

To: Chair and Members of the Welsh
Language Steering Committee

Date: 9 March 2023

Direct Dial: 01824 712589

e-mail: 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 **WEDNESDAY, 15 MARCH 2023** in **VIA VIDEO CONFERENCE**.

Yours sincerely

G Williams
Monitoring Officer

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 8 November 2022.

5 MORE THAN WORDS UPDATE (Pages 11 - 14)

To receive a report by the Staff Development Officer updating the committee on the work carried out with More than Words (copy attached).

6 WELSH LANGUAGE IN EDUCATION STRATEGIC PLAN UPDATE

To receive a verbal update from the WESP Development Officer regarding the Welsh Language in Education.

7 2021 CENSUS RESULTS

To receive a verbal update from the Welsh Language Officer regarding the results on the 2021 Census Results.

8 DRAFT LANGUAGE STRATEGY 2023-28 (Pages 15 - 52)

To receive a report by the Welsh Language Officer regarding the proposed timetable for developing the new Welsh Language Strategy (copy attached)

9 FORWARD WORK PROGRAMME (Pages 53 - 54)

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

MEMBERSHIP

Councillors

Ellie Chard
Ann Davies
Gill German
Huw Hilditch-Roberts

Paul Keddie
Elfed Williams
Huw Williams
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 by video conference on Tuesday, 8 November 2022 at 10.00 am.

PRESENT

Councillors Ellie Chard, Ann Davies, Huw Hilditch-Roberts, Paul Keddie, Huw Williams and Emrys Wynne

ALSO PRESENT

Corporate Director: Governance and Business (GW), Welsh Language Officer (MC), Committee Administrators (SW (Host) RTJ)

1 APOLOGIES

Apologies were received by Councillors Merfyn Parry and Elfed Williams.

2 DECLARATIONS OF INTEREST

No declarations of interest had been raised.

3 URGENT MATTERS AS AGREED BY THE CHAIR

No urgent matters had been raised.

4 MINUTES

The minutes of the Welsh Language Steering Committee held on 8 November 2022 were submitted.

The appointment of vice chair was not agreed at the previous meeting, however, Councillor Emrys Wynne proposed that Councillor Elfed Williams be appointed as chair, seconded by Councillor Huw Williams. All present agreed.

No other matters were raised.

RESOLVED that, subject to the above, the minutes of the previous meeting held on 8 November 2022 be received and approved as a correct record.

5 WELSH LANGUAGE STANDARDS - STANDARD 98

The Welsh Language Officer (WLO) introduced the Welsh Language Standards - Standard 98 report (previously circulated); the report was about the Welsh Language Standards - specifically standard 98.

The chair highlighted the appendices as the Conwy policy for information purposes; the WLO clarified that the policy would be followed in forming the policy for DCC.

The Welsh Language Standards were introduced in Denbighshire in 2015 as part of a rollout to public sector organisations in Wales. The Standards were created in direct response to the Welsh Language Measure (2011) 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 must comply with 167 standards broken down into five key areas: Service Delivery, Policy Making, and Operational. Record Keeping and Promotional.

The following discussed the following –

- The committee queried whether Denbighshire Leisure limited would have to conform to the Welsh Language Standards the same as Denbighshire County Council; officers informed members that DLL would conform to the same standards as the Council.
- The committee raised concerns that too much work could be called upon the workforce regarding the policy and hoped it wouldn't cause too much work for the staff.
- Officers clarified to members that the policy was being brought to them today to see if they were happy with the structure and wording ahead of being taken to CET and SLT ahead of being brought back to the committee in 2023 to be finally agreed upon.
- The WLO reassured members that the language of correspondence with the general public was not a burden to staff as all initial letters were sent out bilingually to ensure if conformed to the Welsh Language standards. However, if the member of the public responded by stating their preferred language of correspondence, then it would continue in their language of choice.
- Members suggested that throughout the policy, reference should be made to pre-existing policies, such as street naming, as they had been discussed at length through various meetings.

RESOLVED that members of the Welsh Language Steering Committee note the content of the Welsh Language Standards - Standard 98 report.

6 WELSH LANGUAGE COMMISSIONER FEEDBACK

The Welsh Language Officer (WLO) introduced the Welsh Language Commissioner Feedback report (previously circulated); the report referred to the results of the Welsh Language Commissioner's Monitoring Report.

Every year, the Welsh Language Commissioner carries out checks amongst organisations that are implementing the statutory Welsh Language Standards to ensure those organisations are complying with the legislation.

The Commissioner's team also arrange an annual meeting to discuss the findings and to report on progress with the annual Welsh Language Monitoring Report.

Dylan Jones, on behalf of the Commissioner, explained the Commissioner's new way of working this year on looking at organisations' compliance with the relevant standards. Recruitment and Policies were their priority.

A body that creates and publishes documents and forms

During the 2022-23 surveys, it was discovered that not all documents and forms included a statement in the English versions, also available in Welsh. There were two examples of a document that did not comply with standard 49, namely:

All the documents on the Council's internet site were raised, and the work to put the note on all of these could take weeks/months; we were awaiting confirmation from the Welsh language monitoring office.

The Council noted medium compliance for their apps, noting that the ParentPay app was unavailable in Welsh. It was discussed that ParentPay was not an app that the Council had published, and it was confirmed that the schools had an agreement with the company.

During the 2022-23 surveys, it was noted that one message on Twitter and one message on Facebook were published in English only on the Council's corporate media.

- Using the Welsh language within the body's administration It was noted in the self-assessment questionnaire that the Council did not have a policy on the use of Welsh within the administration of a body.
- Recruitment and appointment standards It was noted during the 2022-23 surveys that two job advertisements contained monolingual English words and/or titles.

The errors highlighted have already been resolved.

- Members thanked the WLO for the report; however, they highlighted some concerns with social media as some posts only showed as English and not bilingual. The WLO confirmed that social media was a challenge due to the algorithm only highlighting one language or another.
- The WLO also informed the committee that another challenge with social media was that some departments had made their social media accounts in areas within the Council. They would need to be reminded of the Welsh language policy.

RESOLVED that the Welsh Language Steering Committee note the activities taken during 2023 and endorse the proposed activities for 2023.

7 ACTIVITIES TO PROMOTE THE WELSH LANGUAGE

The Welsh Language Officer (WLO) introduced the report highlighting the activities to promote the Welsh Language (previously circulated); the report aimed to inform the committee of the internal and external work to promote the Welsh Language.

These were as followed –

- Staff Eisteddfod

The Council held its fourth Eisteddfod between 18 February and 1 March as part of the St David's Day celebrations. The event is part of the Council's efforts to raise the profile and ensure a better understanding of the Welsh language and also to celebrate Welsh culture. It was held during a period of considerable focus on the Welsh language with the return of the Urdd Eisteddfod to the County in May 2022. Once again this year, because of Covid-19, the Staff Eisteddfod was held digitally. Our private staff Facebook platform was used to hold the Eisteddfod and to promote the various categories for staff to compete in by uploading a photo to accompany each category. Categories included Pet in the Best Condition, Most Talented Pet, Before and After/Old and New, a sentence from DEWI SANT, my favourite place in Denbighshire and many more; this was made to encourage more people to participate in the Eisteddfod this year, it was decided that all Council staff should be adjudicators. They chose the winners by 'liking' photos/videos on the Facebook page, and those with the most 'likes' were the winners. The response and support received were extremely encouraging again this year, with a good level of staff engagement.

- The Urdd Eisteddfod in Denbighshire

The Urdd Eisteddfod returned to Denbighshire this year and was held at Kilford Farm on the outskirts of Denbigh. Preparations for the Eisteddfod began in 2018; however, it had to be postponed twice because of the Pandemic. Arranging the Eisteddfod re-started in 2021 with many busy months leading up to the event itself. Denbighshire County Council was one of the Eisteddfod's main sponsors this year, and we were also sponsored the two shows – the primary schools' show 'Ni yw y Byd' (We are the World) and the secondary schools' show 'Fi di Fi' (I am Me). We had a large marquee on the Eisteddfod field, and our theme was 'Discovering Denbighshire'. The marquee had several sections, which concluded of a theatre, business/tourism, arts and crafts and countryside. It was an extremely successful Eisteddfod, and Denbighshire's marquee was busy all day, every day. It was lovely to see so much excitement and buzz on the maes after such a long time.

- Paned a Sgwrs

Sessions are still being held virtually. Numbers reduced during 2021 as a result of the sessions being virtual, but they have risen again over the last year, and the sessions are going from strength to strength. We have face-to-face reading clubs once a month at Denbigh and Ruthin Libraries. Staff choose a book from the 'Amdani' series, which is suitable for learners and read it by the next session, where the book is then discussed, allowing learners to use Welsh to express their opinions. These sessions have been very successful, with staff favouring the face-to-face sessions. Weekly written tasks are also prepared for staff to help them develop their written skills.

Next steps: Proposed timetable of activity for 2023:

Month Activities

- October 2022 – August 2023 - Internal campaign on 'Doubling your daily use of the Welsh language
- November – December 2022 - FIFA World Cup
- November 2022 – March 20223 - Welsh Language Strategy
- November 2022 – January 2023- Policy on Implementing the Welsh language internally

The committee discussed the following further –

- The committee fully supported the activities which were carried out.
- Members suggested that lanyards and badges be used more, online and in person, which would make starting conversations easier.
- The committee raised that there needs to be an encouragement of a good environment to get people to speak Welsh within the Council.

RESOLVED that the Welsh Language Steering Committee note the update regarding the activities to promote the Welsh Language.

8 FORWARD WORK PROGRAMME

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

The committee discussed the following further –

- The WLO informed the committee that the Report on the success of the Language Strategy 2017-2022 could possibly be postponed until July.
- The committee queried whether a report on the Welsh Language policy within education could be discussed at a future meeting.
- The WLO also confirmed that the Welsh Language Standards - Standard 98 report would be brought back to the committee for the 5th July meeting.

RESOLVED that, subject to the above, the Committee's Forward Work Programme be received and noted.

9 FOR INFORMATION - WELSH AS A WAY OF WORKING REPORT

RESOLVED the Welsh Language Steering Committee receive and note the Welsh as a Way of Working Information Report.

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Report to	Welsh Language Steering Committee
Date of meeting	15 April 2023
Lead Member / Officer	Cllr Elen Heaton, Lead Member for health and social care/ Nicola Stubbins
Report author	Margaret Watkins, Staff Development Officer
Title	'Mwy na geiriau / More than just words' Framework

1. What is the report about?

This report sets out work carried out in relation to development of the 'Mwy na geiriau/ More than just words' framework

2. What is the reason for making this report?

To inform members of the progress made in relation to the 'Mwy na geiriau/ More than just words' framework.

3. What are the Recommendations?

That the Committee confirms that it has read, understood and taken account of the Well-being Impact Assessment as part of its consideration.

4. Report details

'Mwy na geiriau'/More than just words' is a framework for promoting the Welsh Language in Health, Social Services and Social Care.

The aim of the 5 year framework which was published in 2022 is to ensure that organisations recognise that language is an intrinsic part of care and that people who need services in Welsh get offered them. This is called the 'Active Offer'.

As part of the 'Mwy na Geiriau' framework, there is a need to ensure that citizens can:

- receive high quality language appropriate care;

- access Welsh language services across social services and social care when they need it;
- be assured through the provision of the ‘Active Offer’ that they are treated with respect and dignity.

Within Denbighshire Social Services there is a clear commitment to delivering change and improving services in order to ensure that Welsh language need is a key component of care, to include services provided by the independent and third sector.

The ‘Mwy na Geiriau’ framework sets out how together we will drive forward progress under the overarching theme of culture and leadership. The actions which the Council will implement in 2023-24 will include:

- providing details on how services are currently meeting Welsh speakers’ needs alongside targets to ensure improvement
- Supporting and developing the Welsh language skills of the current and future workforce
- sharing best practice in providing Welsh language services and how to make an “Active Offer” with all staff employed directly or within commissioned services:
- providing language training and resources for all staff and opportunities for Welsh speakers to increase their confidence in delivering services in Welsh.

The Welsh Government require an annual report from Denbighshire on the delivery of specific actions in implementing the framework. Further monitoring of the implementation of the framework will focus on users’ experience of the service and existing monitoring systems (eg within Care Inspectorate Wales inspections).

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

The ‘Mwy na Geiriau’ framework contributes to the health and well-being of residents, as well as promoting the active offer of receiving services through the medium of Welsh. This is in line with the commitment made in the Council’s Welsh Language Strategy to increase opportunities for people to access Welsh language services. It is also in line with the requirements of the Welsh Language Standards.

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

This framework predominantly affects social services (Community Support Services and Children’s Services), although there is cross-over with the work that is being carried out corporately.

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 of Future Generations (Wales) Act 2015 and the Welsh Language Standards.

One of the key components of the Well-being of Future Generations (Wales) Act 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?

Sub-heading (delete as needed)

8.1. Not applicable.

9. Chief Finance Officer Statement

9.1. Not applicable.

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

The main risk is the failure to meet the actions set out in the ‘Mwy na Geiriau’ framework’ are that citizens will not be able to access services through the language of their choice.

To reduce these risks, a monitoring group is in place and meets every three months to implement the actions of the framework and track progress.

A programme of communication and training has taken place to ensure that all social services staff understand and are actively actioning the activities laid out in the framework.

11. Power to make the decision

11.1. Not applicable.

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Report to	Welsh Language Steering Committee
Date of meeting	15 March 2023
Lead Member / Officer	Councillor Emrys Wynne / Gary Williams
Report author	Manon Celyn Roberts, Welsh Language Officer
Title	Welsh Language Strategy 2023-28

1. What is the report about?

This report is about developing a new Welsh Language Strategy for Denbighshire.

2. What is the reason for making this report?

To update on proposed timetable for developing the new strategy.

3. What are the Recommendations?

To approve the approach, associated timetable and actions associated with the strategy.

4. Report details

4.1 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.

4.2 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.

4.3 The current Welsh Language Strategy includes a Vision:

- Denbighshire is a predominantly bilingual county with a rich culture and heritage. We are proud of this and want this pride to be reflected in our day to day interaction with communities, with residents and with our staff.
- We are committed to ensuring that the principles of the Welsh Language Standards underpin the way we deliver services to the public; we want people to be able to access services through the language of their choice naturally, at all stages of their lives.

- We want to enhance the bilingual culture and ethos of the organisation, providing training and social opportunities for our staff to work in Welsh and increase their confidence in using the language in the workplace.
- We want to work with partners and the wider communities to ensure that Welsh is a thriving language in Denbighshire.
- We have an ambition to be sector leaders in the development of the Welsh Language in Wales.

4.4 Current themes:

- Theme 1 looks at increasing the number of pupils becoming fluent in the Welsh Language during their school life and encouraging greater use of the language in future life. We are also looking at improving opportunities for children and young people in social settings through working with our Youth and Leisure services.
- Theme 2 looks at issues affecting communities in relation to the Welsh Language, with a key focus on the impact of policy decisions. A key focus is being placed on local planning issues and the 'More Than Words' Framework to enhance bilingual services in health and social care.
- Theme 3 looks 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.
- Theme 4 looks at how the Council can enhance the Welsh language through providing training to staff and enhancing the bilingual ethos of the authority through promotion of the Welsh Language.

4.5 Next steps:

- 4.5.1 The Council has looked at several examples of the best practices of other councils, the demographic information that's available and looks at the successes of the previous strategy.
- 4.5.2 Discussions with Members and the Senior Leadership Team on the current priority areas have already taken place and they have been approved in principle.
- 4.5.3 When drafting the strategy, the Council engaged and consulted with the relevant internal and external services and partnerships in order to draft the final report.
- 4.5.4 The Council has commissioned the Language Planning Center to analyze data, carry out research, and draw up a success report on our Welsh Language Strategy 2017-2022. We are currently working together on the findings and some actions in the new Strategy will derive from these findings.

4.6 Proposed timetable

ACTION	BY WHEN
The Language Planning Center's Success Report	March 2023
Finish drafting the Strategy	May 2023
Present a final version of the Strategy to the Steering Committee	June 2023
Cabinet decision on Welsh Language Strategy	June 2023
Implementation of the new Welsh Language Strategy	July 2023 onwards

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

The decision contributes to the development of a Denbighshire of vibrant culture and thriving Welsh language which is part of the key objectives of the Council's Corporate Plan 2022-27.

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

There is no funding available for this work but Communities and Customers Service has paid £12,000 for the costs of commissioning the Language Planning Center to produce the success report. This is not the case every time we need to revise the Strategy (every 5 years), it is solely because this is our first Welsh Language Strategy and success report. Any other 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 Cabinet Lead Member for Welsh Language and with the Lead Corporate Director.

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

The main risk is the decline in the number of Welsh speakers in the county as measured by the national census 2021. 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.

Denbighshire County Council Welsh Language Strategy 2023-28

Published June 2023

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Foreword

We are pleased to provide the revised version of our Welsh Language Strategy, following a strategic review. It has been five years since the current version was approved, and during this time a large number of improvements have been introduced to promote and facilitate the Welsh language internally and within the wider community. The Welsh Language (Wales) Measure 2011 enabled the Government to set standards regarding the Welsh Language, and Welsh Government expects the Council to adopt a Welsh Language Strategy, as part of its response to the Standards. Five years following the publication of the Strategy, we are now publishing a revised version.

Section 2 of the Strategy outlines some of the main achievements and lessons that stem from the strategy.

The Council continues to respond positively to the Welsh Language Standards and has already implemented a large number of the agreed approaches. It has also responded positively to the 'More Than Just Words' framework which has been established in order to improve Welsh language provision in the health and social care sector. An inclusive action plan is in place and Denbighshire is committed to implementing that plan in the county, for the benefit of the county's residents. The Council also has a Welsh Language in Education Strategic Partnership which looks at the strategic development of the Welsh language in the county's schools. An Action Plan has been approved by the Welsh Government.

Combining the Welsh Language in Education Strategic Plan and the Language Forum

Denbighshire's Welsh in Education Strategic Plan until 2032 includes information about merging the current Welsh in Education Strategic Group with the County's Welsh Language Forum. During the last year, the Welsh Language Forum officers have focussed their efforts on combining the Forum and the Welsh Language in Education Strategic Plan following other successful models.

This means that each meeting is divided into two parts with one part specifically dedicated to Education and the other specifically dedicated to the Language Forum. There will be a

minimum of 3 meetings each year and the intention is to have an independent Chairman. The main advantages of this structure are ensuring a clear strategic direction, reduced duplication of activities and increased opportunities for stakeholders to collaborate with each other.

Looking to the future

We have created our vision for the Welsh language in Denbighshire.

- The Corporate Plan 2022-27 makes a firm commitment to ensure that the Welsh language is a thriving and evolving language.
- Denbighshire is a predominantly bilingual county with a rich heritage and culture. We are proud of this and want that pride to be reflected in our daily work with communities, residents and our staff.
- We are committed to ensuring that the principles of the Welsh Language Standards are the basis for the method in which we provide services to the public; we want people to be able to access services through their natural language of choice, at every stage of their lives.
- We wish to build on the bilingual culture and ethos of the organisation, providing training and social opportunities for our staff to work in Welsh and to increase their confidence to use the language in the workplace.
- We wish to work with partners and the wider community to ensure that Welsh is a thriving language in Denbighshire.
- We have an ambition to be sector leaders in the development of the Welsh language in Wales.

Our aim is to prevent the reduction in numbers of Welsh speakers in Denbighshire. As a result, we propose to increase the number of Welsh speakers in Denbighshire by 0.5% over the next five years, with the intention of considering a longer term target to increase the number of Welsh speakers over the next 15 years. The Council will provide the main elements of this strategy by working strategically and in collaboration with a variety of community organizations in order to further mainstream the Welsh language into service provision and to ensure that it is an essential consideration in projects, strategies and future work schemes.

It is essential that the Welsh language forms a key part of the policy creation process in each of our areas of work, including planning, regeneration, education and social care. For this purpose, the Council will work with partners to ensure that linguistic planning is a more strategic outcome, to ensure that all partners work together towards the same goal: protecting and enriching the Welsh Language in Denbighshire.

We are delighted that the number of Welsh speakers is increasing in Denbighshire and we hope that the ongoing partnership work with leading organizations in the County will make a difference.

Councillor Emrys Wynne / Leader Jason McLelland (photos)

Welsh is a Corporate priority

We are playing our part to achieve one million Welsh Speakers in Wales by 2050, by providing the Welsh Language Strategy with partners and communities. This includes:

- Ensuring that everyone can access services through the medium of Welsh naturally, and at every stage of their lives
- Supporting children and families during their early years to develop confidence in using the Welsh language
- Supporting the wider use of the Welsh language and celebrating Welsh culture in the community, including workplaces
- Developing a culture and ethos that encourages daily use of the Welsh language by elected members and council staff, and providing training and social opportunities to develop their confidence in using the Welsh language
- Developing the services available at the Welsh Language Centre in St Asaph for the benefit of the wider community

Strategy Achievements 2017-22

(the main findings of the Language Planning Centre following a success report)

Executive Summary

Denbighshire's Welsh Language Strategy has been developed around the vision of ensuring that the Welsh Language is a thriving language that evolves within Denbighshire's communities, as well as within our organisation.

In order to realize this vision, it was decided to continue with the themes of the original strategy as they are just as applicable, relevant and current to reach our goal.

[Theme 1: Education, Youth and Leisure Service](#)

[Theme 2: The Community](#)

[Theme 3: Business and Economy](#)

[Theme 4: Council internal administration](#)

Theme 1 looks at increasing the number of pupils who become fluent in the Welsh language during their time at school and encouraging more to use the language after they have left school. We are also looking at improving opportunities for children and young people in social settings by working with our Youth and Leisure services.

Theme 2 looks at issues that affect communities in terms of the Welsh Language, with a specific focus on the impact of our policy decisions. There is a key focus on local planning issues and the More Than Just Words Framework in order to enrich bilingual services in health and social care.

Theme 3 looks at how Denbighshire and its partners in terms of economic development should recognize the importance of a prosperous economy to the future of the Welsh language and ensure that strategies are in place to ensure opportunities for young people to stay in the local community.

Theme 4 looks at how the Council can promote the Welsh language by providing training for staff and promoting the bilingual ethos of the authority by promoting the Welsh language. This reflects the Council's commitment to tackle some of the key areas of work identified in terms of developing the Welsh language. Details of the process for monitoring and regulating this strategy are included in Section 6.

Summary of the Challenges

To enable us to find opportunities to increase the use of the Welsh language and the number of Welsh speakers, we also need to be able to recognize the challenges and obstacles that prevent that. We need to be able to identify the areas of the county, or the parts of life, where there is a reduction in people's use of the language in their daily life, and understand which factors can affect an individual's personal use of the language.

We know that the language continues to face historical challenges such as migration, young people moving out of rural areas to look for work, and the lack of transmission of the language from one generation to the next. In time we will see what impact Covid 19 has had on rural communities and the fact that people are taking advantage of the ability to work remotely.

The impact of the pandemic and the fact that Denbighshire has lost a total of -2.1% of its Welsh speakers during the last 10 years (2021 census), means it is more important than ever to ensure that the language is a living and thriving language within our communities.

In order to encourage that use of the Welsh language, it is necessary to consider the impact of the challenges, and how we can tackle them in order to increase the opportunities for people across the county to use and practice the language on a daily basis.

- Geographical challenges: Variations in the number and percentage of speakers across the county, and the variety of jobs/services available in some rural areas, mean that different solutions and interventions are required to protect the Welsh language.
- Language transmission within the family; Families not passing on the language to their children leading to the loss of Welsh as a home language.
- Loss of speakers after the age of 16: No solid progression of use when leaving education and young people stop using the language when entering employment and in their social life as adults.
- The status of Welsh as a business language: Lack of clear use of the Welsh language by businesses
- Individuals' confidence in their ability and skills: Lack of opportunities to use the language regularly when socializing and difficulties in using Welsh services can lead to a lack of confidence and reduced usage.

The Welsh Language in Denbighshire – update required in accordance with 2021 census data.

Information coming from Denbighshire Language Initiative following an update of Denbighshire Language Profile.

National Policy and Legislation

The Welsh Language Act 1993 established the principle that Welsh and English are equal languages in public life in Wales. The Act placed a duty on the public sector to treat both languages equally when providing services to the public.

The Welsh Language (Wales) Measure 2011 gave the Welsh Language an official status, and the role of the Welsh Language Commissioner was created. The Welsh Government is working towards ensuring one million Welsh speakers by 2050. The Council supports this and it is reflected in the action plans within this strategy.

The Commissioner has a responsibility to promote and facilitate the use of the Welsh language, with a key principle that Welsh and English should be treated equally. The Commissioner also has powers to investigate any public body not complying with the standards. The Standards were introduced in Denbighshire in early March 2016 and they replaced the previous Welsh Language Scheme.

Theme 1 - Children and Young People

The vision:

- That 40% of all seven year old pupils will have attended Welsh-medium education by 2032. Having a solid foundation in speaking and communicating in Welsh will increase the pupil's choice and confidence to follow a completely bilingual path in education, and on to employment and into the wider community.
- Increasing the use of the Welsh language among children and young people by giving access to Welsh-medium education and community activities and promoting opportunities for social interaction in Welsh.

Desired outcome:

- Better attainment in Welsh and in other subjects through the medium of Welsh at every key stage in every school.
- 32% of year 1 pupils receiving Welsh-medium education by 2027.
- 24% of students aged 14 - 16 studying for qualifications through the medium of Welsh by 2027.
- More Welsh speakers under the age of 21 in Denbighshire in the 2031 Census
- More leisure and youth activities held through the medium of Welsh

Indicators:

- More nursery children / three year olds educated through the medium of Welsh.
- More reception children / five year olds educated through the medium of Welsh.
- More children continuing to improve their Welsh Language skills when transferring from one stage of their statutory education to another.
- More learners studying for Welsh qualifications (as a subject) and subjects through the medium Welsh.
- More opportunities for learners to use the Welsh language within different contexts in school.
- An increase in the provision of Welsh-medium education for pupils with additional learning needs ("ALN") (in accordance with the duties set out by the Additional Learning Needs and Education Tribunal (Wales) Act 2018)

- An increase in the number of teaching staff who can teach Welsh (as a subject) and through the medium of Welsh
- Increase in the number of bilingual youth work sessions.
- Increase in the number of youth service staff who speak/learn Welsh.

Welsh in Education Strategic Plan

Denbighshire County Council's aspiration is that by September 2032, 40% of all seven year old pupils will have attended Welsh-medium education. Having a solid foundation in speaking and communicating in Welsh will increase the pupil's choice and confidence to follow a completely bilingual path in education, and on to employment and into the wider community.

In September 2020, 28% of Year 2 pupils in Denbighshire schools were receiving Welsh-medium education. By 2032, in full consultation with stakeholders, Denbighshire County Council aspires to surpass the lower target of 37% proposed by the Welsh Government with the aim of being closer to the higher target of 41%.

In the period between 2010 and 2020, the percentage and number of pupils receiving Welsh-medium primary education in Denbighshire increased. This has coincided with investment in the schools' estate and implementation of schools reorganisation proposals. There are currently unoccupied places in Welsh-medium schools that could provide for 30% of all Year 1 pupils in Denbighshire, although this is not distributed evenly throughout the County. In some areas there are less than 4% unoccupied places available and therefore further growth will mean that changes will be required.

Denbighshire proposes to meet the growth target by increasing the capacity of Welsh-medium schools and changing the language designation of English-medium schools. The result of this will be a gradual increase in the availability of Welsh-medium education over the period of this plan, which is 10 years.

Youth Service

Denbighshire Youth Service runs various projects and activities for young people aged between 11 and 25. This work is carried out in youth centres and schools and community halls across the county. The service provides activities that enable young people to develop and improve their skills and knowledge and increase their confidence and self-esteem. The activities, which are free, include sports, arts and crafts, games, trips and

visits. The service also provides educational programmes focussed on health and well-being, independent living skills and community citizenship and money management.

In order for the Welsh language to be seen as a living community language, it is important to show young people in particular that it is possible to use the Welsh language outside the formal structures of education and that it is a language that enriches their everyday life. For that purpose, it is important that the County Council's Youth Service provides opportunities for young people to converse through the medium of Welsh by providing a rich variety of bilingual activities and programmes across the county. The youth service recruits, trains and utilises first language youth workers and promotes training and development of Welsh language skills for all staff and volunteer members.

Denbighshire Leisure Ltd

The Council's Leisure services are now provided by Denbighshire Leisure Limited (DLL) – a Council owned Local Authority Trading Company (LATC). DLL aims to provide accessible, high quality leisure opportunities that attract high levels of participation and improve the wellbeing of Denbighshire's residents and visitors. DLL provides bilingual swimming and fitness sessions and work continues to improve their current offer, with the support of their recently appointed Welsh Public Relations, Communications and Media Officer. DLL will examine the Welsh language and the related standards during the year 2022/23, with the aim of building on good practice that is already in place in the company in terms of the use and availability of the Welsh language.

Denbighshire Welsh Language Forum

Denbighshire County Council works closely with its partners, as part of a county forum which considers the use of Welsh in activities across the county. There are many agencies operating locally that share the same priorities as us and it would be a mistake not to coordinate our efforts and take advantage of each other's resources and expertise to achieve one goal which is to increase the use of the Welsh language in Denbighshire.

Membership of the Denbighshire Welsh Language Forum is currently as follows:

- Menter Iaith Sir Ddinbych
- Denbighshire County Council

- Denbighshire Education Department
- Yr Urdd
- Mudiad Meithrin
- Cymraeg for Kids
- Merched y Wawr
- Young Farmers Clubs
- Popeth Cymraeg Ltd
- North Wales Centre of Welsh for Adults
- Coleg Cambria

Action	Responsibility	
<p>Completing new childcare facilities located on the same site as Ysgol Dewi Sant, Rhyl and Ysgol Twm o'r Nant, Denbigh, ensuring plenty of facilities.</p> <p>Merging our strategic group with the Welsh language forum so that the work of both groups are placed side by side to work towards the same goal and establish a closer connection with relevant stakeholders.</p>	<p>Education Service</p> <p>Education Services / Language Forum</p>	
<p>Increase the number of Welsh-medium places available each year at Ysgol Gymraeg y Gwernant,</p>	<p>Education Services</p>	

Llangollen to 30 through capital investment.		
Work with English-medium schools to change their language designation in order to ensure a 5% increase in the percentage of year 1 pupils who receive Welsh-medium education.	Education Services	
Work with partners to ensure an increase in the number of staff who can teach through the medium of Welsh and teach Welsh as a subject.	Education Services	
The County Council will increase the youth work activities available for young people to take part in through the medium of Welsh by investing in staff training to increase their language skills and confidence in the Welsh language and promote the recruitment of more staff and bilingual volunteers in the future .	Youth Services	
The County Council will continue to develop the partnership with the Urdd and the Welsh Language Forum	Youth Services / Language Forum	

partners in order to expand the Welsh-medium activities available to young people in Denbighshire.		
The County Council will have a Welsh Language Champion within the Youth Service to support the staff to embed more casual Welsh in our sessions and to create activities to develop young people's confidence in using the Welsh language in a social setting and informal education.	Youth Services	
Design and publish a booklet to promote Welsh education and bilingual living in Denbighshire	Education Services / Language Forum / Communication and Marketing Team	By January 2024
Create a page on Denbighshire County Council's website to accompany the above booklet.	Education Services / Communication and Marketing Team	By January 2024
Explore the demand for Welsh-medium lessons (swimming/fitness classes) and put plans in place to provide those lessons where there is demand. The Council	Denbighshire Leisure Ltd	

will also work closely with the Urdd to accomplish this.		
Train more bilingual coaches in a variety of sports to be able to carry out activities through the medium of Welsh.	Denbighshire Leisure Ltd	By March 2027
Adopt Welsh Language Champions in all Leisure Centres to be responsible for promoting and facilitating the use of the Welsh language and developing a Welsh ethos.	Denbighshire Leisure Ltd	By March 2024
Support administrative and frontline staff who can speak/learn Welsh within the leisure service to further develop their skills in order to aim to provide a completely bilingual service.	Denbighshire Leisure Ltd	By March 2027

Theme 2 - The Community

The vision:

- More use of the Welsh language in Denbighshire's communities

Desired outcomes:

- Promote more of the council's services offered through the medium of Welsh
- More opportunities to use the Welsh language in social activities.
- A better understanding of the effects of the Council's policies and decisions on the Welsh language and the benefits of bilingualism in communities.

Indicators:

- An increase in the number of people moving to Denbighshire who access information about bilingualism.
- The number of council policy decisions where the impact on the Welsh language was considered.

Promoting the Welsh language in communities

The Welsh language must be a living language, where it is normal to give people the choice of which language they use; where they have opportunities to access services and activities naturally through the medium of Welsh, and that Welsh is seen as a living language through our contact with our residents.

For this purpose, the Council will ensure that all its communication with residents is bilingual; is accurate in its meaning, and services provided through the medium of Welsh will be promoted through the residents' newsletter, the Council's website and social media accounts.

We will work with adult learners to promote opportunities to learn and enrich Welsh language skills through effective collaboration.

We will also strengthen our working links with other organizations involved in developing the Welsh language in Denbighshire, ensuring that people have a solid understanding of the benefits of bilingualism, the need to enrich the county's bilingual culture and to provide opportunities for the Welsh language to flourish organically.

Library Services

Denbighshire Library Services provides the statutory public library service and face-to-face services for customers on behalf of the Council from eight libraries in Rhyl, Prestatyn, Rhuddlan, St Asaph, Denbigh, Ruthin, Corwen and Llangollen. The Home Library Service provides a tailored service for people who are unable to access their local library due to frailty, disability or caring responsibilities. Libraries also provide a 24/7 digital service for downloading books, accessing information and ordering physical books; and providing facilities for people to access a range of support and advice services in their local community.

Bilingual frontline staff are available in all libraries to offer a Welsh service, and in many communities it is one location where people can go for a Welsh conversation.

A comprehensive stock of Welsh books for children and adults are available to borrow free of charge in each library. To ensure equality of access, the local library is the only place to acquire Welsh language large print books and talking books on disc. There are also books

on offer to Welsh learners and Denbighshire also has an extensive collection of Welsh books and magazines. The online catalogue and Pori app are bilingual and enable customers to manage their accounts and order books online.

The provision of Welsh digital resources, be it e-books, talking e-books and e-magazines, is constantly increasing thanks to the collaborative efforts of the library sector across Wales in collaboration with the Book Council. These are available for free download to library members.

A programme of bilingual activity is provided to promote reading including the Summer Reading Challenge, reading groups, and cultural events. Flying Start provision for children aged 0-3 introduces many families to the Welsh language for the first time and encourages them to raise their children bilingually and to consider Welsh-medium care and education.

Policy and decision making

There are a number of other elements of the Council's work that have a potential impact on the Welsh language.

One of the key elements of the Welsh Language Standards is the impacts that any policy or decision could have on the Welsh language, whether positive, neutral or negative. We will ensure that all services take this into account when making decisions, carry out impact assessments on the Welsh language where appropriate and identify opportunities to mitigate the negative effects of any decision.

The Council will consider the use of the Welsh language in key policy decision-making areas, and Planning will be one of those main areas of our work.

The Council published a policy on awarding grants (Standard 94) and a policy for implementing the Welsh language internally (Standard 98) during 2023. The policy on awarding grants has been developed in order to assist officers to comply with the requirements of the Welsh Language Standards when issuing grants on behalf of a County Council. The aim of the policy is to assist officers to ensure that consideration of the Welsh language is an integrated part of the grants process in Denbighshire County Council, as well as to ensure that those who make decisions are aware of their duties when making decisions.

All members of the Council's staff are required to comply with the Welsh Language Standards, which derive from the Welsh Language (Wales) Measure 2011 and with the

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internal policy for implementing the Welsh language. There are further details about them. The purpose of the Welsh Language Standards is to make it easier for people to use the Welsh language in their day to day lives. This policy sets out how the Council intends to implement that principle when providing services to the public in Wales and also internally within the Council.

Planning

Denbighshire's Local Development Plan provides a vision of how new developments and land use will deal with the challenges facing the county over the next decade. As stated by the County Council in its Local Development Plan - 'By providing a coordinated framework to determine where, when and how many new developments can be developed, the Denbighshire LDP, through principles, aims to make the county greener, fairer and more prosperous with recognition that the Welsh language and culture are maintained and protected.' Planning Policy Wales together with Future Wales, The National Plan 2040 sets out the Welsh Government's land use policies. Some documents are supported by guidance in the form of Technical Advice Notes (TANs). TAN 20 provides guidance on the Welsh language and land use planning.

'More than Just Words' Framework

Language is important in health and care as the ability to respond to the needs of individuals is based on communication. Language is a key element of care, especially when discussing sensitive and emotional concerns.

'More Than Just Words' focuses on strengthening the provision of Welsh in health and social care. Here in Denbighshire, we continue to consider steps that will ensure increased opportunities for people to access social care services through the medium of Welsh. We will do this by continuing to provide and develop Welsh language services, including the recruitment of staff with Welsh language skills, ensuring that the Proactive Offer is evident from the first point of contact and ensuring that the Welsh language is mainstreamed in technology. The workforce development team will also continue to offer opportunities for staff to learn Welsh and develop awareness of the Welsh language and culture.

Action	Responsibility	Due by
Consider the impact of policy/decision making on the Welsh language and communities	All Council services	Review at the end of Strategy period
Our public libraries will provide access to Welsh leisure and educational reading material locally within communities, free of charge, including printed books, large print books, talking books, e-books, talking e-books, magazines, e-magazines and papers.	Library Services	Review at the end of Strategy period
Collaborate nationally as a sector to expand the Welsh-medium digital reading resources provision available free of charge to readers	Library Services	April 2028
Our libraries will provide Reading Well schemes that offer Welsh books to assist with mental health conditions and dementia, for adults and children, and expanding to	Library Services	April 2028

include provision for young people		
Collaborate nationally to develop and deliver further schemes such as Reading Friends and EmpathyLab	Library Services	April 2028
Promote the use of the bilingual app Pori (the national app of public libraries in Wales) which offers all library members access to their personal account to enable them to order and renew books, access and order print and digital books, find their nearest library, and check the availability of all Welsh books	Library Services	April 2028
Provide a programme of activities and events for children and adults that promote the Welsh language and Welsh culture (e.g. reading groups, Summer Reading Challenge, book launches and author visits) including in partnership with local and national agencies and organizations	Library Services	Review at the end of Strategy period
Introduce the Welsh language to parents of 0-3 year olds through the Flying Start Rhyme Time sessions in libraries and digitally	Library Services	Review at the end of Strategy period

<p>Our One Stop Shops will provide support and advice about the Council's Welsh-medium services in our local communities</p>	<p>Library Services</p>	<p>Review at the end of Strategy period</p>
<p>One of the objectives of the New Local Development Plan is to support and improve the Welsh Language. When developing the New Local Development Plan, the Appraisal of Sustainability and the associated site assessment processes will assess what are the effects of the plan's spatial strategy, policies and allocations on the Welsh language. Where evidence shows an adverse impact, strategy revisions or mitigation measures will be identified.</p>	<p>Planning and Public Protection</p>	<p>The assessment will continue until the Replacement Local Development Plan (LDP) is adopted by Denbighshire County Council. Once the Replacement LDP has been adopted, the policies will help to support and enhance the Welsh Language.</p>
<p>Increase the marketing of Welsh courses available in the community</p>	<p>Communication team and County Welsh Language Forum</p>	<p>Review at the end of Strategy period</p>
<p>Attendance at key county events in order to promote the Welsh language</p>	<p>County Welsh Language Forum</p>	<p>Review at the end of Strategy period</p>

Co-promote Welsh language events on partners' websites and social media	County Welsh Language Forum	Review at the end of Strategy period
Facilitate and support events of national importance which promote the Welsh Language and Culture.	All Council services and County Welsh Language Forum.	Review at the end of Strategy period
Share best practices and an enabling method across the system, including raising awareness of the proactive offer so that the offer is an integral part of the process of providing quality services.	Social Care	April 2028

Theme 3 - Business and Economy

The vision:

Recognizing the importance of a prosperous economy to the future of the Welsh language.

Desired outcome:

- The County Council and other economic development partners should recognize the importance of the future of the Welsh language to prosperous communities and should produce strategies to ensure that young people in particular have the opportunity to live and work in their local communities and contribute to their prosperity.

Indicators:

- The number of businesses in Denbighshire receiving training on the benefits of bilingualism through a targeted campaign.
- The number of businesses displaying Welsh promotional signs / materials within their business through a targeted campaign.
- The number of opportunities for young people to access work locally.
- More businesses recognizing the Welsh language as a specific skill and promoting the use of the Welsh language within their business

Economic and Social Background

According to the 2021 Census there were 95,800 people living in Denbighshire.

Denbighshire's economy is very diverse with over 3600 enterprises located in the county.

In the north of the county, towns such as Rhyl and Prestatyn are key centres for retail, leisure and tourism sectors. The north is also home to St Asaph Business Park, where a number of important technological companies are located. In the south, the rural area is a network of small traditional villages which are important tourist destinations. The natural beauty of the landscape, which has been designated as an Area of Outstanding Natural

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Beauty, attracts visitors and residents alike. Most of the workforce is employed in Health and Social Work (25%), Wholesale and Retail (15%), Education (9%) and Construction (9%). The public sector, which includes health and social care, education and administration, is the largest employer in the county, with a higher proportion of the population working in this sector than in any other local authority area in the UK.

Jobs in the business sector tend to be in areas such as retail, leisure and tourism, and these are generally low-paid, seasonal jobs.

Action	Responsibility	Due by
Develop a Welsh in Business webpage on Denbighshire County Council's website	Economic Development and Business	April 2024
Actively promote the use of the Welsh language through a monthly Business Bulletin published for the business community	Economic Development and Business	Review at the end of Strategy period
Raise awareness of the provision of Welsh training for Adults who work in the business community.	Economic Development and Business	Review at the end of Strategy period
Commission a bilingual Welsh language training to be provided to businesses.	Economic Development and Business	Review at the end of Strategy period
Create a Welsh in Business booklet to highlight best practice in promoting the	Economic Development and Business	April 2025

Welsh offer within the business community.		
Raise awareness of the Welsh language as an additional skill and encourage businesses to increase their use of the language.	Economic Development and Business	Review at the end of Strategy period

Theme 4 - Council internal administration

Denbighshire's economy relies heavily on the public sector. The county has a higher proportion of people working in the public sector than any other part of the UK, particularly within health and social care. The County Council is one of the largest public bodies in terms of employment, approximately 5,000 people are employed by the Council.

The Council therefore has a central role in providing leadership and setting an example in a variety of very diverse areas. A central part of this is that the Council can offer strong leadership in terms of developing the Welsh language and promoting the area's unique culture and identity. In this context, it is important to consider the Council's role as a service provider for a bilingual community but also as a significant employer. This is recognized in the Council's Economic and Community Ambition Strategy which states - 'The intention of the Strategy is to build on the economic strengths provided by Denbighshire's strong Welsh identity and culture, and to encourage businesses, residents and visitors to use the Welsh language.' In order to respond to the reduction in the number of Welsh speakers over recent decades, the County Council needs to be more proactive by setting higher expectations of itself as a body that can lead the way to raise the status and increase the use of the Welsh language in the county. Over a period of time, this approach could lead to the development of a workforce ethos and culture that would reflect the bilingual nature of the communities the Council serves.

In time, this would enable the Council to develop with confidence to start naturally providing bilingual administration in the future. These are the results of an audit in 2022 of the staff's language skills:-

Level	Listening and Speaking	Reading and Comprehension	Writing
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	Number	%	Number	%	Number	%
Level 0	388	15%	466	18%	714	27%
Level 1	970	37%	954	36%	773	29%
Level 2	306	12%	239	9%	261	10%
Level 3	158	6%	153	6%	138	5%
Level 4	167	6%	182	7%	109	4%
Level 5	167	6%	161	6%	138	5%
No information	487	18%	488	18%	509	19%
Total	2,643	100%	2,643	100%	2,643	100%

In order to build on these foundations, it is important that the County Council recognizes the Welsh language as a skill within the workforce, and helps staff gain confidence to use the Welsh language by supporting them to further develop their skills to enable them to naturally work bilingually and to encourage and support staff with no Welsh language skills to learn the language over a period of time.

Welsh Language Champions

Within each Council Service there is a Welsh Language Champion and meetings are held regularly to monitor progress against the Standards as well as to share good practice and to act as a critical friend. The members have detailed understanding of the Standards' requirements and the associated strategy as well as conducting secret shopper exercises. We will work closely with the Champions in order to promote and facilitate Welsh language events and activities within the Council.

As well as supporting the Council's current staff, we continue to give the Council's recruitment and workforce policies detailed consideration in order to support the aim of developing as a bilingual body. This includes categorizing posts and promoting the need to set language requirements in job descriptions. In response to the Standards, the Council has put procedures in place to develop and outline how it plans to develop a bilingual workforce, develop staff language skills and adopt a recruitment policy that will enable the Council to normalize the use of the Welsh language in its day-to-day administration and in the services it provides.

Action	Responsibility	Due by
Continue to develop the role of the Welsh Language Champions service	Welsh Language Champions	Review at the end of Strategy period
Promoting and marketing Welsh language courses	Welsh Language Officer / Human Resources	Review at the end of Strategy period
Ensure that all staff complete an e-learning module on Welsh Language Awareness	All Council staff	Review at the end of Strategy period
Organizing national annual days that celebrate the Welsh Language - e.g. <i>Shwmae Su'mae</i> Day	Welsh Language Officer and Welsh Language Champions	Review at the end of Strategy period
Organise internal campaigns to double the levels of the day-to-day use of the Welsh language.	Welsh Language Officer and Welsh Language Champions	Review at the end of Strategy period

Categorize all Council posts in relation to Welsh language skills	Human Resources and Welsh Language Officer	April 2025
Organise events and activities to encourage staff to take part and keep momentum in learning Welsh e.g. <i>Paned a Sgwrs</i> sessions, Staff Eisteddfod etc.	Welsh Language Officer and Welsh Language Champions	Review at the end of Strategy period

Monitoring and Regulation

The Welsh Language Strategy is a corporate strategy and the associated Action Plan is a combination of all the approaches related to promoting the use of the Welsh language in Denbighshire. As a result, a number of different Council departments will implement the action plan, as well as some partner organisations.

All actions within the action plan will be included in the relevant service business plan and will be monitored by the lead member and head of service. The general leader on the Welsh Language Strategy is the lead member with responsibility for the Welsh language.

The Council's audit committees will have an important role in monitoring the Strategy, as will the Welsh Language Steering Committee within Denbighshire. We will review our objectives and actions annually and we accept that it may not be possible to accomplish all we hope to do as circumstances change. We will always be transparent about any changes we make, and report any changes and the rationale behind them.

The Council has strong performance management arrangements in place which will be relevant in monitoring and reporting on progress against the Corporate Plan. This will include a robust performance framework that displays indicators, performance measurers and activities with clear targets and expectations that will match our ambition for our communities.

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WELSH LANGUAGE STEERING COMMITTEE FORWARD WORK PROGRAMME

Meeting	Item (Description / Title)		Purpose of Report	Lead member and Contact Officer
5 July 2023	1	Adroddiad ar lwyddiant y Strategaeth Iaith 2017-2022 / Report on the success of the Language Strategy 2017-2022		Manon Celyn
15 November 2023				

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