

# Report

## Cabinet

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### Part 1

Date: 16 June 2021

**Subject** Annual Welsh Language Monitoring Report 2020 - 21

**Purpose** This annual monitoring report sets out Newport City Council's progress against its Welsh language commitments during the financial year 2020-2021.

The attached monitoring report is required to be published on the council's website in accordance with statutory responsibilities under the Welsh Language Standards by 30<sup>th</sup> June 2021.

**Author** Connected Communities Manager

**Ward** All

**Summary** The council is required to report annually on its progress in complying with the Welsh Language Standards under the Welsh Language (Wales) Measure 2011. This report covers the fifth year of implementation, following the imposition of the majority of the council's Welsh language standards in March 2016.

The report provides an overview of the Council's progress in meeting the Welsh Language Standards, includes information required by law to be published on an annual basis, a summary of key achievements during the year, and priority areas for future work.

**Proposal** To approve the attached final monitoring report and publish it on the Council's website, in accordance with statutory deadlines.

**Action by** Head of People and Business Change, Heads of Service

**Timetable** Immediate

This report was prepared after consultation with:

Cabinet Member for Community and Resources  
Welsh Language Elected Member Champion  
Welsh Language Implementation Group  
Heads of Service

**Signed** Head of People and Business Change

## **Background**

### **Legal context**

This annual report has been prepared in accordance with Welsh Language Standards 158, 164 and 170, and sets out how Newport City Council has complied with the Welsh Language Standards imposed on the authority by the Welsh Language Commissioner. This represents the council's fifth year of implementing the Welsh Language Standards which came into force on the 30<sup>th</sup> of March 2016.

### **Governance**

The implementation of, and compliance with, Welsh Language Standards is monitored through the council's officer Welsh Language Implementation Group, chaired by the Head of People and Business Change. The Cabinet Member for Communities and Resources has Welsh Language within their wider equalities portfolio and the council also has an Elected Member Welsh Language Champion.

### **Developments**

This annual report reflects the positive work undertaken by the council, in a challenging year which impacted on the delivery of our Welsh language priorities – particularly where they depended on community engagement and outreach. Highlights this year include:

- Positive work undertaken by the council's Welsh Language Promotion Officer, focussed on engagement with key community stakeholders and the provision of support to schools and partners during the pandemic
- Promotion of key dates throughout the year, both internally and across communities, and sponsorship of the virtual Gŵyl Newydd Festival
- Establishment of a Representative Workforce group and action plan which includes a focus on increasing the number of Welsh speakers across the organisation
- Establishment of a Welsh Language sub-group of the Right Skills Board, focussed on promoting a consistent approach to Welsh language skills development across the city and with key PSB partners
- Support provided to Careers Wales in creating a number of vlogs focussing on Welsh language as a skill within the workplace
- Review of the council's Welsh language performance management framework, to enable more effective monitoring of Welsh language compliance at service area and organisational level
- Commissioning the development of a number of animated Welsh language training videos to be mandated for all staff

The report also identifies priorities for the next reporting period, including:

- Working with our refugee, migrant and minority ethnic communities to better embed Welsh language as part of a shared sense of identity across the city, particularly in the context of the development of our fourth Welsh medium school
- Improving and developing our Welsh Language Skills Policy, inclusive of our recording and monitoring of Welsh language skills in the workplace, and better using this data to inform strategic planning
- Undertaking engagement and consultation with key stakeholders and communities to inform the development of our new 5 year Welsh Language Strategy
- Adopting a number of Clear Cymraeg principles to better encourage staff to use Welsh in the workplace

## Financial Summary

Newport City Council continues to invest in the Welsh language, with a Welsh Language and Equalities budget to support internal adoption of standards and facilitate partnership and community initiatives. The most significant expenditure is translation costs (around £30k per quarter) although this is currently under review, with a number of proposals being considered in order to increase efficiency. Additional funding for short-term projects is available through a Welsh Language Reserve. There is an expectation that service areas will factor in costs associated with Welsh language provision when developing new services in order to ensure sustainability.

## Risks

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
That the Welsh Language (WL) Standards in their entirety are not implemented	M	M	Monitoring of compliance with WL Standards is through the WL Implementation Group.	Heads of Service  Head of People and Business Change
That the Standards are not understood by employees	M	L	The WL Implementation group includes membership from all service areas. Regular communications are issued to all staff. Training on Welsh language awareness is regularly delivered. Information is available to all staff on the Welsh language intranet pages.	Head of People and Business Change

\* Taking account of proposed mitigation measures

## Links to Council Policies and Priorities

The Council's responsibilities under the Welsh Language Standards are integrated within both the authority's Wellbeing and Corporate Plans. The council also has also published a 5 year [Welsh Language Strategy](#) (2017-22) which sets out how the authority is going to promote and facilitate the use of the Welsh language across Newport.

## Options Available

- a) To approve the attached report and publish on the council's website
- b) To not approve the attached report and redraft.

## Preferred Option and Why

Option a) is the preferred option, in order to ensure that the Council remains compliant with its statutory obligations.

## Comments of Chief Financial Officer

There are no direct financial consequences as a result of the proposal to approve the monitoring report and then publish on the Council's website. Cost of the implementation of the Welsh Language Standards

is met by service area budgets, and a central budget is also in place to develop a sustainable translation service, with a reserve available to draw on for additional projects or set up costs associated with compliance.

### **Comments of Monitoring Officer**

The Council has a statutory duty under the Welsh Language (Wales) Measure 2011 to comply with prescribed Welsh Language Standards. The Council is required to report annually on progress in meeting the Welsh Language Standards and publish the report in accordance with standard 158. This report sets out the actions taken and the progress made in meeting the Council's Welsh language commitments during 2020/21. It demonstrates that the Council has responded to the legislative requirements in a systematic way, however, further progress will be required in the next 12 months.

### **Comments of Head of People and Business Change**

There are no direct staffing implications arising from this report.

This annual report reflects the positive progress made and highlights some examples of good practice that we have delivered over the past 12 months. The report also identifies some areas in which we will need to make improvements in the year to come.

Continued work on the Welsh Language agenda, and the 5 Year Welsh Language Strategy contributes to the delivery of the Council's well-being objectives and the national well-being goals, in particular, working towards a Wales of vibrant culture and thriving Welsh Language.

### **Comments of Cabinet Member**

The authority has made great progress over the past 12 months as outlined in this report. Our Welsh Language Standards are now recognised and understood by the majority of Council staff. Our governance arrangements ensure that we monitor ongoing implementation and progress against our standards. We continue to develop every opportunity to promote the Welsh language across the City in partnership with community-based Welsh language groups. As we move into a new year, we will continue to lead on this work. Our new Welsh Medium school in Pillgwenlly will provide further opportunity to build on the good work already undertaken.

### **Local issues**

Not applicable.

### **Scrutiny Committees**

Not applicable.

### **Equalities Impact Assessment and the Equalities Act 2010**

No Fairness & Equalities Impact Assessment (FEIA) is necessary for the annual report.

### **Children and Families (Wales) Measure**

No consultation was needed for this report.

### **Wellbeing of Future Generations (Wales) Act 2015**

The Wellbeing of Future Generations Act 2015, which came into force in April 2016, places an obligation on Local Authorities to improve the social, economic, environmental and cultural well-being of Wales. The Welsh Language Annual Report represents much of the work that the authority undertakes to fulfil our Wellbeing objective to work towards 'a Wales of vibrant culture and thriving Welsh language'.

In support of the Act's sustainable development principle, our focus on developing a workforce which has a range of Welsh language abilities across service areas ensures an approach to meeting our Welsh language obligations which looks to the future, alongside continued efforts to promote increased use of Welsh within our local communities. This work is informed and delivered collaboratively with Welsh language community networks, and better integration of Welsh language considerations within our

Fairness and Equality Impact Assessment process has improved the way our Welsh language responsibilities and community views impact on our policy and decision making.

### **Crime and Disorder Act 1998**

Not applicable.

### **Background Papers**

Welsh Language Standards (Newport City Council Compliance Notice)

Welsh Language Annual Report 19/20

5 Year Welsh Language Strategy

Newport City Council Wellbeing Plan

Welsh in Education Strategic Plan

**Dated: 10 June 2021**