

Flintshire County Council Welsh Language Annual Report April 2019 - March 2020

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Welsh Language Standards Annual Monitoring Report 2019-20

1. Introduction

- 1.1 Flintshire County Council has adopted the principle that in the conduct of public business and the administration of justice in Wales it will treat the Welsh and English languages on a basis of equality. The introduction of the Welsh Language Standards builds on this commitment.
- 1.2 The aim of the Standards is to
 - improve the services Welsh speakers can expect to receive from organisations in Welsh.
 - increase the use people make of Welsh language services.
 - make it clear to organisations what they need to do in terms of the Welsh language.
 - ensure that there is an appropriate degree of consistency in terms of the duties placed on bodies in the same sectors.
- 1.3 The Welsh Language Commissioner (WLC) served Compliance Notices on the Council identifying the 171 Standards to which we must comply. Compliance Notices are unique to each organisation reflecting the linguistic profile of the local community and organisational capacity to meet the Standards. The WLC has the powers to investigate and take action against those organisations who fail to comply with the Standards. This includes imposing financial penalties for non-compliance.
- 1.4 The Council is required to publish an annual report by 30 June as set out in the Standards 158, 164 and 170. The full list of Standards with which we are required to comply is available [here](#). This report is also received annually by
in relation to the Standards. A mid-year report on areas of improvement will also be reported to Cabinet. This report focuses on the period 1st April 2019 to 31st March 2020.
- 1.5 We have published a list of actions we have taken to comply with the Standards on our website.
- 1.6 The Chief Executive has overall responsibility for ensuring compliance with the Standards.

2. **Compliance with Service Delivery Standards**

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- 2.9 A Welsh language delegated leads network, with membership comprising representatives
The aim of this group is to champion Welsh language across the Council, promote the use of Welsh by employees, share good practice within their service and contribute to initiatives to increase the use of Welsh. This network is chaired by the Chief Officer for Education and Youth.
- 2.10 We have developed a Welsh in the Workplace policy to increase the visibility and audibility of Welsh at work, encouraging employees to use Welsh with colleagues as well as with customers.
- 2.11 Agendas and minutes from Committee meetings are available in Welsh.

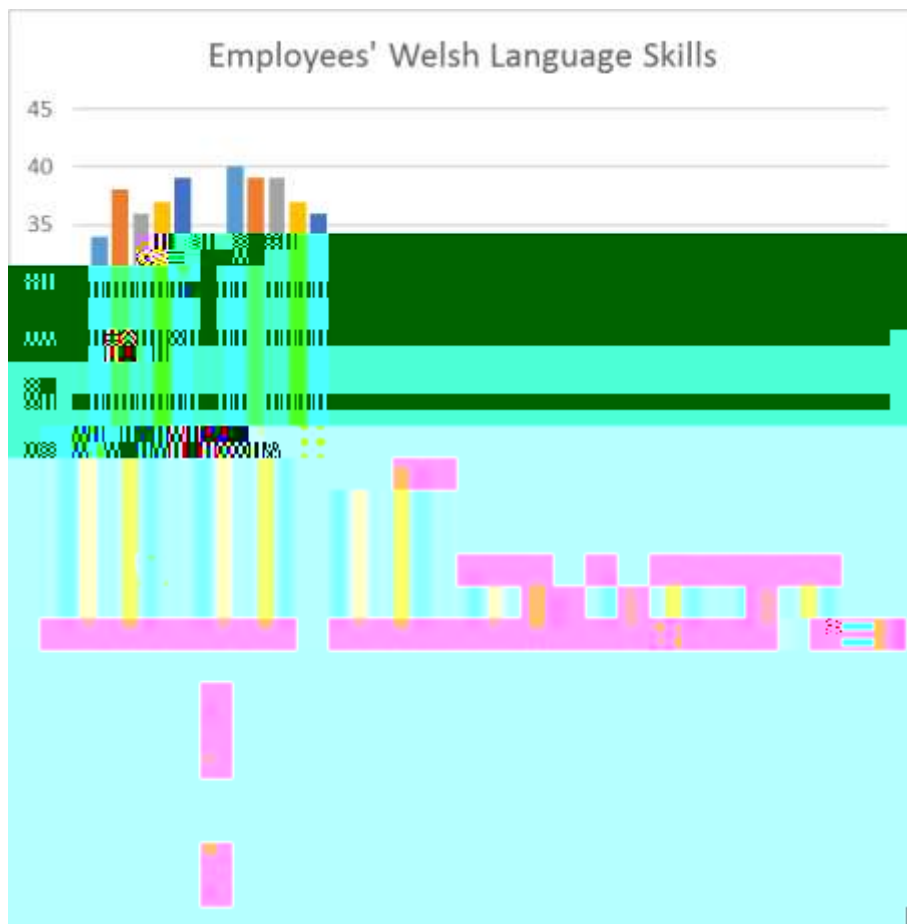
3. **Compliance with Policy Making Standards**

- 3.1 An electronic Integrated Impact Assessment framework which includes Welsh language has been developed. This is now included within the corporate performance management system to ensure that progress in completing integrated impact assessments can be monitored more effectively.
- 3.2 Menter Iaith Fflint a Wrecsam attend the Integrated Impact Assessment Stakeholder Group in which representatives of people with protected characteristics and Welsh speakers contribute to the impact assessments as they are being undertaken.
- 3.3 Guidance on consultation and research, including Welsh language is available on the intranet. This has been promoted to employees, as has the requirement to comply with the Policy Making Standards.
- 3.4 A Directory of Groups, providing a list of organisations with whom we work in Welsh m(a)-6(s)6(m(a)-6

- 4.4 Employees and managers have been informed of the Operational Standards and the rights of employees.
- 4.5 Employees have been informed of their rights to receive personally addressed business through the medium of Welsh. This information is recorded on iTrent (human resource management dTrent

Table 1: Number and percentage of employees who have completed the Welsh language skills audit as at March 31st 2020.

Table 3: Trend of Welsh language skills of employees as at 31st March 2016, 2017, 2018, 2019 and 2020.



5. Training

5.1 The Council provides Welsh language awareness training for employees. This is provided as an e-learning module. During 2019/20, 151 employees completed this training compared to 283 employees in 2018/19. In addition Welsh language skills training is available for employees. This is set out in Section 5.3.

5.2 We are required to report:

i) the number of employees who attended courses through the medium of Welsh. No employees requested training through the medium of Welsh during 2019/20.

ii) if a Welsh version of a course was offered the number and % of employees who attended the Welsh version.

There is
they wish to complete any of the courses in Welsh to contact

The number of employees who attended specific courses in Welsh is set out below:

Title of course	Number of employees who attended training in Welsh
Recruitment and interviewing	0
Performance Management	0
Grievance and Disciplinary Procedures	0
Induction	0
Dealing with the public	0
Health and Safety	0

5.

expressions to use in shops and cafes in Council premises are promoted during S mae Day.

The complaints for 2019/20 are set out below and relate to the Service Delivery Standards.

Complaints Service Delivery	Outcome
Welsh not equal to English on information published on promotional material	Information corrected and future planned promotional material updated. Clarification of process with Translation Service to ensure future amendments from translator are not missed. Welsh Language Commissioner decided not to proceed with an investigation as we had taken action to address the issue and prevent future recurrences
Correspondence sent in English and not in Welsh.	Welsh Language Commissioner did not investigate as the letter was sent on behalf of the Returning Officer, who is not subject to statutory language duties and therefore the Commissioner is unable to investigate

7. Welsh language Promotion

7.1 We have developed and published a strategy to promote Welsh language across the county and to set targets for increasing the number of Welsh speakers. We will support an **increase** of the current level of Welsh speakers from (13.2%/ 19,343) within the county to 21,891 (15%) during this period. This equates to an increase of approximately 2548 Welsh speakers (over the age of three years) over the next five years. This takes into account the increase in children attending Welsh medium education as identified in the Welsh in Education Strategic Plan as well as an increase in the number of adults learning Welsh. Our longer term vision, post 2024, is to increase the number of Welsh speakers to create a bilingual county where Welsh language is a natural part of everyday life.

The [Welsh in Education Strategic Plan](#) and the [More than Just Words Framework](#) are key strategies supporting our work to promote the Welsh language.

7.2 Promoting Welsh to local businesses and in the community

Menter Iaith has been provided with additional funding to support the development of Welsh Language Forums. We also provided financial support,

competition.

7.4

supported with funding through the Business Development Team and the Regional Community Cohesion grant to:

hold a community centred celebration to promote and celebrate Welsh culture and language.

introduce Welsh culture and the Welsh language to members of the

people dead. A mixture of English and Welsh were used in the production which told the story of Mold riots in 1869 in which the mine owner who refuses his workforce the right to speak Welsh in the mine and cutting wages resulted in riots. A number of community groups and workshops were also held including Welsh language visual arts workshops. Weekly Welsh classes were held for members of the cast who wanted to learn Welsh to tell the story.

7.9 In addition, Theatr Clwyd:

co-produced Y Trol Nath Ddwyn 'Nadolig, their second Welsh language Christmas production with Pontio, Bangor University's Arts and Innovation Centre.

hold Welsh lessons with Company 25 (drama group) for young people aged 17- 25, prior their weekly drama group.

hold weekly Stori a Chan sessions in partnership with Cymraeg i Blant for parents and their babies

P bilingual pilot project working with dance, music and drama for people who live with

7.10 The Theatr has continued to include Welsh and bilingual films, productions, concerts and activities within their schedule.

7.11 We provided funding to Menter Iaith to support a bilingual communities project. Two projects have been established:

Estyn Croeso ' in Treuddyn - The aim of the group is to bring together the young and old to share the Welsh language. Their events included a Family fun Afternoon event at Treuddyn Village Hall to promote the Welsh language and bring the community together and Afternoon tea event to provide an opportunity for older people from the village and socialise with the parents and children.

Lixwm Community Action Group- who joined in with Estyn Croeso activities, other activities included attending Mold Food Festival where they asked attendees to guess the Welsh names of Flintshire places.

8. Future Actions

8.1 Moving forward during 2020/21 we will continue to remind and support employees and managers about their responsibilities to meet the Welsh Language Standards.

We will work with our partners to encourage them to promote the Welsh language, thereby increasing the visibility and audibility of Welsh.

8.2 During the next 12 months we will continue to focus on:

ensuring 100% employees complete the Welsh language skills audit by March 2021;

increasing the number of employees who complete the Welsh language awareness e-learning module by March 2021;

reviewing the recruitment and selection process to increase the number of Welsh speaking job applicants by March 2021 and ensure all applicants and new employees understand to the Welsh language and providing bilingual services;

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