

Report

Cabinet



Part 1

Date: 13 July 2022

Subject Annual Welsh Language Monitoring Report 2021 - 22

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 30th June 2022.

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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 sixth year of implementation, following the imposition of the Council's Welsh language standards in March 2016.

The attached 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

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 officer Welsh Language Implementation Group, chaired by the Corporate Strategic Director. The Cabinet Member for Organisational Transformation 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 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:

- Our Welsh Language Promotion Officer worked closely with schools and community stakeholders to support and develop a Promotion Plan that will align the outcomes of the Welsh in Education Strategic Plan and general education targets. They will play a key part in developing the governance and monitoring of the plan during the forthcoming year.
- Funding made available via the Welsh in the Community Grant to support local community groups, organisations, and individuals to promote, facilitate and increase the use of the Welsh language across Newport
- The publication of Welsh Language related Strategies and Policies to support the use of the Welsh Language across the Council.
- Citizen engagement activities to find out more about what people in Newport thought about the Welsh language and inform the focus of the strategic themes.
- Facilitated the translation of the Council's "Becoming Bilingual" parents' booklet into 12 different languages to support all Newport Communities to learn and use Welsh.
- Created a Task and Finish group that will review and scope the current position regarding Welsh language skills levels across OneNewport's partner members, the third sector and others.
- Worked 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 primary school.
- Improved, developed, and began to deliver a new Welsh Language Skills Policy. Processes have now been implemented and put in place to allow delivery next year.
- Engaged and consulted with key stakeholders and our communities to inform the development of our new 5-year Welsh Language Strategy which has been passed with the full support of Council.
- Adopted several Clear Cymraeg principles to better encourage staff to use Welsh in the workplace as part of our Welsh Language Skills policy.
- Delivered a cohesive approach to Welsh language skills development across our partners through the Right Skills Board.
- Developed creative partnership arrangements outside of the public and voluntary sector to raise the profile of the Welsh language across Newport. This included working with the Dragons Rugby and Newport County AFC to promote the Welsh language.

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

- Working with stakeholders and partner to deliver the new 5-year Welsh Language Strategy and embedding a performance monitoring framework to assess delivery of objectives
- Engaging with all of Newport's diverse communities to promote the Welsh language, raise awareness and visibility of the language and continue to develop Welsh medium education and the inclusivity of the language
- Embedding our new performance management structure across the council
- Rolling out our newly developed Welsh language training videos to all staff
- Scope and consider Welsh language courses for lapsed speakers, or those that need a confidence boost

The report is attached at appendix 1 to this report and a Welsh language copy can be found at [Welsh Language Annual Monitoring Report 2021-22_CY \(newport.gov.uk\)](http://Welsh Language Annual Monitoring Report 2021-22_CY (newport.gov.uk))

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* (1-5)	Risk Probability of risk occurring (1-5)	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	3	3	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	3	1	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, with new videos loaded to the Learning@NHSWales learning portal. Information is available to all staff on the Welsh language intranet pages.	Head of People, Policy and Transformation

Links to Council Policies and Priorities

Corporate Plan 2017-22

Welsh in Education Strategic Plan 2022-2032

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 2021/22. 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, Policy and Transformation

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, working towards a Wales of vibrant culture and thriving Welsh Language.

Scrutiny Committees

Discussed at Scrutiny on Friday 24 June 2022. Feedback overall was positive with members agreeing the report to be submitted to Cabinet. The following comments were provided as recommendations for future reports.

- The committee asked for an executive summary of responses from community surveys to be provided in future.
- The committee recommended that the outcomes of the grants provided to organisations to be monitored.
- The committee noted that there was an absence of specific achievements and that achievements needed to be more clearly evidenced within the report
- The committee requested a comment be included from the Chief Education Officer regarding the surplus of Welsh medium nursery places.
- The committee asked for specific information regarding projections for the percentage of Welsh speakers in Newport by the 2050 goal.

- The committee agreed that the report was a fair representation of what had occurred over the past year and that it highlighted the ongoing commitment to the Welsh language.
- The committee agreed that comments and recommendations should be submitted to Cabinet.

Fairness and Equality Impact Assessment:

This annual report demonstrates how the Council has performed against the standards and raised the awareness and use of the Welsh Language across the Council and Newport as a whole. Fairness and Equality Impact Assessment process has improved the way our Welsh language responsibilities and community views impact on our policy and decision making.

In 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

Welsh in Education Strategic Plan 2022-2032

Welsh Language Skills Policy

5 Year Promotional Strategy

Dated: 6 July 2022