

SUBJECT:	Welsh Language Monitoring Report 2018/19
MEETING:	Strong Communities Select Committee
DATE:	6th June 2019
DIVISION/WARDS AFFECTED:	All

1. PURPOSE:

To provide a performance overview of our compliance and recording systems in relation to the Welsh Language Standards that were allocated in line with the requirements of the Welsh Language (Wales) Measure 2011.

2. RECOMMENDATIONS:

- 2.1 Members are invited to conduct performance monitoring scrutiny, highlighting any areas of concern in relation to performance to the Cabinet Member. The report is a record of the Council's activities over the last financial year in respect of compliance with its allocated Welsh Language Standards. The report will then be forwarded to the Welsh Language Commissioner's Office by the 30th June 2019 for their scrutiny, response and formal approval. It will also be posted on the council's English and Welsh web sites for public scrutiny.

3. KEY ISSUES

- 3.1 The Monitoring report details information recorded in relation to specific areas of the Welsh Language Standards allocated to this council. The Welsh Language Commissioner requests this information annually in order to be able measure our progress in terms of compliance with the Standards.
- 3.2 The report will be forwarded to the Welsh Language Commissioner's Office by the 30th June 2018. Once the report has been read and analysed by the Commissioner the Council meets with the Commissioners' Office to discuss any areas of good practice and any areas of concern that require improvement. It will also be posted on the council's English and Welsh web sites to allow for public scrutiny.
- 3.3 Fundamentally the Council is doing well in terms of compliance with these challenging standards. One continuing area of concern though is the low numbers of fluent Welsh speakers that are employed by the Council (31) potentially making us susceptible to challenge as a result of our inability to provide or proactively offer any kind of frontline services to the Welsh speaking members of the public of Monmouthshire. The Workforce

Planning process that was developed and led by the Welsh Language and Equality Officer and Human Resources has been underway for at least 2 years. The process involves auditing the Welsh Language skills that exist in divisions, looking for any gaps and then designating posts as Welsh Essential when they become vacant. This process has worked well and posts have been designated as Welsh Essential. Unfortunately when some of these have been advertised there has been a lack of applicants but it is anticipated that the numbers of fluent Welsh speakers in the council will increase gradually but that will take some time to have the desired effect.

4. REASONS:

Monmouthshire County Council has a statutory responsibility to produce an Annual Monitoring Report under the Welsh Language (Wales) Measure 2011

5. RESOURCE IMPLICATIONS:

5.1 There are no additional financial or human resource implications arising out of this monitoring report.

5.2 The Scheme will be published, on approval, on the Council's intranet and corporate website as required under the Welsh Language (Wales) Measure 2011.

6. FUTURE GENERATIONS AND EQUALITY IMPLICATIONS:

As this is a monitoring report there is no need to carry out an impact assessment.

7. CONSULTEES:

All Strong Community Select Committee members.

8. BACKGROUND PAPERS:

Monmouthshire County Council's Welsh Language Standards 1st August 2016.

9. AUTHOR:

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10. CONTACT DETAILS:

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