

CABINET

Date of Meeting	Tuesday, 14 th June 2022
Report Subject	Welsh Language Annual Monitoring Report 2021/22
Cabinet Member	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources
Report Author	Chief Executive
Type of Report	Operational

EXECUTIVE SUMMARY

Flintshire County Council is required to adhere to Welsh language standards, as set out in a Compliance Notice that was served on the Council in 2015.

The Welsh Standards Compliance Notice for Flintshire County Council places a statutory duty on the Council to publish an annual report that sets out how it has met the Welsh language standards.

The purpose of this report is to present the Welsh Language Annual Monitoring Report 2021/22, providing an overview of the Council's progress in complying with the Welsh language standards and identifying areas for further progress and improvement.

RECOMMENDATIONS

1	That Cabinet approve the Welsh Language Annual Monitoring Report 2021/22, noting areas for further progress and improvement.
2	Cabinet receive a further report at their September 2022 meeting outlining progress made.

REPORT DETAILS

1.00	EXPLAINING THE WELSH LANGUAGE ANNUAL MONITORING REPORT 2021/22
1.01	<p>Background Information</p> <p>The Welsh Language (Wales) Measure 2011 enables the Welsh Ministers to specify standards for the Welsh language. The aim of the standards is to:</p> <ul style="list-style-type: none">• Improve the services Welsh speakers can expect to receive from organisations in Welsh;• Increase the use people make of Welsh language services;• Make it clear to organisations what they need to do in terms of the Welsh language; and• Ensure that there is an appropriate degree of consistency of the duties placed on bodies in the same sectors.
1.02	<p>The Welsh Language Commission (WLC) served Compliance Notices on each of the 22 local authorities in Wales in September 2015, identifying the standards by which they must comply.</p> <p>Compliance Notices are unique to each organisation and specify what each organisation is expected to implement in Welsh and the time period for compliance.</p>
1.03	<p>The Welsh Standards Compliance Notice for Flintshire County Council lists 171 standards for service delivery; policy making; operational matters, promotion; and record keeping.</p> <p>The standards also require the Council to publish an annual report setting out how the standards have been met. The WLC has set out guidance on the format and content of the annual report.</p> <p>The Welsh Language Annual Monitoring Report provides an opportunity to show what the Council has done to meet the standards and to facilitate and promote the use of Welsh. The Council's Welsh Language Annual Report 2021/22 can be found at Appendix A of this report.</p>
1.04	<p>Flintshire County Council's Welsh Language Annual Monitoring Report 2021/22</p> <p><u>Increased Initiatives</u></p> <p>During 2021/22 there has been an increase in initiatives to promote the visibility and audibility of the Welsh language. For example, the Welsh Language Community Officer within the Integrated Youth Provisions Service has developed resources for the Youth Service and Play Schemes that will support the teams to use Welsh with children and young people. Some examples of the initiatives that have been implemented include:</p>

	<ul style="list-style-type: none"> • Welsh Wednesday, where a Welsh word of the week related to the weekly theme of the Youth Service is posted on their social media sites (Facebook and Instagram). The aim of using these platforms is to drip feed the Welsh language in a fun way encouraging young people to “have a go” and use that particular word during the week. • Creating a Welsh language booklet for the teams to support the use of very simple Welsh phrases and words with children and young people. The booklet replicates the language patterns taught in schools. • Cymraeg Bob Cynllun (Welsh in every scheme), an initiative that promotes the use of Welsh naturally during play and throughout the Council’s Play Schemes, without adult intervention.
1.05	<p>In partnership with Menter Iaith Fflint a Wrecsam, and with support from the Council’s Business Team, an increased number of activities took place for Dydd Gŵyl Dewi /St David’s Day 2022. More retailers participated in the window dressing competition raising the visibility of Welsh language in the county. More Town and Community Councils have expressed an interest in participating and hosting future events to celebrate this day within their communities.</p>
1.06	<p><u>Areas for further improvement</u> Although there are positive areas of progress, some issues remain as areas in which to progress and improve. Given the challenges recruiting to vacant posts, and filling Welsh essential posts, key areas for improvement include:</p> <ul style="list-style-type: none"> • Developing our employees’ Welsh language skills, particularly those in public facing posts, to support services to be delivered bilingually. The number of employees attending Welsh language skills training has reduced, 49 employees are currently attending Welsh language awareness training compared to 149 employees attending in 2017/18. • Reducing the number and percentage of employees who report that they do not have any Welsh skills. The number of employees who report that they do not have any Welsh language skills has slightly reduced from 992 in 2021 to 964, this represents a significant percentage (over 30%) of our workforce who do not have any Welsh language skills. • Increasing the number of employees who complete the Welsh language skills assessment, 189 employees have not completed the Welsh language skills assessment compared to 43 employees who had not completed the self-assessment in 2021.
1.07	<p><u>Complaints</u> In 2021/22 one complaint was made directly to the Welsh Language Commission, compared to three complaints made during the previous year. Details of this complaint are summarised below</p>

	<table border="1"> <thead> <tr> <th style="background-color: #4b0082; color: white;">Details</th> <th style="background-color: #4b0082; color: white;">Outcome and action taken</th> </tr> </thead> <tbody> <tr> <td>Directional signage in English only and two place names in English only</td> <td> <p>A subcontractor had placed English only signs following scheduled works at a road junction.</p> <p>New signage has been commissioned.</p> <p>The Welsh Language Commission has determined the Council did not comply with standards for signage. Arrangements are being put in place to ensure this does not happen again.</p> </td> </tr> </tbody> </table>	Details	Outcome and action taken	Directional signage in English only and two place names in English only	<p>A subcontractor had placed English only signs following scheduled works at a road junction.</p> <p>New signage has been commissioned.</p> <p>The Welsh Language Commission has determined the Council did not comply with standards for signage. Arrangements are being put in place to ensure this does not happen again.</p>
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1.08	<p>Next steps</p> <p>During the next 12 months, as a Council, we aim to achieve:</p> <ul style="list-style-type: none"> • 100% of employees reviewing and completing the Welsh language skills audit by March 2023; • An increased number of employees who complete the Welsh language awareness e-learning module by March 2023; • A reduced number of employees who report that they do not have any Welsh language skills, working towards the target of 5% employees without Welsh language skills by March 2023; and • Participation in further initiatives to raise the profile of Welsh language in the workplace and the community. 				

2.00	RESOURCE IMPLICATIONS
2.01	<p>Human Resources: A training programme is required to ensure employees have the skills and knowledge to meet these statutory duties. A budget for Welsh language training is held by the Learning and Development Team.</p> <p>Revenue/Capital: There are no revenue / capital implications.</p>

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT		
3.01	A full integrated impact assessment is not required for this report, as it is a report on progress and compliance with the Welsh language standards.		
3.02	<p>Ways of Working (Sustainable Development) Principles Impact</p> <table border="1"> <tr> <td>Long-term</td> <td>Positive - safeguarding the Welsh language for future generations and increasing access to services through the medium of Welsh.</td> </tr> </table>	Long-term	Positive - safeguarding the Welsh language for future generations and increasing access to services through the medium of Welsh.
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	Prevention	Positive - increasing the number of people using and speaking Welsh.
	Integration	No change
	Collaboration	Positive - through supporting other plans and strategies such as the Welsh in Education Strategic Plan and “More than Words” Framework which aims to increase the use of Welsh in health and social care services.
	Involvement	No change
3.03	Well-being Goals Impact	
	Prosperous Wales	No impact
	Resilient Wales	No impact
	Healthier Wales	No impact
	More equal Wales	Positive - through increasing access to bilingual services and ensuring that the Welsh language is treated no less favourably than the English language.
	Cohesive Wales	No impact
	Vibrant Wales	Positive - through promoting the Welsh language
	Globally responsible Wales	No impact

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	No formal consultations were required for this report but key officers and services have made a contribution to the content of the report.

5.00	APPENDICES
5.01	Appendix A – Welsh Language Annual Report 2021/22

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Welsh Language Standards Compliance Notice

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Fiona Mocko, Strategic Policy Advisor</p> <p>Telephone: 01352 702122</p> <p>E-mail: Fiona.mocko@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
	<p>Compliance Notice: specifies the exact Welsh language standards with which each organisation should comply and also the date by which they are required to comply with a standard.</p> <p>Menter Iaith Fflint a Wrecsam: an organisation funded by Welsh Government to support and promote the Welsh language in the county.</p> <p>Welsh Language Measure: Welsh Language (Wales) Measure 2011: confirms the official status of Welsh, creates a new system of placing duties on bodies to provide services through the medium of Welsh and creating the post of Language Commissioner with enforcement powers.</p> <p>Welsh language standards: specify standards of conduct in relation to the Welsh language.</p>