



POLICY AND RESOURCES SCRUTINY COMMITTEE – FOR INFORMATION

SUBJECT: WELSH LANGUAGE STANDARDS ANNUAL REPORT 2015-2016

REPORT BY: DIRECTOR OF SOCIAL SERVICES

1. PURPOSE OF REPORT

- 1.1 To inform members of the progress made during the financial year 2015-2016 against four specific areas of Welsh Language work, as required under the regulatory framework for implementing the Welsh Language Standards and the former Welsh Language Scheme.
- 1.2 The report will then be published online by the deadline date of 30th June 2016, as required by Welsh Language Standard 158.

2. SUMMARY

- 2.1 The Council has a statutory duty to produce an annual monitoring report on implementing Welsh Language issues under current legislation.
- 2.2 The information required for 2015-2016 is less than usual due to it being the transition year between the former and current legislation, covering four key areas, together with a summary of how Caerphilly County Borough Council prepared for the new statutory duties.

3. LINKS TO STRATEGY

- 3.1 Welsh Language issues are a corporate and crosscutting aspect of Council work and impact on every council policy, function and procedure, covering those aimed at the public and internal policies covering the Council's staff members.
- 3.2 The Strategic Equality Plan 2016-2020, which includes Welsh Language and compliance with the Welsh Language Standards as a strategic equality objective in its own right, has direct links with a number of other current policies and strategies, both within the Council and in terms of partnership working:
 - **Caerphilly Delivers** (the Single Integrated Plan)
 - Corporate Improvement Plan
 - Welsh in Education Strategic Plan
 - Youth Services Strategy 2014-2019
 - People Management Strategy
 - Workforce Development
 - 50+ Positive Action - action plan
 - Communications Strategy 2014-2017
- 3.3 There are also Welsh Government strategies or regulations that the Council's Welsh Language work links to, including "**Mwy Na Geiriau / More Than Words**" (the National Health and Social Care Welsh Language Strategy) and "**A living language: a language for living**" (Welsh Government's Welsh language strategy 2012 to 2017).

4. THE REPORT

- 4.1 The Welsh Language annual monitoring and improvement report must be published by the 30th June each year.
- 4.2 The report for the 2015-2016 financial year is expected, in accordance with the regulatory framework, to only publish information on four main areas of work, and Caerphilly CBC is also including a summary of the discussions and developmental work it undertook to prepare for the introduction of the Standards.
- 4.4 The report therefore presents data on the required indicators in compliance with the Standards shown below:

Detail of Reporting Requirement	Related Standard Number (and sub-clause)
<p>Complaints from the Public</p> <p>The annual report must include the number of complaints that you received during that year which related to your compliance with the standards with which you were under a duty to comply.</p>	<p>147, 148, 149, 156, 158 (2), 162, 164 (2), 168 (a), 170 (2) (d)</p>
<p>Staff Language Skills</p> <p>The number of employees who have Welsh language skills at the end of the year in question (on the basis of the records kept in accordance with standard 151);</p>	<p>170 (2) (a) 151</p>
<p>Welsh Medium Training Provision</p> <p>The number of members of staff who attended training courses you offered in Welsh during the year (on the basis of the records you kept in accordance with standard 152);</p> <p>If a Welsh version of a course was offered by you during that year, the percentage of the total number of staff attending the course who attended the Welsh version (on the basis of the records you kept in accordance with standard 152).</p>	<p>170 (2) (b) 170 (2) (c) 152</p>
<p>Recruiting to Empty Posts</p> <p>The number of new and vacant posts that you advertised during the year which were categorised as posts where:</p> <ul style="list-style-type: none"> (i) Welsh language skills were essential (ii) Welsh language skills needed to be learnt when appointed to the post (iii) Welsh language skills were desirable, (iv) Welsh language skills were not necessary <p>(on the basis of the records you kept in accordance with standard 154);</p>	<p>170 (2) (ch) 154</p>

5. EQUALITIES IMPLICATIONS

- 5.1 Full Equalities and Welsh Language assessments and consultation were undertaken on the Strategic Equality Plan and Welsh Language Scheme as they were being developed, therefore no full assessment has been made on these annual reports. The reports themselves are an assessment of achievements made by the Council under both plans.

6. FINANCIAL IMPLICATIONS

- 6.1 There are no direct financial implications to this report as the annual reports cover work already undertaken in the previous financial year.

7. PERSONNEL IMPLICATIONS

- 7.1 There are no personnel implications to these reports, although this continues to be reviewed as the work of implementing the Welsh Language Standards progresses.

8. CONSULTATION

- 8.1 The reports are based on data gathered across the service areas on implementing the previous Welsh Language Scheme during 2015-2016 and progress work on preparing for the introduction of the Welsh Language Standards. A number of the officers shown at the end of this report as consultees contributed specific reporting information for the annual report.

9. RECOMMENDATIONS

- 9.1 Members are asked to note that this report was endorsed by Cabinet on 29th June 2016 and has subsequently been published.

10. REASONS FOR RECOMMENDATIONS

- 10.1 By gathering all the required information together into these reports from the Council's service areas and from partnership working, and then publishing them, the Council is ensuring that it complies with its statutory duties under current Welsh Language legislation.

11. STATUTORY POWER

- 11.1 Welsh Language Standards (No.1) Regulations 2015, Welsh Language (Wales) Measure 2011, Human Rights Act 1998, Local Government (Wales) Measure 2011

Author - David A. Thomas, Senior Policy Officer (Equalities and Welsh Language)
Ext 4353 thomada@caerffili.gov.uk
14th June 2016

Consultees - Dave Street, Corporate Director – Social Services
Rob Hartshorn, Head of Public Protection
Kathryn Peters, Corporate Policy Manager
Anwen Rees (Equalities Training and Promotion Officer)
Sue Christopher (Human Resources)
Ian Joynes (Human Resources)
CCBC Learning from Complaints Group

General consultation also undertaken with Equalities and/or Welsh Language Officers from:

City and County of Cardiff, Torfaen CBC, Blaenau Gwent CBC, Rhondda Cynon Taf CBC, Newport CC, Monmouthshire CC, Merthyr Tydfil CBC.

Appendix 1 - Welsh Language Standards Annual Report 2016

Background Papers - Strategic Equality Plan 2016-2020
Equalities and Welsh Language Objectives and Action Plan 2016 - 2020
Various Guidance Documents
(These are available electronically for information on the Intranet Portal and on relevant pages at www.caerphilly.gov.uk/equalities)