

<b>SUBJECT:</b>	<b>Welsh Language Monitoring Report 2020/21</b>
<b>MEETING:</b>	<b>Strong Communities Select Committee</b>
<b>DATE:</b>	<b>17th June 2021</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>All</b>

## 1. PURPOSE:

- 1.1 To provide an overview of our performance in ensuring compliance with the Welsh Language Standards, in line with the requirements of the Welsh Language (Wales) Measure 2011.

## 2. RECOMMENDATIONS:

- 2.1 The Annual Monitoring Report records the Council's compliance with the Welsh Language Standards and has been sent to the Welsh Language Commissioner's Office for their oversight and approval. Members are invited to scrutinise the council's performance and make any recommendations to the Cabinet Member.

## 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 before the 30<sup>th</sup> June 2021. 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. The report will be posted on the council's English and Welsh web sites to allow for public scrutiny.
- 3.3 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 (35 of which 3 are on short term contracts). This potentially makes us susceptible to challenge as a result of having problems in providing or proactively offering any kind of frontline services to the Welsh speaking members of the public of Monmouthshire. The Workforce Planning and audit process that was developed and led by the Welsh Language and Equality Officer and Human Resources took place some two years ago. This process went smoothly and there appeared to be a good level of buy in from managers. That said in the last two years 2019 – 2020 and 2020 – 2021 out of 528 externally advertised roles only two were advertised as Welsh Essential. Although all vacancies were designated as Welsh Language desirable, unless this particular issue is addressed then it is surely only a matter of time before the Welsh Language Commissioner questions us on our lack of Welsh speakers and our reluctance to advertise vacancies as Welsh Essential.

**4. REASONS:**

4.1 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:**

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

**7. CONSULTEES:**

Strong Community Select Committee members.

**8. BACKGROUND PAPERS:**

Monmouthshire County Council's Welsh Language Standards 1<sup>st</sup> August 2016.

**9. AUTHOR:**

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