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Prif Swyddog (Llywodraethu)

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To: Cllr Ian Roberts (Leader)

Councillors: Sean Bibby, Chris Bithell, David Healey, Dave Hughes, Paul Johnson, Christine Jones and Billy Mullin

8 June 2022

Dear Sir/Madam

NOTICE OF REMOTE MEETING
CABINET
TUESDAY, 14TH JUNE, 2022 at 10.00 AM

Yours faithfully

Steven Goodrum
Democratic Services Manager

The meeting will be live streamed onto the Council's website. A recording of the meeting will also be available, shortly after the meeting at https://flintshire.public-i.tv/core/portal/home

If you have any queries regarding this, please contact a member of the Democratic Services Team on 01352 702345.

A G E N D A

1   APOLOGIES

Purpose: To receive any apologies.

2   DECLARATIONS OF INTEREST

Purpose: To receive any declarations and advise Members accordingly.

3   MINUTES (Pages 5 - 10)

Purpose: To confirm as a correct record the minutes of the meeting held on 15th March 2022.

TO CONSIDER THE FOLLOWING REPORTS

OPERATIONAL REPORTS

4   WELSH LANGUAGE ANNUAL MONITORING REPORT 2021/22 (Pages 11 - 40)

Report of Chief Executive - Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources

Purpose: To receive the Welsh Language Annual Monitoring Report 2021/22 and provide an overview of progress in complying with the Welsh Language Standards.

5   EXERCISE OF DELEGATED POWERS (Pages 41 - 42)

Purpose: To provide details of actions taken under delegated powers.

FORWARD WORK PROGRAMME - COUNTY COUNCIL, CABINET, AUDIT AND OVERVIEW & SCRUTINY - FOR INFORMATION

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 - TO CONSIDER THE EXCLUSION OF THE PRESS AND PUBLIC

The following item is considered to be exempt by virtue of Paragraph(s) 14 of Part 4 of Schedule 12A of the Local Government Act 1972 (as amended).

The report contains details of proposed contracts and the public interest in revealing the information is outweighed by the public interest in withholding it until the contract has been awarded.

6   <u>MANAGED AGENCY CONTRACT EXTENSION</u> (Pages 65 - 68)

Report of Chief Executive - Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources

Purpose: To seek approval to extend the existing managed agency contract by 12 months from 28/08/2022 to 31/08/2023 to allow Flintshire County Council to work collaboratively with Denbighshire County Council in procuring a contract that will take us beyond 2023.

Please note that there may be a 10 minute adjournment of this meeting if it lasts longer than two hours

Procedural Note on the conduct of meetings

The Chair will open the meeting and introduce themselves.

The meeting will be attended by a number of Councillors. Officers will also be in attendance to present reports, with Democratic Services officers acting as hosts of the meeting.

All attendees are asked to ensure their mobile phones are switched off and that any background noise is kept to a minimum.

All microphones are to be kept muted during the meeting and should only be un-muted when invited to speak by the Chair. When invitees have finished speaking they should go back on mute.

To indicate to speak, Councillors will use the chat facility or use the electronic raise hand function. The chat function may also be used for questions, relevant comments and officer advice and updates.

The Chair will call the speakers, with elected Members addressed as 'Councillor' and officers addressed by their job title e.g. Chief Executive' or name. From time to time, the officer advising the Chair will explain procedural points or suggest alternative wording for proposals, to assist the Committee.

If and when a vote is taken, the Chair will explain that only those who oppose the proposal(s), or who wish to abstain will need to indicate, using the chat function. The officer advising the Chair will indicate whether the proposals are carried.

If a more formal vote is needed, this will be by roll call – where each Councillor will be asked in turn (alphabetically) how s/he wishes to vote

At County Council and Planning Committee meetings speaker's times are limited. A bell will be sounded to alert that the speaker has one minute remaining

The meeting will be live streamed onto the Council's website. A recording of the meeting will also be available, shortly after the meeting at https://flintshire.public-i.tv/core/portal/home

CABINET
15TH MARCH 2022

Minutes of the meeting of the Cabinet of Flintshire County Council held virtually via Zoom on Tuesday 15th March 2022.

PRESENT: Councillor Ian Roberts (Chair)
Councillors: Glyn Banks, Chris Bithell, Dave Hughes, Paul Johnson, Christine Jones and Billy Mullin.

IN ATTENDANCE:
Chief Executive, Chief Officer (Governance), Chief Officer (Planning, Environment and Economy), Chief Officer (Education and Youth), Chief Officer (Social Services), Chief Officer (Streetscene and Transportation), Strategic Finance Manager, and Team Leader – Democratic Services.

OTHER MEMBERS IN ATTENDANCE:
Councillor Patrick Heesom.

APOLOGY:
Councillor Derek Butler.

        Councillor Roberts thanked all Cabinet Members and Chief Officers for their support during the time of the current administration.

126.   DECLARATIONS OF INTEREST

        None.

127.   MINUTES

        The minutes of the meeting held on 15th February 2022 were submitted and confirmed as a correct.

RESOLVED:

That the minutes of the meeting be approved as a correct record.

128.   NATIONAL COLLABORATIVE ARRANGEMENTS FOR WELSH (LOCAL AUTHORITY) ADOPTION AND FOSTERING SERVICES

        Councillor Jones introduced the report and explained that, through the Welsh Local Government Association (WLGA), proposals had been developed to extend the governance structure of the National Adoption Service (NAS) to incorporate a national approach to specific fostering services through Foster Wales (FW).

        WLGA lawyers had drafted a Joint Committee Legal Agreement to be signed by all 22 local authorities, with the Agreement containing a formal Scheme of Delegation with a Joint Committee providing the mechanism for all Welsh local authorities to discharge an executive and oversight role for NAS and FW.

The Chief Officer (Social Services) explained that the report sought agreement to sign the Joint Committee Agreement for the proposed Joint Committee. Agreeing those proposals, and signing the Joint Committee Agreement, would put Flintshire Council's cooperation in those collaborative arrangements on a formal basis. The Agreement clarified roles and responsibilities for the hosting of, and delivery of their adoption and fostering responsibilities.

Local authorities were asked to sign and return the Joint Agreement to the WLGA by 31st March 2022. Each local authority would need to nominate a Member of the Executive/Cabinet to be a voting Member on the Joint Committee.

In response to a question from Councillor Bithell, the Chief Officer (Social Services) explained that funding for this was through a grant which would end in March 2023. The need for a funded exit strategy had been raised with Welsh Government to enable a sustained service beyond the grant period.

Following a question from Councillor Banks, the Chief Officer (Governance) confirmed that the representative on the Joint Committee should be the post of Cabinet Member for Social Services.

RESOLVED:

(a)   That proposals for developing the governance arrangements for the National Adoption Service for Wales, as it assumes responsibility for Foster Wales, be adopted;

(b)   That Cabinet support the signing of the Joint Committee Agreement for the National Adoption Service and Foster Wales;

(c)   That the representative on the Joint Committee be the Cabinet Member for Social Services; and

(d)   The development of the national approach, associated delegation of governance, and local scrutiny arrangements be reported to Constitution and Democratic Services Committee, Social and Health Care Overview and Scrutiny Committee and Full Council.

129.   REVENUE BUDGET MONITORING 2021/22 (MONTH 10)

Councillor Johnson introduced the report which provided the latest detailed revenue budget monitoring position in 2021/22 for the Council Fund and Housing Revenue Account for the financial year and presented the position, based on actual income and expenditure, as at Month 10.

The report projected how the budget would stand at the close of the financial year, without new actions to reduce cost pressures and/or improve the financial return on efficiency planning and cost control was:

Council Fund
- An operating surplus of (£4.604m) which was a favourable movement of (£3.067m) from the surplus figure of (£1.537m) reported at Month 9
- A projected contingency reserve balance as at 31st March 2022 of £5.973m (after taking into account the 2021/22 NJC pay award and the increased contribution to the Emergency Reserve agreed as part of the 2022/23 Budget)

Housing Revenue Account
- Net in-year revenue expenditure forecast to be £0.382m higher than budget
- A projected closing balance as at 31st March 2022 of £4.035m

The significant movement at Month 10 was in the main as a result of additional Social Care funding for Winter pressures being confirmed late in the financial year by Welsh Government (WG) of £2.167m, together with additional grant funding criteria being updated by WG within Children's Services of £0.292m.

The report also detailed the position by portfolio; significant variances that month; achievement of planned in-year efficiencies; emergency funding, unearmarked reserves and earmarked reserves.

Councillor Bithell asked if any costs associated with damage and subsequent clear up from the recent storms were known. The Chief Executive said the damage had not been as significant as was feared, and the Chief Officer (Streetscene and Transportation) clarified that the costs were still be worked through.

In response to a further question from Councillor Bithell, the Chief Executive explained that energy was purchased in advance with the gas contract running out in April 2023 and the electricity contract running out in October 2022.

RESOLVED:

(a)   That the estimated financial impact on the 2021/22 budget be noted; and

(b)   That the carry forward requests be approved.

130.   SCHOOL ADMISSION ARRANGEMENTS

Councillor Roberts introduced the report which advised on the outcome of the statutory consultation exercise on the admission arrangements for 2023/24 for approval.

In accordance with the School Admissions Code, the local authority was required to undertake a statutory consultation exercise on its admission arrangements for the following year. Consultation must be complete by 1st March and the admission arrangements must be determined by 15th April each year. Statutory consultees included all schools in the area, the diocesan authorities and neighbouring authorities.

The current admission arrangements had been in place since 2003 and the majority of parental preferences continued to be met. The number of admission appeals in recent years were outlined in the report.

The consultation process took place between 05.01.22 and 04.02.22 and no comments were received. There were no changes proposed to the admission arrangements.

RESOLVED:

That the proposed admission arrangements for 2023/24 be approved.

131. **ANIMAL WELFARE (LICENSING OF ACTIVITIES INVOLVING ANIMALS) (WALES) REGULATIONS 2021**

Councillor Bithell introduced the report and explained that the Animal Welfare (Licensing of Activities Involving Animals) (Wales) Regulations 2021 required, subject to qualifying criteria, any person wishing to sell animals in the course of a business to obtain a licence from their local authority under those regulations.

The main changes introduced by the regulations were:

- To require the licensing of operators which sold animals as pets in the course of a business including keeping animals in the course of a business with a view to their being sold or resold
- To introduce stricter welfare standards for those that sold animals as pets
- To introduce mandatory licensing conditions for those licensed to sell animals as pets
- Introducing a ban on the commercial third party sale of puppies and kittens

In order to deal efficiently with applications and animal welfare issues, it was proposed that the powers within the legislation be delegated to the Team Manager – Licensing & Pest Control and the Service Manager for Community and Business Protection.

RESOLVED:

(a) That delegated powers be given to the Team Manager – Licensing & Pest Control and the Service Manager for Community and Business Protection for the following powers contained in the Animal Welfare (Licensing of Activities Involving Animals) (Wales) Regulations:
- Power to grant a licence
- Power to refuse a licence
- Power to renew a licence
- Power to vary a licence
- Power to vary a licence with immediate effect
- Power to impose conditions
- Power to suspend a licence

- Power to suspend a licence with immediate effect
- Power to reinstate a suspended licence
- Power to revoke a licence
- Power to appoint inspectors

(b)   That the Flintshire County Councils Constitution be amended to reflect the change; and

(c)   That any changes to the delegation of powers in respect of those regulations are delegated to the Chief Officer (Planning, Environment and Economy) in discussion with the Cabinet Member for Planning and Public Protection.

132.   EXERCISE OF DELEGATED POWERS

An information item on the actions taken under delegated powers was submitted. The actions were as set out below:-

Education and Youth

- **Local Authority Appointed School Governors**
  Appointment of Local Authority Governor(s) representatives on school governing bodies in accordance with The Government of Maintained Schools (Wales) Regulations 2005.

Revenues

- **Business Rates – Adoption of Retail, Leisure and Hospitality Rates Relief (RLHRR) Scheme for 2022/23**
  Welsh Government (WG) have extended the business rate relief scheme aimed at supporting business in the retail, leisure and hospitality sectors. Eligible ratepayers will be provided with 50% rate relief. The scheme is a temporary measure to support businesses and is fully funded by WG. There is also requirement for individual local authorities to adopt the schemes and determine which businesses can be awarded relief using the scheme guidance provided by WG.

Streetscene and Transportation

- **The Flintshire County Council B5127 Mill Lane, Elfed Drive, Potters Way, Beechtree Road, Tabernacle Street, Orchard Close, Padeswood Road North, Mold Road, Brunswick Road and Hawkesbury Road, Buckley – Proposed Prohibition of Waiting At Any Time**
  To advise Members of the correspondence received following the advertisement of the proposed Prohibition of Waiting At Any Time on the roads listed above.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 – TO CONSIDER THE EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED:

That the press and public be excluded for the remainder of the meeting for the following items by virtue of exempt information under paragraph(s) 14 of Part 4 of Schedule 12A of the Local Government Act 1972 (as amended).

133. NEWYDD BUSINESS PLAN 2022/23

The Chief Executive introduced the report which outlined the NEWydd Business Plan for 2022/23.

In October 2021 Cabinet agreed a new/extended Services Concession Agreement with NEWydd from 1st April to 31st March 2024. In line with that arrangement NEWydd were required to produce an annual Business Plan to include financial budgeting and forecasting.

RESOLVED:

(a)   That the strategic risks facing the business be noted and the Business Plan 2022/23, including the mitigation of those risks identified, be endorsed; and

(b)   That Cabinet continue to support and approve the current approach regarding delegated powers in relation to setting the price of a Primary School meal (delegated to the Cabinet Member and Managing Director).

134. MEMBERS OF THE PRESS AND PUBLIC IN ATTENDANCE

There were no members of the press or public in attendance.

(The meeting commenced at 10.00 a.m. and ended at 10.45 a.m.)

…………………………
Chair

Sir y Fflint Flintshire COUNTY COUNCIL
CYNGOR

CABINET	

Date of Meeting	Tuesday, 14th 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	**Background Information** The Welsh Language (Wales) Measure 2011 enables the Welsh Ministers to specify standards for the Welsh language. The aim of the standards is to: • 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	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. Compliance Notices are unique to each organisation and specify what each organisation is expected to implement in Welsh and the time period for compliance.
1.03	The Welsh Standards Compliance Notice for Flintshire County Council lists 171 standards for service delivery; policy making; operational matters, promotion; and record keeping. 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. 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.
1.04	**Flintshire County Council's Welsh Language Annual Monitoring Report 2021/22** Increased Initiatives 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:

	• **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	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.
1.06	Areas for further improvement 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: • 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	Complaints 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

Details	Outcome and action taken
Directional signage in English only and two place names in English only	A subcontractor had placed English only signs following scheduled works at a road junction.

New signage has been commissioned.

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. |

1.08	**Next steps** During the next 12 months, as a Council, we aim to achieve: • 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	**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.

Revenue/Capital: There are no revenue / capital implications. |

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	**Ways of Working (Sustainable Development) Principles Impact**

Long-term	Positive - safeguarding the Welsh language for future generations and increasing access to services through the medium of Welsh.

	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	**Contact Officer:** Fiona Mocko, Strategic Policy Advisor **Telephone:** 01352 702122 **E-mail**: Fiona.mocko@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
	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. **Menter Iaith Fflint a Wrecsam**: an organisation funded by Welsh Government to support and promote the Welsh language in the county. **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. **Welsh language standards**: specify standards of conduct in relation to the Welsh language.

Welsh Language Standards

Annual Report

Cymraeg

April 2021 - March 2022

Mae'r cyhoeddiad hwn ar gael yn Gymraeg

CYNGOR **Sir y Fflint**
Flintshire
COUNTY COUNCIL

Welsh Language Standards Annual

Monitoring Report April 2021 – March 2022

Executive Summary

Welsh Language Standards Annual Monitoring Report April 2021- March 2022
Executive Summary

The Welsh language standards came into force on 30 March 2016 and the Council was required to comply with 146 standards by this date. Further standards came into force at a later date; totalling 171 in all. Many of the standards that apply to the Council reflect the commitments in our previous Welsh Language Scheme and our existing practice and commitments to Welsh language.

This is the sixth Welsh Language Standards Annual Monitoring Report and covers the period 1 April 2021 to 31 March 2022. It shows actions we have been taking to comply with the standards and includes data we are required to publish. This has continued to be a challenging year in which we have contributed to the national response to the pandemic whilst meeting existing work commitments.

We are pleased to report that we have continued to support Menter Iaith Fflint a Wrecsam to celebrate Dydd Gŵyl Dewi and promote and share our Welsh heritage. This year more retailers than in previous years participated in the annual Saint David's Day themed window dressing competition, raising the visibility of Welsh culture across our towns.

The appointment of a full-time Welsh Language Community Officer within the Integrated Youth Provision services has resulted in an increased use of Welsh with children and young people. For example, the Summer Play schemes actively used Welsh with children from English medium schools. The kit bags for future play schemes will now include resources to support Play Leaders use Welsh on all play sites, providing children and young people the opportunity to use the language outside of school. Further training will be available for the team to develop their confidence in using a little 'Cymraeg' on all sites.

We have continued to make progress complying with the standards, however, there have been some challenges with recruiting to some posts following the pandemic, in particular, the recruitment of Welsh speakers to some public facing posts. This impacts on the Council's capacity to deliver bilingual services. During the next 12 months we will continue to look at ways in which we can develop the Welsh language skills of our workforce.

Neal Cockerton
Chief Executive

Councillor Ian Roberts
Leader of the Council

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1.0 Introduction

1.1 The Welsh Language Commission (WLC) served a Compliance Notice on the Council in 2016, identifying the 171 standards with which we must comply. These standards set out what the Council is expected to do and deliver in Welsh. Compliance Notices are unique to each organisation reflecting the linguistic profile of the local community and organisational capacity to meet the standards.

1.2 The Council is required to publish an annual report by 30 June as set out in standards 158, 164 and 170. The full list of standards with which we are required to comply is available here. This report is also received annually by the Council's Cabinet for approval prior to publication. This report focuses on the period 1st April 2020 to 31st March 2021. Details of how we comply with the standards are published on our website and can be found here.

1.3 This annual report is our sixth annual report and covers the period 1 April 2021 to 31 March 2022 setting out actions we have been taking to comply with the standards and the areas where we need to improve.

2.0 Background

2.1 The Welsh Language (Wales) Measure 2011 confirms the official status of Welsh in Wales alongside the English language and established a legal framework to impose a duty on public bodies in Wales to comply with the new Welsh standards. The introduction of the Welsh language standards builds on the commitment previously made by the Council within our former Welsh language scheme.

2.2 The aim of the standards is to:

- 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.

- ensure that there is an appropriate degree of consistency in terms of the duties placed on bodies in the same sectors.

2.3 The WLC has powers to investigate and take action against those organisations who fail to comply with the standards. This includes imposing financial penalties for non-compliance.

2.4 The Chief Executive has overall responsibility for ensuring compliance with the standards. The Strategic Policy Advisor is responsible for overseeing the implementation of the Welsh language standards. Our Welsh Language Network provides strategic leadership and is chaired by the Chief Officer for Education and Youth. The Cabinet Member for Corporate Management and

Assets was the Welsh language champion during this period. The new Welsh language champion will be the Leader of the Council.

2.5   Complaints about failure to meet the Welsh language standards can be made by using our Complaints Procedure. Employees can raise concerns through the Council's Grievance Procedure.

3.0   Complying with the standards during 2021/22

3.1   We are required to report on our arrangements for complying with the following standards:

- Service delivery standards
- Policy Making standards
- Operational standards

Actions we have taken to comply with the standards are available on the Council website and within previous annual reports. This report sets out additional actions we have taken during 2021/22.

3.2   **Compliance with Service delivery Standards**

3.2. 1 Employees are reminded periodically about the Welsh language standards and their responsibilities. New employees are made aware of the standards during induction and are asked to complete the Welsh language awareness e-learning module. To assess how well the Council is consistently complying with the standards, during 2021/22 a self-assessment against standards for correspondence, signage, social media and websites was completed by all Portfolios. This assessment is helping identify those services where compliance could improve.

3.2.2   In 2020/21 we commissioned a mystery shopper exercise to review the six main service areas on our website to check the Welsh pages were equivalent to the English pages. These were selected as they represented the most popular areas on the website:

- Bins, Recycling and waste;
- Planning;
- Schools;
- Roads, Streets and Travel;
- Council and Democracy; and
- Council Tax and Benefits

3.2.3   The purpose of the review was to identify areas where Welsh is not equal to English, including content, documents, links, e-forms and automated messages. This review also identified any other discrepancies between the Welsh and English pages. Services have now corrected the relevant pages to ensure Welsh is equal to English. During 2021/22 there were 27,437 visits to the Welsh pages of the Council website compared to 3,840,077 visits to the English pages.

3.2.4   Customers' language preference is captured at the first point of contact with services. Social Services provide an "Active Offer" which means providing a service in Welsh without someone having to ask for it. Out of 3,242 Social Services assessments completed during 2021/22, 1,043 had evidence of the active offer being made (i.e. the box was ticked on the assessment form). Of the 1,043 where the active offer was made, two were accepted and in one case the assessment was completed and documented in Welsh.

3.2.5   The Council uses Microsoft Teams to host virtual meetings and events. As simultaneous translation is currently not feasible through this platform, licences have also been purchased for Zoom. This means that employees who facilitate virtual meetings or events can access Zoom when an interpretation service is needed ensuring the relevant Welsh language standards are met.

3.2.6   Following the WLC's annual review of the Council's compliance with the standards, arrangements to ensure Welsh translation is offered at committee meetings open to the public are being strengthened. Reminders have also been issued to employees about compliance with standards relating to websites, documents, forms, telephone calls and self-service machines. Guidance on meeting the requirements of the standards is available on the Council intranet.

3.2.7   A Social Services "Rhwydwaith Iaith Cymraeg" meeting is being established to cover staff training, communications with the public, help and support, data capture, monitor performance and the implementation of "More than just words". More than just words is the Welsh Government's (WG) framework for Welsh language services in health, social care and social services.

3.2.8   We have continually experienced challenges recruiting Welsh speakers which have been exacerbated with the current recruitment difficulties for all posts, including those where Welsh skills are not required. One post was advertised six times before we were able to successfully recruit a Welsh speaker to a key public facing post. Initiatives we took to promote the vacancy included advertising through niche Welsh media, asking all Flintshire schools and the Council's Welsh Language Network (Rhwydwaith yr Iaith) to circulate via social media. We also asked other agencies to share with their networks.

3.3   Compliance with Policy making standards

3.3.1   We worked with our colleagues from other public bodies in North Wales to develop a regional Impact Assessment template which includes Welsh language. This template was forwarded to the Welsh Language Commission for comments which have been incorporated within the template.   .

3.3.2   A review of committee reports was completed during 2021/22 to identify whether report authors had been completing and including impact assessments within relevant reports.

3.3.3   We provide various grants which are managed by other organisations on our behalf. Application forms and criteria are bilingual and include a statement to say that there will not be a delay in responding to applications submitted in Welsh. We will develop and implement a policy on Welsh language and grants within the next 12 months to support compliance with the relevant standards.

3.3.4   The number of grant applications made through the medium of Welsh during 2020/21 is set out below:

Grant	Total number of applications	Number of applications made in Welsh
Community Chest	51	0
Community Endowment Fund	9	1
Welsh Church Act Fund	7	1

3.3.5 Details of how we comply with the Policy making standards is available on our website. Advice and guidance for employees is published on the Council intranet.

3.4   Compliance with Operational standards

3.4.1   Full details of how we are complying with the Operational standards are available on our website.

3.4.2   Welsh Taster courses are now being offered to employees. These have proven to be popular from which employees are opting to attend further Welsh language training.

3.4.3   The Welsh in the Workplace Policy, which was adopted in 2017, will be refreshed and updated during 2022/23. This policy applies to the use of Welsh internally and aims to increase the number of Welsh speaking employees and encourage our employees to use Welsh both in work and at work.

3.4.4   New employees are asked in which language they would like their employment contract to be issued. Employees can chose to receive business correspondence in Welsh. 49 employees receive their payslips in Welsh.

3.4.5   Appraisal documentation is published on the intranet in Welsh. Employees have the option of disciplinary and grievance interviews/meetings being held in Welsh.

3.4.6 The following policies are published in Welsh:

- Attendance Management Policy
- Benefits of Working at Flintshire County Council
- Capability Policy

- Corporate Safeguarding Policy
- Disclosure and Barring Service Policy
- Dignity at Work Policy
- Diversity and Equality Policy
- Flexible Working application form
- Flexible Working Hours Policy
- Foster for Flintshire Policy
- Health and Safety Policy
- Welsh in the Workplace Policy

3.5   Monitoring arrangements

3.5.1   Our Welsh Language Network, Rhwydwaith yr Iaith, includes representatives from all portfolios and other organisations formerly part of the Council, including Aura (libraries and leisure services) and Theatr Clwyd. The network meets quarterly. Standing items on the agenda include Welsh language training, the profile of employees' Welsh language skills, Welsh language promotion and complaints. Calls to the Welsh and English Contact Centre telephone lines are also reviewed at these meetings to identify any difference in waiting times.

3.5.2   Reports on compliance with the standards are presented regularly to our Chief Officer Team. The annual report is presented to Cabinet for approval prior to being adopted.

4.0 Promoting and facilitating the use of Welsh

4.1   Employees are encouraged to develop their Welsh language skills through attending training provided by the local college. Employees are supported to attend lessons within worktime. "Panad a Sgwrs" sessions are also held once a week to support learners to practice their Welsh in a safe environment, these sessions are facilitated by Welsh speakers. During 2021/22 these one hour informal sessions have been held virtually.

4.2   Cysgliad (Welsh grammar, spellchecker and dictionary) is available for employees. This is promoted at induction and employees are regularly reminded, through workforce news items, that they can request Cysgliad.

4.3   Resources to support Welsh learners and Welsh speakers are available on the intranet on a dedicated page for Welsh learners. Activities to support learners which take place in the community are promoted to the workforce.

4.4   Although Theatr Clwyd is a Trust and no longer falls under the auspices of the Council, we provide funding to the theatre. As part of an agreement with the Council they continue to promote and facilitate the use of Welsh. Some examples of their work during 2021/22 include:

- producing a third Welsh language Christmas show Sioe Nadolig (Y Trilagy) – this was a co-production with Pontio for families, performed at Pontio and Theatr Clwyd. All three Welsh language shows were

available Christmas 2021 so that families could see any of the Christmas shows in the Welsh language. Pontio is an arts and culture centre and is part of Bangor University.

- delivering Welsh language theatre and dance after schools clubs in two Welsh medium schools - Ysgol Maes Garmon and Ysgol Glanrafon in Mold.

- delivering the STEM intervention project, Bright Sparks, which toured primary schools across North Wales. A total of 16 sessions were delivered in Welsh. This project was funded by Reaching Wider North and Mid Wales Partnership (Bangor University). The STEM initiative encourages education in science, technology, engineering and mathematics.

- continuing to support Welsh language artists and companies in the development of their work by giving space and support to cultivate new work.

4.5   A full-time Welsh Language Community Officer has been appointed in the Youth Service; this a post dedicated to increasing the use of Welsh by the team and by children and young people. The post holder is involved in creating and implementing a 10 year plan to develop a bilingual Integrated Youth Provisions service. Some of the initiatives that have already been put in place as part of the role include:

- **Can a Lles Project -** This project was run and led by young people from Ysgol Maes Garmon Welsh medium school with the aim to create a positive post COVID-19 song. The young people wrote and recorded a Welsh song to be released in the Summer 2022 to express their experiences of the past two years and their dreams and aspirations for the future

- **Celf a Lles Project (Arts and Wellbeing Project) -** this project is for young people in our youth clubs to create pieces of art to submit to the Urdd Arts and Crafts competitions. A week of arts sessions have been held in one of our communities, which has a high level of deprivation, for young people who do not access our services. The Play Development team is taking the Celf a Lles project to this community and supporting them to participate in the Urdd competitions.

- **Cymraeg Bob Clwb (Welsh in every Club) –** this initiative aims to increase the visibility of Welsh in youth clubs and develop opportunities for young people to hear and use the Welsh language. An example of this was the 'Nadolig Llawen' (Happy Christmas) poster competition which ran in November and December. The youth clubs were asked to create a poster wishing their local community a "Nadolig Llawen".The reaction from young people to the initiatives has been positive, they have willingly participated and are actively contributing ideas of how to promote the Welsh language so it is not just associated with schools and formal learning. There is now an increased use of Welsh only signage throughout all youth clubs.

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- **Cymraeg Bob Cynllun (Welsh in every scheme) –** this initiative is to promote the use of Welsh naturally during play and throughout our Play schemes, without adult intervention. Numerous resources have been provided for Play Leaders to develop confidence in using a little "Cymraeg" and to use with children on all sites. Over 23% of Play Leaders during this period were fluent Welsh speakers. Examples of the resources developed by the Community officer included making dices, with each face consisting of an image i.e. dancing, running, jumping etc. and the corresponding word in Welsh. This encourages children to look at the picture to work out the Welsh word rather than giving the English translation. A language booklet has also been created for employees to support them to use very simple Welsh phrases and words. This resource has been based on the booklet used by the Council's Welsh Advisory Team so that the language patterns taught in schools are also used in community settings.

- **Flintshire Youth Council**- this council allows young people to voice their opinions on decisions that may affect them and their lives. The Youth Council will now also take a more active role in the development of a bilingual youth service over the next 10 years.

- **Welsh Wednesday** – 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.

Example of poster used by the Play schemes

4.6   Siarter Iaith and Cymraeg Campus

4.6.1 Siarter Iaith and Cymraeg Campus frameworks introduced by Welsh Government aim to promote the Welsh language in schools, encourage pupils to improve their Welsh language skills and increase the use of Welsh outside of school. The Siarter Iaith framework focuses on Welsh medium schools and Cymraeg Campus framework has been developed for English medium schools in Wales.

4.6.2 Examples of Siarter Iaith initiatives developed in Flintshire include:

- creation of a series of podcasts, 'Ffrindiau Fflint', based on 'Our Local Area' by six Welsh medium primary schools.

- implementation of a 'Dragons Den' to receive video applications from schools with the aim of promoting the informal use of the Welsh language beyond the classroom.

4.6.3 Cymraeg Campus initiatives included:

- "Dragon's Den" - 26 schools took part in the Dragon's Den initiative. The objective being for the 'Criw Cymraeg' at each school to identify how they can improve Cymraeg Campus at their school. Each school sent in a video with their proposed bid.Criw Cymraeg are a group of learners at English medium primary schools who meet under the supervision of a teacher to drive forward the school's priorities in relation to their Cymraeg Campus targets.

- A series of 12 twilight sessions delivered to 90 school staff to reignite Cymraeg Campus following the pandemic.

- Two schools received Cymraeg Campus awards – one school received the Bronze award (Ysgol Bryn Deva, Connah's Quay) and one school (Ysgol y Llan, Whitford) received the Silver award. Ysgol y Llan was the first school in the North Wales region to achieve the Silver award.

4.7   Welsh medium Education Strategic Plan (WESP)

As part of the implementation of the, Ysgol Glanrafon in Mold is being remodelled and extended. This will include the development of a purpose built pre-school provision on the site. The extension of the site will allow the school's capacity to increase. It is anticipated that the project will be complete during May 2022.

An investment of approximately £1.1m is being made into Ysgol Croes Deeside, improving provision for Welsh medium education in the Shotton area. This is expected to be completed in 2022.

A proposed new Welsh medium school will replace the existing Ysgol Croes Atti, in Flint. This will be the first new Welsh medium school built by the Council, since its inception in 1996. WG is making funds available to facilitate growth in Welsh medium education and use of the Welsh language. The

Council has expressed an interest in applying for funding, prioritising start-up provision in the Buckley/Mynydd Isa Area as identified in the WESP.

4.8   Events

Throughout the year we have participated in key activities and events to promote the Welsh language. These include

- **15 October 2021 Diwrnod Su'mae –** we encouraged employees to use their Welsh language skills, whatever their language ability, with colleagues, during meetings and within emails. All managers were asked to start and finish their meetings bilingually. We also posted tweets on the Council Twitter site.

- **7 December 2021 Diwrnod Hawliau'r Gymraeg Welsh Language Rights Day**—we posted videos on social media encouraging our customers to contact us through the medium of Welsh, alongside other messages to promote our Welsh services. An example of one video promoting the Register office is below.

- **February 2022 Dydd Miswsig Cymru Welsh Language Music Day** – we posted tweets on our Twitter site to promote this and through our Business Team who promoted to local businesses to encourage them to take part.

- **1 March 2022 Dydd Gŵyl Dewi** -- we supported Menter Iaith to celebrate this day by providing financial support which funded videos, a window dressing competition and activities for residents in our care homes. These were posted on our Twitter site. There were also competitions for school students.

Residents in one of our Extra Care schemes taking part in Dydd Gŵyl Dewi

5.0 Welsh language skills and training

5.1   Welsh language skills are self-assessed against the Welsh Language Proficiency Framework. (Appendix 1). The profile of employee Welsh language skills by Portfolio is set out in Table 1. Table 2 shows a summary of Welsh language skills across the workforce. The tables show that the number and percentage of employees who state that they do not have any Welsh language skills has slightly reduced since March 2021. 964 (34.27%) employees reported that they do not have any Welsh language skills in March 2022, compared to 992 (35.45%) employees who reported that they did not have any Welsh language skills in March 2021.

5.2   There have been slight changes at other levels. The number of employees who report that their Welsh skills are at levels 4 and 5 has reduced. 108 (3.86%) employees reported that they were at level 4 and 100 (3.57%) employees reported that they were at level 5 in March 2021 compared to 100 (3.55%) and 88 (3.13%) employees respectively in March 2022.

5.3   There has been an increase in the number of employees who have not reported their Welsh language skills, 189 employees have not completed the Welsh language skills assessment as of 31 March 2022 compared to 43 employees who had not completed the assessment in March 2021.

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Table 1: Profile of Welsh language skills of the workforce as at March 31 2022

Portfolio	Headcount	Level 0 No.	%	Level 1	%	Level 2	%	Level 3	%	Level 4	%	Level 5	%	Not Recorded	%
Chief Executives	28	1	3.57%	12	42.86%	5	17.86%	4	14.29%	2	7.14%	3	10.71%	1	3.57%
Education and Youth	254	51	20.08%	98	38.58%	34	13.39%	16	6.30%	17	6.69%	13	5.12%	25	9.84%
Governance	215	39	18.14%	100	46.51%	36	16.74%	7	3.26%	9	4.19%	10	4.65%	14	6.51%
Housing and Assets	335	127	37.91%	119	35.52%	33	9.85%	14	4.18%	11	3.28%	5	1.49%	26	7.76%
People and Resources	189	45	23.81%	76	40.21%	34	17.99%	9	4.76%	11	5.82%	5	2.65%	8	4.76%
Planning, Environment and Economy	192	41	21.35%	78	40.63%	29	15.10%	10	5.21%	13	6.77%	8	4.17%	13	6.77%
Social Services	1,078	397	36.83%	367	34.04%	138	12.80%	32	2.97%	29	2.96%	35	3.25%	80	7.42%
Streetscene and Transportation	522	2623	50.38%	165	31.61%	46	8.81%	10	1.92%	8	1.53%	9	1.72%	21	4.02%
Grand Total	2,813	964	34.27%	1,015	36.08%	355	12.62%	102	3.63%	100	3.55%	88	3.13%	189	6.72%

Table 2: Summary of the profile of the Welsh language skills of the workforce as at March 31 2022

Portfolio	Total number of employees	Number of employees where Welsh language skills are not recorded	Total number of employees with Welsh language skills (Level 1- Level 5)	% of employees with Welsh language skills	Number of employees with no Welsh language skills	% employees without Welsh language skills
Chief Executives	28	1	26	92.86%	1	3.57%
Education and Youth	254	25	178	70.08%	51	20.08%
Governance	215	14	162	75.35%	39	18.14%
Housing and Assets	335	26	182	54.33%	127	37.91%
People and Resources	189	8	136	71.96%	45	23.81%
Planning, Environment and Economy	192	13	138	71.88%	41	21.35%
Social Services	1,078	80	601	55.75%	397	36.83%
Streetscene and Transportation	522	21	238	45.59%	263	50.38%
Total	**2,813**	**189**	**1,661**	**59.05%**	**964**	**34.27%**

5.4   Activities to develop a bilingual workforce include initiatives to develop the skills within our existing workforce and to attract and recruit more Welsh speakers.

For existing employees we have been:

- encouraging employees to attend Welsh language training
- offering Welsh language taster sessions through Coleg Cambria, two hour sessions for a six week period. These courses are for employees who do not have any Welsh language skills.
- offering Panad a Sgwrs weekly sessions to provide learners with the opportunity to speak and practice Welsh language skills within an informal and supportive environment and within worktime.
- including a requirement for "courtesy" Welsh language skills within public facing posts guidance.
- targeting employees who do not have any Welsh language skills to ensure they complete the Work Welsh e-learning taster course provided by the National Centre for Learning Welsh Cymraeg Gwaith/Work Welsh .
- continuing to release employees to attend Welsh language skills training.
- providing a Welsh language training as part of the Play Leaders' training, to introduce Welsh phrases, introducing and revisiting words

and phrases that can be used during play such as un, dau, tri (one , two three) - coch, gwyn and gwyrdd (red, white, and green), bore da (Good morning) , prynhawn da (Good afternoon), diolch (thank you).

5.5   Welsh language skills training.

Promotion of Welsh language training has continued across the workforce. Paid time to attend Welsh courses is provided to employees. Promotion incudes the provision of taster courses, which were provided in January and February 2021. The next taster course will be in April 2022, we will report on attendance at this course in our next annual report.

Table 3: Number of employees attending Welsh language skills training

Level	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
	Number	Number	Number	Number	Number	Number
Basic Language Skills	62	48	1	15	11	4
Entry	34	50	34	22	28	28
Foundation	20	7	12	6	10	8
Intermediate	12	23	3	2	1	6
Advanced	2	1	9	7	6	3
Proficient	3	10	5	5	3	0
Total	133	139	64	57	59	49

The number of employees attending formal Welsh skills training has reduced during the last few years. Feedback was sought from employees who left courses last year. The reasons cited for not continuing included that there was too much happening with the global pandemic and this affected capacity to attend formal training. Employees also reported that they did not like the on-line delivery which replaced face to face classes during the COVID-19 restrictions.

In addition to these formal courses provided through Coleg Cambria other forms of Welsh language skills training was provided:

- Five day summer school courses were funded for four employees at entry and basic level.

- The new in-take of apprentices enrolled on a 26 week Welsh language course as part of their training. Welsh speaking apprentices are encouraged to attend Paned a Sgwrs to maintain their Welsh skills.

- Our school staff have received specialist Welsh language training with 308 primary school teachers attending focused curriculum, methodology and language training.

- An additional four primary teachers have attended Welsh language sabbatical courses lasting up to two school terms to accelerate their learning.

- 254 employees registered and started the Work Welsh/Dysgu Cymraeg e-learning modules provided by the National Centre for Learning Welsh. 20 employees completed the course in 2021/22.

- A new e-learning courses has been designed internally, specifically to deal with standard 19.

- Welsh language awareness our e-learning course has seen an increase in completions. With 401 employees completing in 2021/2022. This compares with 277 employees who completed the training in 2020/21.

5.6   To comply with the Welsh language standards we are required to report:

   i) the number of employees who attended courses through the medium of Welsh.

   ii) if a Welsh version of a course was offered – the number and % of employees who attended the Welsh version.

5.7   There is information on the Council's intranet pages to inform employees that if they wish to complete any of the courses in Welsh to contact the Corporate Learning and Development Team. The Council has an informal agreement with Gwynedd County Council which means that employees can attend their Welsh medium courses.

   The number of employees who attended specific courses in Welsh is set out in the following table:

Table 4: Profile of training provided through the medium of Welsh

Type of training	Number who attended the Welsh version	Number who attended English version
Complaints and disciplinary procedures	0	21
Dealing with the public	0	0
Health and safety	0	6
Induction	0	0
Performance Management	0	0
Recruiting and interviewing	0	0

5.8   A process to assess the linguistic skills required for new posts is in place. A method to record the number of posts that have been assessed as desirable or essential has been developed. The Council is required to report the number of new and vacant posts which were categorised as posts where:

   i)   Welsh language skills were essential
   ii) Welsh needed to be learnt when appointed
   iii) Welsh desirable
   iv) Welsh language skills were not necessary

The data for 2021/2022 is set out below:

Category	Number of posts categorised	Percentage of posts categorised
Welsh language essential	4	5.63%
Welsh desirable	2	2.82%
Need to learn Welsh	0	0.00%
No Welsh language skills required	65	91.55%

In comparison with previous years:

Category	Number					
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Welsh language essential	17	8	14	2	3	4
Welsh desirable	9	40	42	12	2	2
Need to learn Welsh	0	0	0	0	9	0
No Welsh language skills required	277	185	207	66	46	46

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6.0 Complaints

6.1 The Council's Complaints Procedure has been amended to ensure it is meets the requirements of the standards. The Council published its Concerns and Complaints Policy on 1 April, 2021. The Council's website advises people that the policy also applies to complaints about Welsh language, and any such complaints are routinely copied to the Strategic Policy Advisor for monitoring. The Council's website advises people that the policy also applies to complaints about Welsh language, and any such complaints are routinely copied to the Strategic Policy Advisor for monitoring. The Complaints procedure can be found here

6.2 A new reporting model has been introduced from 1 April, 2021 and complaints performance data is shared with the Chief Officer Team, Cabinet, Corporate Resources Overview and Scrutiny, and Audit Committee at regular intervals throughout the year. Complaints about Welsh language is a standing item at Rhwydwaith yr Iaith meetings.

6.3 During 2021/22, we did not receive any complaints in relation to Welsh language. One complaint was made directly to the Welsh Language Commissioner. The detail of this complaint is set out below:

Complaints made directly to the Welsh Language Commissioner		
Complaints Service Delivery	Details	Outcome and action taken
Streetscene	Directional signage in English only and two place names in English only	A subcontractor had placed English only signs following works at a road junction. New signage has been commissioned. 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.

6.5   In our 2021/22 annual report we included a complaint under investigation by the Welsh Language Commission following a telephone by a Welsh speaking customer to the Clwyd Pension Fund. On this occasion a Welsh speaking officer was not available to deal with the enquiry. The Commission has determined that the Council failed to comply with Standard 19

Standard 19

If a person contacts one of your departments on a direct line telephone number (including on staff members' direct line numbers), and that person wishes to receive a service in Welsh, you must deal with the call in Welsh until such point as —

(a) it is necessary to transfer the call to a member of staff who does not speak Welsh who can provide a service on a specific subject matter; and

(b) no Welsh speaking member of staff is available to provide a service on that specific subject matter.

This standard means that any initial conversation with Welsh speaking callers to **any** direct dial number available to the public must be held completely in Welsh. The majority of our employees who have direct dial telephone numbers do not speak Welsh and therefore we will need to consider alternative solutions to comply with this standard.   A Task and Finish group has been established to consider the options and develop an action plan to move forward.

7.0 Conclusion and Future Actions

7.1   We have continued to promote the Welsh language and with the appointment of the Welsh Language Community Officer there has been significant progress in raising the visibility and audibility of Welsh within the Play schemes and Youth services. This work will continue, in particular we will build on the success of Dydd Gŵyl Dewi and reinstate performances and parades, which have not been held over the past two years because of social distancing regulations.

7.2   Moving forward during 2022/23 we will continue to remind and support employees and managers about their responsibilities to meet the Welsh language standards and complete self-assessments to identify further areas for improvement.

7.3   During the next 12 months we will continue to focus on:

- ensuring 100% employees review and complete the Welsh language skills audit by March 2023;

- increasing the number of employees who complete the Welsh language awareness e-learning module by March 2023;

- reducing the 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

- participating in initiatives to raise the profile of Welsh language in the workplace and the community.

For further information please contact us:

Email: ⌨ corporatebusiness@flintshire.gov.uk

Appendix 1 WELSH LANGUAGE SKILLS SELF-ASSESSMENT TOOL

		LISTENING / SPEAKING	READING / UNDERSTANDING	WRITING
LEVEL 0		● No appreciable ability	● No appreciable ability	● No appreciable ability
LEVEL 1		**I Can:** ● Pronounce Welsh words, place names, department names, etc. ● Greet and understand a greeting. ● Use basic every day words and phrases, e.g. thank you, please, excuse me, etc. ● Understand / pass on simple verbal requests of a routine / familiar / predictable kind using simple language, e.g. 'May I speak to…'. ● State simple requests and follow up with extra questions / requests in a limited way	**I Can:** ● Understand simple key words and sentences on familiar / predictable matters relating to my own job area, e.g. on signs, in letters.	**I Can:** ● Fill in simple forms, note down simple information, e.g. date and venue of a meeting, Welsh address, etc.
LEVEL 2		**I Can:** ● Understand the gist of Welsh conversations in work ● Respond to simple job-related requests and requests for factual information ● Ask simple questions and understand simple responses ● Express opinions in a limited way as long as the topic is familiar ● Understand instructions when simple language is used	**I Can:** ● Understand factual, routine information and the gist of non-routine information on familiar matters related to my own job area , e.g. in standard letters, leaflets, etc.	**I Can:** ● Write short simple notes / letters / messages on a limited range of predictable topics related to my personal experiences or my own job area
LEVEL 3		**I Can:** ● Understand much of what is said in an office, meeting, etc. ● Keep up a simple conversation on a work related topic, but may need to revert to English to discuss / report on complex or technical information ● Answer predictable or factual questions ● Take and pass on most messages that are likely to require attention ● Offer advice on simple job-related matters	**I Can:** ● Scan texts for relevant information ● Understand a fair range of job-related routine and non-routine correspondence, factual literature, etc. when standard language is used.	**I Can:** ● Write a detailed / descriptive letter relating to my own job area, but will need to have it checked by a Welsh speaker ● Make reasonably accurate notes while someone is talking
LEVEL 4		**I Can:** ● Keep up an extended casual work related conversation or give a presentation with a good degree of fluency and range of expression but may need to revert to English to answer unpredictable questions or explain complex points or technical information ● Contribute effectively to meetings and seminars within own area of work ● Argue for/against a case	**I Can:** ● Read and understand information fairly quickly as long as no unusual vocabulary is used and no particularly complex or technical information is involved	**I Can:** ● Prepare formal letters of many familiar types such as enquiry, complaint, request and application ● Take reasonably accurate notes in meetings or straightforward dictation ● Write a report / document relating to my own job area, but will need to have it checked by a Welsh speaker
LEVEL 5		**I Can:** ● Advise on / talk about routine, non-routine, complex, contentious or sensitive issues related to own experiences ● Give a presentation/demonstration ● Deal confidently with hostile or unpredictable questions ● Carry out negotiations using complex / technical terms ● Give media interviews	**I Can:** ● Understand complex ideas and information expressed in complex or specialist language in documents, reports correspondence and articles, etc.	**I Can:** ● Write letters on any subject ● Write full / accurate notes of meetings while continuing to follow discussions and participate in them ● Write reports / documents with confidence but they may need to be checked for minor errors in terms of spelling and grammar

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EXERCISE OF DELEGATED POWERS - DECISIONS TAKEN
REPORTED TO CABINET – 14.06.22

Education and Youth

- **Local Authority Appointed School Governors**
  Appointment of Local Authority Governor(s) representatives on school governing bodies in accordance with The Government of Maintained Schools (Wales) Regulations 2005.

Revenues

- **Council Rent – Housing Rent Arrears Write Off**
  Financial Procedure Rules (section 5.2) stipulate that individual bad and irrecoverable debts in excess of £5,000 are write off in conjunction with the relevant Cabinet Member. A decision has been taken to write off a Housing Rent dent for one tenant who is subject to a Debt Relief Order (DRO). Rent Arrears of £9,267.30 are included in the DRO.

- **Corporate Debt Write Offs**
  The Corporate Finance Manager and the Cabinet Member for Corporate Management and Assets are authorised to write off debts between £5k and £25k. Two Corporate debts totalling £24,357.25 are deemed irrecoverable and are subject to write off:
  - Case 1 has a balance outstanding of £19,093.62, the debtor has passed away and there is no money in the estate to pay these debts
  - Case 2 has a balance of £5,263.63 outstanding and the debtor has absconded and we are unable to trace them

NEWydd Catering & Cleaning

- **School Meal Price Increase**
  Increases the price of meals within schools to continue to provide a quality service in line with sharply increasing costs whilst bringing them more into line with other school meal providers across Wales.

Housing & Assets

- **Community Asset Transfer**
  The report relates to the Community Asset Transfer of Holywell Pavilion, Fron Park Road, Holywell.

Copies of the Delegated Powers reports are retained by the Team Leader – Committee Services and available to view on request by Members.

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FLINTSHIRE COUNTY COUNCIL FORWARD WORK PROGRAMME ITEMS
COUNCIL, CABINET, AUDIT AND GOVERNANCE & SCRUTINY
1 June 2022 TO 30 November 2022

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
June					
Community, Housing & Assets Overview & Scrutiny Committee	7/06/22	Chief Executive's	**Welfare Reform Update** To provide an update on the impact of Welfare Reform on Flintshire Residents.	Operational	Cabinet Member for Housing and Regeneration
Community, Housing & Assets Overview & Scrutiny Committee	7/06/22	Chief Executive's	**Housing Rent Income - Year end outturn and latest position for 2022/23** To provide the Year end outturn for 2021/22 and an operational update on rent collection and current arrear levels for 2022/23.	Operational	Cabinet Member for Housing and Regeneration

Agenda Annex

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Community, Housing & Assets Overview & Scrutiny Committee	7/06/22	Overview and Scrutiny	**Forward Work Programme and Action Tracking (CH & E)** To consider the Forward Work Programme of the Community Housing & Assets Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Cabinet Member for Housing and Regeneration
Environment & Economy Overview & Scrutiny Committee	7/06/22	Overview and Scrutiny	**Forward Work Programme and Action Tracking (Env &E)** To consider the Forward Work Programme of the Environment & Economy Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Cabinet Member for Planning, Public Health and Public Protection, Deputy Leader of the Council and Cabinet Member for Streetscene and the Regional Transport Strategy
Governance and Audit Committee	8/06/22	Governance	**Annual Governance Statement 2021/22** To endorse the Annual Governance Statement for 2021/22.	All Report Types	

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
Governance and Audit Committee	8/06/22	Social Services	**Care Inspectorate Wales (CIW) - Assurance Check** To note the content of the Annual Performance letter, Care Inspectorate Wales (CIW) assessment of the authority's performance during the year 2020/21 and CIW's Performance.	Operational	Deputy Leader of the Council and Cabinet Member for Social Services and Wellbeing
Governance and Audit Committee	8/06/22	Finance	**Certification of Grants and Returns 2020/21** To inform Members of the grant claim certification by Audit Wales for the year ended 31 March 2021.	Operational	
Governance and Audit Committee	8/06/22	Governance	**Audit Wales 2022 Audit Plan** To review the Audit Wales - Audit Plan 2022 for the Council which sets out the proposed audit work for the year along with timescales, costs and the audit teams responsible for carrying out the work.	All Report Types	

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
Governance and Audit Committee	8/06/22	Governance	**Internal Audit Annual Report 2021/22** To inform members of the outcome of all audit work carried out during 2021/22 and to give the annual Internal Audit opinion on the standard of internal control, risk management and governance within the Council.	All Report Types	
Governance and Audit Committee	8/06/22	Governance	**Internal Audit Progress Report** To present to the Committee an update on the progress of the Internal Audit Department.	All Report Types	
Governance and Audit Committee	8/06/22	Governance	**Governance and Audit Committee Action Tracking** To inform the Committee of the actions resulting from points raised at previous Governance and Audit Committee meetings.	All Report Types	

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
Governance and Audit Committee	8/06/22	Governance	**Drury Primary School – Financial Management Arrangements** To inform Committee of the Internal Audit review of Drury Primary School.	All Report Types	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources
Governance and Audit Committee	8/06/22	Governance	**Forward Work Programme** To consider the Forward Work Programme of the Internal Audit Department.	All Report Types	
Corporate Resources Overview & Scrutiny Committee	9/06/22	Overview and Scrutiny	**Action Tracking** To inform the Committee of progress against actions from previous meetings.	Operational	
Corporate Resources Overview & Scrutiny Committee	9/06/22	Overview and Scrutiny	**Forward Work Programme** To consider the Forward Work Programme of the Corporate Resources Overview & Scrutiny Committee.	Operational	

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Social & Health Care Overview & Scrutiny Committee	9/06/22	Overview and Scrutiny	**Forward Work Programme and Action Tracking (S & H)** To consider the Forward Work Programme of the Social & Health Care Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Deputy Leader of the Council and Cabinet Member for Social Services and Wellbeing
Cabinet	14/06/22	Chief Executive's	**Managed Agency Contract Extension** To seek approval to extend the existing managed agency contract by 12 months from 28/08/2022 to 31/08/2023 to allow Flintshire County Council to work collaboratively with Denbighshire County Council in procuring a contract that will take us beyond 2023.	Operational	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources
Cabinet	14/06/22	Chief Executive's	**Welsh Language Annual Monitoring Report 2021/22** To receive the Welsh Language Annual Monitoring Report 2021/22 and provide an overview of progress in complying with the Welsh Language Standards.	Operational	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
Education, Youth & Culture Overview & Scrutiny Committee	16/06/22	Overview and Scrutiny	**Forward Work Programme and Action Tracking (EY&C)** To consider the Forward Work Programme of the Education Youth & Culture Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure
Education, Youth & Culture Overview & Scrutiny Committee	16/06/22	Education and Youth	**Additional Learning Needs** To provide Members with information on the Additional Learning Needs provision across schools, where there was a greater demand and how this impacted school budgets.	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure
Education, Youth & Culture Overview & Scrutiny Committee	16/06/22	Education and Youth	**Self-Evaluation of Education Services (2021-22) including Learner Outcomes 2021** To update Members on overall service performance 21-22 and Learner Outcomes from 2021.	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Education, Youth & Culture Overview & Scrutiny Committee	16/06/22	Education and Youth	**School Attendance & Exclusions** To provide the Committee with an update on learner attendance and exclusions in Flintshire Schools & support provided by Inclusion Services.	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure
Education, Youth & Culture Overview & Scrutiny Committee	16/06/22	Housing and Assets	**Community Asset Transfer Update** To provide an annual update on the Business Plan for Holywell Leisure Centre and Cambrian Aquatics.	Operational	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources
Joint Education, Youth & Culture and Social & Health Care Overview & Scrutiny Committee	30/06/22	Education and Youth	**Welsh Government (WG) Programmes Summer of Fun and Winter of Well-being** To provide Members with an update on the Welsh Government (WG) Programmes - Summer of Fun and Winter of Well-being.	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Joint Education, Youth & Culture and Social & Health Care Overview & Scrutiny Committee	30/06/22	Education and Youth	**Additional Learning Needs and Education Tribunal (Wales) Act 2018** To provide an update on the Authority's implementation plan and any national/regional updates.	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure
Joint Education, Youth & Culture and Social & Health Care Overview & Scrutiny Committee	30/06/22	Education and Youth	**Looked After Children in Flintshire** To provide an update on the provision for Looked After Children.	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure
Joint Education, Youth & Culture and Social & Health Care Overview & Scrutiny Committee	30/06/22	Education and Youth	**Safeguarding in Education** To provide an update on the discharge of statutory safeguarding duties in schools and the Education portfolio.	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure
Joint Education, Youth & Culture and Social & Health Care Overview & Scrutiny Committee	30/06/22	Education and Youth	**Period Dignity Update** To provide Members with an update on the Council's support for Period Dignity.	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
July					
Environment & Economy Overview & Scrutiny Committee	5/07/22	Overview and Scrutiny	**Forward Work Programme and Action Tracking** To consider the Forward Work Programme of the Environment & Economy Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	
Environment & Economy Overview & Scrutiny Committee	5/07/22	Planning, Environment and Economy	**Food Service Plan 2022-23 for Flintshire County Council** To seek approval of the Food Service Plan 2022-23	Operational	Cabinet Member for Planning, Public Health and Public Protection

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
Environment & Economy Overview & Scrutiny Committee	5/07/22	Planning, Environment and Economy	**Council Plan 2021-22 Year-End Performance (E&E)** To review the levels of progress in the achievement of activities and performance levels as identified in the Council Plan.	Operational	Cabinet Member for Climate Change and Economy, Cabinet Member for Planning, Public Health and Public Protection, Deputy Leader of the Council and Cabinet Member for Streetscene and the Regional Transport Strategy
Community, Housing & Assets Overview & Scrutiny Committee	6/07/22	Housing and Assets	**Communal Heating Charges 2022/23** To consider the proposed heating charges in council properties with communal heating systems for 2022/23 prior to Cabinet approval.	Operational	Cabinet Member for Housing and Regeneration

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
Community, Housing & Assets Overview & Scrutiny Committee	6/07/22	Housing and Assets	**Temporary Accommodation Homelessness Audit 2021 Findings Report** To provide a progress report on the action plan for service improvement following the audit of the Temporary Accommodation.	Operational	Cabinet Member for Housing and Regeneration
Community, Housing & Assets Overview & Scrutiny Committee	6/07/22	Overview and Scrutiny	**Forward Work Programme and Action Tracking** To consider the Forward Work Programme of the Community Housing & Assets Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	
Community, Housing & Assets Overview & Scrutiny Committee	6/07/22	Chief Executive's	**Council Plan 2021-22 Year-End Performance** To review the levels of progress in the achievement of activities and performance levels as identified in the Council Plan.	Operational	Cabinet Member for Housing and Regeneration

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
Corporate Resources Overview & Scrutiny Committee	7/07/22	Overview and Scrutiny	**Action Tracking** To inform the Committee of progress against actions from previous meetings.	Operational	
Corporate Resources Overview & Scrutiny Committee	7/07/22	Finance	**Revenue Budget Monitoring 2021/22 (Outturn) and Capital Programme Monitoring 2021/22 (Outturn)** To present the Revenue Budget Monitoring (Outturn) and Capital Programme Monitoring (Outturn) for 2021/22.	Operational	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement
Corporate Resources Overview & Scrutiny Committee	7/07/22	Overview and Scrutiny	**Forward Work Programme** To consider the Forward Work Programme of the Corporate Resources Overview & Scrutiny Committee.	Operational	
Corporate Resources Overview & Scrutiny Committee	7/07/22	Housing and Assets	**Asset Strategy Review** To receive an update on the Asset Strategy Review.	Operational	Cabinet Member for Housing and Regeneration

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Corporate Resources Overview & Scrutiny Committee	7/07/22	Chief Executive's	**Council Plan 2021-22 Year-End Performance** To review the levels of progress in the achievement of activities and performance levels as identified in the Council Plan.	Operational	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources
Corporate Resources Overview & Scrutiny Committee	7/07/22	Chief Executive's	**Employment and Workforce Quarterly Update** This report covers strategic updates in addition to the quarterly workforce statistics and their analysis.	Operational	
Cabinet	12/07/22	Chief Executive's	**Capital Programme Monitoring 2021/22 (Outturn)** To present the Outturn Capital Programme information for 2021/22	Operational	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
Cabinet	12/07/22	Governance	**Results of the Consultation on the Digital Strategy** To share the outcome of the Digital Strategy consultation and to agree steps to be taken as a result.	Strategic	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources
Cabinet	12/07/22	Education and Youth	**School Modernisation - Mynydd Isa Campus Project** The report seeks approval from Cabinet to enter into a contract for the construction phase of the Mynydd Isa Campus Project	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure
Cabinet	12/07/22	Governance	**Adoption of Discretionary Cost of Living Support Scheme and Policy Framework** To approve a Discretionary Scheme to utilise the Council's £1.14m funding allocation to provide a £150 cost of living payment to eligible households.	Operational	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources

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Cabinet	12/07/22	Planning, Environment and Economy	**Food Service Plan 2022-23 for Flintshire County Council** To seek approval of the Food Service Plan 2022-23	Operational	Cabinet Member for Planning, Public Health and Public Protection
Cabinet	12/07/22	Chief Executive's	**Theatr Clwyd Project** To seek approval from Cabinet to enter into a contract for the construction phase for the Theatr Clwyd Project in compliance with the Councils CPR's	Operational	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources
Cabinet	12/07/22	Social Services	**North Wales Market Stability Report** For Cabinet to support and approve the North Wales Market Stability Report	Operational	Cllr Christine Jones
Education, Youth & Culture Overview & Scrutiny Committee	14/07/22	Overview and Scrutiny	**Forward Work Programme and Action Tracking** To consider the Forward Work Programme of the Education Youth & Culture Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
Education, Youth & Culture Overview & Scrutiny Committee	14/07/22	Education and Youth	**Annual Report from Regional School Improvement Service, GwE** To receive an update on the support provided by the regional school effectiveness and improvement service, GWE and its impact on schools.	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure
Education, Youth & Culture Overview & Scrutiny Committee	14/07/22	Education and Youth	**Social Media and Internet Safety** To provide Members with an update on the Portfolio's Social Media and Internet Safety policy and provision.	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure
Education, Youth & Culture Overview & Scrutiny Committee	14/07/22	Education and Youth	**Council Plan 2021-22 Year-End Performance (EY&C)** To review the levels of progress in the achievement of activities and performance levels as identified in the Council Plan.	Operational	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
Social & Health Care Overview & Scrutiny Committee	21/07/22	Overview and Scrutiny	**Forward Work Programme and Action Tracking** To consider the Forward Work Programme of the Social & Health Care Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	
Social & Health Care Overview & Scrutiny Committee	21/07/22	Social Services	**North Wales Market Stability Report** To review the draft Market Stability Report for the region and the priorities within.	Strategic	Deputy Leader of the Council and Cabinet Member for Social Services and Wellbeing
Social & Health Care Overview & Scrutiny Committee	21/07/22	Social Services	**Council Plan 2021-22 Year-End Performance (S&HC)** To review the levels of progress in the achievement of activities and performance levels as identified in the Council Plan.	Operational	Deputy Leader of the Council and Cabinet Member for Social Services and Wellbeing

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
Governance and Audit Committee	27/07/22	Finance	**Draft Statement of Accounts 2021/22** To present the draft Statement of Accounts 2021/22 for Members' information only at this stage.	Operational	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement
Governance and Audit Committee	27/07/22	Finance	**Supplementary Financial Information to Draft Statement of Accounts 2021/22** To provide Members with supplementary financial information to accompany the draft accounts as per the previously agreed Notice of Motion.	Operational	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement
Governance and Audit Committee	27/07/22	Finance	**Treasury Management Annual Report 2021/22 and Treasury Management Update Quarter 1 2022/23** To provide Members with the Treasury Management annual report 2020/21 and first quarterly update for 2022/23.	Operational	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement
August					

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
September					
Social & Health Care Overview & Scrutiny Committee	8/09/22	Social Services	**North Wales Market Stability Report** To review the draft Market Stability Report for the region and the priorities within.	Strategic	Deputy Leader of the Council and Cabinet Member for Social Services and Wellbeing
Corporate Resources Overview & Scrutiny Committee	15/09/22	Overview and Scrutiny	**Forward Work Programme** To consider the Forward Work Programme of the Corporate Resources Overview & Scrutiny Committee.	Operational	
Corporate Resources Overview & Scrutiny Committee	15/09/22	Overview and Scrutiny	**Action Tracking** To inform the Committee of progress against actions from previous meetings.	Operational	
Cabinet	20/09/22	Governance	**Joint Procurement Service Annual Report 2021/22** To receive a performance update report on the Joint Procurement Service with Denbighshire County Council.	Operational	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) *(Cabinet only)*	PORTFOLIO *(Cabinet only)*
Flintshire County Council	27/09/22	Social Services	**North Wales Market Stability Report** For members to support and approve the North Wales Market Stability Report		
Governance and Audit Committee	28/09/22	Governance	**Governance and Audit Committee Action Tracking** To inform the Committee of the actions resulting from points raised at previous Governance and Audit Committee meetings.	All Report Types	
October					
November					

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