

# Monmouthshire County Council Annual Welsh Language Monitoring Report 2015-2016

This report reflects Monmouthshire County Council's progress on its Welsh language commitments during the financial year 2015-2016.

The report presents data on the required indicators in the following fields in compliance with Standards 158,164 and 170: complaints, staff language skills, Welsh medium training for staff and recruiting to empty posts (page 3.) This report will be published by 30 June in compliance with Standard 158. Next year we will present a more detailed analysis of progress and effect

## Legislative requirements

This year has been a year of transition from implementing the Welsh Language Scheme under the Welsh Language Act 1993 to implementing the Welsh Language Standards under the Welsh Language (Wales) Measure 2011. It has been a very challenging time due to the volume of work and complexity of the Welsh Language Standards. Having said that due to the level of compliance already in place within the Council the process has not quite been as difficult as we first thought it would be.

## Managing change

In terms of changing functions and systems, and changing hearts and minds we have come a long way. A challenge for the coming year is to monitor our progress in service delivery and to encourage the public to take up our Welsh Language service. The response from our service areas has been very positive and as always has been driven by the Monmouthshire ethos of "if we have to do it we will do it properly".

## Timetable of key Welsh Language Standards dates 2015-2016

Date	Action
June 2015	<ul style="list-style-type: none"><li>• Consultation draft of MCC's Compliance Notice received from Welsh Language Commissioner</li></ul>
July 2015	<ul style="list-style-type: none"><li>• MCC responds to the Draft Welsh Language Standards, challenging 10 Standards.</li></ul>
September	<ul style="list-style-type: none"><li>• MCC's Compliance Notice received</li><li>• The compliance notice for MCC states that we have to meet 143 standards within six months and 25 standards within one year. It is comparable with those issued to the other neighbouring Local Authorities.</li></ul>
Sept 2015- March 2016	<ul style="list-style-type: none"><li>• All Services Areas were represented and engaged through meetings Welsh Language Officer</li><li>• Budget allocated within the overall budget to make provision for Welsh Language (£57k).</li></ul>
March 2016	<ul style="list-style-type: none"><li>• Council challenges 3 of the standards - 2 to current standards ( 9 and 41) and 1 to future standards (64 ) for presentation to the Welsh Language Commissioner</li></ul>

30 March 2016	<ul style="list-style-type: none"> <li>Implementation date for the majority of the Standards</li> </ul>
6 <sup>th</sup> June 2016	<ul style="list-style-type: none"> <li>Welsh Language Commissioner only accepts the challenge for standard 64 as valid which has allowed us an extension to the 30<sup>th</sup> September 2017 for having a Welsh Language service available on all receptions</li> </ul>

### Data required each year from 1 April – 31 March from March 2016

- Information on complaints (*Standard 158(2); 164(2); 170(2)(d)*)
- Information on staff language skills (*Standard 170(2)(a)*)
- Welsh medium training for staff (*Standard 170 (2)(b+c)*)
- Recruiting to empty posts (*Standard 154, 170(ch)*).

### Information on complaints (Standard 158(2); 164(2); 170(2)(d))

No complaints were received in 2015-2016:

### Information on staff language skills (*Standard 170(2)(a)*)

#### Welsh Language Skills of Employees as at 31/03/16

Staff Welsh Competency	Total staff	Beginner	Intermediate	Advanced	Fluent
Welsh Language	3,700	24	14	5	27

#### Welsh language spoken skills by service area at 31 March 2016.

	Beginner	Intermediate	Advanced	Fluent	Total
Chief Executive	1	2	0	2	7
Children and Young People Services	0	1	0	3	4
Democracy and Regulatory	5	1	0	4	10
Enterprise	5	4	4	7	20
Finance	1	0	1	0	2
Operations	5	1	0	2	8
Social Care and Health	4	4	0	8	16
Elected Members	3	1	0	1	5
<b>Grand Total</b>	<b>24</b>	<b>14</b>	<b>5</b>	<b>27</b>	<b>72</b>

## **Welsh medium training for staff (*Standard 170 (2)(b+c)*)**

In 2015-16, we ran three separate Welsh Language sessions:-

**10** members of staff attended the Cwrs Mynediad Year 1 Cymraeg yn y Gweithle 2 hour 30 week course provided by MCC Adult Education section.

**8** members of staff attended Cwrs Mynediad year 2 Cymraeg yn y Gweithle 2 hour 30 week course also provided by MCC Adult Education section.

**12** members of staff attended a bespoke 2 hour 2x per week Reception course designed and run by Coleg Gwent.

## **Recruiting to empty posts (*Standard 154, 170(ch)*).**

Job application processes have been amended to be fully accessible in Welsh in accordance with the Standards.

Below are the details of advertised posts in 2015 - 2016

(a) The number of vacant/new posts advertised from 1st April 2015 – 31st March 2016; - **250**

(b) The number of the vacant/new vacant posts advertised from 1st April 2015 - 31st March 2016 that had 'Welsh language skills essential'; **10**

(c) The number of vacant/new vacant posts advertised from 1st April 2015 – 31st March 2016 that had 'Welsh language skills desirable'; **2**

(d) The number of vacant/new posts advertised from 1st April 2015 – 31st March 2016 specified as posts where it is 'necessary to learn Welsh-language skills when someone is appointed to the post'; - **0**

(e) The number of vacant/new posts advertised from 1st April 2015 – 31st March 2016 that 'did not require Welsh language skills'; **238**