

<b>MEETING:</b>	<b>LANGUAGE COMMITTEE</b>
<b>DATE:</b>	<b>25 June 2024</b>
<b>TITLE:</b>	<b>Gwynedd Council's Annual Report on the implementation of the Welsh Language Standards</b>
<b>AUTHOR:</b>	<b>Llywela Haf Owain Senior Language Advisor</b>
<b>PURPOSE OF THE REPORT</b>	<b>To submit the draft Annual Report to the members for them to recommend that the Cabinet Member approves publishing the Report</b>

## 1. BACKGROUND

1.1 In accordance with the requirements of the Language Standards, imposed on the Council under Section 44 of the Welsh Language Measure (Wales) 2011, the Council is required to *"produce and publish an annual report by 30 June following the financial year to which the report relates regarding your compliance with the operational standards with which you had a duty to comply."*

1.2 The Standards set out specific requirements for annual reporting (158, 164 and 170), noting that we must include information on the following:

- *the number of complaints you received during the year that related to your compliance with the standards;*
- *the number of employees who have Welsh language skills at the end of the year in question (based on the records you kept in accordance with Standard 151);*
- *the number of staff members who attended training courses offered by you in Welsh during the year (based on the records you kept in accordance with standard 152);*
- *if a Welsh version of a course was offered by you during the year, the percentage of the total number of staff who attended the course who attended the Welsh version (based on the records you kept in accordance with standard 152);*
- *the number of new posts and vacant posts advertised by you during the year categorised as posts that require -*
  - i) that Welsh language skills are essential,*
  - ii) that Welsh language skills need to be learnt when appointed to the post,*
  - iii) that Welsh language skills are desirable, or*
  - iv) that Welsh language skills are not essential (based on the records you kept in accordance with standard 154).*

1.3 Other than the above-mentioned information, the Council is free to include any information we feel adds to the public and the Welsh Language Commissioner's understanding of the Council's work in the context of the standards and promoting the use of Welsh medium services, and any information about specific steps taken to ensure compliance with the Standards.

1.4 As the Language Committee is responsible for maintaining oversight of the implementation of the Language Standards, the attached report, for the year to the end of March 2023, is submitted to committee members for information, and they are asked to recommend that the Cabinet Member approves it to be published.

1.5 The final report will need to be published on the Council's website by 30 June 2023.

## **2. SUMMARY OF THE REPORT**

2.1 The report includes key information about recruitment and staffing arrangements, which ensure that the Council's workforce continues to be able to offer services through the medium of Welsh as a default and wherever it is needed across the Council. The key data includes:

- 98.9% of Council staff have some degree of Welsh language skills.
- 92% of Council staff meet the language designation of their post.
- 850 job adverts have been published over the year where Welsh language skills were essential.

2.2 Information is also included about developments during the year to improve compliance with the Standards including

- Specific actions taken to promote the new Language Policy adopted in 2022.
- Information about the new Language Strategy that was published at the end of 2023 which notes the Council's vision for increasing Welsh language use across Gwynedd.
- Information about the work of the More Than Just Words in-house forum
- Bilingual Workforce Recruitment Project

2.3 The report also highlights some of the challenges the Language and Scrutiny Committee and services across the Council will be addressing during the coming year to improve bilingual provision and the Welsh active offer.

## **3. RECOMMENDATIONS**

2.1 Members are asked to:

- accept the content of the Annual Report,
- offer any observations on the matters included in the report, and
- recommend that the Cabinet Member publishes the report before the 30 June 2023 deadline.