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| SUBJECT: | Welsh Language Monitoring Report 2019/20 |
| MEETING: | Strong Communities Select Committee |
| DATE: | 17th September 2020 |
| DIVISION/WARDS AFFECTED: | All |

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 This 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 was forwarded to the Welsh Language Commissioner's Office before the 30th June 2020. 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 has also been 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 (32) potentially making 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 and has now been completed. The process involved 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 went smoothly and there appeared to be a good level of buy in from managers. Sadly, in reality, very few posts have subsequently been designated as Welsh Essential, and when they have been advertised there has been a lack of applicants.

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 1st August 2016.

9. AUTHOR:

Alan Burkitt Policy Officer Equalities and Welsh Language

10. CONTACT DETAILS:

Tel: 01633 644010

E-mail: alanburkitt@monmouthshire.gov.uk