

Report

Cabinet

Part 1

Date: 12 July 2023

Subject Annual Welsh Language Monitoring Report 2022 - 23

Purpose This annual monitoring report sets out Newport City Council's progress against its Welsh language commitments during the financial year 2022-2023.

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 30th June 2023.

Author Strategic Director, Transformation and Corporate
Head of People, Policy and Transformation

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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 seventh year of implementation, following the imposition 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 Corporate Management Team

Timetable Immediate

This report was prepared after consultation with:

- Cabinet Member for Organisational Transformation
- Welsh Language Implementation Group (staff group)
- Strategic Director, Transformation and Corporate
- Head of People, Policy and Transformation

Signed Strategic Director, Transformation and Corporate

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 sixth year of implementing the Welsh Language Standards which came into force on the 30th of March 2016.

Governance

The implementation of, and compliance with, Welsh Language Standards is supported by the Council's Welsh Language Implementation Group, chaired by the Strategic Director for Corporate and Transformation. Newport City Council has an Elected Member, Welsh Language Champion, and Welsh Language is part of the Cabinet Member for Organisational Transformation's wider Equalities portfolio.

Developments

This annual report reflects the positive work undertaken by the Council, in another 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:

- The delivery of Welsh Language Awareness sessions for the council's workforce increased significantly this year with 99 members of staff being trained.
- The Welsh in Education Strategic Plan (WESP) 2022-2032 was adopted by full council and approved by the Welsh Government during this year.
- The Welsh Language promotional plan has now been included in the WESP and is overseen by all key partners who feed into the WESP subgroups Tyfu/Grow and Cynnal/ Sustain
- Newport City Council launched the Welsh Language Skills Policy. This policy highlighted the Council's commitment to the Welsh language, how it aims to support staff who are learning or already speak Welsh and it supports managers to develop their teams through the recruitment process.
- We developed campaigns to co-produce video resources with residents and key partner agencies in Newport to promote Welsh medium services and education in the city. These videos highlighted rights around the Welsh language, why Welsh is important to the people of Newport and what options there are for parents and children considering a Welsh medium education.
- Co-produced a film for Shwmae/ Su'mae Day with key stakeholders in the city, which was posted on our social media channels that looked at the importance of starting each conversation in Welsh.
- We have proactively engaged with communities across the city to promote Welsh language education options available to parents at events across the city this year.
- We ran a St David's Day staff newsletter and a film competition to celebrate and showcase why the Welsh language is important to the young learners of Newport. Four schools took part in the competition and the entrants all received a £50 book voucher for their contributions.
- We have created a video in partnership with Careers Wales on multilingualism exploring the benefits of language learning for careers pathways and future employment opportunities.

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

- Building on the creative partnership arrangements developed outside the public and voluntary sector to better raise the profile of the Welsh language across Newport with opportunities at the Dragons rugby and Newport County AFC

- Delivering a cohesive approach to Welsh language skills development across our OneNewport partners through the Right Skills Board
- Offer Welsh language courses for lapsed speakers, or those that need a confidence boost.
- Cymraeg Gwaith, a new grant scheme that will enable the council to access an innovative tailored approach to Welsh language teaching within the organisation.
- An even greater focus on recruitment, retention, and development of Welsh speakers across all services areas within the council, and
- Facilitating and supporting events throughout the year and looking at the cross-cutting themes around equality, diversity, and inclusion.

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. 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 to ensure sustainability.

Risks

Risk Title / Description	Risk Impact score of Risk if it occurs* (H/M/L)	Risk Probability of risk occurring (H/M/L)	Risk Mitigation Action(s) What is the Council doing or what has it done to avoid the risk or reduce its effect?	Risk Owner Officer(s) responsible for dealing with the risk?
That the Welsh Language (WL) Standards in their entirety are not implemented	H	M	Monitoring of compliance with WL Standards is supported by the WL Implementation Group.	Corporate Management Team Head of People, Policy and Transformation
That the Standards are not understood by employees	H	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 monthly with targeted training offered if standards are not understood by employees. Information is available to all staff on the Welsh language intranet pages.	Head of People, Policy and Transformation

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

[Corporate Plan 2022-27](#)

[Welsh in Education Strategic Plan 2022-2032](#)

[Welsh Language Skills Policy](#)

[Welsh Language 5-Year Promotional 2022 -2027](#)

Options Available and considered

1. To approve the attached report and publish on the council's website.
2. To request further information or not approve the attached report and redraft.

Preferred Option and Why

1. To approve the attached paper and publish on the Council's website so 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 2022/23. It demonstrates that the Council has responded to the legislative requirements in a systematic way, having made considerable progress in the past 12 months, with further work planned to take place in the coming year.

Comments of Head of People, Policy and Transformation

There are no direct staffing implications arising from this report.

This annual report reflects the positive progress made over the past 12 months and highlights some examples of good practice. The report also identifies some areas we aim to improve in the next reporting period.

The continued delivery of the 5-Year Welsh Language Promotional Strategy and work within this area align with and contribute to the achievement of the well-being objectives in Council's new Corporate Plan and national well-being goals, working towards a Wales of vibrant culture and thriving Welsh Language.

Scrutiny Committees

The Welsh Language Annual Report 22/23 was presented to the Council's Overview and Scrutiny Management Committee on 23 June 2023.

The full details will be published in the minutes of the Committee meeting on the Council's democracy pages. The following issues were discussed:

The committee thanked Officers for their work and agreed that the report accurately reflected the Council's Welsh Language performance over the period and demonstrated the continued commitment to the Welsh language and areas of challenge, success and development. A summary of comments and responses is outlined below.

- The Committee felt that the reporting style needed to be more balanced including more quantitative and meaningful data, more hyperlinks to relevant Council plans for further reading,

comparative data with other comparable Local Authorities such as authorities in Gwent and Cardiff. The Committee agreed that case studies and feedback should continue to be included to portray a fuller picture.

The annual report adheres to [good practice guidelines](#) produced by the Welsh Language Commissioner's Office. Hyperlinks to relevant Council plans have been added to the report for further reading.

The format of future annual reports will be considered with the Welsh Language Implementation Group to discuss and agree improvements, including more quantitative or meaningful data and comparative data with other comparable Local Authorities.

- The Committee recommended that the priorities highlighted in Section 8 be reworded for clarity.

The priorities highlighted in Section 8 have been reworded to improve clarity.

- The Committee felt that a comment from the Welsh Language Champion would be beneficial within the report.

A foreword by the Cabinet Member for Organisational Transformation, noting the important role of the Welsh Language Champion will be included in the final draft of the report.

Fairness and Equality Impact Assessment:

This report assesses progress made by Newport City Council under Welsh Language Standards in line with associated actions in the Welsh Language 5-Year Promotional Strategy 2022 - 2027.

A full Fairness and Equality Impact Assessment (FEIA) was undertaken on the Welsh Language 5-Year Promotional Strategy 2022 - 2027, to which this Annual Report relates. This FEIA considers our legislative responsibilities under the Equality Act (2010), including the Socio-economic Duty, the Wellbeing of Future Generations (Wales) Act (2015) and the Welsh Language (Wales) Measure (2011). Therefore, no FEIA has been completed for this annual report.

Wellbeing of Future Generation (Wales) Act

In terms of the Wellbeing of Future Generation (Wales) Act and consideration of the sustainable development principle, 5 ways of working:

Long Term – Activities in relation to delivery of compliance with the Standards contained within the Compliance Notice and the 5 Year Strategy will help deliver a Wales of, “vibrant culture and thriving Welsh language.”.

Preventative – 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.

Integration – 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.

Involvement – Engagement of citizens and other key stakeholders in the drafting of this report and the associated policies is demonstrated through this report.

Collaboration - The actions in the report have and are being undertaken in collaboration with partners from the Council's Right Skills Board and Welsh Language Implementation Group and partners within

each service area. The collaborative work enables the Council to share resources and build expertise and knowledge.

Consultation

Not Applicable

Background Papers

[Newport's Welsh Language Standards](#)

[Newport's Implementation Plan](#)

[Welsh Language 5-Year Promotional 2022 -27](#)

[Welsh in Education Strategic Plan 2022-32](#)

[Welsh Language Skills Policy](#)

[Corporate Plan 2022-27](#)

[The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)

[Public Sector Equality Duty](#)

[Socio-economic Duty Guidance](#)

Dated: 6 July 2023