

To: Chair and Members of the Welsh
Language Steering Committee

Date: 10 March 2021

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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, 16 MARCH 2021 BY VIDEO CONFERENCE**.

PLEASE NOTE: DUE TO THE CURRENT RESTRICTIONS ON TRAVEL AND THE REQUIREMENT FOR SOCIAL DISTANCING THIS MEETING WILL NOT BE HELD AT ITS USUAL LOCATION. THIS WILL BE A REMOTE MEETING BY VIDEO CONFERENCE AND NOT OPEN TO THE PUBLIC.

Yours sincerely

G Williams
Head of Legal, HR and Democratic Services

AGENDA

1 APOLOGIES

2 DECLARATIONS OF INTEREST

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 Welsh Language Steering Committee held on 10 November 2020 (copy enclosed).

5 MENTER IAITH

To receive a presentation on the work of Menter Iaith from Ruth Williams, Chief Officer, Menter Iaith Sir Ddinbych.

Link to Menter Iaith Sir Ddinbych's Annual Report 2019-20 >

<https://misirddinbych.cymru/cms/wp-content/uploads/2021/01/Annual-Report-2019-2020-heb-cyfrifon3067.pdf>

6 DEVELOPMENTS WITH THE WELSH LANGUAGE REGIONALLY AND NATIONALLY (Pages 11 - 18)

To consider a report by the Welsh Language Officer (copy enclosed) updating members on the progress with Welsh Language activities regionally and nationally.

7 ACTIVITIES TO PROMOTE THE WELSH LANGUAGE (Pages 19 - 24)

To consider a report by the Welsh Language Officer (copy enclosed) updating members on the Welsh Language promotional activity since the last meeting and the outline plans for the year ahead.

8 FORWARD WORK PROGRAMME (Pages 25 - 26)

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

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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 via Video Conferencing on Tuesday, 10 November 2020 at 10.00 am.

PRESENT

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

Observer - Councillor Meirick Lloyd Davies.

ALSO PRESENT

The Team Leader – Communications and Campaign Management (GW), Welsh Language Officer (MC), Corporate Director: Communities (NS), Democratic Services Manager (SP) (Host) and Committee Administrator (RTJ)

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 12 November 2019 were submitted.

Matters Arising –

Members queried whether there was an update on the Urdd Eisteddfod, officers clarified that they had queried with organisers whether a decision had been reached whether the event would be held. However nothing had been confirmed, hopefully the Council would receive an update soon.

RESOLVED: that the minutes of the previous meeting held on 12 November 2019 be received and approves as a correct record.

5 WELSH LANGUAGE COMMISSIONER'S MONITORING REPORT

The Team Leader for Communications and Campaign Management (TLCCM) presented the report (previously circulated) update Members on the findings of the

2020 monitoring work, carried out by the commissioner's office. The Welsh Language Commissioner annually monitors user experience by testing specific services – including correspondence, telephone, reception, websites etc – for a random sample of organisations.

The work happens intermittently during the year through mystery shopper exercises, site visits, and online inspection. The work was designed so that it does not lead to unreasonable use of organisations' resources. In 2019-20, Denbighshire was part of the random sample of organisations. The findings are outlined by the Commissioner's Office, with a view to the organization taking appropriate steps to ensure compliance with statutory requirements.

A meeting would be organised with the Welsh Language Commissioner officers at the end of the year, to discuss the findings with the report.

General Debate –

The Welsh Language Steering Committee (WLSC) were the only committee that looked at the findings of the Commissioners report, there was also the Welsh Language Champion's meeting, which looked at the day to day running of the Welsh Languages within the Council.

Members queried whether the Commissioners report could be sent to a scrutiny committee for the work to be scrutinised further. The lead members informed the committee that the committee was formed to scrutinise the Welsh Language within the Council, and believed it would not be beneficial to duplicate work. The chair suggested the matter could be discussed in Scrutiny chairs and vice chairs.

The committee queried the translation of documents, the formatting and the occasional errors. Officers clarified that documents were translated through the agreement with Conwy County Borough Council. However the documents were sent back in the same format it was sent, unfortunately formatting errors could occasionally occur.

Members understood that there were some errors with the translation as sometimes the translators were not familiar with the certain terms, sometimes it proved difficult to translate certain matters if you did not have understanding of the matter being translated.

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

6 WELSH LANGUAGE STRATEGY

Team Leader- Communications and Campaign Management (TMCCM) presented the report developing a new Welsh Language Strategy for Denbighshire (previously circulated). The Welsh Language Measure (Wales) 2011 has enabled the Government to set standards relating to the Welsh Language and the Welsh Government expected all local authorities to adopt a Welsh Language Strategy, as part of their response to the Standards.

The current strategy, adopted by Denbighshire's Cabinet in March 2017, outlines the approach towards promoting the Welsh Language and facilitating its use within the county and there is an expectancy of the Council to revise its strategy, five years on from publication date. The new strategy was due in March 2022.

Denbighshire was a predominantly bilingual county with a rich culture and heritage. We were proud of this and want this pride to be reflected in our day to day interaction with communities, with residents and with our staff. It was highlighted that the commissioner report clearly indicated the strengths of what Denbighshire County Council (DCC) were working well to get the strategy implemented into the culture of the Council.

Examples of this were small things such as Denbighshire Today which was circulated to all members, had some Welsh words for staff to learn some Welsh.

The economy was important, and needed to see the impacts on the economy and the Welsh language and DCC also needed to ensure that Staff were adequately trained in all departments, to ensure that work would be carried out to a certain high level of quality. The next steps was to ensure the best steps and procedures were shared throughout the Council. The whole narrative with the Council and the Welsh language was predominately strong the only recent negative was the lack of Welsh translation with virtual meetings. This was due to technical constraints and not the passion for the Welsh language.

The Welsh language commissioner wanted DCC to have the strategy in place by March 2022, it was up to Council discretion if they wished the strategy to be a 5 year plan or a longer term plan. Hopefully the team would begin work soon, this would allow a year to conduct the work.

General Debate –

The committee queried whether the old strategy could be received and reviewed to ensure all the targets were reached, and to ensure we could work on certain aspects. It was suggested a workshop like session could be organised in the future, this would allow the matters to be discussed thoroughly.

The themes within report were highlighted the especially the fourth theme which read - *“Theme 4 looked at how Denbighshire and its economy development partners should recognise the importance of a thriving economy to the future of the Welsh Language and ensuring that strategies are in place to ensure opportunities for young people to stay in the local community”*

It was queried how many staff within the team were bilingual, and how could they convey the importance with the Welsh language in the community. Officers clarified that officers worked with external bodies such as Menter Iaith Sir Ddinbych to ensure, that businesses worked through the medium of Welsh.

It was raised whether the Council challenged each planning matter in regards to the Welsh language. As there had been a recent planning application accepted for a small village which reduced the percentage of Welsh language speakers by 10% in the area. The lead member informed the committee the material planning matters

were in place through Welsh Government (WG) and not the local government. Councillor Graham Timms informed the committee that the Welsh Language was highlighted throughout the Wellbeing impact assessment.

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

7 WELSH LANGUAGE PROMOTION ACTIVITIES

Lead Member for Education, Children's Services and Public Engagement presented the Welsh Language promotional activity report (previously circulated) which aimed to update members on the Welsh Language promotional activity since the last meeting and the outline plans for the year ahead.

The period since the last meeting of this Group has been challenging, with the team needing to find alternative ways of delivering Welsh Language promotional activity.

All activity over the past six months has been carried out through online meetings and promotion on social media and through internal communications channels. These included –

- **Partnership working** - Meetings of Partner Iaith (the Welsh Language Partnership in Denbighshire) have continued online. Although COVID has had some impact on the partnership's work, such as the work of analysing Welsh Language social activity across the county, it has been able to progress with some activities.
- **Mae gen i Hawl (I have rights) campaign** - This was a campaign by the Welsh Language Commissioner's Office to promote people's rights to receive public services through the medium of Welsh. The campaign was an annual event, supported by a national programme of activities. In Denbighshire, we have supported this campaign through regular promotion but decided to implement it for a lengthier period of time, to extend the reach of our messages and be able to carry out various promotional activities.
- **Staff Eisteddfod** - The Council held its second Eisteddfod on March 6th as part of St David's Day celebrations, shortly before the coronavirus national lockdown. The event was part of the Council's efforts to raise the profile and gain a better understanding of the language, and to celebrate the culture of Wales. It comes at a time when there significant attention on the Welsh language and the fact that the Urdd Eisteddfod was due to return to the county in May 2021.
- **Paned a Sgwrs** - As the majority of staff now work from home, the Paned a Sgwrs sessions have been held digitally. There was a very good start to the virtual sessions with a number of members attending, but the numbers have declined in recent months. This was due to the fact that staff needed a break from being in front of the small screen over lunchtime so the session time was inconvenient compared to face-to-face sessions.
- **Owain Glyndŵr Day** This year to celebrate Owain Glyndwr's day, the Council shared a video it had produced on its corporate social accounts. The video shows Glyndŵr's links with Denbighshire and significant places within the county relating to its history. This received very positive feedback from

staff and many stated that they were not aware of the significant of Denbighshire to Glyndŵr's history.

- **Shwmae Sumae Day** - The Council supported the national Shwmae Sumae Day campaign in October. The day was intended to promote the idea of starting each conversation with a shwmae or
- sumae. The aim of the day was to show that the Welsh language belongs to everyone – fluent speakers, learners or those who may be reticent about speaking Welsh.
- **Tasgau Tachwedd/ November Tasks** - During the first week of each month we would draw up and present short and fun tasks for staff to complete online. The different themed tasks would always accompany the month/term. The aim was to engage with staff through the medium of Welsh and to try to get them to use and think in Welsh while working from home.

The members of the committee thanked officers for the continued hard work and dedication to the Welsh Language within the Council. It was suggested that external organisations be invited to future meetings of the Welsh Language Steering committee to discuss partnership working.

RESOLVED *that the Welsh Language Steering Committee note the promotional activity and the outline plans for 2021.*

8 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 11:34am

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Report to	Welsh Language Steering Committee
Date of meeting	16 March 2020
Lead Member / Officer	Councillor Huw Hilditch-Roberts / Nicola Stubbins
Report author	Manon Celyn Roberts, Welsh Language Officer
Title	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 the 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 Just Words’

In terms of our business plan for 2020-21, below is a summary of the actions achieved in relation to ‘More than just words’. The delivery of some of these actions have been affected by the pandemic.

Continue to inform all internal staff and commissioned services of the 'Active Offer'.

An online course was commissioned aimed at equipping care staff across Adults and Children's services with the skills to greet and meet the public in Welsh and to make the Active Offer.

During 2020-21 we have also shared the details as to where Providers can order the free 'Iaith Gwaith' resources. We've also promoted the orange speech bubble sticker which we recently produced in Denbighshire, since the sticker is useful as a quick and visual indication of language choice on any paperwork, e.g. individuals' files in residential homes or 'what matters' forms. Some care providers are also using the large stickers on the bedroom doors of residents. This year the Welsh Language Commissioner celebrated 15 years since launching the orange speech bubble badge. A Denbighshire member of staff and also residents of a Denbighshire Care Home were included in social media about the importance of the 'orange bubble as part of the care package for carers'.

Increase the use of Welsh by the social care workforce in Denbighshire and promote the use of digital resources and on-line Welsh language courses developed by 'Cymraeg Gwaith'

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 Just Words' as part of their induction presentation.

We have also shared information about the free 10 hour Welsh on-line course available for the care sector, together with the resources produced by Digital Communities Wales. In addition within our monthly social care newsletter, we have shared the details with Providers of a range of Welsh resources which promote and facilitate the use of the Welsh language. This has included a variety of language Apps and details of the new Social Care Wales training resource which 'supports bilingual working' for people working in health and social care.

In addition, specific online course have been commissioned for Denbighshire care staff across Adults and Children's services. These have included a short online welsh taster course and workbook and also an online course suitable for staff who understand spoken Welsh with ease but lack confidence in speaking Welsh.

Demonstrate commitment to embedding the Welsh language within each service area in Community Support Service / Children's Services

Within Children and Education Services we have commissioned the 'Mind Of My Own' App which was launched in June 2020. <https://mindofmyown.org.uk/> The App is available for children and young people who are referred to Children's Services to express their views. The app is available in English and Welsh.

In addition within Adult Services we have ensured that a newly commissioned piece of work which is happening in partnership with 'Community Catalysts' from York are fully aware of the requirements of the Welsh Language standards as they deliver Community Micro-enterprises.

Additional work in promoting and facilitating the use of Welsh

We are in the process of updating our Social Care Workforce website and have included a section on 'Using your Welsh in care'. The website will be available for both internal and external care staff and will include information about the Active Offer and 'More than Just Words'. The website will also support staff to use and develop their language skills together with providing useful links and resources to promote the Welsh language within Social Care and Social Services. We will include good news stories featuring staff who have attended Welsh language courses, and also promote events such as 'Use Your Welsh Campaign', Welsh language music day and 'Shwmae Su'mae Day'.

A representative from the Workforce Development team has also been asked for input into the workshops to support the pilot of the online Welsh language Champion induction for Dementia Friends Wales and also to be involved in a National project to lead on the work to standardize health and social care terminology.

Welsh in Education Strategic Plan

During 2020 we successfully completed the construction of Ysgol Llanfair Dyffryn Clwyd and the Welsh Center at St Asaph. The Cylch Meithrin provision was opened on the grounds of the new school in Llanfair Dyffryn Clwyd and Ysgol Dewi Sant, Rhyl increasing the number of schools with a co-located Cylch Meithrin on the site.

Covid 19 has had a significant impact on the curriculum enrichment activities and the Urdd Eisteddfod, which was the focus of activities and due to be held in Denbigh, was postponed. Adaptation also required a number of Cymraeg i Blant activities and training, including the sabbatical course for teachers, to be implemented in a virtual manner.

In September 2020 the Denbighshire Welsh Language Center was completed and here is the location for a new Cylch Meithrin in St Asaph City. The building was funded by the Welsh Government through the Welsh Language Capital Grant. The building also has three training rooms, two offices and a meeting room. Covid 19 has had a significant impact on the Center. The construction phase was delayed and as a result the building was not ready until September 2020. The center has run a post-16 nurture course with pupils from Ysgol Glan Clwyd and Dyffryn Conwy attending. Bangor University has also started running its sabbatical course in the building but unfortunately following the reintroduction of a lockdown period this has now closed. 10 members of staff are taking the sabbatical course this year.

In 2019 93% of pupils transferred from KS2 to KS3 and continued in Welsh medium education. In 2020 the percentage has remained static. Of the pupils who have not transferred to Welsh-medium education at KS3, 4% have transferred to English-medium schools and 3% to English-medium streams in schools 2B. Pupils who have moved to English-medium schools have moved to closer Secondary Schools to the nearest Welsh-medium provision and / or to faith provision even though their early school was not faith-based.

On average 263 pupils receive Welsh-medium education in each KS4 year while at KS3 the average is 275 pupils each year. This shows that the pattern of increasing numbers of Welsh medium Secondary education. Ysgol Brynhyfryd's year 7 Welsh stream is 3 classes with over 40% of pupils a year. If pupils from outside the School cluster are excluded the percentage increases to 50%.

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.

The template used for the self-assessment in 2020 was:

	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Speaking	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.

This template was first followed in 2020 to provide more detailed information about the levels so that this would help staff to complete the assessment correctly. It would also mean that more meaningful information would be collated and fed into the annual business planning process.

Here are the results of the survey per service:

Service	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5	Unknown	Total
Business Improvement and Modernization	19	25	15	2	5	5	11	82
Communities and Customers	40	42	19	17	17	14	31	180
Community Support Services	196	118	45	30	26	21	108	544
Denbighshire Leisure LTD	34	47	26	5	14	22	77	225
Education and Children's Services	59	79	25	10	16	16	134	339

Finance and Property	50	45	20	16	10	8	9	158
Highways, Facilities and Environmental Services	183	335	67	30	25	23	35	698
Legal, HR and Democratic Services	16	26	7	4	3	13	13	82
Planning, Public Protection and Countryside Services	47	59	19	12	9	8	84	238
Total	644	776	243	126	125	130	502	2,557

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, Mudiad Meithrin and Cymraeg i Blant.

Covid has delayed the mapping of Welsh language activities across the County for the time being as we are unable to work with local communities as we would like to.

The Welsh Language Commissioner's officer was invited to discuss how covid has affected the Welsh language nationally as well as any good practice to implement during this challenging period, and Carwyn Edwards came to discuss the schools categories consultation according to Welsh medium provision.

We are also working on social media campaigns by planning to collaborate on Wales' national celebrations.

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.

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Report to	Welsh Language Steering Committee
Date of meeting	16 March 2021
Lead Member / Officer	Councillor Huw Hilditch-Roberts/ Nicola Stubbins
Report author	Manon Celyn, Welsh Language Officer
Title	Activities to promote the Welsh language

1. What is the report about?

This report is about Welsh Language promotional activity.

2. What is the reason for making this report?

To update Members on the Welsh Language promotional activity since the last meeting and the outline plans for the year ahead.

3. What are the Recommendations?

To note the activity during 2020 and to approve the proposal for the 2021 promotional activity.

4. Report details

Staff Eisteddfod

The Council held its third Eisteddfod between February 15th and March 1st as part of St David's Day celebrations. The event is part of the Council's efforts to raise the profile and gain a better understanding of the language, and to celebrate the culture of Wales. It comes at a time when there significant attention on the Welsh language and the fact that the Urdd Eisteddfod is due to return to the county in May 2022. This year, as a result of covid and the majority of staff working from home, we had to be a little more creative and so the Eisteddfod went digital. We used our private staff facebook page as a location to hold the Eisteddfod and promoted various categories for staff to compete in by uploading a picture to go with each category. The response and support received exceeded our expectations and there was a lot of engagement from staff. The digital Eisteddfod was very successful with 163 entries and over 700 votes.

Paned a Sgwrs

The majority of staff now work from home therefore the sessions are being held virtually. We had a very good start to the virtual sessions with a number of staff attending, but the numbers have declined in recent months. This was due to the fact that staff needed a break from being in front of the screen over lunchtime so the session time was inconvenient compared to face-to-face sessions. The numbers have risen again in recent weeks and the feedback from staff has been extremely positive. Weekly written tasks have been prepared for staff in order to develop their writing skills in Welsh.

Owain Glyndŵr Day

This year to celebrate Owain Glyndwr's day, the Council shared a video it had produced on its corporate social accounts. The video shows Glyndŵr's links with Denbighshire and significant places within the county relating to its history. This received very positive feedback from staff and many stated that they were not aware of Glyndŵr's history in Denbighshire.

'Mae gen i hawl' (I have rights) campaign

This is a campaign to celebrate the Welsh language services that Denbighshire offers, and the rights that people have to use Welsh when dealing with them. It was an opportunity to promote Welsh language services and to try to increase the number choosing to use them. The marketing campaign mentions some of the rights held by the public as well as Council staff.

In September, external messages were posted on our social media on a weekly basis with pictures of staff who speak/learn Welsh noting their responsibilities and how the Welsh language benefits them within their post. The messages have generated a great deal of positive attention on our accounts with people praising our staff.

Shwmae Sumae Day

Again this year we were part of the Shwmae Sumae day celebrations on the 15th of October. The day is intended to promote the idea of starting each conversation with a 'Shwmae' or 'Su'mae' with the aim to show that the Welsh language belongs to everyone – fluent speakers, learners or if you are shy about your Welsh. Again, it was difficult to create something new so we shared a few messages on our social accounts as well as sharing the video we made last year of the red dragon mascot

(Dewi Draig) being filmed using the Council's Welsh language services. The dragon passed a rugby ball to other members of staff after saying "shwmae" or "sumae", those members of staff then did the same. The idea behind this was that the Welsh language was the rugby ball and that we were passing the Welsh language on.

Partnership working

Meetings of the Language Partner have continued virtually. Although we have not been able to continue with some of our plans for the time being, such as the County's mapping of Welsh language activities, we have discussed the impact Covid has had on the Welsh language within different organisations and a member of staff from the Welsh language Commissioner was invited as a guest speaker to discuss this topic from a national perspective. A very useful session where we can act on several suggestions from them and draw up a plan for the coming year.

November Tasks (Tasgau Tachwedd)

During November we presented short and fun tasks for staff to complete on our private staff facebook page. The aim was to engage with staff through the medium of Welsh and to try to get them to use Welsh and think in Welsh while working from home. It is a difficult and challenging time at the moment to keep the momentum going for Welsh learners as they don't hear or see as much Welsh as they would in the office, especially if they don't live with anyone who speaks the language.

St Dwynwen's Day

A quiz was created about the history of St Dwynwen as part of the day's celebrations this year. It was shared internally and externally on our social media with over 30 people taking part. We also created a document of relevant Welsh vocabulary and phonetics to help Welsh learners.

Welsh language music day (Dydd Miwsig Cymru)

We created a playlist of Welsh songs to share with staff and encouraged them to play the playlist at home, at work or when traveling in the car. We also promoted the new song for 'Nerth dy ben' campaign, 'Byw i'r awr' (Live for the hour) which is a campaign to remind each other of our strengths and courage, especially during these challenging and difficult times. It also shows the positive effect music has on your mental health which is an important message as a lot of staff are currently working from home. The majority of the artists shown in the music video are former pupils at Ysgol Glan Clwyd.

Promotion of the Welsh language standards

We've created documents to promote the Welsh language standards to share on Denbighshire Today, LINC, visiontime and staff facebook page. It's a form of checklist for staff to ensure they comply with the standards. We have already promoted the standards for answering the phone, arranging meetings and correspondence.

St David's Day

The staff Eisteddfod was the main event to celebrate St David's day again this year, but we also shared information on our social media about St David's history, relevant Welsh vocabulary and phonetics to help Welsh learners and the interesting facts about why the leeks and daffodils are the national symbols of Wales as well as the reason behind wearing them on St David's Day.

4.5 Next steps: Proposed timetable of activity for 2021:

MONTH	ACTIVITY
March 2021	Welsh language staff survey
April 2021	Promotion of our Welsh language social media
	Provide a document for Leisure Centres, Libraries and receptions with relevant Welsh vocabulary to help Welsh learning staff
May 2021	Create a video to reinforce the Welsh language standards and include the video in HR induction video.
June 2021	Promotion of bilingual greeting on the phone policy
	Welsh Language Strategy 2022-27
	Welsh speaker/Welsh learner on staff emails
July 2021	Promotion of bilingual 'Out of office' messages
August 2021	Create a document of Welsh vocabulary for staff to use during meetings to encourage staff to start and finish meetings in Welsh.
September 2021	Owain Glyndŵr Day
October 2021	Shwmae Su'mae day
	Welsh learning week
November 2021	'I have rights' campaign
December 2021	Christmas – greeting in Welsh in shops

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 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.

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WELSH LANGUAGE STEERING COMMITTEE FORWARD WORK PROGRAMME

Meeting	Item (Description / Title)		Purpose of Report	Lead member and Contact Officer
13 July 2021	1	Draft Welsh Language Monitoring Report – Welsh Language Commissioner	To agree the report due to be published by the end of June 2021.	Sian Owen / Manon Celyn Roberts
	2	Welsh Language Commissioner	To update the Committee on the findings of the Committee – areas for improvement and areas for promoting during 2021.	Sian Owen / Manon Celyn Roberts
	3	Workshop to discuss the main topics for the Welsh Language Strategy.		Sian Owen / Manon Celyn Roberts
9 November 2021	1	Welsh in Education Strategic Plan	Update on the Welsh in Education Strategic Plan	Geraint Davies
	2	Mwy na Geiriau/ More Than Words	Update on Mwy na Geiriau/ More Than Words	Margaret Watkins
	3	Eisteddfod yr <u>Urdd – Diweddariad</u>	Update on Eisteddfod yr Urdd	Sian Owen / Manon Celyn Roberts
	4	Cyflwyniad gan Bartner: Carys Gwyn, Mudiad Meithrin.	To receive a presentation on the work of Mudiad Meithrin	Carys Gwyn

Note for Officers – Report Deadlines

<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>
<i>July</i>	29 June	<i>November</i>	26 October		

Updated 04/03/21 KEJ

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