

Meeting	Language Committee
Date	29 June 2026
Title	Welsh Language Annual Report
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Purpose of the Report	To submit the draft Annual Report to the members for them to recommend that the Cabinet Member approves publishing the report

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 2025, 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 2026.

2. SUMMARY OF THE REPORT

2.1 The report contains 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. Key data includes:

- 99.3% of Council staff have some degree of Welsh language skills.
- 91.6% of Council staff meet the Language designation of their post.
- 111 attendees for language training.
- 1,092 members of staff completed the Language Awareness e-module.

2.2 The report specifies compliance queries or complaints that have reached the Welsh Language Team during the year, in relation to the Council's language policy, Welsh Language Standards and place names.

2.3 Included this year, are examples of good practice, to reflect a sample of the Welsh Language Teams' work, project from each department of the Council and collaborating work, which promotes the Welsh language and contributes to the Council's Language Strategy. They're unique, progressive examples, which emphasize that Gwynedd is at the forefront of offering Welsh or bilingual services to the public. Highlights include:

- Over 100 workstreams across Council departments that have focused on promoting the Welsh language
- 328K viewers across Project 15 TikTok videos
- Support for Menter Iaith Gwynedd's work in our communities
- Place Names Project
- Niwro Cymru App
- Common Housing Allocation Policy

2.4 It also highlights some of the challenges that will be addressed by the Council over the next year in order to raise the status of the Welsh language for residents and to ensure full compliance with the Welsh Language Standards.

3. RECOMMENDATIONS

3.1 Members are asked to:

- Accept the contents of the Annual Report
- Offer any observations on the matters included in the report
- Recommend that the Cabinet Member publishes the report before the 30 June 2026.