

## Welsh Language Commissioner Feedback

<b>Report to</b>	Welsh Language Steering Group
<b>Date of Meeting</b>	15 November, 2022
<b>Lead Member</b>	Gary Williams / Councillor Emrys Wynne
<b>Report Author</b>	Manon Celyn Roberts, Welsh Language Officer

### 1. What is the report about

This report is about results of the Welsh Language Commissioner's Monitoring Report.

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

To provide an update on compliance checks carried out by the Welsh Language Commissioner.

### 3. What are the recommendations?

To note the findings and to approve the Action Plan.

### 4. Report Details

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

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

## THE FINDINGS

***Standard 1 - If you receive any correspondence in Welsh from a person, you must reply in Welsh (if a reply is required), unless the person has said that there is no need to reply in Welsh.***

# Welsh Language Commissioner Feedback

During the surveys it was found that the Authority did not fully comply with this standard. A Welsh response to an email was not received on 1/3 occasions. A response in Welsh was received after indicating this to the relevant officer.

**Recommendations - all departments within the Council receive a reminder of the processes to be followed when receiving correspondence in Welsh by 30 November 2023. Manon Celyn has already done this.**

## 2 OPERATIONAL STANDARDS

**Standard 136 - When you assess the needs for a new job or vacancy, you must assess the need for skills in the Welsh language, and categorize it as a job when one or more of the following apply -**

**(a) skills in the Welsh language are essential;**

**(b) that it is necessary to learn skills in the Welsh language when someone is appointed to the post;**

**(c) skills in the Welsh language are desirable; or**

**(d) skills in the Welsh language are not necessary.**

During the surveys it was found that some jobs continue to use "empathy for the Welsh language" and "show awareness of the Welsh language and Welsh culture in the work environment".

Revenue and Benefits Officer (Career Path) Reference - FASS00001W3SEE

Occupational Therapist - Home Independence Team Reference -  
CAPA00001W3LDE

**Recommendations - Provide an update to the Commissioner on the work in progress to develop the job categorization by 31 January 2024. Manon Celyn has already provided them with an update.**

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

The decision contributes to the development of the Welsh Language and culture, which underpins the Council's Corporate Plan.

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

There are no costs associated with this report.

## **7. What are the main conclusions of the Well Being Impact Assessment?**

Whilst no formal Well-being Impact Assessment is needed for this report, it is worth noting some of the key benefits in relation to the Well-Being and Future Generations (Wales) Act 2015 and the Welsh Language Standards.

One of the key components of the well-being and Future Generations (Wales) Act 2015 is having: "A Wales of vibrant culture and thriving Welsh Language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation".

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

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

The main risk is 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.