

To: Chair and Members of the Welsh
Language Steering Committee

Date: 25 April 2018

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Dear Councillor

You are invited to attend a meeting of the **WELSH LANGUAGE STEERING COMMITTEE** to be held at **10.00 am** on **WEDNESDAY, 2 MAY 2018** in **CABINET ROOM, COUNTY HALL, RUTHIN.**

Yours sincerely

G Williams
Head of Legal, HR and Democratic Services

AGENDA

1 APOLOGIES

2 DECLARATIONS OF INTEREST (Pages 3 - 4)

Members to declare any personal or prejudicial interests in any business to be conducted at this meeting. (copy enclosed)

3 URGENT MATTERS AS AGREED BY THE CHAIR

Notice of items which, in the opinion of the Chair, should be considered at the meeting as a matter of urgency pursuant to Section 100B(4) of the Local Government Act, 1972.

4 MINUTES (Pages 5 - 10)

To receive the minutes of the meeting of the committee held on the 18th December 2017 (copy enclosed).

5 WELSH LANGUAGE STANDARDS (Pages 11 - 14)

To consider a report by the Team Leader - Communications & Campaign Management to provide a briefing on developments with the Welsh Language Standards in Denbighshire (copy enclosed)

6 WELSH LANGUAGE STRATEGY (Pages 15 - 20)

To consider a report by the Team Leader - Communications & Campaign Management to brief the Committee on the Council's Welsh Language Strategy. (copy enclosed).

7 WELSH LANGUAGE OFFICER ROLE

To consider a verbal report by the Team Leader - Communications & Campaign Management to brief the Committee on the new Welsh Language Officer role.

8 EISTEDDFOD YR URDD - UPDATE (Pages 21 - 26)

To consider a report by the Team Leader - Communications & Campaign Management to update the Committee on progress with discussions regarding the National Urdd Eisteddfod returning to the county in 2020 and to outline the resource implications for the Council (copy enclosed)

9 FORWARD WORK PROGRAMME (Pages 27 - 28)

To consider the Committee's forward work programme (copy enclosed).

MEMBERSHIP

Councillors

Ellie Chard
Ann Davies
Tony Flynn
Huw Hilditch-Roberts
Paul Penlington
Arwel Roberts

Anton Sampson
Tony Thomas
Graham Timms
Joe Welch
Emrys Wynne

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LOCAL GOVERNMENT ACT 2000

Code of Conduct for Members

DISCLOSURE AND REGISTRATION OF INTERESTS

I, *(name)*

a *member/co-opted member of

*(*please delete as appropriate)*

Denbighshire County Council

CONFIRM that I have declared a ***personal / personal and prejudicial** interest not previously declared in accordance with the provisions of Part III of the Council's Code of Conduct for Members, in respect of the following:-

*(*please delete as appropriate)*

Date of Disclosure:

Committee *(please specify)*:

Agenda Item No.

Subject Matter:

Nature of Interest:

*(See the note below)**

Signed

Date

*Note: Please provide sufficient detail e.g. 'I am the owner of land adjacent to the application for planning permission made by Mr Jones', or 'My husband / wife is an employee of the company which has made an application for financial assistance'.

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WELSH LANGUAGE STEERING COMMITTEE

Minutes of a meeting of the Welsh Language Steering Committee held in Conference Room 1b, County Hall, Ruthin on Monday, 18 December 2017 at 10.00 am.

PRESENT

Councillors Ann Davies, Huw Hilditch-Roberts, Arwel Roberts, Anton Sampson, Tony Thomas, Graham Timms and Joe Welch

ALSO PRESENT

Corporate Director Communities (NS); Team Leader – Communications and Campaign Management (GW); Principal Education Support Manager (GD); Staff Development Officer (MW); Democratic Services Manager (SP) and Committee Administrator (KEJ)

1 APOLOGIES

Councillors Ellie Chard, Tony Flynn, Paul Penlington and Emrys Wynne

2 DECLARATIONS OF INTEREST

No declarations of interest had been raised.

3 APPOINTMENT OF CHAIR

Nominations were sought for the appointment of Chair. Councillor Tony Thomas proposed, seconded by Councillor Arwel Roberts that Councillor Graham Timms be appointed Chair. There being no further nominations it was put to the vote and –

RESOLVED that Councillor Graham Timms be appointed Chair of the Welsh Language Steering Committee for the current municipal year.

4 APPOINTMENT OF VICE CHAIR

The Chair invited nominations for Vice Chair. Councillor Ann Davies proposed, seconded by Councillor Anton Sampson that Councillor Tony Thomas be appointed Vice Chair. There being no further nominations it was put to the vote and –

RESOLVED that Councillor Tony Thomas be appointed Vice Chair of the Welsh Language Steering Committee for the current municipal year.

5 URGENT MATTERS AS AGREED BY THE CHAIR

No urgent matters had been raised.

6 STRATEGIC WELSH LANGUAGE DEVELOPMENT

Given that it was the first meeting of the Welsh Language Steering Committee officers thought it would be useful to provide some context together with an update on the Welsh Language Standards and the work undertaken in the last few years, particularly around legislative requirements. Whilst the Committee's work focused on the Welsh Standards, items on the agenda also included the Welsh in Education Strategic Plan and the More Than Words Framework in order to make members aware of the work being undertaken via other forums in the wider community.

The Team Leader – Communications and Campaign Management submitted a report (previously circulated) and gave a power point presentation which covered –

- the historic position when individual local authorities developed their own plans for Welsh Language which varied greatly in terms of quality
- new legislation in the form of the Welsh Language Measure (Wales) 2011 and the intention to ensure the Welsh and English languages were treated equally
- the creation of a Welsh Language Commissioner and development of Welsh Language Standards
- 169 Welsh Language Standards having been issued categorised under the themes: correspondence, promotion, policy making and internal administration which the Council had responded to positively
- the role and powers of the Welsh Language Commissioner in ensuring local authorities conformed with the Welsh Language Standards
- the Welsh Language Strategy (approved February 2017) having highlighted five key areas for development with the aim of increasing the number of Welsh speakers in Denbighshire by 0.5% over the next five years with a view to considering a longer term target to increase the number of Welsh speakers over the next fifteen years, and
- strategic responsibility for the Welsh Language Standards together with the day to day handling of Welsh language issues.

Members' attention was drawn to the report and other measures to strengthen and promote Welsh language within the authority including: appointment of Welsh Language Champions; staff drop-in sessions; working Welsh lanyards; bilingual e-mail signatures; Cysill and Microsoft Office in Welsh; telephone answering; intranet; collating information about staff; council's main telephone line; staff excellence awards; culture/ethos of the organisation; mystery shopper exercise and introducing Welsh Language compliance in service challenges. A Welsh Language Officer post was currently being advertised to further assist in the strategic development of the Welsh language in the authority. Whilst both staff and councillors had responded positively to the Welsh Standards there was always room for improvement.

Members discussed various aspects of the report with officers including –

- **Welsh Language Strategy** – reference was made to the 0.5% target which some considered had been set too low. Given the decline in the number of Welsh speakers over recent years it was important to set a realistic target in the shorter term (the outcome would be measured by the census in 2021) and the intention was to set a more challenging target over the longer term. A multi-

faceted approach across all age ranges was being undertaken and whilst youngsters in the education system was a significant growth area, the longer term view was to retain Welsh speakers in Denbighshire through employment opportunities and work with adult education classes

- **Staff Excellence Awards** – the awards to honour staff for their commitment and dedication to developing the Welsh language within the council had been well received and officers reported upon the positive impact of past winners and elaborated upon their continued work in championing the Welsh language both within their own service and other service areas, sharing best practice and promotion of the Welsh language
- **Collating information about staff** – when self-assessing their linguistic skills many staff were reluctant to accurately reflect their ability to converse in Welsh due to various reasons, including confidence in their own abilities, and the Strategy included the need to build staff confidence to use the Welsh language and encourage and support staff in that regard. Some staff were also worried that they might be asked to take on particular duties such as designated Welsh speaker/translator within the service in addition to the job they were employed to do and it was important to be mindful of that. It was hoped that future self-assessments would more accurately reflect the linguistic skills of staff
- **Translation of draft reports** – the issue of draft reports being published in English only had been raised previously. It was clarified that the purpose of the Committee was to focus on the Welsh Language Standards and the Welsh Language Strategy. As there was currently no requirement for draft documents to be published bilingually there was no negative impact on the Standards in terms of compliance and it was not an issue for the Committee
- **Conwy Translation Services/In-house Translation** – some issues had been raised regarding the quality of translations, both for committee documents and some recent press releases, and officers elaborated upon the translation service provided by Conwy County Borough Council together with the reliance on the goodwill of staff for particular in-house translations when there was an urgent need to respond promptly to a particular situation, such as providing information and updates during the recent adverse weather conditions. If the Council felt the accuracy of those urgent translations should be given priority, consideration would need to be given in the budget setting process as to how to resource that out of hours provision. Members recognised the difficulties in terms of regional dialect and particular style in the provision of translation services and officers reported upon the advantages of the translation service provided by Conwy in terms of consistent terminology with many of the translators being very locally based. Complaints and queries regarding the standard of Welsh translations had reduced and tended to focus primarily on style and wording preferences as opposed to inaccuracies. Recent comments made, including concerns over the translation of council minutes, had been taken up directly with Conwy and were being addressed. Councillor Huw Hilditch-Roberts felt that further work should be undertaken with regard to the translation service provided by Conwy in order to provide assurance in terms of quality standards and best value.

RESOLVED that the contents of the report be received and noted.

7 WELSH IN EDUCATION STRATEGIC PLAN 2017 - 2020

The Principal Education Support Manager submitted a report (previously circulated) presenting the Council's proposed Welsh in Education Strategic Plan (WESP) 2017 – 2020 which demonstrated how the outcomes and targets outlined by the Welsh Government would be achieved. The report also detailed work undertaken to date pending Welsh Government's formal approval of the draft Plan.

The delay in Welsh Government approval of the Plan had caused some frustration but it was expected that approval would be forthcoming in the New Year following which the Plan would be submitted to Cabinet for approval. The Plan was focused on improving skills, particularly oral communication and understanding and worked to the following outcomes –

- more seven year old children being taught through the medium of Welsh
- more learners continuing to improve their language skills on transfer from primary to secondary school
- more students aged 14 – 16 studying for qualifications through the medium of Welsh
- more students aged 14 – 19 in studying subjects through the medium of Welsh, in schools, colleges and work-based learning
- more students with advanced skills in Welsh
- Welsh medium provision for learners with additional learning needs
- workforce planning and continuing professional development

The role of the WESP Group was explained in supporting and monitoring implementation of the Plan and details of the Group's membership was provided. The work being undertaken would contribute to the Welsh Government achieving its target of one million Welsh speakers by 2050 and both Welsh and English medium schools had a part to play. However there was a perception that the Plan related only to Welsh medium schools and work was ongoing to engage and encourage participation of English medium schools – increasing the amount and quality of Welsh taught in English medium schools was a key objective. Finally members' attention was drawn to the disappointing response rate to consultation on the draft Plan, despite extensive coverage, and there was a challenge when creating the next scheme to ensure more input and response from stakeholders.

The following matters were raised during debate –

- the importance of developing skills at an early stage to enhance progression was recognised together with the challenges of ensuring appropriate systems were in place for latecomers in schools to ensure their success
- there was no obvious evidence to suggest that pupils moved from Welsh medium to English medium schools to study for A Level qualifications or any data to show that pupils achieved lower grades when taught through the medium of Welsh at that level. The decision regarding where to study was down to parental choice. However it was noted that some subjects were only taught through the medium of English in some settings and pupils did transfer from one school to another depending on the range of subjects on offer

- some discussion focused on the language categorisation of particular schools and members were advised that the number of children continuing a Welsh medium education following the transition from primary to secondary schools was monitored by the WESP Group and officers were developing a marketing strategy to ensure parents were fully aware of the facts when choosing a secondary school for their children with a view to promoting the Welsh offer – the aim of the WESP Group was not to lose any pupils from the Welsh stream at secondary level; with regard to Ysgol Brynhyfryd officers confirmed that the ‘N’ stream had been removed leaving the Welsh and English medium streams
- whilst it was important for the Committee to be made aware of the WESP, it was the responsibility of the WESP Group to support and monitor its implementation. However members would be welcome to attend a future Group meeting and observe the level of discussion, details of which were provided at the meeting.

RESOLVED that the contents of the report be received and noted.

At this juncture (11.15 a.m.) the meeting adjourned for a refreshment break.

8 MORE THAN JUST WORDS FRAMEWORK

The Staff Development Officer presented the report (previously circulated) informing members of the progress made in relation to development of the Mwy na geiriau/More than just words framework published by Welsh Government in 2012.

The purpose of the framework was to promote the Welsh language in health, social services and social care and aimed to ensure that organisations recognised that Welsh language was an intrinsic part of care and that people who needed services in Welsh were offered them – this was called the ‘Active Offer’. It was a message that had been promoted with all staff, regardless of whether they were internal staff or staff commissioned to provide services.

Actions to be implemented by the Council in 2017-18 covered the following areas –

- providing details on how services were currently meeting the needs of Welsh speakers alongside targets to ensure improvement
- ensuring the Welsh language capabilities and competence of staff were embedded in human resource and recruitment procedures
- sharing best practice in providing Welsh language services and how to make an ‘Active Offer’ with all staff employed directly or within commissioned services
- providing language training and resources for all staff and opportunities for Welsh speakers to increase their confidence in delivering services in Welsh
- providing Welsh language interfaces and software to social services and social care services staff to enable and help them to work bilingually.

Members welcomed the framework, highlighting the importance of ensuring that people who needed services in Welsh were offered them, without having to ask, particularly as staff were dealing with very vulnerable individuals in many cases. In response to questions officers explained that language preference was established at the first point of enquiry and passed on to ensure that staff in different services possessed the necessary skills in order to meet the needs of the individual

concerned. Care was also taken in the provision of services in residential/nursing homes and day care settings to ensure appropriate interaction and through different activities in order to build confidence. Work was being undertaken to build staff confidence in using the Welsh language and learning the vocabulary and workforce planning was a key issue. In terms of monitoring progress the Welsh Government required an annual report on the delivery of specific actions in implementing the framework and further monitoring would also be undertaken within existing monitoring systems, such as within CCSIW inspections. It was pleasing to note that the Council had received very positive reports from regulators regarding Welsh language notwithstanding that it was a continuous journey of improvement.

RESOLVED that the contents of the report be received and noted.

9 FORWARD WORK PROGRAMME

The Committee's forward work programme was presented for consideration.

The Committee would meet every three months and meeting dates for March and June 2018 would be finalised following consultation with members. The Corporate Director Communities clarified the Committee's work in terms of the Welsh Language Standards and Welsh Language Strategy and it was agreed to circulate the Committee's terms of reference to members for ease of reference.

Following consideration of the items in the forward work programme it was –

RESOLVED that Committee's Forward Work Programme be noted.

The meeting concluded at 11.40 a.m.

Report To:	Welsh Language Committee
Date of Meeting:	2 May
Lead Member / Officer:	Huw Hilditch Roberts / Nicola Stubbins
Report Author:	Gareth Watson, Team Leader- Communications and Campaign Management
Title:	Welsh Language Standards

1. What is the report about?

This report is about the implementation of the Welsh Language Standards

2. What is the reason for making this report?

To provide a briefing on developments with the Welsh Language Standards in Denbighshire.

3. What are the Recommendations?

To note the contents of the report.

4. Report details

A considerable amount of work has gone on in Denbighshire in the efforts to respond positively to changes in language legislation. The Welsh Language Measure (Wales) 2011 has enabled the Government to set standards relating to the Welsh Language and the Welsh Government expects the Council to adopt a Welsh Language Strategy, as part of its response to the Standards.

The Council has responded positively to the new legislation and has made a commitment to embracing the Welsh Language Standards and enhancing a bilingual culture and ethos within the Council.

The Council is already responding positively to the Welsh Language Standards and has already implemented many of the agreed actions. It has also responded positively to the More Than Just Words framework which has been put in place to improve Welsh language provision in the health and social care sector. A comprehensive action plan is in place and Denbighshire has committed to implementing the action plan in the county, for the benefit of the county's residents.

The Council has made significant progress with implementing the Standards. Whilst the Council is pleased with the progress being made, ensuring that the whole Council complies with the Standards remains a challenge, due to the size and geographical spread of the organisation.

Welsh Language Standards: The Council's main focus over the past three years has been around preparing and implementing the 169 Standards issued by the Welsh Language Commissioner. Extensive work has gone on within service to change processes, ensuring that customers receive a bilingual service, with a focus on the active offer

The Standards relate to correspondence, promotion, policy making and internal administration within the Council.

Extensive communication has taken place around the Standards, including regular staff messages from the Chief Executive, presentations at Leadership Conferences, drop-in sessions for staff, presentations at team meetings.

A list of actions undertaken to comply with the service delivery standards.

- We have provided communications to staff around responding to correspondence, arranging meetings and telephone answering
- We have ensured that all staff offer people the opportunity to be transferred to a Welsh speaker when contacting the Council.
- We have introduced one telephone number for the Council's main switchboard, which offers people the option of choosing a Welsh Language Service.
- We have provided wording for staff to include in letter templates, offering residents an opportunity to request correspondence in Welsh in future.
- We have placed a message on the Contact's Centre's recorded message to state that the Welsh Language line is available.
- We have notified staff arranging public meetings that all publicity/ invites should be in Welsh, that simultaneous translators should be arranged for each public meeting and that organisers of public meetings should remind people at the start of meetings that they can contribute in Welsh
- All documents produced for public use are bilingual, including promotional materials and exhibition documentation.
- The interface and menus on every page of our website are bilingual.
- All grant forms received in Welsh are responded to in Welsh

A list of actions taken to comply with the Operational Standards during 2016/17

- We have produced a policy on using Welsh internally for the purpose of promoting and facilitating the use of the language and this document has been published on our intranet.
- We have introduced a HR process where all staff will be asked whether they wish to receive their contract of employment in Welsh.
- We have asked all staff whether they wish to receive paper correspondence relating to his or her employment and which is addressed to him/ her personally (in Welsh).
- We have asked all staff whether they wish to receive paper correspondence relating to his or her training needs or requirement in Welsh.
- We have asked all staff whether they wish to receive documents that outline their performance objectives in Welsh and we will provide documents in Welsh if that is their wish.

- We have asked all staff whether they wish to receive documents that outline s their career plan in Welsh and we will provide documents in Welsh if that is their wish.
- We have asked all staff whether they wish to receive forms that record and authorise annual leave, absences from work and flexible working hours in Welsh.
- Staff are able to make complaints in Welsh through the corporate complaints procedure and this has been publicised to staff.
- The Council's Corporate Complaints Procedure already states that staff may make a complaint in Welsh and has the right to respond to complaint made about him or her in Welsh. Staff have been made aware of that right.
- All staff will be offered an opportunity to host any meetings regarding complaints made against them in Welsh (with or without the use of a translator)
- Any record of decision relating to a complaint against a member of staff will be issued in Welsh (and any subsequent meeting will be conducted in Welsh).
- Our HR policies state that staff can respond in Welsh to any allegations made against them.
- Computer software for checking spelling and grammar has been provided to all staff who speak or learn Welsh and Welsh Language interfaces for software (such as Microsoft Word) is provided in Welsh.
- We have translated the text of our intranet homepage into Welsh.
- Any pages on the intranet that have corresponding pages in Welsh includes a direct link to the Welsh language page.
- Pages have been created on the intranet which provides services and support material to promote the Welsh language and assist staff in using the Welsh language.
- The intranet has been fully translated and is now available in the language of choice.
- The Council has carried out an assessment of the Welsh language skills of employees through a self-assessment.
- The Council actively promotes opportunities during working hours for employees to receive basic Welsh Language courses
- The Council provides opportunities for staff wanting to further their basic Welsh training through offering further training.
- The Council has developed an e-learning module, to raise staff's awareness of the Welsh Language.
- Information to raise awareness of the Welsh language is provided to all new staff.
- We have provided wording for staff to use on their e-mail signature, to inform people if they are fluent Welsh speakers or are learners.

5. How does the decision contribute to the Corporate Priorities?

The decision contributes to the development of the Welsh Language and culture, which underpins the Council's Corporate Plan. It also responds

6. What will it cost and how will it affect other services?

There is no budget in place for this work and any costs associated must be borne by services directly.

7. What are the main conclusions of the Well-being Impact Assessment?

Whilst no formal Well-being Impact Assessment is needed for this report, it is worth noting some of the key benefits in relation to the Well-Being and Future Generations (Wales) Act 2015 and the Welsh Language Standards.

One of the key components of the well-being and Future Generations (Wales) Act 2015 is having: “A Wales of vibrant culture and thriving Welsh language : A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation”.

The Council also has a role, through its Welsh Language Standards, to promote opportunities for local communities to get involved in Welsh Language activities.

8. What consultations have been carried out with Scrutiny and others?

Consultations have taken place with the Senior Leadership Team and with Cabinet Members.

9. What risks are there and is there anything we can do to reduce them?

The main risk is to the reputation of the authority, as we have already made a commitment in our Welsh Language Strategy and through the Welsh Language

Report To: Welsh Language Committee

Date of Meeting: 2 May

Lead Member / Officer: Huw Hilditch Roberts / Nicola Stubbins

Report Author: Gareth Watson, Team Leader- Communications and Campaign Management

Title: Welsh Language Strategy 2017-2022

1. What is the report about?

This report is about the Welsh Language Strategy.

2. What is the reason for making this report?

To provide members with an update on progress being made with the Welsh Language Strategy.

3. What are the Recommendations?

To note the contents of the report.

4. Report details

A considerable amount of work has gone on in Denbighshire in the efforts to respond positively to changes in language legislation. The Welsh Language Measure (Wales) 2011 has enabled the Government to set standards relating to the Welsh Language and the Welsh Government expects the Council to adopt a Welsh Language Strategy, as part of its response to the Standards.

The Council has responded positively to the new legislation and has made a commitment to embracing the Welsh Language Standards and enhancing a bilingual culture and ethos within the Council.

The Strategy outlines the Council's commitment towards promoting the Welsh Language and facilitating its use within the county.

The ambition is to halt the decline in the number of Welsh speakers in Denbighshire. As a result, we are proposing to increase the number of Welsh speakers in Denbighshire by 0.5 % over the next five years, with a view to considering a longer term target to increase the number of Welsh speakers over the next 15 years.

The Council will deliver the main elements of this strategy by working strategically and in collaboration with a host of community organisations to further mainstream the Welsh Language into service delivery and ensure that it becomes an essential consideration in future projects, strategies and work plans.

There are five key areas for development highlighted in the strategy:

- Theme 1: Strategic planning of the Welsh Language in Denbighshire
- Theme 2: Children and Young People
- Theme 3: Community
- Theme 4: Business and the economy
- Theme 5: Internal administration within the Council

These five themes emerged from extensive research carried out on behalf of the authority.

Below is a summary of the actions already undertaken as part of the Strategy:

- The County Language Forum has agreed a revised Terms of Reference, remit and membership. The key focus is on collaboration and all organisations are clear what is expected of them.
- The Council and its key partners have responded positively to the Welsh Language Standards, for the wider benefit of the Welsh language in Denbighshire.
- The Council reviews the impact of policy making and decisions on the Welsh Language and communities and has a process in place to consider the positive, negative and neutral impact of decisions.
- All partners on the County Language Forum market the availability of Welsh Language courses in the community.
- The Language Forum ensures there's a presence at large events across the county to promote the Welsh Language. They include the Denbigh and Flint Show, town carnivals and the Air Show.
- All partners cross-promote events through social media and websites.
- A campaign has been launched to promote Welsh medium education in Denbighshire.
- The Council is fully implementing the More Than Words Framework in the county, to ensure people can access health and well-being advice and information in Welsh.
- The Council's mentoring and buddying scheme has been relaunched.
- The creation and implementation of the Welsh Language Committee.
- The Council's Welsh Language Champions continue to act as ambassadors for the Welsh Language in the county.

- All Welsh language courses, from local providers and the Coleg Cymraeg Cenedlaethol are promoted to staff.
- The linguistic skills levels of staff is carried out annually and is due to be repeated shortly.
- All Welsh speakers and learners now have access to Microsoft Word and Cysill/ Cysgair packages.
- Gloywi Iaith sessions have been arranged for staff.
- The Council's intranet is fully bilingual.

Mwy Na Geiriau

Regular items about the Welsh language, resources and information about various free training courses (Welsh Awareness and the 'Active Offer') are included in the SCWDP newsletter which is distributed to all Providers in Denbighshire. This has included information about the Diwrnod Shwmai and Dydd Miwsig.

- Information about the Welsh language and the Active Offer has also been incorporated into the welcome meeting for new staff joining the Department and to Social Work students at induction. In addition a presentation about the "Active Offer" was communicated to over 300 staff from Community Support Services.
- Corporate HR are currently mapping the language skills of DCC staff on I-Trent and the Welsh language community profile has been prepared for DCC (informed by the Population Assessment Report produced under section 14 off the SSWB Act).
- A buddy scheme and an informal session "Siarad siop a phaned" has been introduced to offer additional support between lessons to increase staff confidence to speak the language within the Department.

Our customer experience questionnaire monitors whether people were provided with a service in the language of their choice. The following is extracted from the Have your say survey analysis relating to the question: 'I was able to communicate in my preferred language'.

424 respondents answered this question, 99% were able to communicate in their preferred language.

Welsh in Education Strategic Plan - Update on the Welsh in Education Strategic Plan.

The close co-operation continues between partners to further develop the support and opportunities available.

The support and collaboration with Mudiad Meithrin continues and is successful.

We will continue to work on current projects and develop further in the coming months.

At present 73% of primary schools offer 50% or less of education through the medium of Welsh.

The Welsh Language in Education Strategic Plan has now been approved by the Welsh Government and goes to Cabinet in Denbighshire County Council in May, 2018.

The local authority has launched "Cymraeg Campus" in all category 4 and 5 schools that have ensured that the profile of Welsh has increased. The schools will apply for bronze award recognition and will be assessed on the action they have taken.

There is an application for all staff in schools to complete an audit of language skills. This data is used to target schools and staff to further develop Welsh medium education.

The authority received a huge boost last year as all Welsh Medium Schools succeeded in winning the Silver Language Charter. The schools are now all applying to achieve the gold award that is extremely challenging. Schools will be assessed in the near future assessing whether they have won the gold award.

A marketing plan promoting Welsh medium education has been launched. A marketing booklet will be published in the near future to raise awareness of the advantages of bilingualism.

A Governor session was held on developments in Welsh medium education and the expectations of reaching a Million of Speakers on March 15th, 2018.

Developing the economy

A series of initiatives have been undertaken to promote the Welsh Language to the county's businesses.

They include a pilot training programme to Denbighshire businesses on bilingualism. Those who took part in Welsh in Business have been approached by Iaith Cyf for further training as part of the further learning projects they conduct.

Sessions have taken place for businesses on how to increase their use of Welsh on social media.

Businesses have received a briefing document on the benefits of bilingualism.

Examples of best practice with regard to Welsh Language service provision in business has been promoted through the local media, on social media and in corporate publications.

Business champions are acting as ambassadors for the Welsh Language in the county

Next Steps:

- A renewed internal campaign to communicate the requirements of the Strategy.
- Introducing Gloywi Iaith sessions for staff.
- Implementing the new Welsh in Education Strategic Plan.
- Development of a Welcome Pack for new families moving into the county

5. How does the decision contribute to the Corporate Priorities?

The decision contributes to the development of the Welsh Language and culture, which underpins the Council's Corporate Plan. It also responds

6. What will it cost and how will it affect other services?

There is no budget in place for the development of the Welsh Language Strategy and any costs incurred are being absorbed through existing service budgets. There are resource implications. The work is being co-ordinated by the Team Leader – Communications and Campaign Management, supported by the Welsh Language Officer. Other officers have work allocated to them as part of the Strategy.

7. What are the main conclusions of the Well-being Impact Assessment?

Whilst no formal Well-being Impact Assessment is needed for this report, it is worth noting some of the key benefits in relation to the Well-Being and Future Generations (Wales) Act 2015 and the Welsh Language Standards.

One of the key components of the well-being and Future Generations (Wales) Act 2015 is having: "A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation".

The Council also has a role, through its Welsh Language Standards, to promote opportunities for local communities to get involved in Welsh Language activities.

8. What consultations have been carried out with Scrutiny and others?

Consultations have taken place with the Senior Leadership Team and with Cabinet Members. The Strategy was endorsed by Cabinet in March 2017.

9. What risks are there and is there anything we can do to reduce them?

The main risk is to the reputation of the authority, as we have already made a commitment in our Welsh Language Strategy and through the Welsh Language

Report To:	Welsh Language Committee
Date of Meeting:	2 May
Lead Member / Officer:	Huw Hilditch Roberts / Nicola Stubbins
Report Author:	Gareth Watson, Team Leader- Communications and Campaign Management
Title:	Eisteddfod yr Urdd 2020

1. What is the report about?

To return of Eisteddfod yr Urdd to Denbighshire..

2. What is the reason for making this report?

To update the Committee on progress with discussions regarding the National Urdd Eisteddfod returning to the county in 2020 and to outline the resource implications for the Council.

3. What are the Recommendations?

To note the contents of the report.

4. Report details

The Council was approached in early 2017 by organisers of the National Urdd Eisteddfod, to discuss a proposal to stage this major event in Denbighshire. Members of the Senior Leadership Team and Cabinet were fully supportive of the proposal and agreed their full backing and co-operation towards the event.

The event is held during the Whitsun holiday in May/ early June each year, with the location alternating between north and south Wales. The Urdd have now confirmed they will be returning to Denbighshire in 2020.

The location will be Kilford Farm, on the outskirts of Denbigh. This was the site of the National Eisteddfod in 2013. This site has been chosen as it has been 'tried and tested'. It has the infrastructure in place, as well as plenty of open land for the festival, associated parking and caravan site.

A public meeting was held at Denbigh Town Hall on June 14 where it was formally agreed to invite the Eisteddfod to the county in 2020.

The Council will be setting up a strategic group to co-ordinate discussions with Urdd Eisteddfod organisers. The first meeting of the Strategic Group will need to take place in June 2018 and on a quarterly basis thereafter.

Meetings of the Safety Advisory Group will also be convened on the same day. Representatives from the Urdd will attend both the Strategic Group and Safety Advisory Group.

The Council will have a significant involvement in a range of elements including the corporate presence on the Maes, schools involvement, participation in the proclamation ceremony, involvement in the presence at the 2019 Eisteddfod in Cardiff Bay, as well as services prior and during the event.

The Council will need to implement a programme of activity to successfully facilitate this work.

The Strategic Group will be chaired by the Leader of the Council.

Such is the scale of this event is that a Project Manager has been appointed to co-ordinate activities on behalf of the Council.

The Project Manager will be supported by a number of sub-groups who will all have their own Terms of Reference and work programme.

The following groups will be set up to manage Denbighshire's involvement in the Eisteddfod.

Strategic Co-ordination Group

- Leader of the Council
- Project Manager
- Head of Customers, Communications and Marketing (or designated deputy)
- Chair of the Communications/ Marketing Group
- Chair of the Highways/ Environmental Services Group
- Chair of Education/ Schools Sub-Group
- Chair of Economy/ Business Sub-Group
- Eisteddfod Director – Urdd Gobaith Cymru.

Communications and Marketing

This group will lead on:

- Assist the Urdd in promotion / marketing related to the 2020 event
- Assistance in arrangements of proclamation ceremony in 2019, all aspects of communications, marketing and engagement (DCC perspective)
- Corporate presence (marquee) at the Maes during Eisteddfod 2020
- Working with Urdd officials to maximise media coverage through press visits and briefings.
- Promote the Eisteddfod through DCC's website and social media accounts
- Act as local ambassadors for the event.
- Tourism – providing information on accommodation, promoting days out in the region.
- Presence at the 2019 Eisteddfod in Cardiff Bay.

Highways and Environmental Services

This group will lead on:

- Street / road cleansing
- Transportation Plan
- Public Transport (shuttle buses)
- Waste Collection
- Licensing
- Parking
- Public realm (planting of roundabouts)
- Street dressing – bunting etc

Education/Children/ Young People/ Leisure

This group will lead on:

- Primary and secondary school shows
- Increased participation from Denbighshire schools in competitions.
- Concerts / services
- Youth Service – engaging with young people
- Leisure opportunities

Economy/Business

This group will lead on:

- Business opportunities for local companies
- Assistance with procurement
- Engagement with businesses to maximise opportunities from the Eisteddfod's presence
- Visitor Research – economic benefit

5. How does the decision contribute to the Corporate Priorities?

The decision contributes to the development of the Welsh Language and culture, which underpins the Council's Corporate Plan. It also contributes greatly to the Welsh Language Strategy which highlights the intention to attract major events that promote the Welsh Language to the county.

6. What will it cost and how will it affect other services?

There is no further direct investment needed towards the cost of running the event, as the Council provides annual funding through a deal agreed between the Urdd and the Welsh Local Government Association.

Aside from staff time costs, consideration will need to be given to the size and format of the corporate presence on the Maes. The size and nature of the presence will depend on the funding made available.

The Eisteddfod have confirmed that the Council will not be charged for a plot on the Maes and there is an opportunity to book a marquee/ structure through the Eisteddfod at discounted rates.

7. What are the main conclusions of the Well-being Impact Assessment?

Whilst no formal Well-being Impact Assessment is needed for this report, it is worth noting some of the key benefits in relation to the Well-Being and Future Generations (Wales) Act 2015 and the Welsh Language Standards.

One of the key components of the well-being and Future Generations (Wales) Act 2015 is having: "A Wales of vibrant culture and thriving Welsh Language : A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation".

The Council also has a role, through its Welsh Language Standards, to promote opportunities for local communities to get involved in Welsh Language activities.

8. What consultations have been carried out with Scrutiny and others?

Consultations have taken place with the Senior Leadership Team and with Cabinet Members.

9. What risks are there and is there anything we can do to reduce them?

The main risk is to the reputation of the authority, as we have already made a commitment in our Welsh Language Strategy and through the Welsh Language

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WELSH LANGUAGE STEERING COMMITTEE FORWARD WORK PROGRAMME

Meeting	Item (Description / Title)		Purpose of Report	Lead member and Contact Officer
July 2018	1	Progress with the Welsh Language Standards (self assessment)	To consider an update on the self-assessment	
	2	Annual Welsh Language Monitoring Report	To agree the Annual Welsh Language Monitoring Report which need to be published by June 30.	Clr Huw Hilditch-Roberts Gareth Watson
	3	Role of the Welsh Language Champions	To update Committee members about the on-going work of the Welsh Language Champions	Clr Huw Hilditch-Roberts Gareth Watson
October 2018				

Note for Officers – Report Deadlines

<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>

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