

CYNGOR GWYNEDD – Report to Cyngor Gwynedd Cabinet

Title of Item:	Twf – The Welsh Language at Work Charter
Cabinet Member:	Cllr. Llio Elenid Owen
Relevant Officer:	Eurig Williams (Manager – Human Resources Service)
Date of Meeting:	16 December 2025

1. Decision Sought:

That the Cabinet decide on behalf of the council as an employer to adopt Twf – The Welsh Language at Work Charter, in conjunction with local representatives of the Unison, GMB and Unite unions.

2. What is the reason the Cabinet needs to take a decision:

To enable Cyngor Gwynedd to formally adopt the charter.

3. Introduction and rationale

3.1 The Trade Union Congress Cymru (TUC) has developed and adopted a charter, under the title Twf, that supports workers, their trade unions and employers to work together in creating bilingual workplaces. There is also a specific emphasis on ensuring an increase in the use of the Welsh language at work and in ensuring that workers have access to representation from trade unions through the medium of their chosen language. Cyngor Gwynedd's Senior Language and Scrutiny Advisor and individuals from other organisations contributed to developing the charter, through the medium of the Welsh Language Commissioner's Working Group on promoting the Welsh language within the workplace. This work led to the TUC formally supporting and adopting the charter.

3.2 In agreeing to adopt the charter, the trade unions and the employer commits to working together on basis of the following core principles. Therefore, if the Cabinet confirms the decision sought, it will commit Cyngor Gwynedd as an employer to adhering to the following principles:

- a) Twf and Welsh language rights – a commitment to growing the Welsh language in the workplace.
- b) Inclusion and linguistic justice – creating a work culture that is supportive of the use of Welsh.

- c) Leadership and accountability – embedding a visible and inclusive bilingual ethos and culture.
- d) Continuous learning and confidence building – providing ongoing support for staff to learn and improve their Welsh language skills.

The exact details relating to the core principles can be found in Attachment 1. These principles demonstrate the commitment between trade unions and employers to work in partnership in providing an inclusive bilingual workplace and to promote and enable growth in the use of Welsh at work. You can read more about the four principles and the background to the charter more broadly by following the link [Twf - Siarter y Gymraeg yn y Gwaith | TUC](#)

3.3 Cyngor Gwynedd has of course led the way for years in creating a culture that places the Welsh language at the heart of its work as an organisation. Promoting the use of the Welsh language amongst the people of Gwynedd is also one of the priority plans in the overall Corporate Plan and the Welsh Language Strategy for 2023 – 2033 states that there is an ongoing focus on the workplace to increase the use of the language across the county.

3.4 It is extremely encouraging and to be welcomed that TUC Cymru has decided to adopt this charter as a means of promoting the importance of the Welsh language to the economic future of Wales and to ensure that employers are representative of society. We are pleased to say that the local and regional representatives of the three unions involved are incredibly supportive and eager for Cyngor Gwynedd to formally adopt the charter, and to continue the constructive collaboration that exists to ensure that staff members are represented through the Welsh language.

3.5 In line with the requirements in place by TUC Cymru, representatives of the three unions concerned have already met with the Council's Human Resources Service Manager, and Dr Mandy James, who is the TUC's Bilingual Communications Officer, to receive further information on the content of the charter and to ensure that there is shared support and commitment to the core principles. Should the Cabinet decide that Cyngor Gwynedd is to formally adopt the charter, then there will be a co-signing ceremony between representatives of the trade union branches, Cyngor Gwynedd and TUC Cymru. The intention would then be to promote the inclusion of the charter amongst the Council's workforce, as a means of further strengthening the rights of Welsh-speaking workers within the workplace.

3.6 It is hoped that adopting the charter will encourage other workplaces within Gwynedd and further afield to follow Cyngor Gwynedd's example and lead to increase use of the Welsh language at work.

4. View of the statutory officers.

4.1 Chief Finance Officer

Nothing to add to the report from the perspective of financial propriety.

4.2 Monitoring Officer

No observations to add in relation to propriety.