

To: Chair and Members of the Welsh  
Language Steering Committee

Date: 11 March 2020

Direct Dial: 01824 712589

e-mail: [democratic@denbighshire.gov.uk](mailto:democratic@denbighshire.gov.uk)

Dear Councillor

You are invited to attend a meeting of the **WELSH LANGUAGE STEERING COMMITTEE** to be held at **10.00 am** on **TUESDAY, 17 MARCH 2020** in **MEETING ROOM 5, 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.

### **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 12 November 2019.

### **5 EISTEDDFOD YR URDD (Pages 11 - 16)**

To provide an update to Members on preparations for the Eisteddfod and the Council's role in the event.

**6 WELSH LANGUAGE STANDARDS** (Pages 17 - 20)

To update Members with progress on implementing the Welsh Language Standards

**7 DEVELOPMENTS WITH THE WELSH LANGUAGE** (Pages 21 - 28)

To update Members on progress with Welsh Language activities locally and nationally.

**8 FORWARD WORK PROGRAMME** (Pages 29 - 30)

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

**MEMBERSHIP**

**Councillors**

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

Anton Sampson  
Graham Timms  
Joe Welch  
Emrys Wynne

**COPIES TO:**

All Councillors for information  
Press and Libraries  
Town and Community Councils

## LOCAL GOVERNMENT ACT 2000

---

### Code of Conduct for Members

### DISCLOSURE AND REGISTRATION OF INTERESTS

I, ( <i>name</i> )	<input type="text"/>
a *member/co-opted member of <i>(*please delete as appropriate)</i>	<b>Denbighshire County Council</b>
<b>CONFIRM</b> that I have declared a <b>*personal / personal and prejudicial</b> 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:- <i>(*please delete as appropriate)</i>	
Date of Disclosure:	<input type="text"/>
Committee ( <i>please specify</i> ):	<input type="text"/>
Agenda Item No.	<input type="text"/>
Subject Matter:	<input type="text"/>
Nature of Interest: <i>(See the note below)*</i>	<input type="text"/>
Signed	<input type="text"/>
Date	<input type="text"/>

\*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'.

This page is intentionally left blank

## WELSH LANGUAGE STEERING COMMITTEE

Minutes of a meeting of the Welsh Language Steering Committee held in Conference Room 1A, County Hall, Ruthin on Tuesday, 12 November 2019 at 10.00 am.

### PRESENT

Councillors Ellie Chard, Ann Davies, Huw Hilditch-Roberts, Arwel Roberts, Graham Timms (Chair), Joe Welch and Emrys Wynne (Vice-Chair)

### ALSO PRESENT

The Team Leader – Communications and Campaign Management (GW), Welsh Language Officer (MC), The Economic and Business Development Team Manager (MH), Corporate Director: Communities (NS) Welsh Commissioner (AR), Welsh Commissioner's Officer (DJ) and Committee Administrator (HB)

Councillor Meirick Lloyd Davies (Cefn Meiriadog), Councillor Bobby Feeley, Councillor Alan James and Councillor Rhys Thomas

#### 1 APOLOGIES

There were no apologies received.

#### 2 DECLARATIONS OF INTEREST

There were no Declarations of Interest.

#### 3 URGENT MATTERS AS AGREED BY THE CHAIR

There were no urgent matters.

#### 4 MINUTES

The minutes were of the Welsh Language Steering Group meeting held 09 July 2019 were submitted.

**RESOLVED:** that the minutes of the previous meeting held on 09 July 2019 be received and approves as a correct record.

#### 5 WELSH LANGUAGE COMMISSIONER FEEDBACK

The Team Leader for Communications and Campaign Management (TLCCM) explained that they would create an annual report that reviewed emails, complaints, phone calls, website etc. The latest results were very positive.

He advised that there was a small issues regarding emails, whereby several Welsh emails were sent into the county and only one was responded to in Welsh.

Documents, books, policies etc. were all bilingual, though they needed to ensure services consider the level of Welsh for each role.

Members agreed that it may be beneficial for the Welsh Language Commissioner to attend a council briefing meeting, or full council.

The Welsh Language Commissioner (WLC) thanked all for the invite to the meeting. He also thanked Councillor Graham Timms for introducing him in Welsh. The WLC wanted to updated members of the current situation, he introduced Dylan Jones from the Welsh Language Commissioner team. The WLC also wanted to inform members of some changes that would be happening.

Members were advised that every year a report was published which reviewed standards within the Local Authority, complaints and how they were dealt with. In terms of change, they had seen a big difference. Since appointing a Welsh Language, internally there had been a big difference.

It was highlighted that a big change internally for Denbighshire was the moving of the Leisure Service. It would need to be monitored to ensure the same level of standards are applied.

The WCL advised that they reviewed recruitment between June and December 2018. There were 85 roles advertised in that time, 75 were Welsh desirable and 10 Welsh essential. The WLC advised that there should be further categories on the job in terms of Welsh, the current process needed to be reviewed.

The WLC explained some of the changed he had implemented since starting in the role.

He said he needed to ensure resources were available to conduct thorough and proper investigations and research.

This was because the commissioner could conduct an investigation without getting any information from the Local Authority. Once an investigation had started it would have to be completed in full.

The process was he commissioner would complete an investigation, present a report to the Local Authority, the Local Authority would accept the problem and would review how they could stop the same problem in the future.

The WLC and members highlighted the struggle Ireland were having with the Gaelic language, and the worry that official languages were dying out.

He did not want Wales to experience the same issues, roughly 9% of welsh speakers use welsh all day, every day, the Welsh Government have said they want the figure to be 20% by 2050.

The WLC said he wanted to complete some work regarding Welsh Language Skill level. He explained that during a recent visit to a school, it was clear that sixth form students could understand Welsh but struggled to respond in Welsh. He felt there needed to be something in place to ensure students continue to speak Welsh after education.

Students leave education not knowing that the Welsh language was a skill. This was why the WLC wanted to focus on recruitment policies, he felt that if 75 jobs were listed as Welsh desirable then not enough thought had been put into the assessment of the role.

Councillor Huw Hilditch-Roberts agreed that standards were important but was only the start. He felt that attitude was a priority however great work had already been done in the LA.

As a county, there had been major investments in schools, Ysgol Carreg Emlyn, Ysgol y Llys etc. Since, Welsh Education numbers had increased, with the hope that the figures would continue to increase. Cllr Hilditch-Roberts said he would welcome the WLC to support the Canolfan Iaith in Ysgol Glan Clwyd. The centre was important as they could push the Welsh Language from young people to adults.

Members highlighted that once pupils turn 16 and decide on their A-Level subjects, they tend to move to English education as it could offer more options. Something needed to be done to keep students in Welsh education.

The WLC advised that it is with the Local Authority to make decisions on percentage. For examples some departments could assess the role and conclude that Welsh was not essential as there was enough Welsh speakers in the department already.

He continued to explain that the issue was not the lack of Welsh speakers but confidence in those who can speak Welsh.

Coleg Cambria were now offering some exams in Welsh, some personal tutors also spoke Welsh. The WLC noted that although that was great, there could be much more done to support Welsh students.

The WLC felt it important the correct complaints process was followed. Once a complaint was received by the commissioner it would be allocated to an investigations officer, they would then make the decision whether or not it should be investigated fully. Investigation officers take into account previous complaints, measures put in place to avoid future complaints, the investigation officer would then make recommendations on whether a full investigation should take place.

He advised that he would be happy to release internal resources when policies were created, rather than find problems further down the line.

The Chair advised members that as a learner of the Welsh language he was hesitant to speak it, he said he was a prime example of the people who need concentrating on. He felt that if he attempted to speak Welsh that he may be criticised for being incorrect even though he knows that wouldn't be the case. He asked whether there was anything being developed to ensure barriers like the above don't become an issue.

The WLC noted that wearing Welsh lanyards and badges was a great way to encourage people to speak Welsh with one another. But it would be something to review, if barriers were still present. The WLC noted that he had agreed to attend all Rhanbarth Llaes Cymru's meetings.

He continued to explain that they were working closely with Banks and Shops to increase the use of work language, Menter Iaith were responsible for smaller businesses.

To conclude the WLC commissioner thanked members for the opportunity to attend the meeting, and said he would be happy to attend future meetings.

***RESOLVED: that the update received be accepted and noted by the committee.***

## **6 PROGRESS WITH THE WELSH LANGUAGE STANDARDS (SELF ASSESSMENT)**

***RESOVLED: that members had discussed the item in the previous item and agreed to continue to the next agenda item.***

## **7 EISTEDDFOD YR URDD UPDATE**

The Team Leader for Communication and Campaign Management (TLCCM) advised members that 1,600 people had taken part in the 'gwyl cyhoeddi'. He continued to say that many schools had taken part and the Urdd were really impressed by Rhyl's response.

Communication – the strategic group were currently deciding on the main tent. The TLCCM advised that they wanted 3 sections to the tent; a studio, a section for business and tourism and a section for art and design.

Business and Tourism – the strategic group had many ideas, for example they wanted Llandegla bike centre to attend, SC2, open stalls that promote their business.

Art and Design – the idea was to have something happening throughout the whole week. An ongoing design competition for example that enticed people to return.

Sports area – 5x60 staff were bringing different sports in throughout the week, with equipment.

Schools – Primary school shows were already being planned, the shows were open to years 5 and 6, and there would also be a high school show.

***RESOLVED: that the update on the Eisteddfod be received and noted by the committee.***

## **8 WELSH LANGUAGE STRATEGY - BUSINESS AND ECONOMY**

The Economic and Business Development Team Manager (EBDTM) presented a PowerPoint presentation to the committee on the Welsh in Business Pilot Project.

Firstly, the EBDTM noted that majority of the response said it would cost money, however the case study had examples to prove that it would be financially beneficial.

For the purpose of the minutes, a video was played to the committee

The video discussed support and advice regarding the Welsh Language and also Local Welsh Products.

Case Studies – the programme encouraged businesses to engage with staff. For example, Oriol House now provided 100% Welsh Weddings, statistics proved that productivity increased.

The EBDTM highlighted that the demand for Social Media Courses had risen. He also advised that the EBT team was much smaller which could cause delays in processes.

Members were advised that they were looking for local businesses to join the DCC tent at the Eisteddfod.

The committee were advised that the team had been working on established retailers. Working on how business and shops can be more friendly and welcoming, music etc.

The Chair noted that businesses played a vital part in using Welsh in the community. There was a need to encourage public facing staff to engage in the Welsh Language. He thanked the EBDTM for attending and welcomed the team back to future meetings.

To conclude the agenda item, it was noted that the EBDTM was leaving the authority and this would be his final meeting. The committee thanked him for his work and wished him well.

***RESOLVED: that the committee received and noted the update regarding the Welsh language Strategy.***

## **9 FORWARD WORK PROGRAMME**

The Committee's Forward Work Programme was presented for consideration.

***RESOLVED: that the committee's forward work programme be received and noted.***

**Meeting Closed 13:00pm**

This page is intentionally left blank

<b>Report to</b>	Welsh Language Steering Committee
<b>Date of meeting</b>	17 March, 2020
<b>Lead Member / Officer</b>	<b>Nicola Stubbins/</b> Councillor Huw Hilditch-Roberts
<b>Report author</b>	Gareth Watson, Team Leader - Communications
<b>Title</b>	Eisteddfod yr Urdd

**1. What is the report about?**

This report is about Eisteddfod yr Urdd.

**2. What is the reason for making this report?**

To provide an update to Members on preparations for the Eisteddfod and the Council's role in the event.

**3. What are the Recommendations?**

To approve the contents of the report.

**4. Report details**

The Urdd is the largest movement for young people in the whole of Europe and the annual Urdd Eisteddfod attracts 90,000 people during the week. The Eisteddfod is hosted in North and South Wales on a rotational basis.

The event is arranged by Urdd Gobaith Cymru, but supported by officers from across Council departments. Whilst the event belongs to the Urdd, there is a desire from the Council to make the most of this opportunity to market and promote Denbighshire as a key destination.

### **Funding of the Eisteddfod:**

The Urdd is funded in a number of ways. Each authority contributes annually through a deal brokered with the WLGA. Local fundraising committees have been arranging a host of events over recent years, to meet targets set for different communities. The Urdd also sources sponsorship from local companies and receives funding from Welsh Government.

**Dates:** The Eisteddfod will be hosted on the Kilford Farm site near Denbigh from Monday, 25 May until Saturday, 30 May. The actual opening concert is held in the Pavilion on Sunday, 24 May.

### **Themes for Denbighshire's marquee:**

The Council, as a key partner, will have a marquee on a prominent site on the Eisteddfod field.

The theme for the marquee is all about Welsh language, culture, heritage, tradition, Welsh medium education and countryside. All our activities will be held through the medium of Welsh and our marquee will be staffed by Welsh speakers and learners throughout the week.

There are many activities on the Maes (Eisteddfod field) that are promoted for learners.

The DCC marquee will have four separate sections. One will have a theatre space which will be used for performances throughout the week. Schools from Denbighshire reaching the finals will be encouraged to book a slot at the marquee as a performance/rehearsal opportunity.

The second space will promote tourism business and things to do in the county. Peter McDermott, Team Leader for Tourism is leading on this aspect.

The third space will be allocated to art and craft and an artist in residence will work there during the week. Sian Fitzgerald, Denbighshire's Community Arts Officer is leading on this area and has plans to engage with schools through Wales' Children's Poet to do some work prior to the Eisteddfod.

The fourth section will be a corporate reception area, welcoming visitors to the marquee.

**Outside of the marquee:** Countryside Service are currently arranging plans to have an external exhibition including a beach scene and features on the countryside.

A BMX track will be placed behind the marquee, and a Dark Skies exhibition is also being planned.

**Staffing:** There will be a manager allocated to the stand each day and supported by a team of corporate members of staff. They will be on hand to co-ordinate activities in the main areas and to answer questions from the public. They will be taking a proactive approach to encouraging people to access our stand.

**Media:** The Council will be involved in a press briefing on the Monday of the Eisteddfod week and a member of Denbighshire's Communications team will have a presence at the other event, should issues relating to Denbighshire be raised.

**Civic presence:** A programme of activity for the Chairman of the authority will be arranged and shared with the team nearer the time.

**Safety Advisory Group:** The SAG has been meeting to discuss issues relating to health and safety of the event. Their remit includes food safety, licensing, transport plan, site event plan. These meetings have progressed on a monthly basis and arrangements are being put in place.

**Communications and Marketing Group:** This sub-group has been looking at various aspects, including the co-ordination of a marquee for Denbighshire, promotion and marketing of the event, social media and encouraging people to come and stay in the county. The team was present at the 2019 Eisteddfod and played an active role in the proclamation ceremony which took place in Prestatyn in October.

**Education Group:** This has been looking at all the aspects relating to schools. This has involved promoting the Urdd competitions to all schools, encouraging take up in events, promoting the proclamation ceremony, ensuring children are licenced to get involved in the activities.

**Schools:** Primary schools have been invited to get involved in the primary school show, with rehearsals taking place in Rhuddlan, Denbigh, Ruthin and Llangollen. The Show will take place on the main pavilion stage on the Tuesday evening.

The secondary school pupils are involved in the secondary school show which will be taking place at Theatr Elwy, St Asaph on May 2, 3 and 31.

All schools in Denbighshire have been encouraged to get involved in all Urdd Eisteddfod competitions.

The first and second placed in each competition at the local level progress to the county level. Local heats are held in the Dee Valley, Ruthin, Denbigh and Rhyl/Prestatyn.

The winners of each competition at county level will represent the county at the national.

Schools will also have an opportunity to get involved in ceremonies during the week.

- 5. Marketing/ promotion:** Denbighshire's Communications team has been involved in the Eisteddfod planning from the outset. Denbighshire's team will be supporting the Urdd's Corporate Communications team through sharing social media messages, arranging photo / filming opportunities, arranging local activities to promote the Eisteddfod.

Denbighshire's team will be promoting the county as a great place to visit, either on holiday or as day trippers and we will be making the most of the opportunity during the week to showcase the county and to promote what the county has on offer.

**6. 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.

**7. What will it cost and how will it affect other services?**

A budget of £25,000 has been allocated towards the cost associated with the Eisteddfod. Any additional support is deemed as goodwill and is down to individual departments.

**8. 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.

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

Consultation has been carried out with the Communications and Marketing Sub-Group, as well as a Strategic Sub-Group co-ordinating the Council’s response.

Updates have also been provided to the Welsh Language Steering Group and some Member Area Groups.

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

Plans are progressing well. Any risks are likely to be externally linked, eg weather, illness.

This page is intentionally left blank

<b>Report to</b>	Welsh Language Strategic Committee
<b>Date of meeting</b>	17 March, 2020
<b>Lead Member / Officer</b>	Councillor Huw Hilditch-Roberts/ Nicola Stubbins
<b>Report author</b>	Gareth Watson, Team Leader – Communications and Campaign Management
<b>Title</b>	Welsh Language Standards – an update

## 1. What is the report about?

The report is about the Welsh Language Standards

## 2. What is the reason for making this report?

To update Members with progress on implementing the Welsh Language Standards.

## 3. What are the Recommendations?

To note the contents of the report and to approve the associated action plan.

## 4. Report details

The Welsh Language Standards were introduced in Denbighshire in 2015, as part of a roll out to public sector organisations in Wales. The Standards were created in direct response to the creation of the Welsh Language Bill and the role of the Welsh Language Commissioner.

The Standards have been introduced to ensure that the Welsh Language is treated as fairly as the English Language. Denbighshire needs to comply with 167 Standards which have been broken down into five key areas: Service Delivery; Policy Making; Operational. Record Keeping and Promotional.

The duty for implementing these Standards are for every member of the organisation. A clear mandate has been issued by the Council to comply with the Welsh Language Standards and the aim is to provide the best service possible to the public in the language of their choice.

As would be expected, the Council has been implementing these standards for a number of years. Whilst many of the standards were not new to the organisation, we

needed to ensure that there was a positive response to their implementation across the county and that customers see an enhanced service through the medium of Welsh.

The Council seems to be complying with the majority of the Standards across the Board. The work of monitoring the compliance rests with the Corporate Communications team, who have corporate responsibilities for the Welsh Language. They are supported by a team of Welsh Language Champions who act voluntarily to promote the corporate approach.

The compliance is also subject to random testing by other organisations, including the Welsh Language Commissioner's office.

Whilst in the vast majority of cases we seem to be in compliance, further work is needed around promoting the availability of meetings in Welsh and the rights of individuals invited to meetings to contribute in Welsh. Although this does happen, there needs to be more work to ensure that all members of staff proactively offer this service when they arrange meetings. Some discussions with a small number of staff show they are unfamiliar with these particular Standards and this needs to be addressed over the coming weeks through proactive communications.

The Welsh Language Commissioner regularly carries out spot checks and a formal report is compiled regarding compliance with Welsh Language Standards. The Commissioner also visited the last meeting of this Welsh Language Strategic Group and referred to the good working relationship that exists between his office and the authority.

He also referred to a research project due to be carried out in late 2020 in which he will be reviewing the recruitment processes within local authorities and how each role is categorised in terms of Welsh language skills.

The Council will continue to promote messages around compliance with the Welsh Language Standards, to ensure the high level of compliance continues.

## **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.

## **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?**

Previous updates have been reported to the Welsh Language Strategy Group and to the Senior Leadership Team.

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

The main risk of any non-compliance could be a complaint being submitted to the Welsh Language Commissioner’s office, as well as damage to the Council’s reputation.

## Action Plan 2020

<b>ACTION</b>	<b>BY WHO</b>	<b>WHEN</b>
Programme of visits to team meetings, to promote the Standards	Gareth Watson Manon Celyn	December 2020
A communications programme to remind staff of their duties.	Gareth Watson Manon Celyn	Summer 2020
Mystery Shopper exercise	Welsh Language Champions	Summer 2020
Work with Commissioner's Office to identify best practice and share with teams	Gareth Watson Manon Celyn	December 2020

<b>Report to</b>	Welsh Language Steering Committee
<b>Date of meeting</b>	17 March 2020
<b>Lead Member / Officer</b>	Councillor Huw Hilditch-Roberts/ Nicola Stubbins
<b>Report author</b>	Gareth Watson, Team Leader- Communications and Campaign Management
<b>Title</b>	Developments with the Welsh Language regionally and nationally.

## 1. What is the report about?

This report is about developments with the Welsh Language.

## 2. What is the reason for making this report?

To update Members on progress with Welsh Language activities locally and nationally.

## 3. What are the Recommendations?

To approve the work being undertaken in Denbighshire.

## 4. Report details

Below is a summary of some of the key projects relating to the Welsh language in Denbighshire.

### **Mwy Na Geiriau/ More Than Words**

Here is a summary of some of the main activity in relation to the More Than Words framework (for health and social care)

This year the sector's awareness raising of the active offer has continued. A presentation was given at a conference for care providers and items for More Than Words and the active offer are included in quarterly newsletters for providers. Language of Work posters and lanyards are distributed, as well as language of work stickers.

All internal council staff are expected to complete an e-learning module on 'Welsh language awareness' and staff new to the Department receive a presentation about More Than Words as part of their induction presentation. A similar presentation is given to social work students based in the authority. In addition we have updated the 'Settings' form for social work students so that they can identify their language skills for the purpose of matching with specific assessors.

In addition a half day course has been run for 'front line' staff and the single access point service. The course is intended to ensure that there are individuals with the skills to greet and meet the public in Welsh and to make the active offer.

### **Increasing the use of Welsh across social care working groups**

We have ensured that the workstations are aware of the free resources, apps and courses available (to include online courses) for staff who want to learn Welsh or improve their Welsh language skills. This information is also available on the Council's internal Web site.

A short Welsh language taster course has been offered to care workers, as well as a 'Give your Welsh a Go' course which is tailored for care staff who have received bilingual education but who need to develop the confidence to use their Welsh.

4 members of staff have attended a residential course in Nant Gwrtheyrn. In addition, 'Paned a Sgwrs' sessions are held to provide an opportunity for internal staff to practice their Welsh.

A 'More Than Words' course for children and adults managers was held to ensure guidance and ownership of 'More Than Words' by departments.

Promotion of the Welsh language at the Community Resource Teams Regional Conference.

Promote specific days for the attention of the care sector, including St David's Day Santes Dwynwen, Shwmai Sumai and Welsh Language Music Day.

### **Welsh in Education Strategic Plan**

Staff training- during 2019 10 members of staff from 5 schools have attended the sabbatical course. There are 24 other staff from schools receiving termly training and guidance.

Increase in the percentage of children transferring from Key Stage 2 to Key Stage 3 – in 2018 the percentage transferring from Key Stage 2 to Key Stage 3 was 88%. In 2019 this has increased to 93%.

Childcare Grant – Denbighshire County Council has secured a capital grant to support pre-school care places in Denbigh and Rhyl. In 2019, 94% of children transferred from Cylchoedd Meithrin to Welsh Medium Foundation phase provision. The grant will involve the relocation of Cylch Bodawen (54% transfer) and Cylch Rhuddlan (86% transfer) to the sites of Ysgol Twm o'r Nant and Ysgol Dewi Sant.

Number of primary pupils receiving Welsh medium education – in 2017 there were 2,028 full-time primary pupils in our schools accessing Welsh-medium education. In September 2019 there were 2,069 primary pupils in our schools. This is an increase of 2%.

### **Welsh Language Centre**

Work has begun on building a Welsh Language Centre on the Ysgol Glan Clwyd site in St Asaph.

The former science block at the school, which was deemed redundant as part of the £16 million brand new school development on site will now be home to the brand new Welsh Language Centre.

The Centre will be used to provide provision for pre-school pupils, support latecomers to Welsh medium education, a facility for the development of Welsh Language resources, as well as a facility that can be used for adult learning outside of school hours.

The development will provide additional car parking capacity for 40 vehicles.

The plan forms part of the commitment the Council has made towards contributing to the development of the Welsh language in the county and towards the Welsh Government's target of a million Welsh speakers in Wales by 2050.

### **Welsh Language Linguistic Skills Survey**

The Council, as part of its response to the Welsh Language Standards, is expected to carry out a self-assessment of staff's Welsh Language skills.

Previous surveys have generated results and staff were asked to state which level of Welsh they had reached in terms of reading and writing. These levels were:

- Not at all
- A little bit
- Moderately
- Fairly fluent
- Fluent

Whilst the results provided a snapshot, it was agreed to provide more detailed information in terms of the levels, so that this would assist the staff in completing the assessment correctly. It would also mean that more meaningful information would be collated and would be fed into the annual business planning process.

The proposal is to use the same system used by a number of other organisations, including North Wales Police and North Wales Fire and Rescue Service.

The levels for the 2019 self assessment were:

	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
<b>Speaking</b>	No knowledge	Can say place names/Welsh first names or Welsh signs correctly.  Can greet and introduce others in Welsh.  Can show linguistic courtesy by opening and closing a conversation.  Can give, and receive personal details.	Can understand the essence of a conversation in Welsh.  Can convey basic information e.g. simple admin. or routine tasks.  Can give and receive instructions and directions.	Can converse partly in Welsh but turns to English in discussion and to give detailed information.  Can describe people and locations.	Can contribute effectively in meetings within own area of work and argue for or against a case.  Can deal with people in most situations in Welsh but turns to English when dealing with complex situations.	Can deal effectively with complex discussions and questions in Welsh.  Can adjust the style of language to suit all situations and needs.
<b>Writing</b>	No knowledge	Can write a simple routine request to a colleague, such as 'Can I have... please?'	Can write a short note of request to a colleague or known external contact.	Can write informal memos, e-mail messages and routine requests.	With editorial help, can write business letters, reports and e-mails.	Can write reports and presentations and make full and accurate notes in Welsh in a meeting.

Spoken Welsh competence                    0    1    2    3    4    5    (please circle as appropriate)  
 Written Welsh competence                    0    1    2    3    4    5    (please circle as appropriate)

To date, the completion, 1,602 staff have completed the survey, compared with 777 outstanding. These results do not include schools, as they have completed their own assessments.

Further work is being undertaken to identify the individuals that have not completed the survey and to get as full a picture as possible by the time the Council produces its annual Welsh Language report in June.

### **Update on Welsh Language Partnership – Partneriaith**

The Partnership is made up of a number of organisations, including the Council, Urdd, Menter Iaith Sir Ddinbych, Young Farmers, Merched y Wawr, Coleg Cambria and Mudiad Ysgol Meithrin.

Over the past six months, the Partnership has been mapping Welsh language activities across the county, with a view to identifying areas where further support is needed through working with local communities.

Llangollen has been identified as a pilot project area. Over the coming months, the partnership will be working with the local community to identify opportunities to support and promote the Welsh language through social activities.

Once an approach has been agreed, the pilot will be extended to other communities in 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.

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

There is no funding available for this work. Any costs would be absorbed by the current partners and through the goodwill of members.

## **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?**

Consultation has been carried out with the Welsh Language Steering Group, as well as the Welsh Language Champions.

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

The main risk is a potential decline in the number of Welsh speakers in the county (as measured by the national census). All partner organisations have also committed to contributing towards the development of the Welsh language nationally and towards the million speakers target set by the Welsh Government by 2050.

This page is intentionally left blank

**WELSH LANGUAGE STEERING COMMITTEE FORWARD WORK PROGRAMME**

<b>Meeting</b>	<b>Item (Description / Title)</b>	<b>Purpose of Report</b>	<b>Lead member and Contact Officer</b>
<b>10 November 2020</b>			

**Note for Officers – Report Deadlines**

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

**FUTURE ITEMS**

<b>Meeting</b>	<b>Item (description / title)</b>	<b>Purpose of Report</b>	<b>Author / Contact Officer</b>

Updated 11/03/20 SJ

This page is intentionally left blank