

MEETING:	LANGUAGE COMMITTEE
DATE:	13 OCTOBER 2016
TITLE:	UPDATE ON HTE IMPLEMENTATION OF THE WELSH LANGUAGE STANDARDS
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PURPOSE OF THE REPORT	To update the members on the committee on the steps taken to implement the Language Standards since they became operational at the end of March 2016

1. BACKGROUND

The Welsh Language Standards came into force on 31 March 2016. A lot of work had already been done before this date to ensure that the Council is in a strong position to be able to comply with the Standards, including rewriting and publishing the Council's Welsh Language Policy.

2. STEPS TAKEN

Since March, the focus has been on having discussions with and raising the awareness of managers and staff of the requirements of the standards, advising on any changes or considerations needed to ensure compliance. This has included:

- Giving input to Language Awareness training provided by the Adults, Health and Welfare service for new social workers.
- Advising on the language issues relating to the new Staff Benefits Scheme to ensure the service provided complies with the needs of the Standards.
- Advising on changes needed to service agreements, including contracts for the provision of Home Care and with Swim Gwynedd, in order to ensure that any services provided by third parties does not work against the requirements of the Standards and the Council's Language Policy.
- Attend workshops and meetings relating to the More than Words strategy, organised by the Adults, Health and Wellbeing service, to ensure the steps recommended in response to the More than Words strategy also answer the requirements in relation to the Standards.

- Attend conferences organised by Bangor University on Behaviour Change to learn new ways of influencing the workforce.
- Meeting with teams of staff and managers to ensure they are aware of the requirements and the expectations relating to the Standards, including:
 - Management Team, Economy and Community department
 - Managers of Ymgynghoriaeth Gwynedd Consultancy (YGC)
 - Senior officers from the Finance and YGC departments

A communication plan is also being developed in collaboration with the communication team, that will ensure that regular messages are given to the staff regarding the expectations and requirements regarding compliance with the Standards.

The Language Awareness e-module has been completed, and is in the process of being tested. It will be live by the end of October, and we will need to consider ways of raising awareness of the module to ensure as many staff members as possible complete it.

3. **NEXT STEPS**

The focus for the next period will be on implementing the communication plan in order to raise awareness amongst all members of staff of the Language Standards and make sure they all understand the need to comply. More meetings will be organised with specific teams in order to discuss the relevance of the Standards in the context of certain services.

Any comments by the members about the progress so far is welcomed.