

To: Chair and Members of the Welsh
Language Steering Committee

Date: 3 October 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 **TUESDAY, 9 OCTOBER 2018** in **YSTAFELL BWLLGOR 1A, NEUADD Y SIR, RHUTHUN**

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.

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 - 8)

To receive the minutes of the meeting of the committee held on the 2 July 2018 (copy enclosed).

5 ROLE OF THE WELSH LANGUAGE CHAMPIONS (Pages 9 - 12)

To consider a report by the Team Leader - Communications & Campaign Management to update the Committee on the work of the language champions within the authority (copy enclosed)

6 YOUTH SERVICES AND THE URDD (Pages 13 - 18)

To consider a report by the Lead Officer - Community Wellbeing to explain the work that is going on with young people to promote the Welsh language in the County (copy enclosed).

7 YSGOL GLAN CLWYD LANGUAGE CENTRE

To receive a presentation by the Team Leader - Communications & Campaign Management on the role of the new language Centre at Ysgol Glan Clwyd.

8 FORWARD WORK PROGRAMME (Pages 19 - 20)

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

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 the Cabinet Room, County Hall, Ruthin on Monday, 2 July 2018 at 3.30 pm.

PRESENT

Councillors Ann Davies, Arwel Roberts, Tony Thomas (Vice-Chair), Graham Timms (Chair) and Emrys Wynne

ALSO PRESENT

The Team Leader – Communications and Campaign Management (GW)
Welsh Language Officer (MC)
Democratic Service Manager (SP)
Committee Administrator (RhTJ)

1 APOLOGIES

Apologies were received from Councillors Ellie Chard, Huw Hilditch-Roberts, and Paul Penlington.

2 DECLARATIONS OF INTEREST

Councillor Emrys Wynne – Chairman of the board for Menter Iaith Sir Dinbych.

Councillor Arwel Roberts – Member of the board for Menter Iaith Sir Dinbych.

3 URGENT MATTERS AS AGREED BY THE CHAIR

There were no urgent matters.

4 MINUTES

The minutes of Welsh Language Steering Committee held on 2nd May 2018 were submitted:

Matters Arising:

- Bilingual signage was raised and the renaming of streets and houses. Members requested that the relevant officer be asked to attend a future meeting to discuss the matter.

RESOLVED that the minutes of the previous meeting held on 2nd May 2018 be approved as a correct record.

5 WELSH LANGUAGE MONITORING REPORT

The Team Leader – Communications and Campaign Management (CCM) presented the Welsh language monitoring report, which highlighted the progress the Council had made with the language standards over the past financial year.

Following the CCM's introduction and brief overview the chair suggested the committee go through the Welsh language monitoring report and raise any concerns or questions.

The Welsh Language Champions:

- A query was raised about whether there was a list of the Welsh Language Champions that could be circulated to members. The CCM informed members that a list was on the notice boards across the county's offices and that list would be circulated. The CCM informed members that the Champions' duties were internal based to the Council and didn't deal with external affairs. The CCM advised members that a champion would be coming to a future meeting to discuss the duties they carried out.

Partnership Working:

- When going through the Partnership Work that the Council undertook, both Councillor Emrys Wynne and Arwel Roberts declared an interest by being on the board of Menter Iaith Sir Dinbych.

Workforce Planning:

- The CCM informed members that the Council was planning to audit the number of Welsh speakers in the Council. Members queried with the CCM about the numbers of the Welsh speakers in the Council and whether any department caused concern because of the low number of Welsh speakers. In response the CCM informed members that it would be hard to accurately gauge the amount of speakers due to the inconsistent data which had been gathered. Future plans were outlined in regards to ensuring that managers gathered more accurate data of the linguistic abilities of their staff. The CCM informed members that a questionnaire would also be circulated in the future but acknowledged that staff did not always submit accurate responses on their Welsh language abilities for a variety of reasons.

Welsh Language Indicators:

- The relevance and importance of the indicators used to monitor progress was discussed.
- Members asked the CCM about the complaints received from the general public. The CCM reported that there have been four complaints in the past financial year which have all been dealt with within the allowed timescales.

- It was queried whether complaints would be likely to increase as the use of social media increased. The CCM stated that all information that went out on Facebook was bilingual, but the retweets and responses would be in the language of the post being responded to.

Councillor Arwel Roberts commended the detailed report and proposed that the committee agree the content of the report. Councillor Ann Davies seconded the proposal

All members voted to agree the content of the report.

RESOLVED – *that the Committee endorse the content of the Welsh Language Monitoring Report.*

6 FORWARD WORK PROGRAMME

The chair stated that he would like the meetings of the committee to focus on particular sections of the Welsh language Standards, rather than trying to cover all of the Standards at the same time.

The Team Leader - Communications & Campaign Management (CCM) also suggested that an update by Youth Services on joint Working between Denbighshire Youth Service and the Urdd be added to the work programme.

The Welsh language champion's role was discussed and it was agreed that it should come to the next meeting.

The Committee agreed to include an item on the forward work programme in respect of the policy on the Welsh language and street naming.

RESOLVED – *That subject to the above, the forward work programme be approved.*

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Report To: Welsh Language Steering Committee

Date of Meeting: 9 October 2018

Lead Member / Officer: Huw Hilditch Roberts / Gareth Watson

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

Title: Welsh Language Champions

1. What is the report about?
The Council's Welsh Language Champions

2. What is the reason for making this report?

To outline the approach to the Welsh Language Champions and associated work plan.

3. What are the Recommendations?
To agree the approach and the work plan for 2018/2019

4. Report details

There are currently ten Welsh Language Champions representing the main Council services.

These roles were created in response to the Welsh Language Standards and the direct Standards relating to Welsh in the workplace.

All Champions meet on a quarterly basis and have made a firm commitment to promoting the Welsh Language within the service and assisting the corporate efforts.

The Welsh Language Champions roles are:

- Promote, support and encourage greater use of the Welsh Language in the workplace.
- Mentor staff who are learning Welsh
- Support internal campaigns and initiatives to make the Welsh Language more visible
- Create a bilingual culture within the organisation
- To encourage and support more use of the Welsh Language as an internal business language

- Support and facilitate bilingual services in their own workplaces.
- Assist to raise awareness of the Welsh Language and its importance when planning and delivering services.
- To work closely with the Welsh Language Officer
- To be a natural leader who leads by example and looking at different ways of raising the profile of the Welsh Language within the workplace.

Listed below are some initiatives already undertaken:

- Introduction of the Welsh Language lanyards for Welsh speakers and learners.
- Beginning conversations in Welsh with colleagues
- Providing support for learners during their courses through mentoring /informal conversations.
- Audit signage/ posters in their own buildings.
- Assist staff to have bilingual e-mail signatures and telephone greeting messages
- Contribute items for the Welsh Language pages on Linc.

The proposed programme for 2019:

- Audit of compliance with telephone answering policy.
- Audit of buildings to identify further opportunities for a visual Welsh Language presence.
- Assist with supporting Eisteddfod yr Urdd through regular activities and messages to colleagues.
- Take the lead on initiatives that support the bilingual culture of the organisation, including a Council Eisteddfod.
- Lead on social activities at lunchtimes, eg sesiwn paned a sgwrs, assist the Welsh Language Officer with.
- Arrange interviews/ case studies for Linc with Welsh 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 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 budget in place for the Welsh Language. Any costs are expected to be absorbed into existing budgets.

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.

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 Standards to increase the use of Welsh in the workplace and in communities.

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Report To:	Welsh Language Steering Committee
Date of Meeting:	9th October 2018
Lead Member / Officer:	Lead Member Huw Hilditch-Roberts / Bobby Feeley Lead Officer Community Wellbeing: Roger Ellerton
Report Author:	Roger Ellerton, Lead Officer Community Wellbeing, FAH
Title:	Joint Working between Denbighshire Youth Service and the Urdd

1. What is the report about?

The report explains the context for the Welsh language partnership between the Youth Service, Strategic Leisure and the Urdd

2. What is the reason for making this report?

Committee requested a report in order to brief the Committee about the on-going work between Youth Service and the Urdd to enhance the Welsh provision for young people in Denbighshire.

3. What are the Recommendations?

Committee acknowledges the work between the Youth Service, Strategic Leisure and the Urdd that enhances the Welsh provision for young people in Denbighshire.

4. Report details

4.1 Background

The Youth Service and the Urdd have been working in partnership to enhance provision and improve opportunities through the medium of Welsh for young people since 2010. This has been a successful partnership and in 2013 they won a Welsh Government Excellence award for 'supporting and promoting culture within Wales'.

Regular meetings between the Lead Officer for Community Wellbeing and the Regional Director for the Urdd are held, to plan, monitor and develop joint working between the Youth Service and the Urdd.

A jointly funded Youth worker post was created over six years ago, which has acted as a catalyst to generate joint activity between the Youth Service, Strategic Leisure and the Urdd. The Welsh Language Youth Worker is trained in Youth Work and registered with the Education and Workforce Council (legal requirement). This has significance as it has been challenging to recruit qualified youth workers through the medium of Welsh.

In order to encourage more Welsh language applications for posts in the youth service, the service has recruited trainee youth workers at the professional grade, and successfully recruited 2 Welsh speaking Community Youth Workers. In addition the joint worker employed by the Urdd recently was successful in being appointed to the School youth Worker post.

There is also an ongoing volunteer recruitment campaign and volunteers who speak Welsh are especially welcome. They will be trained in youth work to occupational standards appropriate to their volunteering role.

4.2 Joint Work Programme

An annual service level agreement is agreed by the Youth Service and the Urdd which highlights the work the Urdd will undertake in partnership with the Youth Service.

The work programme includes:

- Delivery of out of school clubs to support the social use of the Welsh Language, supporting young people to develop resilience as a key outcome
- Provision of Welsh Language youth work programme that will support young people at risk of becoming NEET remaining engaged
- Supporting youth work outcomes through accreditation in partnership with the Youth Service, schools (Ysgol Glan Clwyd, Ysgol Brynhyfryd, Ysgol Dinas Bran) and college (young people will gain an appropriate accreditation depending on their needs)
- The development of softer skills and volunteering opportunities to improve young people's employability / readiness for training / college
- The Welsh language youth worker will continue to be part of the Engage practitioners / Youth Engagement Panels and the Youth Service referral process which allocates cases for youth work intervention.
- Work with Welsh Language referrals in Ysgol Glan Clwyd.

The following outputs have been agreed on an annual basis. Performance is reported upon formally to Welsh Government every 6 months.

- 1500 Young People engaged through the medium of welsh
- 345 accreditations to be completed (23%)
- 2000 contacts with Young people through welsh medium activity.
- 4 referrals from practitioner meetings
- 90% achieving recorded progression outcomes
- 15 young people who are at risk engaged to be supported
- Community Open Access - 4 clubs to be held weekly.
- 6 Welsh language programmes across the county in the High Schools and transition age including dinner time clubs and sessions.
- Engage 35 young people with volunteering opportunities and ensure participation on Urdd Youth Forums

4.3 Partnership working

The Partnership between the Youth Service and the Urdd is effective and there are many strengths which have contributed towards enabling young people to take part in high quality activity and that has supported increased use of welsh in social settings.

Leadership and management has continued to shape the project and gain external funding from the Welsh Government through the Youth Work Strategy Support Grant. The Urdd has also secured funding from Gwynt y Mor funding to ensure more opportunities for young people in the Rhyl/Prestatyn area.

There is good leadership between the Urdd and the Youth Service at both strategic and operational / delivery levels. There was an effective approach to rationalisation of project activity which led to directing young people towards a range of club based programmes in order to improve participation and good use of resources.

There are a range of resources that have been shared between the Youth Service and the Urdd. This includes use of LA Youth Centres, Minibus, Urdd expertise, accreditation and joint Anti Bullying workshops at schools in the County.

4.4 Evaluation

An annual self assessment is conducted between the Youth Service and the Urdd. The joint assessments have been positive and demonstrate good partnership working to support welsh language provision.

As part of the of the process the 'Dangos Llwyddiant' (Showing Success) and the 'Dweud dy Ddweud' (Say your Say) forms to evaluate several different activities. By evaluating the work we can conclude the following:

It is clear that our work is having a positive impact on the young people. The young people have generated confidence in themselves, in their language skills and in their desire to use Welsh in the future. e.g. Language Skills has increased from 10% before the activity, to 65% after the activity.

4.5 Strategic Leisure

The joint working with the Urdd has also been extended to other areas of work that come under the management of the Lead Officer for Community Wellbeing. This is a result of both the Youth Service and Strategic Leisure being line managed by the lead officer and the exploration of synergies between both service areas.

Staff within the Active Young People (AYP) team also work in partnership with the Urdd to deliver sports based activities through extracurricular work in the school and community opportunities. AYP staff also support the young people in competitions by taking them to Eisteddfods outside of school time.

There continues to be a strong Welsh Provision within the AYP Team with staff able to offer the following activities/projects:

- Bikeability training is offered in both languages to all Year 6 pupils
- Playmakers award (Year 6) is delivered in Welsh to Primary Schools on request
- Sport Leaders accreditations are delivered in Welsh in partnership with the Urdd.

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

The work that takes place between the Urdd, Youth Services and Strategic Leisure, contributes towards the Welsh Language Standards and the Corporate Priority - Young People: A place where younger people will want to live and work and have the skills to do so.

The work programme specifically supports the following:

- Help young people to develop practical 'life skills' and behaviours that contribute to good health and well-being.
- Offer young people the opportunity to develop skills for life and work through volunteering opportunities and meaningful work experience.

The service gives priority to promoting volunteering and work experience.

6 volunteer recruitment events are held each year, to recruit volunteers into the service

The Urdd Apprenticeship scheme – Denbighshire have recently appointed the first Youth and Community apprentice in Wales. This scheme supports young people to gain experience of work and the opportunity to promote the Welsh Language.

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

Section notes: The following areas should be thought about as a minimum when drafting the report:

Not Applicable

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

Impact assessment not required as the report highlights current provision and there is no change proposed.

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

The Urdd have been involved in the production of the report.

9. Chief Finance Officer Statement

Not required due to the briefing context of the report.

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

The only risk is the availability of funding to support the joint post between the Youth Service and the Urdd. If Welsh Government remove the grant, the Youth Service and the Urdd would seek to secure external funding to continue the partnership.

11. Power to make the Decision

Not applicable - No decision required

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WELSH LANGUAGE STEERING COMMITTEE FORWARD WORK PROGRAMME

Meeting	Item (Description / Title)		Purpose of Report	Lead member and Contact Officer
October 2018				
	1	Role of the Welsh Language Champions	To update Committee members about the on-going work of the Welsh Language Champions	Cllr Huw Hilditch-Roberts Gareth Watson
	2	Joint Working between Denbighshire Youth Service and the urdd	To brief the Committee about the on-going work between Youth Service and the Urdd to enhance the provision for young people	Roger Ellerton
	3	Ysgol Glan Clwyd language centre	A presentation on the role of the new language Centre at Ysgol Glan Clwyd	Gareth Watson
March 2019				
July 2019				
November 2019				

WELSH LANGUAGE STEERING COMMITTEE FORWARD WORK PROGRAMME

Future Meeting:				
		Bilingual Signage and Street Naming	To update members on the process for naming streets	TBC

Note for Officers – Report Deadlines

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