

SUBJECT:	Welsh Language Standards Annual Monitoring Report 2025/26
MEETING:	People Scrutiny Committee
DATE:	18th June 2026
DIVISION/WARDS AFFECTED:	ALL

1. PURPOSE:

- 1.1 To present the Council's Welsh Language Standards Annual Monitoring Report for 2025/26 and provide an update on progress against the Welsh Language Strategy 2022-2027.

2. RECOMMENDATIONS:

- 2.1 That the Committee reviews and scrutinises the Council's performance during 2025/2026 in relation to the Welsh Language Standards.
- 2.2 That the Committee notes the progress made against the objectives set out in the Welsh Language Strategy 2022-2027.

3. KEY ISSUES:

- 3.1 The Welsh language is an important part of the culture and heritage of our place. Increasing the number of people who speak and learn Welsh is a commitment within the Community and Corporate Plan. Dovetailing with this, the Council's Welsh Language Strategy sets our commitment to ensure that Monmouthshire is having a positive impact on achieving the Welsh Government's ambitious strategy of having a million Welsh speakers by 2050.
- 3.2 Alongside our strategy sit the Welsh Language Standards which promote the language and ensure that it is treated no less favourably than English. The standards applying to each public body can differ and there are 176 applying to our council. It is a requirement of standards 158, 164 and 170 that we produce an annual report which deals with the way in which we have complied with the standards during the year and publish this on our website. This is referred to as Monmouthshire's Welsh Language Standard's Annual Monitoring Report. Whilst this is a statutory duty, it is equally important that the Welsh language continues to thrive and grow within the county.
- 3.3 This report therefore combines:

- The Annual Monitoring Report for 2025/2026, outlining the Welsh Language Standards; and
- An update on progress against the Welsh Language Strategy 2022-2027, including key developments and outcomes during the reporting period.

3.4 The annual report demonstrates how we have complied with the Welsh language standards, these include:

- Making available Welsh language courses at all learning levels to members of staff. These courses are facilitated through the National Centre of Learning Welsh and delivered by Coleg Gwent. Courses are fully funded and can be undertaken during work hours or in the evenings if staff prefer. In 2025/26 42 staff members completed a course, representing a decrease from 53 in the previous year. However, this remains a significant overall increase since the introduction of the Welsh Language Strategy, when 19 staff completed courses in 2021/2022.
- Efforts were made to increase the number of Welsh-speaking applicants for new posts. Welsh language essential posts as well as some select Welsh language desirable posts were advertised on Welsh language recruitment sites which saw success in attracting applicants with Welsh language skills.
- A 'Welsh Tip' continues to be utilised in the staff's fortnightly newsletter which helps promote the Welsh language standards, distribute guidance for best practice and provides Welsh language support to staff.
- Dydd Miwsig Cymru and St David's Day were celebrated through a programme of internal promotions and events, including sharing Welsh-language music and resources via staff channels, alongside a well-attended St David's Day event at County Hall, featuring performances, contributions from local schools, and recognition of staff learning Welsh.
- We continued to utilise the Cymraeg Teams Channel which is a dedicated bilingual space on Microsoft Teams that supports Welsh-speaking and Welsh-learning staff. The channel is used to share resources, promote training opportunities, and foster a supportive community that encourages everyday use of Welsh across the organisation

3.5 During the year there have been some challenges. These included:

- Work to review the Council's translation delivery model is ongoing in response to increasing demand and budget pressures, with a more cost-effective and sustainable approach being developed. Improvements to current processes have also been introduced to encourage earlier engagement and more efficient use of translation services.
- A new telephony system was introduced within the Contact Centre, enabling Welsh language calls to be routed directly to Welsh-speaking advisors. However, system limitations meant that detailed data on the nature of calls and associated service areas

could not be captured. Manual recording has since been introduced to support improved data collection and future reporting.

3.6 During the year, steps have been taken to improve our processes and strengthen our compliance with the Welsh Language Standards. These include:

- The Welsh Language Officer and Equalities and Welsh Language Manager contribute to the corporate induction programme, ensuring all new staff are familiar with the Council's Welsh Language Standards and their responsibilities. The induction process has been enhanced this year and is now delivered in two parts: a video, providing an overview of the Welsh Language Standards and organisational obligations, followed by an in-person session where staff receive further guidance, ask questions, and access support.
- A range of Welsh language training has been developed and enhanced during the year, including Welsh language awareness training on Thingi, a guidance video on completing Welsh Language Impact Assessments as part of the Managers' Pathway, and targeted training for staff managing social media accounts. Further training and supporting resources continue to be developed to enhance staff confidence and support compliance with the Welsh Language Standards.

4. RESOURCE IMPLICATIONS:

There are no additional resource implications as a result of this report. However, there may be resource implications in undertaking further actions identified in this annual report. These would be subject to the usual council decision-making processes.

5. BACKGROUND PAPERS:

Monmouthshire Compliance Notice – Welsh Language Standards
Monmouthshire's Welsh Language Strategy 2022-2027

6. AUTHOR:

Nia Roberts, Welsh Language Officer

Pennie Walker, Equalities and Welsh Language Manager

7. CONTACT DETAILS:

Tel: 01633 644010

E-mail: niaroberts@monmouthshire.gov.uk

Tel: 01633 644413

E-mail: penniewalker@monmouthshire.gov.uk