

# Scrutiny Report



## Overview and Scrutiny Management Committee

### Part 1

Date: June 2023

**Subject** Annual Welsh Language Monitoring Report 2022 - 23

**Author** Policy and Partnership Manager

The following people have been invited to attend for this item:

Invitee:	Area / Role / Subject
Cllr Dimitri Batrouni	Cabinet Member for Organisational Transformation
Tracey McKim	Head of People, Policy & Transformation
Janice Dent	Policy and Partnership Manager
Joseph Chambers	Welsh Language Policy Officer

## Section A – Committee Guidance and Recommendations

### 1 Recommendations to the Committee

The Committee is asked

1. Whether the Annual Report reflects a true and fair account of the council's Welsh language performance over the period in question – 2022 – 2023.
2. Whether the Annual Report highlights the ongoing commitment to the Welsh language effectively and focuses on appropriate successes and highlights successes and good work
3. Whether the Annual Report highlights the ongoing commitment to the Welsh language effectively and focuses on appropriate areas for development
4. Whether it wishes to provide comment and recommendations on the Annual Report to Cabinet

## 2 Context

### Background

- 2.1 The Council is required to report annually on its progress in complying with the Welsh Language Standards under the Welsh Language (Wales) Measure 2011.
- 2.2 The annual report has been prepared in accordance with Welsh Language Standards 158, 164 and 170. It will highlight how Newport City Council has complied with the Welsh Language Standards, which were imposed on the authority by the Welsh Language Commissioner, set out in Newport City Council's Compliance Notice.
- 2.3 The statutory deadline for publishing the annual report is 30th June 2023 on the council's website, with relevant notification and advertising of publication via relevant channels, including social media.
- 2.4 This report covers the seventh year of implementing the Welsh Language Standards following the imposition of the Compliance Notice in March 2016. The report provides an overview of the Council's progress in meeting the Welsh Language Standards and a generic overview of Welsh language performance.
- 2.5 As well as outlining the authority's general compliance, this report also contains the specific information required to be published annually by the Standards, including the number of complaints we have received, the Welsh language levels of our staff and the level of Welsh we require on all vacant and new posts we have advertised during the financial year.
- 2.6 Following Scrutiny, this report will go to Cabinet and Council.

### Previous Consideration of this item

- 2.2 The Welsh Language Annual Report was presented to the Overview and Scrutiny Management Committee on the [24<sup>th</sup> June 2022](#).
- 2.3 The report then went to Cabinet on the [13<sup>th</sup> July 2022](#) and Council on the [19<sup>th</sup> July 2022](#).

## 3 Information Submitted to the Committee

- 3.1 Attached at **Appendix 1** is the Welsh Language Monitoring Annual Report 2022/23.
- 3.2 This report includes:
  - Legislative context which details which Standards the report has been prepared in accordance with and what information must be included in the report.
  - An introduction that gives a summary of the report, including the context in which the data has been collected and challenges and achievements.
  - Key developments which include the Welsh Language Promotion Officer post, Welsh in the Community grants with detailed case studies included at Appendix 1 at the end of the report, policies and strategies, promoting bilingual education and employment and skills.
  - Monitoring information that presents data on how new vacancies are posted.
  - Complaints that have been received, their status and outcomes.
  - Training that has been offered and delivered to staff.

- A breakdown of Welsh language skills amongst staff with data.
  - Overview of work against Standards, including service delivery standards, policy making standards, operational standards, promotion standards, record keeping standards and performance monitoring.
  - Looking Forward, which includes information on current and newly identified priorities.
- 3.3 At the end of the report is an appendix which contains feedback from some of the projects which received Welsh in the Community grants.

## 4. Suggested Areas of Focus

### 4.1 Role of the Committee

**The role of the Committee in considering the report is to:**

- Consider and make comment on the content of the Annual Report and key achievements as outlined
- Consider and determine if the drafted and published Welsh language related strategies and policies are in line with the Council's vision for the Welsh language and meet the necessary statutory obligations
- Determine whether the content of the report is a true reflection of the council's Welsh language performance in 2022-2023
- Conclusions:
  - What was the overall conclusion on the information contained within the report?
  - Is the Committee satisfied that it has had all of the relevant information to base a conclusion on the quality of the Annual Report?
  - Do any areas require a more in-depth review by the Committee?
  - Do the Committee wish to make any Comments / Recommendations to the Cabinet?

### Suggested Lines of Enquiry

#### 4.2 The Committee may wish to consider:

- How progress of compliance against the Welsh language standards is monitored
- Is the report a fair and honest reflection of current performance
- Whether all staff members, senior management and relevant stakeholders are effectively engaged effectively to deliver against the Welsh Language Standards

#### 4.3 Wellbeing of Future Generations (Wales) Act

The report covers the work undertaken with the Right Skills Board, stakeholders and partners to raise awareness of the Welsh language across all of Newport's diverse communities. The key themes and actions in the report underpin them and balance short term needs with the delivery of medium to long-term solutions.

It identifies key successes and challenges for the Welsh language in Newport and shows how the council has worked towards compliance with the Welsh language standards and promoted Welsh across the diverse communities of Newport increasing the visibility of the language across the city.

Highlighting the key achievements, development of new policies and monitoring performances across the council will help the achieve a number of goals and targets and will contribute to the Wellbeing Goals of a prosperous Wales, a more equal Wales, a Wales of cohesive communities and a Wales of vibrant culture and thriving Welsh language.

5 Ways of Working	Types of Questions to consider:
<p><b>Long-term</b></p> <p>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</p>	<p>What consideration have you given to the long term trends that could affect your proposal or; how could your proposal impact these trends?</p>
	<p>How will the needs of your service users potentially change in the future?</p>
<p><b>Prevention</b></p> <p>Prevent problems occurring or getting worse.</p>	<p>What is the objective (or the desired outcome) of this proposal?</p>
	<p>How are you addressing these issues to prevent a future problem?</p>
	<p>How have the decisions, so far, come about? What alternatives were considered?</p>
<p><b>Integration</b></p> <p>Considering how public bodies' wellbeing objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</p>	<p>Are there any other organisations providing similar / complementary services?</p>
	<p>Have you consulted with the health board, third sector, emergency services, businesses and anyone else you think might be impacted?</p>
	<p>What practical steps will you take to integrate your project with existing plans and strategies of other public organisations to help us all contribute fully to the seven national well-being goals?</p>
<p><b>Collaboration</b></p> <p>Acting in collaboration with any other person (or different parts of the organisation itself).</p>	<p>Who have you been working with? Why? Who have you collaborated with in finding out more about this problem and potential solutions?</p>
	<p>How are you co-working with other sectors?</p>
	<p>How are you using the knowledge / information / good practice of others to inform / influence the Council's work?</p>
<p><b>Involvement</b></p> <p>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</p>	<p>How have you involved the people who are being impacted by this decision?</p>
	<p>How have you taken into account the diverse communities in your decision making?</p>
	<p>How have you used different / alternative methods to reach people and involve them?</p>

How will you communicate the outcome of your decision?

## Section B – Supporting Information

### 5 Links to Council Policies and Priorities

Well-being Objective	1 – Economy, Education and Skills	2 – Newport’s Environment and Infrastructure	3 – Preventative and Equitable Community and Social Care	4 – An Inclusive, Fair and Sustainable Council
<b>Aims:</b>	Newport is a thriving and growing city that offers excellent education and aspires to provide opportunities for all.	A city that seeks to protect and enhance our environment whilst reducing our carbon footprint and preparing for a sustainable and digital future.	Newport is a supportive city where communities and care are at the heart of what we do.	Newport City Council is an inclusive organisation that places social value, fairness and sustainability at its core.

- 5.1 The report has strong links to Wellbeing Objective 1 – Economy, Education and Skills and Wellbeing Objective 4 – An Inclusive, Fair and Sustainable Council.
- 5.2 The report shows how the council’s vision for the people of Newport to “see, hear, learn, use and love the Welsh language” fits with creating a modernised workforce as set out in the Corporate Plan and how activities help maximise opportunities to develop our Welsh speaking workforce.
- 5.3 The report also shows how the council, in addition to complying with the Standards, is through the additional work with the Welsh language is contributing to Welsh Government’s Strategy, [Cymraeg 2050: A million Welsh speakers](#) which sets out a vision for achieving 1 million Welsh speakers by the year 2050.
- 5.4 Delivery of the Welsh Language Skill Policy will aid the council increasing its capacity and capability of complying with the Welsh Language Standards, help create a modernised council, improve skills and create employment opportunities.
- 5.5. Complying with the Standards, implementing the 5 Year Strategy and supporting deliver of the Welsh in Education Strategic Plan will help create a Wales of, “*vibrant culture and thriving Welsh language.*”

### 6 Background Papers

- [The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)
- [Corporate Plan](#)
- [Public Sector Equality Duty](#)
- [Socio-economic Duty Guidance](#)
- [Newport’s Welsh Language Standards](#)
- [Newport’s Implementation Plan](#)
- [Welsh in Education Strategic Plan 2022-2032](#)
- [5 Year Strategy 2022 - 2027](#)

- [Welsh Language Skills Policy](#)

Report Completed: June 2023