

CABINET

Date of Meeting	Tuesday, 16 th June 2020
Report Subject	Welsh Language Annual Monitoring Report 2019/20
Cabinet Member	Cabinet Member for Corporate Management and Assets
Report Author	Chief Executive
Type of Report	Operational

EXECUTIVE SUMMARY

The purpose of this report is to present the Welsh Language Annual Monitoring Report 2019/20 (Appendix 1).

The Council has a statutory duty to publish an annual report setting out how it has met the Welsh Language Standards (WLS). The Standards which the Council has to comply with are set out in a Compliance Notice. These are unique to each organisation and specify what the organisations are expected to implement in Welsh and by when they are required to comply.

This report provides an overview of progress to complying with the Welsh Language Standards and identifies areas in which to progress and improve.

RECOMMENDATIONS

1	The areas in which to progress and improve are noted and a mid-year report on progress is to be built into the Forward Work Programme.
2	Approval of the publication of the report on the Council's website.
3	The Welsh Language Annual Report is included on the forward work programme of Corporate Resources and Overview Scrutiny Committee.

REPORT DETAILS

1.00	EXPLAINING THE WELSH LANGUAGE ANNUAL REPORT 2019/20
1.01	<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 continue and develop the work of the former Welsh Language Schemes:</p> <ul style="list-style-type: none">• improving the services Welsh speakers can expect to receive from organisations in Welsh• increasing the use people make of Welsh language services• making it clear to organisations what they need to do in terms of the Welsh language• ensuring that there is an appropriate degree of consistency in terms of the duties placed on bodies in the same sectors.
1.02	<p>The Welsh Language Commissioner (WLC) served Compliance Notices on each of the 22 local authorities in Wales in September 2015 identifying the Standards with which they must comply.</p> <p>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 require the Council to publish an annual report setting out how the standards have been met.</p>
1.03	<p>The Welsh Language Annual Report provides an opportunity to set out what the Council has done to meet the Standards and showcase exemplars of good practice. There have been some outstanding areas of achievement promoting the Welsh language:</p> <ul style="list-style-type: none">• An increased number of shops participated in Saint David's Day window dressing competitions.• A grant to contribute to increase the number of St David's Day events was awarded to Menter Iaith Fflint a Wrecsam, which including supporting an event in Connah's Quay.• The Business Team also worked with businesses to encourage them to promote Welsh produce and participate in Welsh Language Music Day, where possible, as well as St David's Day.• Theatr Clwyd has continued to include Welsh medium and bilingual performances in their schedule, including the successful bilingual production of "Mold Riots", to commemorate the 150th anniversary of the riots. Weekly Welsh classes were held for members of the cast who wanted to learn Welsh to tell the story.• Theatr Clwyd has also developed a Parkinson's bilingual pilot project working with Parkinson's UK, using dance, music and drama for people who live with Parkinson's.• "Paned a Sgwrs" weekly conversations sessions to support our employees who are learning Welsh or who have lost confidence speaking Welsh have continued, providing opportunity to practise Welsh in a safe environment.

1.04	<p>Although there are positive areas of progress, some issues remain as areas in which to progress and improve:</p> <ul style="list-style-type: none"> • More employees need to complete the Welsh language awareness training. This shows the link between Welsh language, good customer care and high quality services. • The Welsh language skills audit shows that under 4% of employees are fluent Welsh speakers and approximately 38% employees have no Welsh skills. This remains consistent with previous years' audits, with limited movement or progression. This profile needs to improve by increasing the number of Welsh speaking employees and reducing the number of employees without any knowledge of the Welsh language. This will support the Council to deliver bilingual services and meet the needs of Welsh speaking customers. • Promotion of the use of Welsh in the Council (both as a business and as a place to socialise).
1.05	<p>Complaints</p> <p>There have been two complaints about Welsh language during 2019/20, compared to six complaints received during 2018/19. The two complaints were:</p> <ul style="list-style-type: none"> • Welsh not equal to English on information published on promotional material; and • Correspondence sent in English and not in Welsh. <p>The Welsh Language Commissioner decided not to investigate these two complaints as we had already identified and taken action to rectify the error on the promotional material and the correspondence in the second complaint was not sent out on behalf of the Council.</p>
1.06	<p>Next Steps</p> <ul style="list-style-type: none"> • A mid-year report on the areas in which to progress and improve will be considered by Cabinet. • Workforce communications will be published to increase the number of employees who complete the Welsh language awareness e-learning module. • Regular communications regarding compliance with and celebration of the Welsh Language Standards will be shared with the workforce. • Work with our Welsh Language Network to reduce the number of employees who report that they do not have any Welsh language skills.

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> <tr> <td>Prevention</td> <td>Positive- increasing the number of people using and speaking Welsh.</td> </tr> <tr> <td>Integration</td> <td>No change</td> </tr> <tr> <td>Collaboration</td> <td>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.</td> </tr> <tr> <td>Involvement</td> <td>No change</td> </tr> </table>	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
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	<p>Well-being Goals Impact</p> <table border="1"> <tr> <td>Prosperous Wales</td> <td>No impact</td> </tr> <tr> <td>Resilient Wales</td> <td>No impact</td> </tr> <tr> <td>Healthier Wales</td> <td>No impact</td> </tr> <tr> <td>More equal Wales</td> <td>Positive – through increasing access to bilingual services and ensuring that the Welsh language is treated no less favourably than the English language.</td> </tr> <tr> <td>Cohesive Wales</td> <td>No impact</td> </tr> </table>	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
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 1 – Welsh Language Annual Report 2019/20.

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
	<p>Compliance Notice: specifies the exact Welsh Language Standards that each organisation should have to comply with 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 In Education Strategic Plan: the Council’s plan setting out how it will support, expand and promote Welsh-medium education within the whole community, increasing the number and percentage of pupils receiving Welsh-medium education in compliance with the Welsh Government’s ‘Welsh-Medium Education Strategy’ of developing learners who are fully bilingual.</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>

	Welsh Language Standards: specific standards of conduct in relation to the Welsh language.
--	---