

To: Chair and Members of the Welsh
Language Steering Committee

Date: 28 June 2023

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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, 5 JULY 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 APPOINTMENT OF CHAIR

To appoint a Chair for the 2023/24 municipal year.

4 APPOINTMENT OF VICE-CHAIR

To appoint a Vice Chair for the 2023/24 municipal year.

5 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.

6 MINUTES (Pages 5 - 10)

To receive the minutes of the meeting of the committee held on the 23 March 2023 (copy attached)

7 ANNUAL WELSH LANGUAGE MONITORING REPORT (Pages 11 - 56)

To receive a report by the Welsh Language Officer to discuss and agree the contents of the annual Welsh Language Monitoring report for 2022/23 (copy attached).

8 WELSH LANGUAGE STRATEGY 2017-2022 ASSURANCE REPORT
(Pages 57 - 132)

To receive a report by the Welsh Language Officer on the Welsh Language Strategy 2017-2022 Assurance Report (copy attached)

9 FORWARD WORK PROGRAMME (Pages 133 - 134)

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

MEMBERSHIP

Councillors

Ellie Chard
Ann Davies
Gill German
Huw Hilditch-Roberts
Carol Holliday

Paul Keddie
Arwel Roberts
Cheryl 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 Via video conference on Wednesday, 15 March 2023 at 10.00 am.

PRESENT

Councillors Ellie Chard (Chair), Ann Davies, Gill German, Huw Hilditch-Roberts and Emrys Wynne

ALSO PRESENT

Corporate Director: Governance and Business (GW), Welsh Language Officer (MC), Staff Development Officer (MW), WESP Development Officer (MJ), Committee Administrator (RTJ)

1 APOLOGIES

Apologies were received from Councillors Merfyn Parry and Huw Williams.

2 DECLARATIONS OF INTEREST

None.

3 URGENT MATTERS AS AGREED BY THE CHAIR

None.

4 MINUTES

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

The Welsh Language Officer informed the committee that there was no staff Eisteddfod this year; the second year, it was virtual, and few people took part. Therefore the decision was not to host it until the following year, 2024.

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 MORE THAN WORDS UPDATE

The Staff Development Officer (SDO) introduced the 'More than just words' Framework report (previously circulated). The report describes the development of the 'Mwy na geiriau/ More than just words' framework.

The 'Mwy na Geiriau' framework sets out how, together, there would be a drive forward progress under the overarching theme of culture and leadership. The actions which the Council will implement in 2023-24 will include:

- Provide 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:
- Provide 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 (e.g. within Care Inspectorate Wales inspections).

The committee discussed the following further –

- The committee queried the cost implication of the framework, and the SDO confirmed that there wasn't any additional cost to the council due to more than words framework.
- The committee raised learning costs and whether it could impact any services which would send team members for Welsh language lessons. In response, it was clarified that the only cost incurred would be replacement cost for the staff for the period of the lessons.
- The committee were informed the number of Welsh speakers within the care sector was 20% internally for Denbighshire, while in the private sector was 12%. Officers and members agreed that a change of nature was needed to increase the number of Welsh speakers.

RESOLVED that the Welsh Language Committee note the 'Mwy na geiriau / More than just words' Framework update.

6 WELSH LANGUAGE IN EDUCATION STRATEGIC PLAN UPDATE

The WESP Development Officer introduced the Welsh Language in Education Strategic Plan Update.

The WESP development officer informed members of the seven targets within the strategy. These were –

- (i) To increase the number of Welsh-medium schools and Welsh-language education places;

- (ii) To increase the number of children and young people attending Welsh-medium schools and receiving Welsh-medium education;
- (iii) To raise standards in Welsh-language education and to ensure that learners attain high levels of fluency in Welsh by the end of compulsory education;
- (iv) To ensure that Welsh was fully integrated into the curriculum in all schools, including non-Welsh-medium schools;
- (v) To provide support for teachers and other education professionals to develop their Welsh-language skills and teaching abilities;
- (vi) To increase the use of Welsh as a medium of communication within schools and to encourage parents and the wider community to use Welsh in their daily lives;
- (vii) To ensure that Welsh-language education was accessible to all, regardless of their background or circumstances.

These targets aim to ensure that Welsh-medium education was available and accessible to all who wish to access it and to raise standards in Welsh-language education across Wales.

Members discussed the following in further detail –

- Regarding the first target, members discussed the numerous placements being developed, the development at Ysgol Dewi Sant had been delayed due to concerns raised by Welsh Water. However, officers were hopeful the matter would be resolved, and development would continue of the ‘cylch meithrin’ at the site. There was also a bid to find a suitable location in Ruthin. Officers stated that the matter of Ruthin could take 12 months or more as it was challenging to find a site for a cylch in Ruthin.
- The challenges with education and the Welsh language were discussed. Members highlighted that the Welsh government understood the challenges; however, there was a challenge with having Welsh teachers, and the parental choice was another hurdle with the Welsh language and education.
- The committee agreed that there needed to be more emphasis put on the benefits of the Welsh language and that people should see the language as a skill which should be celebrated and encouraged.

The chair thanked officers for attending the meeting and updating the committee on the Welsh Language in Education Strategic Plan. Members agreed that the Welsh language in education strategic plan be added to the agenda as an annual item.

RESOLVED *that the Welsh Language steering committee note the Welsh Language in Education Strategic Plan Update.*

At This juncture, the chair was informed that the committee was no longer in quorum; the committee then adjourned for a 10-minute comfort break. The meeting reconvened at 12:00 pm.

7 2021 CENSUS RESULTS

The Welsh Language Officer (WLO) presented the committee with a presentation highlighting the findings of the 2021 census results.

The census questions are based on an individual's self-assessment. Individuals choose all the options that were true for them. Several factors can influence how people assess and record their skills. The 2021 Census was conducted during the coronavirus (COVID-19) pandemic.

The details within the report highlighted that the number and percentage of Welsh speakers (aged three or older) had decreased from the 2011 census from 562,000 speakers to 538,000, which equated to a 1.2% drop. Across Wales, the highest percentage of Welsh speakers was in North West Wales, whilst it was the lowest in South East Wales. The WLO informed the committee that other than Cardiff, Vale of Glamorgan, Rhondda Cynon Taf and Merthyr Tydfil, all other local authorities had seen a decrease in Welsh speakers. The biggest reduction was in Carmarthenshire for the second successive census.

Almost three-quarters of the population stated within the census that they had no Welsh skills. The WLO gave members information on the people of Wales, which could have impacted the census.

- The population of Wales has increased by around 1.4% since 2011
- More people born outside Wales living here in 2021 than in 2011
- The percentage of children and young people under 15 in Wales has fallen since 2011.

The WLO then informed the committee of the results in Denbighshire; in 2011, 22,236 people aged three years or older could speak Welsh, which equated to 24.5% of the 90,527 population total. Whilst on the 2021 census, 20,942 people aged three and older could speak Welsh, this decreased by 2.1%. The population total had also increased to 93,055.

Members thanked the WLO for the information; although there had been a decrease, the members agreed the drop wasn't as bad as many had feared. However, members did highlight that the impact of Covid 19 on the Welsh language still has not been fully realised.

RESOLVED that the Welsh Language steering group note the 2021 Census results.

8 DRAFT LANGUAGE STRATEGY 2023-28

The Welsh Language Officer (WLO) presented the Welsh Language Strategy 2023-28 (previously circulated) to the committee updating members on the proposed timetable of developing the new Welsh language strategy.

This report was about developing a new Welsh Language Strategy for Denbighshire to update on proposed timetable for developing the new strategy.

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 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.

Discussions with Members and the Senior Leadership Team on the current priority areas have already taken place and they have been approved in principle.

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.

The Council has commissioned the Language Planning Centre to analyse 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.

The Corporate Director: Governance and Business suggested to the WLO send the strategy to the members of the board who weren't present to allow them to give any feedback on the strategy.

RESOLVED that the Welsh Language steering committee approve the approach, associated timetable and actions associated with the strategy.

9 FORWARD WORK PROGRAMME

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

The committee discussed the following further –

- The committee agreed to have a Welsh Language in Education item be a annual item, it was also raised than if any pressing matter were to arise within Welsh Language in Education that it be brought back to the committee sooner.
- Officers confirmed there would be an item on the Welsh Language strategy at the next meeting.

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

The meeting concluded at 12:45

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Report to	Welsh Language Steering Committee
Date of meeting	5 July 2023
Lead Member / Officer	Councillor Emrys Wynne / Gary Williams, Corporate Director
Report author	Manon Celyn Roberts, Welsh Language Officer
Title	Annual Welsh Language Monitoring Report

1. What is the report about?

1.1 The Council's Annual Welsh Language Monitoring Report.

2. What is the reason for making this report?

2.1 To discuss and agree the contents of the annual Welsh Language Monitoring report for 2022/23, which is a statutory duty.

3. What are the Recommendations?

3.1 To note and approve the contents of this report.

4. Report details

4.1. The Council is expected to produce an annual report, to be published on its website, around the authority's progress with the Welsh Language.

4.2. The requirement is noted in one of the Welsh Language Standards to which the authority is expected to comply.

4.3. The report reflects the Council's commitment to working towards increasing the number of Welsh speakers in the county and for contributing positively to the national drive to increase the number of Welsh speakers to a million by 2050.

4.4. The report outlines achievements and developments to date; our performance against Welsh language indicators that we have reported on previously; steps taken by the Council to comply with the Standards and information on the linguistic skills levels of staff.

4.5. The Council also reports on progress with the Mwy Na Geiriau/ More Than Just Words framework and the Council's Welsh in Education Strategic Plan.

5. How does the decision contribute to the Corporate Plan 2022 to 2027: The Denbighshire We Want?

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

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

6.1. There is no budget in place for the Welsh Language. Any costs are expected to be absorbed into existing budgets.

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

7.1. 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.

7.2. 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".

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

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

Consultations have been carried out with the Cabinet Lead Member for Welsh Language and with the Lead Corporate Director.

9. Chief Finance Officer Statement

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

8.1. The main risk is to the reputation of the authority, as we have already made a commitment in our Welsh Language Strategy and through the Welsh Language Standards to increase the use of Welsh in the workplace and in communities.

11. Power to make the decision

Welsh Language (Wales) Measure 2011

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Denbighshire County Council Annual Welsh Language Monitoring Report 2022-23

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Annual Welsh Language Monitoring Report 2022-23

It is my pleasure to present to you this Annual Monitoring Report. As Denbighshire County Council operates a flexible working policy whereby staff are entitled to work in various different ways such as working from home, the use of information technology has been carefully refined in order to promote and facilitate the use of the Welsh language. An example of this is the procedure for ensuring that webcasts of meetings include the option to receive simultaneous translation into English when participants contribute in Welsh. The Council creates opportunities for staff to use the Welsh language socially, face-to-face and virtually.

The Council's new five-year strategy allows staff and customers to communicate in their language of choice, whether virtually, online or face-to-face. It is hoped that the Strategy will encourage more staff and customers to make use of their knowledge of Welsh, whether they learned the language in childhood or are learning it anew.

Implementing the Welsh Language Standards is important, and it is fair to say that any failure on the part of the Council to implement one or more of the Standards would give strong cause for ensuring that such a failure were not repeated. In this report you will see examples of the positive action taken by the Council in dealing with two of those three cases brought to the Council's attention during 2022-23.



Councillor Emrys Wynne

Lead Member for the Welsh Language, Heritage and Culture

Annual Welsh Language Monitoring Report 2022-23

Introduction

The Welsh Language Standards introduced under the Welsh Language Measure (Wales) 2011 require the Council to publish an annual report no later than 30 June outlining the work accomplished to comply with the requirements of the Standards between April 1st and March 31st. The report focusses on our eighth year of implementing the Welsh Language Standards. Denbighshire County Council is fully committed to responding positively to the Welsh Language Standards and this is reflected in our Welsh Language Strategy for 2017-22 and our revised Language Strategy for the next five years, which shall be published in the months ahead. We are fully committed to playing our part in the national efforts to increase the number of Welsh speakers to one million by 2050. [View the full list of Standards with which we are required to comply.](#)

We now operate a flexible working policy whereby staff are entitled to work in various different ways, including:

- **Desktop:** for those who mainly work in the office and sit at the same desk each day;
- **Mobile/Flexible:** for those who must spend some time out of the office;
- **Co-location:** a flexible or desktop worker who must work in the office of another organisation;
- **Home:** for those most likely to be working from home.

The transition from working in offices to working from home in the past four years has been made considerably easier by making use of information technology, and we continue to do so in implementing the flexible working scheme in order to promote and facilitate the use of the Welsh language. Most of activities have reverted to being face-to-face and great efforts have also been made to create opportunities for staff to use Welsh socially, face-to-face and virtually.

The duties which derive from the Standards mean that organisations should not treat the Welsh language less favourably than English and should promote and facilitate the use of

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the Welsh language, thereby making it easier for people to use their Welsh language skills in their everyday lives.

The purposes of the Standards are to:

- provide greater clarity to organisations on their duties in relation to the Welsh language
- provide greater clarity to Welsh speakers about the services they can expect to receive in Welsh
- ensure greater consistency of Welsh language services and improve their quality.

under the headings:

- Service Planning
- Policymaking
- Promotion
- Record-keeping.

We are supporting the workforce more than ever in implementing the Welsh Language Standards and our target is to double the daily usage of the Welsh language. This shall be accomplished by promoting Welsh courses to set them on their language journey, or confidence-building courses and in-house activities for them to develop and foster their skills.

The main focus for the Council in 2022/23 was to review our current Strategy and prepare a new five-year Strategy for Denbighshire in collaboration with Council services and the Denbighshire Welsh Language Forum. The 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. Its purpose is to explain how we intend to create more opportunities to use the Welsh language, encourage greater use of the language and ultimately to see an increased number of Welsh speakers by 2028.

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

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- The Corporate Plan 2022-27 includes a firm commitment to ensuring 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 shall work with partners and the wider community to ensure that Welsh is a thriving language in Denbighshire.

In addition to the above, the Council has continued to respond positively to the 'More Than Just Words' Framework and the Welsh in Education Strategic Group (an update on this work is provided further on in this document).

Executive Summary

The Council is an active partner in the Welsh Language Forum led by the Denbighshire Welsh Language Initiative. A number of local and national organisations participate in the Forum, working towards promoting and developing the Welsh language strategically in Denbighshire.

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, emulating other successful models.

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This means that each meeting is divided into two parts with one part dedicated specifically to Education and the other dedicated specifically to the Welsh Language Forum. A minimum of 3 meetings shall be held 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.

We have established a service level agreement with the Denbighshire Welsh Language Initiative as they receive an annual grant from us. In exchange, the Initiative assists the Council in its efforts to promote and enhance the Welsh language in Denbighshire by providing good will support during the year. This includes:

- Conducting a secret shopper exercise and reporting results annually, in addition to providing a useful source of primary data for the Council.
- Undertaking specific projects that have been identified and agreed upon to promote the use of Welsh in Denbighshire schools and communities.
- Attending sub-group meetings of the Welsh in Education Strategic Partnership and making a contribution to achieving the priorities of the Welsh in Education Strategic Plan and the Welsh Language Strategy.

Within each Council Service there is a Welsh Language Champion and meetings are held regularly to monitor progress against the Standards, to share good practice and to act as a critical friend. We have two Welsh Language Champions for each service. Members have a thorough understanding of the requirements of the Standards and the associated strategy, and also conduct secret shopper exercises. Ensuring full compliance with the Welsh Language Standards is very challenging due to the majority of staff continuing to work from home, and so it was essential to secure two members of staff for each service to monitor the situation.

A great deal of internal communication work for the Council has been done again in 2022-23, continuing to reinforce the Welsh Language Standards by sharing checklists for correspondence, arranging meetings and answering the telephone. We have also been sharing vocabulary lists with staff along with phonetics to assist Welsh learners. These vocabulary lists have been provided in the form of documents and videos to allow staff to

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become familiar with the sound of words and how to pronounce them. We have been using national days as a focus point such as Dydd Santes Dwynwen, St David's Day, Shrove Tuesday, Welsh Language Music Day, Mother's Day, Shwmae Su'mae etc.

Background to the report

The preparation of an annual report forms part of an organisation's self-regulatory work.

[View the documents we hold which detail the organisation's arrangements for compliance with the standards, the Welsh Language Statement and the Welsh Language Strategy for 2017-2022.](#)

Strategic responsibility for the Welsh Language in Denbighshire rests with the Council's Corporate Operations Team. The Lead Director is Gary Williams and the political Lead Member is Councillor Emrys Wynne, whom was responsible for the Welsh Language, Heritage and Culture during the period to which this report relates. Manon Celyn, the Council's Welsh Language Officer, was responsible for actively dealing with Welsh language issues over the last year, and if you wish to discuss the report please contact the officer directly by e-mailing manon.celyn@sirddinbych.gov.uk.

Matters arising during the reporting period

Welsh Language Training completed

Please find information below about the number of staff that have received training in Welsh to a specific qualification level and the number of staff who have had Welsh language awareness training in 2022-2023.

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Appendix 1 - Welsh Language Awareness (including schools)

Status	%
completed	74
not completed	26

Appendix 2 - Various courses held/completed in Welsh

Details	Number who attended/completed the course
Data Protection	5
Hate Crime	3
Carer Awareness	2
1 to 1 Meetings	3
Introduction to Climate Change	3
Shortlisting	1
Attendance at work	1

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Details	Number who attended/completed the course
Equality	1
Attendance at work	1
Induction of new staff member	1
Violence against women, domestic abuse and sexual violence	2
Cysgliad	20
Total	45

Supervision/Proof-reading arrangements

The success in securing two Welsh Language Champions in each service has given those services the opportunity to receive support with proof-reading documents while promoting and facilitating the use of the Welsh language, and similar support is also provided by the Welsh Language Officers and fluent Welsh speakers within teams.

A bilingual workforce

We have been doing a great deal of essential work to promote and facilitate the use of the Welsh language internally and externally over the last year in order to ensure that the Welsh Language Standards are implemented. These are some of projects undertaken:

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Paned a Sgwrs

The Paned a Sgwrs sessions have now been running for over five years. These were conducted face-to-face before Covid and moved online during the pandemic, and continue to be held virtually as many staff are still working from home in accordance with the flexible working scheme. A total of 22 staff members attend the sessions but numbers vary from one to the next. Having a quick chat over a cup of coffee helps people to improve their social skills, form relationships and improve their mental and physical wellbeing. We meet once a week at 9am to discuss various subjects and encourage staff to use and foster their Welsh language skills in an informal setting.

Owain Glyndŵr Day

We shared a video we made to highlight Glyndŵr's connections with Denbighshire and significant places in the county relating to his history. These places include Glyndyfrdwy, where one of Glyndŵr's two main courts was held and the estates around which Glyndŵr took his name; Mwnt in Llidiart-y-Parc near Glyndyfrdwy where he was proclaimed Prince of Wales; Bryn Saith Marchog where he had an altercation with Sir Reginald Grey (Lord of the Vale of Clwyd in Ruthin) relating to common land that developed to be a revolt for independence for Wales; Ruthin where the town was burnt to the ground apart from the castle; Denbigh and Ruthin were also attacked, and there is a plaque on the old NatWest building in Ruthin that was unveiled by Dafydd Iwan in 2000 to commemorate 600 years since the instigation of Glyndŵr's revolt. We received very positive feedback from staff and many stated that they had not been aware of Denbighshire's significance in the history of Glyndŵr. This video has been viewed nearly 2,000 times. [Watch the Owain Glyndŵr video on YouTube here.](#)

'Mae gen i hawl' campaign

This is a national campaign to celebrate the Welsh language services that Local Authorities offer, and the rights that people have to use Welsh when dealing with them. It was an opportunity to promote Welsh language services in Denbighshire and seek to

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increase the number of people who choose to use them. The marketing campaign highlighted some of the rights that the public have, as well as Council staff.

Dydd Santes Dwynwen

A quiz about the history of Santes Dwynwen was produced as part of the celebrations. It was shared internally and externally on our social media channels. We also produced a document containing [relevant Welsh vocabulary](#) with phonetics to help Welsh learners.

Shwmae Sumae! Day

We took part in celebrating Shwmae Su'mae Day again this year on 15 October. The aim of the day is to promote the idea of starting every conversation with 'Shwmae' or 'Su'mae' with the aim of showing that the Welsh language belongs to us all – fluent speakers, learners or those shy about their Welsh. We shared some messages on our social accounts along with the video we created last year of the red dragon mascot (Dewi Draig) being filmed while using the Council's Welsh language services. The dragon passed a rugby ball to other members of staff after saying "shwmae" or "su'mae", then those staff members followed suit. The concept was that the rugby ball was the Welsh language, and that we all pass it along. [Watch the Shwmae Su'mae Day 2020 video on YouTube here.](#)

Welsh Language Music Day

A special playlist of Welsh songs was created to share with staff and encourage them to play them at home, at work, or when driving.

St David's Day

We shared information on our social media channels about the history of Saint David, [relevant Welsh vocabulary](#) and phonetics to assist Welsh learners and to produce a St. David's Day quiz with a prize of Welsh cakes and a daffodil flowerpot for the winner.

Welsh Language Steering Group

The committee has continued to meet online and has invited some of our partners to give presentations on their work in the county. We have also been inviting staff members who

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are learning Welsh to talk about their language journeys and the advantages that speaking Welsh brings them in their work and everyday lives.

Other subjects discussed have included the Welsh Language Strategy, the Welsh Language Policy, the Grant Awarding Policy, the Welsh Language Standards and Welsh language activities on a county and national level. The membership has changed following the election.

Working Welsh Logo / E-mail signature

Staff who can speak Welsh include a logo at the bottom of their e-mail signature to let customers and colleagues know that they can speak Welsh. In the same vein, we have developed a logo for learners which says 'Dw i'n dysgu Cymraeg' (I'm learning Welsh). A large number of Welsh learners have included this logo below their e-mail signatures.

Promoting the Welsh Language Standards

We continue to share those documents produced to promote the Welsh Language Standards to share on the Council staff Facebook page, our daily newsletter, our intranet and our VisionTime system. It is a checklist for staff to ensure that they comply with the Standards and follow the guidelines issued. There are templates for answering the phone bilingually, arranging meetings and correspondence.

Videos to promote the Welsh language

We have promoted several videos we have produced in the last year, such as a film with spoken vocabulary and [sentences in Welsh that are useful in meetings](#) and a guide to [pronouncing the names of some of Denbighshire's towns and villages](#). All these videos are distributed internally and externally on our corporate Facebook page and have been shared several times by members of the public.

Welsh Language Policy

We have prepared a new [Welsh Language Policy](#) (standard 98) which explains how we will operate in accordance with the requirements of the Standards. It is based on the principle that the Welsh and English languages are of equal status in our work and

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administrative processes. It also acknowledges our responsibility to protect and promote the Welsh language and to develop use of the language both externally and within the Council, and explains to staff how to comply fully with each standard.

Grant Awarding Policy

We have developed a [policy on awarding grants](#) in accordance with Standard 94 in order to assist officers to comply with the standards when awarding grants on behalf of Denbighshire County Council. The aim of this policy is to help officers to ensure that the considerations above form an integral part of the grants process in Denbighshire County Council, as well as to ensure that those who make decisions (including the Full Council / Executive (Cabinet) and Senior Officers under delegated powers) are aware of their duties when making decisions.

Daily news and e-mail messages

Following the publication of our new policy on the Welsh language in internal processes, our daily newsletter to staff, 'Heddiw yn Sir Ddinbych / Denbighshire Today', is now published bilingually, along with any e-mails/system messages sent to all members of staff, such as messages about fire drills, ICT updates etc. This is all part of our efforts to try to become a Council which administers its business bilingually in the future.

The Urdd Eisteddfod in Denbighshire

The Urdd Eisteddfod returned to Denbighshire in May 2022 on Kilford Farm on the outskirts of Denbigh. Preparations had begun in 2018, but the Eisteddfod was postponed twice due to the pandemic. Denbighshire County Council was one of the main sponsors of the Urdd Eisteddfod and we also sponsored the two shows – the primary schools' show, 'Ni yw y Byd' and the secondary schools' show, 'Fi di Fi'. We had a marquee on the Eisteddfod field, with the theme 'Discovering Denbighshire'. There were a number of different sections in the marquee:

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Theatre - for schools to rehearse before going on stage as there were no prelims in this Eisteddfod. The Urdd also held their receptions there every afternoon from Monday to Thursday; a story session by Fiona Collins on Tuesday and Saturday, poetry recitals by Hywel Griffith and Siân, a silent disco with a meet-and-greet session with our mascot, Dewi Draig, entertainment by Ensemble Dyffryn Clwyd and much more.

Business / Tourism - there was an opportunity for businesses in the county to promote their products/businesses such as One Planet, Ruthin Gaol and Nantclwyd y Dre, walks within the county, youth services with physical activity and much more.

Arts and crafts - the artist in residence, Mari Gwent, held arts and crafts workshops throughout the week, using natural materials found in the county. A large piece of work was created over the course of the week and there were also opportunities for children to create natural paint brushes to take home with them.

Countryside - there were outdoor bike tracks at the back of our marquee, a wildflower meadow at the front and a sand pit for the children to play.

It was a remarkably successful Eisteddfod full of excitement and great vibrancy on the Maes and the wider county throughout the week.

Service Compliance Reviews

We have produced a Service Performance Measurement form which was sent to senior managers to complete on behalf of their departments. The purpose of the form is to ascertain whether we continue to be in full compliance with the Standards or if certain services need support in order to fulfil the requirements.

Website usage statistics

Website	Number of visits	Number of visitors
www.sirddinbych.gov.uk	15,836	6,196

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www.denbighshire.gov.uk	889,757	329,020
Total	905,593	335,216

The Welsh Language Strategy

In the last two years we have been working on reviewing our current Welsh Language Strategy for the next five years (2023-28). Five years have passed 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.

We are playing our part in achieving one million Welsh Speakers in Wales by 2050 by implementing the Welsh Language Strategy alongside our 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 in the 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.

The Welsh Language Planning Centre (Iaith.cyf) was commissioned to write a report on the success of our current Strategy in accordance with Standard 146, and produced a comprehensive report which included useful recommendations for the next Strategy.

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We have been collaborating closely with different departments within the Council and the County Welsh Language Forum in order to ensure that the Strategy is ambitious and follows the recommendations made by the Welsh Language Planning Centre. We shall publish the report alongside our Welsh Language Strategy in the coming months.

Denbighshire Libraries Service Welsh Language Activities

Bookstart Denbighshire

The Bookstart provision was extended this year to include more sessions in libraries. 12,185 attended Rhymetime during the year – all sessions are naturally bilingual and introduce Welsh songs and nursery rhymes to families.

This provision is central to the pre-school strategy within the County Council's Welsh in Education Strategic Plan, and is often the first encounter with the Welsh language for families with young babies. In a survey, 49% of the parents stated that they felt more confident with the Welsh language due to attending the Bookstart Rhymetime with their toddlers.

Welsh Reading Groups

The groups Sgwrs a Sangria (Denbigh Library), Llyfr a Llymed (Ruthin Library), Cylch Darllen Rhuthun (Ruthin Library) and Cylch Darllen Glyndŵr (Corwen Library) have returned to meeting face-to-face in the libraries, and a new Welsh language reading group has been established in Llangollen Library.

Conversation Group

The informal conversation group in Rhyl Library encourages people to use their Welsh and have a chat over a cup of tea or coffee.

Summer Reading Challenge 2022: Gadgeteers

An increase was seen in the number of children participating in the bilingual reading challenge, with a total of 2,077 children taking part. Almost 5,000 Welsh books were borrowed in the course of the Challenge. A Welsh website was available to support the challenge again this year (funded by the Welsh Government) in order for children to take

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part virtually too. A programme of events was held in conjunction with the Challenge based on the theme of creative technology, using Summer of Fun funding from Welsh Government, which included bilingual workshops with Xplore and Eleni.

Ti a Fi / Clwb Cwtsh / Welsh for Children

This year saw the establishment of two new Ti a Fi groups (Mudiad Meithrin) in Rhyl Library and Rhuddlan Library. Clwb Cwtsh sessions were also provided in Rhuddlan Library and Welsh for Children sessions in St. Asaph to support parents and carers to begin their Welsh language journeys.

Author events

A Fiction Festival was held in November with a programme of talks which included Elen Wyn in Denbigh Library and John Alwyn Griffiths in Ruthin Library, to provide an opportunity for readers to meet the authors and ask questions about their books. As part of the Ruthin Festival programme of events we organised an audience with author Rebecca Roberts in Ruthin Library.

Eisteddfod yr Urdd 2022

Several libraries staged exhibitions of books, pictures and archive material to promote the arrival of the Urdd Eisteddfod in Denbighshire in May 2022. The ceremony to present the Eisteddfod Chair and Crown was held in Denbigh Library at the beginning of May. Several members of staff from the service also worked in the Council's marquee on the Maes and a morning Rhyme Time provided by our Flying Start Team proved to be especially popular, attracting dozens of families to the Eisteddfod who might not have thought of attending otherwise.

Welsh book loans

19,521 Welsh items (books, audiobooks and DVDs) were borrowed in 2022-23, an increase of 29% compared to the previous year, as borrowers returned following the lockdown periods. Over 71% of these were children's books which demonstrates the substantial contribution made by local libraries to the Council's aim to increase the number of children who use the language and receive their education through the medium of

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Welsh. With only two Welsh bookshops in the county, the local library is a significant source of Welsh books in the community for children and adults.

Welsh Digital Libraries

In partnership with all other library services in Wales, the National Library of Wales, the Welsh Books Council and Welsh Government, library users have access to a range of digital reading resources (e-books, e-audiobooks, magazines) which may be downloaded free of charge.

PORI

The bilingual app PORI provides members with access to their borrowing accounts to manage their titles and requests, which can be made from the library catalogue. It also enables readers to scan the barcode of any book to see if a copy is available to borrow from their local library.

Public computers and printers

A new control system was installed for public computers in libraries, which for the first time included a bilingual website for placing orders and sending documents for printing over the internet.

Welsh Language Service

65% of staff within the service can speak Welsh and a Welsh language service is provided in every library. Staff are supported to learn the language and develop their skills.

Workforce Planning

All services are expected to create a Workforce Planning document and to consider whether or not they have a sufficient number of Welsh speakers in order to provide a fully bilingual service. The service is also subject to challenge from the Senior Management Team and councillors in relation to compliance with the Welsh Language Standards.

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The Welsh Language Standards

The Welsh Language Standards require the Council, in its annual monitoring report, to report upon a number of key performance indicators. A summary of this information is provided below.

Compliance with the Service Delivery standards

- We have communicated with staff in regard to responding to correspondence, arranging meetings, social media, e-mails and answering the telephone.
- We have reminded all staff regularly to give people the option to be transferred to a Welsh speaker when contacting the Council.
- We have provided wording for staff to include in letter templates, giving residents the chance to ask for all future correspondence in Welsh.
- We have included a message within the Contact Centre's automated response to state that a Welsh language line is available.
- We make a record if a person wishes to receive correspondence from us in Welsh, and correspond with that person in Welsh only in future.
- We have notified staff who arrange public meetings that all invites / publicity must be bilingual, that simultaneous translators should be arranged for all public meetings and that organisers of public meetings should remind people at the start of meetings that they can contribute in Welsh.
- All documents produced for public use are bilingual, including promotional materials and exhibition documentation.
- We have included a statement on our templates for Welsh/English forms and documents to state that they are also available in English/Welsh.
- The interface and menus on every page of our website are bilingual.
- We respond in Welsh to every grant application form received in Welsh.
- We have conducted a promotional campaign to promote the Council's Welsh-language social media accounts.
- Signs have been placed in main reception areas to state that people are welcome to communicate through the medium of Welsh.
- All our signs are in Welsh and are checked for accuracy.

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- We have added further guidance to provide greater clarity on how to submit a complaint in relation to the Welsh language.

Compliance with the Operational Standards

- We have introduced a Human Resources process whereby all are asked whether they wish to receive their contract of employment in Welsh.
- The Senior Management Team has been sending regular messages to Services regarding opportunities to learn Welsh and the requirement to complete the mandatory Awareness of Welsh e-learning module.
- We have included a table within our application forms to gauge the Welsh language skills of each applicant.
- We have asked all staff whether they wish to receive paper correspondence in relation to their employment, addressed to them personally, in Welsh.
- We have asked all staff whether they wish to receive paper correspondence in relation to their training needs or requirements in Welsh.
- We have asked all staff whether they wish to receive documents describing their performance objectives in Welsh, and we provide documents in Welsh if they wish.
- We have asked all staff whether they wish to receive documents describing their career plan in Welsh, and we provide documents in Welsh if they wish.
- We ask all staff whether they wish to receive forms that record and authorise annual leave, absences from work and flexible working hours in Welsh.
- Staff may submit complaints in Welsh through the corporate complaints procedure and all staff have been notified of this.
- The Council's existing Corporate Complaints Procedure enables staff to submit complaints in Welsh and to respond to complaints about them in Welsh. Staff have been notified of these rights.
- All staff are given the opportunity to ask that any meetings involving complaints against them are conducted in Welsh (with or without a translator).
- A record of every decision regarding a complaint made against a member of staff is published in Welsh (and any subsequent meeting is held in Welsh).

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- Our HR policies state that staff can respond in Welsh to any allegations made against them.
- Computer software to check spelling and grammar has been provided to all staff who speak or are learning Welsh along with Welsh language interfaces for software such as Microsoft Word and Outlook.
- We have translated the text of our intranet homepage to Welsh.
- All pages on the intranet which have a corresponding Welsh version include a link to that Welsh page.
- Pages have been created on the intranet to provide services and support resources in order to promote the Welsh language and assist staff to use Welsh.
- The interface and menus on the intranet are in Welsh.
- The Council has conducted an assessment of its staff's Welsh language skills by way of self-assessment under the new Framework.
- The Council promotes all opportunities for staff to attend basic Welsh language courses during working hours.
- The Council provides the opportunity for staff who wish to continue beyond the basic Welsh language training to receive further training.
- The Council has developed an e-learning module to raise staff's awareness of the Welsh language.
- Information to raise awareness of the Welsh language is provided to all new members of staff.
- We have provided wording for staff to use on their e-mail signature, to inform people if they are fluent Welsh speakers or learners.
- We have created a new self-assessment document to measure services' performance in relation to the Welsh Language Standards. All Council departments have completed the questionnaire which asked about their level of compliance with the Standards, which gives us a comprehensive picture of compliance throughout the Council and an awareness of where strengths/weaknesses lie and where the standards need to be reinforced.

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Compliance with the Policymaking Standards

- We have advised managers to consider the impact, if any (whether positive or negative), the policy decision would have on opportunities for staff to use the Welsh language, and to ensure that the Welsh language is not treated less favourably than English.
- When a new policy is formulated or revised, we ensure that all managers are aware of the need to consider the effects of policy decisions on the Welsh Language.
- We have produced a policy on using Welsh internally for the purpose of promoting and facilitating the use of the language and this document has been published on our intranet.
- We have produced a policy on awarding grants in order to assist officers in ensuring that the above considerations form an integral part of the Denbighshire County Council grants process.

Complaints

Area of Standards	Complaints received directly
Service delivery	1
Policymaking	0
Operational	0

Date	Complaint	Details	Action taken
April 2022	1. The complainant had received e-	The complainant had received e-mails and telephone calls in English from a Council	The Planning Department (and in particular the Development Control Team which deals with Planning

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Date	Complaint	Details	Action taken
	<p>mails and telephone calls in English from a Council planning officer.</p>	<p>planning officer, in spite of the original planning officer being a Welsh speaker and having corresponded with the complainant in Welsh.</p>	<p>Applications and Planning Compliance cases) has conducted a full review of its processes for dealing with correspondence submitted in Welsh.</p> <p>This includes all planning applications, comments thereon and the submission of "Notification of a breach of planning regulations" forms.</p> <p>The review involved:</p> <p>14/9/22 - a meeting between the Head of Planning, Public Protection and the Countryside Service, the Development Manager, the Welsh Language Officer and the Statutory and Corporate Complaints Officer to review the Welsh Language Commissioner's letter and to discuss all the relevant Welsh Language Standards and proposed actions.</p> <p>Following the meeting, the Commissioner's letter and further actions were cascaded to the Service Leadership Team and the Development Control Team (Managers) and reminders were provided in each one-to-one meeting with staff in the Development Control Team.</p> <p>24/10/22 - the complaint in question to the Welsh Language Commissioner was used as a case study in the</p>

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Date	Complaint	Details	Action taken
			<p>Development Control Conference as an example of an issue where the correspondence was partly in English but mainly in Welsh.</p> <p>24/10/22 – the aforementioned Development Control Case Conference also discussed the manner in which staff in the planning team need to establish the language of choice during telephone calls and within any written correspondence. Notes should be placed on any electronic planning records kept for that particular case in order that other members of staff are aware while dealing with it. The relevant tab in the EDRM system may be used for recording and staff were reminded of this.</p> <p>The Council has created a checklist for staff to use when answering the telephone and has shared messages to explain the need to proactively establish the language choice of any customer who calls the direct numbers of Council departments and staff members.</p> <p>The Commissioner ruled that the Council had not failed to comply with the standard and the allegation was therefore not investigated further.</p>
	<p>2. A delay in responding to a Freedom of Information request</p>	<p>An allegation that a Council officer had told the complainant that the delay in responding to his Freedom of Information request was due to the fact that the request had been submitted in Welsh.</p>	

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Date	Complaint	Details	Action taken
	<p>3.</p> <p>The complainant had received e-mails in English only from the Council</p>	<p>The complainant had received English-only e-mails from the Council in response to an e-mail in Welsh.</p>	<p>Over the next twelve to eighteen months, the Council shall review the manner in which its public-facing systems generate automatic e-mails/responses. The Council currently manages and operates a number of systems that provide the ability to generate automatic correspondence with the public. We acknowledge that some of these systems do not send automatic e-mails/responses bilingually by design, but rather send automatic e-mail responses in the language chosen by the customer for accessing our services.</p> <p>For instance, customers who currently choose to complete online transactions in Welsh on our website will receive automatic acknowledgment in Welsh.</p> <p>Similarly, customers who currently choose to complete online transactions in English will receive automatic acknowledgment in English. The Council operates two corporate web domains to support this: www.sirddinbych.gov.uk and www.denbighshire.gov.uk.</p>

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Employees' Welsh Language Skills

The information that the Council currently holds is presented below. This information is fed back to services so that Heads of Service can plan their workforces.

Corporate Outcomes only (excluding schools)

Level	Listening and speaking		Reading and comprehension		Writing	
	Number	%	Number	%	Number	%
Level 0	288	12.09	353	14.82	556	23.34
Level 1	758	31.82	737	30.94	594	24.94
Level 2	243	10.20	193	8.10	199	8.36
Level 3	121	5.08	121	5.08	117	4.91
Level 4	132	5.54	147	6.17	87	3.65
Level 5	134	5.63	124	5.21	106	4.45
No information	706	29.64	707	29.68	723	30.35
Total	2,382	100	2,382	100	2,382	100

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Listening and speaking skills by Service (excluding schools)

Service	Level 0		Level 1		Level 2		Level 3		Level 4		Level 5		No information	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Adult Social Care and Homelessness	73	3.06	169	7.09	46	1.93	28	1.18	26	1.09	21	0.88	183	7.68
Corporate Support - People	9	0.38	40	1.68	12	0.50	6	0.25	12	0.50	13	0.55	27	1.13
Corporate Support - Performance, Digital and Assets	16	0.67	47	1.97	23	0.96	11	0.46	8	0.34	9	0.38	22	0.92
Education and Children	31	1.30	92	3.86	35	1.47	17	0.71	18	0.76	27	1.13	126	5.29
Finance and Audit	3	0.13	28	1.18	6	0.25	5	0.21	5	0.21	6	0.25	45	1.89
Highways, Facilities and Environmental	103	4.32	226	9.49	54	2.27	29	1.22	23	0.97	20	0.84	192	8.06
Housing and Communities	22	0.92	78	3.27	33	1.39	14	0.59	24	1.01	20	0.84	38	1.60
Planning, Public Protection and Countryside Services	31	1.30	78	3.27	34	1.43	11	0.46	16	0.67	18	0.76	73	3.06
Total	288	12.09	758	31.82	243	10.20	121	5.08	132	5.54	134	5.63	706	29.64

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Reading and Comprehension Skills

Service	Level 0		Level 1		Level 2		Level 3		Level 4		Level 5		No information	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Adult Social Care and Homelessness	99	4.16	156	6.55	35	1.47	24	1.01	27	1.13	22	0.92	183	7.68
Corporate Support - People	11	0.46	37	1.55	13	0.55	6	0.25	11	0.46	14	0.59	27	1.13
Corporate Support - Performance, Digital and Assets	15	0.63	54	2.27	16	0.67	9	0.38	10	0.42	9	0.38	23	0.97
Education and Children	36	1.51	93	3.90	26	1.09	18	0.76	25	1.05	22	0.92	126	5.29
Finance and Audit	5	0.21	25	1.05	7	0.29	3	0.13	8	0.34	5	0.21	45	1.89
Highways, Facilities and Environmental	121	5.08	215	9.03	49	2.06	26	1.09	24	1.01	18	0.76	192	8.06
Housing and Communities	26	1.09	83	3.48	21	0.88	22	0.92	23	0.97	19	0.80	38	1.60
Planning, Public Protection and Countryside Services	40	1.68	74	3.11	26	1.09	13	0.55	19	0.80	15	0.63	73	3.06
Total	353	14.82	737	30.94	183	8.10	121	5.08	147	6.17	124	5.21	707	29.68

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Writing Skills

Service	Level 0		Level 1		Level 2		Level 3		Level 4		Level 5		No information	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Adult Social Care and Homelessness	152	6.38	107	4.49	37	1.55	23	0.97	13	0.55	16	0.67	198	8.31
Corporate Support - People	21	0.88	31	1.30	14	0.59	9	0.38	7	0.29	10	0.42	27	1.13
Corporate Support - Performance, Digital and Assets	38	1.60	35	1.47	19	0.80	8	0.34	5	0.21	9	0.38	22	0.92
Education and Children	61	2.56	80	3.36	27	1.13	17	0.71	10	0.42	24	1.01	127	5.33
Finance and Audit	16	0.67	17	0.71	8	0.34	4	0.17	6	0.25	2	0.08	45	1.89
Highways, Facilities and Environmental	145	6.09	202	8.48	50	3.0	24	1.01	18	0.76	16	0.67	192	8.06
Housing and Communities	54	2.27	62	2.60	21	0.88	21	0.88	15	0.63	18	0.76	38	1.60
Planning, Public Protection and Countryside Services	69	2.90	60	2.52	23	0.94	11	0.46	13	0.55	11	0.46	74	3.11
Total	556	23.34	594	24.94	199	8.36	117	4.91	87	3.65	106	4.45	723	30.35

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Welsh Language Skills Framework

We continue to operate the Framework which is a simple way for staff to self-assess their language skills based on the type of communication tasks (reading, writing, speaking and comprehension) they can perform through the medium of Welsh. This is an effective way of monitoring the skill levels necessary for the post and what courses workers may need in order to progress to the next level. Following this framework enables us to support learners on their language journey and achieve the best possible outcomes.

Welsh Lessons

The table below shows the number of Council staff members who attended Welsh lessons as part of the 'Working Welsh' scheme provided by the National Centre for Learning Welsh.

Level	Number
Taster Course	6
Entry	13
Foundation	2
Intermediate	0
Advanced	1
Self-study	2
Total	24

10-hour Welsh taster courses are available online for those who want to start their language journey. These courses introduce everyday vocabulary and phrases and are available to everyone, free of charge. Some courses are tailored for various sectors such as health, care, public services, teachers, head teachers, tourism, retail, Welsh tourism, the Women's Institute and information about the Welsh language tailored for Childcare Providers.

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Recruitment – vacant and new posts

Details are presented below of the number/percentage of posts advertised in the 2022/2023 financial year. We stipulated the following Welsh language requirements for our vacant posts advertised for contracted positions.

Designation	Number of posts by language category	% of posts by language category
Essential	128	11
Desirable	1,060	89
Not essential	5	0
Total	1,193	100

Progress with the ‘More Than Just Words’ framework

Within Denbighshire Social Services there is a clear commitment to transforming and improving services in order to ensure that the Welsh language is a key element of care, including in services provided by the independent sector. The work is backed up by the ‘More Than Just Words’ Strategic Framework (2022-27).

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The actions implemented by the Denbighshire Adult Services team in 2022-23 include the provision of details on how services currently meet the needs of Welsh speakers alongside work to achieve improvement. This has included meeting with Adult Services teams individually to discuss and share best practice in the provision of Welsh language services and how to make the “Active Offer”. Work has also been done on discussing and overcoming challenges departments face in striving to meet the needs of Welsh speakers.

In addition to providing the option to be put through to a Welsh speaker when making a referral or telephoning the Adult and Children’s Services to seek advice, the same choice is offered by the Gateway Service and the Single Point of Access (SPoA). Staff are also reminded regularly of the requirements of the Welsh Language Standards. All social media posts are bilingual and feedback forms allow people to express their views bilingually.

The current workforce’s Welsh language skills are supported and developed by providing information on the range of language training courses available (Working Welsh) and offering opportunities for Welsh speakers to build their confidence in providing services in Welsh. The following courses were also commissioned specifically for Social Care staff in 2022-23: Welsh language taster course, greeting the public and intermediate Welsh.

Within the Workforce Development Team we continue to publish our monthly newsletter to share information to promote and increase the use of Welsh in the care sector. We also continue to develop our training website, which includes details on how care providers and partners may develop their Welsh language services. The website features information on various resources to encourage, assist and support staff in using their Welsh language skills, including links and resources to promote the Welsh language within social care and information on the active offer and More Than Just Words.

<https://www.denbighshire.gov.uk/en/health-and-social-care/workforce-development-and-training/workforce-development-welsh-in-social-care-work.aspx>

Our Denbighshire County Council Service Manager, Alaw Pierce, won the ‘Caring in Welsh’ award in the national award ceremony organised by Social Care Wales. Throughout her career, Alaw has supported the use of the Welsh language in the

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workplace and has fostered a culture where staff can use the Welsh language comfortably in the workplace

. <https://gofalcymdeithasol.cymru/y-gwobrau/seremoni-y-gwobrau-2022-yr-enillwyr-ar-rhai-a-gyrhaeddodd-y-rownd-derfynol>

Welsh in Education Strategic Group Update

Outcome 1

Action: More nursery children / three year olds educated through the medium of Welsh.

Increased availability of Welsh-medium places

Childcare capital schemes.

The Oak Tree Centre – building work has recommenced on the site following a delay due to the contractor, RL Davies, going into administration. The internal works shall all be completed in time for children to be admitted in September. The Centre has appointed a Leader for the new Cylch Meithrin and two electric minibuses are already transporting children to Ysgol Dewi Sant.

Stakeholders in the projects at Ysgol Dewi Sant and Ysgol Twm o'r Nant shall receive updates after half term. Both projects have been held back for different reasons and we shall report back to the stakeholders with the latest information at that stage.

A bid for funding for the Ysgol y Llys and Cylch Rhuthun projects was submitted in January 2023. We are currently working with Welsh Government to progress these schemes.

Promoting bilingualism and Welsh-language education

Welsh-medium education website/marketing – there is a need to promote Welsh-language education. There is a need to refer parents to websites and events that promote learning Welsh.

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A sub-group comprising several stakeholders / agencies / organisations has been meeting to map out the entire provision for parents and pre-school children. This information shall be collated and presented on the Council's website along with information for primary and secondary schools and post-16. Postcards are also being created with QR codes which refer people to specific sites.

Outcome 2

Action: More reception children / five year olds educated through the medium of Welsh.

Increased capacity in Welsh-medium schools

Ysgol Gymraeg y Gwernant, Llangollen was unsuccessful in its bid under the Sustainable Schools Challenge. The Education Modernisation Programme Board shall meet to discuss the project next month.

Changing schools' language designation

- Challenges remain with T2 schools. The definition is 50% of the teaching. T2 is a 'second language' pathway.
- Two other schools have expressed an interest in becoming T2.
- Ysgol Llanfair, Welsh-only nursery class September 2023

Outcome 3

Action: More children continuing to improve their Welsh Language skills when transferring from one stage of their statutory education to another.

Training to develop children's oracy with teachers from the county's Welsh-medium schools is progressing effectively.

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Latecomers - there is a need to develop a model for supporting the centre in St. Asaph. Several models are being considered in the hope that a class of latecomers may be admitted next year.

Council officers are currently formulating action plans to develop oracy among primary and secondary pupils in both Welsh- and English-medium education.

Following a meeting with officers of the governing bodies, neither Ysgol Brynhyfryd nor Ysgol Dinas Brân have changed their language designations. Further discussions will need to be held with both schools, however, in order to set up policies and internal systems to ensure that children do not switch between streams nor choose to study some subjects through the medium of Welsh and others through the medium of English.

There is a need to continue strengthening the Welsh-medium provision available to secondary pupils in south Denbighshire. The same language choice is now offered to all pupils in Brynhyfryd and within 80% of subjects in KS 3 and 4 in Ysgol Dinas Brân.

The possibility of setting up an immersion class in Brynhyfryd will need to be discussed.

Outcome 4

Action: More learners studying for Welsh qualifications (as a subject) and subjects through the medium of Welsh.

Increasing the transfer rate from Welsh-medium primary schools to Welsh-medium secondary education to 95% within 5 years.

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Work is ongoing to set up a cross-county transition programme and to raise the question with parents of year 5 pupils regarding their choice of stream / secondary school.

There is a need to reinforce the message and expectation that children receive Welsh-medium education from nursery to 16+.

We are developing the Denbighshire website to pool all the information on the benefits of Welsh-medium education to be shared within schools and on social media.

Increasing the numbers attending the immersion class in Ysgol Glan Clwyd. A pilot project is currently underway involving Ysgol Brynhedydd and Ysgol Bodnant whereby a teacher from the Welsh Language Support Team, the Urdd and the Welsh Language Initiative visit pupils in Years 5 and 6 to offer diverting activities through the medium of Welsh in order to encourage more children to attend the immersion class in Ysgol Glan Clwyd.

Outcome 5

Action: More opportunities for learners to use the Welsh language within different contexts in school.

There is a great deal of excitement and activity in the schools as part of the Language Charter / Cymraeg Campus activities.

Training to develop children's oracy with teachers from the county's Welsh-medium schools is progressing effectively.

All English-medium primary schools have achieved the Bronze Cymraeg Campus award. Ysgol Bodnant and Ysgol Cefn Meiriadog have received the

Annual Welsh Language Monitoring Report 2022-23

Silver award. It is foreseen that a further four schools shall receive the Silver award before the summer holidays.

All clusters have worked with 'external / third sector services' such as 'Cân Sing', 'Welsh Whisperer', Ed Holden (aka Mr. Phormula), Ameer Rana-Davies (1Miliwn Ltd.) and specialists in Creative Arts in order to raise awareness of their Welshness and to practise speaking Welsh.

The Council works very closely with partners such as the Urdd and the Welsh Language Initiative to collectively plan a programme of work and coordinate activities that will support the priorities within this plan.

Target more support towards fewer schools – English-medium primary schools which may feed into the immersion class in Glan Clwyd – Bodnant and Brynhedydd.

Welsh-medium primary schools that have seen a decrease in pupils recently - Ysgol y Llys and Dewi Sant.

Welsh-medium primary schools with a high percentage of children attending English streams in the south of the county - no projects being implemented as yet.

Outcome 6

Action: 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)

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The scarcity of Welsh-speaking staff and Welsh-medium resources is a cause for concern. There is a need to reconsider recruitment methods and trial new ways of attracting Welsh speakers to the county.

We are currently reviewing the existing provision and expanding the support available in Welsh for pupils in Denbighshire schools.

Service leaders within ALN in Denbighshire shall meet to arrange an audit of Welsh-medium provision in all departments.

The information gleaned from this audit will enable us to plan for increasing Welsh language provision.

Outcome 7

Action: An increase in the number of teaching staff who can teach Welsh (as a subject) and through the medium of Welsh.

Officers in the Welsh Language Support Team are currently preparing a training programme which will be made available to schools before summer – Pedagogy and teaching Welsh to children, in addition to developing individuals' Welsh speaking skills.

Training in English-medium primary schools in 2022-2023

77 members of school staff (teachers and assistants) have completed the Welsh INSET courses.

7 schools have received support prior to Estyn inspections.

15 school teachers have received 'on-site' INSET training on introducing the 'English-medium schools/streams/settings' framework.

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Training in English-medium secondary schools – a network has been newly established to support Welsh language coordinators in English-medium secondary schools to identify training needs and areas for development and to share good practice.

Training in Welsh-medium primary schools – a robust network has been established whereby coordinators meet regularly and receive training on developing children's oracy.

Training in Welsh-medium secondary schools – a meeting has been arranged to discuss establishing a network to support first language Welsh language coordinators in the Welsh-medium/dual-stream schools.

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Report to	Welsh Language Steering Committee
Date of meeting	5 July 2023
Lead Member / Officer	Councillor Emrys Wynne / Gary Williams, Corporate Director
Report author	Manon Celyn Roberts, Welsh Language Officer
Title	Welsh Language Strategy 2017-2022 Assurance Report

1. What is the report about?

1.1 Welsh Language Strategy assurance report 2017-2022. Denbighshire County Council commissioned the Welsh Centre for Language Planning to produce the report.

2. What is the reason for making this report?

2.1 To discuss and agree on the content of the Welsh Language Strategy Assurance Report 2017-2022, which is a statutory requirement.

3. What are the Recommendations?

3.1 To agree on the content of the report

4. Report details

4.1 The Council is expected to produce and publish an assessment report on our Welsh Language Strategy 2017-2022 and produce a revised strategy for the second 5-year period (2023-28).

4.2 It is a statutory duty, in accordance with the Standards (standard 145), for the Council to comply by publishing the report at the same time as the revised 5-year Strategy.

4.3 The report reflects the Council's commitment over the 5-year period (2017-22) to work towards increasing the number of Welsh speakers in the county and in order to

contribute positively towards the national campaign to increase the number of Welsh speakers to million by 2050.

4.4 As well as evaluating the results of the language strategy, assessing the extent to which we have followed our strategy will benefit from evaluating the methods adopted to implement and monitor the strategy over the past five years.

4.5 Reviewing the various aspects used to implement and monitor the strategy would offer an opportunity to identify the successes and obstacles that will need to be resolved over the next five years

5. How does the decision contribute to the Corporate Priorities 2022 to 2027: The Denbighshire we want?

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

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

6.1 There is no funding available for this work but Communities and Customers Service paid £12,000 for the costs of commissioning the Welsh Centre for Language Planning to produce this report. This is not the case every time we need to revise the Strategy it is solely because this is our first Welsh Language Strategy and success report.

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

7.1 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.

7.2 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".

7.3 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?

8.1 Consultation has been carried out with the Cabinet Lead Member for Welsh Language and with the Lead Corporate Director.

9. Statement from the Chief Finance Officer

9.1

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

10.1 The main risk is the authority's reputation as we have already made a commitment in the Welsh Language Strategy and through the Welsh Language Standards to promote the use of the language in the workplace and within our communities.

11. Power to make the Decision

11.1 Welsh Language Measure (Wales) 2011

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y ganolfan cynllunio iaith
welsh centre for language planning



Assurance Report

Denbighshire County Council's 5 Year Strategy to Promote the Welsh Language

Osian Elias, Iolo Jones and Kathryn Jones

March 2023



y ganolfan cynllunio iaith
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Foreword/summary

laith Cyf were commissioned to prepare this Assurance Report. It reports on how Denbighshire County Council implemented its Welsh Language Promotion Standards following the introduction of County's Welsh Language Strategy 2017-2022. It assesses to what extent Denbighshire County Council has acted in accordance with the Strategy and achieved the targets set within it.

This report gives a comprehensive view of the situation regarding the Welsh Language in Denbighshire based on the 2011 and 2021 Census. The statistics are disappointing at first glance, however there is more than a glimmer of hope when discussing the background to these statistics. I implore the reader to look beyond the figures and indeed this report will lead you to do so.

There is information about the activities arranged or financed by Denbighshire County Council to promote the use of Welsh during the five years from 2017 to 2022. This important work continues whilst at the same time keeping an eye on the recommendations of this report.

In reading the report you will see the extent and nature of the work undertaken during the five years of the strategy. I hasten to add that this work has continued during the ensuing period. You will read about the Council's internal work to provide staff with opportunities to learn Welsh and also to build confidence to use the language in the workplace. You will also read about what is done to ensure that all pupils in Denbighshire are given fair opportunities to learn and master the Welsh language. Indeed you will find that these opportunities are available to anyone who wishes to develop their Welsh language ability before, during and after their formal education. The strategy gives native Welsh speakers as well as new Welsh speakers an opportunity to speak the language in their community.

As the period of the language strategy includes long lockdown periods because of Covid-19, it will be no surprise to the reader to see that the implementation of the strategy was challenging for a fairly lengthy period - particularly with regards to chat sessions and other events such as the Staff Eisteddfod. Even so it is fair to say that what has been accomplished within the county by holding virtual sessions when it was not possible to come together is remarkable.

I am very pleased that this assurance report satisfies the requirements of the Promotion Standards. The twelve recommendations are constructive and will set in place additional

foundations for the new Language Strategy for 2022-2027. I am in no doubt that the main aim of the next strategy will be to ensure that everything Denbighshire County Council does to promote the use of the Welsh language throughout the county will make the achievement of the target of a million Welsh speakers in Wales by 2050 more likely.

My thanks to all staff who have ensured that Welsh is available to everyone who wants it. My thanks too to Denbighshire County Council's Councillors for their support of the 2017-2022 Language Strategy and I look forward to seeing this support continuing during the Council's present term. My special thanks to Manon Celyn, our Welsh Language Officer, who has been keeping an eye on Welsh language matters during the period of the Language Strategy reported here and who has already implemented plans for the new strategy.



Councillor Emrys Wynne

Lead Member for Welsh Language, Culture & Heritage

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1. Introduction

IAITH: welsh centre for language planning were commissioned by Denbighshire County Council to prepare this assurance report. This assurance report is prepared in response to the statutory requirement of the Welsh Language (Wales) Measure 2011 and The Welsh Language Standards (No. 1) Regulations 2015¹. The Promotion Standards (Standard 145 and Standard 146) identifies specific duties on organisations that promote the Welsh language.

As a result of Standard 145, Denbighshire County Council published *Denbighshire's Welsh Language Strategy 2017-2022*². By publishing the strategy, Denbighshire County Council was meeting the requirements of Standard 145:

Standard 145

You must produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters) –

(a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and

(b) a statement setting out how you intend to reach that target;

and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).

Following this, an organisation which promotes the Welsh language must assess the language strategy that derived from Standard 145, in accordance with Standard 146:

Standard 146

Five years after publishing a strategy in accordance with standard 145 you must –

¹ <https://www.legislation.gov.uk/wsi/2015/996/schedule/4/made/welsh>

² [Denbighshire's Welsh Language Strategy 2017-2022](#)

(a) assess to what extent you have followed that strategy and have reached the target set by it, and

(b) publish that assessment on your website, ensuring that it contains the following information –

(i) the number of Welsh speakers in your area, and the age of those speakers;

(ii) a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language.

The purpose of this assurance report is to meet the requirements of Standard 146 by assessing to what extent Denbighshire County Council has followed *Denbighshire's Welsh Language Strategy 2017-2022*. In response to Standard 146, this report will also identify the number of Welsh speakers in the county (and the ages of those Welsh speakers) and will include a list of activities organised by Denbighshire County Council to promote the use of the Welsh language.

In addition to the steps above, this report will draw on:

- i) Denbighshire County Council's annual monitoring report;
- ii) progress reporting templates by Denbighshire County Council departments that were completed specifically for this report;
- iii) a series of follow up interviews to complement the information collected as a result of step ii) above.

Please note that 2021 Census data regarding the Welsh language has been published in time to be able to complete this assurance report.

This report was prepared in accordance with the requirements of Standard 145 and Standard 146, drawing on the advice of the Welsh Language Commissioner: *Standards relating to promoting the Welsh language*³ and *Promotion standards: assessing the achievement of the 5-year strategies*⁴.

³ [https://www.welshlanguagecommissioner.wales/media/g5ugf2kz/20181031-gc-standards-relating-to-promoting-the-welsh-language-s-final.pdf%20%20\(welshlanguagecommissioner.wales\)](https://www.welshlanguagecommissioner.wales/media/g5ugf2kz/20181031-gc-standards-relating-to-promoting-the-welsh-language-s-final.pdf%20%20(welshlanguagecommissioner.wales))

⁴ [https://www.welshlanguagecommissioner.wales/media/tsmrvkfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf\(welshlanguagecommissioner.wales\)](https://www.welshlanguagecommissioner.wales/media/tsmrvkfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf(welshlanguagecommissioner.wales))

2. Policy context

In accordance with the Welsh Language (Wales) Measure 2011, Denbighshire County Council (and other organisations) are required to implement the Welsh Language Standards. Amongst the standards set for County Councils are Standard 145 and Standard 146 (The Welsh Language Standards (No. 1) Regulations 2015), which are the promotion standards⁵.

In order to implement Standard 145, it is a requirement that County Councils prepare a five year strategy that sets out how they propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in the area. The second promotion standard, Standard 146, requires County Councils to assess the implementation and achievement of their promotion strategy five years after its publication and publish that assessment. This report is presented in response to these requirements, but this work also exists within a wider policy and legislative context – nationwide and countywide.

The leading document in this field now is *Cymraeg 2050*⁶, a Welsh language strategy published by the Welsh Government in 2017. Increasing or maintaining the number of Welsh speakers in the areas in question is one of the core objectives of the promotion strategies and therefore, the promotion strategies are considered to be an important contribution towards realising the ambition of the *Cymraeg 2050* strategy, which is to reach a million Welsh speakers by 2050. Also, the promotion strategy contributes to the ambition of doubling the daily use of the Welsh language by 2050. When drawing up the amended promotion strategies, *Cymraeg 2050*, and the related work programmes⁷, offer a clear vision and actions when realising the objectives in the context of linguistic circumstances on a county level.

The promotion strategies are implemented in parallel to a number of other policy commitments across a range of sectors, including education, care and planning.

In the context of the education sector, the planning tool for increasing the number of Welsh speakers is the Welsh in Education Strategic Plans (WESP) which are implemented by each county council in accordance with the School Standards and Organisation (Wales) Act 2013. From 2022 onwards, County Councils are expected to present and implement a ten year WESP based on a number of targets agreed between the Welsh Government and the

⁵ <https://www.legislation.gov.uk/wsi/2015/996/schedule/4/made/welsh>

⁶ [Cymraeg 2050: Welsh language strategy | GOV.WALES](#)

⁷ [Cymraeg 2050: work programme 2021 to 2026 \[HTML\] | GOV.WALES](#)

County Councils which will highlight the contribution towards the education milestones of *Cymraeg 2050*. The WESP offers a key planning tool for contributing directly towards realising the promotion strategies locally and it will be important to develop a clear vision and implementation for the Welsh language that ties the promotion strategy and the WESP together.

The main leading document for social services in terms of the Welsh language is *More Than Just Words: Welsh language plan in health and social care*⁸. A core element of the *More Than Just Words* framework is the active offer, and a partnership approach is essential for the active offer to succeed⁹. Implementing *More Than Just Words* and the promotion strategies requires a wider partnership approach and thus offers opportunities for combining efforts and joint projects¹⁰.

The Well-being of Future Generations (Wales) Act 2015¹¹ sets an important policy context for the Welsh language. The Act led to the establishment of the Conwy and Denbighshire Public Services Board to improve the economic, social, environmental and cultural wellbeing of the Conwy and Denbighshire area. One of the wellbeing aims is to realise a Wales of vibrant culture & thriving Welsh language¹², which means creating ‘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 Welsh Government will work to make Wales an anti-racist nation, through the *Anti-racist Wales Action Plan*¹³. The Welsh Government has an expansionist and inclusive vision for the Welsh language, on the basis of the belief that Welsh is a language that belongs to us all, and is a way of uniting people from different backgrounds. With regards to the Welsh language, the plan focuses on engaging with minority ethnic communities to promote the benefits of a Welsh language education and the use of the language every day.

⁸ [More than just words: Welsh language plan in health and social care | GOV.WALES](#)

⁹ <https://www.welshlanguagecommissioner.wales/media/g5ugf2kz/20181031-gc-standards-relating-to-promoting-the-welsh-language-s-final.pdf> (welshlanguagecommissioner.wales), p: 69.

¹⁰ <https://www.welshlanguagecommissioner.wales/media/g5ugf2kz/20181031-gc-standards-relating-to-promoting-the-welsh-language-s-final.pdf> (welshlanguagecommissioner.wales), p: 69.

¹¹ [The Well-being of Future Generations \(Wales\) Act 2015 – The Future Generations Commissioner for Wales](#)

¹² [A Wales of Vibrant Culture and Thriving Welsh Language – The Future Generations Commissioner for Wales](#)

¹³ [Anti-Racist Wales Action Plan \(gov.wales\)](#), pp:39-43.

There is also an important role for other public bodies, including charities and businesses operating locally and local organisations and groups, families and individual members of those communities. The County Councils should give a strong voice to Welsh language community groups when planning and implementing their Welsh language promotion strategies, e.g., through the County Language Forums¹⁴.

¹⁴ <https://www.welshlanguagecommissioner.wales/media/tsmrvkfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf> (welshlanguagecommissioner.wales), p:19.

3. Welsh speakers in Denbighshire

Standard 146 states the need to assess whether organisations that promote the Welsh language have reached the targets set in terms of the number of speakers, and report on the number of Welsh speakers in your area, and the age of those speakers. That is the work of this section.

3.1 Analysing the target in terms of the number of Welsh speakers

In response to Standard 145, *Denbighshire's Welsh Language Strategy 2017-2022* offered a target of increasing the number of Welsh speakers in Denbighshire by 0.5% over the five year period of the strategy¹⁵. The intention is that this would be with a view to considering a longer term target to increase the number of Welsh speakers over the next 15 years.

The results of the 2011 Census show that 22,236 of the people of Denbighshire can speak Welsh, which equates to 24.6% of the population.

The results of the 2021 Census show that 20,946 of the people of Denbighshire can speak Welsh, which equates to 21.9% of the population.

This is a 2.7 percentage point decrease. This is explained by the decrease in the number of people who can speak Welsh (-1,290) and an increase in the population of the county (+2,066).

The Census gives a snapshot of life in Wales at a specific time, once every 10 years.

The 2021 Census was held during the COVID-19 Coronavirus pandemic. It is not yet known how the pandemic could have impacted on the Census data in terms of Welsh language skills. It should be noted that the pandemic period was characterised by lockdowns, children learning remotely and a significant change in work patterns and social patterns.

Even so, the Census is considered to be the main source of information on the Welsh skills of people in Wales¹⁶. This is the source that the Welsh Government uses to measure progress towards the target of a million Welsh speakers by 2050.

¹⁵ [Denbighshire's Welsh Language Strategy](#), p:5.

¹⁶ [Promotion standards: assessing the achievement of the 5-year strategies](#), pp: 4-5.

Even so, it should be considered that the decrease noted above has been measured between the 2011 Census and the 2021 Census, which is beyond the specific period of the Welsh language strategy (2017-2022).

It is possible to turn to other sources in order to further our understanding of the linguistic context and changes over time¹⁷.

For example, the Annual Population Survey highlights that there were 33,600 Welsh speakers, or 36.7% of the population of 91,400, in Denbighshire in the year to December 2017. In the Annual Population Survey for the year to June 2022, it was noted that there were 35,300 Welsh speakers, or 38.1% of the population of 92,900¹⁸.

Note that the estimates of the Annual Population Survey are higher than those produced by the Census. However, as usual, when comparing with previous years, it can be a useful data source. In this case, it should be noted that the COVID-19 Coronavirus pandemic has impacted on the survey methodology and from mid-March 2020, the Survey was carried out by telephone only. It appears that respondents are more likely to state that they can speak Welsh when taking part in the survey by telephone¹⁹.

Recommendation 1: Establish a clear baseline to set a target to increase the number/percentage of Welsh speakers

Establish a clear baseline when setting a target in terms of the percentage of speakers in your area for the term of the next promotion strategy. The baseline is the starting point in order to measure performance. Following on from Denbighshire's Welsh Language Strategy 2017-22, if a longer term target to increase the number of Welsh speakers is set, the data from the 2021 Census can be used to set a baseline and to monitor in 10 years. It will be possible to determine a monitoring method in the meantime for the 5 year promotion strategy that will come during that period. Alternative sources were identified in sub-section 3.1 of this report that could be used for this purpose and guidance is available from the Welsh

¹⁷ [Promotion standards: assessing the achievement of the 5-year strategies](#), pp: 5-11.

¹⁸ [Annual Population Survey: Welsh language \(gov.wales\)](#)

¹⁹ [Welsh language data from the Annual Population Survey: July 2021 to June 2022 | GOV.WALES](#)

Language Commissioner²⁰. Setting a clear baseline will also be of assistance when determining the new target (see recommendation 3).

When setting the target, a target should be identified (in terms of the percentage of speakers in Denbighshire) for increasing or maintaining the number of Welsh speakers to comply with Standard 146. But a target in terms of the number of Welsh speakers should also be noted (using population projections and the number of Welsh speakers²¹). From a language planning perspective, it is more practical to act towards increasing the number of speakers as the percentage of speakers depends on the wider population and therefore a wider range of factors which are either hard to influence or beyond the remit of local authorities. By setting targets to increase the number of speakers, the success of the language strategy work will not depend on the population numbers of the county which are dynamic and often change due to external factors. Setting a target in terms of the number of speakers would also be consistent with the Cymraeg 2050 strategy.

Recommendation 2: Set a long-term target to increase the number/percentage who can speak Welsh

Set a long-term target in terms of increasing the number who can speak Welsh, ideally over ten years (2022-2032) to fit with the period of the census. This would also respond to the intention in the previous language strategy to set a long-term target to increase the number of Welsh speakers. This would also mean that it is possible to be consistent with the Welsh Government's Cymraeg 2050 strategy.

Recommendation 3: Set a target to increase the number/percentage who can speak Welsh which is consistent with the objectives of the Cymraeg 2050 strategy.

By adopting recommendation 1 and 2, it will be possible to use the projection and trajectory for the number of Welsh speakers aged three and over for the period 2011-2050 to set a target which is consistent with the objectives of Cymraeg 2050²².

²⁰ <https://www.welshlanguagecommissioner.wales/media/tsmnvkfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf> (welshlanguagecommissioner.wales)

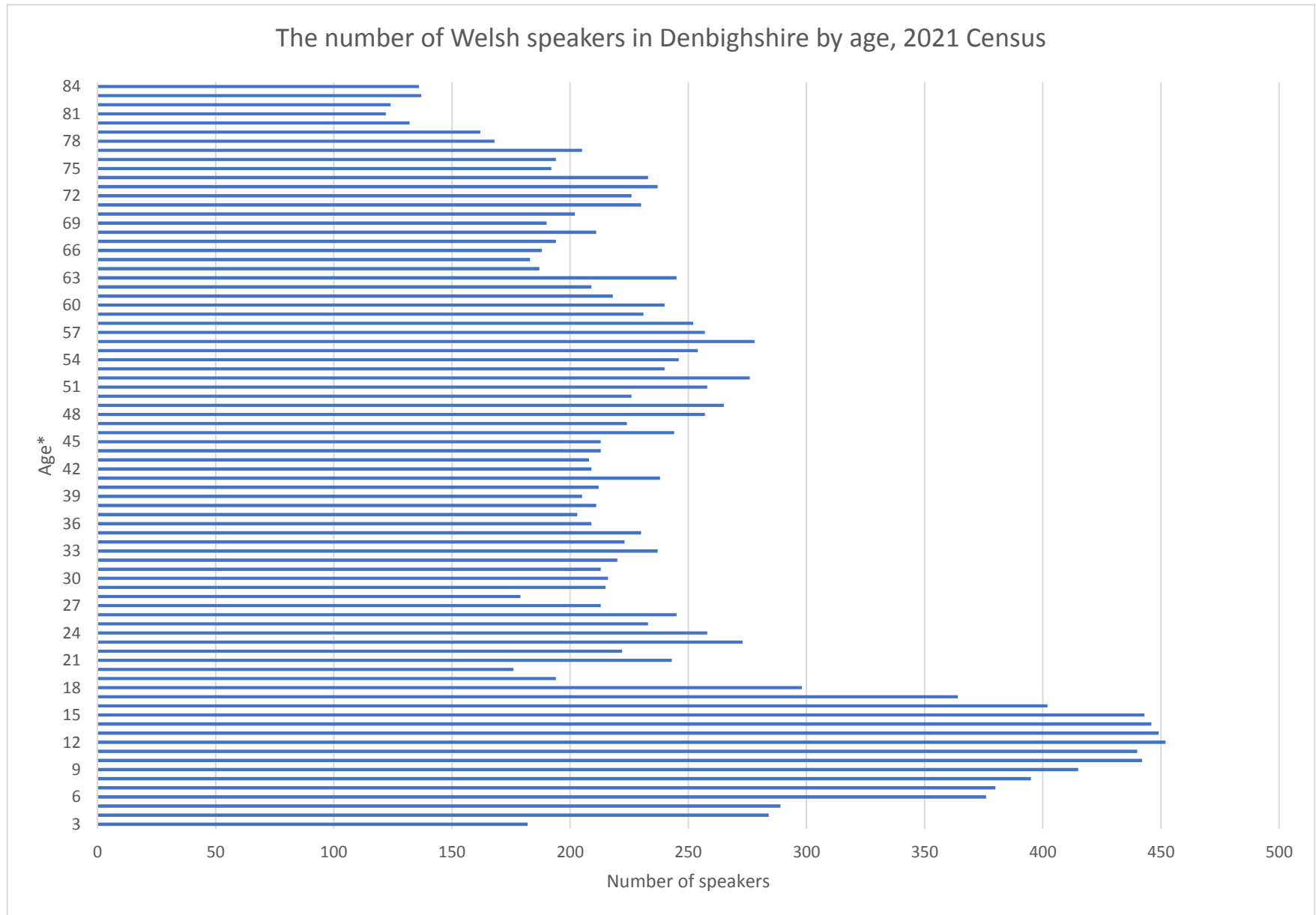
²¹ [welsh-speaker-estimates-2011-to-2050-technical-report.pdf](#) (gov.wales)

²² [welsh-speaker-estimates-2011-to-2050-technical-report.pdf](#) (gov.wales)

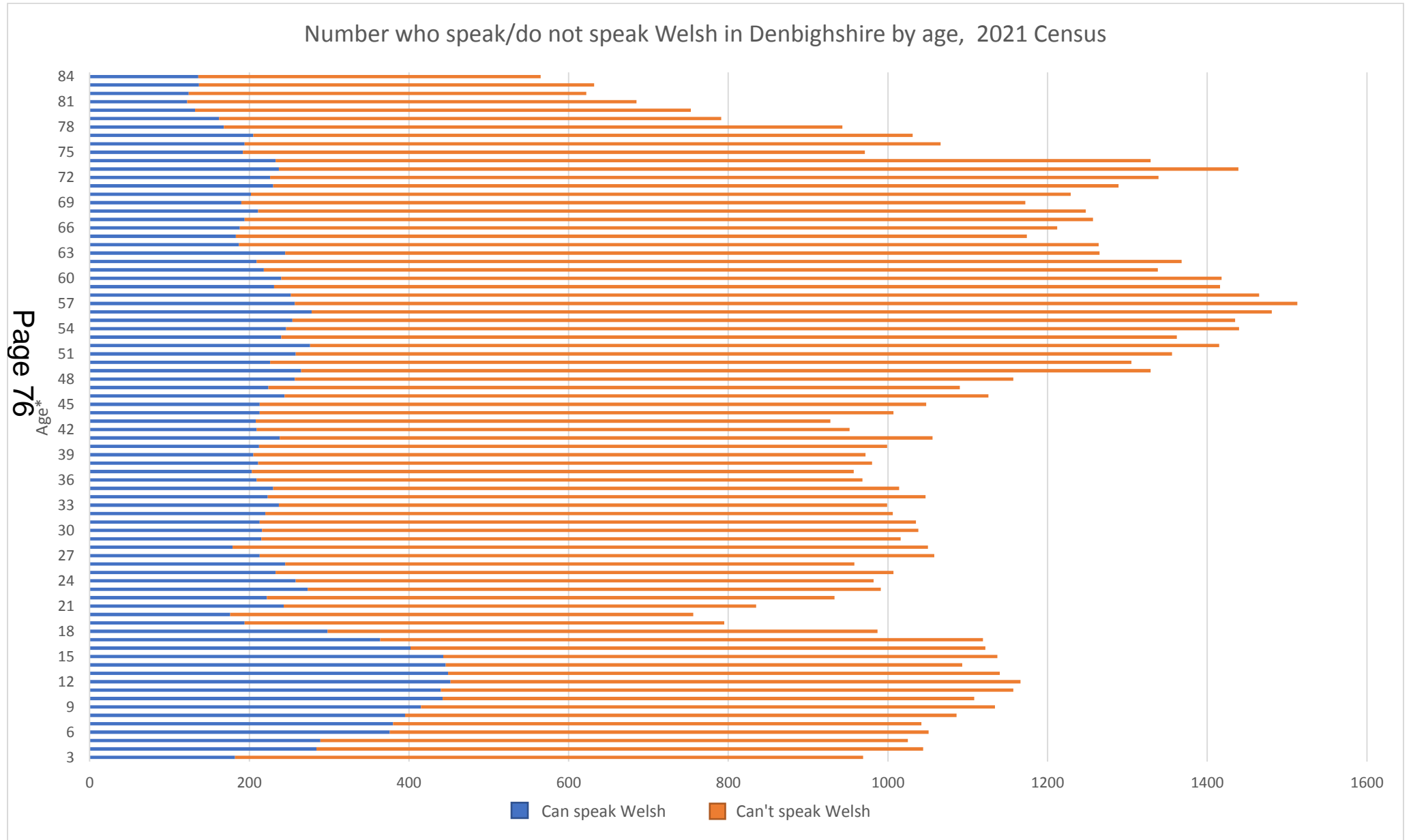
Recommendation 4: Include a statement that explains how it is intended to meet the target of increasing the number/percentage who can speak Welsh

It should be explained in detail how it is intended to meet the target through language planning, by drawing on data from the education system and from estimates of the number of speakers. This will ensure that the strategy meets the expectations of Standard 145.

3.2 The age profile of Welsh speakers in Denbighshire



*note that point 85 includes people aged 85 and over, therefore it is not included in this chart. There are 701 speakers in this category.



*note that point 85 includes people aged 85 and over, therefore it is not included in this chart.

Percentage who can/can't speak Welsh in Denbigshire by age, 2021 Census

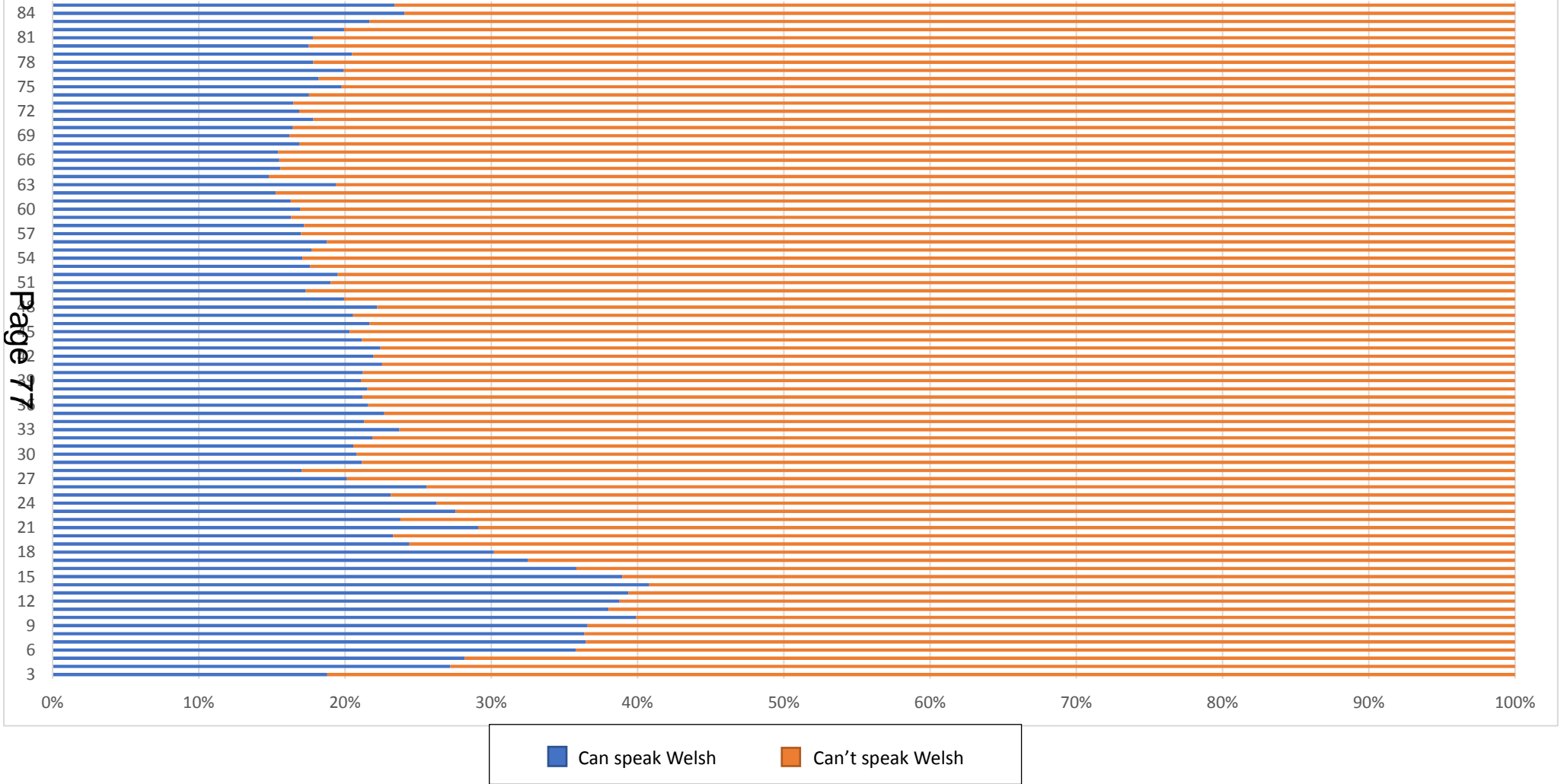


Table showing the percentage that can speak Welsh in Denbighshire by age, 2021 Census

Age	Percentage that can speak Welsh
3	18.8
4	27.2
5	28.2
6	35.8
7	36.5
8	36.4
9	36.6
10	39.9
11	38.0
12	38.8
13	39.4
14	40.8
15	39.0
16	35.8
17	32.5
18	30.2
19	24.4
20	23.3
21	29.1
22	23.8
23	27.5
24	26.3
25	23.1
26	25.6
27	20.1
28	17.0
29	21.2
30	20.8
31	20.6
32	21.9
33	23.7
34	21.3
35	22.7
36	21.6
37	21.2
38	21.5
39	21.1
40	21.2
41	22.5
42	22.0
43	22.4
44	21.2
45	20.3
46	21.7
47	20.6
48	22.2
49	19.9

50	17.3
51	19.0
52	19.5
53	17.6
54	17.1
55	17.7
56	18.8
57	17.0
58	17.2
59	16.3
60	16.9
61	16.3
62	15.3
63	19.4
64	14.8
65	15.6
66	15.5
67	15.4
68	16.9
69	16.2
70	16.4
71	17.8
72	16.9
73	16.5
74	17.5
75	19.8
76	18.2
77	19.9
78	17.8
79	20.5
80	17.5
81	17.8
82	19.9
83	21.7
84	24.1
85 and over	23.4

4. Promotional activities

In order to meet the requirements of Standard 146, a list must be included, as part of this report, of the activities that have been arranged or funded during the 5 years of the strategy in order to promote the use of the Welsh language. This section will identify the activities that have been arranged or funded by Denbighshire County Council over the period of the strategy. Please see Denbighshire County Council's annual monitoring report for further details.

Promotional activities 2017-2018

- Every partner on the County Language Forum advertises that Welsh language courses are available in the community.
- The Language Forum ensures attendance at key events across the county to promote the Welsh language. These include the Denbigh and Flint Show, town carnival shows and the Air Show.
- All partners cross-promote events via social media and their websites.
- The Welsh language courses from local providers and the Coleg Cymraeg Cenedlaethol are promoted to staff.
- Gloywi Iaith (Improving Welsh skills) sessions for staff were arranged.
- Sessions were held for businesses on how to increase their use of Welsh on social media.

Promotional activities 2018-2019

- The Council Eisteddfod
 - The Council held its first ever Eisteddfod on 1st March this year. The event was part of the Council's efforts to raise the profile and ensure a better understanding of the language, and to celebrate the culture of Wales, to accompany our Welsh Language Strategy. It comes at a time when the Welsh language is in the spotlight and the fact that the Urdd Eisteddfod is returning to the county in May 2020. We were pleased with the response and support received leading up to the event, and over 70 members of staff had registered to compete. The theme of the Eisteddfod was 'Cymru' and the competitions included limerick writing, cake decorating, judge's recipe (Welsh cakes), preparing a meal using leeks, knitting or sewing, photography, forming a sentence out of the word DEWI SANT, gargling the national anthem and the service Choir. Discussions have already begun for the 2020 Eisteddfod!
- Gloywi Iaith training.
 - Two Gloywi Iaith courses were provided in order to provide guidance to staff on how to write in Welsh more confidently, clearly and correctly. 13 members of staff attended the first session and 10 attended the second. There is demand for more Gloywi Iaith sessions, therefore arrangements are in place for that over the next year.
- Supporting Welsh learners

- We encourage employees to practice and we arrange a variety of informal support and opportunities throughout the year. These activities include:-
 - Clwb Cerdded Cymraeg (Welsh Walking Group) - Over the summer term, we have a Clwb Cerdded Cymraeg for Council staff where we go for a walk once a week during our lunch break. The purpose of the group is to give people the confidence to speak Welsh, meet new people which offers a social benefit, and get to know our beautiful countryside. The group is very popular amongst staff as it is an informal activity that doesn't put too much pressure on them in terms of Welsh.
 - Paned a Sgwrs session (Cuppa and Chat Session) - We have established a Paned a Sgwrs session in County Hall, Ruthin and Russell House, Rhyl, for staff who wish to practise their Welsh in an informal environment. Having a quick chat over a cup of coffee helps people to improve their social skills, form relationships and improve their mental and physical wellbeing. We meet once a week during lunch time for a variety of activities to encourage staff to use and nurture their Welsh language skills. We have a reading group once a month in the Paned a Sgwrs session where we read books from the 'Amdani' series, which are books for Welsh learners, and offer the opportunity to discuss the book and share their views in Welsh.
 - The Council Choir - A Council staff choir existed a few years ago and following consultation with staff members, a decision was made to re-establish it. The choir has been very popular over the past year, with over 20 members attending weekly. A vote was held on the choir name and the winning name was 'Côr Sain y Sir'. The choir is specifically for Welsh learners to give them the opportunity to practise their Welsh by learning traditional Welsh songs, but there are also members who are fluent Welsh speakers and help with the learning. They have performed in two events during the past year, which were the Council Carol Service in St Asaph Cathedral and the Social Housing Awards Evening at 1891 restaurant in Rhyl.
 - Welsh Language Standards – We have designed new phone stickers for every member of staff to remind them of the requirement to always answer the phone bilingually, with the Welsh greeting first. The stickers include the bilingual wording, with the Welsh greeting in phonetics to help the learner.
- Progress with the More Than Just Words framework
 - The Workforce Development team continue to support a Welsh Language Champion, who is also on the regional More Than Just Words group to support the work of implementing the framework strategically in the local authority.
 - During 2018 – 2019, this work has focussed on the continuation of an awareness raising activity around the 'active offer' and creating favourable conditions for using Welsh in social services and social care in Denbighshire. This was achieved by promoting specific cultural events such as 'Dydd Santes Dwynwen', Welsh Language Music Day and St David's Day.

- Welsh Language Champions have attended meetings and key groups within the local authority to promote the active offer, such as the event for providers,
- the managers and providers meeting and the RISCA task and finish group where attendees were made aware of basic principles and support which is available to implement the approach through the service, to include access to free Welsh courses funded by Social Care Wales. Welsh Language Promoters have also met with providers on a one-to-one basis as requested to outline the key duties and principles and to draw attention to the resources available to help to implement the active offer in their respective provisions.
- During 2018, 19 training sessions were held that promoted the active offer, including 2 half sessions of meeting and greeting the public in Welsh for front line staff, internal providers services and beyond. Participants varied from residential care services and included front line workers from point of access and single Gateway services.
- In addition, a further Welsh language taster course session was facilitated by the Welsh Language Champion. This was a popular course with 94% of places being taken up and it was opened to the whole sector once again. In addition, in order to enable those who wished to develop their current Welsh language skills to do so, a two day session called 'Rho Gynnig ar dy Gymraeg' (Rhowch gyfle i'ch Cymraeg / Give Welsh a Go) was commissioned via Coleg Cambria.
- An informal weekly Welsh group is now held at Russell House ('paned a sgwrs'). This is facilitated by the Council's Welsh Language Officer. In addition, staff have been informed of the opportunities to attend a free Welsh residential course at Nant Gwrtheyrn for those who wish to improve their Welsh language skills. Work has also been done with the Corporate Human Resources Department to identify Welsh courses that are available in order to produce a comprehensive database of the resources available to staff learning the language at all levels. This includes promoting Social Care Wales' 10 hour e-learning package (which introduces the Welsh language in the context of the care setting) and a Welsh language e-learning awareness package.
- Finally, there has been a strong focus on dementia care in the 2018/19 training plan and it has been possible to embed the language and culture of Wales within this provision. In conjunction with Catrin Hedd from the Dementia Services Development Centre at University of Wales Bangor, 4 courses were introduced on 'communication within dementia', which included a presentation on the bilingual context of Wales and the importance of the active offer within dementia care.
- Bookstart Denbighshire
 - The Denbighshire Libraries Service runs sessions in the libraries from Mondays to Thursdays throughout the year. The sessions are held in St Asaph, Rhuddlan, Rhyl, Denbigh and Prestatyn.
- Provide social opportunities to use Welsh
 - Urdd

- 7 Secondary school clubs are held by the Urdd staff – 3 Welsh medium, 2 bilingual and 2 English medium – to promote the use of Welsh.
- 10 Community clubs are held either weekly or fortnightly across the county.
- X5 Adran Gynradd, X3 Uwch Adran, X2 Dance Club.
- Uwch Adran Llandrillo is new since October 2018 as well as a second language Adran in Denbigh.
- We have visited a number of primary schools to support them with their Urdd after school clubs. A number have been organised for the new year. Ysgol y Parc Infants School, Denbigh, is a new club since January 2019.
- Trips – 113 went to Alton Towers in 2018. 74 went on the annual Disneyland trip. 4 from Denbighshire have been on the Urdd trip to Patagonia back in October. 2 others have been successful for the 2019 trip.
- Menter Iaith
 - Summer Holidays Activities, Lego, Animation and Minecraft Workshops in Ruthin and Denbigh.
 - Secondary Welsh Clubs (15 Yr 7 pupils) in Ysgol Brynhyfryd every Tuesday and Ysgol Dinas Brân every Thursday (10 Yr 7 pupils). Aim to return to holding lunchtime activities in Glan Clwyd in the new year.
 - Sessions have been held with 6th Form Welsh second language A Level students to develop ideas and opportunities for them to build confidence and practise their Welsh skills.
- Develop the linguistic skills of specialist staff to respond to changing demand.
 - Collaborate with Cardiff University to promote opportunities.
 - An event was held jointly in Ruthin with Cardiff University to promote a career as an Educational Psychologist.
- Create opportunities to develop staff skills
 - Ensure availability of appropriate training up to Year 6, with an aftercare package. (Cat 4 & 5 schools).
 - A series of termly training courses for Early Years assistants up to Year 6. (Cat 4 & 5 schools).
 - A series of training sessions to develop activities such as Yard Games, Guided/Reciprocal Reading and Cross Curricular Learning Through The Medium of Welsh in the FP and KS 2. (Cat 4 & 5 schools).
 - The current training offer includes:
 - A series of termly training courses in order to promote appropriate methodologies and support with Welsh medium work plans for the Early Years up to Year 6, with an aftercare package (Cat 4 & 5 School Teachers).
 - A series of Welsh medium exemplary lessons (whole class) for Early Years teachers.

- Staff Eisteddfod
 - The Council held its second Eisteddfod on 6th 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 language, and to celebrate the culture of Wales, to accompany our Welsh Language Strategy. It comes at a time when the Welsh language is in the spotlight and the fact that the Urdd Eisteddfod is now returning to the county in May 2021, as the 2020 Eisteddfod has been postponed. Once again this year, the response and support received has been fantastic, with 62 members of staff registered to compete. The competitions included limerick writing, cake decorating, judge's recipe (Bara Brith), preparing a meal using leeks, tapas using a Welsh ingredient, knitting or sewing, photography, forming a sentence out of the word CENNIN PEDR, flower arranging as well as two live competitions this year, Stori a Sain and the Choir.
- Council staff choir - Côr Sain y Sir
 - The choir continues to be very popular and 8 new members who are learning Welsh have joined over the past year, bringing the total to 22 members. The choir is mainly for Welsh learners, to promote the Welsh language and the culture of Wales, but specifically to give them the opportunity to practise their Welsh by learning traditional Welsh songs, but there are also members who are fluent Welsh speakers and help with the learning. They have performed in two events during the past year, which were the Council Carol Service in St Mary's Church, Denbigh and also opened the Staff Eisteddfod.
- Paned a Sgwrs
 - We have established a Paned a Sgwrs session in County Hall, Ruthin and Russell House, Rhyl, for staff who wish to practise their Welsh in an informal environment. Having a quick chat over a cup of coffee helps people to improve their social skills, form relationships and improve their mental and physical wellbeing. We meet once a week during lunch time for a variety of activities to encourage staff to use and nurture their Welsh language skills. We have a reading group once a month in the Paned a Sgwrs session where we read books from the 'Amdani' series, which are books for Welsh learners, and offer the opportunity to discuss the book and share their views in Welsh.
- Owain Glyndŵr Day
 - To celebrate Owain Glyndŵr Day this year, we created a video to show Glyndŵr's connections with Denbighshire and significant places within the county relating to his history. These places include Glyndyfrdwy, where one of Glyndŵr's two main courts were, as well as the fact that it is around these estates that Glyndŵr took his name; Mwnt in Llidiart-y-Parc near Glyndyfrdwy where he was proclaimed Prince of Wales; Bryn Saith Marchog where he had an altercation with Sir Reginald Grey (Lord of the Vale of Clwyd in Ruthin) relating to common land that developed to be a revolt for independence for Wales; Ruthin where the town was burnt to the ground apart from the castle; Denbigh and Ruthin were also attacked,

and there is a plaque on the old NatWest building in Ruthin that was unveiled by Dafydd Iwan in 2000 to commemorate 600 years since the instigation of Glyndŵr's revolt. We received very positive feedback from staff and many stated that they were not aware of how significant Denbighshire was in the history of Glyndŵr. We will share this video with staff annually on Owain Glyndŵr Day as well as sharing it on our social media. [Watch the Owain Glyndŵr video on YouTube here.](#)

- The Adventures of Cled y Corrach
 - Cled y Corrach Cymraeg (Cled the Welsh Elf) called by the Council this year to get everybody in the Christmas spirit. Cled was a Welsh version similar to Elf on the Shelf and he travelled around various locations in Denbighshire to promote the Welsh language. He began at County Hall, Ruthin, and whoever found him could take him for the day to take part in Welsh language activities. That member of staff then had to leave Cled somewhere for another member of staff to find him, leaving clues about his location on our daily newsletter. Cled had all kinds of adventures such as going on holiday to Aberdaron and Portmeirion, reading a Welsh book with a staff member's children, visiting care homes in the county, dealing with Welsh language enquiries in a leisure centre, helping to answer phone calls in Welsh in the Call Centre and much more. Very soon, Cled became very popular within the Council and a number of staff members were in touch to ask if they could have Cled for the day! A simple little activity but very effective. It is important to show staff that Welsh can be fun and that they do not see it as just a corporate language.
- 'Mae gen i hawl' campaign
 - For the first time this year, on 6 December 2019, public organisations across Wales held a 'Welsh Language Rights Day'. This is a day to celebrate the Welsh language services that organisations offer, and the rights that people have to use Welsh when dealing with them. It was an opportunity to promote Welsh language services and seek to increase the number of people who choose to use them. This was the first year that the national campaign was held. The date was chosen to note the date that the Welsh language legislation was passed by the Assembly in 2010. The aim is to make this an annual campaign. The marketing campaign mentions some of the rights that the public have, as well as Council staff. Rather than being a one day campaign, we decided to make it a week long campaign so that we did not share too much information at once as there was a risk that some of the messages would get lost.
 - We posted around 3 external messages on our social media channels every day and internal messages were shared with our staff, identifying the various rights that they have. One of the external messages that proved to be effective was a photo of a member of staff within various services who could speak Welsh. It was nice to read kind messages from the public about our staff within the Council, and how that member of staff has made their experience of using Welsh a positive one.
- Dydd Santes Dwynwen

- A competition was organised this year as part of Dydd Santes Dwynwen celebrations. We hid 6 hearts with a letter on them around the three main Council locations - County Hall, Caledfryn and Russell House - and the letters were an anagram of the word CARIAD (the same word in each location). Whoever got the correct word were in with a chance to win a prize. We had a very good response with more than 30 members of staff taking part in the competition. In addition, we had created posters with Welsh terms relating to Dydd Santes Dwynwen on them, with phonetics to correspond to the words.
- Welsh Learner of the Month
 - We have been choosing one Welsh Learner every month within the Council to talk about their language journey on video. They talk about what/who motivated them to learn Welsh as well as how speaking Welsh is an advantage to them in their role. Alongside the video, we include a biography of the learner, which shares their language journey in more detail. The intention of Welsh Learner of the Month is to inspire and encourage staff to learn Welsh and it has worked well so far, with other members of staff praising the Welsh learners. It is great to see staff praising and supporting each other.
- Shwmae Su'mae Day
 - Once again this year, we were part of the Shwmae Su'mae Day celebrations on 15 October. The purpose of the day is to promote the idea of starting every conversation with shwmae or su'mae. The aim of the day is to show that the Welsh language belongs to us all – fluent speakers, learners or those shy about their Welsh. This year, we created a video to go alongside the Rugby World Cup competition. We had a red dragon mascot costume called Dewi Draig who was filmed using the Council's Welsh language services. He also passed a rugby ball to other members of staff, saying "shwmae" or "su'mae" to them, and then they did the same whilst passing the ball on. The idea behind this was that the rugby ball represented the Welsh language and that we pass it on. [Watch the Shwmae Su'mae Day 2019 video on YouTube here](#)
- Welsh Language Music Day
 - We celebrated Welsh Language Music Day again this year, creating a special playlist of Welsh songs and encouraging staff to play them during the day in the office, the car and in reception areas. There is some incredible Welsh music being created and the day celebrates that.
 - Working in partnership
 - The Council is an active partner of Partnerlaith. The Forum includes a number of organisations, local and national, working towards promoting and developing the Welsh language strategically in Denbighshire.
 - During the past year, Partnerlaith has focussed its efforts on mapping Welsh activities across the county. This work was led by the Council and although it gave a clear picture that a number of events were located around the main towns, further research work was needed to identify activities in more rural communities. This would give a clear picture of where the

Partnerlaith should focus its efforts. We are in the process of creating a pilot scheme on Llangollen so that we can implement this same scheme in other areas.

- The Council continues to provide financial support to Menter Iaith Sir Ddinbych through an annual grant and the Urdd locally. The Urdd funding is used to employ an officer who helps the authority to organise activities for young people across the county.
- Welsh Lessons
 - Now, 10 hour Welsh taster courses are available online for those who want to start their language journey. These courses introduce every day vocabulary and phrases and they are available to everyone, free of charge. Some courses are tailored for various sectors, which are the health sector, care, public services, teachers, head teachers, tourism, retail, Welsh tourism, the Women's Institute and information about the Welsh language tailored for Childcare Providers.
- Increasing the use of Welsh across Social Care workplaces
 - A short Welsh taster course has been offered to Care workers, as well as a 'Give Welsh a Go' course which is tailored for Care staff who have received a bilingual education but who need to build confidence to use their Welsh.
 - 4 members of staff have attended a Residential course at Nant Gwrtheyrn. In addition, 'paned a sgwrs' sessions are held in order to offer internal staff opportunities to practise their Welsh.
- Various courses held in Welsh:
 - Welsh taster course
 - Greeting the public in Welsh course
 - Give Welsh a go (two day course)
 - Tweeting in Welsh
 - More Than Just Words – workshop for Community Support Services Managers and the Children's Department

Promotional activities 2020-2021

- The Council continues to provide financial support to Menter Iaith Sir Ddinbych through an annual grant and the Urdd locally. The Urdd funding is used to employ an officer who helps the authority to organise activities for young people across the county.
- We have been using national days as a focus point such as Dydd Santes Dwynwen, St David's Day, Shrove Tuesday, Mother's Day etc.
- Various courses held/completed in Welsh
 - Welsh taster Course
 - Greeting the public in Welsh
 - Give Welsh a go (two day course)

- Corporate Induction
- Equality
- Code of Conduct
- Whistleblowing
- Safeguarding Awareness
- Data Protection
- Modern Slavery
- Attendance at work
- List of activities
 - Staff Eisteddfod
 - The Council held its third Eisteddfod between 15th February and 1st 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 language, and to celebrate the culture of Wales. It comes at a time when the Welsh language is in the spotlight and the fact that the Urdd Eisteddfod is returning to the county in May 2022. This year, as a result of COVID-19 and the fact that most of the staff are working from home, we had to be a bit more creative and the Eisteddfod went digital. Our private Facebook page for staff was used as a platform to hold the Eisteddfod and promote various categories for staff to compete in them by uploading a photo to correspond with each category. The categories included Lockdown Project, Lockdown Hair, Lockdown Cocktails, creating a sentence from the word PANDEMIG, before and after/old and new photos, preparing a meal which begins with the first letter of your name, most talented pet and much more. In order to encourage more people to take part in the Eisteddfod this year, a decision was made to appoint all the Council staff as judges. They were able to choose the winners by 'liking' the photos/videos on the Facebook page, and those with the highest number of votes were the winners. The response and support received was much higher than anticipated and there was a lot of engagement with staff. The digital Eisteddfod was very successful with 163 competitors and over 700 votes.
 - Paned a Sgwrs
 - As most of the staff are now working from home, the sessions are held virtually. We had a very good start to the virtual sessions with a number of members present, but the numbers have decreased over the past few months. The reason for this was that staff needed a break from their screens over lunchtime therefore the timing of the session was inconvenient compared to face to face sessions. The numbers have risen again recently as we have changed the time of the sessions and the feedback from staff has been positive. Even so, virtual Paned a Sgwrs sessions do not have the same effect as face to face sessions and we hope to return to face to face

sessions when it is safe to do so. Weekly written tasks were prepared for staff in order to develop their written skills.

- Owain Glyndŵr Day
 - To celebrate Owain Glyndŵr Day this year, we shared a video we made to show Glyndŵr's connections with Denbighshire and significant places within the County relating to his history. These places include Glyndyfrdwy, where one of Glyndŵr's two main courts were, as well as the fact that it is around these estates that Glyndŵr took his name; Mwnt in Llidiart-y-Parc near Glyndyfrdwy where he was proclaimed Prince of Wales; Bryn Saith Marchog where he had an altercation with Sir Reginald Grey (Lord of the Vale of Clwyd in Ruthin) relating to common land that developed to be a revolt for independence for Wales; Ruthin where the town was burnt to the ground apart from the castle; Denbigh and Ruthin were also attacked, and there is a plaque on the old NatWest building in Ruthin that was unveiled by Dafydd Iwan in 2000 to commemorate 600 years since the instigation of Glyndŵr's revolt. We received very positive feedback from staff and many stated that they were not aware of how significant Denbighshire was in the history of Glyndŵr. This video has had over 1,000 views. [Watch the Owain Glyndŵr video on YouTube here.](#)
- 'Mae gen i hawl' campaign
 - This is a national campaign to celebrate the Welsh language services that Local Authorities offer, and the rights that people have to use Welsh when dealing with them. It was an opportunity to promote Welsh language services in Denbighshire and seek to increase the number of people who choose to use them. The marketing campaign mentions some of the rights that the public have, as well as Council staff.
 - In September, external messages shared on our social media channels every week included photos of staff who speak Welsh or are leaning Welsh, stating their responsibilities and how Welsh is an advantage to them in their role. The messages have attracted a great deal of positive attention on our accounts, with people praising our staff. One of the posts on our corporate Welsh Facebook page reached 5,000 people, which is the highest reach ever.
- Dydd Santes Dwynwen
 - A quiz about the history of Santes Dwynwen was produced as part of the day's celebrations this year. It was shared internally and externally on our social media channels and over 30 people took part. We also produced a document containing relevant Welsh vocabulary with phonetics to help the Welsh learners.
- Shwmae Su'mae Day
 - Once again this year, we were part of the Shwmae Su'mae Day celebrations on 15 October. The aim of the day is to promote the idea of starting every conversation with 'Shwmae' or 'Su'mae' with the aim of showing that the Welsh language belongs to us all – fluent speakers, learners or those shy about their Welsh. It was hard to create

something new because of the current situation with the pandemic therefore we shared some messages on our social accounts and shared the video that we created 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 "su'mae", then those staff members did the same. The idea behind this was that the rugby ball represented the Welsh language and that we pass it on. [Watch the Shwmae Su'mae Day 2020 video on YouTube here](#)

- Welsh Language Music Day
 - A special playlist of Welsh songs was created to share with staff and encourage them to play them at home, at work, or when driving. We also promoted the new song for the Nerth Dy Ben campaign, "Byw i'r dydd", which is a campaign to remind each other of our strengths and courage, especially during this challenging and difficult time. It also shows the positive effect that music has on mental health, which is an important message as many staff members are working from home at the moment. Most of the artists included in the music video are ex-pupils of Ysgol Glan Clwyd.
- 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 channels about the history of St David, relevant Welsh vocabulary with phonetics to help Welsh learners and the interesting facts about the reason why the leek and the Daffodil are the national symbols of Wales as well as the reason for wearing them on St David's Day.
- Promoting the Welsh Language Standards
 - We have produced documents to promote the Welsh Language Standards to share on the Council staff Facebook page, our daily newsletter, our intranet and our VisionTime system. It is a checklist for staff to ensure that they conform with the Standards and follow the guidelines issued. The templates include answering the phone bilingually, organising meetings and correspondence.
- Denbighshire Libraries Service Welsh Language Activities
 - Bookstart Denbighshire:
 - Rhymetime is live on Facebook every week since late March 2020. It is a bilingual activity that introduces Welsh to families. There are a total of 37 sessions and it has been viewed a total of 24,581 times, with 13,003 responses/comments and a reach of 54,812 over the year.
 - Our Rhymetime videos are now on YouTube, with 32 videos of rhymes and stories. Most are bilingual and some are only in Welsh. They have been viewed a total of 34,541 times over the year.
 - Siarad Babi Videos (Welsh) - A series of 9 videos sharing advice with parents on how to support the development of their babies' speech, reading and playing. These have

been viewed a total of 1,985 times over the year (double the amount for the corresponding English videos).

- Welsh reading groups
 - The Sgwrs a Sangria (Denbigh Library) and Llyfr a Llymed (Ruthin Library) groups have been meeting virtually since October 2020. Sgwrs a Sangria have met 4 times virtually with 25 people present. We visited the Pontio Arts and Innovation Centre in Bangor before the lockdown in 2020 to see the drama Llyfr Glas Nebo. Llyfr a Llymed have held 4 virtual meetings with 33 people present. An evening with the author Rebecca Roberts was held on 13th April (virtual), 23 members from various reading groups across the County were present including some learners.
- Increasing the use of Welsh by the social care workforce in Denbighshire and promoting the use of digital resources and online Welsh courses developed by Work Welsh.
 - All the Council's internal staff are expected to complete an e-learning module on Welsh Language Awareness and the staff who are new to the department are given a presentation on 'More Than Just Words' as part of their induction.
 - We have also shared information about the 10 hour free online course available to the care sector, along with the resources produced by Digital Communities Wales. In addition, in our monthly social care newsletter, we have shared details of a variety of Welsh resources with providers who promote and facilitate the use of Welsh. This has included a variety of language Apps and details of the new training resource from Social Care Wales to Support Bilingual Working for people who work in the health and social care field.
 - In addition, a specific online course has been commissioned for Denbighshire care staff across the Adult and Children's services. These have included a taster course and a short online Welsh workbook and also an online course suitable for staff who easily understand spoken Welsh but who do not have confidence when speaking Welsh.
- Welsh in Education Strategic Group Update
 - COVID-19 has had a significant impact on curriculum enrichment activities, and the Urdd Eisteddfod, which was a focus point for activities and which was due to be held in Denbigh, was postponed. Also, adjustments had to be made in terms of a number of Cymraeg i Blant activities and training, including the sabbatical course for teachers, to be virtual.

Promotional activities 2021-2022

- We have been using national days as a focus point such as Dydd Santes Dwynwen, St David's Day, Shrove Tuesday, Welsh Language Music Day, Mother's Day, Shwmae Su'mae etc.
- Various courses held/completed in Welsh (data only available since December 2021)
 - Data Protection
 - Modern Slavery
 - Behaviour
 - Equality

- Attendance at work
- Corporate Induction
- Mental Health Awareness
- Safeguarding Awareness
- List of activities
 - Staff Eisteddfod
 - The Council held its fourth Eisteddfod between 18th February and 1st 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 language, and to celebrate the culture of Wales. It comes at a time when the Welsh language is in the spotlight and the fact that the Urdd Eisteddfod is returning to the county in May 2022. Once again this year, due to COVID-19, a digital Eisteddfod was held. Our private Facebook page for staff was used as a platform to hold the Eisteddfod and promote various categories for staff to compete in them by uploading a photo to correspond with each category. The categories included best kept pet, most talented pet, before and after/old and new, creating a sentence from the word DEWI SANT and much more. In order to encourage more people to take part in the Eisteddfod this year, a decision was made to appoint all the Council staff as judges. They were able to choose the winners by 'liking' the photos/videos on the Facebook page, and those with the highest number of votes were the winners. The response and support received was very encouraging again this year and there was a lot of engagement with staff.
 - The Urdd Eisteddfod Denbighshire
 - The Urdd Eisteddfod is returning to Denbighshire this year, on Kilford Farm on the outskirts of Denbigh. The preparations began in 2018, but due to the pandemic, the Eisteddfod was postponed twice. We resumed the planning in 2021 and we have had some very busy months leading up to the Eisteddfod.
 - Denbighshire County Council is one of the main sponsors of the Urdd Eisteddfod this year and we are also sponsors of the two shows – the primary schools show, 'Ni yw y byd' and the secondary schools show, 'Fi di Fi'.
 - We will have a marquee on the Eisteddfod field, with the theme 'Discovering Denbighshire'. We will have a number of different sections in the marquee:-
 - Theatre - For schools to rehearse before going on stage as there are no prelims in the Eisteddfod this year. The Urdd will also hold their receptions there every afternoon from Monday to Thursday; story session by Fiona Collins on Tuesday and Saturday; poem recitals by Hywel Griffith and Sian; silent disco with a meet and greet session with our mascot, Dewi Draig; entertainment by Ensemble Dyffryn Clwyd and much more.

- Business / Tourism – Here, there will be an opportunity for businesses in the county to promote their product/business such as One Planet, Ruthin Gaol and Nantclwyd y Dre, walks within the county, youth services with a physical activity and much more.
- Arts and crafts – The artist in residence, Mari Gwent, will hold an arts and crafts workshop throughout the week, using natural materials from the county. Work will be created throughout the week and there will be an opportunity for children to create a natural paint brush to take home.
- Countryside – There will be outdoor bike tracks at the back of our marquee, a wildflower meadow at the front and a sand pit for the children to play.
- There is a lot of excitement and build-up in the county for the Eisteddfod and we are looking forward to welcoming the whole of Wales to our glorious county.
- Paned a Sgwrs
 - The sessions continue to be held virtually. As the numbers have decreased over the past year as a result of the sessions being moved online, we have started a book club once a month, which is held face to face in our Libraries in Denbigh and Ruthin. Staff are given an opportunity to choose a book from the ‘Amdani’ series which is suitable for learners, and aim to read it by the next session. We will then discuss the book and offer them the opportunity to express their opinion through the medium of Welsh. These sessions have been very successful so far, with the staff preferring face to face sessions as the virtual Paned a Sgwrs sessions do not have the same effect as face to face sessions. Weekly written tasks were prepared for staff in order to develop their written skills.
- Owain Glyndŵr Day
 - We shared a video we made to show Glyndŵr’s connections with Denbighshire and significant places within the county relating to his history. These places include Glyndyfrdwy, where one of Glyndŵr’s two main courts were, as well as the fact that it is around these estates that Glyndŵr took his name; Mwnt in Llidiart-y-Parc near Glyndyfrdwy where he was proclaimed Prince of Wales; Bryn Saith Marchog where he had an altercation with Sir Reginald Grey (Lord of the Vale of Clwyd in Ruthin) relating to common land that developed to be a revolt for independence for Wales; Ruthin where the town was burnt to the ground apart from the castle; Denbigh and Ruthin were also attacked, and there is a plaque on the old NatWest building in Ruthin that was unveiled by Dafydd Iwan in 2000 to commemorate 600 years since the instigation of Glyndŵr’s revolt. We received very positive feedback from staff and many stated that they were not aware of how significant Denbighshire was in the history of Glyndŵr. This video has had nearly 2,000 views. Watch the Owain Glyndŵr video on YouTube here.
- ‘Mae gen i hawl’ campaign

- This is a national campaign to celebrate the Welsh language services that Local Authorities offer, and the rights that people have to use Welsh when dealing with them. It was an opportunity to promote Welsh language services in Denbighshire and seek to increase the number of people who choose to use them. The marketing campaign mentions some of the rights that the public have, as well as Council staff.
 - In September, external messages shared on our social media channels every week included photos of staff who speak Welsh or are leaning Welsh, stating their responsibilities and how Welsh is an advantage to them in their role. The messages have attracted a great deal of positive attention on our accounts, with people praising our staff.
 - Dydd Santes Dwynwen
 - A quiz about the history of Santes Dwynwen was produced as part of the day's celebrations this year. It was shared internally and externally on our social media channels. We also produced a document containing relevant Welsh vocabulary with phonetics to help the Welsh learners.
 - Shwmae Su'mae Day
 - Once again this year, we were part of the Shwmae Su'mae Day celebrations on 15 October. The aim of the day is to promote the idea of starting every conversation with 'Shwmae' or 'Su'mae' with the aim of showing that the Welsh language belongs to us all – fluent speakers, learners or those shy about their Welsh. It was hard to create something new because of the current situation with the pandemic therefore we shared some messages on our social accounts and shared the video that we created 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 "su'mae", then those staff members did the same. The idea behind this was that the rugby ball represented the Welsh language and that we pass it on. Watch the Shwmae Su'mae Day 2020 video on YouTube [here](#)
 - Welsh Language Music Day
 - A special playlist of Welsh songs was created to share with staff and encourage them to play them at home, at work, or when driving. An emoji quiz was also created to guess the titles of Welsh songs. This was very popular on our staff Facebook page with a lot of engagement.
 - 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 channels about the history of St David, relevant Welsh vocabulary with phonetics to help Welsh learners and the interesting facts about the reason why the leek and the Daffodil are the national symbols of Wales as well as the reason for wearing them on St David's Day.
- Denbighshire Libraries Service Welsh Language Activities

- Bookstart Denbighshire:
 - Rhymetime is live on Facebook every week since late March. It is a bilingual activity that introduces Welsh to families. There are a total of 33 sessions which have been viewed a total of 12,763 times, with 5,936 responses/comments and a reach of 29,344 over the year.
 - Siarad Babi Videos (Welsh) on YouTube - a series of 9 videos sharing advice with parents on how to support the development of their babies' speech, reading and playing. Created in 2020, the usage continues to increase, and have been viewed a total of 7,191 times to the end of March 2022.
- Welsh reading groups
 - The Sgwrs a Sangria (Denbigh Library) and Llyfr a Llymed (Ruthin Library) groups have continued meeting virtually and are now resuming their meetings in the Libraries in 2022 every other month.
 - Glyndŵr Reading Group in Corwen had a break during the pandemic, since the start of 2022, they have started meeting every month in Corwen Library with a lot of fun and laughter during their sessions!
- Summer Reading Challenge 2021: Wild World Heroes
 - The full Challenge returned and 1,710 children took part in the bilingual challenge. A Welsh website was available to support the challenge again this year (funded by the Welsh Government) in order for children to take part virtually too.
- Winter of Wellbeing Campaign
 - A successful campaign was held in Denbighshire Libraries January – March 2022
 - 450 children from the County's Schools have visited their local libraries to see the In Character show which was based on the '10 Stories from Welsh History' book by Ifan Morgan Jones. 13 Welsh or bilingual sessions were held in five Libraries with 11 schools taking part in lively workshops with the character Hari Hanes. The programme was organised by Denbighshire Libraries in partnership with Menter Iaith Sir Ddinbych.
 - 24 art workshops were organised for families in seven Denbighshire Libraries and were led by seven local craftsmen/women and artists, with most being Welsh speaking. The Libraries Service provided the creative programme in conjunction with Denbighshire Active Communities Department.
 - Bilingual Lego workshops were held by Menter Iaith Sir Ddinbych in four libraries where children were offered an opportunity to recreate and learn about historical buildings in their areas - Corwen, Llangollen, Prestatyn and Rhyl. In addition, a host of virtual activities in Welsh and English were organised nationally with popular authors such as Manon Steffan Ros and Connor Allen.
- Empathy Lab

- The libraries have been a part of a joint scheme with a number of local schools to develop children’s empathy skills using characters from books. Each member of staff received basic training and a number of school visits have also stemmed from the project. Head Librarian, Bethan Hughes, was one of the panel who selected the Welsh books for the scheme’s new national list.
 - Cymry Newydd (New Welsh Speakers)
 - A new discussion group was set up in Rhyl Library for Welsh learners to chat and practise the language. A Paned a Sgwrs group has resumed in Denbigh and Ruthin Libraries following a long period of virtual meetings, for Council staff.
- Courses for staff
 - 10 hour Welsh taster courses are available online for those who want to start their language journey. These courses introduce every day vocabulary and phrases and they are available to everyone, free of charge. Some courses are tailored for various sectors, which are the health sector, care, public services, teachers, head teachers, tourism, retail, Welsh tourism, the Women’s Institute and information about the Welsh language tailored for Childcare Providers.
 - The courses:
 - Welcome
 - Welcome back
 - Improve your Work Welsh
 - Retail
 - Care Sector
 - Tourism
 - Public Services
 - Head teachers
 - Health Sector
 - Teachers

Recommendation 5: Amend the format of the monitoring reports in order to facilitate meeting the requirements of Standard 146

Standard 146 states that it is a requirement that this report contains ‘a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language’. It should be made clear in the annual reports which activities were arranged and which activities were arranged in order to promote the use of the Welsh language.

Recommendation 6: Consider which activities are relevant to Standard 146 in order to streamline the monitoring process

Standard 146 states that it is a requirement that this report contains 'a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language'. This can include being more clear about the Council's internal activities or relevant partners' activities/activities funded by the Council. The effective practice advice documents to assess the achievements of the language strategies by the Welsh Language Commissioner offers guidance on this²³. It should be acknowledged that our understanding of an activity has possibly broadened as a result of the COVID-19 pandemic, and that it now includes virtual activities or online activities (e.g. videos). Even so, the main consideration of this recommendation is that the record of activities should be streamlined for the purpose of this report.

²³ <https://www.welshlanguagecommissioner.wales/media/tsmnykfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf> (welshlanguagecommissioner.wales)

5. Thematic review of Denbighshire's Welsh Language Strategy 2017-2022

Denbighshire's Welsh Language Strategy 2017-2022 was structured on the basis of five interlinked themes:

- Theme 1: Strategic Planning of the Welsh Language in Denbighshire
- Theme 2: Education, Youth and Leisure Service
- Theme 3: The Community
- Theme 4: Business and the economy
- Theme 5: Council internal administration

Theme 1 looks at how Denbighshire County Council works with its key partners involved in delivering the Welsh language across the county and how they can work more strategically and plan their activities in a more co-ordinated manner.

Theme 2 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. It also looks at improving opportunities for children and young people in social settings by working with our Youth and Leisure services.

Theme 3 looks at issues affecting communities in relation to the Welsh Language, with a specific focus on the impact of policy decisions. A key focus is being placed on local planning issues and the More Than Just Words Framework to enhance bilingual services in health and social care.

Theme 4 looks at how Denbighshire County Council and its economic 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 5 looks at how Denbighshire County Council can promote the Welsh language through providing training to staff and enhancing the bilingual ethos of the authority through promoting the Welsh language.

These interlinked themes are cross-cutting across various departments of Denbighshire County Council. For this assurance report, thematic reporting templates were prepared for relevant operational partners of Denbighshire County Council. The themes are introduced one at a time, identifying the vision, the desired outcomes and the actions from the language strategy. For each theme, there is a response for any specific successes or challenges, and if relevant, the relevant performance indicators and their status are included. This information comes from the thematic reporting templates prepared for Denbighshire County Council's departments and operational partners as part of the work of this assurance report. This information is complemented by a series of interviews with key staff within the relevant services who were responsible for implementing relevant elements of the language strategy. Interviews were held with 11 key members of Council staff and the Council's partners as part of preparing this report.

Even so, it is necessary to consider the effectiveness of the reporting and monitoring procedures for the language strategy. The themes show that a number of gaps in data reporting make it difficult to report on the performance indicators. In addition, progress against the action points was not recorded. The Welsh Language Commissioner's²⁴ effective practice advice documents to assess the achievements of the language strategies should be considered the when producing the new language strategy and putting in place the procedures and processes that are essential in order to measure the performance and the impact effect of the strategy.

²⁴ <https://www.welshlanguagecommissioner.wales/media/tsmnykfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf>
([welshlanguagecommissioner.wales](https://www.welshlanguagecommissioner.wales))

Recommendation 7: Ensure that the action points match the vision and desired outcomes

The Welsh Language Commissioner's effective practice advice document to assess the achievements of the language strategies states that 'the development of a robust Theory of Change and evaluation framework would be a valuable asset in beginning to prepare new promotion strategies'²⁵. This should also lead to the setting of meaningful indicators and measures (see recommendation 9).

Recommendation 8: Ensure that it is possible to monitor the progress of the action points

Establish a procedure to regularly document progress against the action points during the period of the language strategy.

Recommendation 9: Ensure that the performance indicators and the process of monitoring and reporting on the performance indicators enables performance measuring against the objectives of the strategy

The essence of any steps to measure performance is to consider the evidence we have of the difference the activity makes to maintaining or increasing the number of Welsh speakers in the county or to increasing the use of the Welsh language in the area. Guidance should be taken from the Welsh Language Commissioner's effective practice advice document to assess the achievements of the language strategies when setting the performance indicators and the relevant procedures and monitoring process²⁶. The Commissioner's advice document contains model templates that can offer guidance on this (appendix 2). Section 7 of the Commissioner's advice document includes guidance on setting effective and meaningful indicators and measures.

²⁵ <https://www.welshlanguagecommissioner.wales/media/tsmnykfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf> (welshlanguagecommissioner.wales), p:23.

²⁶ <https://www.welshlanguagecommissioner.wales/media/tsmnykfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf> (welshlanguagecommissioner.wales)

Recommendation 10: Ensure that specific successes or challenges are regularly documented during the period of the strategy

This will strengthen the Council's activity monitoring process and respond to Standard 146 more effectively, offering an opportunity to record an activity that was not planned within the language strategy, but that is relevant. This will build on what is seen in this report, where there is evidence of the Council's ability to change the way of working in relation to the language strategy, as a result of the COVID-19 pandemic.

Recommendation 11: Consider appointing a specific officer who is responsible for implementing the language strategy within each service

The main purpose of this recommendation is to ensure consistency across services, facilitating the implementation and monitoring of the strategy and ensuring consistency where there is staff turnover. It became apparent during the interviews that staff turnover meant that there was not always consistency when contributing to and implementing the language strategy. Setting this as a specific duty for a specific and common officer within the various services would ensure consistency across the Council and over time.

Recommendation 12: Be more ambitious when measuring the impact effect of the strategy

Guidance should be sought from the effective practice advice document to assess the achievements of the language strategies by the Welsh Language Commissioner when considering how to measure the performance of the new language strategy. An implication of this is the need to consider the impact effect of the strategy as well as the implementation of the strategy. The Commissioner's advice document states that there is an expectation, when measuring the performance of the strategy, for the assessment to include quantitative indicators and qualitative evidence²⁷. As part of this, the performance indicators which are set for the new language strategy should be considered, taking guidance from section 8 and appendices 2 and 3 of the Commissioner's advice document²⁸.

²⁷ <https://www.welshlanguagecommissioner.wales/media/tsmrvkfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf> (welshlanguagecommissioner.wales), p: 16-18.

²⁸ <https://www.welshlanguagecommissioner.wales/media/tsmrvkfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf> (welshlanguagecommissioner.wales)

5.1 Theme 1: Strategic planning of the Welsh language

The vision:

- *A more co-ordinated approach to strategic language planning in the county.*

Desired outcome:

- *Greater focus on working together for the benefit of the Welsh language;*
- *Less focus on operational activities and more focus on target setting, with delegated leads on work streams.*

Successes of Theme 1: Strategic Planning of the Welsh Language

Over the period of the language strategy, Denbighshire County Council has ensured a number of specific successes in relation to the strategic planning of the Welsh language:

- Ensuring a Welsh medium and bilingual provision at Coleg Llysfasi.
- Designing and preparing a complete and detailed county training programme for the attention of English medium primary schools to provide, learn and teach the Welsh language as a skill within their local Curriculum framework. Set an expectation for the Category 1 (Language Arrangement 2022) schools to teach 15% of their Curriculum through the medium of Welsh, with four primary schools beginning their ‘transitional’ journey in order to learn and teach bilingually by the end of the WESP period – 2031. The schools operate as a consistent and corresponding language network within their specific cluster.
- Discuss and agree terms of reference for the current Language Forum (Partnerlaith) during 2020-2022, with further developments planned following conversations with the Welsh in Education Strategic Plan Group, with the intention of creating another, more strategic layer, and rationalising a clear model for the various forums during 2023.
- Maintaining an annual contract with Menter Iaith Sir Ddinbych to contribute to funding the Menter’s activities and to ensure that the work set is completed and the relevant targets are met. This has been a robust basis for collaboration between the Menter Iaith and the

Council, with a number of the Council's departments benefitting, e.g. joint projects and activities between the Menter Iaith and the Libraries, Countryside, Economy and Business departments and the Council's Corporate Communication department. The Portfolio Holder for the Welsh Language (the Council) is on the Menter Iaith Management Board which meets every quarter.

- Secure funding from the Council's Education Department for part-funding towards the Croesi'r Bont scheme (Mudiad Meithrin) to ensure a Language Immersion programme for the children and confirm the language of the Cylchoedd Meithrin in the area.
- Commission Popeth Cymraeg to carry out an analysis of the results of the 2011 and 2021 Census in regards to the Welsh language.

Challenges of Theme 1: Strategic Planning of the Welsh Language

Over the period of the language strategy, a number of challenges were identified in relation to the strategic planning of the Welsh Language:

- A decrease in the number of children attending Welsh medium education, with the implication that the number of pupils in English medium education is increasing. In relation to this, there are no formal opportunities to measure the success of the Welsh language in English medium schools.
- Losing the 'Athrawon Bro' network to assist, support, equip and train the workforce with language arrangements, pedagogy, methodology and learning and teaching methods.
- A reduction in funding for Welsh for Adults courses in the community since before lockdown. Along with this, an increase was seen in the costs to run courses which creates an economic challenge to run the courses. The result of this is that online courses are more viable if the classes include a fairly small number of learners (as can happen in rural areas of the county). Even though it is a valuable service for individuals who wish to learn Welsh, Welsh for Adults is not designed or funded to be able to generate a substantial increase in the number of Welsh speakers in the county.

Actions for Theme 1: Strategic Planning of the Welsh Language

Denbighshire County Council, the Welsh Government and other partners will be reconsidering the terms of reference and membership of the County's Welsh Language Forum in order to ensure a more strategic focus and better cooperation between partners.

Denbighshire County Council, the Welsh Government and other partners will be setting a clear methodology in order to monitor linguistic progress and measure linguistic outcomes in terms of local and county wide action plans. Increase the number and percentage of 16-19 year old students who receive part of their education through the medium of Welsh and/or bilingually.

Public bodies should respond positively to the Welsh Language Standards and give the language a status and high economic value by increasing the usage of the Welsh language within the workforce.

Denbighshire County Council, the Welsh Government and other partners will work with the Welsh Language Forum to reach an agreement regarding which organisation should lead on developing strategic plans in each action area.

5.2 Theme 2: Children and Young People

The vision:

- *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;*
- *More students aged 14-16 studying for qualifications through the medium of Welsh;*
- *More leisure and youth activities held through the medium of Welsh.*

Successes of Theme 2: Children and Young People

- Commence work on the Oak Tree Centre in Rhyl which will also provide a new site for a Cylch Meithrin in the building.
- Submit a grant application to the Welsh Government for funding to provide childcare facilities in Rhyl, Prestatyn and Ruthin.
- Increase the Welsh medium provision in the Youth Service by recruiting fluent Welsh speakers to the service as well as supporting and persuading staff to develop their language skills.
- Working with the Urdd and Menter Iaith to create an additional Welsh medium provision and increase the number of bilingual activities through the Welsh Government Youth Service Grant.
- Hold a meeting of the Welsh Medium Youth Service Strategic Group in 2017/18 to map the provision at the time and to identify any gaps in the Welsh medium provision. From this work, agreements were developed with external partners to provide and support the Youth Service's ability to work bilingually across the county.

Challenges of Theme 2: Children and Young People

- Implementing childcare schemes in Denbigh and Rhyl has faced a number of external barriers out of the Council’s control. In particular, technical barriers in respect of a lack of capacity for draining surface water in Rhyl and a huge increase in building costs have meant delays on related projects.
- In February 2023, RL Davies went into administration and therefore there has been some delay to the completion of the extension at Oak Tree Centre, Rhyl.
- The governing body of one Category 4 school have voiced their objection to increasing their Welsh language provision.
- Recruiting staff is a challenge, especially when seeking to recruit staff who are trained for the youth service and who can speak Welsh.

Actions for Theme 2: Children and Young People

Denbighshire County Council will work closely with Mudiad Meithrin and private childcare providers to ensure that Welsh medium education is available in all parts of the county and that there is robust continuity for Welsh medium primary education.

The County Council and Mudiad Meithrin will work closely with schemes such as Flying Start which supports parents in disadvantaged areas, to ensure that Welsh is given a suitable place in the activities provided by them across the county.

The County Council will work with staff and governing bodies in English medium primary schools who make significant use of Welsh to ensure that the Foundation Phase curriculum is provided mainly through the medium of Welsh and to plan for suitable linguistic continuity in these schools in Key Stage 2.

The County Council will begin the process of earmarking English medium primary schools who are prepared to provide a higher percentage of the Foundation Phase curriculum through the medium of Welsh with the ultimate aim of expanding the provision and ensuring suitable linguistic continuity in Key Stage 2.

The County Council Education Department will be further developing the Siarter Iaith scheme, in order to promote Welsh medium activities in the school and raise awareness of the language among learners and Welsh speakers.

The County Council, in conjunction with Menter Iaith Sir Ddinbych and Rhieni Dros Addysg Gymraeg, will be running a continuous marketing campaign to promote Welsh medium education and the benefits of bilingualism for parents and pupils.

The County Council will be providing training for primary and secondary governors on the benefits of Welsh medium education and the educational, economic and community reasons why the provision should be extended across the county.

The County Council will conduct an audit of the language skills of staff within the Leisure Department in order to plan for the number of staff who can offer leisure services through the medium of Welsh.

The County Council will look at the need for lessons (swimming and fitness) through the medium of Welsh and will put plans in place to provide those lessons where there is demand.

The County Council Leisure Department will support staff to develop their language skills in order to offer bilingual sessions where there is demand.

The County Council will adopt a 'Language Champion' in each Leisure Centre to be responsible for promoting the use of the Welsh language and developing a Welsh ethos.


The County Council will support administrative and front line staff within the leisure service who can speak Welsh or who are learning Welsh in order to develop their language skills.



The County Council will increase the Welsh language provision within its youth service by recruiting more bilingual staff in future and supporting staff within the service to develop their skills to work through the medium of Welsh.




The County Council will continue to develop the partnership with the Urdd and other youth work providers in order to ensure that Welsh medium activities are available to the young people of Denbighshire in the short term.

The County Council will establish and facilitate a county strategic group of the main providers to develop and coordinate youth leisure activities for young people and children through the medium of Welsh.

Theme 2 Performance Indicators: Children and Young People

Performance Indicators	Subject/Data	Status
<p>More seven year olds educated through the medium of Welsh.</p>	<p>A scheme is included in Band B of the Sustainable Communities for Learning Programme to build an extension on Ysgol Gwernant.</p> <p>Ysgol Llanfair has increased the admissions number for children in the school. There are currently no deficit places in the county's Welsh medium schools.</p> <p>Schools have been informed of the authority's intention to change their language category. A number of meetings have been held between the county's officers and the schools' stakeholders to discuss the challenges and seek to map a practical pathway for the schools to change language category.</p>	<p style="text-align: center;"></p>

<p>More pupils continue to improve their Welsh language skills in the transition stage from primary school to secondary school.</p>	<p>Work is being done to establish a robust transition scheme between the primary and secondary schools. The secondary schools will organise interesting transitional activities and engage more with Year 5 children and parents.</p> <p>The county officers will continue to monitor Welsh provision in Brynhyfryd and Dinas Brân schools.</p>	
<p>More students aged 14-16 studying for qualifications through the medium of Welsh</p>	<p>Work is planned to identify other English medium primary schools to strengthen the transition relationship and offer activities and taster sessions with the children to attract them to the immersion class.</p> <p>An officer has been appointed to the authority and is working with and supporting Ysgol Glan Clwyd.</p> <p>Provide module units through the medium of Welsh in Welsh medium secondary schools.</p>	

<p>More students aged 14-19 studying through the medium of Welsh in schools, colleges and work based learning.</p>	<p>Work is in progress during spring / summer 2023 to create a robust cross-county transition programme with Year 5 parents in regards to which stream the pupils choose and to promote opportunities.</p> <p>Provide an alternative education programme in secondary schools through the Youth Work Education Offer.</p>	
<p>More students with higher level Welsh skills.</p>	<p>Officers from the Council will work with schools to ensure that they understand the requirements of the new GCSE qualifications as a result of the Curriculum for Wales.</p>	
<p>Increase in the number of bilingual youth work sessions.</p>	<p>Two Welsh speakers were appointed to new Youth Work posts in schools.</p> <p>Additional partnership arrangements for Welsh through Sports have been commissioned.</p>	

<p>Increase in the number of youth service staff who speak/are learning Welsh</p>	<p>The percentage of Welsh medium staff hours increased from 35% in 2021-22 to 40% in 2022-2023.</p> <p>Encourage staff to register on Welsh courses to improve their skills.</p> <p>Every member of staff in the Youth Service uses Welsh every day where possible when greeting or in sessions with young people.</p>	<p style="text-align: center;">↑</p>
<p style="text-align: center;"> ↑ PI has improved ↓ PI has slipped ↔ PI remains the same or has not changed • No comparison available </p>		

5.3 Theme 3: The community

The vision:

- *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;*
- *More students aged 14-16 studying for qualifications through the medium of Welsh;*
- *More leisure and youth activities held through the medium of Welsh.*

Successes of Theme 3: The community

- Work Welsh staff courses.
- Welsh for Adults courses, with events and activities for our learners.
- Llysfasi community Hub hold activities and events for the community.
- Work with Popeth Cymraeg and community volunteers to hold activities to span experienced and new Welsh speakers.
- Information packs for new residents in the County regarding the importance of bilingualism are being prepared, thanks to a joint project between the Council, Menter Iaith and local housing agencies.
- Annual stall at the Denbigh and Flint Show to promote services, projects and Welsh and bilingual events.
- The Urdd Eisteddfod 2022 was held in Denbighshire, and the Council is one of the main sponsors. The Council had a marquee on the Eisteddfod field, with the theme 'Discovering Denbighshire'. The partners of the Welsh Language Forum were all present in one way or another.

- The Council has presence in community events (such as festivals, carnivals) and these are sometimes jointly with relevant partners, e.g. Cymraeg i Blant, Popeth Cymraeg and Menter Iaith worked together at Denbigh Carnival to promote the Welsh language to young families.
- The partners of the Language Forum are proactive when collaborating where needed. This includes taking advantage of national events and marketing on social media, e.g. Owain Glyndŵr Day, Shwmae Su'mae etc.
- Working together with Popeth Cymraeg and Menter Iaith Sir Ddinbych in a number of events to market Welsh for Adults courses or to arrange social activities for learners or for learners and fluent Welsh speakers together.
- Work is being done to review the policy approach on the Welsh language and culture with different options for the local development plan being discussed by the Strategic Planning Group and the Welsh Language Steering Group.
- Establishing a local action group including managers, Councillors and staff from the Community Support Department and the Children's Service to implement the More Than Just Words framework. Also members of the Regional More Than Just Words Forum.
- Distribute a newsletter to the independent care workplace to promote and facilitate the use of Welsh. This includes promoting the We Care Wales campaign and the importance of Welsh in care.
- Organise individual visits with each team in order to promote the Welsh language and the active offer. Work with the Health Board when communicating the More Than Just Words messages and the active offer within the integrated teams.
- One of the residential homes in the county is taking part in the ARFer pilot scheme with Bangor University.
- A Welsh Language Officer was appointed in 2018. This has led to a positive ethos within the Council with the Welsh language going from strength to strength sparking the interest of staff to learn the language or to be a part of the national Welsh celebrations. From year to year, the Council has celebrated events such as Dydd Santes Dwynwen, Owain Glyndŵr Day, St David's Day, the 6 Nations Rugby Tournament, The Council Staff Eisteddfod, Shwmae Su'mae Day, Welsh Language Music Day and much more.

Challenges of Theme 3: The community

- All Welsh for Adults classes were moved online as a result of the COVID-19 pandemic. Due to the ease of access online, this meant that many learners from outside the county (and outside the UK) had been added to the local learners in the classes. A considerable increase was seen in the number of registrations during lockdown, the biggest increase in Wales by percentage by any provider. All supplementary courses (Sadwrn Siarad, New Year, Easter, Summer) and the conversational sessions were also moved online. Due to the geographical breadth of our learners, we now have a dual stream provision – some classes are held face to face but currently, most are still online. We foresee that local face to face provision will resume, but the online provision is now an essential part of our provision as learners from all parts of the UK and beyond can join local learners in virtual classes.
- The homeworking arrangements during the COVID-19 pandemic have made it difficult to measure the implementation of the Welsh Language Standards. We send out staff messages regularly to remind them of the requirements. We are reconsidering the induction package for new staff in response to this challenge.
- Recruiting and retaining staff across the care sector is a challenge, including administrative staff, care staff, social workers and team managers who have bilingual language skills.
- The use of English as an administration language is a challenge when using the PARIS system to record information. There are cases of staff interacting with care residents in Welsh but inputting the information on PARIS in English.
- A change in work patterns during and due to the COVID-19 pandemic has presented a challenge in maintaining the momentum of staff who are learning Welsh. There was a big effort to create opportunities for staff to use Welsh socially and virtually during the pandemic period but the decrease in face to face contact meant that many staff members lost momentum when learning the language as they did not hear or see as much Welsh as they would have whilst working in offices.

Actions for Theme 3: The community

Consider the impact of policy/decision making on the Welsh language and communities.

The Local Development Plan asks for community and language statements to go alongside planning applications for smaller developments in villages and open countryside, i.e. developments of 5 or more homes; a commercial, industrial, tourism/leisure development of 1,000m² or more floor space; developments that are likely to lead to the loss of community facilities or work opportunities; infrastructure projects with long-term community impact. A Welsh language impact assessment should be carried out on any large development.

The Local Development Plan asks for Community and Language Statements to go alongside planning applications for larger developments in each area, (i.e. developments of more than 20 houses; a commercial, industrial, tourism/leisure development of 1,000m² or more floor space; developments that are likely to lead to the loss of community facilities or work opportunities; infrastructure projects with long-term community impact).

As part of the review of the Local Development Plan, a sustainability appraisal and related assessment processes will assess the effect of the spatial strategy of the scheme, policies and allocations on the Welsh language. Where evidence shows an adverse impact, changes or mitigation measures will be identified.

Increase the marketing of Welsh courses available in the community.

Launch a community buddy scheme.

Information packs for new residents in the County regarding the importance of bilingualism (in conjunction with estate agents and letting agencies).
Attendance at key county events in order to promote the Welsh language.
Co-promote Welsh language events on partners' websites and social media.
Facilitate and support events of national importance which promote the Welsh Language and culture.
A joint marketing campaign to promote the Welsh language.
Implementing the More Than Just Words Framework.

<i>Theme 3 Performance Indicators: The community</i>		
Performance Indicators	Subject/Data	Status
An increase in the number of people moving to Denbighshire who access information about bilingualism	Popeth Cymraeg has run many marketing campaigns through the Daily Post and online to promote its Welsh for Adults classes. These campaigns have attracted adults to	↑

	<p>our classes from many places, not only Denbighshire. However, we have targeted local residents in particular, by distributing more than 30,000 leaflets locally and advertising in the printed versions of the Rhyl Journal and the Denbighshire Free Press. We also contact all schools in the area annually to promote opportunities to learn Welsh. Through its contacts and community campaigns, Menter Iaith Sir Ddinbych has helped us to reach target groups for our Welsh for Adults offer.</p>	
<p>The number of Council policy decisions where the impact on the Welsh language was considered.</p>	<p>32</p>	<p>●</p>
<p> ↑ PI has improved ↓ PI has slipped ↔ PI remains the same or has not changed ● No comparison available </p>		

5.4 Theme 4: Business and the economy

The vision:

- *Recognising the importance of a prosperous economy for the future of the Welsh language.*

Desired outcome:

- *The County Council and other economic development partners should recognise the importance of the future of the Welsh language for 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.*

Successes of Theme 4: Business and the economy

- Running the Welsh in Business pilot scheme.
- Distributing the Benefits of Bilingualism booklet.
- Promoting the use of Welsh through social media.
- Promoting Welsh language tools to businesses, such as Helo Blod.
- Identifying and promoting case studies that can offer good practice lessons.
- Creating and establishing a policy on awarding grants to assist officers to comply with the requirements of The Welsh Language Standards (No. 1) Regulations 2015 when awarding grants on behalf of the Council.

Challenges of Theme 4: Business and the economy

- Budgetary constraints have had an impact effect on promoting Welsh as a skill. This was supposed to be part of a grant scheme but it was not funded.
- It can be difficult to provide evidence of the benefits of bilingualism to businesses, especially where business want to see financial returns on any investment (be it time or financial investment).

- Failure to identify business champions in every town in the county.

<i>Actions for Theme 4: Business and the economy</i>
Provide a pilot training programme for local businesses in Denbighshire on bilingualism.
Introduce more training for businesses if there is demand.
Arrange sessions for businesses to see how they can increase their use of Welsh on social media.
Provide a briefing document for businesses on the benefits of bilingualism.
Share good practice between businesses on the benefits of bilingualism.
Provide Siarad Cymraeg badges to businesses.
Raise awareness of learning Welsh courses for adults in the community.
Provide a newsletter for the business community on what kind of business support is available to promote the Welsh language.

- Allocate business champions in every main town to act as ambassadors for the Welsh language.
- Encourage businesses in Denbighshire to include the Welsh language as an additional skill when recruiting new staff.
- Ensure that each contract produced by the Council adheres to the conditions of the Welsh Language Standards.

<i>Theme 4 Performance Indicators: Business and the economy</i>		
Performance Indicators	Subject/Data	Status
The number of businesses in Denbighshire receiving training on the benefits of bilingualism through a targeted campaign	<p>36 businesses were part of the pilot scheme. Only a handful of businesses continued beyond the initial workshops as they were not able to recognise the financial value to their businesses of continuing.</p> <p>The Benefits of Bilingualism leaflet has been distributed to 1,000 businesses.</p>	●

<p>The number of businesses displaying Welsh promotional signs / materials within their business through a targeted campaign.</p>	<p>We distribute a monthly newsletter to businesses with an audience of 3,500. Specific content promotes the use of Welsh and the support services available. Examples include the Helo Blod campaign and funded Welsh lessons.</p>	<p style="text-align: center;">●</p>
<p>The number of opportunities for young people to access work locally</p>	<p>As a result of financial constraints, the grant scheme that would have monitored the effect on recruitment was not funded.</p>	<p style="text-align: center;">●</p>
<p style="text-align: center;"> ↑ PI has improved ↓ PI has slipped ↔ PI remains the same or has not changed ● No comparison available </p>		

5.5 Theme 5: Council internal administration

The vision:

- *More opportunities to use Welsh in the workplace, with more emphasis on including specific Welsh language needs for new posts.*

Desired outcome:

- *More staff using their Welsh language skills in their day to day work;*
- *Provide more training opportunities (training and formal mentoring);*
- *A more positive bilingual culture within the organisation.*

Successes of Theme 5: Council internal administration

- Establishing an internal procedure for monitoring the language skills of staff annually. Monitoring language skills assists with determining which language courses need to be offered to staff.
- Introducing a Level 1 Course mandatory e-module for staff to confirm their posts following a probationary period.
- Promoting the learning Welsh Level 1 course module for care staff.
- Maintaining a network of Welsh Language Champions within each Service in the Council who meet every three months to monitor progress with the Standards along with sharing best practice as a critical friend. This has nurtured a thorough understanding of the Standards and the related strategy and has led to holding awareness raising and mystery shopper sessions.
- Working together within the Council under the guidance of the Welsh Language Officer to set the aim that everyone within the Council completes a Level 1 Course so that all members of staff within the Council have basic/courtesy level skills in Welsh.
- Including a language skills levels procedure on job application forms, moving away from advertising posts as being 'Welsh essential', 'Welsh desirable' etc, and moving towards advertising according to ability in specific language skills.
- Ensuring that the Council's intranet is fully bilingual.
- Creating a 'Welsh in the workplace' page on the Council's intranet which includes useful resources for staff.

- Holding Gloywi Iaith sessions with 50 members of staff attending the training. Gloywi Iaith sessions are now available through the Work Welsh scheme.
- Installing the Cysgeir software on all Council computers. This replaces the previous way of working where staff had to request the software. We have also offered training for staff to be able to make the most of the software.

Challenges of Theme 5: Council internal administration

- Within the Youth Service, it can be difficult to develop the staff's Welsh language skills as many of them are only contracted for a small number of hours a week to work within our youth centres.
- Resource challenges have made it difficult to implement the mandatory Level 1 Course module.
- Changes in work patterns due to the COVID-19 pandemic mean that staff's patterns in regards to using the Welsh language have changed. This is a challenge to staff's use of Welsh as they would, previously, have heard and used Welsh naturally in the office.
- It can be challenging to encourage staff to make the most of the language skills that they already have, especially within the Social Care/Community Support Service and Children's Services.

Actions for Theme 5: Council internal administration

Introduce language requirements for every new post – where staff will need to complete Level 1 basic skills in Welsh prior to commencing employment.

Review the Council's Welsh language staffing resource, in order to increase capacity within the organisation.

Relaunch the Council's buddy and monitoring scheme.

Promote and market Welsh language courses.

Assess the language skills of staff annually and feeding this information into the annual service planning process.

Ensure that every new member of staff who speak Welsh have access to Cysgeir / Cysill Microsoft Word packages.

Ensure that all staff complete an e-learning module on the Welsh Language.



Arrange Gloywi Iaith sessions for staff to increase their confidence to work through the medium of Welsh.

Produce all intranet pages in Welsh.

Organise national annual days that celebrate the Welsh Language - e.g. Shwmae Su'mae Day.

Theme 5 Performance Indicators: Council internal administration

Performance Indicators	Subject/Data	Status
<p>% increase in the number of staff who learn Welsh in the workplace</p>	<p>Vast number of opportunities available and these are advertised to staff. Staff are encouraged to learn Welsh through the internal courses that are available thanks to the 1 to 1 process.</p> <p>Number of staff who complete online courses through the Work Welsh scheme and Welsh lessons via Coleg Cambria:</p> <p>2017 to 2018: 39</p> <p>2018 to 2019: 37</p> <p>2019 to 2020: 84</p> <p>2020 to 2021: 16 (impacted by COVID-19)</p> <p>2021 to 2022: 85</p>	<p style="text-align: center;">↑</p>

<p>% increase in the number of staff who are mentored / buddied in the workplace</p>	<p>Panel a Sgwrs sessions have offered staff the opportunity to have a quick chat over a cup of coffee. This helps people to improve their social skills, form relationships and improve their mental and physical wellbeing. We meet once a week during lunch time for a variety of activities to encourage staff to use and nurture their Welsh language skills. It was challenging holding these sessions during the COVID-19 pandemic (especially the opportunity for staff to interact in a way that nurtured a mentoring/buddying relationship), but the sessions have resumed recently.</p>	
<p>More opportunities for staff to use Welsh socially in the workplace.</p>	<p>This proved to be challenging as staff are continuing to work from home therefore there are fewer opportunities to hear and use Welsh in the office. Previously, a number of conversations would happen naturally in Welsh in the workplace.</p>	

	<p>Another challenge is that staff can have different language skills to each other.</p> <p>Staff days encourage staff to socialise and network in their chosen language.</p>	
<p> ↑ PI has improved ↓ PI has slipped ↔ PI remains the same or has not changed • No comparison available </p>		

6. Conclusion

This assurance report meets the requirements of Standard 145 and Standard 146 (The Welsh Language Standards (No. 1) Regulations 2015). In order to meet Standard 146 specifically, the report:

- assesses to what extent Denbighshire County Council has followed the Welsh Language Strategy for the period 2017-2022 (see section 5);
- includes information on the number of Welsh speakers in the county, and the age of those speakers (see section 3);
- includes a list of the activities arranged or funded by Denbighshire County Council during the period of the Strategy (see section 4).

It must be noted that the period of the language strategy has been impacted by the COVID-19 pandemic. The impact of the pandemic can be seen on the implementation of the strategy and in the associated activities. Whilst presenting a number of challenges (e.g. in terms of the use of Welsh internally), it also created the need to operate flexibly and creatively and there is evidence of this in this report.

This is the first assurance report (on the first language strategy) which has been prepared for Denbighshire County Council to meet the requirements of the Welsh Language Standards. Bearing this in mind, it is expected that there will be some fine tuning to the process of producing the strategy and evaluating it with successive iterations. A number of the recommendations discuss this context, drawing extensively on the Welsh Language Commissioner's advice documents on producing and assessing the achievements of the strategy.

It becomes apparent in the report the importance of working within the national and local policy landscape and taking advantage of the opportunities to work together in terms of the WESP, the Cymraeg 2050 Strategy, the Wellbeing Act 2015, More Than Just Words etc. It is evident that the work of some departments in Denbighshire County Council is driven by these strategies and therefore it is essential to consider this when producing the new strategy. It was seen that the strategy sits side by side within the policy landscape during this period.

Perhaps the main consideration when producing the new strategy should be the Cymraeg 2050 Strategy, with priority being placed on increasing the number of Welsh speakers and also increasing the use of Welsh. Recommendations 1, 2 and 3 offer guidance on this in

terms of setting a target to increase the number of Welsh speakers and therefore meeting the requirements of Standard 145. Recommendation 7 identifies the need to ensure that the action points match the vision for the strategy, with scope to be more ambitious whilst ensuring that the actions contribute clearly to reaching the target in terms of increasing the number of Welsh speakers (recommendation 5). Recommendations 5, 8, 9, 10 and 11 all relate to the implementation and performance measuring of the strategy. A discussion on recommendation 12 is included in point 2 below.

From this report, and considering the Welsh Language Commissioner's guidelines, two specific challenges present themselves for the period of the next strategy:

1. Developing the work of partner organisations as they also take ownership of delivering the strategy.

A clear characteristic in the vast majority of the 5 year strategies is acknowledgement of the importance of internal and external partnerships to deliver the work²⁹. The Welsh Language Commissioner's advice document makes it clear that there is a need for close collaboration with partners in order to achieve the aims and objectives of the strategy, with the support of key stakeholders meaning that everyone will share the burden and work towards the same aim³⁰. A key component in this is the Language Forum.

It is unclear which activities from the strategy have been completed by organisations apart from Denbighshire County Council. Therefore, the new strategy should follow the Welsh Language Commissioner's advice and good practice by ensuring that the Language Forum (and members of the Forum) act to regenerate the Welsh language in Denbighshire³¹. The Language Forum should facilitate collaboration with partners and ensure that the new language strategy is implemented across the Language Forum partners. This can also offer an opportunity to create regional connections where appropriate.³²

²⁹ <https://www.welshlanguagecommissioner.wales/media/g5ugf2kz/20181031-gc-standards-relating-to-promoting-the-welsh-language-s-final.pdf> (welshlanguagecommissioner.wales), p: 30.

³⁰ <https://www.welshlanguagecommissioner.wales/media/g5ugf2kz/20181031-gc-standards-relating-to-promoting-the-welsh-language-s-final.pdf%20%20> (welshlanguagecommissioner.wales), p: 31.

³¹ <https://www.welshlanguagecommissioner.wales/media/tsmrvkfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf> (welshlanguagecommissioner.wales), p:21.

³² <https://www.welshlanguagecommissioner.wales/media/g5ugf2kz/20181031-gc-standards-relating-to-promoting-the-welsh-language-s-final.pdf> (welshlanguagecommissioner.wales), p: 30-39.

2. Developing the use of methods to measure the performance and achievements of the strategy, as well as the procedures to evaluate the implementation of the strategy (see also recommendation 12).

There is guidance in the Welsh Language Commissioner’s advice documents which states that it would be good to consider the wider approach for evaluating the impact of the strategy as a whole or elements of it³³. This is in addition to the task of evaluating the implementation of the strategy, and it includes the need to evaluate the impact of the strategy. This should be considered when producing the new strategy, partly in order to facilitate the process of determining indicators and to feed into the strategy’s action plan but also to ensure that the task of seeking to measure the impact effect of the strategy is considered and planned from the very start. See the Welsh Language Commissioner’s advice document on guidance on methodologies to measure the performance and achievements of the language strategies³⁴

6.1 Recommendations

Recommendation 1: Establish a concrete baseline to set a target to increase the number / percentage of Welsh speakers	12
Recommendation 2: Set a long-term target to increase the number / percentage who can speak Welsh	13
Recommendation 3: Set a target to increase the number / percentage who can speak Welsh which is consistent with the objectives of the Welsh 2050 strategy. .	13
Recommendation 4: Include a statement that explains how it is intended to reach the target in terms of increasing the number / percentage who can speak Welsh.....	14
Recommendation 5: Facilitate the monitoring reports in order to meet the requirements of Standard 146.....	35
Recommendation 6: Consider which activities are relevant to Standard 146 in order to simplify the monitoring process.....	36
Recommendation 7: Ensure that the action points are in line with the vision and the desired results.	34

³³ <https://www.welshlanguagecommissioner.wales/media/tsmnvkfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf> (welshlanguagecommissioner.wales), p:29.

³⁴ <https://www.welshlanguagecommissioner.wales/media/tsmnvkfc/20210407-dg-s-cyngor-ar-asesu-cyrhaeddiad-y-strategaethau-hybu.pdf> (welshlanguagecommissioner.wales), p:12.

Recommendation 8: Ensure that it is possible to monitor the progress of the action points..... 34

Recommendation 9: Ensure that the performance indicators and the process of monitoring and reporting on the performance indicators enable performance to be measured against the objectives of the strategy..... 34

Recommendation 10: Ensure that specific successes or challenges are regularly recorded throughout the period of the strategy..... 40

Recommendation 11: Consider appointing a specific officer responsible for implementing the language strategy within each service..... 40

Recommendation 12: Be more ambitious when measuring the impact of the strategy..... 40

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WELSH LANGUAGE STEERING COMMITTEE FORWARD WORK PROGRAMME

Meeting	Item (Description / Title)	Purpose of Report	Lead member and Contact Officer
15 Tachwedd /November 2023			

Note for Officers – Report Deadlines

<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>
<i>November</i>	<i>26 October</i>				

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