contractors will take part in various 'role model' activities and resources such as case study video clips, written materials, presentations in schools;
- as part of its recruitment strategy, ensuring all available job opportunities are advertised through recruitment channels that target a Welsh-speaking audience. This will include the Wylfa Newydd Employment and Skills Service as well as other local and national partners that engage with a Welsh-speaking audience. All job advertisements will be posted in English and Welsh;
- assessing the Welsh language skills requirements for job roles when developing construction and operational job profiles at Wylfa Newydd. This assessment will be based on a Welsh language skills competency framework and assessment tool to be developed by Horizon. The level of Welsh language skills required for each post will be recorded as part of the recruitment process and included within the job profile;
- ensuring Welsh-speaking staff are included on interview panels for jobs where candidates are required to have Welsh language skills so that the candidate's linguistic skills can be properly assessed;
- distributing information to contractors and all personnel on the Welsh language and culture as part of recruitment materials. This will include a general statement on the value Horizon places on Welsh language skills, the level of Welsh language skills required for a post as well as background information on the Welsh language;

- providing language awareness training to all construction and operational staff to demonstrate linguistic courtesy and awareness of Horizon's corporate Welsh Language Policy;
- developing a programme of Welsh language training at different levels for Wylfa Newydd DCO Project construction and operational staff where this is a relevant requirement within a post. Horizon would establish a Welsh language mentoring scheme for learners and maintain their Welsh speaker 'orange badge' scheme as well as ensuring that Menter Newydd and contractors in all tiers also operate such a scheme to raise awareness of the Welsh language and encourage its use;
- updating Horizon's Welsh Language Policy on an annual basis to include details on what types of internal communications will be made available bilingually; and
- displaying fully bilingual permanent and temporary public signs relating to the Wylfa Newydd DCO Project.

### **Investment and spend in the local economy**

5.2.5 Horizon would seek to enhance the potential beneficial effects relating to the economy, Welsh language and culture by:

- considering the Welsh language as part of the procurement process;
- providing information on local businesses to contractors throughout the supply chain;
- as part of its recruitment strategy, ensuring all available job opportunities are advertised through recruitment channels that target a Welsh-speaking audience. This will include the Wylfa Newydd Employment and Skills Service as well as other local and national partners that engage with a Welsh-speaking audience. All job advertisements will be posted in English and Welsh. The Jobs and Skills Strategy, and specifically the Wylfa Newydd Employment and Skills Service aspect, would aim to:
  - recruit new employees to the labour market,
  - train and upskill both new entrants and others, and
  - provide a brokerage service to support businesses whose workers have moved on to the Wylfa Newydd DCO Project.

### **Children and young people**

5.2.6 Horizon would seek to enhance the potential beneficial effects relating to children, young people and families by:

- continuing to develop and provide bilingual educational support for primary and secondary pupils as well as further education students (e.g. through providing classroom materials and presentations); and
- maintaining the Wylfa Newydd DCO Project apprenticeship scheme and continue to provide the ‘Work Insight Week’ or an equivalent scheme, to young people.

## 5.3 Adverse effects

- 5.3.1 Adverse effects of the Wylfa Newydd DCO Project on Welsh language and culture during construction, operation and decommissioning are summarised in section 4 of this document. In order to mitigate adverse effects, measures have been developed and these are summarised below.
- 5.3.2 Table 5-1, Table 5-2 and Table 5-3 provide a summary of the mitigation and enhancement measures included in the WLCMES and the effects which each measure relates to, including details of how they will be secured.

### *Mitigation commitments*

#### **Workforce**

- 5.3.3 Horizon would seek to mitigate the potential adverse effects relating to construction and operational workforce by:
- appointing a Welsh Language and Culture Co-ordinator to focus on the development and implementation of Welsh language and culture mitigation and enhancement measures during construction and operation of the Wylfa Newydd DCO Project;
  - providing language awareness training to all construction and operational staff to demonstrate linguistic courtesy and awareness of Horizon’s corporate Welsh Language Policy;
  - developing and circulating welcome packs to all families of the Wylfa Newydd DCO Project’s workers who move to the KSA to raise awareness of Welsh language and culture including information on the status and use of the language in the local education services and the wider community;
  - collecting information on partners and children moving to the KSA with construction and operational workers and sharing this data with local authorities. This will take account of data protection considerations but, where possible, include numbers of children, ages and Welsh language skill levels to provide information for education and early years planners. This process may be linked to the Worker Accommodation Management Service being developed to help monitor the inflow of workers and their families.



### Children and young people

5.3.4 Horizon would seek to mitigate the potential adverse effects by:

- providing funding for local education services that support children and young people to participate in Welsh-medium education across primary and secondary schools (language immersion services). The level of support for this service will be proportionate to the number of workers that will bring their families.

### Community and local services

5.3.5 Horizon would seek to mitigate the potential adverse effects by:

- funding provision of community language services (including the development of appropriate training materials) to support the integration of newcomers and develop Welsh language-speaking capacity in the local community. This would be linked to the role of the Community Involvement Officer;
- engaging and facilitating ongoing dialogue with the Isle of Anglesey County Council, Gwynedd Council, Mudiad Meithrin and Menter Iaith Môn to discuss the inflow of pre-school age children and the effect on local Welsh-medium provision and measures to mitigate this effect. Horizon will monitor on an ongoing basis the number of workers bringing families, including those of pre-school age. This data will be used to identify the appropriate mitigation required to mitigate the effect on Welsh-medium provision; and
- helping fund a community translation service (where relevant to Horizon Wylfa Newydd) to enable local organisations to provide simultaneous translation facilities for community groups.

### Cost of housing

5.3.6 Horizon would seek to mitigate the potential adverse effects by:

- establishing a Wylfa Newydd Worker Accommodation Management Service. This service and its oversight group (which would include local authorities) would provide a mechanism to monitor the effects of the Wylfa Newydd DCO Project on the supply and demand for accommodation and housing as a result of the inflow of non-home-based construction workers and their families.

### Environmental amenity

5.3.7 Adverse effects on environmental amenity and therefore, indirectly on Welsh language and culture, relate to noise, air quality and landscape and visual impact and mitigation measures relating to these are presented in the DCO Environmental Statement. No mitigation measures directly relating to Welsh language and culture are considered necessary.

## **5.4 Summary of mitigation and enhancement measures**

- 5.4.1 Table 5-1, Table 5-2 and Table 5-3 below provide a summary of the mitigation and enhancement measures included in the WLCMES and the effects which each measure relates to.

**Table 5-1 Summary of mitigation and enhancement measures relating to the workforce**

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
1	Enhancement measure - There is a need for co-ordination of the measures in the Welsh language and culture mitigation and enhancement strategy	1-4, 7, 9-11, 13, 15-18	Horizon will appoint a Welsh Language and Culture Co-Ordinator (WLCC) to focus on the development and implementation of Welsh language and culture mitigation and enhancement measures during construction and operation of the Wylfa Newydd DCO Project.	Horizon HR	Horizon Training / Learning & Development	Pre-construction	Section 106 agreement
2	Enhancement measure - ensure Welsh language workforce skills are considered and valued by Horizon during the Wylfa Newydd DCO Project	3, 9-11	Horizon will assess the Welsh language skills requirements for job roles when developing construction and operational job profiles. This assessment will be based on a Welsh language skills competency framework and assessment tool to be	Horizon HR & WLCC	Recruitment Managers & potentially external support; National Centre for Learning Welsh	Pre-construction	Section 106 agreement (construction and operational job descriptions)

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
			developed by Horizon. The level of Welsh language skills required for each post will be recorded as part of the recruitment process and included within the job profile				
3	Enhancement measure - ensure Welsh language workforce skills are considered and valued by Horizon during the Wylfa Newydd DCO Project	3, 9-11	Horizon will ensure a Welsh-speaking member of staff is included on interview panels for jobs where candidates are required to have Welsh language skills so that the candidate's linguistic skills can be properly assessed	Horizon HR & WLCC	Potentially external Welsh speakers	Pre-construction and pre-operation	Section 106 agreement
4	Enhancement measure - increase the likelihood of Welsh speakers applying for posts at the Power Station	3, 9-11	Horizon will continue to distribute, on a regular basis, information on career opportunities at the Power Station to local communities and young people including	Horizon Education team	IACC	Construction; ongoing	Section 106 agreement

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
			the bilingual Wylfa Newydd 'Career Route Maps' and Job Profiles. Horizon will develop role model activities and resources to encourage awareness of career opportunities within the community. Welsh-speaking Horizon staff (including Welsh-learners) and local suppliers will be involved and front these. Staff and contractors will take part in various 'role model' activities and resources such as case study video clips, written materials, presentations in schools.				
5	Enhancement measure - increase the likelihood of	3, 9-11	As part of its recruitment strategy, Horizon will ensure all	Horizon HR & WLCC	IACC, Cyngor Gwynedd; North Wales	Construction; ongoing	Section 106 agreement

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
	Welsh speakers applying for posts at the Power Station		available job opportunities are advertised through recruitment channels that target a Welsh-speaking audience. This will include the Wylfa Newydd Employment & Skills Service as well as other local and national partners that engage with a Welsh-speaking audience. All job advertisements will be posted in English and Welsh.		Economic Ambition Board, Grŵp Llandrillo Menai, Welsh Government; Department for Work and Pensions; WLIA Steering group; Fforwm Iaith Strategol Ynys Môn; Careers Wales		
6	Enhancement measure - demonstrate Horizon's commitment to the Welsh language and culture and increase the visibility of the Welsh language at the Power Station	3, 9-11	Horizon's Welsh Language Policy to be updated on an annual basis to include details on what types of internal communications will be made available bilingually.	Horizon Head of Strategic Development (Wales);	Horizon HR & Welsh Language and Culture Co-ordinator	Pre-construction	Section 106 agreement

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
7	Enhancement measure - demonstrate Horizon's commitment to the Welsh language and culture and increase the visibility of the Welsh language at the Power Station	3	Permanent and temporary public signs relating to the Wylfa Newydd DCO Project will be bilingual.	Horizon Supply Chain team	Horizon Supply Chain team, contractors	Construction; operation	Wylfa Newydd CoCP (Application Document Reference 8.6) Wylfa Newydd CoOP (Application Document Reference 8.13)
8	Enhancement measure - ensure Welsh language workforce skills are valued by Horizon	3, 9-11	Horizon will develop and adopt a Welsh language skills competency framework and a Welsh language skills assessment tool for recruitment processes. Horizon will provide relevant recruitment managers with training	Horizon HR / WLCC	National Centre for Learning Welsh	Pre-construction; ongoing	Section 106 agreement

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
			to use tools to determine the language requirements of construction and operational roles.				
9	There is a need to mitigate the impact of non-Welsh speaking workers moving to the KSA and ensure that they are aware of the Welsh language and culture when applying for posts at the Power Station. There is also a need to enhance the positive impacts on employment by ensuring that Welsh speakers are aware that their linguistic skills will be valued by Horizon.	1-4, 7, 16-18	Horizon will distribute information to contractors and all personnel on the Welsh language and culture as part of recruitment materials. This will include a general statement on the value Horizon places on Welsh language skills, the level of Welsh language skills required for a post as well as background information on the Welsh language.	Horizon HR; WLCC;	Horizon Recruitment Managers; Supply chain & Commercial; Welsh Government, IACC, Menter Newydd Contractor; National Centre for Learning Welsh	Pre-construction	Section 106 agreement, Workforce Management Strategy (Application Document Reference 8.5)



Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
10	There is a need to ensure that suppliers are aware of the situation of the Welsh language and culture in the KSA and Horizon's Welsh language policy.	1-4, 7-11, 16-18	Horizon will include Welsh Language information requirements as an agenda item for all contractor meetings. Horizon will provide information on their Welsh language capacity, Horizon's Welsh Language Policy and obligations, and how contractors will adhere to Horizon's Welsh Language Policy (i.e. through recruitment processes and internal and external communications).	Horizon: Supply Chain team & WLCC	Menter Newydd	Pre-construction; ongoing	Section 106 agreement
11	Enhancement measure - increase the opportunities for local companies (who are more likely to employ Welsh speakers) to	1-4, 8-11	Horizon will ensure Menter Newydd and contractors in all tiers are provided with information on, and encouraged to use, local suppliers.	Horizon Supply Chain team	Menter Newydd IACC, North Wales Economic Ambition Board	Pre-construction	Section 106 agreement

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
	compete for work at the Power Station.		Contractors will be provided with the business database being developed by IACC, other local authorities, North Wales Economic Ambitions Board and Welsh Government				
12	There is a need to mitigate the impact of non-Welsh speaking workers moving to the KSA and ensure that they are aware of the Welsh language and culture. There is also a need to enhance the positive impacts on employment by ensuring that Welsh speakers are aware that their linguistic skills will be valued and, where relevant,	1-4, 7, 9-11, 16-18	Horizon will provide language and culture awareness training to all construction and operational staff and require staff to demonstrate linguistic courtesy and awareness of Horizon's Welsh language corporate policy. Horizon will also develop a programme of Welsh language training at different levels for Project construction and operational staff	Horizon Training / Learning & Development & Horizon WLCC	Grŵp Llandrillo Menai (as Horizon's appointed training provider); National Centre for Learning Welsh	Construction; ongoing	Section 106 agreement

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
	developed. As the number of workers from outside the KSA increases, there is also a need to increase the visibility of Welsh-speakers to encourage the use of the language at the Power Station.		where this is a relevant requirement within a post. Horizon will establish a Welsh language mentoring scheme for learners. Horizon will maintain their Welsh speaker 'badge' scheme as well as ensuring that Menter Newydd and contractors in all tiers also operate such a scheme. Horizon will collect data on the Welsh language skills of its own workforce and update this on an annual basis. Horizon will encourage staff to take up Welsh language training opportunities.				
13	There is a need to mitigate the impact of non-Welsh speaking workers	1-4, 13	Horizon will collect aggregate and anonymised data on partners and children	Horizon HR	Menter Newydd IACC - to ensure that	Construction	Section 106 agreement, Workforce Management

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
	moving to the KSA on local services, especially education		moving to the KSA with construction and operational workers and share this data with local authorities. This will take account of data protection considerations but, where possible, include numbers of children, ages and Welsh language skill levels to provide information for education and early years planners. This process may be linked to the Worker Accommodation Management Service (WAMS) being developed.		relevant information is provided		Strategy (Application Document Reference 8.5)

**Table 5-2 Summary of mitigation and enhancement measures relating to children, young people and families**

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
14	Enhancement measure - increase the likelihood of Welsh speakers applying for posts at the Power Station	3, 9-11, 13	Horizon will continue to develop and provide bilingual educational support for primary and secondary pupils as well as Further Education students.	Horizon Education team	IACC and Gwynedd Council Education Departments. Schools, Welsh Language in Education Forum, Head teachers forum North Wales Economic Ambitions Board,	Construction.	Section 106 agreement
15	Enhancement measure - increase the likelihood of Welsh speakers applying for posts at the Power Station	3, 9-11, 13	Horizon will maintain the Wylfa Newydd DCO Project apprenticeship scheme and continue to provide the 'Work Insight Week', or an equivalent scheme, to young people	Horizon Training; Horizon Education team	Training providers (Grŵp Llandrillo-Menai)	Pre-construction.	Section 106 agreement

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
16	There is a need to mitigate the impact of non-Welsh speaking workers moving to the KSA on local services, especially education	1-2, 4, 13	Horizon will fund a peripatetic teacher service (pro-rata as detailed below) that would support current immersion education capacity on Anglesey (and potentially Gwynedd if required) across primary and secondary schools. Funding will be available so that two language immersion teachers will be available to work with pupils at the start of construction. The level of this service will be proportionate to the number of workers that will bring their families and increase or decrease in response to demand. The number of workers bringing families will be	IACC & Cyngor Gwynedd Council	Schools, Fforwm Iaith Strategol Ynys Môn (representative group of Welsh language organisations), Cyngor Gwynedd Council	Pre-construction.	Section 106 agreement

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
			carefully monitored through collection of data. (Application Document Reference 8.14)				
17	There is a need to mitigate the impact of the inflow of partners and dependents (estimated 251 dependents) with non-home-based workers from outside KSA on the Welsh language	1-2, 4, 7, 13, 16-18	Horizon will develop and circulate welcome packs to all families of the Wylfa Newydd DCO Project's workers who move to the KSA. These will draw on information in the Welsh Government's planned Welcome Packs and will provide information on local services and the community.	Horizon Welsh Language and Culture Co-ordinator; Welsh Government, IACC		Construction	Section 106 agreement

**Table 5-3 Summary of mitigation and enhancement measures relating to community and local services**

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
18	To mitigate the impact of the inflow of non-home-based workers and their families from outside KSA on the Welsh language	1-2, 4, 7, 13, 16-18	Horizon will fund provision of community language services (including the development of appropriate training materials) to support the integration of incomers and develop capacity in the local community. This would be linked to the role of the Community Involvement Officers.	Horizon	IACC; Community language representation (e.g. local Mentrau Iaith); Cyngor Gwynedd Council; Fforwm Iaith Strategol Ynys Môn; National Centre for Learning Welsh	Construction	Section 106 agreement
19	There is a need to mitigate the impact of non-Welsh speaking workers moving to the KSA on local services, especially education and early years services (e.g.	1-2, 4, 13, 15	Horizon will engage and facilitate ongoing dialogue with IACC, Gwynedd Council, Mudiad Meithrin (Welsh-medium early years representative body) and Menter Iaith Môn to discuss	Horizon	IACC, Gwynedd Council, Mudiad Meithrin (Welsh-medium early years representative	Construction	Section 106 agreement



Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
	childcare, nursery, pre-school services)		the inflow of pre-school age children and the impact on local Welsh-medium provision and measures to mitigate this impact. As part of this dialogue, Horizon will monitor on an ongoing basis the number of workers bringing families, including those of pre-school age. This data will be used to identify the appropriate mitigation required to mitigate the effect on Welsh-medium provision.		body) and Menter Iaith Môn		
20	To mitigate the impact of the inflow of non-home-based workers and their families from	1-2, 4, 13, 15, 16-18	Horizon to help fund a community translation service (where relevant to Horizon Wylfa	Horizon	IACC, Menter Môn	Pre-construction	Section 106 agreement

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
	outside KSA on the Welsh language		Newydd) to enable local organisations to provide simultaneous translation facilities for community groups. This will assist local community groups to effectively engage and discuss issues relating to the Wylfa Newydd Project. The details will be established pre-construction.				

## **5.5 Accountability for mitigation and enhancement measures**

- 5.5.1 The development of appropriate mechanisms for overseeing the implementation of the WLCMES within Horizon, and for monitoring progress externally, were considered crucial by the Welsh language and culture stakeholders consulted when developing the WLCMES during 2016 and 2017. Developing these processes was considered to be important in ensuring that the WLCMES is implemented in the most efficient and effective way and that actions are taken to overcome any barriers encountered.
- 5.5.2 To achieve this, Horizon would:
- set up a management group to be accountable for the delivery of the WLCMES as well as Horizon's corporate Welsh Language Policy;
  - establish and chair (through the Welsh Language Co-ordinator) an external stakeholder group to monitor the implementation of the WLCMES and provide advice on its delivery; and
  - complete an evaluation of the effect of the Wylfa Newydd Project on Welsh language and culture in the KSA, overseen by the external monitoring group. The precise terms of reference, timing and methodology would be agreed by Horizon and the external monitoring group but could include an interim phase midway through construction and a final phase post-construction.
- 5.5.3 A summary of the mitigation and enhancement measures relating to accountability are set out in Table 5-4.

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**Table 5-4 Summary of mitigation and enhancement measures relating to accountability**

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
21	To mitigate and enhance the impact of the Wylfa Newydd DCO Project on the Welsh language and culture	1-4, 7, 13, 15-18	Horizon will establish a management group which will have oversight of and be accountable for the delivery of this Welsh Language and Culture Mitigation and Enhancement Strategy as well as Horizon's Corporate Welsh Language Policy	Horizon Senior Managers, Strategic Development Wales & WLCC (Application Document Reference 8.14)	Horizon HR, Training, Learning & Development, Supply Chain, Commercial - Head of Strategic Procurement	Pre-construction	Section 106 agreement
22	To mitigate and enhance the impact of Wylfa Newydd on the Welsh language and culture	1-4, 7, 13, 15-18	Horizon will establish and chair an external stakeholder group (Welsh Language and Culture Coordinator) to monitor the implementation of the Strategy and	Horizon	Local authorities, Community organisations	Pre-construction	Section 106 agreement

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
			provide advice on its delivery				
23	There is a need to evaluate the Strategy and the actual impact of the Wylfa Newydd DCO Project on the Welsh language.	1-4, 7, 13, 15-18	Horizon will complete an evaluation of the impact of the Wylfa Newydd DCO Project on the Welsh language in the KSA overseen by the external stakeholder group	Horizon	Local authorities, Community organisations	Construction	Section 106 agreement
24	To mitigate and enhance the impact of the Wylfa Newydd DCO Project on the Welsh language and culture	1-4, 7, 13, 15-18	Horizon will implement the Welsh Language and Culture Mitigation and Enhancement Strategy throughout the construction period of the Wylfa Newydd DCO Project. Horizon will monitor and report its compliance with the Welsh	Horizon	Horizon HR, Local authorities, Community organisations	Construction	Section 106 agreement

Measure no	Issue	Relevant WLIA questions	Description of measure	Who should lead on delivering this?	Who else should be involved?	Trigger	Securing mechanism
			Language and Culture Mitigation and Enhancement Strategy every six months to the Management Group (noted in measure 1264) and the strategy will be reviewed on an annual basis.				

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## 6 What happens next?

- 6.1.1 Submission of the WLIA as part of the application for a DCO is an important milestone, but would not be the conclusion of the work with local stakeholders on Welsh language and culture.
- 6.1.2 Relevant stakeholders would be involved throughout the application determination process and, if the Wylfa Newydd DCO Project is given approval by the Secretary of State; throughout the construction and operation of the Wylfa Newydd DCO Project itself.
- 6.1.3 The next step in the work with Welsh language and culture stakeholders would be during the period when the DCO application is being considered by the Secretary of State. During that time, Horizon would work with Welsh language and culture stakeholders and the main contractor (who would build the Power Station and other components of the Wylfa Newydd DCO Project) to confirm the practical details needed to implement the mitigation and enhancement measures described in the WLIA (Application Reference Number: 8.2).
- 6.1.4 Welsh language and culture stakeholders would be involved in the external monitoring and overseeing of the WLCMES. Establishing an external stakeholder group, potentially drawing on the membership of the existing WLIA Steering Group and the Isle of Anglesey Welsh Language Strategic Forum, would provide a source of independent monitoring and ensure that the WLCMES would be aligned with the activities of partner organisations. The group's role would broadly be to review progress against each of the measures in the WLCMES and advise on measures required to overcome any difficulties. A key task for the group would be to develop an accountability framework for monitoring the WLCMES.

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