



## **CABINET**

***IMMEDIATELY FOLLOWING CABINET SCRUTINY COMMITTEE  
WEDNESDAY, 28 JUNE 2023***

***MULTI-LOCATION MEETING – COUNCIL CHAMBER PORT TALBOT  
AND MICROSOFT TEAMS***

**ALL MOBILE TELEPHONES TO BE SWITCHED TO SILENT FOR THE  
DURATION OF THE MEETING**

### **Webcasting/Hybrid Meetings:**

This meeting may be filmed for live or subsequent broadcast via the Council's Internet Site. By participating you are consenting to be filmed and the possible use of those images and sound recordings for webcasting and/or training purposes.

### **Part 1**

1. Appointment of Chairperson
2. Chairpersons Announcement/s
3. Declarations of Interest
4. Minutes of Previous Meetings (*Pages 5 - 22*)
  - 19 April 2023 (Special)
  - 25 April 2023 (Special)
  - 10 May 2023 (Special)
  - 17 May 2023
  - 24 May 2023 (Annual Meeting)
5. Forward Work Programme 2023/24 (*Pages 23 - 24*)

6. Public Question Time  
Questions must be submitted in writing to Democratic Services, [democratic.services@npt.gov.uk](mailto:democratic.services@npt.gov.uk) no later than noon on the working day prior to the meeting. Questions must relate to items on the agenda. Questions will be dealt with in a 10 minute period.

**Matter/s for Decision:**

7. Annual Governance Statement 2022 - 2023 (*Pages 25 - 116*)
8. Welsh Language Promotion Strategy 2023-2028 (*Pages 117 - 258*)
9. Council Tax Premiums – Long Term Empty Homes and Second Homes (*Pages 259 - 278*)
10. Digital, Data and Technology Strategy (*Pages 279 - 296*)
11. Third Sector Grants Application Arrangements - 2024/2025 (*Pages 297 - 302*)

**Matter/s for Monitoring:**

12. Quarter 4 Performance Monitoring (*Pages 303 - 328*)
13. Revenue Outturn and Reserves Position Statement 2022 23 (*Pages 329 - 342*)
14. Welsh Language Standards Annual Report 2022-2023 (*Pages 343 - 368*)
15. Urgent Items  
Any urgent items (whether public or exempt) at the discretion of the Chairperson pursuant to Regulation 5(4)(b) of Statutory Instrument 2001 No. 2290 (as amended).
16. Access to Meetings - Exclusion of the Public (*Pages 369 - 374*)  
To resolve to exclude the public for the following items pursuant to Regulation 4 (3) and (5) of Statutory Instrument 2001 No. 2290 and the relevant exempt paragraphs of Part 4 of Schedule 12A to the Local Government Act 1972.

## **Part 2**

### **Private Matter/s for Decision**

17. UK Shared Prosperity Fund (UKSPF) (Exempt under Paragraph 14)  
(Pages 375 - 826)
18. Former Neath Leisure Centre at Dyffed Road, Neath  
(Exempt under Paragraph 14) (Pages 827 - 848)

**K.Jones**  
**Chief Executive**

**Civic Centre**  
**Port Talbot**

**Thursday, 22 June 2023**

### **Cabinet Members:**

Councillors. S.K.Hunt, S.A.Knoyle, N.Jenkins, J.Hurley, S.Harris,  
J.Hale, A.Llewelyn, W.F.Griffiths, S.Jones and C.Phillips

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**EXECUTIVE DECISION RECORD**

**CABINET**

**19 APRIL 2023**

**Cabinet Members:**

Councillors: S.K.Hunt, (Chairperson) S.A.Knoyle, N.Jenkins,  
D.M.Peters, J.Hurley, S.Harris, J.Hale, A.Llewelyn,  
W.F.Griffiths and S.Jones

**Officers in Attendance:**

K.Jones, N.Pearce, A.Jarrett, A.Thomas, C.Griffiths, H.Jones, R.Crowhurst,  
G.White, M. Shaw, N.Blackmore, K.Windsor-Brown, R.Bowen, C.Barnard,  
C.L.Davies and J.Woodman-Ralph

**Invitees:**

Councillors: R.Phillips (Scrutiny Chairperson)  
P.Rogers (Scrutiny Chairperson)

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1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Cllr. S.K.Hunt be Chairperson for the meeting.

2. **CHAIRPERSONS ANNOUNCEMENT/S**

Cllr S.K. Hunt welcomed all to the meeting.

3. **DECLARATIONS OF INTEREST**

The following members made a Declaration of Interest at the commencement of the meeting.

Cllr N.Jenkins	As she is a School Governor of Alltwn Primary School. Standards Committee have granted her a dispensation to speak and vote. But felt that as one of the schools was being considered and after seeking advice on her dual role, she would only be exercising her dispensation to speak on this item.
Cllr A.Llewellyn, Cllr W Griffiths Cllr S.Hunt Cllr J.Hurley Cllr S Jones Cllr S Harris	All are school governors and have dispensation from Standards Committee to speak and vote.

4. **PUBLIC QUESTION TIME**

No questions were received.

5. **STRATEGIC SCHOOLS IMPROVEMENT PROGRAMME -  
PROPOSAL TO ESTABLISH AN ENGLISH - MEDIUM 3-11 SCHOOL  
TO REPLACE ALLTWEN, GODRE'RGRAIG AND LLANGIWG  
PRIMARY SCHOOLS**

Cabinet Members discussed the proposal and the Leader of Neath Port Talbot County Borough Council Cllr S.K.Hunt summed up the discussion. Members thanked Officers for all the work they had undertaken as part of the process for their professionalism, tolerance and advice.

The Director of Education, Skills and Culture emphasised that if Cabinet Members chose not to support the recommendations, they would be going against officers advice.

**Decision:**

That the recommendations contained within the report of the Director of Education, Leisure and Lifelong Learning are **not** approved/refused for the following reasons:

- The distance of the new site from Godre'rgraig in particular and the loss of primary education from that community following the closure of the original school building. There is a concern that this would have a detrimental impact on wellbeing of the children.
- Highway safety has to be integral and Cabinet Members feel they do not have sufficient information at this stage about the impact of increased traffic and routes to the school.
- Cabinet Members have heard concerns about the potential impact on Welsh medium education in the same area and the fact it might reduce numbers attending local welsh language schools and the impact on a linguistically sensitive area.
- The second consultation, like the first, showed that the majority of the three communities affected oppose the plans. Cabinet Members wish to explore ways to retain viable primary schools in their own communities. There are lessons to be learned how we as a council consult with communities at an early stage about the future of schools and education.

## 6. **URGENT ITEMS**

No urgent items were received.

**CHAIRPERSON**

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**EXECUTIVE DECISION RECORD**

**CABINET**

**25 APRIL 2023**

**Cabinet Members:**

Councillors: S.K.Hunt (Chairperson), S.A.Knoyle, N.Jenkins, J.Hurley, S.Harris, J.Hale, A.Llewelyn, W.F.Griffiths and S.Jones

**Officers in Attendance:**

K.Jones, H.Jones, M.Shaw, C.Furlow-Harris, L.McAndrew, A.Thomas and T.Davies

**Scrutiny Committee Chair:** Councillor P.Rogers

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1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor S.K.Hunt be agreed as Chairperson for the meeting.

2. **CHAIRPERSONS ANNOUNCEMENT/S**

The Chair welcomed all to the meeting.

3. **DECLARATIONS OF INTEREST**

No declarations of interest were received.

4. **MINUTES OF PREVIOUS MEETING**

That the minutes of the previous meetings of Cabinet, held on 5 April 2023, be approved as an accurate record.

5. **PUBLIC QUESTION TIME**

No questions from the public were received.

6. **REVISED ANTI-FRAUD AND CORRUPTION STRATEGY**

**Decision:**

That the revised Anti-Fraud and Corruption Strategy, as detailed within the circulated report, be approved.

**Reason for Decision:**

To ensure that the Council has an up to date strategy.

**Implementation of Decision:**

The decision will be implemented after the three day call in period.

7. **DRAFT PUBLIC PARTICIPATION STRATEGY 2023-2028**

Members received a supplement to the circulated report, containing updated information on the draft Public Participation Strategy for the period 2023-2028, which was taken into account during the discussion in the meeting.

**Decision:**

That the draft Public Participation Strategy for the period 2023-2028, as detailed within the circulated report, and within the supplement to the circulated report, be commended to Council for adoption.

**Reason for Decision:**

To ensure the Council meets legal duties set out in The Local Government and Elections (Wales) Act 2021) as they relate to council participation activities.

**Implementation of Decision:**

The decision was for immediate implementation – this course of action was agreed to by the Scrutiny Chair. There would be no call in of this item.

**Consultation:**

This item was subject to external consultation.

8. **CORPORATE PLAN - STRATEGIC CHANGE PROGRAMME FOR THE PERIOD 2023-2024**

The discussion from the previous Scrutiny Committee was taken into account, and Cabinet agreed the extra recommendations put forward, as detailed as bullet points below.

**Decisions:**

1. That the revised Strategic Change Programme for the period 2023-2024, as detailed within the circulated report, be commended to Council for adoption, providing the following changes be made to the report, prior to the meeting of Council:
  - That the reference to Climate Change on page 133 of the circulated report be expanded, to reflect the Climate Change motion approved at Council earlier this civic year, and that this commitment is repeated on page 134 of the circulated report, to underline the commitment to advancing this work in this civic year, pending a fuller review of the corporate plan for the period 1<sup>st</sup> April 2024 onwards,
  - That the reference to the 'Active Travel Plan' be amended to the 'Active Travel Network Map', to give it its correct title,
  - That the words 'reducing the reliance on private vehicles' which were removed, be reinstated,
  - That an additional action/s be inserted within the Active Travel area of the plan, to reflect the work that is intended to be done in 2023/24.

2. That the Head of People and Organisational Development be given delegated authority, in consultation with the Leader, Deputy Leader and Chief Executive, to make any further changes that are necessary, prior to final publication, and which do not materially change the content of the Programme.

**Reason for Decisions:**

To ensure the revisions made to the Strategic Change Programme section of the Corporate Plan are approved, meeting legal duties set out in the Well-being of Future Generations (Wales) Act 2015 as they relate to council corporate planning activities.

**Implementation of Decisions:**

The decisions were for immediate implementation – this course of action was agreed to by the Scrutiny Chair. There would be no call in of this item.

9. **URGENT ITEMS**

No urgent items were received.

**CHAIRPERSON**



**EXECUTIVE DECISION RECORD**

**CABINET**

**10 MAY 2023**

**Cabinet Members:**

Councillors: S.K.Hunt, S.A.Knoyle, N.Jenkins, D.M.Peters, J.Hurley, S.Harris, J.Hale, A.Llewelyn, W.F.Griffiths and S.Jones

**Officers in Attendance:**

K.Jones, N.Pearce, A.Jarrett, A.D.Thomas, C.Griffiths, M.Shaw, C.L.John and J.Woodman-Ralph

**Invitees:**

Councillor P.Rogers (Scrutiny Chairperson)

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1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor S.K.Hunt be Chairperson for today's meeting.

2. **CHAIRPERSONS ANNOUNCEMENT/S**

The Chairperson welcomed all to the meeting.

3. **DECLARATIONS OF INTEREST**

No Declarations of Interest were received.

4. **PUBLIC QUESTION TIME**

No questions from the public were received.

## 5. **CELTIC FREEPORT**

Members received an amendment to the commitment of revenue as detailed in paragraph (e). The amount should have read £200,000 and not as stated in the circulated report.

Members thanked all officers and partners for all the work undertaken and congratulated them on the success of the Freeport Bid.

Having due regard to the Integrated Impact Assessment:

- (a) The success of the Celtic Freeport in achieving Freeport status be noted.
- (b) That the Memorandum of Understanding included at Appendix 1 be approved subject to the amendment received to amend the commitment of revenue to £200,000.
- (c) That the Chief Executive (in consultation with the Leader and relevant Cabinet Member) be granted delegated authority to agree any minor variations to the proposed Memorandum of Understanding that maybe necessary.
- (d) That the Chief Executive of Neath Port Talbot Council be identified as the representative to the project board established pursuant to the Memorandum of Understanding and be granted delegated authority to make any decisions necessary pursuant to the objectives of the project board detailed in this report. Also be granted delegated authority to nominate an alternative to attend in her place, who shall be entitled to make any decisions necessary pursuant to the objectives of the project board as detailed in this report.
- (e) That approval be granted to commit £200,000 revenue to prepare the Outline Business Case and Financial Business Case and notes any requests for additional financial commitment will be brought back to Cabinet for further approval.
- (f) Approval be granted to enter into discussions with UK and Welsh Government for the preparation of Outline Business Case and Full Business Cases.

- (g) That approval be granted to enter into any grant agreement between the Council and the UK/Welsh Government to receive public funds from the Government.
- (h) That the establishment of a company limited by guarantee be noted. That a report be brought back to Members to agree the mechanism of any legal interest that the Council will have in such a company and the nomination an officer of the Council as a director of the company limited by guarantee.
- (i) That the appointment of Mr. Roger Maggs MBE as Chair of the Celtic Freeport during the production of the Outline and Full Business cases be approved. That the appointment of Mr. David Gwynne as interim Chief Executive of the Celtic Freeport be approved.
- (j) That approval be granted for the procurement and appointment of external consultants necessary to produce the Outline Business Case and Full Business Case on behalf of Celtic Freeport on a cost recovery basis, with financial contributions being as identified in this report and where deemed appropriate by the Chief Executive (in consultation with the Leader and relevant Cabinet Members) to exclude requirements of the Contract Procedure Rules in the interests of ensuring appropriate individuals with experience of Freeports can be appointed.
- (k) That the requirements to establish suitable governance mechanisms to allocate seed capital and retained business rates be noted and a further report be provided in due course to confirm the details of such mechanisms.

## 6. **URGENT ITEMS**

No urgent items were received.

**CHAIRPERSON**

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**EXECUTIVE DECISION RECORD**

**CABINET**

**17 MAY 2023**

**Cabinet Members:**

Councillors: S.K.Hunt (Chairperson), S.A.Knoyle, N.Jenkins,  
D.M.Peters, J.Hurley, J.Hale, A.Llewelyn, W.F.Griffiths  
and S.Jones

**Officers in Attendance:**

K.Jones, A.Jarrett, A.Thomas, H.Jones, C.Griffiths, C.John and T.Davies

**Scrutiny Chair:** Councillor P.Rogers

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1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor S.K.Hunt be appointed Chairperson for the meeting.

2. **CHAIRPERSONS ANNOUNCEMENT/S**

The Chair welcomed everyone to the meeting.

3. **DECLARATIONS OF INTEREST**

The following Officer and Member made declarations of interest at the start of the meeting. Both considered their interests to be prejudicial, so left the meeting for the discussion and voting on each specific item:

Councillor S.K.Hunt

Minutes No. 6, - APSE Wales Chair –  
Climate Change and Renewables  
Advisory Group - as the report related to  
him personally.

K.Jones (Chief Executive) Minutes No. 5 – Grant of Officer Indemnity to Karen Jones, in Respect of Local Government Data Unit Wales - as the report related to her personally.

4. **PUBLIC QUESTION TIME**

No questions from the public were received.

5. **GRANT OF OFFICER INDEMNITY TO KAREN JONES IN RESPECT OF LOCAL GOVERNMENT DATA UNIT WALES**

At this point in the meeting, K.Jones reaffirmed her interest, and left the meeting for this item, and took no part in the discussion thereon.

**Decision:**

That an indemnity be granted to Karen Jones (in her capacity as Chief Executive) as detailed at Appendix 1 to the circulated report, in respect of her role as director of Local Government Data Unit Wales (Data Cymru).

**Reason for Decision:**

To offer an indemnity to an officer appointed as a director due to her employment within the Council, and to not expose them to any personal or financial liabilities.

**Implementation of Decision:**

The decision will be implemented after the three day call in period.

6. **APSE WALES CHAIR - CLIMATE CHANGE AND RENEWABLES ADVISORY GROUP**

K.Jones returned to the meeting. At this point, Councillor S.K.Hunt reaffirmed his interest, and left the meeting for this item, and took no part in the discussion or voting thereon. Councillor A.Llewelyn took over the Chair for this item only.

**Decision:**

That the Leader of Council be granted authority to act as Chair of the APSE Wales Renewables and Climate Change group, and that an officer (to be confirmed by the Director of Environment and Regeneration) be identified as the Lead Officer associated with this advisory group.

**Reason for Decision:**

To provide authorisation for the Leader of Council to act as a representative to an outside body, and to authorise officer participation in the same work.

**Implementation of Decision:**

The decision will be implemented after the three day call in period.

7. **AUDIT WALES - ASSURANCE AND RISK ASSESSMENT FINANCIAL POSITION**

Councillor S.K.Hunt returned to the meeting and resumed the Chair for the remainder of the meeting.

**Decision:**

That the report be noted.

8. **UPDATE IN RELATION TO THE DELIVERY OF THE NEATH PORT TALBOT HARDSHIP RELIEF SCHEME**

**Decision:**

That the report be noted.

9. **URGENT ITEMS**

No urgent items were received.

**CHAIRPERSON**

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**EXECUTIVE DECISION RECORD**

**CABINET**

**24 MAY 2023**

**Cabinet Members:**

Councillors: S.K.Hunt (Chairperson), S.A.Knoyle, N.Jenkins, J.Hurley, S.Harris, J.Hale, A.Llewelyn, W.F.Griffiths, S.Jones and C.Phillips

**Officers in Attendance:**

C.Griffiths and S.Curran

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1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Cllr S Hunt be appointed Chairperson

2. **TO ESTABLISH THE CABINET (POLICY AND RESOURCES) SUB COMMITTEE**

**Decision:**

That a Cabinet (Policy and Resources) Sub Committee be established under the terms as contained in the report to Council held on 24th May 2023, with the Membership as contained therein.

**Reason for Decision:**

To establish a Cabinet (Policy and Resources) Sub Committee.

**Implementation of Decision:**

The decision is for immediate implementation

3. **APPOINTMENT OF MEMBERS FOR THE CIVIC YEAR 2023/2024 TO THE JOINT COMMITTEES**

That the appointments to the Joint Committees for 2023/24 as contained in the circulated report to Council on May 24<sup>th</sup> 2023 be made.

**Reason for Decision:**

To appoint Members as Council representatives to the Joint Committees in accordance with Welsh Assembly Government Regulations.

**Implementation of Decision:**

The decision is for immediate implementation

4. **OTHER EXECUTIVE APPOINTMENTS TO THE OUTSIDE AND OTHER PUBLIC BODIES**

**Decision:**

That the remaining Executive appointments as contained in the report to the Council meeting of 24th May 2023, be confirmed.

**Reason for Decision:**

To confirm the Executive appointments to the Outside and Other Public Bodies in accordance with Welsh Assembly Government Regulations.

**Implementation of Decision:**

The decision is for immediate implementation

**CHAIRPERSON**

<b>Meeting Date 2023</b>	<b>Agenda Item and Type</b>	<b>Contact Officer</b>
20 September	Culture strategy, Built Heritage Plan and Destination Mgt Plan	Chris Saunders
	Leisure Services - financial plan	Chris Saunders
	Annual Report	Louise McAndrew
	Self Assessment	Louise McAndrew
	Quarter 1 Performance Indicators – 23/24	Shaun Davies

<b>Meeting Date 2023</b>	<b>Agenda Item and Type</b>	<b>Contact Officer</b>
8 November	Strategic Risk Register – review	Huw Jones
	WBO Objectives - Monitoring	Sheenagh Rees, Caryn Furlow, Louise McAndrew

Meeting Date 2023	Agenda Item and Type	Contact Officer
13 December	Annual Governance Statement (6 Monthly Update)	Louise McAndrew
	Third Sector Grants	Louise McAndrew
	Quarter 2 performance indicators	Sheenagh Rees, Caryn Furlow, Shaun Davies
	Procurement Strategy	Craig Griffiths

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### CABINET

#### JOINT REPORT OF CHIEF FINANCE OFFICER

H JONES

&

#### HEAD OF PEOPLE AND ORGANISATIONAL DEVELOPMENT

S Rees

28<sup>th</sup> JUNE 2023

#### **Matter for Decision**

**Wards Affected:** All Wards

#### **Annual Governance Statement 2022-2023**

#### **Purpose of Report**

1. To present to Cabinet the council's Annual Governance Statement 2022-2023 for approval.

#### **Executive Summary**

2. The Annual Governance Statement (AGS) for 2022-2023 (attached at Appendix 1) has been prepared by members of the Corporate Governance Group, which is chaired by the Chief Finance Officer and is made up of Heads of Service who are directly responsible for governance aspects.
3. The AGS complies with the Delivering Good Governance in Local Government Framework: (CIPFA/SOLACE, 2016) and demonstrates the system of internal controls which have been in

place within the council for the year ending 31<sup>st</sup> March 2023 and provides examples of how the council demonstrates compliance with good practice and meets the core and sub principles of effective governance. The AGS also provides details on the assurances taken during the year on the effectiveness of our governance arrangements.

## **Background**

4. The council is responsible for ensuring that its business is conducted in accordance with the law and proper standards, that public money is safeguarded and properly accounted for and is used economically, efficiently and effectively.
5. The AGS forms part of the Statement of Accounts and reports on the extent of the council's compliance with its principles and practices of good governance, including how the council has monitored the effectiveness of its governance arrangements in the year ending 31<sup>st</sup> March 2023.
6. The AGS is prepared under the remit of the Corporate Governance Group, which is chaired by the Chief Finance Officer and is made up of Heads of Service who are directly responsible for governance aspects.
7. The AGS also contains:
  - An update on the progress made during 2022-2023 against the improvement areas that were identified during the development of the 2021-2022 AGS (Table 1 on page 72).
  - Improvement areas proposed for 2023-2024 following the development of 2022-2023 AGS (Table 2 - Governance Improvement Action Plan - on page 74). The Corporate Governance Group will keep this work under review and report progress to Cabinet following a period of six months.
8. The work undertaken to develop the AGS will also be used to inform the council's annual Self-Assessment for 2022-2023.

9. As the council moves forward in delivering the priorities contained in the Corporate Plan 2022-2027, the council's governance arrangements will continually be kept under review by the Corporate Governance Group to ensure that they remain effective.

### **Consultation**

10. There is no requirement for consultation on this item.

### **Financial Appraisal**

11. The improvement work undertaken during 2022-2023 was delivered within existing resources.

### **Integrated Impact Assessment**

12. There is no requirement for an Integrated Impact Assessment on this item.

### **Workforce Impact**

13. There are no workforce impacts arising from this report.

### **Legal Impact**

14. The council has a general duty under the Local Government & Elections (Wales) Act 2021 to keep its performance under review and the extent to which:
  - a) It is exercising its functions effectively;
  - b) It is using resources economically, effectively and efficiently;  
and
  - c) Its governance is effective for securing the matters set out in a) and b) above.
15. The Annual Governance Statement explains how the council has met the requirements of Regulation 5(2) of the Accounts and Audit (Wales) Regulations 2014 in relation to an annual review of the effectiveness of the council's systems of internal control and the preparation and approval of an Annual Governance Statement.

## **Risk Management**

16. Risk management is a key component of the council's corporate governance arrangements in supporting and maintaining a strong control environment. The Corporate Risk Management Policy was reviewed and approved by this Cabinet on 23<sup>rd</sup> March 2023.

## **Recommendations**

17. It is recommended that Cabinet :
  - i. Approve the Annual Governance Statement 2022-2023 attached at Appendix 1.

## **Reason for Proposed Decision**

18. To ensure the Annual Governance Statement meets the requirements of Regulation 5(2) of the Accounts and Audit (Wales) Regulations 2014 in relation to an annual review of the effectiveness of the council's systems of internal control and the preparation and approval of an Annual Governance Statement and the duty contained under the Local Government & Elections (Wales) Act 2021 to keep its performance under review.

## **Appendices**

19. Appendix 1 – Annual Governance Statement 2022-2023

## **List of Background Papers**

20. None

## **Officer Contact**

21. For further information on this report item, please contact:

Huw Jones, Chief Finance Officer

Email: [h.jones@npt.gov.uk](mailto:h.jones@npt.gov.uk)



Sheenagh Rees, Head of People & Organisational Development  
Email: [s.rees5@npt.gov.uk](mailto:s.rees5@npt.gov.uk)

Caryn Furlow-Harris, Strategic Manager – Policy & Executive Support  
Email: [c.furlow@npt.gov.uk](mailto:c.furlow@npt.gov.uk)

Louise McAndrew, Corporate Strategic Planning & Governance Officer  
Email: [l.mcandrew@npt.gov.uk](mailto:l.mcandrew@npt.gov.uk)

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**Neath Port Talbot Council  
Annual Governance Statement  
2022/2023**



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## Introduction

The council has adopted the 2016 Delivering Good Governance in Local Government: Framework (the Framework), developed by the Chartered Institute of Public Finance and Accountancy (CIPFA) and the Society of Local Authority Chief Executives (SOLACE).

To comply with the Framework, the council must publish an Annual Governance Statement (AGS), which explains the processes and procedures in place to enable the council to carry out its functions effectively. The governance framework comprises of the systems, processes, cultures and values by which the council is directed and controlled, and through which we engage with, and lead, the local community. The framework brings together an underlying set of legal requirements, good practice and management processes.

During 2023/2024 the council will conduct a self-assessment on the effectiveness of its system of internal control in place for the year ending 31<sup>st</sup> March 2023. This Annual Governance Statement contributes to the self-assessment to meet the requirements of the Local Government & Elections (Wales) Act 2021 to ensure that:

- the council's business is conducted in accordance with all relevant laws and regulations;
- public money is safeguarded and properly accounted for;
- there is sound and inclusive decision making;
- resources are used economically, efficiently and effectively; and
- there is clear accountability for the use of those resources to achieve agreed priorities which benefit local people and communities.

***“Corporate governance is about making sure that the council is run properly. It is about ensuring the council does the right things, at the right time and in the right way.”***

The council’s systems of internal control are designed to manage risk to a reasonable level. The council cannot eliminate all risk of failure to achieve policies, aims and objectives and can therefore only provide reasonable and not absolute assurance of effectiveness.



## The Framework

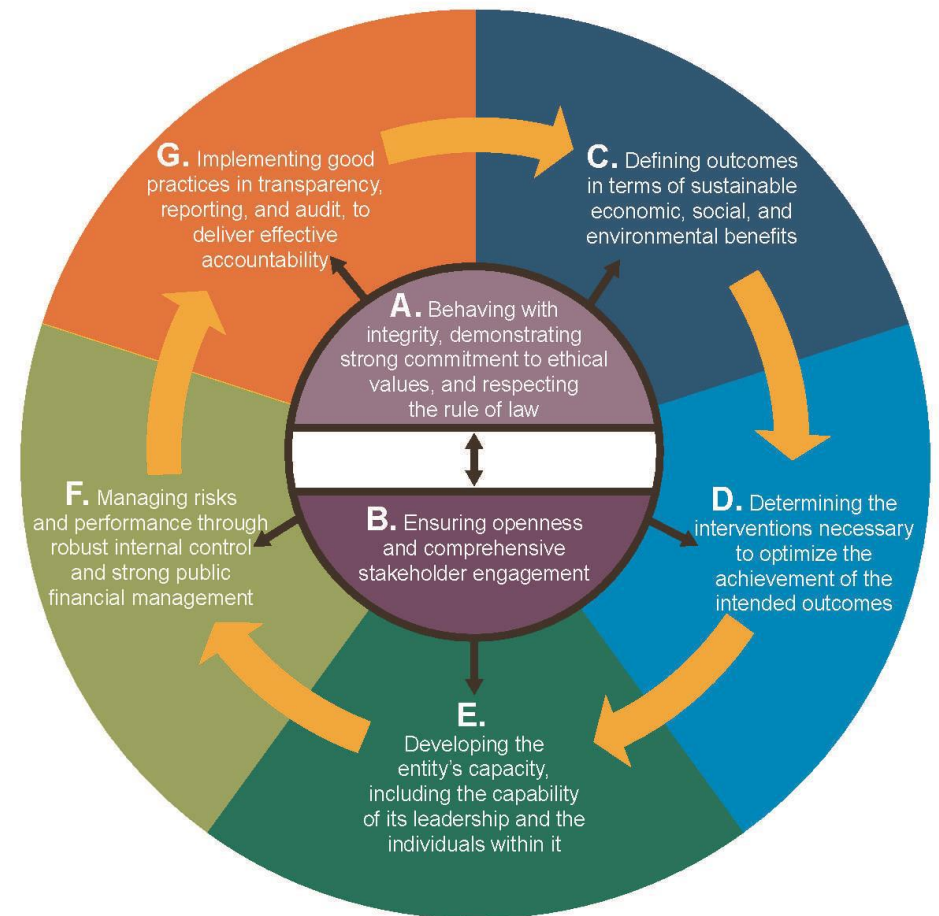
The Framework comprises of two core principles and five supporting principles as illustrated in the diagram.

Principles A and B run through principles C to G but good governance is dynamic, and the council as a whole is committed to improving governance on a continuing basis through a process of evaluation and review.

**The next section: Putting the Principles into Practice,** illustrates examples of how the council demonstrates compliance to meet these seven principles and the assurances taken during the year on the effectiveness of our governance arrangements.

Any governance improvement areas identified from undertaking the self-assessment have been included in an action plan set out in **Table 2** on page 76. The Corporate Governance Group, will oversee the action plan and progress will be reported to Corporate Directors Group, Cabinet and Governance & Audit Committee throughout the financial year.

Progress made on improvement work identified during 2022/2023 is contained in **Table 1** on page 74.



## Putting the Principles into Practice

Principle A: Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law			
Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
1.1 Ensuring members and officers behave with integrity and lead a culture where acting in the public interest is visibly and consistently demonstrated thereby protecting the reputation of the organisation	1.1.1 <u>Employee Code of Conduct</u>	In November 2020 an Internal Audit review was published of the compliance need to make the necessary declarations regarding interests, gifts and hospitality accepted/rejected. The recommendations made were taken into account and the Code was updated in January 2021.	None identified
	1.1.2 Corporate Induction	The HR Future of Work Team have been able to re-instate the Corporate Induction Programme in 2023. In terms of its purpose: participants will benefit from consistent, council-wide information – gaining an appreciation of our purpose and values, prompting them to consider how they can embody these on a day to day basis (in other words: How do I fit into the “big picture”?). There will be contributions from HR colleagues, Health & Safety, Learning & Development etc. as well as a “welcome” from the Chief Executive. New starters will still receive a “local induction” from their line managers – addressing departmental matters.  Dates have been scheduled for 2023/2024.	None identified



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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p style="text-align: center;">Page 37</p>	<p>1.1.3 <u>Member Code of Conduct</u></p>	<p>Monitored by the <u>Standards Committee</u> and Corporate Governance Group.</p> <p>On signing their Declaration of Acceptance of Office, Members are required to give an undertaking to abide by the Members' Code of Conduct.</p> <p>A detailed member induction programme took place following local government elections in May 2022. This included specified training relating to the member code of conduct, social media issues, gifts and hospitality and officer/member protocols. By the end of June 2022, all 60 elected members had attended and received this training.</p> <p>Refresher training takes place on an annual basis to enhance member's compliance with the Members Code of Conduct and to ensure members are aware of the responsibility to act ethically and with integrity, with advice provided on a variety of matters throughout the year on interests and predetermination matters.</p> <p>The Local Government and Elections (Wales) Act 2021 provided an additional duty on group leaders to ensure members within their political group also comply with the Members Code of Conduct and ongoing support will be provided on this function via the Standards Committee.</p>	<p>Ensure all members attend annual refreshers in respect of the Members Code of Conduct undertaken by the Monitoring Officer;</p> <p>Ensure all Group Leaders make Standards and Ethics a standing item on their political group meeting agendas;</p> <p>Ensure all members are completing their declarations of gifts and hospitality, including where such gifts and hospitality are declined;</p> <p>Encourage Group Leaders to consider bi-annual meetings with the Monitoring Officer to discuss standards and</p>

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p>Page 38</p>		<p>The Standards Committee were pleased to note the approach that Group Leaders take in promoting standards and the personal commitment they have to encourage members within their groups to embed ethical processes in their day to day activities. Of interest particularly to the Standards Committee was how Group Leaders deal with the “thick skin” ideology that the Public Service Ombudsman and other regulatory bodies adopt and the views that all Group Leaders have that often this is an inappropriate test and it is not something that any elected member should have to have if they face abuse from members of the public, particularly in a social media setting.</p> <p>The Standards Committee are required to conduct an assessment of how political group leaders have complied with their new duty to promote high standards of conduct and the Standards Committee are able to confirm that throughout 2022-2023, Group Leaders have discharged their duty, in the views of the Standards Committee, and that there were no ethical concerns arising.</p> <p>The Standards Committee published their <u>Annual Report</u> in April 2023 for the work of the previous finance year.</p>	<p>ethics and how they can work together to promote standards within their political groups;</p> <p>Steps be taken to promote the Member Officer Protocol to all elected members and officers of the Council, with training provided as appropriate;</p> <p>A series of guidance documents be circulated to all members in respect of key conduct matters such as declarations of interest, predetermination, conduct case studies and key information for members.</p>

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
Page 39	1.1.4 Members: An <u>induction programme for Members</u> was published on the council website in 2022.	<p>The induction programme forms part of the authority’s Strategy and Charter for Member Development and is structured for both new and returning members. The aim is to provide a supportive and structured development framework to enable Members perform their duties. Members elected through by-elections receive a tailored induction.</p> <p>This training programme took place following local government elections in May 2022 and continues to be embedded in member training. An annual survey takes place of members to identify any training and development needs.</p>	None identified
	1.1.5 Staff: <u>New Starter Induction Checklist</u>	New starter induction checklist contains information about the expected standards of behaviour) must be signed by managers and their employees.	None identified
	1.1.6 <u>Performance Appraisal Process</u>	In 2023, the Learning, Training & Development Team will continue with progress in relation to the implementation of the iTrent HR / Payroll Database in Phase 2 of the Project, launching the Development module, which will facilitate more effective recording of the appraisal process and provide greater assurance. We will be able to report against the number of appraisals carried out to conclusion.	None identified

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p>1.2 Ensuring members take the lead in establishing specific standard operating principles or values for the organisation and its staff and that they are communicated and understood. These should build on the Seven Principles of Public Life (the Nolan Principles)</p>	<p>1.2.1 Updated vision and set of values have been published in the <u>Council's Corporate Plan 2022-2027</u></p>	<p>The council's vision and values are incorporated into recruitment processes (and written into all new and revised job descriptions and person specifications).</p>	<p>None identified</p>
	<p>1.2.2 The vision and priorities for staff are contained within the Strategic Workforce Plan: <u>The Future of Work Strategy 2022 – 2027</u></p>	<p>The Strategic Workforce Plan was developed following extensive consultation across the council's workforce and key stakeholders, and agreed by the council's Personnel Committee in October 2022. The 12 month Delivery Plan appended to the strategy will be reviewed later this year.</p>	<p>None identified</p>
	<p>See also 1.1.3 <u>Member Code of Conduct - The Standards Framework for Members</u> (Section 1, Ethical framework)</p>		
<p>1.3 Leading by example and using these standard operating principles or values as a framework for decision making and other actions</p>	<p>1.3.1 Integrated Impact Assessment (IIA) The tool assesses the impact of proposed initiatives (e.g. policy, service, procedures, strategies, projects etc.) relating to key</p>	<p>The implementation of an Integrated Impact Assessment (IIA) Audit Action Plan was agreed by CDG in March 2023. The action plan was developed in light of the recommendations of the three reviews of the IIA process completed in 2022.  Implementation of the action plan will further improve the embedding of the IIA process into decision making.</p>	<p>None identified</p>

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
Page 41	legislation (i.e. equality, sustainable development, the Welsh language etc.). It is applied to decisions relating to the initiative and to consider whether the initiative will have a positive, negative or neutral impact on the community.	Training to address the recommendations will be part of the New Member Induction Programme following the Local Government Elections in May 2022) for Members. A training programme has also been included for officers including annual refresher training and training on specific elements of the process.	
	1.3.2 Declarations of Interest	<p>These are made by Members at the beginning of Committee meetings and recorded in the meeting minutes, with guidance and training and provided by the Monitoring Officer.</p> <p>The Standards Committee reviews declarations of interest and the granting of dispensations to ensure ethical decision making.</p>	None identified

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p style="text-align: center;">Page 42</p>	<p>1.3.3 The <u>Standards Committee</u></p>	<p>Monitored by the <u>Standards Committee</u> and Corporate Governance Group.</p> <p>On signing their Declaration of Acceptance of Office, Members are required to give an undertaking to abide by the Members' Code of Conduct.</p> <p>A detailed member induction programme took place following local government elections in May 2022. This included specified training relating to the member code of conduct, social media issues, gifts and hospitality and officer/member protocols. By the end of June 2022, all 60 elected members had attended and received this training.</p> <p>Refresher training takes place on an annual basis to enhance member's compliance with the Members Code of Conduct and to ensure members are aware of the responsibility to act ethically and with integrity throughout the year, with advice provided on a variety of matters throughout year on interests and predetermination matters.</p> <p>The Local Government and Elections (Wales) Act 2021 provided an additional duty on group leaders to ensure members within their political group also comply with the Members Code of Conduct and</p>	<p>None identified</p>

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p style="text-align: center;">Page 43</p>		<p>ongoing support will be provided on this function via the Standards Committee.</p> <p>The Standards Committee were pleased to note the approach that Group Leaders take in promoting standards and the personal commitment they have to encourage members within their groups to embed ethical processes in their day to day activities. Of interest particularly to the Standards Committee was how Group Leaders deal with the “thick skin” ideology that the Public Service Ombudsman and other regulatory bodies adopt and the views that all Group Leaders have that often this is an inappropriate test and it is not something that any elected member should have to have if they face abuse from members of the public, particularly in a social media setting.</p> <p>The Standards Committee are required to conduct an assessment of how political group leaders have complied with their new duty to promote high standards of conduct and the Standards Committee are able to confirm that throughout 2022-2023, Group Leaders have discharged their duty, in the views of the Standards Committee, and that there were no ethical concerns arising.</p> <p>The Standards Committee published their Annual Report in April 2023 for the work of the previous finance year.</p>	

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p>Page 44</p>	<p>1.3.4 <u>Member and Officer Relations Protocol</u></p>	<p>A protocol is in place as part of the council's Constitution and Employee Code of Conduct. A review of the protocol was undertaken at the early stages of the member induction programme, as part of the wider review of the council's Constitution. Copies of which have been distributed to officers.</p> <p>A detailed member induction programme took place following local government elections in May 2022. This included specified training relating to the member code of conduct, social media issues, gifts and hospitality and officer/member protocols. By the end of June 2022, all 60 elected members had attended and received this training.</p> <p>Training has also been provided to officer groups within the council on the nature of the relationship between officers and members and this training will continue in future years.</p> <p>The protocol is monitored by the Standards Committee who considered the protocol and its implementation at a meeting of the Standards Committee recommending a few minor changes for consideration which will now be included within the Constitution going forward and circulated to officers and members.</p>	<p>Continue with future training of officer groups in the significance of the member and officer relations protocol.</p>



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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p>1.4 <del>D</del>emonstrating, <del>C</del>ommunicating and <del>E</del>ntrenching the standard operating principles or values through appropriate policies and processes which are reviewed on a regular basis to ensure that they are operating effectively</p>	<p>1.4.1 The Anti-fraud, Corruption and Malpractice Strategy</p>	<p>Cabinet approved the updated Anti-Fraud &amp; Corruption Strategy at their meeting on 25<sup>th</sup> April 2023. The Strategy will be presented to Governance &amp; Audit Committee at their meeting on 16<sup>th</sup> June 2023. It will also be publicised on the authority's Intranet.</p>	<p>None identified</p>
	<p>1.4.2 <u>Member Interests</u> are shown by individual Members on the council website.</p>	<p>Declarations of Interest for Members is a standing item on all meeting agendas and recorded in minutes of meetings.</p> <p>The Standards Committee reviews declarations of interest and the granting of dispensations to ensure ethical decision making.</p>	<p>None identified</p>
	<p>1.4.3 Staff Interests</p>	<p>An up-to-date register is held by each Director and is subject to Internal Audit review annually.</p>	<p>None identified</p>
	<p>1.4.4 Members: The <u>Constitution</u></p>	<p>The council's Monitoring Officer is required, by law, to keep a Register of all notifications made by Members. The Register is available on the council's website and a copy is open to public inspection during normal office hours.</p> <p>The Standards Committee reviews declarations of interest and the granting of dispensations to ensure ethical decision making.</p> <p>The Constitution is regularly updated and available for public inspection either on the website or in person.</p>	<p>None identified</p>

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
Page 46	1.4.5 Staff Gifts & Hospitality	An up-to-date register is held by each Director and is subject to Internal Audit review annually.	None identified
	1.4.6 <u>Whistleblowing Policy</u>	<p>Whistleblowing Policy was approved by Personnel Committee in August 2015 and reviewed in January 2020.</p> <p>The Audit Manager presented a report to Standards Committee on 31<sup>st</sup> January 2023. The report provided details of the Whistleblowing Arrangements in place and the number of referrals received in recent years.</p>	None identified
	1.4.7 <u>Corporate Comments, Compliments and Complaints Policy</u>	<p>The Corporate Comments, Compliments and Complaints Policy was revised in March 2021 to meet the requirements set out in the Public Service Ombudsman for Wales Model Complaints Policy.</p> <p>The Local Government &amp; Elections Wales Act 2021 sets out the following functions for the Governance &amp; Audit Committee (from 1<sup>st</sup> April 2021):</p> <ul style="list-style-type: none"> <li>• to review and assess the authority’s ability to handle complaints effectively</li> <li>• to make reports and recommendations in relation to the authority’s ability to handle complaints effectively.</li> </ul> <p>A report to meet the above requirements was presented to the Committee on 18<sup>th</sup> February 2022</p>	None identified

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
Page 47	1.4.8 <u>Social Services Compliments and Complaints</u>	The latest <u>Social Services Compliments and Complaints Annual Report 2021/2022</u> was prepared and reported to Social Services, Housing and Community Safety Cabinet on 26 <sup>th</sup> January 2023. No systemic issues were identified.	None identified
	1.4.9 <u>Corporate Comments, Compliments and Complaints</u>	The latest Corporate Comments, Compliments and Complaints Annual Report 2021/2022 was reported to Cabinet on 4 <sup>th</sup> October 2022. No systemic issues were identified. During 2022/2023 quarterly complaints and compliments data have been reported to relevant Cabinet Boards on a quarterly basis.	None identified
	See also 1.4.4 Members: The <u>Constitution</u> , Part 5, Section 3 'Personal Interests' addresses this.	Member's interests are published on the council's website for each meeting throughout the year.  The Standards Committee reviews declarations of interest and the granting of dispensations to ensure ethical decision making.	None identified
	See also 1.1.1 Officers: <u>Employee Code of Conduct</u> (Section 9, 2017)	The council's Contract Procedure Rules, Employee Code of Conduct and the Public Contract Regulations (2015) require officers and members not to have any involvement in a tender process where they have a potential conflict of interest.  They should have no role whatsoever which should negate the need for any declarations of interest to be made.	None identified

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p>2.1 Seeking to establish, monitor and maintain the organisation's ethical standards and performance</p>	<p>2.1.1. Corporate Procurement Team</p>	<p>Ethical standards are acknowledged by the team when undertaking tender work for other sections and when developing and evaluating procurement process.</p> <p>The team also monitor and evaluate compliance looking at what approach sections adopt.</p> <p>The Ethical Employment Code of Practice and Modern Slavery Statement issued to all sections sets out processes that should be valued.</p>	<p>Corporate Procurement to monitor and evaluate compliance looking at what approach sections adopt. Head of Legal &amp; Democratic Services to report annually to the Corporate Governance Group.</p>
<p>2.2 Underpinning personal behaviour with ethical values and ensuring they permeate all aspects of the organisation's culture and operation</p>	<p>2.2.1 Member training</p> <p>See also 1.1.2 Member Code of Conduct)</p> <p>See also 1.3.3 Standards Committee – special dispensation to vote</p>	<p>The induction programme forms part of the authority's Strategy and Charter for Member Development and is structured for both new and returning members. The aim is to provide a supportive and structured development framework to enable Members to perform their duties. Members elected through by-elections receive a tailored induction.</p> <p>This training programme took place following local government elections in May 2022 and continues to be embedded in member training. An annual survey takes place of members to identify any training and development needs.</p>	<p>None identified</p>

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
		<p>Annual reports are presented to Standards Committee. Members Declaration of Acceptance of Office – undertaken to abide by the Members’ Code of Conduct.</p> <p>Leading in the Welsh Public Service Behaviours Framework.</p>	
<p>Page 49</p> <p>2.3 Developing and maintaining robust policies and procedures which place emphasis on agreed ethical values</p>	<p>2.3.1 <u>Recruitment and Selection Policy 2018</u></p>	<p>Training is provided to recruiting managers and courses undertaken in relation to Recruitment and Selection, Safe Recruitment and other Employment Policies and Procedures delivered in 2022/2023.</p> <p>Unconscious bias training is available for managers; a review of equalities training is underway and a matrix approach is being considering, setting out what training is mandatory for particular groups of employees, including recruiting line managers. It will be proposed that all recruiting managers undergo unconscious bias training.</p>	<p>None identified</p>
	<p>2.3.2 <u>Pay Policy Statement 2023/2024</u></p>	<p>The 2023/2024 review has taken place and the revised Pay Policy Statement was presented to Council on 15<sup>th</sup> March 2023.</p>	<p>None identified</p>

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
	<u>2.3.3 Contract Procedure Rules</u>	Training is available to staff and advice booklets are provided. Ongoing support is provided to sections in complying with procurement rules and processes. A dedicated section of the council's intranet has provided standard documents and processes for officers to follow.	None identified
<p>Page 50</p> <p>2.4 Ensuring that external providers of services on behalf of the organisation are required to act with integrity and in compliance with high ethical standards expected by the organisation</p>	<u>2.4.1 Ethical Employment in Supply Chain Policy 2019</u>	Policy introduced in 2019 and annual reports brought to Cabinet and Cabinet Scrutiny setting out how the council complies with the arrangements set out in the policy.	None identified
	<p>2.4.2 Continue to participate in a number of partnerships. Governance arrangements are in place for each for partnership which:</p> <ul style="list-style-type: none"> <li>• Clarify the roles of members both individually and collectively in relation to the partnership and to the council;</li> </ul>	<p>Given the importance of collaboration to this council, Scrutiny committees review existing collaborations to make sure they were all on a strong footing, and are productive to enable the council's Cabinet to be confident that those arrangements are working in the best interest of citizens. Also, ensuring that there is clear and effective democratic oversight of those arrangements. The focus of this work was reviewed in 2021/2022 as part of the council's Recover, Reset, Renew work.</p> <p>To ensure that a copy of all partnership agreements are logged centrally with the Head of Legal &amp; Democratic Services. This work is ongoing and proved complex whilst officers were required to work from home. As a result of hybrid working, further work will be undertaken to fully gather this list (given it requires access to the council's Archives in Port Talbot Civic Centre).</p>	None identified

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
Page 51	<ul style="list-style-type: none"> <li>Clearly set out the legal status of the partnership; and</li> <li>Make clear the extent to which representatives or organisations both understand and make clear to all other partners the extent of their authority to bind their organisation to partner decisions.</li> </ul>		
3.1 Ensuring members and staff demonstrate a strong commitment to the rule of the law as well as adhering to relevant laws and regulations	<p>3.1.1 Cabinet and Committee reports contain a section entitled “Legal Impacts” so that legal obligations are placed at the forefront of decision making.</p> <p>See also 1.4.4 <u>The Constitution</u></p>	<p>‘Safe and Legal Decision Making Training’ is available for relevant officers and is provided on an annual basis by the Head of Legal and Democratic Services to council officers.</p> <p>Democratic Services Officers and Legal Services monitor reports to ensure legal compliance.</p>	None identified

**Principle A: Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
3.2 Creating the conditions to ensure that statutory officers, other key post holders and members are able to fulfil their responsibilities in accordance with legislative and regulatory requirements	3.2.1 Financial management arrangements	<p>We have a range of policies and procedures (such as financial regulations, financial procedures, contract standing orders, accounting instructions and officer delegations) that conform to the governance requirements of the CIPFA Statement of the Role of the Chief Financial Officer in Local Government (2010).</p> <p>A review of Accounting Instructions has been completed during 2022/2023</p>	None identified
	3.2.2 Democratic Services - support function.	<p>The Head of Democratic Services presents an annual report to Democratic Services Committee and Council, outlining the resource requirements to enable the Council, Cabinet and Committee to receive high level support and discharge of its democratic functions. The Chair of the Democratic Services Committee presents an Annual Report of the Democratic Services Committee to full Council updating Members on the work that has been undertaken by the Committee during the previous civic year.</p>	None identified



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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p style="text-align: center;">Page 53</p>	<p>See also 1.4.4 The council's Constitution sets out the different responsibilities of Members and Officers. Clear job descriptions for all staff, which highlight their roles and responsibilities.</p>	<p>The Monitoring Officer oversees the council's Constitution and ensures it is kept up to date.</p> <p>A review of the Constitution takes place at regular intervals to ensure it is constantly up to date and annual reports will be produced to the Democratic Services Committee on any updates required to the Constitution and to seek Members views on constitutional provisions.</p>	<p>None identified</p>
<p>3.3 Striving to optimise the use of the full powers available for the benefit of citizens, communities and other stakeholders</p>	<p>3.3.1 Cabinet and Committee Reports contain a section entitled "Legal Impacts" so that legal obligations are placed at the forefront of decision making.</p>	<p>Legal Enterprise Case Management Software providing audit trails of legal advice given and time spent providing legal advice on all matters.</p> <p>Transaction documentation and hard copies of legal advice provided are stored by the council.</p> <p>Legal training provided to officers on regular basis to ensure they are up to date with recent legal developments and powers available.</p>	<p>None identified</p>
<p>3.4 Dealing with breaches of legal and regulatory provisions effectively</p>	<p>3.4.1 Data Protection Breaches Panel review cases.</p>	<p>Head of Legal &amp; Democratic Services and Information Risk Officers report annually to the Corporate Governance Group to give an assurance that the current system for dealing with data protection breaches is fit for purpose. The authority retains a breach register and 0 referrals were made to the Information Commissioner's Office.</p>	<p>None identified</p>

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Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p style="text-align: center;">Page 54</p>	<p>3.4.2 Internal Audit Special Investigations / Disciplinary Cases</p> <p>See also 3.3.1 Cabinet and Committee Reports</p>	<p>The council requires that all officers who carry out disciplinary investigations have undertaken the ACAS Investigation Officers training. In addition, Heads of Service who are the decision makers in disciplinary investigations must have attended the ACAS Decision Maker training.</p>	<p>None identified</p>
<p>3.5 Ensuring corruption and misuse of power are dealt with effectively</p>	<p>See 1.4.1 Anti-fraud, Corruption and Malpractice Policy</p> <p>See 1.4.6 Whistle Blowing Policy</p>	<p>Cases are monitored by the Public Services Ombudsman for Wales and the council's Standards Committee in relation to members conduct. During the period 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023, the Monitoring Officer was notified of a total of 5 complaints made against County Borough Councillors alleging a breach of the Code of Conduct. Three of these complaints were dismissed by the Public Service Ombudsman for Wales as not being appropriate for investigation. Two are presently subject to further consideration.</p> <p>During the period 1st April 2022 to 31st March 2023, the Monitoring Officer was notified of 13 complaints made against Town and Community Councillors alleging a breach of the Code of Conduct. All 13 were dismissed by the Public Service Ombudsman for Wales as not being appropriate for investigation. The Monitoring Officer has not been made aware of any further complaints.</p>	<p>None identified</p>

**Principle B: Ensuring openness and comprehensive stakeholder engagement**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p>Page 9</p> <p>4.1 Ensuring an open culture through demonstrating, documenting and communicating the organisation's commitment to openness</p>	<p>4.1.1 The council produces a number of annual reports throughout the year to give assurances about our governance arrangements.</p>	<p>The following reports are available to the public and the Corporate Governance Group oversee any risks identified to governance arrangements, arising from these annual reports.</p> <ol style="list-style-type: none"> <li>1. <a href="#">Corporate Plan Annual Report</a></li> <li>2. <a href="#">Strategic Equalities Plan Annual Report</a></li> <li>3. <a href="#">PSB Well-being Plan Annual Report</a></li> <li>4. <a href="#">Welsh Language Standards Annual Report</a></li> <li>5. <a href="#">Welsh Language Promotion Strategy Annual Report</a></li> <li>6. <a href="#">Internal Audit Report</a></li> <li>7. <a href="#">Complaints, Compliments and Comments Annual Report</a></li> <li>8. <a href="#">Ombudsman Annual Report</a></li> <li>9. <a href="#">Pay Policy Statement</a></li> </ol>	<p>None identified</p>
	<p>4.1.2 <a href="#">FOI Policy / FOI Publication Scheme</a></p>	<p>Freedom of Information (FOI) Policy was published in March 2014. A review of the Publication Scheme took place in 2020, to consider updated advice from the Information Commissioner's Office and found only minor changes were required to consider updated legislative requirements. This was then considered and the Publication Scheme updated in Autumn 2023.</p> <p>This will be continually monitored to ensure legislative compliance. Work is also ongoing to look at ways to further promote and publish</p>	<p>None identified</p>

<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
Page 56		other information held by the council such as Freedom of Information Act responses.	
	4.1.3 The council's strategic purpose, vision and values are set out in the <u>Corporate Plan 2022-2027</u>	Purpose, vision and values are set out in the council's Corporate Plan 2022/2027. The Future of Work Strategy embeds the council's vision, values and priorities in everything we do.	None identified
	4.1.4 <u>Council Meeting Cycle</u>	The council agrees its meeting cycle at its Annual Meeting and this is published on the council's website. Meetings are supported with forward work programmes detailing items for the next 3 meetings.	None identified
	4.1.5 Corporate Communications and Community Relations Strategy 2018-2020  This includes new 'Brand' guidelines to create consistency and increase visibility and understanding about what the council does.	The review of the 2018/2020 Strategy has been delayed due to the pandemic. Work is underway to align the revised Strategy and will be completed in early 2023/2024.  We have improved the accessibility of information to better engage all stakeholders in the council's work, with the intention that there will be a continuous flow of information about how the council is delivering on its well-being objectives and to keep stakeholders up-to-date.  Council website ( <a href="http://www.npt.gov.uk">www.npt.gov.uk</a> ) performance is monitored using Google analytics to see how our website is being used. We also carry out an annual website survey to measure our effectiveness and ensure the website is performing as expected.	None identified

<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
4.2 Making decisions that are open about actions, plans, resource use, forecasts, outputs and outcomes. The presumption is for openness. If that is not the case the justification for the reasoning for keeping a decision confidential should be provided	4.2.1 Executive and non-executive and regulatory report guidance and report templates	<p>The guidance was developed and circulated to reporting officers in May 2019. As and when changes arise the guidance is updated and circulated to report authors/officers.</p> <p>Report templates ensure the relevant information and advice is presented to substantiate recommendations.</p> <p>Guidance has been presented to officers throughout the year on matters such as Welsh Language considerations and other legislative updates.</p>	None identified
	4.2.2 Safe and Legal Decision Making	Training is available for relevant officers and takes place at regular intervals by the Head of Legal and Democratic Services	None identified
4.3 Providing clear reasoning and evidence for decisions in both public records and explanations to stakeholders and being explicit about the criteria, rationale and considerations used. In due course, ensuring that the impact and	<p>4.3.1 <u>Modern.gov system</u></p> <p>See also 1.3.1 Integrated Impact Assessment (IIA)</p>	All publically accessible reports are published on the council website via <u>Modern.gov system</u> showing the decisions taken at each meeting.	None identified

<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
consequences of those decisions are clear.			
Page 58 4.4 Using formal and informal consultation and engagement to determine the most appropriate and effective interventions / courses of action	4.4.1 Neath Port Talbot Consultation and Engagement Strategy 2018/2020	<p>The review of the 2018/2020 Strategy has been delayed due to the pandemic. Work is now underway to align the revised Strategy and will be completed in early 2023/2024.</p> <p>The council uses Snap Survey software for corporate consultations for both internal and external stakeholders.</p> <p>The Planning Policy Service use Objective consultation software for the Local Development Plan.</p> <p>These arrangements are regularly reviewed to ensure they are effective and value for money when reviewing budget for the forthcoming financial year.</p>	None identified
	4.4.2 Community of Practice on Involvement and Engagement	<p>The NPT Community of Practice on Involvement and Engagement was launched in 2019 and membership has grown to 60+ council officers and representatives from partner organisations. Members regularly engage with a range of specific stakeholder groups as part of their work and the Community of Practice provides a forum for members to work more smartly and in a more collaborative way to ensure that everyone in our communities can have the opportunity to have their say on the decisions that affect them. It is intended to provide a professional and respectful forum for members to share experiences and knowledge on involvement and engagement issues in a spirit of mutual learning and peer support.</p>	None identified

<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
Page 59		The Community of Practice undertook a key role during 2021/2022 in supporting the Let's Talk campaign which informed the priorities contained in the council's Corporate Plan 2022-2027 and will again support the update of the Strategic Change Programme 2023/2024 and Budget setting for 2024/25 and beyond.	
	4.4.3 <u>Citizens' Panel</u>	<p>Launched in January 2020, the NPT Citizens' Panel is made up of more than 500 residents from across the county borough and actively involves them in decision making at a very early stage, so they help shape proposals before these go out to wider public consultation. This will strengthen the council's approach to consultation and engagement and also help us to meet our obligations under the Wellbeing of Future Generations (Wales) Act 2015 and Local Government &amp; Elections (Wales) Act 2021.</p> <p>The Citizens' Panel is due to be review and further developed in 2023/24 in line with the action plan in the Public Participation Strategy. The aims will be to refresh the Panel, and undertake recruitment to increase membership and more closely represent the profile of residents in the county borough in terms of geographical spread and protected characteristics.</p>	Review the Citizens' Panel and further develop in line with the action plan in the Public Participation Strategy

<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
Page 60	4.4.4 <u>Public Participation Strategy</u>	<p>The Local Government and Elections (Wales) Act 2021 (“the Act”) requires local authorities to publish, consult on, and regularly review a public participation strategy to encourage local people to participate in their decision making. This includes where councils make decisions in partnership with another council or in conjunction with another individual or body such as a local health board.</p> <p>The Public Participation Strategy 2023-2027 outlines the council’s objectives, approach and mechanisms for encouraging and enabling public participation, together with information on how local people can influence decision-making. It also supports the priorities in the Corporate Plan 2022-2027 and reflects our values by setting out how we will encourage and enable local people and communities in Neath Port Talbot to be actively involved in decisions that affect them.</p> <p>Progress on the Strategy is reported to the Organisational Development Project Board and will be included in the forward work programme for Cabinet going forward.</p>	None identified



<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
4.5 Effectively engaging to ensure that the purpose, objectives and intended outcomes for each stakeholder relationship are clear so that outcomes are achieved successfully and sustainably	4.5.1 Corporate Communications and Community Relations Strategy 2018-2020 4.5.2 Consultation and Engagement Strategy 2018-2020	See 4.1.5 - Corporate Communications and Community Relations Strategy 2018-2020 See 4.4.1 - Neath Port Talbot Consultation and Engagement Strategy 2018-2020	None identified
	4.5.3 Key Stakeholder List	We have a list of key stakeholders that we engage with on major policies and plans. These include: Youth Council; Black Minority Ethnic Community Association; and consultee database for the Local Development Plan.	None identified
	4.5.4 Youth Mayor	First established in September 2019 and elected by the young people of the borough. The role involves representing the voice of all children and young people across the borough at a number of pre-determined civic duties.	None identified
	4.5.5 Partnership working with our trade unions and teaching associations	This is a major feature of the council's culture in relation to workforce engagement. It involves elected Members, managers, employees and trade unions developing and implementing a way of working based on mutual respect and trust, shared objectives and joint ownership of problem solving.	None identified

<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 32</p> <p>4.6 Developing formal and informal partnerships to allow for resources to be used more efficiently and outcomes achieved more effectively</p>	4.6.1 Third Sector Partnerships	<p>The council has a long and productive relationship with third sector organisations and awards grant funding to organisations so they can support our communities in a wide range of ways.</p> <p>The Partnership Agreement (Compact), between the council and the voluntary sector in Neath Port Talbot, formally recognises and values the contribution of voluntary work to local people, communities and supporting us to deliver on some of our services. It provides a framework for further developing the many years of partnership working in the county borough, in pursuit of our shared interest to build strong communities where everyone has an equal chance to lead a fulfilled life. It also sets out the partnership responsibilities and expectations on both the council and the voluntary sector.</p>	Commence the review of the Partnership Agreement (Compact) between the council and the voluntary sector (to be completed by September 2024)
	4.6.2 Voluntary Sector Liaison Forum	The Voluntary Sector Liaison Forum meets on a quarterly basis and is regularly consulted on key council policies e.g. budget and Corporate Plan.	None identified
	4.6.3 County Borough Council / Community Councils Liaison Forum	The council meets with the Town and Community Councils throughout the year to discuss a wide number of issues. Meetings were held throughout 2022/2023 to discuss issues of concern to the Town and Community Councils and also to update them on the council's approach to supporting communities.	Commence the review the Charter between the council and Town and Community Councils (to be completed by September 2024)

<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
Page 63		Ongoing training was also provided to Town and Community Councils by the Monitoring Officer on the Member's Code of Conduct.	
	4.6.4 Informal partnerships	There are a number of informal partnerships in place, e.g. Equality and Community Cohesion Group which is made up of both officers from across the council and representatives of external organisations.	None identified
	4.6.5 Public Services Board (PSB)	PSB members work together to deliver the objectives set out in the PSB Well-being Plan and monitor progress on delivery of work.	None identified
4.7 Ensuring that partnerships are based on: <ul style="list-style-type: none"> <li>• Trust</li> <li>• A shared commitment to change</li> <li>• A culture that promotes and accepts challenge among partners; and</li> <li>• that the added value of</li> </ul>	See 2.4.2 Continue to participate in a number of partnerships and 4.5.4 Youth Mayor	<p>The council plays an active role in collaborative arrangements to ensure the best return for our citizens and other stakeholders.</p> <p>These arrangements are reviewed regularly to ensure they meet the required needs of the council and where they do not reports are brought to members highlighting various risks and concerns for the decisions to be made on future actions.</p>	None identified
	4.7.1 Staff Council (Consists of: LGS Green Book Negotiating Forum, LSPG (Schools trade union partnership forum), Service Joint	All of these groups meet regularly and are an opportunity for two-way information sharing, consultation and where necessary, negotiation. As part of our approach to partnership working, trade unions have representation in other forums; so for example, trade unions sit as an integral part of the Future of Work Team.	None identified

<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
partnership working is explicit	Consultative Groups, and the Corporate Health & Safety Trade Union Forum).		
4.8 Engaging stakeholders effectively, including individual citizens and service users - establishing a clear policy on the type of issues that the organisation will meaningfully consult with or involve individual citizens, service users and other stakeholders to ensure that service (or other) provision is contributing towards the achievement of intended outcomes	See 1.3.1 Integrated Impact Assessment (IIA)	<p>Consultation with stakeholders is a key element of the IIA process and guidance as to what needs to be considered is readily available to officers.</p> <p>Consultation is imperative as part of this process in order to help determine whether 'initiatives' (e.g. policy, service, procedures, strategies, projects etc.) will have a positive, negative or neutral impact on the community.</p>	None identified

<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
4.9 Ensuring that communication methods are effective and that members and officers are clear about their roles with regard to community engagement	See 4.5.1 Corporate Communications and Community Relations Strategy 2018/2020	<p>Clear strategies are in place to ensure members and officers communicate effectively in relation to community engagement.</p> <p>See 1.1.1 <a href="#">Employee Code of Conduct</a></p> <p>See 1.1.2 <a href="#">Member Code of Conduct</a> - monitored by the <a href="#">Standards Committee</a></p> <p>See 4.1.5 and 4.5.1</p>	None identified
4.10 Encouraging, collecting and evaluating the views and experiences of communities, citizens, service users and organisations of different backgrounds including reference to future needs	See section 4.4 and 4.5		
4.11 Implementing effective feedback mechanisms in order to demonstrate how their views have been taken into account	See section 4.5		

<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
4.12 Balancing feedback from more active stakeholder groups with other stakeholder groups to ensure inclusivity	<p>4.12.1 Council has a number of duties through the following legislation to ensure inclusivity of feedback from all stakeholder groups:</p> <ul style="list-style-type: none"> <li>• Equality Act 2010</li> <li>• Welsh Language Standards (No.1) Regulations 2015,</li> <li>• Well-being of Future Generations (Wales) Act 2015</li> <li>• Local Government &amp; Elections (Wales) Act 2021</li> <li>• Environment (Wales) Act 2016)</li> </ul>	See 1.3.1	None identified

<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
4.13 Taking account of the interests of future generations of tax payers and service users	4.13.1 Well-being of Future Generations (Wales) Act 2015.	<p>The Corporate Plan 2022-2027 sets out the council's revised purpose, vision, values and wellbeing objectives. The Corporate Plan demonstrates how the council contributes to the economic, social, environmental and cultural wellbeing of Neath Port Talbot and to the seven national wellbeing goals contained in the Wellbeing of Future Generations (Wales) Act 2015. The priorities under each wellbeing objective in the short and medium term demonstrate how the council intends to maximise its contribution to the seven wellbeing goals set by Welsh Government.</p> <p>The Strategic Change Programme, re-branded 'Working in Partnership for Our People, Our Places and Our Planet', has been reviewed in 2022/2023 setting out our key priorities for 2023/2024.</p>	None identified
	4.13.2 The Council's four Well-being Objectives and statement are published in the <a href="#">Corporate Plan 2022-2027</a>	Audit Wales has issued certificates confirming that the council has discharged its duties under relevant legislation for both the council's <a href="#">Corporate Plan</a> and <a href="#">Annual Report</a> .	None identified

Principle C: Defining outcomes in terms of sustainable economic, social and environmental benefits			
Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvements / action
5.1 Having a clear vision which is an agreed formal statement of the organisation's purpose and intended outcomes containing appropriate performance indicators, which provides the basis for the organisation's overall strategy, planning and other decisions	See 4.1.4 - The council's vision is set out in the Corporate Plan	The council's vision is set out in the published <a href="#">Corporate Plan 2022-2027</a> .	None identified
	5.1.1 Corporate Performance Management Framework (CPMF)	<p>An interim Corporate Performance Management Framework (CPMF) has been developed and demonstrates how the council will meet the duties contained within the Local Government &amp; Elections (Wales) Act 2021.</p> <p>These duties include the undertaking of an annual corporate self-assessment. Service Recovery Planning at an accountable manager level.</p> <p>The CPMF is an "interim" framework as it is acknowledged performance management arrangements require strengthening across the authority at the strategic, service and individual levels. The proposed review, we will define an improved performance management capability that will enable the council to better deliver the vision, purpose and priorities set out in the Corporate Plan and to achieve the required savings as part of the council's Medium Term Financial plan (MTFP) in future years.</p> <p>It would also facilitate the detailed requirements gathering for a replacement Corporate Performance Management System, following the decision to no longer utilise the CAMMS platform.</p>	Review business planning and performance management arrangements across the council



<b>Principle C: Defining outcomes in terms of sustainable economic, social and environmental benefits</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvements / action</b>
5.2 Specifying the intended impact on, or changes for, stakeholders including citizens and service users. It could be immediately or over the course of a year or longer	5.2.1 Commissioning	<p>The council delivers or commissions an enormous range of services and functions that affect the day to day life of everyone who lives in the county borough.</p> <p>Service user questionnaires are undertaken as part of contract monitoring; contracts require processes to be in place to ensure providers actively engage with service users, informing service and feedback on proposed changes. Contract Monitoring Officers review practice, including interviewing service users.</p>	None identified
5.3 Delivering defined outcomes on a sustainable basis within the resources that will be available	See section 4.1	We examine the progress made in achieving our well-being objectives set out in the <u>Corporate Plan</u> , including the key performance indicators. On an annual basis progress is summarised in our <u>Annual Report</u> which includes data on key areas of performance.	None identified
5.4 Identifying and managing risks to the achievement of outcomes	5.4.1 Corporate Risk Management Policy	<p>The council's <u>Risk Management Policy</u> has recently been reviewed and approved by Cabinet in 2023.</p> <p>The Strategic Risk Register will be reviewed at CDG quarterly and taken to Cabinet every six months.</p> <p>Directorate Risk Registers will also be reviewed at CDG every six months (at a minimum)</p>	Ensure all strategic risk are embedded and further refine Directorate (operational) Risk Registers
	5.4.2 Senior Information Risk Owner (SIRO)	In January 2021 the Chief Finance Officer and Corporate Services took over the role of SIRO, which was subsequently passed to the newly appointed Chief Digital Officer in July 2021.	None identified

<b>Principle C: Defining outcomes in terms of sustainable economic, social and environmental benefits</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvements / action</b>
		<p>The SIRO reports directly to the Corporate Directors Group and Corporate Governance Group on information security matters.</p> <p>The SIRO is accountable for information risk throughout the Authority and ensures that information risks are treated as a priority across all service areas.</p>	
<p>5.5 Managing service users' expectations effectively with regard to determining priorities and making the best use of the resources available</p>	<p>5.5.1 Let's Talk Campaign</p> <p>See 4.13.1 The Council's strategic vision and priorities</p>	<p>The priorities set out in the Corporate Plan 2022-2027 were informed by an extensive engagement exercise "Let's Talk". This was undertaken in two phases between July 2021 and January 2022.</p>	<p>Revisit the Let's Talk campaign during 2023/2024 to inform priorities for 2024/2025.</p>
<p>5.6 Sustainable economic, social and environmental benefits - considering and balancing the combined economic, social and environmental impact of policies, plans and decisions when taking decisions about service provision</p>	<p>See also 1.3.1 Integrated Impact Assessment (IIA)</p> <p>See also <u>Corporate Plan 2022-2027</u></p>		

<b>Principle C: Defining outcomes in terms of sustainable economic, social and environmental benefits</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvements / action</b>
5.7 Taking a longer-term view with regard to decision making, taking account of risk and acting transparently where there are potential conflicts between the organisation's intended outcomes and short-term factors such as the political cycle or financial constraints.	5.7.1 <u>Welsh Government Procurement Policy</u>  <u>See also 2.4.1 Ethical Employment in Supply Chain Policy 2019</u>	Complying with the policy, by ensuring that contracts over the value of £1,000,000 include community benefits clauses and contracts split into "Lots" or smaller arrangements – allowing smaller organisations to bid for elements of contracts if they are unable to bid for larger packages.  The council has made a commitment to actively examine where it sources its goods and services from to ensure those arrangements are ethical.	None identified
5.8 Determining the wider public interest associated with balancing conflicting interests between achieving the various economic, social, and environmental benefits, through consultation where possible, in order to ensure appropriate trade-offs	See section 5.7 / 4.3 / 4.4		
5.9 Ensuring fair access to services	5.9 <u>Strategic Equality Plan (SEP)</u>	Work to review the actions as contained in the SEP commenced during 2022-2023. During the early stages of the review a	None identified

<b>Principle C: Defining outcomes in terms of sustainable economic, social and environmental benefits</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvements / action</b>
Page 72		<p>number of actions have been identified as being no longer appropriate for inclusion for variety of reasons, including:</p> <ul style="list-style-type: none"> <li>• Are now considered ‘business as usual’</li> <li>• Have been completed; and</li> <li>• Circumstances in which they were developed have now changed.</li> </ul> <p>However, the review has since been paused to allow for a more comprehensive review during 2023-2024 which will consider and aim to address the inequalities faced by our communities as well as having the opportunity to better align the SEP with the Corporate Plan 2024 – 2027.</p>	

**Principle D: Determining the interventions necessary to optimise the achievement of the intended outcomes**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p>6.1 Ensuring decision makers receive objective and rigorous analysis of a variety of options indicating how intended outcomes would be achieved and including the risks associated with those options. Therefore ensuring best value is achieved however services are provided</p>	<p>6.1.1 <u>Corporate Self-Assessment</u></p>	<p>The requirement to publish an annual self-assessment is contained within the Local Government and Elections (Wales) Act 2021 and is a corporate, organisational assessment rather than an assessment of individual services.</p> <p>As part of the self-assessment, the council is required to consider the extent to which it is:</p> <ul style="list-style-type: none"> <li>• exercising its functions effectively (how well are we doing?)</li> <li>• using its resources economically, efficiently and effectively (how do we know?)</li> <li>• ensuring its governance is effective for securing the above (what and how can we do better?)</li> </ul> <p>In undertaking this self-assessment process across 7 key areas, in addition to stating what arrangements we have in place to ensure we do the above well, we have also considered how effective those arrangements are by reflecting and scoring ourselves and identifying how these areas can be further improved.</p>	<p>Further refine the council's annual self-assessment process.</p>

<b>Principle D: Determining the interventions necessary to optimise the achievement of the intended outcomes</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
	See 1.4.4 The council's Constitution sets out the different responsibilities of Members and Officers. Clear job descriptions for all staff highlight roles and responsibilities.	The Monitoring Officer oversees the council's Constitution and ensure it is kept up to date.  The report guidance for both Executive and Non-Executive reports requires report authors to describe all options that have been considered, not just any preferred option.	None identified
6.2 Considering feedback from citizens and service users when making decisions about service improvements or where services are no longer required in order to prioritise competing demands within limited resources available including people, skills, land and assets and bearing in mind future impacts	See sections 4.4.4 / 4.10 / 4.11 / 4.12  The Monitoring Officer oversees the council's Constitution and ensure it is kept up to date.  The report guidance for both Executive and Non-Executive reports requires report authors to describe all options that have been considered, not just any preferred option.		None identified

<b>Principle D: Determining the interventions necessary to optimise the achievement of the intended outcomes</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
6.3 Planning Interventions - establishing and implementing robust planning and control cycles that cover strategic and operational plans, priorities and targets	See 5.1.1 Corporate Performance Management Framework		
6.4 Engaging with internal and external stakeholders in determining how services and other courses of action should be planned and delivered	See 6.2		
6.5 Considering and monitoring risks facing each partner when working collaboratively including shared risks	See 2.4.2 Continue to participate in a number of partnership and 5.4.1 Corporate Risk Management Policy		

<b>Principle D: Determining the interventions necessary to optimise the achievement of the intended outcomes</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
6.6 Ensuring arrangements are flexible and agile so that the mechanisms for delivering outputs can be adapted to changing circumstances	See 4.13.1 Well-being of Future Generations Act (Wales) 2015		
6.7 Establishing appropriate local performance indicators (as well as relevant statutory or other national performance indicators) as part of the planning process in order to identify how the performance of services and projects is to be measured	See 5.1.1 Corporate Performance Management Framework	<p>There is a clear structure in place for delivering the priorities set out in the Corporate Plan, which includes performance measures for each Well-being Objective.</p> <p>At service level, Service Recovery Plans require the inclusion of key service recovery performance measures that are linked to service priorities and outcomes and improvements and changes that the service wants to achieve. Key business as usual service performance measures can be included as well.</p> <p>Officers are encouraged to include qualitative measures of success (inspection/reviews or feedback results/what the aim is/what you want to achieve/ what does good look like?) as well as performance measures.</p>	None identified
6.8 Ensuring capacity exists to generate the information required to review service quality regularly	See also 5.1.1 Corporate Performance Management Framework		



<b>Principle D: Determining the interventions necessary to optimise the achievement of the intended outcomes</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
6.9 Preparing budgets in accordance with organisational objectives, strategies and the medium-term financial plan	6.9.1 <u>Budget</u> setting process	On 2 <sup>nd</sup> March 2023, Council approved the 2023/2024 budget following stakeholder consultation. The requirement to set a balanced budget was met.	Further development of a medium term financial strategy.
6.10 Informing medium and long-term planning by drawing up realistic estimates of revenue and capital expenditure aimed at developing a sustainable funding strategy	See above 6.9.1 Budget setting process		
6.11 Optimising achievement of intended outcomes - ensuring the medium term financial strategy integrates and balances service priorities, affordability and other resource constraints	See above 6.9.1 Budget setting process		

<b>Principle D: Determining the interventions necessary to optimise the achievement of the intended outcomes</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
6.12 Ensuring the budgeting process is all-inclusive, taking into account the full cost of operations over the medium and longer term	See 6.9.1 Budget setting process		
6.13 Ensuring the medium-term financial strategy sets the context for ongoing decisions on significant delivery issues or responses to changes in the external environment that may arise during the budgetary period in order for outcomes to be achieved while optimising resource usage	See 6.9.1 Budget setting process		

**Principle D: Determining the interventions necessary to optimise the achievement of the intended outcomes**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p>6.14 Ensuring the achievement of 'social value' through service planning and commissioning. The Public Services (Social Value) Act 2012 states that this is "the additional benefit to the community....over and above the direct purchasing of goods, services and outcomes"</p>	<p><u>See 2.4.1 Ethical Employment in Supply Chain Policy 2019</u></p>		

**Principle E: Developing the entity's capacity, including the capability of its leadership and the individuals within it**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement /action
<p>7.1 Developing the entity's capacity - reviewing operations, performance and use of assets on a regular basis to ensure their continuing effectiveness</p>	<p>See 1.2.2 The purpose, vision and values of the council are contained within the Corporate Plan 2022 – 2027, along with key objectives and priority actions for the next twelve months. The Strategic Workforce Plan, <u>The Future of Work Strategy 2022 – 2027</u> is aligned to the Corporate Plan.</p>	<p>The Strategic Workforce Plan identifies the key challenges and priorities for our employees over the next 5 year period, as set out in the Corporate Plan objectives and priorities, Medium Term Financial Plan, Digital Strategy and the Risk Register.</p> <p>The 12 month Delivery Plan appended to this strategy sets out how the council will address these challenges, and to ensure that the council has the right number of people, with the right skills and attitudes, in the right place, at the right time, and in order to deliver its services and functions. The Delivery Plan will be reviewed every 12 months.</p>	<p>None identified</p>
<p>7.2 Improving resource use through appropriate application of techniques such as benchmarking and other options in order to determine how the authority's resources are allocated so that outcomes are achieved effectively and efficiently</p>	<p>7.2.1 There are a number of examples of research and benchmarking exercises undertaken across the council:</p> <p>See 6.1.1 Corporate Self-Assessment</p>	<p>The Corporate Policy team has key performance contacts in a number of authorities who periodically meet and discuss best practice in relation to planning and performance management.</p> <p>The Corporate Policy Team are members of Data Cymru's Corporate Performance Data network (CPDn). Its purpose is to inform and support the development of the self-assessment performance dataset (SAPD). The current SAPD data tool holds</p>	<p>None identified</p>

**Principle E: Developing the entity's capacity, including the capability of its leadership and the individuals within it**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement /action
		<p>data across range of services/themes and can be used to compare against other authorities. The link to this data has been shared with strategic officers, all service mangers and performance leads.</p> <p>A number of services benchmark via APSE (Association for Public Service Excellence). A number of service areas also benchmark data with other services from other local authorities via benchmarking groups/networks/data platforms, some of which are provided by Data Cymru, Welsh Government and Welsh Local Government Association (WLGA).</p> <p>Examples of benchmarking groups include:</p> <ul style="list-style-type: none"> <li>• The council's Electoral Services officers participate in the Association of Electoral Administrators network to benchmark electoral administration.</li> <li>• Participation by officers and members in networks facilitated by the WLGA to benchmark and research out best practice across Democratic Services functions in other councils</li> <li>• Wales waste data flow for fly tipping;</li> <li>• County Surveyor Society Wales benchmarking;</li> </ul>	

**Principle E: Developing the entity's capacity, including the capability of its leadership and the individuals within it**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement /action
		<ul style="list-style-type: none"> <li>• Road Safety Benchmarking;</li> <li>• Workforce planning benchmarking;</li> </ul> <p>Services also use other platforms for benchmarking data such as Welsh Government STATS Wales's website and other platforms provided by Data Cymru.</p> <p>From April 2022, where benchmarking data is available, all services were required to use benchmarking data to inform their self-assessment of performance when they complete their Service Recovery Plans. All services through self-assessment will also have to demonstrate if they are achieving their intended outcomes and delivering value for money. The Service Recovery Plan process helps services reflect on and challenge what they do to help them continuously improve. Benchmarking arrangements within Service Recovery Plan guidance has been further strengthened from April 2023, a link has also been made within the guidance to the SAPD data tool referred to above.</p> <p>Benchmarking data (where available) is included in performance reports provided to members as part of our performance scrutiny arrangements.</p>	

**Principle E: Developing the entity's capacity, including the capability of its leadership and the individuals within it**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement /action
7.3 Recognising the benefits of partnerships and collaborative working where added value can be achieved	See 2.4.2 / section 4.6 and 4.7		
7.4 Developing and maintaining an effective workforce plan to enhance the strategic allocation of resources	7.4.1 Social Care Wales Workforce Development Partnership (SCWWDP)  See also section 7.1 <u><a href="#">Future of Work Strategy 2022-2027</a></u>	The broad aim of the SCWWDP is to ensure partnership working to support social care staff across all organisations, support the ambition of the health and social care workforce strategy and build a digitally ready workforce. In addition, deliver excellent education and learning, provide qualifying and post qualifying social work training and shape and supply the workforce.	None identified
7.5 Developing the capability of the entity's leadership and other individuals - developing protocols to ensure that elected and appointed leaders negotiate with each other regarding their respective roles early on in the relationship and that a shared understanding of roles and objectives is maintained	See 1.4.4 The council's Constitution (different responsibilities of Members and Officers / clear job descriptions for all staff).		

7.3  
7.4  
7.5

**Principle E: Developing the entity's capacity, including the capability of its leadership and the individuals within it**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement /action
7.6 Publishing a statement that specifies the types of decisions that are delegated and those reserved for the collective decision making of the governing body	7.6.1 List of officer delegation	<p>The Constitution requires the Head of Legal &amp; Democratic Services to keep a list of all officer delegations made in accordance with the Constitution.</p> <p>The work to review all proposals and to keep a central electronic list of delegations is ongoing. Work with individual Directorates to gather evidence of delegations is continuing with the aim of a report to Corporate Governance Group on methods of record keeping.</p>	None identified
7.7 Ensuring the leader and the chief executive have clearly defined and distinctive leadership roles within a structure, whereby the chief executive leads the authority in implementing strategy and managing the delivery of services and other outputs set by members and each provides a check and a balance for each other's authority.	7.7.1 Cross party panel	The panel which is made up elected Members (and chaired by the Leader) undertakes the Chief Executive's appraisal and agrees the objectives for year ahead and personal learning.	None identified
	See 1.4.4 The council's Constitution sets out the different responsibilities of Members and Officers. Clear job descriptions for all staff highlight roles and responsibilities.	The Monitoring Officer oversees the council's Constitution and ensures it is kept up to date.	None identified



**Principle E: Developing the entity's capacity, including the capability of its leadership and the individuals within it**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement /action
<p>7.8 Developing the capabilities of members and senior management to achieve effective shared leadership and to enable the organisation to respond successfully to changing legal policy demands as well as economic, political and environmental changes and risks by:</p> <ul style="list-style-type: none"> <li>• Ensuring members and staff have access to appropriate induction tailored to their role and that ongoing training and development matching individual and organisational requirements is available and encouraged</li> <li>• Ensuring members and officers have the appropriate skills, knowledge, resources and support to fulfil their roles and responsibilities and ensuring that they are able to update their knowledge on a continuing basis</li> <li>• Ensuring personal, organisation and system-wide development through shared learning, including lessons learnt from both internal</li> </ul>	<p>7.8.1 Member support and development.</p>	<p>The Local Government Elections took place in May 2022 and the main focus for the year was their induction. Members were invited to undertake the following sessions as part of their induction:</p> <ul style="list-style-type: none"> <li>• Introduction to the Council, its role, Corporate Governance, Corporate Plan, Wellbeing Goals</li> <li>• Code of Conduct and Ethics (including civility and respect)</li> <li>• Health and Safety</li> <li>• Replacement Local Development Plan</li> <li>• Service Area Introductions</li> <li>• Community Leadership and Casework</li> <li>• Budget and Financial Management</li> <li>• Treasury Management</li> <li>• Committee Procedures and the role of Scrutiny and how to be an effective Scrutiny Member</li> <li>• Equalities, Diversity and the Socio-Economic Duty</li> <li>• Safe Data Management and GDPR</li> <li>• Freedom of Information (FOIs)</li> <li>• Welsh Language</li> <li>• Corporate Parenting</li> <li>• Social Media</li> <li>• Safeguarding</li> <li>• Housing</li> </ul>	<p>None identified</p>

**Principle E: Developing the entity's capacity, including the capability of its leadership and the individuals within it**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement /action
<p>and external governance weaknesses</p>		<ul style="list-style-type: none"> <li>• Violence against Women, Domestic Violence and sexual violence</li> <li>• Member Officer Relations</li> <li>• Women's Rights/Gender Equality</li> <li>• Public Speaking and Working with the Media (Cabinet Members only)</li> <li>• The role of members in relation to the Wellbeing of Future Generations Act. To include sustainable development.</li> <li>• The role of members in relation to the Social Services and Well-Being (Wales) Act</li> <li>• Climate Change, mitigation and decarbonisation</li> </ul> <p>Members undertook committee specific training depending on their committee allocations, with particular mandatory training for members of the Licensing, Planning, Governance and Audit, Standards and other regulatory committees. Chairs and Members of Scrutiny also undertook targeted training by external providers.</p> <p>Member Seminars were also presented on the following topics:</p> <ul style="list-style-type: none"> <li>• Biodiversity</li> <li>• Waste Strategy Review</li> </ul>	

**Principle E: Developing the entity's capacity, including the capability of its leadership and the individuals within it**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement /action
		<ul style="list-style-type: none"> <li>• UK Shared Prosperity Fund</li> <li>• Cost of Living</li> <li>• 20mph Speed Limits</li> <li>• NPT Green Infrastructure</li> <li>• Budget Review</li> <li>• Scams, caller blockers &amp; trader approval schemes</li> <li>• Draft budget proposals out for consultation</li> <li>• Swansea Bay University Health Board Updates</li> <li>• Liberty Protection Safeguards (LPS)</li> <li>• Strategic School Improvement Plan</li> <li>• EFC Carers Induction</li> <li>• RLDP</li> <li>• Major Incidents</li> <li>• Introduction Voter ID and other election act reforms</li> </ul>	
	7.8.2 Reviewing individual member performance	This is done on a regular basis taking account of their attendance and considering any training or development needs.	None identified
	7.8.3 Officer support and development	The training available for officers is reviewed and updated on an ongoing basis to ensure they can fulfil their roles and responsibilities.	None identified

**Principle E: Developing the entity's capacity, including the capability of its leadership and the individuals within it**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement /action
	7.8.4 Reviewing individual officer performance: See also 1.1.3 An <u>induction programme for Members</u> 1.1.4 Staff: the Induction Checklist, (which contains information about the expected standards) 1.1.5 Performance Appraisal Process 1.2.2 The vision and priorities for staff		
7.9 Ensuring that there are structures in place to encourage public participation	See section 4.4.4 and 4.5		

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**Principle E: Developing the entity's capacity, including the capability of its leadership and the individuals within it**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement /action
<p>7.10 Taking steps to consider the leadership's own effectiveness and ensuring leaders are open to constructive feedback from peer review and inspections</p>	<p>7.10.1 External regulator inspections</p>	<p>Reports and reviews undertaken by Audit Wales including the Annual Report and Assurance Risk Assessment reference the council's leadership approach and provide improvement recommendations where necessary.</p> <p>Both Estyn and Care Inspectorate Wales have a programme of inspections based on their annual performance evaluation.</p> <p>The Local Government &amp; Elections (Wales) Act 2021 also contains a requirement for Panel Assessments (Peer reviews) to be undertaken once every electoral (ordinary) cycle.</p> <p>Public Services Ombudsman for Wales undertakes regular 'own initiative' pieces of work which investigate service provision linked to particular areas across the public sector.</p>	<p>None identified</p>
	<p>7.10.2 Internal Process</p> <p>See also 6.1.1 Self-Assessment</p>	<p>The Strategic Workforce Plan, The Future of Work Strategy 2022 – 2027 sets out actions for the development of leadership and management across the council which are being implemented in 2023.</p>	
<p>7.11 Holding staff to account through regular performance reviews which</p>	<p>See 1.1.5 <u>Performance Appraisal Process</u></p>	<p>The majority of employees within the council have regular 1:1s or supervision sessions with their</p>	<p>None identified</p>

**Principle E: Developing the entity's capacity, including the capability of its leadership and the individuals within it**

<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement /action</b>
take account of training or development needs		manager to address their performance and to discuss training and development needs.	
7.12 Ensuring arrangements are in place to maintain the health and wellbeing of the workforce and support individuals in maintaining their own physical and mental wellbeing	<p>See 1.2.2 <u>The Future of Work Strategy - Strategic Workforce Plan 2022-2027</u></p> <p><u>Maximising Attendance at Work Procedure</u></p> <p><u>Health and Safety</u></p>	<p>The council has signed the Time to Change Wales Employer Pledge. We have in place an action plan which contains initiatives to support employees across the council with mental ill health. Progress on the action plan is reported annually to Personnel Committee.</p> <p>As part of the Future of Work Strategy we have set out an intention to develop a Health and Wellbeing Strategy. The Council has a dedicated Occupational Health &amp; Safety &amp; Well-being Team providing advice, support and expertise in relation to the health, safety and well-being of our employees.</p> <p>The council has a number of policies and procedures to support the health and well-being of employees, including the Maximising Attendance at Work Procedure and the Rehabilitation Procedure, as well as a suite of Health and Safety at procedures all aiming to protect the health and safety of people in our workplaces.</p>	None identified

<b>Principle F: Managing risks and performance through robust internal control and strong public financial management</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
8.1 Managing risk - recognising that risk management is an integral part of all activities and must be considered in all aspects of decision making	See 5.4.1 / 5.4.2 and section 6.5		
8.2 Implementing robust and integrated risk management arrangements and ensuring that they are working effectively			
8.3 Ensuring that responsibilities for managing individual risks are clearly allocated			
8.4 Managing Performance - monitoring service delivery effectively including planning, specification, execution and independent post-implementation review	8.4.1 Corporate Performance Management Framework  Our interim CPMF outlines our current evaluation, planning, risk and performance measurement arrangements at corporate, service and individual level. These arrangements will be reviewed during 2023/24.  See also 5.1.1 Corporate Performance and Risk Management system (CPMS)  We have a range of performance indicators that enable the council to measure performance of services. To support the delivery of the framework, there is a corporate performance management team as well as directorate performance management teams.		

<b>Principle F: Managing risks and performance through robust internal control and strong public financial management</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
8.5 Making decisions based on relevant, clear, objective analysis and advice pointing out the implications and risks inherent in the organisation's financial, social and environmental position and outlook	<p>See also 1.4.4 The council's Constitution</p> <p>The Constitution sets out how the council operates and the process for policy and decision-making. Within this framework all the decisions are taken by Council, Cabinet or Cabinet Boards. The decisions are presented in a comprehensive written format in a standard template. The Cabinet Scrutiny Committee considers any decisions directly before the Cabinet meets. This is referred to as contemporaneous scrutiny. A record of decision-making and supporting materials are published (publically accessible reports only) on the council's website via Modern.gov.</p>		
8.6 Ensuring an effective scrutiny or oversight function is in place which encourages constructive challenge and debate on policies and objectives before, during and after decisions are made, thereby enhancing the organisation's performance and that of any organisation for which it is responsible	8.6.1 Scrutiny Committees	<p>The role and responsibility for scrutiny has been established and is clear. Annual forward work programme sessions are arranged to identify items for the committees to focus on in the new civic year.</p> <p>Throughout the year scrutiny Members also undertake specific training to enhance their skills (e.g. Chair and Vice Chair training).</p>	None identified
8.7 Providing members and senior management with regular reports on service delivery plans and on progress towards outcome achievement	<p>See 4.1.4 <u>Council Meeting Cycle</u></p> <p>The cycle of meetings sets out a calendar of dates for submitting, publishing and distributing timely performance reports.</p>		



<b>Principle F: Managing risks and performance through robust internal control and strong public financial management</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
8.8 Ensuring there is consistency between specification stages (such as budgets) and post-implementation reporting (e.g. financial statements)	8.8.1 Financial standards, guidance and regulations	The Chief Finance Officer is responsible for ensuring there are proper arrangements in place for the administration of the financial affairs of the council. Corporate Directors are responsible for the financial management of their respective services and are supported by regular financial management information, which includes monthly financial monitoring reports.	None identified
8.9 Robust internal control - aligning the risk management strategy and policies on internal control with achieving objectives	See also 5.4.1 Corporate Risk Management Policy		
8.10 Evaluating and monitoring risk management and internal control on a regular basis	See 5.4.1 Corporate Risk Management Policy		
8.11 Ensuring effective counter fraud and anti-corruption arrangements are in place	See 1.4.1 The Anti-fraud, Corruption and Malpractice Strategy		

<b>Principle F: Managing risks and performance through robust internal control and strong public financial management</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
<p>8.12 Ensuring additional assurance on the overall adequacy and effectiveness of the framework of governance, risk management and control is provided by the internal auditor</p>	<p>8.12.1 Annual Governance Statement</p> <p>See also 9.9.1 Internal audit service</p>	<p>The Annual Governance Statement reports on the extent of the council's compliance with its principles and practices of good governance, including how the council has monitored the effectiveness of its governance arrangements in the year. The Annual Governance Statement is reviewed every year and updated to reflect the improvement work undertaken during the year.</p>	<p>None identified</p>
<p>8.13 Ensuring an audit committee or equivalent group or function which is independent of the executive and accountable to the governing body: provides a further source of effective assurance regarding arrangements for managing risk and maintaining an effective control environment and that its recommendations are listened to and acted upon</p>	<p>Governance and Audit Committee (Terms of reference, Membership and Training)</p>	<p>Governance and Audit committee complies with best practice (Audit Committees: Practical Guidance for Local Authorities and Police (CIPFA 2022) and the Public Sector Internal Audit Standards.</p> <p>Three new external Lay Members have been appointed to the Committee and took up their roles at the first meeting on the Committee held on 27<sup>th</sup> September 2022.</p>	<p>None identified</p>

**Principle F: Managing risks and performance through robust internal control and strong public financial management**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p>8.14 Managing Data - ensuring effective arrangements are in place for the safe collection, storage, use and sharing of data, including processes to safeguard personal data</p>	<p>8.14.1: Data management framework and procedures / data protection officer / policies and procedures</p>	<p>The Information Governance (IG) Team provide support to the Information Asset Owners who have local responsibility for Information Management in their area.</p> <p>The team develop, implement and maintain information management and information security policies and guidance. Providing operational support, training, expert advice, guidance on these areas.</p> <p>The Information Governance team provide additional assurance through the undertaking of information governance and information security audits and information risk assessments with Information Asset Managers and key stakeholders.</p> <p>The Information Governance Strategy Group provides overview and scrutiny of IG arrangements. Making recommendations to both the Head of Legal &amp; Democratic Services as the council's Data Protection Officer (DPO) with responsibility for ensuring compliance with the Data Protection Act 2018 and the Chief Digital Officer as the council's Senior Information</p>	<p>A review of Data Processing, Data Protection and Data Sharing work to be undertaken by the Information Governance team.</p> <p>A number of actions have been completed as part of the information governance work including registers of the relevant agreements and assessments, with procedures to identify new processing and sharing.</p> <p>Assurance is in place through information audits and the Information Asset Audit for the Information Asset Register.</p>

<b>Principle F: Managing risks and performance through robust internal control and strong public financial management</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
		<p>Risk Owner with responsibility for information risk and security.</p> <p>The DPO and SIRO report directly to the Corporate Governance Group on information governance and security matters.</p>	
8.15 Ensuring effective arrangements are in place and operating effectively when sharing data with other bodies	See 8.14.1		
8.16 Reviewing and auditing regularly the quality and accuracy of data used in decision making and performance monitoring	See 9.9.1 Internal audit service		
8.17 Strong public financial management - ensuring financial management supports both long-term achievement of outcomes and short-term financial and operational performance	<p>See 3.2.1</p> <p>The CIPFA Financial Management Code 2019 (FM Code) was introduced during 2020/2021, to improve the financial resilience of organisations by embedding enhanced standards of financial management.</p>		
8.18 Ensuring well-developed financial management is integrated at all levels of planning and control, including management of financial risks and controls	See 3.2.1		

<b>Principle G: Implementing good practices in transparency, reporting, and audit to deliver effective accountability</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
9.1 Implementing good practice in transparency - writing and communicating reports for the public and other stakeholders in an understandable style appropriate to the intended audience and ensuring that they are easy to access and interrogate	See 4.3.1 Modern.gov system		
9.2 Striking a balance between providing the right amount of information to satisfy transparency demands and enhance public scrutiny while not being too onerous to provide and for users to understand	See 4.1.1 The council produces a number of annual reports throughout the year to give assurances to our governance arrangements.		
9.3 Implementing good practices in reporting - reporting at least annually on performance, value for money and the stewardship of its resources			
9.4 Ensuring members and senior management own the results	See 1.4.4 The <u>Constitution</u>		

<b>Principle G: Implementing good practices in transparency, reporting, and audit to deliver effective accountability</b>			
<b>Behaviours and actions that demonstrate good governance in practice</b>	<b>Evidence of key systems, documents and processes</b>	<b>Assurance of arrangements in place</b>	<b>Suggested improvement / action</b>
9.5 Ensuring robust arrangements for assessing the extent to which the principles contained in the framework have been applied and publishing the results on this assessment including an action plan for improvement and evidence to demonstrate good governance (annual governance statement)	9.5.1 Corporate Governance Group	The Corporate Governance Group ensure that the governance arrangements of the council are robust and fit for purpose. The group oversee any risks identified to governance arrangements and meet on a regular basis and have terms of reference to fulfil their role.	Work to deliver governance awareness training across the council is ongoing and will continue during 2023/2024 to ensure appropriate training takes place with council officers.
9.6 Ensuring that the Framework is applied to jointly managed or shared service organisations as appropriate	See 8.12.1 Annual Governance Statement		
9.7 Ensuring the performance information that accompanies the financial statement is prepared on a consistent and timely basis and the statements allow for comparison with other similar organisations	See 8.12.1 Annual Governance Statement		
9.8 Assurance and effective accountability - ensuring that recommendations for corrective action made by external audit are acted upon	9.8 <u>External audit / regulatory reports</u>		

**Principle G: Implementing good practices in transparency, reporting, and audit to deliver effective accountability**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
<p>9.9 Ensuring an effective internal audit service with direct access to members is in place which provides assurance with regard to governance arrangements and recommendations are acted upon</p>	<p>9.9.1 Internal audit service</p>	<p>The annual Internal Audit Plan was approved by the Governance &amp; Audit Committee at their first meeting on 27<sup>th</sup> September 2022. Members also approved the revised Internal Audit Charter at the September meeting.</p> <p>The Governance &amp; Audit Committee received quarterly updates of progress against the Internal Audit Plan and details of any factors affecting achievement of the plan. Members were provided with the assurance rating of each completed audit.</p> <p>All recommendations made by auditors were accepted by the service managers and implementation will be confirmed during the post audit review process.</p> <p>Compliance with CIPFA’s Statement on the Role of the Head of internal Audit (2019).</p> <p>Compliance with Public Sector Internal Audit Standards.</p>	<p>None identified</p>
<p>9.10 Welcoming peer challenge, reviews and inspections from regulatory bodies and implementing recommendations</p>	<p>See 9.8</p>		

**Principle G: Implementing good practices in transparency, reporting, and audit to deliver effective accountability**

Behaviours and actions that demonstrate good governance in practice	Evidence of key systems, documents and processes	Assurance of arrangements in place	Suggested improvement / action
9.11 Gaining assurance on risks associated with delivering services through third parties and that this is evidenced in the annual governance statement	See 8.12.1 Annual Governance Statement		
9.12 Ensuring that when working in partnership, arrangements for accountability are clear and that the need for wider public accountability has been recognised and met	See 2.4.2 Governance arrangements are in place for each partnership we are involved in.		



## Review of Effectiveness

The council has responsibility for conducting, at least annually, a review of the effectiveness of its governance framework including the system of internal control. The review of effectiveness is informed by the work of the Chief Officers and the Internal Audit Service who have responsibility for the development and maintenance of the governance environment and also by comments made by the external auditors and other review agencies and inspectorates. A Corporate Governance Group, reporting to the Corporate Directors Group ensures that improvement work is scheduled, resourced and monitored. The council uses a number of ways to review and assess the effectiveness of its governance arrangements, the table below highlights the different mechanisms during 2022/2023:

Governance Arrangements	Update for 2022/2023
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 100</p> <p><b>Constitution Review &amp; Monitoring</b></p>	<p>The Constitution is reviewed on a regular basis to ensure it is up to date and amendments taken through the decision making process as and when required.</p> <p>Amendments took place in summer 2022 to reflect decision making structures within the council and the changes proposed by the new administration.</p> <p>Reports are taken as and when necessary to ensure the Constitution is up to date and Democratic Services Committee have been tasked to work with the Monitoring Officer to review arrangements as and when necessary.</p> <p>Formal reports by s151 or Monitoring Officer – no reports were issued by the s151 or Monitoring Officer in 2021/22.</p>
<p><b>Internal Audit Service</b></p>	<p>The focus of Internal Audit work in 2022/2023 was on auditing areas considered to be a high risk. Overall 85% of the plan was completed and 82% of high risk audits undertaken, the remaining high risk audits completed during the early part of 2023/24.</p> <p>The Head of Internal Audit's opinion is that the council's internal control environment and systems of internal control in the areas audited are satisfactory and reasonable assurance can be given that</p>

	<p>there have been no major weaknesses noted in relation to the internal control systems operating within the authority.</p>
<p><b>Governance &amp; Audit Committee</b></p>	<p>Approved the Council’s Internal Audit Plan in 27th September 2022</p> <p>Monitored Internal Audit performance against the plan.</p> <p>Monitored External Audit Performance and received update reports from Audit Wales.</p> <p>The Committee received Treasury Management Progress Reports in order to fulfill their obligations in relation to the Scrutiny of Treasury Management activity.</p>
<p>Page 102</p> <p><b>Standards Committee</b></p>	<p>On signing their Declaration of Acceptance of Office, Members are required to give an undertaking to abide by the Members’ Code of Conduct.</p> <p>A detailed member induction programme took place following local government elections in May 2022. This included specified training relating to the member code of conduct, social media issues, gifts and hospitality and officer/member protocols. By the end of June 2022, all 60 elected members had attended and received this training. Refresher training takes place on an annual basis to enhance member’s compliance with the Members Code of Conduct and to ensure members are aware of the responsibility to act ethically and with integrity throughout the year, with advice provided on a variety of matters throughout year on interests and predetermination matters.</p> <p>The Local Government and Elections (Wales) Act 2021 provided an additional duty on group leaders to ensure members within their political group also comply with the Members Code of Conduct and ongoing support will be provided on this function via the Standards Committee.</p> <p>The Standards Committee were pleased to note the approach that Group Leaders take in promoting standards and the personal commitment they have to encourage members within their groups to embed ethical processes in their day to day activities. Of interest particularly to the Standards Committee was how Group Leaders deal with the “thick skin” ideology that the Public Service Ombudsman and other regulatory bodies adopt and the views that all Group Leaders have that often this is an inappropriate test and it is not something that any elected member should have to have if they face abuse from members of the public, particularly in a social media setting.</p>

	<p>The Standards Committee are required to conduct an assessment of how political group leaders have complied with their new duty to promote high standards of conduct and the Standards Committee are able to confirm that throughout 2022-2023, Group Leaders have discharged their duty, in the views of the Standards Committee, and that there were no ethical concerns arising.</p> <p>The Standards Committee published their Annual Report in April 2023 for the work of the previous finance year.</p>
<p><b>External Auditors</b></p>	<p>In the Audit Wales Annual Audit Summary 2022, which detailed the work completed since the council's last Annual Audit Summary, the Auditor General provided an unqualified true and fair opinion on the council's financial statements on 12<sup>th</sup> January 2022, in line with the statutory deadline.</p> <p>The Auditor General also certified that the council has met its legal duties for improvement planning and reporting, and believes that it is likely to meet the requirements of the Local Government (Wales) Measure 2009 and Local Government &amp; Elections Act (Wales) 2021 during 2020/2021.</p>

## Governance Improvement Areas

**Table 1 – Governance Improvement Action Plan Update - 2022/2023**

Ref (action)	Improvement Action to be undertaken during 2022/2023	Responsible Officer	Progress During 2022/2023
<b>Principle A: Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of the law</b>			
A3.2.1	Complete the review of Accounting Instructions.	Chief Finance Officer	All Accounting Instructions have been reviewed and updated.
<b>Principle C: Defining outcomes in terms of sustainable economic, social and environmental benefits</b>			
Page 104 A5.1.1	Develop and implement a revised Corporate Performance Management Framework that meets the new duties under the Local Government & Elections (Wales) Act 2021	Strategic Manager - Policy & Executive Support	<p>An interim Corporate Performance Management Framework has been developed.</p> <p>The council's first <a href="#">Corporate Self-Assessment</a> was approved by Cabinet on 22<sup>nd</sup> February 2023.</p> <p>100% (86 of 86) of SRPs that were required to be completed by Accountable Managers for 2022/2023 have been completed and include the requirement to undertake an ongoing self-assessment at the service level.</p>
<b>Principle D: Determining the interventions necessary to optimise the achievement of the intended outcomes</b>			
A5.4.1	Complete the review of the council's Risk Management Policy and ensure the Council's Risk Register is updated regularly.	Chief Finance Officer / Strategic Manager Policy & Executive Support	<p>The review of the Corporate Risk Management Policy was completed in 2022-2023. The policy was approved by Cabinet on 23<sup>rd</sup> March 2023.</p> <p>The policy outlines the frequency that risk registers need to be reviewed and reported to Corporate Directors and Cabinet, along with escalation process.</p>

Ref (action)	Improvement Action to be undertaken during 2022/2023	Responsible Officer	Progress During 2022/2023
A6.9	Develop a Medium Term Financial Strategy.	Chief Finance Officer	Work is ongoing to develop a medium term financial strategy. The technical work regarding identifying the funding gap over the period is almost complete. Work has also commenced on developing appropriate strategic interventions with the intention of closing the estimated funding gap.
<b>Principle G: Implementing good practices in transparency, reporting, and audit to deliver effective accountability</b>			
Page 105 5.1	Work to deliver governance awareness training across the Council is ongoing and will continue to ensure appropriate training takes place with Council officers.	Head of Legal & Democratic Services	<p>As part of the Member Induction sessions, following local elections in May 2022, officers have provided a series of training sessions for members on governance processes such as decision making, officer/member protocols and code of conduct.</p> <p>Similar training sessions have been provided to officers, for example a series of training on the importance of the member/officer protocol was provided to all Environment Accountable Managers in June 2022.</p> <p>Further training sessions and ad hoc advice notes to officers continues on a regular basis to officers to ensure they are kept abreast of all new legislative and governance matters.</p>

**Table 2 – Governance Improvement Action Plan - 2023/2024**

Ref (action)	Improvement Action to be undertaken during 2023/2024	Responsible Officer
<b>Principle A: Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of the law</b>		
Page 106 1.3	<ul style="list-style-type: none"> <li>I. All members ensure they attend annual refreshers in respect of the Members Code of Conduct undertaken by the Monitoring Officer;</li> <li>II. All Group Leaders make Standards and Ethics a standing item on their political group meeting agendas;</li> <li>III. All members ensure they are completing their declarations of gifts and hospitality, including where such gifts and hospitality are declined;</li> <li>IV. Group Leaders consider bi-annual meetings with the Monitoring Officer to discuss standards and ethics and how they can work together to promote standards within their political groups;</li> <li>V. Steps be taken to promote the Member Officer Protocol to all elected members and officers of the Council, with training provided as appropriate;</li> <li>VI. A series of guidance documents to be circulated to all members in respect of key conduct matters such as declarations of interest, predetermination, conduct case studies and key information for members.</li> </ul>	Head of Legal & Democratic Services
1.3.4	Continue with future training of officer groups in the significance of the member and officer relations protocol.	Head of Legal & Democratic Services
2.1.1	Corporate Procurement to monitor and evaluate compliance looking at what approach sections adopt. Head of Legal & Democratic Services to report annually to the Corporate Governance Group.	Head of Legal & Democratic Services

Ref (action)	Improvement Action to be undertaken during 2023/2024	Responsible Officer
<b>Principle B: Ensuring openness and comprehensive stakeholder engagement</b>		
4.4.3	Review the Citizens' Panel and further develop in line with the action plan in the Public Participation Strategy	Strategic Manager - Policy & Executive Support
4.6.1	Commence the review of the Partnership Agreement (Compact) between the council and the voluntary sector (to be completed by September 2024)	Strategic Manager - Policy & Executive Support
4.6.3	Commence the review of the Charter between the council and Town and Community Councils (to be completed by September 2024)	Strategic Manager - Policy & Executive Support
<b>Principle C: Defining outcomes in terms of sustainable economic, social and environmental benefits</b>		
4.1.1	Review business planning and performance management arrangements across the council	Strategic Manager - Policy & Executive Support
4.4.1	Ensure all strategic risk are embedded and further refine Directorate (operational) Risk Registers	Chief Finance Officer / Strategic Manager - Policy & Executive Support
5.5.1	Revisit the Let's Talk campaign during 2023/2024 to inform priorities for 2024/2025.	Strategic Manager - Policy & Executive Support
<b>Principle D: Determining the interventions necessary to optimise the achievement of the intended outcomes</b>		
6.1.1	Further refine the council's annual self-assessment process.	Strategic Manager - Policy & Executive Support
6.9.1	Further development of a medium term financial strategy.	Chief Finance Officer

Ref (action)	Improvement Action to be undertaken during 2023/2024	Responsible Officer
<b>Principle F: Managing risks and performance through robust internal control and strong public financial management</b>		
8.14.1	A review of Data Processing, Data Protection and Data Sharing work to be undertaken by the Information Governance team.	Chief Digital Officer
<b>Principle G: Implementing good practices in transparency, reporting, and audit to deliver effective accountability</b>		
9.5.1	Work to deliver governance awareness training across the council is ongoing and will continue during 2023/2024 to ensure appropriate training takes place with council officers.	Head of Legal & Democratic Services

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**Signed:**

**Chief Executive: Karen Jones**

**Date:**

**Signed:**

**Leader of the Council: Cllr Steve Hunt**

**Date:**



## Financial Management Code of Self-Assessment

CIPFA issued a new code, The FREM, which sets out the standards of financial management for local authorities. Adoption of the Code commenced in April 2021. This appendix provides a self-assessment which has been approved by Corporate Directors Group and provides assurance that the financial management of the council are being met.

### **Section 1: The Responsibilities of the Chief Finance Officer and the Leadership Team**

Standard Reference	Financial Management	Rating (Red / Amber / Green)
A	The Leadership Team is able to demonstrate that the services provided by the authority provide value for money.	<p>The Auditor General examines whether the council has put in place arrangements to get value for money for the resources it uses, and has to be satisfied that it has done this. The 2022 Annual Audit Summary issued by Audit Wales identified no issues in relation to value for money.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>
B	The authority complies with the CIPFA Statement on the Role of the Chief Finance Officer in Local Government.	<p>We comply with the requirements of the code.</p> <p>The Chief Finance Officer (CFO) is a CIPFA qualified accountant with over 20 years of local government experience. Reports directly to Chief Executive Officer and sits on the Leadership Team, influencing material decisions and ensuring financial implications are provided in all reports. The Chief Finance Officer is responsible for maintaining and resourcing an effective Internal Audit service and leads on risk management.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>

## Section 2: Governance and Financial Management Style

Standard Reference	Financial Management	Rating (Red / Amber / Green)
C	The leadership team demonstrates in its actions and behaviours responsibility for governance and internal control.	<p>The council adopts the Nolan principles as can be evidenced in the Annual Governance Statement (AGS). The AGS was signed off by Audit Wales as part of the accounts audit process.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>
D	The authority applies CIPFA/ SOLACE Delivering Good Governance in Local Government: Framework 2016.	<p>The Governance &amp; Audit committee reviews the adequacy of Governance arrangements of the authority, reviewing the AGS and receiving risk management updates. An independent review of governance arrangements commissioned and reported upon in 2021/22 recommended period internal audit of the action plan produced from the review. During 2022/23 confirmation that all recommendations of the external review had been implemented was reported to Governance &amp; Audit committee.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>
E	The financial management style of the authority supports financial sustainability.	<p>Audit Wales Annual Audit Summary for 2022 concluded that the council is financially stable, helped recently by additional Welsh Government funding, but needs to develop a sustainable plan to address cost pressures and close its medium-term funding gap in an increasingly challenging financial climate.</p> <p style="text-align: right;"><b>RAG Rating = Amber</b></p>

### Section 3: Long to Medium-Term Financial Management

Standard Reference	Financial Management	Rating (Red / Amber / Green)
F	The authority has carried out a credible and transparent financial resilience assessment.	<p>The budget setting for 2022/23 includes a statement relating to the robustness of the estimates used in calculating the budget requirement and indicates the budget process has been prepared in conjunction with officers. It also identifies the risk areas that will be actively managed during the financial year.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>
G	The authority understands its prospects for financial sustainability in the longer term and has reported this clearly to members	<p>The Council has developed a Medium Term Financial Plan (MTFP) to 2027/28 and are in the process of finalising the 2028/29 MTFP.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>
H	The authority complies with the Prudential Code for Capital Finance in Local Authorities	<p>The authority complies with all elements of the Prudential Code.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>
I	The authority has a rolling multi-year financial plan with sustainable service plans	<p>During 2021/22 the Council developed its medium-term financial plan, work is ongoing in finalising 2028/29 MTFP. Service recovery plans have been developed and are being monitored and updated annually.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>

## Section 4: The Annual Budget

Standard Reference	Financial Management	Rating (Red / Amber / Green)
J	The authority complies with its statutory obligations in respect of the budget setting process	<p>The council complies with its statutory obligations in respect of the budget setting process as set out in the Local Government Finance Act (1992). A legal and balanced budget set by the council by the statutory deadline was approved by Council on 2 March 2023.</p> <p>The council is aware of the circumstances under which a S114 notice should be issue.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>
K	The budget report includes a statement by the chief finance officer on the robustness of the estimates on the adequacy of the proposed financial reserves.	<p>The budget setting report comments upon the robustness of the estimates included therein and a balanced affordable budget has been set.</p> <p>The reserves are reported within the budget setting process and monitored throughout the financial year. The council agreed a general reserves policy which states reserves should be maintained at circa 4% of the net revenue budget.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>

## Section 5: Stakeholder Engagement and Business Plans

Standard Reference	Financial Management	Rating (Red / Amber / Green)
L	The authority has engaged with key stakeholders where appropriate in developing its long term financial strategy, medium term financial plan and annual budget.	<p>Key stakeholders are consulted on key projects for example stakeholder views were sought when developing the corporate plan.</p> <p>Member workshops are run at budget setting. Cabinet approved the consultation process with stakeholders on the draft budget. Consultation responses are reported to Council.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>
M	The authority uses an appropriate documented option appraisal methodology to demonstrate the value for money of its decisions.	<p>An investment proposal template has been created and utilised. More work is needed to refine the processes around agreement and priority of the investment appraisals put forward.</p> <p style="text-align: right;"><b>RAG Rating = Amber</b></p>

## Section 6: Monitoring Financial Performance

Standard Reference	Financial Management	Rating (Red / Amber / Green)
N	The leadership team takes action using reports enabling it to identify and correct emerging risks to its budget strategy and financial sustainability.	<p>Monthly reports are considered by budget holders and reported to the Corporate Directors Group. Quarterly Finance revenue and capital reports are presented to Cabinet.</p> <p>Treasury management reports are taken to Cabinet on a quarterly basis, any significant issues identified are reported to Senior Management Team</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>
O	The leadership team monitors the elements of its balance sheet that pose a significant to its financial sustainability.	<p>The balance sheet is monitored by the relevant service department accountants as part of the budget monitoring process. With the balance sheet being reviewed by the Chief Finance Officer as part of the closure of accounts process.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>

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## Section 7: External Financial Reporting

Standard Reference	Financial Management	Rating (Red / Amber / Green)
P	The chief finance officer has personal and statutory responsibility for ensuring that the statement of accounts produced by the local authority complies with the Code Practice in	<p>The Chief Finance Officer's responsibilities are set out in the "Statement of responsibilities" within the Statement of accounts. This clearly sets out that the Chief Finance Officer is responsible for the preparation of the council's Statement of Accounts in accordance with proper practices as set out by the Code of Practice on Local Authority Accounting in the United Kingdom. The annual audit letter confirms that the statement of accounts have been prepared on time and in accordance with the code of practice.</p> <p style="text-align: right;"><b>RAG Rating = Green</b></p>

	Local Authority Accounting in the United Kingdom.	
Q	The presentation of the final outturn figures and variations from budget allows the leadership team to make strategic financial decisions.	The outturn figures are reported to Corporate Directors Group and Cabinet and is included in the narrative report of the Statement of Accounts.  <b>RAG Rating = Green</b>

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Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### Cabinet

28 June 2023

### Report of the Head of People and Organisational Development – S Rees

#### Matter for Decision

**Wards Affected:** All Wards

**Report Title:** Welsh Language Promotion Strategy 2023-2028

#### Purpose of the Report

1. To present the draft Welsh Language Promotion Strategy 2023-2028 as reviewed by the Welsh Language Task and Finish Group for consideration and approval prior to the strategy being referred to Council for formal adoption.

#### Executive Summary

2. A Cabinet Scrutiny Task and Finish Group we established to develop a revised Welsh Language Promotion Strategy, 2023-2028 (Appendix 1) to meet the requirements of the Welsh language standards.
3. The Strategy has been developed and has taken into account a number of factors:
  - a review of the current strategy
  - the advice and support of Menter Iaith Castell-nedd Port Talbot,
  - consideration of the content of current and proposed strategies and plans.
4. Following a period of public consultation between 17 April and 15 May the draft strategy was amended to take on board

comments/suggestions as appropriate; to the main body of the strategy as well as the inclusion of additional actions.

## **Background**

5. Welsh Language Standard 145 (Promotion) states that every Local Authority must produce and publish on their website a 5 year strategy that sets out how they propose to promote the Welsh Language and to facilitate the use of Welsh Language more widely in their area.
6. The Council's first five year Welsh Language Promotion Strategy was developed by the Welsh Language Promotion Strategy Task and Finish Group which was produced and endorsed by Council in 2018.
7. It was agreed at Cabinet on 19 October 2022 to re-establish the Welsh Language Promotion Strategy Task and Finish Group in order to develop the second Welsh Language Promotion Strategy 2023-2028. An evaluation of the initial strategy had been undertaken and formed part of the Task and Finish Group's considerations during the development of the revised Strategy.
8. Following a period of public consultation between 17 April and 15 May the draft strategy was amended to take on board comments/suggestions as appropriate; to the main body of the strategy as well as additional actions

## **Development of the Strategy**

9. A Cabinet Scrutiny Task and Finish Group, established to develop the Welsh Language Promotion Strategy 2023-2028, met between 23 November and 30 May taking into account a number of factors including:
  - a review of the current strategy
  - the advice and support of Menter Iaith Castell-nedd Port Talbot,
  - consideration of the content of current and proposed strategies and plans.
10. A draft strategy was developed and on 5 April Cabinet approved a four week public consultation, which took place 17 April and 15 May. Feedback received during this period has informed the final version of the strategy with amendments made to the body of the strategy as well as the inclusion of additional actions.

11. During this period officers from across a number of service areas have also identified additional actions for inclusion.
12. There is further work to do on in relation to the proposed set of measures included in the strategy. As the strategy is implemented more appropriate measures may be identified and we will also work with partners to consider the best ways to measure the difference we make.

## **Consultation**

13. Following approval by Cabinet on 5 April the public consultation ran from 17 April to 15 May 2023.

Activities included:

- an online survey/questionnaire via the Council's web site
- consultation packs in local and community libraries and civic centres
- awareness/consultation activities held in Port Talbot, Neath, Pontardawe, Crynant and Margam Park

The consultation was promoted via:

- the council's website on the consultation pages [www.npt.gov.uk/consultations](http://www.npt.gov.uk/consultations)
- posters and at libraries, civic centres
- the council's corporate social media accounts
- press coverage generated by cabinet reports and press releases
- Council's internal communications channels; including 'In the Loop', Sway, Yammer channels
- link to the council's consultation pages sent via email to a range of stakeholders including schools, town and community councils, NPTCVS, Fforwm Iaith, Menter Iaith Castell-nedd Port Talbot and local community groups via the NPT Community of Practice on Involvement and Engagement

## **Consultation Responses - Summary:**

14. The consultation received a total of the following responses from the various consultation activities as follows:

- 133 responses received in total from both versions of the questionnaire (11 in Welsh)

- Response rates for all of the questions ranged from 132 responses to 104 responses i.e. whilst we had 123 responses to the survey not all questions were answered by all respondents.
  - The majority of responses to the full questionnaire (where indicated) came from Neath and the surrounding area. A small number of responses were received from the Pontardawe and the surrounding area.
  - Three responses were received from groups/organisations including from our key partners, NPTCVS and Menter Iaith Castell-nedd Port Talbot.
  - An email of support from Blaenhonddan Community Council was also received.
  - A letter from Sioned Williams AS/MS
15. All views and comments expressed during the consultation have been considered prior to the strategy and associated action plan being finalised.
  16. It was disappointing to have received such a small number of responses from what is considered our language sensitive areas, with the highest number of Welsh speakers, notably the Upper Swansea Valley and Amman Valley areas. However, as part of our commitment of ensuring our engagement activities are as effective and accessible as possible full consideration will be given as to how we can better engage with communities in these areas.
  17. The vast majority of respondents strongly agreed/agreed with the three strategic themes (77%, 75.4% and 70.3% respectively of those that answered the question). A lower percentage (56.5%) agreed/strongly agreed with the vision while nearly a third of respondent disagreed/strongly disagreed; a misunderstanding of the vision appears to be a significant factor to in eliciting this response. Responses to the target resulted in a similar outcome to that of the vision with comments from those who strongly disagreed/disagreed ranging from it 'not high enough' to dismissing the target in its entirety, 'There is no absolutely point. Waste of money'.
  18. A consultation report has been produced (Appendix 2) informed by the responses to the survey received (consultation summary attached at Appendix 3).

19. A number of comments have been received during the consultation that are outside the remit of this strategy or require further consideration by relevant service areas. Examples include reference to Welsh medium education and/or actions in the Welsh in Education Strategic Plan 2022-2032 (WESP), heritage and culture and street names. All such comments have been passed to the relevant officers for consideration. These comments are identified within the consultation report and once responses have been received back from service areas the report will be amended accordingly.

### **Financial Impacts:**

20. Actions have been identified/developed for delivery within current budgetary constraints. Additional grant funding is being sought, specifically SPF and HCT fusing as well as Cymraeg 2050 funding from Welsh Government, to further enhance and where possible extend the reach of the actions identified.

### **Integrated Impact Assessment:**

21. 'A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage impact assessment has indicated that a more in-depth assessment was required.
22. An overview of the Integrated Impact Assessment has been included below in summary form only and it is essential that Members read the Integrated Impact Assessment, which is attached to the report at Appendix 4 for the purposes of the meeting.'
23. Strategy has been developed in accordance with the legislative requirements of the Welsh language Standards (No1) Regulations and reflects the sustainable development principle of the Wellbeing of future Generations (Wales) Act 2015.
24. While the anticipated outcome of the Strategy will be positive, some potential negative impacts have been identified during the consultation exercise and mitigating actions have been developed to address these. In addition, it is acknowledged that potential negative

impacts are likely if implementation of the Strategy is not fully achieved and/or publicity is not undertaken sensitively.

25. Amendments which aim to address issues/comments raised during the consultation/assessment process have been made to the Strategy and Action Plan as appropriate
26. There is a predominantly neutral impact in relation to equalities although a positive impact is anticipated for the protected characteristics of age, disability, pregnancy and maternity and race.
27. The strategy will help alleviate socio economic disadvantage by supporting and increasing learning opportunities, increasing confidence, helping improve attainment levels which in turn will help increase opportunities in further education and accessing employment.  
Actions have been included in the strategy to help address affordability issues thereby helping to increase participation and accessibility to courses, events and education.
28. There is an anticipated positive impact in relation to community cohesion/ social exclusion/poverty especially in instilling (greater) pride in the area and Wales as a whole. The various actions would help encourage participation and so bring about a new sense of belonging and community spirit.
29. There will be a positive impact with more opportunities to use Welsh as well as more activities and events held in Welsh thereby increasing the number of participants and helping ensure Welsh is more visible and audible in the area.
30. There is no impact on biodiversity at this time.
31. There will be a positive impact in relation to the Wellbeing of Future Generations as the well-being objectives have been developed in line with the five ways of working.

### **Valleys Communities Impacts:**

32. The strategy will likely have specific impact on some valley areas primarily due to the linguistic sensitivity of those areas. It is likely that some actions will help sustain/increase the language within these valleys while raising the profile of Welsh language, heritage and

culture more generally across all valley and other areas of Neath Port Talbot.

### **Workforce Impacts**

33. Staff with Welsh language skills continue to be encouraged to use Welsh in their work. In order to help increase the future language capability of staff the Council encourages the uptake of available Welsh courses. We continue to take every opportunity to recruit staff with Welsh language skills where appropriate.

### **Legal Impacts:**

34. This report deals with the Council's duty to comply with the final Compliance Notice issued on 25 April 2018.

### **Risk Management Impacts:**

35. Failure to comply with the standards could lead to a £5,000 fine per standard. There is also a risk of damage to the Council's reputation.

### **Consultation:**

36. A draft Welsh Language Promotions Strategy was subject to a period of public consultation between 17 April and 15 May and was amended to take on board comments/suggestions as appropriate; to the main body of the strategy as well as in the form of additional actions.

### **Recommendations:**

37. Having had due regard to the Integrated Impact Assessment it is recommended that:
  - i. Cabinet approve the Welsh Language Promotion Strategy 2023-2028.
  - ii. Cabinet refers this strategy to Council for formal adoption

### **Appendices:**

- Appendix 1 - Welsh Language Promotion Strategy 2023-2028
- Appendix 2 - Consultation Report
- Appendix 3 - Consultation Snap Summary Report
- Appendix 4 - Integrated Impact Assessment

**List of Background Papers:**

Welsh Language Standards Compliance Notice

Welsh Language Promotion Strategy 2018-2023 Evaluation Report

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Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

# Welsh Language Promotion Strategy 2023-2028

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If you require this information in larger print or in an alternative format, please contact the Corporate Policy Team on 01639 763010 or email: [policy@npt.gov.uk](mailto:policy@npt.gov.uk)

## Introduction

Our first five year Welsh Language Promotion Strategy was launched in 2018 and this strategy for 2023-2028 represents the first revision of the Council's strategy to promote and support the Welsh language in Neath Port Talbot.

This revision has taken account of, and builds on, the progress made in the initial strategy, the commitments of the Welsh in Education Strategic Plan 2022-2032 (WESP) as well as the work of our partners in promoting the Welsh language locally.

The full implementation of our initial strategy was hit significantly by the outbreak of the Covid 19 pandemic. The unprecedented situation brought with it challenges and impacts for communities, partner organisations and the Council of a level which had never been experienced before. We continue to feel the impacts of the pandemic and we see our revised strategy for 2023-2028 as a starting point in our recovery.

We acknowledge the limitations we have to increase the number of Welsh speakers in Neath Port Talbot but by working with local organisations, our schools and residents of our many communities we are confident that we will meet the commitments laid out in the strategy.

Although this revised strategy has been shaped by feedback received during the recent consultation period as well as from previous discussions with our many communities, partner organisations, elected members and our senior management team, it is not a 'done deal'.

We see the strategy as an organic document; one which we will continue to review and revise to reflect progress, new and revised policy/legislation and most importantly feedback from our Let's Keep Talking engagement activities to ensure it remains relevant to our language, area and people in Neath Port Talbot.

Welsh is of this soil, this island, the senior language of the men of Britain; and Welsh is beautiful." JRR Tolkien

## **Vision**

By 2028 the Welsh language will be more audible and visible in our communities and used by an increased number of people in their daily lives.

## **Target**

As a requirement of the promotion standards we must set a target (in terms of the percentage of speakers in our area) for increasing or maintaining the number of Welsh speakers in the area by the end of the 5 year strategy.

Our previous target of an increase of a minimum of 1% appears to not have been met, according to the Census 2021 data. However, an increase in children engaging with Welsh medium education along with the Annual Population Survey data for people 3years+ indicates to the contrary.

In light of this it is appropriate to continue to use the target of an increase of a minimum of 1% (based on the Annual Population Survey data) as an interim measure for the first year of the strategy. Analysis of all relevant data will be undertaken within 12 months of its publication to determine a more appropriate target for the remainder of the life of the strategy.

## **Strategic Themes**

Our approach set out in this document is structured to reflect the strategic themes outlined in the Welsh Government's Cymraeg 2050 Welsh Language Strategy. As these themes reflect our own belief in how the Welsh language can be promoted/facilitated locally we will work toward realising of the themes of

- Increasing the number of Welsh speakers
- Increasing the use of Welsh
- Creating favourable conditions – infrastructure and context

These themes while not explicitly reflecting the wellbeing objectives in our Corporate Plan 2023-2028 they do permeate/complement each one to as indicated below:

**Welsh Language Promotion Strategy  
2023 - 2028**

Strategic Theme 1  
Increasing the number of Welsh  
speakers

Strategic Theme 2  
Increasing the use of Welsh

Strategic Theme 3  
Creating favourable conditions -  
infrastructure and context

**Corporate Plan 2023 - 2028**

Wellbeing Objective 1  
All children get the best start in life.

Wellbeing Objective 2  
All communities are thriving and  
sustainable.

Wellbeing Objective 3  
Our local environment, culture and  
heritage can be enjoyed by future  
generations.

Wellbeing Objective 4  
Local people are skilled and access  
high quality, green jobs.



Welsh is more than just the language; it is part of our being, our heritage and culture. It is woven into the fabric of our lives - even if not instantly recognisable; our place names, forenames, colloquialisms, all are rooted in the Welsh language. Our Culture and Heritage Strategy, currently being developed, will further address these links. Actions identified as part of this promotion strategy will help our aim of increasing the numbers of Welsh speakers and the use of the language whilst also complementing the links between language, culture and heritage.

In order to increase the number of Welsh speakers over the life of the strategy we, both individually and with our partners, will prioritise key areas for action

<b>Strategic Theme 1: Increasing the numbers of Welsh speakers</b>
<b>Vision:</b> More people speak Welsh
<p><b>Key areas of work</b></p> <ul style="list-style-type: none"> <li>• Support the implementation of the WESP 2022-2032</li> <li>• Language transmission in the home</li> <li>• Support people learning/speaking Welsh</li> </ul>
<p><b>Potential actions include:</b></p> <ul style="list-style-type: none"> <li>• Promote benefits of bilingualism/language awareness to young families and all new comers into NPT</li> <li>• Provide homework support to pupils of non-Welsh speaking families attending Welsh medium schools</li> <li>• Explore reasons for limited take up/access to Welsh language courses/education amongst specific communities</li> <li>• Provide language awareness and training courses for teaching and non-teaching staff</li> </ul>

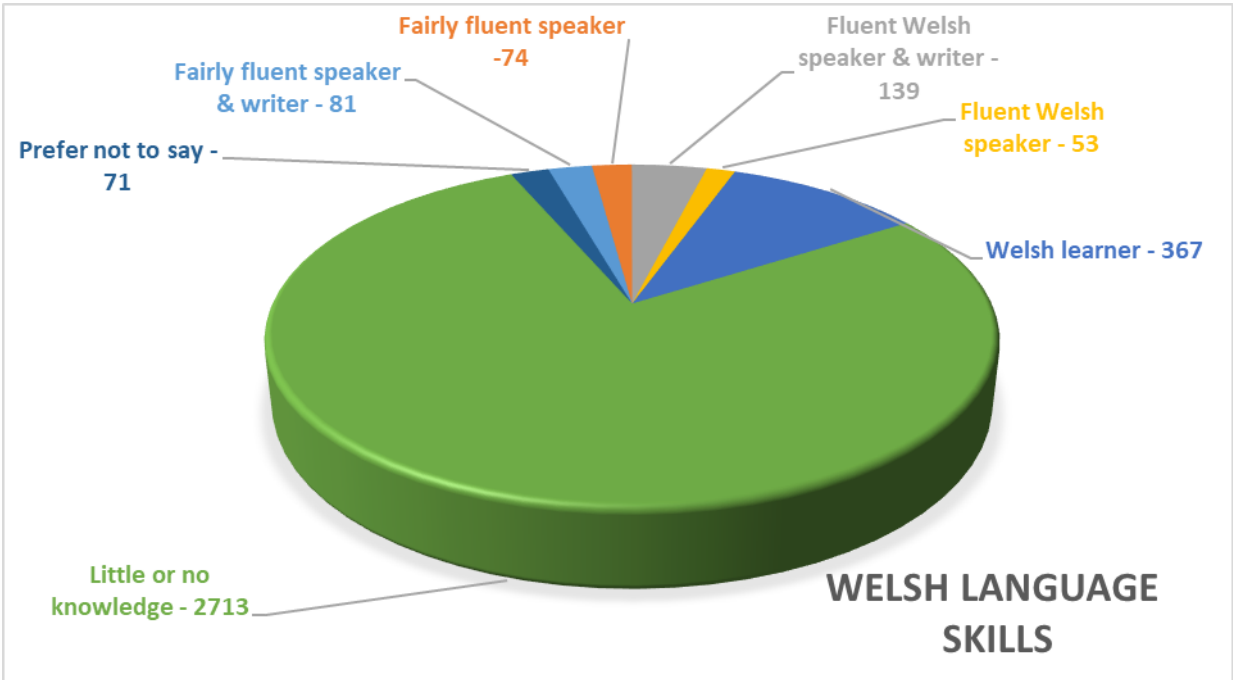
<b>Strategic Theme 2: Increasing the use of Welsh</b>
<b>Vision:</b> Welsh is an integral part of people’s everyday life
<p><b>Key areas of work</b></p> <ul style="list-style-type: none"> <li>• Support and promote the use of Welsh in social settings</li> <li>• Expand the use of Welsh in the workplace</li> </ul>
<p><b>Potential actions include:</b></p> <ul style="list-style-type: none"> <li>• Increase the instances of using Welsh within the Council</li> <li>• Develop a programme of Welsh language events and activities across NPT</li> <li>• Increased use of Welsh in a social context</li> <li>• Work in partnership to identify good practice and resources to increase the number of welsh speaking staff in all our organisations</li> </ul>

<b>Strategic Theme 3: Creating Favourable Conditions: Infrastructure and Context</b>
<b>Vision:</b> We have an environment in which the language thrives
<b>Key areas of work</b> <ul style="list-style-type: none"> <li>• Increase the visibility of the language across the area</li> <li>• Embed Welsh into all our strategies and plans</li> </ul>
<b>Potential actions include:</b> <ul style="list-style-type: none"> <li>• Work with partners to increase the visibility of Welsh across leisure, business and cultural locations, activities and events</li> <li>• Promote Welsh in all new developments</li> <li>• Work with services to ensure Welsh is a key element of all new strategies and plans</li> </ul>

### Neath Port Talbot Welsh Language Profile

#### Council

Over recent years the number of staff who identified as having Welsh language skills has remained relatively low overall. However, there has been a small increase in the number of staff identifying as fluent speakers and writers, 137 in 2021-2022 compared to 126 during 2020-2021, and the number of Welsh learners within the council has increased by 17.





Directorate/Service	Fairly Fluent Speaker & Writer	Fairly Fluent Speaker	Fluent Speaker and Writer	Fluent Speaker	Welsh Learner	Little or no knowledge	Prefer Not To Say	Total
<b>Chief Officers</b>					1	3		4
<b>Chief Executive's Office</b>								
Digital Services	3				7	74	1	85
Financial Services	3	4	3		9	138		157
Legal & Democratic Services	4	2	5	1	15	57		84
People & Organisational Development	2	4	7	1	11	94	1	120
<b>Education Leisure and Lifelong Learning</b>								
Early Years Inclusion & Partnerships	5	3	7	2	35	95	5	152
Education Development	7	3	18	4	29	135	6	202
Leisure Tourism Heritage & Culture	1	1	6	1	12	95		116
Support Services & Transformation	10	3	22	10	22	357	26	450
<b>Environment</b>								
Engineering & Transport	2	3	4	2	12	102	2	127
Planning & Public Protection	4	5	1	1	28	80	2	121
Property & Regeneration		6	3	2	11	115	3	140
South Wales Trunk Road Agency	3	5	7	6	19	152	1	193
Streetcare Services	10	11	17	7	32	382	9	468
<b>Social Service Health and Housing</b>								
Adult Services	16	11	18	9	49	421	9	533
Business Services		3	4	3	9	91	3	113
Children & Young People Services	11	7	15	4	55	257	3	352
Housing & Communities		3	2		11	65		81
<b>Total</b>	<b>81</b>	<b>74</b>	<b>139</b>	<b>53</b>	<b>367</b>	<b>2713</b>	<b>71</b>	<b>3498</b>

## Neath Port Talbot Locality

According to the 2021 Census 19,210 (13.5%) of Welsh speakers live in Neath Port Talbot.

<b>Ward</b>	<b>Number of people over 3 years of age</b>	<b>Number of people aged 3+ that can speak Welsh</b>	<b>% of people aged 3+ that can speak Welsh</b>
Neath Port Talbot	142,300	19,210	13.5
Aberavon	5,700	359	6.3
Aberdulais	2,400	297	12.4
Allt-wen	2,700	650	24.1
Baglan	6,800	584	8.6
Blaengwrach and Glynneath West	3,100	381	12.3
Briton Ferry (East)	2,900	240	8.3
Briton Ferry (West)	2,900	266	9.2
Bryn and Cwmavon	6,600	838	12.7
Bryncoch (North)	2,100	273	13
Bryncoch (South)	5,400	599	11.1
Cadoxton	1,600	192	12
Cimla and Pelenna	4,900	499	10.2
Coedffranc (Central)	5,200	457	8.8
Coedffranc (North)	2,300	227	9.9
Coedffranc (West)	5,200	556	10.7
Crynant, Onllwyn and Seven Sisters	5,100	958	18.8
Cwmillynfell and Ystalyfera	3,900	1,599	41
Cymmer and Glyncorrwg	2,100	123	5.9
Dyffryn	3,300	330	10
Glynneath Central and East	2,100	466	22.2
Godre'r Graig	2,100	567	27
Gwaun-Cae-Gurwen and Lower Brynamman	4,200	2,041	48.6
Gwynfi and Croeserw	2,600	137	5.3
Margam and Tai-bach	7,800	655	8.4
Neath (East)	6,100	506	8.3
Neath (North)	3,800	368	9.7
Neath (South)	4,800	460	9.6

Ward	Number of people over 3 years of age	Number of people aged 3+ that can speak Welsh	% of people aged 3+ that can speak Welsh
Pontardawe	5,500	1424	25.9
Port Talbot	5,800	504	8.7
Resolven and Tonna	5,600	599	10.7
Rhos	2,600	561	21.6
Sandfields (East)	6,700	442	6.6
Sandfields (West)	6,800	523	7.7
Trebanos	1,700	518	30.5

Census 2021

The upper Swansea Valley and Amman Valley, with wards such as Gwaun-Cae-Gurwen and Lower Brynamman and Cwmllynfell and Ystalyfera continue to be the areas with the highest percentage of Welsh speakers.

Direct comparisons between the 2011 and 2021 Census cannot be made due to boundary changes that came into being in October 2021. However, by combining specific ward data from the 2011 Census some form of comparison can be made.

Ward	Number of Welsh speakers (2011)	Number of Welsh speakers (2021)	Change	% of Welsh speakers (2011)	% of Welsh speakers (2021)	Change
Cwmllynfell and Ystalyfera	2,008	1599	-409	49.6	41	-8.6
Crynant, Onllwyn and Seven Sisters	1,156	958	-198	22.84	18.8	-4.04
Gwaun - Cae-Gurwen and Lower Brynamman	2,352	2041	-311	57.37	48.6	-8.77
Trebanos	459	518	59	33.6	30.5	-3.1

Ward	Number of Welsh speakers (2011)	Number of Welsh speakers (2021)	Change	% of Welsh speakers (2011)	% of Welsh speakers (2021)	Change
Godre'r Graig	473	567	94	30.1	27	-3.1
Pontardawe	1,624	1,424	-200	31	25.9	-5.1
Alltwen	664	650	-14	29.5	24.1	-5.4
Rhos	588	561	-27	24.7	21.6	-3.1

Factors that contribute historically to linguistic erosion include:

- Lack of language transmission at home
- Out-migration / Immigration
- Negative perception of the inherent value of the language
- Lack of awareness of the advantages of bilingualism
- Lack of confidence in speaking Welsh
- The spread of English into traditional Welsh language areas
- Mixed language marriages
- The power of Anglo-American influence on the interests of children and young people
- More deaths than births among Welsh-speaking families

As can be seen above the 2021 Census disappointingly indicates a decrease in the numbers of Welsh speakers locally, a picture reflected across most of Wales.

There has been a significant decrease in the number and percentage of Welsh speakers between the 2011 and 2021 Census; 20,698 (15.3%) of the local population were able to speak Welsh in the 2011 Census while only 18,662 (13.5%) indicated having this language skill in 2021:

	Number who can speak Welsh			Percentage who can speak Welsh		
	2001	2011	2021	2001	2011	2021
<b>NPT</b>	23,404	20,698	18,662	18	15.3	13.5
Wales	582,368	562,016	538,296	20.8	19.0	17.3

The decline in numbers across Wales has been attributed primarily to the decrease in percentage of children and young people (the group most likely to report ability) reported as being able to speak Welsh. The Census 2021 was held during the pandemic and followed periods of lockdown which necessitated remote learning for children and many people working from home. It is not known how the pandemic impacted people's reported Welsh language ability, or their perception of the Welsh language ability of others, such as their children.

In addition, mortality rates, immigration/migration and the subjective nature of language skills all are likely to contribute to the decrease in the number of people identifying as able to speak Welsh.

With Census 2021 data still being released the strategy will be reviewed in light of the additional data and insight to ensure it addresses the ongoing position.

Contrary to Census data the Annual Population Survey has historically and continues to indicate figures far above the Census data:

<b>Neath Port Talbot</b>						
	<b>2011</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total Population	134,400	136,100	137,800	136,400	135,400	137,900
Can speak Welsh	27,200	30,500	34,600	27,900	31,100	31,400
% who can speak Welsh	20.7%	22.4%	25.5%	20.5%	23%	22.8%

While the Census 2021 data indicates the decrease in the percentage of children and young people reporting the ability of speak Welsh, data from our pupil level annual school census (PLASC), more consistent with the annual population survey data, indicates an increase in the numbers enrolled in Welsh medium education.

<b>PLASC - Years N1-11</b>			
	<b>2011</b>	<b>2021</b>	<b>2023 (projected)</b>
No. in Welsh medium schools	2,993	3,321	3,329
No. in NPT schools	20,399	21,149	20,535
% in Welsh medium schools	14.7%	15.7%	16.2%

Our Welsh medium schools are:

### **Primary**

Ysgol Gynradd Gymraeg Blaendulais  
Ysgol Gynradd Gymraeg Castell-nedd  
Ysgol Gynradd Gymraeg Cwmnedd  
Ysgol Gynradd Gymraeg Cwmllynfell  
Ysgol Gynradd Gymraeg Gwaun Cae Gurwen  
Ysgol Gynradd Gymraeg Pontardawe  
Ysgol Gynradd Gymraeg Rhosafan  
Ysgol Gynradd Gymraeg Trebannws  
Ysgol Gynradd Gymraeg Tregeles  
Ysgol Gynradd Gymraeg Tyle'r Ynn

### **Middle (ages 3-18)**

Ysgol Gymraeg Ystalyfera - Bro Dur

More detailed information about Welsh medium education, including an aim to create a further three Welsh medium primary schools, can be found in our [WESP 2022-2032](#).

## **Policy Context**

### **Welsh Language Measure 2011**

The Measure:

- gave the Welsh Language official status in Wales - meaning that Welsh should be treated no less favourably than the English language;
- established the role of the Welsh Language Commissioner who has responsibility for promoting the Welsh language and improving the opportunities people have to use it;
- created a procedure for introducing duties in the form of language standards that explain how organisations are expected to use the Welsh language and create rights for Welsh speakers;
- made provision regarding promoting and facilitating the use of the Welsh language and increasing its use in everyday life;
- made provision regarding investigating an interference with the freedom to use the Welsh language.

## **Welsh Language Standards (No1) Regulations 2015**

Under the Regulations Welsh language standards have been imposed on the Council which aim to promote and facilitate the Welsh language, and ensure that the Welsh language is not treated less favourably than the English language.

The Standards, as applied to the Council, and contained in the compliance notice, comprises service delivery, policy making, operational, promotion and record keeping standards. As a consequence of the promotion standards the Council has developed its Welsh Language Promotion Strategy.

## **Cymraeg 2050 Strategy**

Published originally in 2017 and more recently updated the strategy illustrates the Welsh Government's vision to see "the Welsh language thrive" by achieving a million Welsh speakers by 2050. Three key strategic themes are identified to realise this ambition:

- Increasing the number of Welsh speakers
- Increasing the use of Welsh
- Creating favourable conditions – infrastructure and context

## **More than just Words**

The Welsh Government's strategic framework to strengthen Welsh language provision in health and social care aims to support Welsh-speakers to receive services in their first language.

Its 5 year plan 2022-2027 is based on and reflects the strategic themes of Cymraeg 2050:

- Culture and Leadership
- Welsh language planning and policies including data
- Supporting and developing the Welsh Language skills of the current and future workforce
- Sharing best practice and an enabling approach

## **Well-being of Future Generations (Wales) Act 2015**

This Act is a means of helping the public bodies that are listed in the Act to think in the long term, work better with people and communities and each other, to try to prevent problems and follow a consistent approach in order to improve the well-being of social, economic, environmental and cultural well-being of Wales.

One of the seven Wellbeing goals contained in the Act is a 'Wales of vibrant culture and thriving Welsh language - a society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.'

## **Welsh in Education Strategic Plan 2022-2032**

Prepared under Section 84 of The School Standards and Organisation (Wales) Act 2013 and the Welsh in Education Strategic Plans (Wales) Regulations 2019 this latest iteration, Welsh in Education Strategic Plan 2022-2032 (WESP), has been developed in the firm belief that education is the vehicle that will produce Welsh speakers of the future.

We believe that all children should benefit from the opportunity to learn, appreciate and shape their lives through the medium of Welsh and so Welsh-medium education is an integral and essential part of the learning offer in Neath Port Talbot. The implementation of the WESP will enable all learners, families and carers to develop their Welsh language skills and to use the language confidently in everyday life.

Our WESP is the cornerstone for this vision and its outcomes detail how we plan to support and further develop Welsh language education in schools and in our wider communities and how we plan for future growth:

- More nursery children/3 year olds receive their education through the medium of Welsh
- More reception class children/ 5 year olds receive their education through the medium of Welsh
- More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
- More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
- More opportunities for learners to use Welsh in different contexts in school.



- An increase in Welsh-medium education provision for learners with additional learning needs (in accordance with duties determined by the Additional Learning Needs and Education Tribunal (Wales) Act 2018)
- Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.

With the outcomes and ambitious targets of the WESP relating to the complete education journey it is not appropriate to include similar actions in this revised Welsh Language Promotion Strategy. However, as both the Plan and Strategy relate to the promotion and facilitation of the Welsh language it is now appropriate for their greater alignment and potential complementary actions to be included in the Welsh Language Promotion Strategy as necessary.

### **Working in partnership**

Partners in our journey to promote and facilitate the Welsh language come in all guises from well-established organisations to informal groups, from schools to businesses, from families with babes in arms to those who have lived full and long lives. Welsh speakers or not, young or old we all play our part on this journey. This strategy has the potential to help us make great strides but without the contribution of everyone in Neath Port Talbot it will fall short and not realise its full potential.

Our communities are our greatest partners. We are mindful that any success in this, and any other, strategy is dependent on the investment we all put into it. The investment of our time, our actions and support, finance and commitment to making a difference; for those who already use Welsh daily, who are on the first steps in learning Welsh, those who don't speak it but support the language as well as those who find it all a waste of time, we all have a part to play.

There is an array of local organisations that have the future of the language as a key principle of their work. The significant role they played in the previous strategy is consolidated in this revised iteration. While only those bodies governed by the Welsh Language Standards (No.1) Regulations (2015) are subject to promotion standards each organisation has a part to play in ensuring the promotion and the continued use of the language is facilitated in all aspects of daily life.

Local organisations, individually and as constituent members of the Iaith Fforwm Abertawe/Castell-nedd, continue to play a key role in the

implementation of the strategy. With the recent restructure of the Fforwm there is greater opportunity to work together in a more structured way and in so doing will address some of the issues highlighted in the evaluation.

We remain conscious of the limitations we as council have in influencing the numbers of Welsh language speakers in the area. Consequently in developing actions we have been mindful of three discrete areas within our responsibility:

- Direct - plans, strategies and internal processes over which the council has sole control.
- Indirect - processes that the council can affect with interventions but does not have outright control
- Partnerships - working with organisations and groups to progress new and established areas of work and creating positive attitudes towards the Welsh language.

## **Monitoring**

We will continue to use existing executive reporting structures to monitor the progress of the Strategy.

Progress will be monitored by the Cabinet and scrutinised by the Policy and Resources Scrutiny Committee. Clear monitoring arrangements will be developed with the Fforwm Iaith to avoid duplication of effort and ensure alignment with our partners' existing reporting arrangements.

In addition regular progress reports to our internal Welsh Language Officer Group, the WESP Forum and to the Council's Equality and Community Cohesion Group.

The action plan will be reviewed annually and actions revised where appropriate.

Measures will be developed to ensure progress is measured appropriately.

## **Funding**

All strategies require funding to be able to fulfil their aims and this strategy is no exception. However, we are conscious that in the current climate budgets are an all-important consideration and are to be used appropriately. This strategy includes a range of actions that will be funded in a number of ways; from budgets already identified, external grant funding, smarter ways of working and a more creative use of already stretched finances.

## **Welsh Language Promotion Strategy Action Plan**

This latest Action Plan builds on progress made during the period of the first strategy, 2018- 2023, while responding to the position facing the Welsh language in Neath Port Talbot today. The actions will help in developing Neath Port Talbot as an area where the language is considered an important and relevant factor in people's everyday lives.

As in our initial strategy the action plan has been developed within current budgetary constraints although opportunities for additional budget/ external funding will be pursued. A number of actions have been included which are already being delivered or currently being developed to promote and facilitate the language locally.

However, these actions are not set in stone and are included here as the beginning of what we hope will be a meaningful conversation; on the vision and strategy and as to what realistic and achievable actions should be included to help ensure a future where the Welsh language is visible and used by more people in their daily lives.

The actions identified in the following pages are not set in stone but, along with our target, will be reviewed, amended/deleted and new actions included when appropriate to reflect our changing circumstances.

<b>Strategic Theme 1: Increasing the numbers of Welsh speakers</b>				
<b>Area of work</b>	<b>Action</b>	<b>Delivery partners</b>	<b>Links</b>	<b>By</b>
Support the implementation of the WESP 2022-2032	Promote the 'Welsh Homework Help' Facebook group to all pupils and their families who attend Welsh medium schools.	Fforwm laith Menter laith CNPT Council - Education service	WESP 2022-2032 Corporate Plan - WBO1	2024
	Establish and promote Welsh language courses for parents who send their children to Welsh-medium primary schools.	Council - Education Service/ Youth Service/ Youth Mayor Fforwm laith Menter laith CNPT	WESP 2022-2032 Corporate Plan - WBO 1	2025
	Promote Welsh language/Welsh-medium education among non-Welsh speaking families to increase/support language awareness	Council - Education Service Fforwm laith Menter laith CNPT	WESP 2022-2032 Corporate Plan - WBO 1	2024
	Update and promote the 'Benefits of Bilingualism' booklet to families.	Menter laith CNPT Council - Education service	WESP 2022-2032 Corporate Plan - WBO 1	2024
	Promote bilingualism to perinatal families	Council - Early years Menter laith CNPT Fforwm laith	WESP 2022-2032 Corporate Plan - WBO 1 and 2	2024
Language transmission in the home	Identify the availability (face to face and online), cost and location of Welsh language courses and promote these to residents	Fforwm laith Menter laith CNPT	Corporate Plan - WBO 3	2024
	Develop and promote Welsh language awareness sessions to residents	Fforwm laith Menter laith CNPT	Corporate Plan - WBO 3	2024
	Provide heritage, culture and language awareness sessions: <ul style="list-style-type: none"> <li>• in all 3 main town centres</li> <li>• to young families</li> <li>• to new residents of NPT</li> </ul>	Council - Corporate Policy/ Heritage, Culture Leisure and Tourism Section Fforwm laith Menter laith CNPT	Corporate Plan WBO 3 Heritage and Culture Strategy	2026

Support people learning/speaking Welsh	Provide opportunities for Council staff to access appropriate levels of Welsh language learners/improvement courses	Council - HR/Training section	Welsh Language Standards	2024
	Explore potential barriers to and increase the take up of Welsh medium education by children from BME communities and other underrepresented groups.	Council - Corporate Policy BME Community Association/ NPTCVS Fforwm Iaith	Anti-Racism Wales Action Plan	2025
	Explore potential barriers to and increase the take up of adult Welsh language courses amongst BME communities and other underrepresented groups	Council - Corporate Policy BME Community Association/ NPTCVS Fforwm Iaith	Anti-Racism Wales Action Plan	2025
	Create and promote Welsh language resources for families and the public more generally	Council - Corporate Policy/ Training and Development Section/Education Service Fforwm Iaith Menter Iaith CNPT		2024
	Develop/sign post to appropriate courses and support for teaching and non-teaching staff learning Welsh	Council - Training and Development Section Fforwm Iaith	WESP 2022-2032	2023

<b>Strategic Theme 2: Increasing the use of Welsh</b>				
<b>Area of work</b>	<b>Action</b>	<b>Delivery partners</b>	<b>Links</b>	<b>By</b>
Support and promote the use of Welsh in social settings	Expand the Welsh language arts programme across Neath Port Talbot.	Council - Heritage, Culture Leisure and Tourism Section Menter Iaith CNPT	Heritage and Culture Strategy Corporate Plan - WBO 2 and 3	2026
	Promote the Welsh language arts programme to Council staff and the public through both targeted and more general publicity	Council - Heritage, Culture Leisure and Tourism Section	Heritage and Culture Strategy Corporate Plan - WBO 2 and 3	2026
	Explore opportunities with the Library Service to raise awareness of Welsh language books/materials with residents.	Council - Corporate Policy Library Service/Youth Service	Heritage and Culture Strategy (?) WESP 2022-2032	2024
	The Youth Council and Library Service to work together to identify, and where possible stock, appropriate Welsh Language books/ materials.	Council - Corporate Policy Library Service/Youth Service	Heritage and Culture Strategy (?) WESP 2022-2032	2025
	Explore opportunities to increase the visibility of the Welsh language at all leisure and cultural facilities	Council - Heritage, Culture Leisure and Tourism Section/Corporate Policy	Heritage and Culture Strategy Corporate Plan - WBO 2 and 3	2024
	Work with partners to encourage greater use and awareness of the language in all youth clubs	Fforwm Iaith Council - Youth Service	WESP 2022-2032	2025
	Develop a second Welsh language Youth Club in partnership with the voluntary sector in Tairgwaith	Council - Youth Service Voluntary Sector	WESP 2022-2032	2024
	Explore with children and young people how Welsh can be used more in a social context.	Fforwm Iaith Council - Youth Service/ Corporate Policy	WESP 2022-2032	2024
	Work with partners to identify opportunities to promote the Welsh	Fforwm Iaith	WESP 2022-2032	2026

	language in a variety of social settings, e.g. bore coffi, music sessions, etc	Council - Youth Service/ Corporate Policy/ Education Service		
	Work with local musicians to provide creative sessions for young people - exploring personal journeys in Welsh music, etc	Council - Youth Service	WESP 2022-2032 Corporate Plan - WBO 3 Heritage and Culture Strategy (?)	2024
Expand the use of Welsh in the workplace etc	Identify and promote alternative language skills training opportunities to Council staff	Council - Corporate Policy/ Training and Development Section		2024
	Promote and embed the Council's Internal use of Welsh Policy	Council - Corporate Policy/HR Section	Welsh Language Standards	2024
	Develop, promote and deliver Welsh language awareness training to all Council staff	Council - Corporate Policy/ Training and Development Section Menter Iaith CNPT	Welsh Language Standards	2028
	Encourage Council staff to reassess their Welsh language skills against new language skills levels	Council - Corporate Policy/ HR Section	Corporate Plan - WBO 4	2026
	Encourage Council Staff to use their Welsh language skills more widely within and outside workplace	Council - Corporate Policy/ HR Section/Training and Development Section	Corporate Plan - WBO 2 and 3	2026
	Work with the business community to explore ways Welsh can be promoted amongst their staff	Council - Economic Development/Corporate Policy	Corporate Plan - WBO 2 and 3	2028
	Further promote and develop 'Hyder-ish' sessions (improving language skills/ confidence in using Welsh) throughout the area	Menter Iaith CNPT Council - HR/Training Section	Corporate Plan - WBO 2 and 3	2028
	Encourage elected members to increase their use of Welsh at meetings, events, within their communities, etc	Council - Democratic Services/Corporate Policy / Training and Development Section	Corporate Plan - WBO 2	2028

<b>Strategic Theme 3: Creating Favourable Conditions: Infrastructure and Context</b>				
<b>Area of work</b>	<b>Action</b>	<b>Delivery partners</b>	<b>Links</b>	<b>By</b>
Increase the visibility of the language across the area	Develop and implement a new Culture and Heritage Strategy that promotes awareness, use and visibility of the Welsh language within Neath Port Talbot	Council - Heritage, Culture Leisure and Tourism Section	Corporate Plan WBO 3	2024
	Work with the business community to explore opportunities to increase the visibility of Welsh	Council - Economic Development/Corporate Policy	Corporate Plan - WBO 3 and 4	2026
	Promote Business Wales' free Welsh translation and advice service, Helo Blod, to our business community	Council - Economic Development/Corporate Policy	Corporate Plan - WBO 3 and 4	2024
	Ensure Welsh language, heritage and culture is a key component of the Destination Management Plan currently being developed.	Council - Heritage, Culture Leisure and Tourism Section	Corporate Plan - WBO 3 and 4	2024
	Work with the BME Community Association to explore ways to increase awareness of the Welsh language and culture within communities	Council - Corporate Policy BME Community Association / NPTCVS Fforwm Iaith	Anti-Racism Wales Action Plan	2024
	Develop a Welsh focus for the Council's 'Let's Talk' campaign with 'Let's Talk Welsh/Cymraeg' 'Dewch i sgwrsio Cymraeg/Welsh'	Council - Corporate Policy		2024
	Ensure Welsh is promoted as part of the SPF monitoring system for the Council's Business Anchor project, i.e. gathering key data, and identifying if support is required to implement practices as part of the new Economic Development CMS system.	Council - Economic Development		2023
	Develop a 'Croeso' pack for distribution to new residents, etc.	Council - Corporate Policy and Partners		2025



	Introduce 'resident accounts' to enable more tailored interactions with the Council, to include a language preference option.	Council - Digital Services	Digital Services Operating Model	2028
	Explore the feasibility of creating a Welsh language promotion coordinator to work with services and partners	Council - Corporate Policy/ Education Service (WESP)	Corporate Plan WBO 3	2024
Embed Welsh into all our strategies and plans	Develop and implement our internal language skills policy across our service areas	Council - Corporate Policy/HR Section	Corporate Plan WBO 3	2024
	Ensure the Welsh language is central to the design and application of new technologies.	Council - Digital Services/ Corporate Policy	Digital Services Operating Model	2023
	Ensure Welsh is taken into account during the development of the commemoration of people and events in the public realm policy.	Council - Corporate Policy		2024
	Include the Welsh language as a key element in all future policies and strategies	Council - Corporate Directors/services		2028
	Review the target of 1% increase in the number of Welsh speakers in NPT following analysis of all relevant data	Council - Corporate Policy Menter Iaith CNPT Fforwm Iaith		2024
	Explore the establishment of a Welsh Champion category in the Council's internal Team NPT Awards	Council - Corporate Policy		2023

## **Proposed Measures**

### **Strategic Theme 1 - Increasing the number of Welsh speakers**

Number of learners accessing Welsh language courses provided across NPT

Number of 'Benefits of Bilingualism' booklet issued

% of families visited by perinatal service who go on to access Welsh/bilingual early years services.

% of council staff accessing Welsh language courses

% of council staff accessing language improvement courses

% Number of BME children/adults accessing formal / informal Welsh language courses

% of persons (aged 3 and over) who say they can speak Welsh

% of persons (aged 3 and over) who say they speak Welsh daily and more than just a few words

### **Strategic Theme 2 - Increasing the use of Welsh**

Number of Welsh language arts events held in NPT

Number of people attending Welsh language arts events

Number of Welsh language materials issued at Council owned libraries

Number of children and young people attending Welsh youth clubs

Number of children and young people speaking Welsh at bilingual youth clubs

% of council staff who have positively reassessed their Welsh language skills

Number/% of Welsh speaking council staff identified on the Welsh speakers directory

### **Strategic Theme 3 - Creating favourable conditions - infrastructure and context**

Number of businesses contacted and accessing Helo Bod translation service

Number of Croeso packs distributed/accessed on online

Number of residents indicating a Welsh language preference when dealing with the council.

Number of businesses requiring support in using, promoting and displaying Welsh.

# Welsh Language Promotion Strategy 2023-2028

## Consultation Report



Mae'r ddogfen hon hefyd ar gael yn Cymraeg  
This document is also available in Welsh

## **Introduction**

The Welsh Language Promotion Strategy and associated action plan was developed in accordance with the Welsh Language Standards (No1) Regulations 2015, Standard 145.

The Standard places a duty on the Council to produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area along with a target for increasing or maintaining the number of Welsh speakers in the area.

A public consultation on the Council's draft Welsh Language Promotion Strategy and associated action plan was undertaken for a 4 week period, from 17 April to 15 May 2023.

A total of 133 responses, including responses from three organisations, were received via the online survey and survey boxes. A limited number of face to face consultations were also held, in Port Talbot, Neath, Pontardawe, Crynant and Margam Park.

Please note where quotes from respondents have been used these are a direct quote from the consultation responses.

### **1. Consultation**

To help ensure that the consultation was as widely available as possible, there were a number of mechanisms by which people could submit their views. More detail can be found in the Consultation and Engagement Plan (Appendix 1)

These included:

- an online survey/questionnaire via the Council's web site
- consultation packs in local and community libraries and civic centres
- promotion via email to a range of stakeholders
- promotion via the Council's corporate social media accounts messages
- awareness/consultation events held in Port Talbot, Neath, Pontardawe, Crynant and Margam Park - The detailed questionnaire was made available at the consultation events held in various locations Port Talbot, Neath and Pontardawe; some

questionnaires were completed at the time while others were taken away for return to local libraries or civic centres. These events also provided the opportunity for people to comment generally on the Welsh language as well as raising awareness of the online survey.

A consultation report outlining the findings from the consultation is attached at Appendix 2.

## **2. Public Consultation Responses - Summary**

The consultation received a total of the following responses from the various consultation activities as follows:

- 133 responses received in total from both versions of the questionnaire (11 in Welsh)
- Response rates for all of the questions ranged from 132 responses to 104 responses i.e. whilst we had 123 responses to the survey not all questions were answered by all respondents.
- The majority of responses to the full questionnaire (where indicated) came from Neath and the surrounding area. A small number of responses were received from the Pontardawe and the surrounding area.
- Three responses were received from groups/organisations including from our key partners, NPTCVS and Menter Iaith Castell-nedd Port Talbot.
- An email of support from Blaenhonddan Community Council was also received.
- A letter from Sioned Williams AS/MS

All views and comments expressed during the consultation have been considered prior to the Strategy and Action Plan being finalised.

Comments received specific to education have been referred to the relevant officers for note and consideration. Some of the comments referred to specifically to education and/or actions contained in the Welsh in Education Strategic Plan 2022-2032 (WESP); as a consequence they have been passed to the relevant officers for consideration.

## **The Vision**

- 132 respondents answered this question. Of these 71 agreed/strongly agreed with the vision (53.8% of those who answered the question or 53.4% of all respondents to the survey).
- 42 (31.8%) disagreed/strongly disagreed with the vision. However from some of the comments received respondents understood the vision to be the current position and not the intended future position for the language in Neath Port Talbot. Comments included:
- 19 respondents neither agreed nor disagreed

## **The Target**

- 73 respondents (55.3% of the 132 respondents answering the question) agreed or strongly agreed with the target to increase the numbers to Welsh speakers in Neath Port Talbot.
- 38 respondents (28.8% of respondents answering the question) disagreed/strongly disagreed with the target. A mix of sentiments was shared ranging from the target being 'Not high enough' to dismissing it entirely 'There is no absolutely point. Waste of money'.
- 18 respondents 'neither agreed nor disagreed'
- 3 responded 'Don't Know'

## **The Strategic Themes:**

### **Strategic Theme 1 - increase the number of Welsh speakers**

The majority of respondents, 85, (this represents 64.4% of 132 respondents who answered the question) agreed/strongly agreed with the strategic theme while 23 (17.4%) disagreed/strongly disagreed. 12 respondents neither agreed nor disagreed and 2 responded 'Don't Know'.

<b>Key work areas</b>	<b>No of respondents who agree / strongly agree</b>	<b>% of those who answered the question</b>	<b>% of all who responded to survey</b>
Support the implementation of the WESP 2022-2032	90	70.3	67.7
Language transmission in the home	80	64	60.2
Support people learning/speaking Welsh	105	83.3	79
<b>Potential Actions</b>			
Promote the 'Welsh Homework Help' Facebook group to all pupils from non-Welsh speaking families in years 5 and 6 from who attend Welsh medium schools.	93	73.2	70
Promote the 'Welsh Homework Help' Facebook group to all pupils from non-Welsh speaking families in years 7 and 8 who attend Welsh medium schools.	90	72	67.7
Update and promote the 'Benefits of Bilingualism' booklet.	79	63.8	59.4
Promote Welsh language/Welsh-medium education among non-Welsh speaking families to increase/support language awareness	87	70.2	65.4
Establish and promote Welsh language courses for parents who send their children to Welsh-medium primary schools.	96	76.8	72.2
Develop appropriate courses and support for teaching and non-teaching staff learning Welsh	91	72.8	68.4
Explore potential barriers to and increase the take up of Welsh medium education by children from Black Asian and Minority Ethnic (BME) communities and other underrepresented groups.	78	62.4	68.6
Explore potential barriers to and increase the take up of adult Welsh language courses amongst BME	79	63.2	59.4

communities and other underrepresented groups			
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## Strategic Theme 2 - increase the use of Welsh

The majority of respondents (94, 73.4%) agreed/strongly agreed with the strategic theme while 23 (18%) disagreed/strongly disagreed. 10 respondents neither agreed nor disagreed and 1 responded 'Don't Know'.

Key work areas	No of respondents who agree / strongly agree	% of those who answered the question	% of all who responded to survey
Support and promote the use of Welsh in social settings	97	75.2	72.9
Expand the use of Welsh in the workplace	89	69.5	66.9
<b>Potential Actions</b>			
Provide opportunities for our staff to access appropriate levels of Welsh language learners/ improvement courses	97	76.4	72.9
Expand the Welsh language leisure programme across Neath Port Talbot.	90	70.3	67.7
Promote the leisure programme to staff and the public through targeted and more general publicity.	84	67.2	63.2
Explore opportunities to increase the visibility of the Welsh language at all leisure facilities	88	70.4	66.2
Promote and embed the Council's Internal use of Welsh Policy	85	68	63.9
Explore how Welsh can be used more in a social context	90	71.4	68.3
Work with partners to encourage greater use of the language in all youth clubs	85	68.5	63.9
Welsh language awareness training will be promoted to all staff	83	70.2	62.4
Work with partners to identify opportunities to promote the Welsh language in a variety of social settings	88	71.5	66.2



### Strategic Theme 3 - Creating Favourable Conditions: Infrastructure and Context

The majority of respondents (86, 67.7%) agreed/strongly agreed with the strategic theme while 20 (15.7%) disagreed/strongly disagreed. 18 respondents neither agreed nor disagreed and 3 responded 'Don't Know'.

Key work areas	No of respondents who agree / strongly agree	% of those who answered the question	% of all who responded to survey
Increase the visibility of the language across the area	93	74.4	69.9
Embed Welsh into all our strategies and plans	86	69.4	64.6
<b>Potential Actions</b>			
Work with the BME Community Association to explore ways in which to increase awareness of the Welsh language and culture within communities	79	64.2	59.4
Develop and implement a new Culture and Heritage Strategy that promotes awareness, use and visibility of the Welsh language within Neath Port Talbot	90	73.2	67.7
Develop and implement our internal language skills policy across our service areas.	82	66.7	61.7
Ensure the Welsh language is central to the design and application of new technologies.	77	63.1	57.9
Work with the business community to explore opportunities to increase the visibility of Welsh.	86	69.4	64.7
Ensure Welsh language, heritage and culture is a key component of the Destination Management Plan currently being developed.	84	67.7	63.2
Ensure Welsh is taken into account during the development of the commemoration of people and events in the public realm policy.	81	65.9	61
Include the Welsh language as a key element in all future policies and strategies	80	66.2	60.27

Common themes across all questions were:

- Support of Welsh heritage & culture/identity
- Want the language to continue
- Welsh is the language of our country – it should be visible/normalised/inclusive to everyone
- Free lessons/affordable lessons/night classes/wide range of access to Welsh language and learning opportunities
- Higher target
- Support 1% as an achievable target
- We should encourage learners
- Learning/speaking Welsh will improve career prospects
- Work towards the governments Cymraeg 2050 vision
- Teach children Welsh from a young age/more Welsh primary schools
- Waste of public money/too much money spent
- Not achievable/wanted
- Decline in Welsh in the area
- Lack of confidence to speak Welsh
- Welsh forced on people

**The effects of the strategy on:**

- **People's opportunities to use Welsh**

72.7% of respondents (93 out of 128) to the question considered the strategy would have a positive effect on opportunities to use Welsh. Four respondents considered it would have a negative effect while 31 considered it would have no effect.

Comments received included

- It will increase opportunity, the issues is will it increase uptake
- bydd y strategaeth yn wneud hi'n mwy derbynniol i defnyddio'r cymraeg ym mywyd bob dydd y gwaith (*The strategy will make it more accepting to use Welsh in everyday life and in work*)
- Massively increasing the opportunities will work amazingly for people who live here
- People will be more confident in trying to use the language.
- If people want to use the Welsh language they can and that's great, but it shouldn't be force fed to those who don't.
- It is already pushed hard enough to make those of us who are not Welsh feel unvalued and excluded

- The steps set out are a positive step to encouraging the use of the language and making it more acceptable in our own towns and villages.
- **Treating the Welsh language no less favourably than the English language**

62.4% of respondents (78 out of 125 respondents) considered that there would be a positive effect on treating the Welsh language 'no less favourably' than the English language', while 7 respondents considered the opposite. 40 respondents considered it would have no effect.

- All of the actions in the strategy should help to improve both the opportunities to use the Welsh language and ensure Welsh is treated no less favourably than English
- It's difficult to state it will be treated no less favourably when in lots of cases it will have a longer response time than English purely due to lack of resources.
- Collective effort alone will help raise the profile of the language.
- If the policy is implemented effectively, the effect can be very positive. But it requires the commitment of a number of different departments within the authority and this is the challenge
- There are still only a small % of Welsh speakers in the Borough and this policy could severely disadvantage small organisations or community groups if they have to publish everything bilingually. Let's focus on getting more people speaking and using the language before imposing costs that will be detrimental to the local economy.
- I don't think the strategy will make a difference to how the language is treated, and in fact we run the risk of the outcome being negative if we attempt to use the stick instead of the carrot.

Comments on increasing positive effects:

- The most effective way to increase welsh language speakers is to have more welsh speaking schools.... surely? But this comes at a cost
- Promote the Welsh language as a heritage language only.
- It needs to be encouraging not forced
- Need more Welsh primary schools in the area/ or intensive welsh learning provision to allow older children to join the school later than infants.

- Welsh learning groups and social groups offering the opportunity to practice, would be helpful for adults.

Comments on reducing negative effects:

- Leadership and buy in from the top down is important to maximise shift in attitudes.
- There are no negative effects of promoting and growing the Welsh language.
- ...encourage not enforce
- Wrth i'r iaith cael ei weld a'i ddefnyddio fwy fyth gan y Cyngor fe fydd wedyn yn cael ei dderbyn fel rhan annatod o'u bywyd pob dydd. (*As the language is seen and used more than ever by the council it will then be accepted as an integral part of their daily life*)
- allow customers to 'opt' in if required - cost effective

### **The effects of the strategy on protected characteristics**

Respondents were asked to identify the impact of the strategy on them or their family due to the protected characteristic and while the majority considered there was no impact a relatively small number felt to the contrary. Unfortunately further information as to the nature of this impact was not forthcoming in the majority of cases.

However a few comments were received which could be attributed to:

Age:

- My children are of school age so could impact on them through their schooling.
- ...there may be those in older generation who would not wish to learn...
- Older is harder to learn as more busy and other commitments
- The strategy will have a positive effect

Disability:

- A lot of my family live with mental disabilities and find it hard to understand or learn with the English language. Enforcing more Welsh on top of the already stressful and terrible education system will have a negative effect on them and people like them.
- Dyslexia
- ...offering greater access to be able to learn would definitely impact me, where if you were to continue to act as you do offline but record and document it online - this would aid me and my disability

for sometimes I am unable to go out so I would still be able to engage online...

### 3. Changes made following consultation

As a result of the comments received a number of amendments have been made to the strategy in order to clarify particular sections, while additional actions have been developed to reflect comments/suggestions made.

Some further suggestions/comments are still being considered and any resulting actions developed will be included in the action plan as soon as is practicable.

<b>Comment</b>	<b>Amendment</b>
The vision was not considered the current situation in Neath Port Talbot	Additional text included in the vision to clarify it is a vision for the future
Hearing the language spoken is as key as it being visible	An amendment made to the vision to reflect this
The target for increasing the number of Welsh speakers challenging enough and should be higher (and failed) previously; Welsh still not commonplace	Additional text to stress that the target stated in the strategy is an interim target and is to be reviewed in light of the conclusion of a full analysis of all relevant data.
Promoting the language considered a waste of public money particularly in the current climate	Additional text to strengthen the position on the resources identified to meet the aims of the strategy.

<b>Suggestion</b>	<b>Additional Action</b>
Source affordable Welsh language courses	Further promote and develop 'Hyder-ish' sessions (improving language skills/ confidence in using Welsh) throughout the area
Encourage businesses to promote Welsh language	Promote Business Wales' free Welsh translation and advice service, Helo Blod, to our business community

A number of comments were made which relate to specific service areas and these, as listed in the table below, have been passed to the relevant service for consideration.

<b>Suggestion/Comment</b>	<b>Forward to</b>	<b>Service Response</b>
<p>The education system should be revised to ensure Welsh language study to fluency amongst the younger generations too and create bilingual / multilingual generations for the future.</p>	<p>Education</p>	<ul style="list-style-type: none"> <li>• On a local level, the Welsh in Education Strategic Plan (WESP) includes targets on ensuring that schools are on the language continuum. There will be three pilot schools (two primary and one secondary) that will develop their language continuum in order to move closer to the ambitious level B2 of the Common European Framework of Reference for Languages (CEFR) as set out in the Welsh Language Education Bill proposal In the first 5 years of the WESP. This will be rolled out to other schools in the second half of the WESP.</li> <li>• On a National level - New Curriculum for Wales is in operation in all primary schools and being rolled out to secondary schools with a focus on Welsh as a language and a culture.</li> <li>• Consultation for the Welsh Language Education Bill closes</li> </ul>

		June 16th. The bill will support learners to move along the language continuum and to work towards the B2 level.
Involve local schools to display child friendly welsh language in local towns and villages to engage all generations	Education	Targets in the WESP (with an emphasis on Outcome 5) includes this.
Children in Welsh language secondary schools are not the only individuals who are capable and want to follow the Welsh first language GCSE and A-level course. Those in secondary English medium schools are often forced to sit the Welsh second language exam as staff teaching the Welsh second language course do not seem to have the skills to teach the Welsh first language syllabus. e-sgol should offer GCSE Welsh 1st language as a course for every child in Wales who reaches a certain standard by the end of primary school, regardless of the school they attend, so that each child has the right to gain a Welsh first language qualification at secondary school. It should also offer the GCSE and A-level Welsh first language qualification to every Welsh adult who wants it so that those that have worked hard to master the language, gain a qualification they deserve. In the UK, IGCSE's	Education	<ul style="list-style-type: none"> <li>• Curriculum reform begins to address this. The Curriculum for Wales is being rolled out to secondary schools with an emphasis on the language continuum (regardless of school language category)</li> <li>• Consultation for the Welsh Language Education Bill closes June 16th. The bill will support learners to move along the language continuum and to work towards the B2 level.</li> </ul>



are offered in English language and literature, French and Spanish - why not Welsh.		
All schools be Welsh medium	Education	<ul style="list-style-type: none"> <li>• One Welsh medium (WM) school open in Skewen</li> <li>• 2 additional WM school will be built in the life cycle of the WESP (in areas where there is a need to increase/ promote the language)</li> <li>• Immersion Centre open in north of county borough. Second immersion centre will open in the new build YGG Rhosafan</li> <li>• A new build 'Welsh Government flagship' school (net zero carbon), YGG Rhosafan will be built within 3 years</li> <li>• Childcare and wraparound facilities will be available in all WM schools within 18 months. Two WM schools currently without childcare/wraparound are in the process of opening these facilities.</li> <li>• The consultation for the Welsh Language Education Bill states that all schools will be Category 3</li> </ul>
We need another welsh primary school in port talbot	Education	
We also need more Welsh medium education schools and better facilities at those we currently have. More welsh medium schools spread out across the county Borough would help increase the number of Welsh speakers.	Education	
<p>Os yr ydym o ddifri ynglŷn â chynyddu'r nifer o siaradwyr Cymraeg tu fewn y Sir rhaid darparu fwy o ysgolion cynradd Cymraeg eu hiaith; un ysgol gynradd gyfrwng Cymraeg mae CCNPT wedi agor ers ei sefydlu. Agorwyd mwy o ysgolion Cymraeg eu hiaith ym Mhatagonia a Sir Fynwy dros yr un cyfnod nag yn CNPT.</p> <p>If we are serious about increasing the number of Welsh speakers inside the county, more Welsh-speaking primary schools must be provided; NPTC has only opened one Welsh-medium primary school since its inception. More Welsh-speaking schools were opened in Patagonia and Monmouthshire over the same period than in NPT.</p>	Education	

		<p>(WM) unless there is a strong case for an English medium (EM) school e.g. amalgamation of existing EM schools. In this case the amount of Welsh delivered will have to be increased within the new EM school.</p> <ul style="list-style-type: none"> <li>• The consultation for the Welsh Language Education Bill states that all schools will have to demonstrate progress along the language continuum towards level B2.</li> <li>• Clear quantitative targets to increase the percentage of pupils in WM education are set out clearly in the WESP.</li> </ul>
<p>I am a teacher who has recently completed the Welsh Sabbatical Course. This training was so beneficial for teachers who are teaching children in Wales.</p>	<p>Education</p>	<ul style="list-style-type: none"> <li>• WESP Outcome 7 addressed staffing and training needs. Support and a language acquisition continuum for teachers in EM schools is currently being mapped out.</li> <li>• Welsh Language Education Bill states that a centralised point of contact for training and language</li> </ul>

		development will be created within Wales to ensure consistency and availability of training and development.
Until there is agreement and standardisation in the Welsh language, the teaching of the language is flawed. This can be seen in how it is taught in Welsh first language schools and English first language schools, English first language schools use a teachers can be very scathing of. Also, you can have a group of Welsh teachers and non of them can agree on mutations or whether one word should be used or another	Education	<ul style="list-style-type: none"> <li>• The proposed Welsh Language Education Bill will ensure consistency on the language continuum in order to achieve level B2</li> <li>• Language progression also detailed in Curriculum for Wales</li> </ul>
Welsh language education needs to be promoted from the very start. Along with the offer of support to non welsh speaking parents- so that they are educated, to understand they will be able to support their children in the welsh schools.	Education	<ul style="list-style-type: none"> <li>• Addressed throughout WESP with main focus in Outcome 1. Work with Mudiad Meithrin, Menter Iaith CNPT and Early Years partners has commenced with the focus of promotion from pre-birth (midwifery) through to 18</li> <li>• Clear pathway and support to be mapped out in order to increase parental confidence.</li> <li>• Promotion also included in the Welsh Language Education Bill.</li> </ul>

<p>English speaking teachers should not be forced to deliver a curriculum in any other language. They should not be forced to waste their time trying to convince children that Welsh is useful when so very few believe it is useful. Have a two tier system based on parental choice - Welsh medium and English Medium schools. English medium schools should only teach curriculum Cymraeg eg celebration of being Welsh and Cynefin. For those parents who choose to send their child to a Welsh school courses should be made available to them to learn Welsh to support their children, but at a cost to them, not the tax payers, unless any family is in receipt of benefit and is unable to pay (it would be discriminatory and unfair to stop any person who truly wants to learn Welsh to support their child if they were unable to afford to do so).</p>	Education	<ul style="list-style-type: none"> <li>• Schools have a duty to deliver the Curriculum for Wales</li> </ul>
<p>The only way to truly encourage non-Welsh speakers learning Welsh is to have fully bilingual nursery and (ideally) Early Years educations so that every child is bilingual by the age of 5 or 7. Support this with classes for parents.</p>	Education	<ul style="list-style-type: none"> <li>• WESP outcome 1 supports the increase in Welsh-medium/ bilingual early years settings</li> <li>• WESP outcome 5 supports parents/ carers with a range of different opportunities from Welsh language courses and family</li> </ul>

		days to homework support and reading support classes
<p>Bilingualism doesn't work because the teachers in English medium schools *don't care for Cymraeg* nor do they seek to normalise it [from personal experience]. Teachers are overworked and underpaid, so only when there is a care and a framework to work from will it be cared for enough to be taught with care in English medium language schools. Being multi or bilingual is great and does work, the application of process and strategy as how to achieve it: is poor and does not work [in practice - from personal experience]. Focus on two fronts: Youth and Young parents/Young adults. Provide space and ability for elders [experts] to be present and included within the tuition process so that all are included, and try to make something cyclical in so that it becomes a self fulfilling tradition that the old come in to teach the new - an "art class of language" where you come to make art [regardless of quality, just the act of expressing ones self and having a place to do that and be valued for it].</p>	Education	<ul style="list-style-type: none"> <li>• WESP and Welsh Language Education Bill outlines the promotion strategies and available training and support that will be available for staff. This training will be structured to ensure progression and consistency.</li> <li>• Welsh Language Education Bill states that a centralised point of contact for training and language development will be created within Wales to ensure consistency and availability of training and development.</li> </ul>

<p>Parents should have a choice in what Language their children are taught - If you wish your child taught in Welsh there should be the option of a Welsh school however if you wish your child to be taught in English then you should also have that choice - The Welsh in Education Strategic Plan (WESP) 2022-2032 does not allow choice. The Welsh Language should not be more important than a child's education.</p>	Education	<ul style="list-style-type: none"> <li>• WESP must respond to targets set by WG in order to achieve the targets set out in Cymraeg 2050.</li> </ul>
<p>Support for parents who are non-welsh speakers to encourage uptake in schools. Bi-lingual homework. Bi-lingual resources from the school, given to the child/parents to practice at home</p>	Education	<p>This is addressed in the WESP - Outcomes 1 and 5</p>
<p>Ensure that English Medium language school welsh teachers are capable, that the English medium language schools actually adhere to the silibus and policies to actually teach Cymraeg as 1st language [and are supported to be able to adhere to the law - or penalised for breaking it]. [In Senedd] Devolve media powers to prevent UK Media xenophobia or hold it to account.</p>	Education	<ul style="list-style-type: none"> <li>• WESP and Welsh Language Education Bill outlines the promotion strategies and available training and support that will be available for staff. This training will be structured to ensure progression and consistency.</li> <li>• Welsh Language Education Bill states that a centralised point of contact for training and language development will be created within</li> </ul>

		Wales to ensure consistency and availability of training and development.
<p>Ar gyfer y grwp Facebook 'Homework Help' byddai'n dda hefyd i annog athrawon amrywiol i ymuno er mwyn cynnig cymorth sylweddol i rieni yn ogystal. Mae nifer o'r gweithredoedd uchod yn cael ei weithredu yn barod gan nifer o barteriaid y Cyngor sir. Mae'n bwysig nodi yn y dogfen yma beth yn union yw cyfraniad y cyngor sir tuag at y gwaith yma - mae amrywiaeth o ffyrdd gall y cyngor cefnogi'r gwaith yma yn ariannol, yn ymarferol ac yn strategol.</p> <p>(For the Facebook group 'Homework Help' it would also be good to encourage various teachers to join in order to offer significant support to parents as well. A number of the actions above are already being executed by a number of county council partners. It is important to note in this document exactly how the county council is contributing to this work - there are a range of ways in which the council can support this work financially, practically and strategically.)</p>	Education	<ul style="list-style-type: none"> <li>• WESP outcome 5 supports parents/ carers with a range of different opportunities from Welsh language courses and family days to homework support and reading support classes</li> <li>• Further support is in the process of being mapped out and will be rolled out to schools in the next academic year</li> </ul>

<p>Rhaid rhoi pob cymorth i ddysgwyr a rhieni plant ysgol mewn pob maes, hyn er mwyn iddynt magu hyder mewn siarad yr iaith Cymraeg ac mewn defnyddio'r iaith mewn pob agwedd o'u bywydau. Mae'n bwysig bod siaradwyr Cymraeg yn cael yr un cyfleodd i ddefnyddio'r iaith ac mae siaradwyr Saesneg.</p> <p>(Every support must be given to learners and parents of school children in all areas, so they gain confidence in speaking the Welsh language and in using the language in all aspects of their lives. It is important that Welsh speakers have the same opportunities to use the language as English speakers do.)</p>	Education	This is the main focus of all targets set out within the WESP
<p>All new signs in the county should have Welsh first, all new street names should be Welsh only, all new schools should either be Welsh medium or dual stream.</p>	Education Engineering and Transport	<ul style="list-style-type: none"> <li>• The consultation for the Welsh Language Education Bill states that all schools will be Category 3 (WM) unless there is a strong case for an English medium (EM) school e.g. amalgamation of existing EM schools. In this case the amount of Welsh delivered will have to be increased within the new EM school.</li> </ul>



		<ul style="list-style-type: none"> <li>• The 2 new planned schools within the WESP 10 year cycle will be Welsh-medium schools</li> <li>• YGG Rhosafan will have a new build flagship school (other new builds will be replacements of existing EM schools and not new schools)</li> <li>• Our Street Naming &amp; Numbering Policy document enforces the principle that all new street names will be in Welsh only.</li> </ul>
In terms of commemoration, Welsh true history needs to be taught. I was never taught any Welsh history in school.	Education Heritage, Culture Leisure and Tourism	This will form part of Curriculum for Wales and the Cynefin work within schools.
Having social centres across all parts of NPT, having drop in centres for tuition, open up closed spaces/shops into learning centres/dysgu cymraeg places, increase funding for teaching adults [I'd really appreciate that one], greater support for welsh language music venues/artists/poets, putting in a bid for the Eisteddfod [future perhaps?], creating welsh language tours for NPT [tourism/history and education], Putting on bi-lingual festivals	Education Heritage, Culture Leisure and Tourism Property and Regeneration	<ul style="list-style-type: none"> <li>• Educational aspects are addressed in Outcome 5 and 7 of the WESP.</li> <li>• Further support is in the process of being mapped out and will be rolled out in the next academic year.</li> <li>• All traffic signs are designed in compliance with the Traffic Signs</li> </ul>

<p>and events to help normalise use and ability/places to use Cymraeg. Create signage with helpful phrases in Cymraeg, alongside sign language [ways to be more inclusive of others and to normalise and help better communication all around]. Some ideas I'd love to see you implement</p>		<p>Manual &amp; General Directions 2016 together with the Welsh Government Guidance for Traffic Signs and Road Markings 2018, where the Welsh language is displayed above the English language. The same principles are applied to the replacement of existing traffic signs, and again the Welsh language is displayed above the English language.</p> <ul style="list-style-type: none"> <li>• All council owned vacant premises are available to let with any funded proposal to utilise premises for Welsh language learning centres would be considered.</li> </ul>
<p>Though, I would advise potentially explore the idea of using a colour coded system for different levels of speakers in events, where all levels of speakers [and non speakers] are welcome, but all events are able to cater to all different levels of Cymraeg. I would very much welcome events and festivals that are made for learners/non speakers to become more affluent and affiliated with Cymraeg - with</p>	<p>Heritage, Culture Leisure and Tourism</p>	<p>The Council's Culture Strategy will celebrate, promote and further develop the area's culture, heritage and leisure offer while recognising the role played by the Welsh language. One of the key themes in the strategy is 'Welsh at Heart' and</p>

<p>organisations/people there who are equipped to be able to help. Anything to reduce the intimidation factor that its made out to be [learning any language]. But offering welsh language tours [do we even have a tourism board anymore, or does Swansea still do it for us?], as well as making online content in both languages - would help demonstrate the leisure activities we have in NPT as well as our magical language and culture [which could be the tipping edge decision as to why others would come visit us!]</p>		<p>actions to exemplify this theme will also be included.</p>
<p>Important to consider how the Welsh language, heritage and culture is given the same relevance as English and how to engage with communities to achieve this</p>	<p>Heritage, Culture Leisure and Tourism</p>	
<p>I think many youths are resistant to using and learning Welsh at the best of times, if they are not speaking it at home, or in a Welsh school. My children would be deterred from accessing a youth club if it was in Welsh.</p>	<p>Youth Service</p>	<p>Awaiting response</p>
<p>Er mwyn normaleiddio'r Gymraeg ac i'r strategaeth fod yn llwyddianus, mae angen sicrhau bod y Gymraeg yn weladwy, er enghraifft, enwau Cymraeg yn unig ar ystadau o dai newydd. Hefyd, dylai fod popeth sydd yn</p>	<p>Planning Property and Regeneration</p>	<ul style="list-style-type: none"> <li>• All traffic signs are designed in compliance with the Traffic Signs Manual &amp; General Directions 2016 together with the Welsh Government Guidance for Traffic</li> </ul>

<p>cael eu rheoli gan y Cyngor fod yn ddwy- ieithog. Sylwais yn ddiweddar bod arwyddion Castell-nedd yn uniaith Saesneg, a dydy hyn ddim digon da.</p> <p>(In order for the Welsh language to be normalised and for the strategy to be successful, it is necessary to make the Welsh language visible, for example, Welsh-only names on new housing estates. Also, everything managed by the council should be bi-lingual. I noticed recently that Neath's signs are provided only in English, and this isn't good enough.)</p>		<p>Signs and Road Markings 2018, where the Welsh language is displayed above the English language. The same principles are applied to the replacement of existing traffic signs, and again the Welsh language is displayed above the English language.</p> <ul style="list-style-type: none"> <li>• Our Street Naming &amp; Numbering Policy document enforces the principle that all new street names will be in Welsh only</li> </ul>
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### Consultation & Engagement Plan

The plan below lists a range of engagement activities we undertook during the consultation period 17 April to 15 May 2023. The plan demonstrates we targeted a cross section of the community, including: the general public, those with protected characteristics, families, children and young people and partners.

What	Where
Consultation packs, containing the following: <ul style="list-style-type: none"> <li>• Reference copy of the draft Welsh Language Promotion Strategy including potential actions (English and Welsh)</li> <li>• Questionnaires (English and Welsh), replicating the online questionnaire</li> <li>• A post box for completed questionnaires</li> </ul>	Consultation packs were available in all council, and community libraries and in Neath and Port Talbot civic centres.
Corporate social media accounts (e.g. Facebook/Twitter)	Social media postings were communicated throughout the consultation period via Facebook and Twitter
Council Website	Online questionnaire and supporting materials published via a link from the Council's Welsh Language Standards webpage and the 'Have your say' webpage
Press Release	Via Council website and media contacts
Council's internal communications	The consultation was promoted via the Council's usual internal communications channels; including 'In the Loop', Sway, Yammer channels to encourage staff to give their views
Email with Web link	Email promoting the consultation was sent to internal and external stakeholders; for example town and community councils, NPTCVS, schools.
Awareness/consultation events	Engagement activities were held in various locations across the area during the four week period.

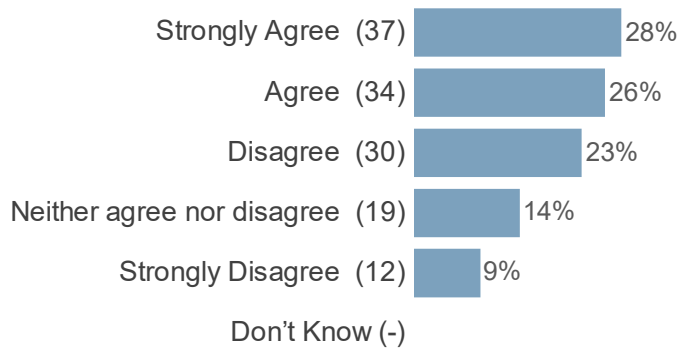
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# Welsh Language Promotion Strategy Consultation

This report was generated on 08/06/23. Overall 133 respondents completed this questionnaire. The report has been filtered to show the responses for 'All Respondents'. A total of 133 cases fall into this category.

The following charts are restricted to the top 12 codes.

## Do you agree with the vision:



## If Agree/Strongly agree please give your reasons

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It is an admirable vision and one that will support Welsh heritage and culture for future generations.

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We've just moved home from Ceredigion and want to continue our learners journey

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This is Wales.

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I sent my children to welsh school so that the language would continue. I love to hear the welsh language even though I can only understand a small amount of words.

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Mae rhaid ein bod ni'n gwerthu ein unigryw i aeth a dangos positif rwydd i'n cenhedlaeth nesaf

---

Cymraeg yw iaith y wlad felly dylset e fod yn weladwy fel y mae iaith yn wledydd eraill

---

cymraeg yn iaith byw, rhaid rhoi cyfle i bobl ei defnyddio, bob tro

---

Welsh needs to be normalised in NPT, not treated as an inconvenience as it was by the previous administration.

---

Welsh was suppressed, alngn with Celtic languages, time to correct that.

---

An important part of community identity especially in Gwaun Cae Gurwen and Lower Brynmanan.

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Castell nedd... Castle by the River Nedd... We have such RICH history and yet prior Labour councils have seen that hisotory eroded to cachu. I WHOLE-HEARTEDLY welcome greater use of Cymraeg and access to it/socials and events to help grow it!

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Most signs and information ,Place names arebin both english and welsh

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Mae normaleiddio'r Gymraeg yn ein cymuned yn hanfodol, ac os mae'r cyngor yn arwain ar hyn, byddwn mewn sefyllfa gwell i gynyddu'r nifer o bobl sy'n defnyddio'r iaith yn eu bywyd pob dydd.

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To combat the stigma around the language every day s must increase.

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Welsh is being more visible within daily lives, included on all literature, communications etc and it seems there is more emphasis and thought considered around the welsh language.

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Having moved into the area with my husband who is first language Welsh we have noticed more people speaking Welsh in everyday life compared to our previous council

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We should keep our language alive

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It is very important that we remember and keep the language of our country alive

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## If Agree/Strongly agree please give your reasons

More potential in future career prospects

It is important to retain the language and use it as a unique selling point for Wales.

I feel there is an increase in the amount of people interested in the Welsh language and even though I am a non Welsh speaker, I still love to hear the language in my community. An increase in the use of Welsh in the community would help learners and those who may have let their language skills decline and perhaps encourage those who have no knowledge to learn.

It's taught more in school. Those that can speak it is used a lot in the workplace.

Yn bwysig iawn bod yr iaith yn weladwy er mwyn dangos i ddarpar ddysgwyr bod gweth i'w ddysgu a rhaid rhoi'r cyfle i siaradwyr, boed yn ddysgwyr neu siaradwyr iaith gyntaf, i'w ddefnyddio yn eu bywyd dyddiol.

Should have English alongside Welsh i.e Bannau Breichiniog

It shouldn't be strange to hear Welsh being spoken

The history and fundamentals of the world make the universe

To help

Fel person Cymraeg iaith gyntaf byddwn i'n hoffi gweld mwy o lefydd/pobl yn hysbysu'r iaith. Y mwya sy'n cael ei siarad y mwya fydd pobol di-Gymraeg yr ardal yn sylweddoli ei bod hi'n iaith fyw.

I am a fluent welsh speaker and regularly converse in welsh with welsh speakers in my area.

As a Welsh speaker myself I believe it's important to promote our original language in Wales. It's also excellent for children to learn a second language.

I believe it's important to keep the Welsh language alive

I live with a welsh speaker and think its great more people speak pur language

I work in a gp surgery and I have taken calls from Welsh speaking patients and conversed back in Welsh. I have many fluent Welsh speaking member of my family and some who take Welsh lessons it is important to be able to speak out native tongue and many people are starting to learn the language such as my colleagues to help better communicate with patients who prefer to speak in Welsh rather than English.

People need to understand and be clear about the place of the language in our own lives and in our communities. The vision helps to strengthen an approach that will improve understanding and raise the profile of the Welsh language.

Mae'r Gymraeg yn iaith sy'n cael ei defnyddio pob dydd mewn nifer o ardaloedd ar draws y sir. Y gwir yw bod 'na rhai ardaloedd o fewn y sir ble mae'r mwyafrif yn siarad Cymraeg, gyda'r canrannau yn agos at yr uchaf yng Nghymry gyfan. Mae angen ymrwymiad y cyngor sir er mwyn sicrhau bod nifer cynyddol o bobl yn cael y cyfleoedd, ac yn cael eu cefnogi i allu defnyddio'r Gymraeg ym mhob agwedd posib. Dewis unigol y person dylai fod ynglyn â pha iaith maen nhw'n ei siarad, ond ar hyn o bryd oherwydd nifer o ffactorau, dyw pawb ddim yn cael y cyfle yna.

Positive encouragement is seriously needed. Heavy public promotion of bilingualism / multilingualism and the benefits of it is a need if this plan is to succeed. Encouragement of more use of Cymraeg at home and work and in social settings too. The above vision will work through positive action and a multilingual approach. The education system should be revised to ensure Welsh language study to fluency amongst the younger generations too and create bilingual / multilingual generations for the future.

Seems like the younger generation are speaking more welsh so would love to keep up with them

Welsh should be taught in schools ( Too much foreign language).

More children ready and happy to converse in welsh



## If Disagree/Strongly disagree please give your reasons

There is little promotion of the language in the communities other than signage

I don't believe the number of people who use the Welsh language in their daily lives is increasing. " In 2021, an estimated 538,000 usual residents in Wales aged three years and over (17.8%) reported being able to speak Welsh, which is a decrease since 2011 (562,000, 19.0%)." " The percentage of usual residents aged three years and over able to speak Welsh decreased between 2011 and 2021 in all local authorities except Cardiff, Vale of Glamorgan, Rhondda Cynon Taf, and Merthyr Tydfil." Office for National Statistics

Waste of public money

You need to teach it for free to people for them to be on board with it.

Majority of people feel Welsh lacks purpose in our communities and Government are artificially trying to relaunch it at great cost. Census figures suggest a decline.

I believe this is not achievable or wanted by people in this area

I've lived in Wales all my life, 50 years, and I don't know one person who speaks welsh fluently!

I am not witnessing more use of the language in the area, and can't find supporting data on this, in fact the only data I find is supporting the opposite. I do however accept that as a future vision, rather than a current one

There has been a rather large decline in the use of the Welsh language in all areas across Neath Port Talbot

Very few speak welsh in NPT

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected.

It has a significant presence in areas of the Borough but we find it is predominantly used by the older generation, so invariably it appears to be decreasing in usage.

Too much money spent on this.

People use English in NPT. Welsh is for tourists, the western fringe and school kids

The welsh language is in decline due to the diverse culture in the community and speaking welsh is seen as ignorant or rude by non welsh speakers. Leaving us almost scared to speak our own language.

Welsh is not visible in our communities, this is a waste of our time and resources.

Not seeing it

Those that want to use Welsh language already do, those that don't obviously don't want to

I don't know anyone who speaks welsh - I used to go to school in Swansea and I was taught the bare minimum of welsh, schools have not taught how to even hold a conversation in welsh and due to this generations in wales have lost out. Don't see the point in reintroducing because as parents we won't understand or be able to hold conversations with our kids around it

Not that well spoken in npt

It is visible in terms of signage, literature etc but it is not actively spoken in my area

I do not think it is very visible & most people will go through their day without seeing any Cymraeg, or at least, very little!

I feel the use of the Welsh language has decreased over the years. Even though my grandparents were Welsh speakers we were encouraged to speak English because it would open up more opportunities and less discrimination

Currently don't hear the language day to day in the community, even if people are able to converse to some extent. Lack of confidence to start conversing.

More can be done. Like coffee morning etc

very rarely used and only witnessed as greetings used

## If Disagree/Strongly disagree please give your reasons

It's barely heard in Port Talbot and there are little opportunities within the area for Welsh speakers.

I think availability/advertising of welsh language courses should be visable

In my opinion very few people I know speak the Welsh language which is a real shame

Because I do not speak it and it is very hard to understand them

The vision is bleak for the Welsh Language

It's not visible in this area. Why should it be? Who cares? There are more important things to think about.

To mush emphasis is placed on the welsh language. The gap between England and Wales re: wealth, education or health continues to widen every year. Narrowing the gap should be the top priority, the welsh language is an irritant.

Don't hear as much welsh spoken as I used to

Very low welsh speakers in Britton Ferry area

## Do you have any other suggestions about the vision?

I would think its growing in many communities but in decline in others.

Welsh language coffee shops were very popular in Ceredigion and could become so I'm not

By pushing this Welsh Government initiative makes people more resistant, carrot is better than stick!

Drop them

Hoffwn gweld llawer mwy o'n cyngorwyr yn dysgu/defnyddio'r iaith yn ei bywyd gwaith. Nhw sydd wedi cael eu hethol i gynrychioli ni a dal ein hiaith yn gyfartal â Saesneg

As above

Choice. Allow people to choose whether they want Welsh at the beginning of emails etc. Reduce pressures on English speaking schools to teach Welsh. Foster a love of Welsh through choice and necessity, not passive coercion

All new signs in the county should have Welsh first, all new street names should be Welsh only, all new schools should either be Welsh medium or dual stream.

Please make the transition sensible, putting up Welsh only signs nit helpful, especially on r l ads

Scrap it

No, as growth is an ideal vision.

Involve local schools to display child friendly welsh language in local towns and villages to engage all generations

Like Snowdonia, Snowdon and Brecon Beacons: Why don't we revert back to our Cymraeg name as a town? Please? Castell Nedd. Better describes my home than "NEEF" as its pronounced by some. I would appreciate a greater vision than "just being visible", because our road signs are just "visible" and that hasn't really done much to help boost or bulster the language. Also - it's not an irritation, it's our language.

No

If you want people to use Welsh in their daily lives to need to move away from the 'Welsh exactly the same as English' strategy. The majority of Welsh speakers in the area use colloquial Welsh (even if their English level is high) so the emphasis needs to be more conversational rather than formal Welsh speaking. People with high level English skills but colloquial Welsh are much more likely not to speak any Welsh rather than to try to speak a language they are not fluent in. Make speaking Welsh a fun thing to try for all ages rather than an chore.

Instead of having everything printed in welsh and english,and sent to the whole population, it should be sent in english with a freefone number to request in welsh, as it is only 14%of the population who want double language bills, circulars, etc this would save a vast amount of money,better spent elsewhere.

## Do you have any other suggestions about the vision?

All schools be Welsh medium

I think many are nervous to speak Welsh and it's more prevalent than anticipated.

It would be nice to include. The Welsh language will be promoted and the first language of choice, by Welsh speakers without repercussions.

Waste of tax payers money - had this of continued throughout generations it would of fine

Ambitious

Goid idea to promote welsh language

Not enough Welsh language - menus etc.

I believe the use of Welsh is increasing.

Increased welsh language provision in primary schools and early years groups

Welsh language is visible (for example, advert on YouTube) but still not used by an increased number of people in their daily lives - this I feel stem from Welsh speakers not encouraging others to use as they may find it inconvenient to do that.

It's great. I am English . I can only say "thank you very much". It's hard to learn for me I think I would need it really simple. I tried class last year just too hard but I am 71 not tutors fault.

I think its a great idea to be aiming towards increasing the number of welsh speakers. Is there any way of working with local education providers to seek to source affordable welsh language courses as the costs can be very off putting to many people

There are very little opportunities for Learners/ New Speakers to use and practice the language.

Mae'r gymraeg yn rhan a beth ydyn ni fel Cymry. Rhan bwysig.

Would like to see more promotion of Welsh Language.

No

Free Adult beginners classes and refresher classes would help.

In the future there should be: Provision of more opportunities for people to get together on an informal basis to be able to practice Welsh language skills or to learn in a non threatening environment.

Get people who are not Welsh to learn as well

More community awareness is needed.

Free welsh lessons for adults

No

Hoffwn awgrymu eich bod yn addasu'r weledigaeth i gynnwys y gair 'chlywadwy' hefyd - dyw e ddim yn digon i allu rhoi arwyddion ayyb lan mewn siopau neu mannau cyhoeddus, maen rhaid wirioneddol annog bobl i ddefnyddio'r Gymraeg sydd ganddynt, yn enwedig wrth ystyried bod Eisteddfod yr Urdd yn dod i'r ardal o fewn rhai blynnyddoedd - o fewn bywyd y strategaeth hon.

Children in Welsh language secondary schools are not the only individuals who are capable and want to follow the Welsh first language GCSE and A-level course. Those in secondary English medium schools are often forced to sit the Welsh second language exam as staff teaching the Welsh second language course do not seem to have the skills to teach the Welsh first language syllabus. e-sgol should offer GCSE Welsh 1st language as a course for every child in Wales who reaches a certain standard by the end of primary school, regardless of the school they attend, so that each child has the right to gain a Welsh first language qualification at secondary school. It should also offer the GCSE and A-level Welsh first language qualification to every Welsh adult who wants it so that those that have worked hard to master the language, gain a qualification they deserve. In the UK, IGCSE's are offered in English language and literature, French and Spanish - why not Welsh?

Simple night classes or podcasts for learning basic Welsh

Speak English first and then Welsh

It is visible in the form of signs(Be it road, shop, surgery or otherwise). But in my hometown(Port Talbot), you really hear it outside a couple of welsh coffee mornings.

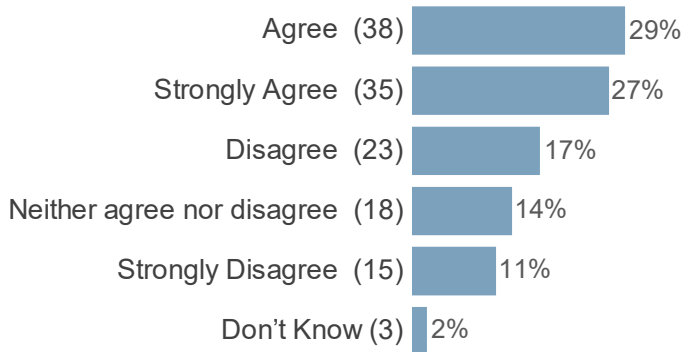
## Do you have any other suggestions about the vision?

Totally insular thinking. Typical of a backward - looking country!

While i visibly see welsh language across the local area, i'm not aware/heard of anyone speak or use welsh in day-to-day encounters. Which includes local businesses.

## The target is to increase the amount of Welsh speakers in NPT by 1% by the end of the 5 year strategy

### Do you agree with the target?



### If Agree/Strongly agree please give your reasons

I believe that it is important that the language flourishes and we encourage others to embrace our heritage

N/A

Promotion of the Welsh language is important.

Not an easy thing to do.

Eto mae'n bwysig annog ein hiaith a dangos balchder trwy siarad ac annog eraill I ddysgu a siarad.

Achievable if you teach for free yes

Itcis the language of our country

Mae 1% yn targed llai na beth bydde'n i wedi disgwyl, ond mae unrhyw twf yn rhywbeth dda.

Achievable with increase in Welsh speaking schools

Without knowing the baseline, it is difficult to evaluate 1% as a difficulty score. I'd like to see it higher although 1% of the entire population is around 1500 people

Be great to get more and more people to speak wesh

It will increase the pride in our Welsh language if more people are speaking it in the Borough.

Think we should actively promote increasing the number of Welsh speakers.

The figure is low enough to be achievable

Seems like an achievable target

Same as above.Both my grandchildren went to Welsh school and it's a pleasure to hear them conversing in Welsh

Improve career prospects

Our language

Should be more

I beleieve all children and adults should have a chance to learn to speak welsh

## If Agree/Strongly agree please give your reasons

Although I'd like the target to be higher I think it is more realistic and therefore achievable to aim for a 1 % increase.

It's important for future of Wales.

Very important to support the WAG target.

My husband was Welsh. Lovely man but couldn't speak it. He would love to, Welsh man from "Resolven". You sing the "Rhondda" or any well known chorus - Hymn. I try to sing only in Welsh. The Welsh are so "honourable" I love to hear it. It's a beautiful language Celtic never Scot. Yes something beautiful to stand up in pride to. I have lived here 34 years nearly. So have feel kind of Welsh.

Seems a reasonable target, as the census showed a decrease in NPT....so 1% seems realistic!

Os yw'r iaith yn mynd i fyw rhaid cynyddu nifer y siaradwyr ond, credaf fod gosod targed gynyddu nifer y siaradwyr i 1% yn unig yn siomedig o isel.

Its important.

Make a small start

The children are an answer, teach them at a young age.

Rwy'n credu bod 1% yn ffigwr realistig, oherwydd all Cymraeg fod yn iaith caled i'w ddysgu.

I think it's a crying shame that so many of us know so little of our native language, that it's not used enough

agree that 1% is achievable but important to aim higher and not rest on laurels and being more optimistic about this.

If not more

Dyw 1% yn fawr ddim. Wrth hyrwyddo'r iaith mwy dyle 1% fod yn hawdd i gyrraedd. Denu'r rhai sydd wedi stopio siarad Cymraeg i'w defnyddio eto.

We should be proud of our language, and should encourage speakers and learners to use day today.

1% is better than nothing but is this really challenging?

Should be more

It's important to have a target that is commensurate and proportionate to the population as a whole and to the current number of Welsh speakers in our area.

I think that this is achievable though I would had been a little more ambitious and gone for a slightly higher percentage.

Same as first page

Love to have availability to learn

It is important to preserve the Welsh language

To maintain local identity, set an achievable target

This seems a modest and nihilistic

Although I am not Welsh in origin I believe Welsh could and should be increased in NPT. I believe that the understanding of the welsh language is more favoured than verbally speaking it in the area, outside of schools.

Its a unique language, the more people aware of our heritage and the language, culture the better

Need to support regular use of welsh in NPT. More local population to speak welsh as its lanuage.

## If Disagree/Strongly disagree please give your reasons

Not high enough

Good luck with that. You might find that people don't want to be coerced into Welsh speaking.

Should be a higher target

Waste of public money

Dydy hyn ddim yn targed uchelgeisiol. Hyd y welai i ar foment yw bod y Cyngor yn gadael gormod o bethau i'r Fenter iaith ynglŷn â hybu defnydd o'n iaith

Should be higher

Unrealistic at current rate with current method of promotion.

I think a more ambitious target could be set.

This target is nowhere near ambitious enough, the Labour led council neglected Welsh medium education and the language for the 25 years they had in power. This council needs to be far more ambitious in increasing the number of Welsh speakers.

A costly vision

Stop forcing people who don't want to speak Welsh

There is absolutely no point. Waste of money

1% is an equivalent target of Rishi Sunak saying he's going to cut inflation [It was already going to happen - a non promise]. The consensus of 2021 says there's approx 145,000 people in NPT. Where, unless my math is off - 1% would be 1,450 - where there are less than 20,000 students across NPT's 63 schools, which would mean that 7.25% of those pupils would put you past that target [which I assume that statistic would be met by youths within the Welsh language schools of the 63 in NPT's remit]. Simply, You can do better/be more ambitious than doing literally nothing.

Doesn't feel very ambitious,

Why are we repeating these targets when clearly the last ones have not been reached? The budget for Npt is already stretched and communities needs and priorities have changed

Why does there need to be a target. An increase of 40% or a decrease 5% is not going to make a difference to the lives of people living in NPT.

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected.

Mae cynyddu'r nifer y siaradwyr o 1% yn ymdrech gwael iawn a ddim yn uchelgeisiol o gwbl. Mae rhaid i'r Cyngor newydd angen blaenoriaethu hwn, a dydy'r targed presenol ddim yn dangos ymrwymiad cadarnhaol.

The resources required are unequal to the returns.

Why so little?

5 years is a long time to increase by 1%. I feel it should be 1% per year.

Such a waste of time and resources for such a little gain.

What's the point?

Don't bother

I believe it should be greater than 1%

Higher % would be better.

I would have for a slightly higher target

With a Welsh medium primary and new comprehensive school the target should be higher

Dyw'r Fenter ddim yn credu bod y targed o 1% yn digon uchel. Targed y Llywodraeth yw i gyrraedd 1 miliwn o siaradwyr erbyn 2050, mae angen cynydd sylweddol yn nifer y siaradwyr yng Nghastell-nedd Port Talbot os yw'r Llywodraeth yn mynd i gyrraedd y miliwn.

Because I do not speak it

## If Disagree/Strongly disagree please give your reasons

The idea is just more narrow minded thinking. The area is full of English who are from cities like London, Birmingham, etc, who think of promoting Welsh is a waste of time.

There shouldn't be a target. Regarding language, those in power should react to what the people do, not proact to force change.

## Do you have other suggestions about the target?

Aim higher !

We're forced to have this target, so at least this is set at a realistic level

Forgot it

Speak to parent's of pre-school children, find them and encourage them and explain the benefits for their children as well as our heritage.

Gweld Cynghorwyr yn mynychu digwyddiadau Menter iaith/Cymreig a digwyddiadau y Cyngor. Eisiau positif rwydd am ein diwylliant

Gwneud yn statudol fod pawb sy'n gweithio i'r sir yn derbyn cwrs dysgu Cymraeg

I don't speak welsh neither does my husband but sent my children to a welsh school, they are both fluent, i would love to learn welsh but working full time, most local courses are in the day nothing caters for people working in the valleys

No

Choice.

A target of 25% of the population of NPT being Welsh speakers should be the minimum

Take this into account that not all of the people in NPT want to speak welsh

Scrap it

I'd prefer it to be a target increase as a percentage of the percentage, that is to say that we'd like to increase the number of welsh speakers as a % of welsh speakers, as opposed to % of population. If the number of welsh speakers is 5% for instance, the actual number would be around 7500 then increasing by 1% is tiny.

Offer more social events in NPT such as coffee mornings, music events, children's clubs

Aim higher. The higher end of single digits or even attempt double digits. Targets and strategies are just that, if you shoot for the stars it doesn't matter if you undershoot because you're still flying. But if you're stuck belittling yourselves and us to designing paper planes: we'll never get it off the ground. Please, bring a cohesive plan together as how to achiev a better target because 1% is pitiful and not a strategy but allowing nature to take its course and taking credit for it.

More help from welsh speakers

Lower the target by 50%?

Do away with a target

What do you define as a Welsh Speaker? Someone who can (and is comfortable) ordering bread at the bakery and passing the time of day in the Welsh medium or who feels their Welsh is sufficient to work through the medium of Welsh (there is a big difference)

The target should be bolder and leverage the economic potential as well.

It doesn't seem very ambitious. So approximately 50 years to increase it by 10%?

Increase the target.

Make Welsh classes for learners of all ages free.

Provide more free opportunities to learn the language.

Schools must be supported.

We need another welsh primary school in port talbot

## Do you have other suggestions about the target?

Not knowing the exact nature of what challenges of the matter in NPT regarding Welsh language uptake and how to measure the target - who can say.

I think the aim of increasing Welsh speakers is a good one, but it is difficult to set/achieve a target as there are many different factors that will affect this

Y broblem yw perswadio plant sydd wedi mynydu ein hepgoliau cymraeg i siarad yr iaith.

Fe ddylem ni canolbwyntio ar gael pobl ifanc (16-25) yn dysgu Cymraeg, os nad ydynt wedi cael addysg trwy gyfrwng y gymraeg. Fe allwn gwneud hon yn bennaf trwy ein tudalennau Cyfryngau Cymdeithasol e.g. sesiynau dysgu Cymraeg ar-lein.

More

No

A higher target would be better.

It's a good goal to have 1% but I feel like that could be made a higher percentage of people speaking else's with the right campaigns and information being provided. Such as where Welsh lessons take place. How to get into a Welsh language class.

No

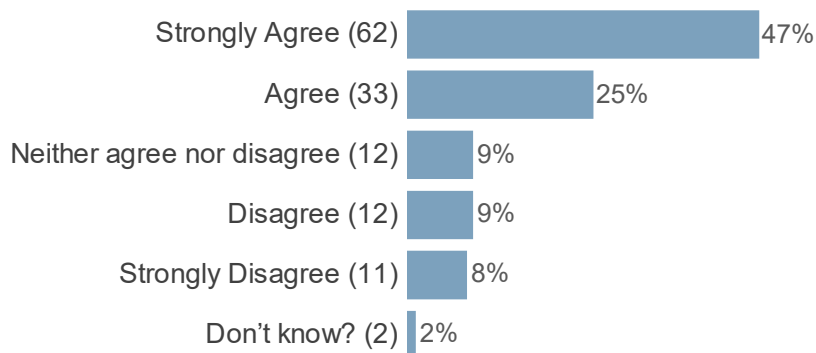
English first then Welsh

People are not interested unless brought up in a family of Welsh speakers

Don't bother. Spend the money cleaning town centres, encouraging businesses! No wonder the area is filthy and deprived when you waste money on nonsense.

Free language classes in all areas of NPT.

## Do you agree with the following strategic theme? (Increasing the number of Welsh speakers)



## Please give the reason for your answer

I believe that it is important that the language flourishes and we encourage others to embrace our heritage

Valuable and measurable strategic target.

Again the more Welsh speakers there are the better

Not everyone wants to speak Welsh and this can be for various reasons: 1. Don't want to. 2. Disability. 3. Gender lead language. And there are probably more reasons....

I am indifferent. I respect and appreciate the Welsh language as a historical and cultural element of value, but I disagree with prioritising it over other languages and subjects that need focus and attention as well as money invested in it.

The emphasis upon Welsh language alienates non-Welsh speakers



## Please give the reason for your answer

This is Wales

Waste of public money

I think it will be hard to get adults to commit to learning and so the increase will only be done through parents sending their children to Welsh medium schools which isn't always easy.

Wedi bod yn ffodus i gynrychioli Bwrdd Twristiaeth Cymru mewn Ffair gwerthu gwyliau. Roedd asiantau (travel agents/Reps) yn cerdded heibio i stondinau Llundain Blackpool ac yn dangos llawer o diddordeb yn ein grŵp oedd yn chwarae and canu caneuon Cymraeg.

Cymraeg yw'r iaith y wlad! Mae'r iaith wedi dioddef ers blynyddoedd o gael ei hanwybyddu ond bellach gellir ailysgrifennu ein hanes a dylai fod yn flaenoriaeth. Byddwn wrth fy modd yn gweld y wlad hon fel llawer o rai eraill gyda'i iaith a chael Cymraeg fel ein hiaith gyntaf

U need to increase the number of learners of the language in order to get Welsh speakers....

Money would be better spent on improving life in Wales. Making us sector leading in different areas eg education, health, business, tech. Not spending money on something that won't improve the lives of citizens.

We should be proud of our Language and more people need to learn it.

More people should be able to speak our native tongue.

bydd unrhyw peth sy'n creu twf yn dda.

As long as its done sensibly.

Encouraging new learners is vital to maintain language and culture.

It is a costly vision

It should be a choice

There is no point. It's a dying language

We must keep our language alive

I have recently learnt the language coming from a very limited background. As a teacher in primary education and now working within the authority to promote welsh I believe it is vital that we aim for more welsh speakers, not only capturing the interests of our pupils but involving their families too

YES! I am a child of bilingualism - where it did not work. I came out the better side of it, because I've always been fascinated by Cymraeg but from going to an English Language school: I feel robbed of not being able to speak our mother tongue fluently and has left me and many in my position in a limbo of not knowing enough to be fluent but knowing a bit more than basic as to be in no mans land of understanding how to better ones ability or where to use and practice it with others [because if you dont use it - you lose it!]. It took me to travel to Caernarfon to realise that our language is not Dead or dying - but attempted genocide/actively being attacked and murdered. I don't want the next generations to have to travel to understand this, I'd like them to know where they are from and for them to be multilinguistic: but to be able to think and converse and engage with the world in Cymraeg! It is so liberating and what I feel helps make us wiser overall from gaining new perspectives as how to experience the same things but in different mindsets [or languages].

To comprehend and understand our native language

If the Welsh language has declined across the borough, why the need to increase welsh speakers? People are clearly not interested not even in the most avid welsh speaking communities eg Brynamman, Gwaen Cae Gurwen. Perhaps if employers and businesses in Npt and Wales were to offer increased salaries/wages to those who speak Welsh, then you might see sn increase in people wanting to learn the language?

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected.

What level of Welsh competence constitutes a 'Welsh Speaker'?

As above

## Please give the reason for your answer

As above

Why force people to speak a language that will be of little use to them other than in the confines of wales. And yes,i am welsh born and bred but have no desire to learn the language.

Its political by design. Focus on resourcing schools for relevant subjects.

Most day to day welsh is very basic and should be achievable. Small interactions in shops, businesses etc all help to create a more positive image of the language. We also need more Welsh medium education schools and better facilities at those we currently have. More welsh medium schools spread out across the county Borough would help increase the number of Welsh speakers.

It is our national language and focus should be on preserving and encouraging it.

As above

to keep our language and heritage alive and help young people feel part of our country

Heritage culture our language incease childrens ability to learn as they would benefit from being bi lingual

I think it is awful that a lot of welsh people cannot speak the language

It's our cultural history and a key part of our identity.

Welsh is important to Wales, Neath is very English speaking compared to some of it's surrounding valleys.

It is crucial to maintain and protect our language for the identity and confidence of the nation.

What does this achieve? Prioritising learning Welsh limits us as it is a dead language that no one really uses, encouraging the public to learn languages that are still used today i.e. French, Spanish, German, Manadarin etc would help more.

No point

3 generations taught bare minimum welsh in schools, what's the point now?

Good that welsh people speak Welsh

To work towards the governments Cymraeg 2050 vision

I believe Welsh to be advantageous for career and being bilingual is an asset

Having more languages is a good thing

Our Welsh language is something we should be proud of. Increasing the number of speakers is a positive step.

Because it's right

Agree that this something that should be should be striving to achieve

We should do all we can to save & help the language prosper.

Yr un rheswm ac ateb 2

Its good for all

Welsh language ought to be promoted always!

Send them out to spread the gospel like last year Wales No.2 most beautiful beach in the world Rhosilli - voted just that.

Mae'n hynod o bwysig i gadw'r iaith yn fyw. Er mwyn gwneud hynny, mae yna rhaid i ni ddatblygu siaradwyr Cymraeg newydd i gario'r iaith i'r genhedlaeth nesaf.

By increasing the number of Welsh speakers now, I would hope it would be passed on through families to the next generations.

Important to keep the language alive for future generations in all settings.

It is our language. It is part of our culture and who we are. I've lost count I'd the amount of people who say they wish they could speak Welsh

I feel like more needs to be done by making it inclusive to everyone

## Please give the reason for your answer

We should be proud of our language, and have a duty to keep the language alive.

It is difficult to find Welsh speakers

We and in Wales and this is our unique language which sets us apart from other countries. It is also the oldest language in Europe and needs to be protected yet celebrated.

Paet of heritage

I personally believe every Welsh person should be making that effort to be able to speak our mother tongue. It was banned and beaten from us yet it has survived. I believe that alone should be enough to motivate anyone to learn but unfortunately it's not which is why the language needs to be promoted and encouraged.

It's important to have a target that is commensurate and proportionate to the population as a whole and to the current number of Welsh speakers in our area.

Mae Strategaeth Cymraeg 2050 yn rhywbeth maen rhaid i'r Cyngor Sir cyfrannu tuag at, ac felly dyma'r lleiaf o beth dyle'r cyngor bod yn ei wneud. Er mwyn cyrraedd miliwn o siaradwyr erbyn 2050, dylai fod tatgedau uchelgeisiol gyda'r cyngor er mwyn cynyddu'r nifer y siaradwyr Cymraeg.

I believe the science also says there are health benefits to being bilingual. I think increasing Welsh speakers would be a benefit for the language and its speakers.

Helps to know and keep the language alive

It would be a good thing especially as we live in Wales

As before

Its totally irrelevant in everyday living, and in the wider world.

See previous answers

Its down to personal choice, so how can you encourage people.

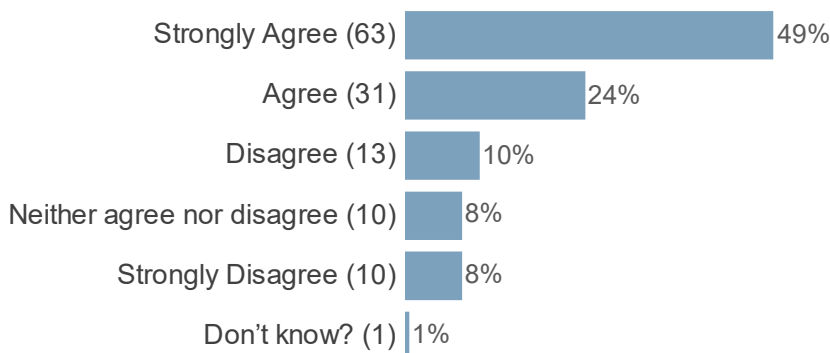
Cultural importance.

It depends how you intend to increase welsh speakers. if its meant as like encouraging local adults to speak welsh in situations then I agree. But if increase means putting more pressure on school children I disagree, as they're already got much to learn and take in that public pressure could have the opposite affect.

Welsh speakers have a greater connection to our heritage and culture and as a separate nation.

Support welsh language

## Do you agree with the following strategic theme? (Increasing the use of Welsh)



## Please give the reason for your answer

I believe that it is important that the language flourishes and we encourage others to embrace our heritage

Supportive of a strong sense of pride/place in NPT culture and heritage.

Yes having better use of the language in communities should be encouraged.

See above

I'm not sure of what benefit or value it is to our society as a whole

The emphasis upon Welsh language alienates non-Welsh speakers

No use people being able to speak Welsh if they don't use it

Waste of public money

I think it's nice to use Welsh if you can even saying thank you, or the most basic statements.

Does dim pwynt dysgu plant yr iaith yn yr ysgol os nad i nhw'n gweld e'n cael ei ddefnyddio yn gyhoeddus/yn y tŷ. Felly, mae dyletswydd ar y Cyngor a'r Cynghorwyr i hybu defnydd yr iaith ac i ddilyn y ffordd.

Gweler uchod

Beneficial all round as stated my children are both fluent it benefitted immensely on employment and one of them doesn't even live in wales now, it opens up opportunities speaking two languages

See above

As above

Trwy defnyddio cymraeg a'i wneud yn weledol bydd y nifer o bobl sydd yn fodol defnyddio cymraeg yn tyfu, a bydd hyder yn cynyddu

Encouraging those who already know Welsh to use it.

Forcing the Welsh language on people will cause them to resist its use

As above

No point whatsoever. Complete waste of money

Knowing and using the language are different things, if we don't use, we forget.

The more opportunities to use welsh and visual signage in our areas will increase the use of welsh and encourage it to be part of our routines

I strongly agree with increasing Cymraeg, but you sincerely need to aim higher than 1% off the floor and be more open with your ideas and plans as how you seek to achieve them. Also, revert back to our Cymraeg name and that'll be a great start!

By having bilingual messagere etc to translate language

My opinion is that young children should be still given the opportunity to learn the Welsh language, so they can make an informed choice of whether they wish to continue using it. Are we wasting resources in doing so though, when the statistics demonstrate the obvious decline in the Welsh language use across our communities?

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected.

It must be a pleasurable experience rather than a chore

As above

As above

Hyd yn oed os nad yw pawb yn rhygl, mae defnydd pob dydd o'r Gymraeg yn cadw'r iaith, ein hanes, a'n diwylliant yn fyw.

As above

## Please give the reason for your answer

All Council events should increase the use of Welsh and as much of it to be bilingual. Also, there needs to be more Welsh language events

They go together, there's no point in increasing the number of Welsh speakers if they are not then using the language. It should be more prominent in our lives and it might then encourage others to learn.

as above

Welsh is important to Wales, Neath is very English speaking compared to some of its surrounding valleys.

Bilingualism is a benefit to us all helping youngsters to learn on a different level, and maintains Wales individuality as a nation.

It has no relevance to our day to day lives, learn it as a hobby if you like but we shouldn't be forcing strategies where our focus could be used elsewhere i.e. road maintenance, better healthcare.

No point

We live in Wales. Welsh language should be more prominent

To 'normalise' the use of the language and therefore encourage more people to use Welsh in their daily lives.

The more it is used, the more people will be confident to learn

Useful to be able to speak and practice languages learn is great

Being a Welsh learner, I value being able to try to use, or hearing others use the language.

If kids from grade 1 are taught a little. Other countries have like America different national in their areas. Speak automatic

Welsh speakers in this area have very limited opportunities to use the language. Especially younger speakers who work etc. As meet-ups are usually in the day, when most people are working.

Yr un rheswm ac ateb 1

Its important to many people

Don't be belligerent. Don't shove it down peoples throats.

To improve numbers of Welsh speakers, the use of Welsh and increased positiveness.

Mae'n hynod o bwysig i gadw'r iaith yn fyw. Er mwyn gwneud hynny, mae yna rhaid i ni ddatblygu siaradwyr Cymraeg newydd i gario'r iaith i'r genhedlaeth nesaf.

We should be proud of our native language

Bilingualism can be advantageous in education and work settings so important to access the language as early as possible.

For too long it has been difficult to access services through the medium of Welsh.

We should be proud of our language, and encourage all to use it day to day with no shame.

I feel customers should be able to opt out, especially as printing costs are high and literature not used

As above.

It's important as a Welsh person myself to be able to speak my language and I believe that every should be able to. It's our language the language of our land our people and our ancestors. And it's time we reclaim that language and make it thrive

It's important to develop a culture where existing Welsh language speakers are given the opportunity and encouragement to use the language more freely and extensively in their professional and personal lives. The same encouragement should be given to learners of Welsh.

Yr unig ffordd i greu siaradwyr Cymraeg go iawn yw bod ganddynt cyfleoedd i ddefnyddio'r Gymraeg.

Encourages people to learn Welsh

As above

**Please give the reason for your answer**

As before

Waste of money and resources that could be better spent.

Ditto

See above

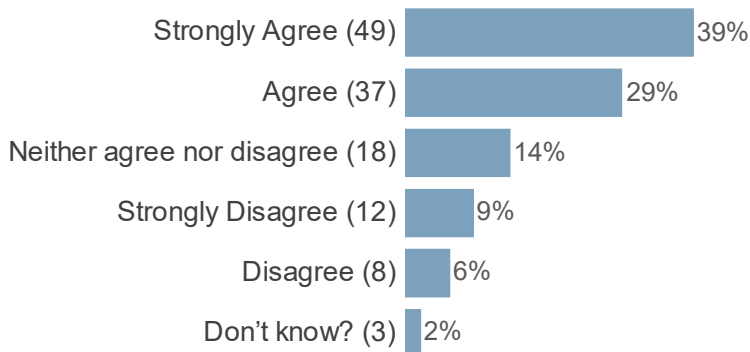
Make welsh regular on daily basis

Visually seeing welsh will help people become more familiar with understanding it. Which could potentially encourage people to speak or learn to speak it

Always a pleasure to hear it spoken

As above

**Do you agree with the following strategic theme? (Creating favourable conditions – infrastructure and context)**



**Please give the reason for your answer**

I believe that it is important that the language flourishes and we encourage others to embrace our heritage, offering more opportunities to communities to promote, hold courses and events associated with the Welsh language, in a positive and inclusive manner

Infrastructure is one of the main problems, especially signage which provides immense problems for anyone with reading difficulties, such as Dyslexia.

The emphasis upon Welsh language alienates non-Welsh speakers, but we're being forced to do this

Waste of public money

By putting up signs/stickers for items so that people are aware of the Welsh for things. Asking people if they want communication through the medium of Welsh, so they don't get annoyed having both and wasting paper (although I think this is WG policy to send both).

Rhan annatod o hybu'n iaith

Annog a dathlu'r iaith

See above

bydd hyn yn rhoi hyder i bobl

Sidelining non Welsh speakers is decisive, needs to be inclusive. Also, is the language standardised enough?

Need to have a wide range of access to Welsh language and learning opportunities.

To be perfectly honest, I don't understand the question

Stop wasting public money, and give people a choice

No one will use

## Please give the reason for your answer

This is too vague a description really what exactly is a 'favourable condition, infrastructure or context? If that refers to having everything in Welsh and having to request English versions then I 100% disagree as that is forced use which can only create resentment.

It is important to create a positive attitude towards Welsh in NPT. Making learning accessible to all, making learning fun and engaging for all ages

Having social centres across all parts of NPT, having drop in centres for tuition, open up closed spaces/shops into learning centres/dysgu Cymraeg places, increase funding for teaching adults [I'd really appreciate that one], greater support for Welsh language music venues/artists/poets, putting in a bid for the Eisteddfod [future perhaps?], creating Welsh language tours for NPT [tourism/history and education], Putting on bi-lingual festivals and events to help normalise use and ability/places to use Cymraeg. Create signage with helpful phrases in Cymraeg, alongside sign language [ways to be more inclusive of others and to normalise and help better communication all around]. Some ideas I'd love to see you implement

Not sure how to answer

I'm not convinced it's a wise decision during the current climate of an increased cost of living crisis, to pour more money into an already overstretched budget.

I'm assuming that money and resources are being poured into this endeavour. I think this money could be better spent on supporting residents at this time - cost of living crisis!

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected.

Move away from the business model for Welsh inclusion ie more Welsh signs, translate everything etc which is costly and usually ends up in the bin as only a very small number of fluent Welsh speaker would choose to read a Welsh translation rather than an English document - Instead offer Welsh coffee mornings, Parent and Child events with a Welsh theme that encourages use of Language in a small way. Take away the barriers between being a 'Welsh Speaker' or an 'English Speaker' which is very divisive ...make it so that a little conversational Welsh is considered great (fluency not required)

Yes these are required to enhance the use of Welsh and promote it

Again, money can be used where desperately needed, not on this initiative.

Use the money on alternative infrastructure. Better services and schools.

In order to be able to meet the objectives, the conditions need to be favourable to do so. We need more Welsh language medium places for people to converse, more opportunities within daily lives for people to learn, it should be part of school / work life.

to make the language more relevant to everyone

Key early win potential.

Again maintaining the Welsh individuality and identity.

Signs that convey important information like road signs should be in English first then Welsh

Cost prohibitive when money is bedded for more important issues

Welsh language needs to be visible

Just don't force it down peoples throat, this can be a very nice initiative

I believe this will help increase the number of Welsh speakers and the use of the Welsh language

Yes but remember some learn quicker than others so for "Granny" here it has to be slow.

Er mwyn dangos i ddysgwyr bod gwerth i'w ddysgu a bod y cyngor yn rhoi'r un pwyslais a defnydd o'r Gymraeg ac maent yn rhoi i'r Saesneg, a dim fel atodiad dibwys ac mewn ffont llai na'r fersiwn Saesneg.

Promote Welsh Culture

Being able to use the Welsh that you have learned is hugely important to keep it going

## Please give the reason for your answer

Important that people are able to learn in an enjoyable environment that is accessible and at a level that is right for them and that is also progressive as needed to improve over time.

Everyone should have the right to live their life through the medium of cymraeg.

Not sure

neither agree or disagree

It is the only way to ensure an increased use of the language.

Linked to 3a above. Greater access to (free) translation facilities, for example, could help those make greater use of the Welsh language in professional life. It also helps increase the exposure of the language in public and work places, and in leisure, tourism and heritage.

Mae'r amodau ffafriol yma yn gwneud y Gymraeg yn fwy weledol a chlywadwy, ac yn dangos i bawb o fewn y sir - beth bynnag eu sgiliau iaith - bod y Gymraeg yn rhan o fywyd pob dydd, a'i fod yn rhywbeth i ymfalchio ynddo.

See q3

More access through media learning

Welsh taught in school to a greater extent

As above

There are far more important things to concentrate on.

How?

Employ welsh language ambassador in NPT whose role is to encourage and promote welsh in daily life.

Not sure what you mean

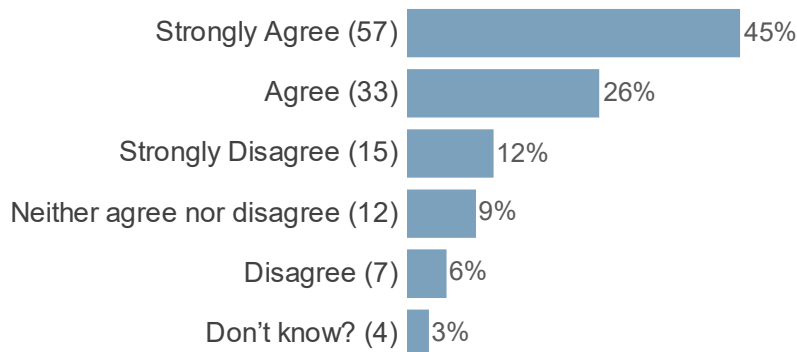
More opportunity to see the language spoken as useful and 'normal'.

## Do you agree that the areas of work/potential actions listed below will help us achieve each strategic theme and vision

### Strategic Theme 1: Increasing the numbers of Welsh speakers

#### Vision: More people speak Welsh

#### Key areas of Work (Support the implementation of the Welsh in Education Strategic Plan (WESP) 2022-2032 )



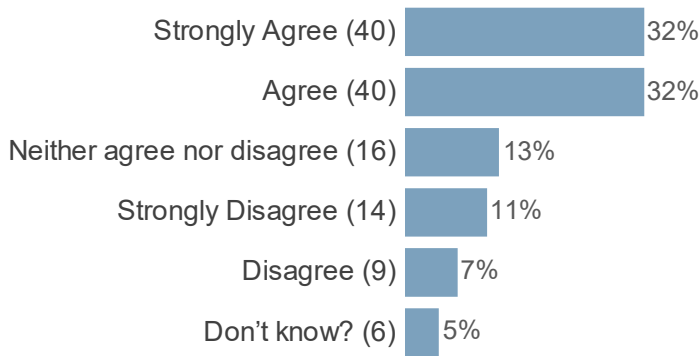


**Do you agree that the areas of work/potential actions listed below will help us achieve each strategic theme and vision**

**Strategic Theme 1: Increasing the numbers of Welsh speakers**

**Vision: More people speak Welsh**

**Key areas of Work (Language transmission in the home)**

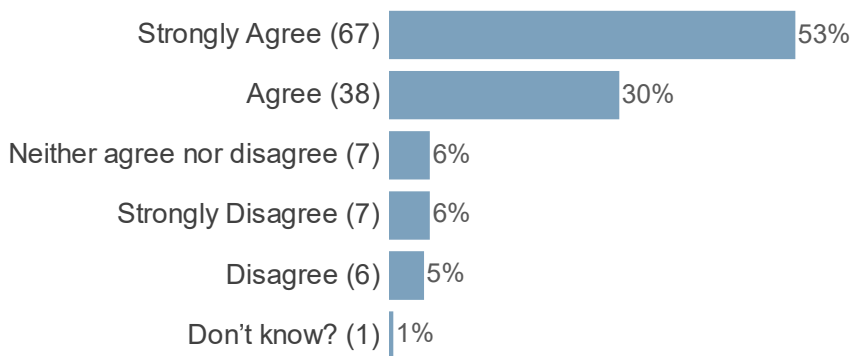


**Do you agree that the areas of work/potential actions listed below will help us achieve each strategic theme and vision**

**Strategic Theme 1: Increasing the numbers of Welsh speakers**

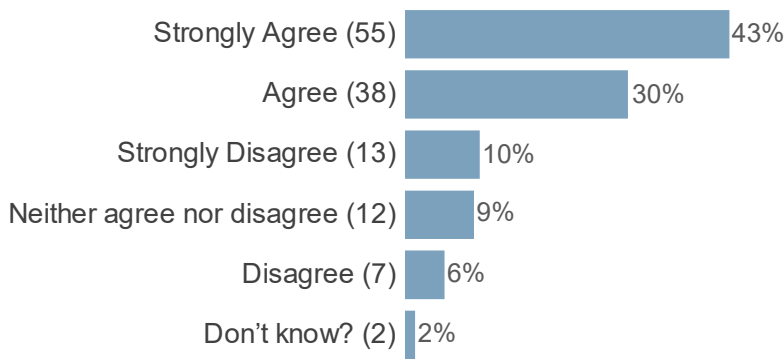
**Vision: More people speak Welsh**

**Key areas of Work (Support people learning/speaking Welsh)**



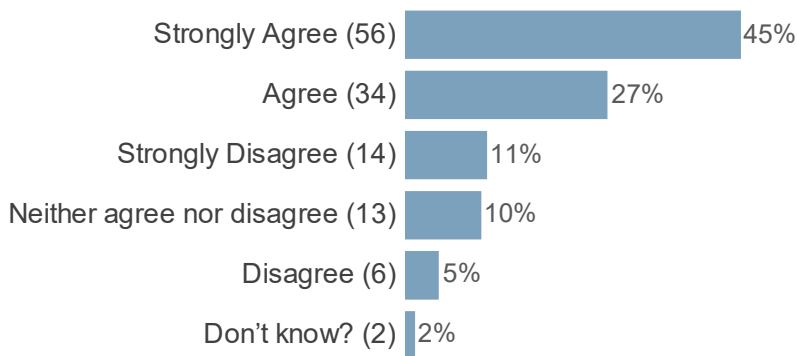
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Promote the 'Welsh Homework Help' Facebook group to all pupils from non-Welsh speaking families in years 5 and 6 from who attend Welsh medium schools.)



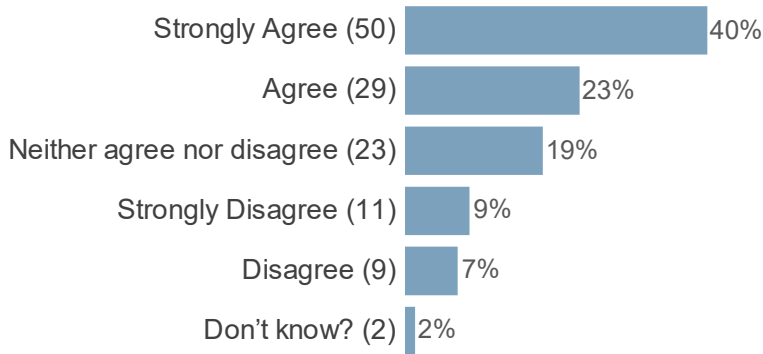
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Promote the 'Welsh Homework Help' Facebook group to all pupils from non-Welsh speaking families in years 7 and 8 who attend Welsh medium schools. )



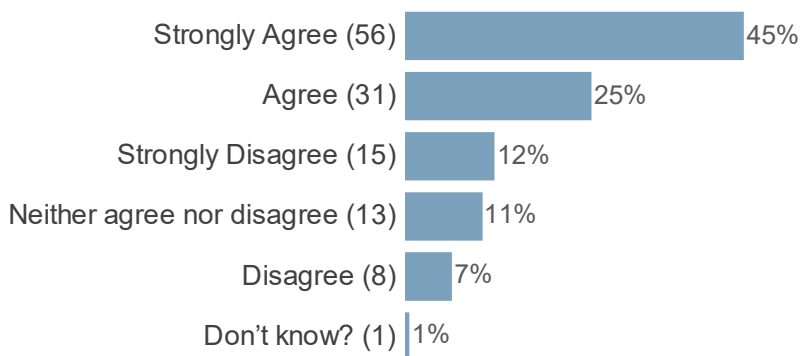
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Update and promote the 'Benefits of Bilingualism' booklet. )



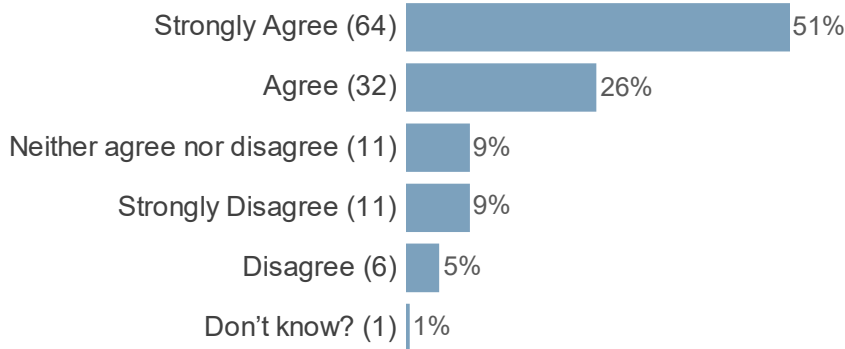
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Promote Welsh language/Welsh-medium education among non-Welsh speaking families to increase/support language awareness )



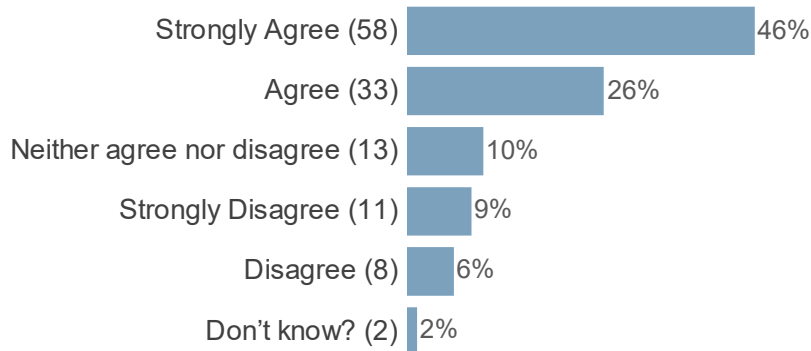
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Establish and promote Welsh language courses for parents who send their children to Welsh-medium primary schools.)



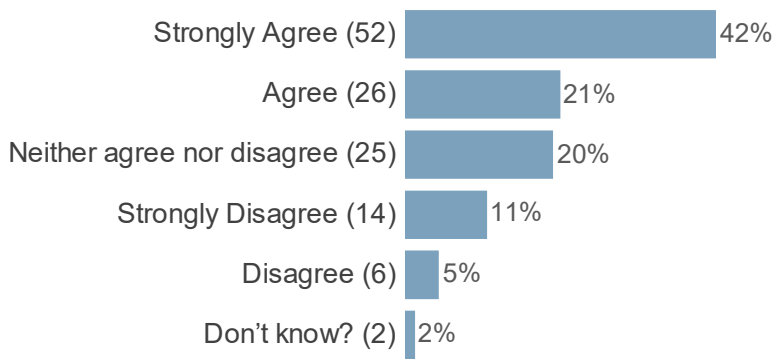
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Develop appropriate courses and support for teaching and non-teaching staff learning Welsh )



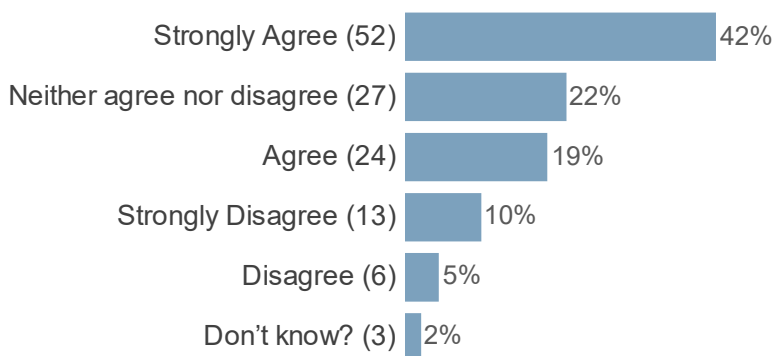
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Explore potential barriers to and increase the take up of Welsh medium education by children from Black Asian and Minority Ethnic (BME) communities and other underrepresented groups.)



Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Explore potential barriers to and increase the take up of adult Welsh language courses amongst BME communities and other underrepresented groups)



If Agree/Strongly agree please give your reasons

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I believe that it is important that the language flourishes and we encourage others to embrace our heritage

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I think all of these things could have a positive impact.

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## If Agree/Strongly agree please give your reasons

I am not sure bilingualism in Wales should be more focused on Welsh than any other language. I find more people who speak Eastern European and Asian languages in my community, than who speak Welsh. Welsh only benefits people who wish to live and work in Wales and therefore is not overly appealing to a large number of people.

It's a key part of the process - but there should be forward planning towards 100% of education being through Welsh

I agree that support should be available for non-welsh speaking parents, maybe not solely through facebook. Conversational Welsh could be offered during the working/school day for parents. I think barriers to not choosing to learn the language could be explored but ultimately it's individual choice.

Doedd y rhestrau uchod ddim yn gweithio

Annog a dathlu'r Cymraef

See above comments i was given no help when my children were in school and i would have so taken this up. I would still like to learn if an evening course was local

You can't prioritise those in the luxurious position of sending their children to a Welsh school support all people, by teaching the language for free. Supporting only parents of the Welsh speak schools is elitist

English speaking teachers should not be forced to deliver a curriculum in any other language. They should not be forced to waste their time trying to convince children that Welsh is useful when so very few believe it is useful. Have a two tier system based on parental choice - Welsh medium and English Medium schools. English medium schools should only teach curriculum Cymraeg eg celebration of being Welsh and Cynefin. For those parents who choose to send their child to a Welsh school courses should be made available to them to learn Welsh to support their children, but at a cost to them, not the tax payers, unless any family is in receipt of benefit and is unable to pay (it would be discriminatory and unfair to stop any person who truly wants to learn Welsh to support their child if they were unable to afford to do so).

Very important to use and try to learn the Welsh language.

ma' rhain i gyd yn synwyr dda.

Parents have difficulty supporting their children learning Welsh at school.

I am disappointed that there is nothing there to promote the language to adults who don't have children in Welsh medium schools, it is almost exclusionary. An example is myself, My children are beyond school age, and as a result I am excluded from the plan? I volunteer a lot yet have to motivate myself, and pay myself, to learn the language. free Welsh language education should be available for all.

Because I wish that these things were already in place when I was a youth so that I wouldn't require this much support right now and would be fluent already! Youths have some support but more support is needed for English medium schools and for parents of children who have sent their children to be fluent in Cymraeg but aren't themselves. Anything to help increase use in the household, however, young parents also have some support from the Senedd but there is almost no support for anyone over 25 [Millennials keep on getting overlooked for all support]. Please don't limit your scope to just speaking language, but interacting with language via music/poetry/art/expression. I've personally found learning music easier by learning music - because I actively wanted to learn how to sing and play the songs, and just wish I had a teacher to help fill me in on what I was saying and to pontificate over the reasons they chose these words and what they poetically portray! I'd be writing my own music yn Gymraeg now if that were the case! But please, don't do the bare minimum.

Promoting the education of learning the language

I agree to exploring what the potential barriers of learning Welsh are but surely the outcomes of that exploration should determine whether there is a need for increasing the take up or not?

Children from non-welsh language backgrounds are at a disadvantage in a Welsh Language school as parents are unable to assist with homework etc (this is first hand experience as a person who was taught in the Welsh Language from an English speaking background)

## If Agree/Strongly agree please give your reasons

The increase in ways to make it easier for people to learn Welsh the more chance there is of the strategy succeeding.

More emphasis on supporting non welsh speakers will encourage and give confidence to those that wish for their children to attend a welsh medium school, or are learning the language

My youngest two children are aged 3 and 4. I really wanted them to attend a welsh medium school but unfortunately there were no places available when I applied, which meant my children missed out on learning the welsh language in their everyday life. I would have loved them to start speaking welsh at a young age and carry it on through life. I feel like unless your children attend a welsh medium school then they are missing out on fluently learning the language.

You need courses for parents that aren't just learning 'bore da'. Those are great, but parents need to progress beyond it to help their children or speak the language themselves.

I feel these things would positively promote the language, which is sometimes seen as uncool or old fashioned by youngsters and discouraged and made fun of.

Not everyone has Facebook so these methods may not always prove successful. There is definitely a greater need for more Welsh language schools, not just 'old disused schools' but new build schools with extra facilities

I am a teacher who has recently completed the Welsh Sabbatical Course. This training was so beneficial for teachers who are teaching children in Wales.

Welsh language education needs to be promoted from the very start. Along with the offer of support to non welsh speaking parents- so that they are educated , to understand they will be able to support their children in the welsh schools.

I would expect the key to increasing the use and the amount of people learning the Welsh language would be promoting and convincing people of the benefits and advantages.

They are resources and supports made available to learn Welsh, hence removing the barrier of cost involved in education of language.

All of these actions should help. I think supporting non-Welsh speaking parents with children attending Welsh medium schools would be particularly helpful to the families, plus there are bound to be some parents who decide to learn as a result.

No idea of the homework questions, as i do not have kids.

Rhaid rhoi pob cymorth i ddysgwyr a rhieni plant ysgol mewn pob maes, hyn er mwyn iddynt magu hyder mewn siarad yr iaith Cymraeg ac mewn defnyddio'r iaith mewn pob agwedd o'u bywydau. Mae'n bwysig bod siaradwyr Cymraeg yn cael yr un cyfleodd i ddefnyddio'r iaith ac mae siaradwyr Saesneg.

All efforts to promote welshness, implementation in my view should be the aim, for education, social and family areas.

Adults without children and Grandparents also need to learn.

Passionate to maintain the Welsh language from an early age but also acknowledge that work commitments for parents to learn Welsh with their children can be a barrier that needs to be considered but hopefully over the years this barrier will diminish

Growing up I was lucky my parents sent me to a Welsh school. It has been advantageous and I am fully bilingual Others should have this opportunity

I am Irish and classed as ethnic minority and I had to find a course to do

Unsure

A strong infrastructure to support the use of the language within communities and in a formal context must be adopted to generate a community shift.

It's important to revive the language as I've said before. We are a town in Wales with our own language we should all be able to speak in my personal opinion.

## If Agree/Strongly agree please give your reasons

It is pleasing to see recognition of the BME community and underrepresented groups in this strategic theme. People who already possess multi-lingual skills and abilities are sometimes best placed to become promoters of learning a new language.

Ar gyfer y grwp Facebook 'Homework Help' byddai'n dda hefyd i annog athrawon amrywiol i ymuno er mwyn cynnig cymorth sylweddol i rieni yn ogystal. Mae nifer o'r gweithredoedd uchod yn cael ei weithredu yn barod gan nifer o barteriaid y Cyngor sir. Mae'n bwysig nodi yn y dogfen yma beth yn union yw cyfraniad y cyngor sir tuag at y gwaith yma - mae amrywiaeth o ffyrdd gall y cyngor cefnogi'r gwaith yma yn ariannol, yn ymarferol ac yn strategol.

Welsh language in schools a bit sporadic

All support for the language should be actively encouraged

## If Disagree/Strongly disagree please give your reasons

Until there is agreement and standardisation in the Welsh language, the teaching of the language is flawed. This can be seen in how it is taught in Welsh first language schools and English first language schools, English first language schools use a dumbed down version which Welsh first language teachers can be very scathing of. Also, you can have a group of Welsh teachers and non of them can agree on mutations or whether one word should be used or another.

Waste of public money

With the number of foreign people in our communities, Welsh is a complete waste of time. Compulsory teaching of Welsh should also stop in our schools.

I don't see how its the position of the Council to promote a social media group, when it's like claiming "you made the shoes, when all you've done is tied their laces". Also, Bilingualism doesn't work because the teachers in English medium schools \*don't care for Cymraeg\* nor do they seek to normalise it [from personal experience]. Teachers are overworked and underpaid, so only when there is a care and a framework to work from will it be cared for enough to be taught with care in English medium language schools. Being multi or bilingual is great and does work, the application of process and strategy as how to achieve it: is poor and does not work [in practice - from personal experience]. Focus on two fronts: Youth and Young parents/Young adults. Provide space and ability for elders [experts] to be present and included within the tuition process so that all are included, and try to make something cyclical in so that it becomes a self fulfilling tradition that the old come in to teach the new - an "art class of language" where you come to make art [regardless of quality, just the act of expressing ones self and having a place to do that and be valued for it].

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected.

Parents should have a choice in what Language their children are taught - If you wish your child taught in Welsh there should be the option of a Welsh school however if you wish your child to be taught in English then you should also have that choice - The Welsh in Education Strategic Plan (WESP) 2022-2032 does not allow choice. The Welsh Language should not be more important than a child's education.

See previous comments

it is a waste of money and time for something that is of no use apart from vanity. if people want to learn or speak it, it should be their own choice.

We are in a cost of living crisis, the public would rather see our local authority helping out by fulfilling their roles and not spending money on facilitating this unrealistic desire for everyone to speak welsh.

For too much money is already spent on promoting the Welsh language, which provides little or no direct or tangible benefit to speakers and diverts funding from other causes which are more important and would help everyone in Wales, regardless of their Welsh language speaking status

Absolutely no point in this day and age. I've been taught more French in school than welsh and I was born in wales- absolute embarrassment



## If Disagree/Strongly disagree please give your reasons

(Last 2 questions) That is discrimination, promote it for everyone, and consult/explore everyone. (First 4 questions) Waste of money, explore other ways to achieve the goal

Feel it is important to involve pupils with homework etc from a younger age than 5/6, 7/8 year groups to immerse themselves in the Welsh language.

Unsure

do not see it as financially viable

You want to put in all these strategies for Welsh but children with disabilities can't get assessed!!!

Absolute waste of money. Shocking that non Welsh speakers in schools are force fed this nonsense. More political correctness!

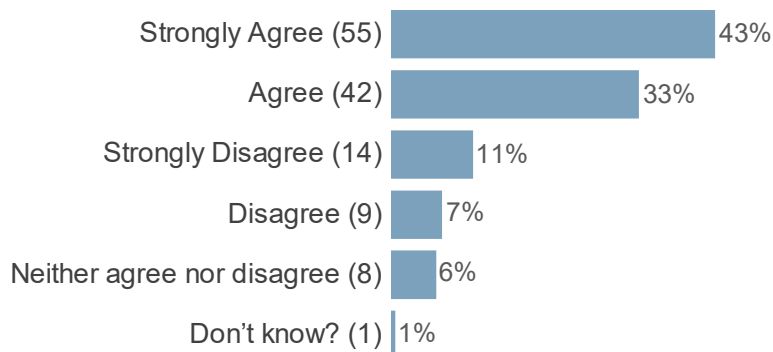
The welsh economy struggles yet money is wasted on promoting a language that does nothing to make wales more competitive in the world markets.

I believe that its naive to believe everyone has the ability or the time to learn welsh. In forcing children to learn outside of schools will only cause negative backlash, they'll cause distress to teachers. Promote importance of bilingualism could cause distress for people who find it harder to learn languages. You'll build up a lot resentment, especially from the youth.

## Strategic Theme 2: Increasing the use of Welsh

Vision: Welsh is an integral part of people's everyday life

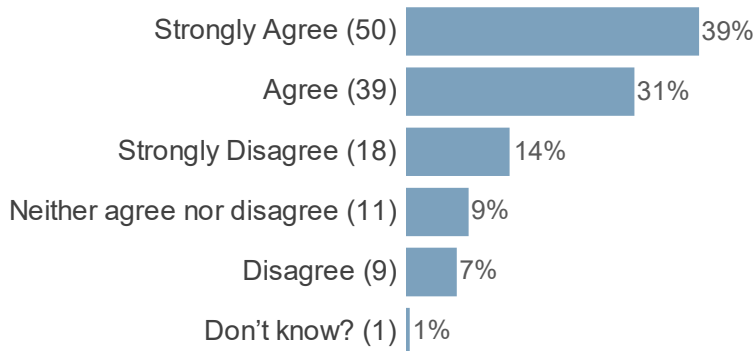
Key areas of Work (Support and promote the use of Welsh in social settings)



## Strategic Theme 2: Increasing the use of Welsh

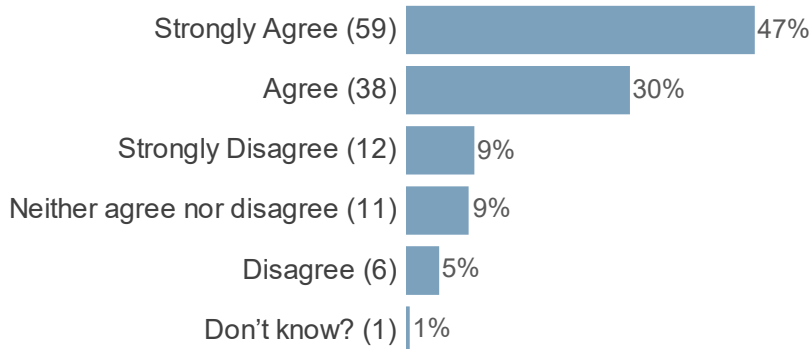
Vision: Welsh is an integral part of people's everyday life

Key areas of Work (Expand the use of Welsh in the workplace)



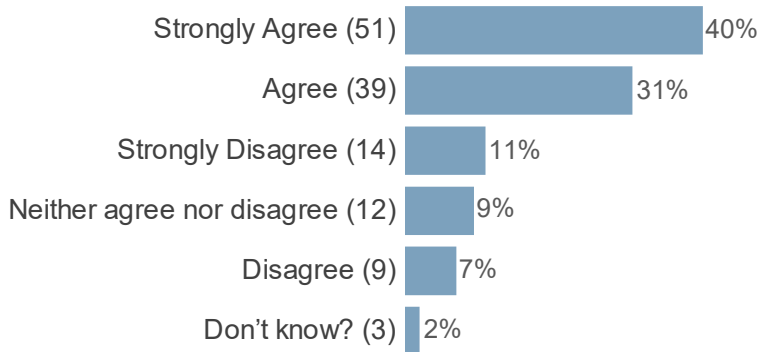
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Provide opportunities for our staff to access appropriate levels of Welsh language learners/ improvement courses )



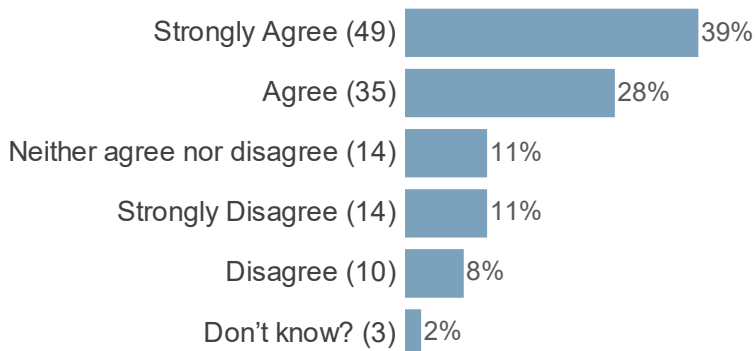
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Expand the Welsh language leisure programme across Neath Port Talbot. )



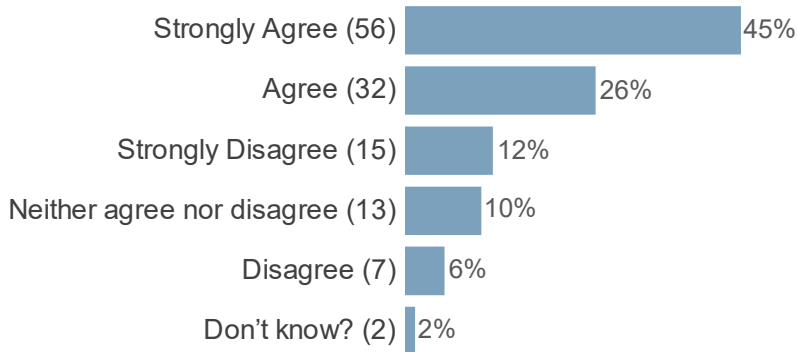
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Promote the leisure programme to staff and the public through targeted and more general publicity.)



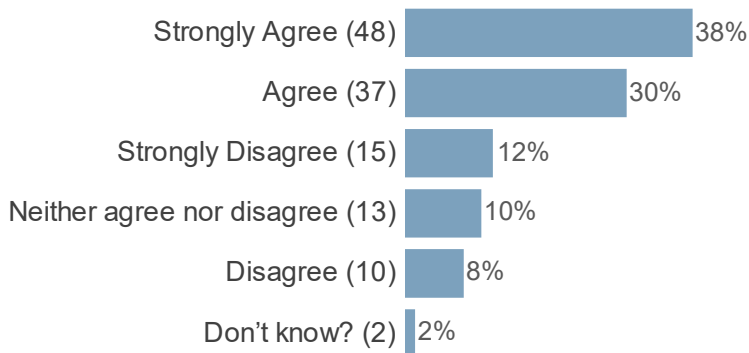
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Explore opportunities to increase the visibility of the Welsh language at all leisure facilities )



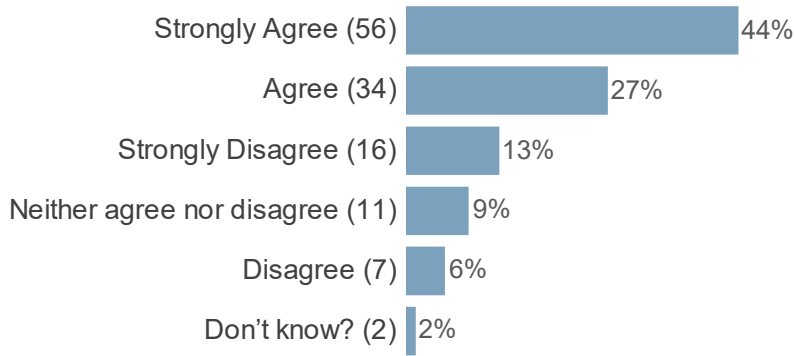
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Promote and embed the Council's Internal use of Welsh Policy )



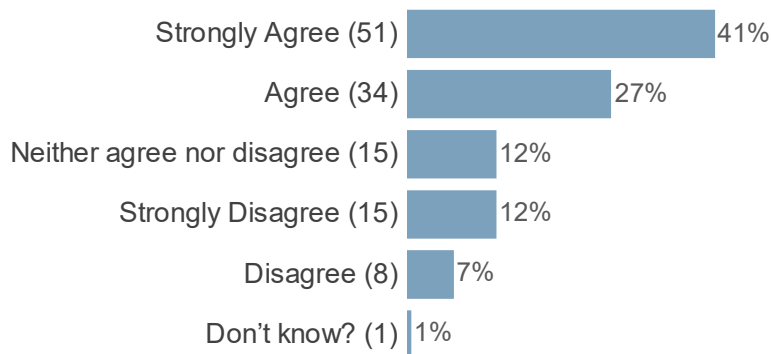
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Explore how Welsh can be used more in a social context )



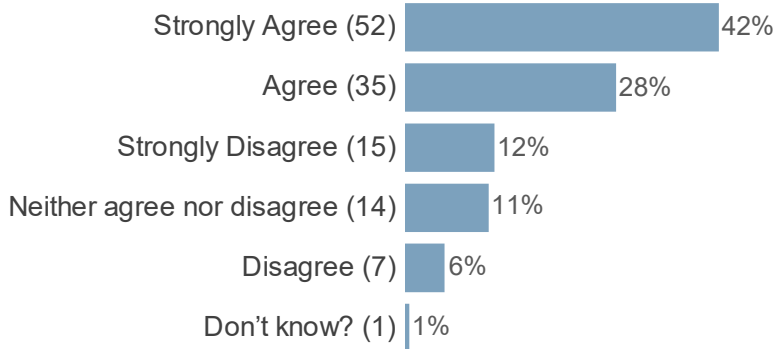
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Work with partners to encourage greater use of the language in all youth clubs)



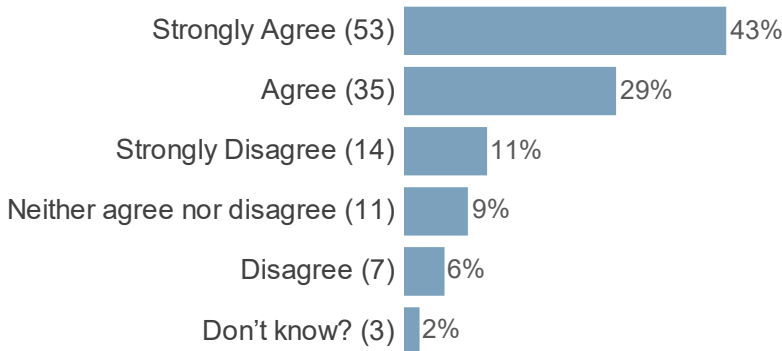
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Welsh language awareness training will be promoted to all staff)



Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Work with partners to identify opportunities to promote the Welsh language in a variety of social settings )



If Agree/Strongly agree please give your reasons

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I believe that it is important that the language flourishes and we encourage others to embrace our heritage

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Some of these will be difficult as many staff dont speak Welsh

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I think many youths are resistant to using and learning Welsh at the best of times, if they are not speaking it at home, or in a Welsh school. My children would be deterred from accessing a youth club if it was in Welsh. I would be resistant to having to learn Welsh in work or use it more; it would not benefit me and I have more need for other languages. Learning Welsh would be a waste of my time, sadly.

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## If Agree/Strongly agree please give your reasons

Welsh speaking should be a condition for external and internal recruitment or promotion. Welsh should be the first language of greeting at all public interactions. All telephony staff should be Welsh speaking

I agree with all of the above, not easy to do, but start small and build.

Rhestrau uchod ddim yn gweithio

Gweler blaenorol

Not all people want to learn it shouldn't be enforced or mandatory so find pushing it in the workplace maybe not for everyone

This all costs a great deal of money for very few speakers. Are these actually barriers to learning Welsh? First find if there is a genuine demand for this from a largest enough proportion of our country, then make adaptations. We have such a wonderful diverse population in Wales with so many languages. Shouldn't all of these languages have their profile raised?

syniadau dda yma, yn enwedig cyrsiau i staff, a creu weithle mwy ddwyieithog

I agree with certain elements in that it should be promoted

Yes, yes and YES! Though, I would advise potentially explore the idea of using a colour coded system for different levels of speakers in events, where all levels of speakers [and non speakers] are welcome, but all events are able to cater to all different levels of Cymraeg. I would very much welcome events and festivals that are made for learners/non speakers to become more affluent and affiliated with Cymraeg - with organisations/people there who are equipped to be able to help. Anything to reduce the intimidation factor that its made out to be [learning any language]. But offering welsh language tours [do we even have a tourism board anymore, or does Swansea still do it for us?], as well as making online content in both languages - would help demonstrate the leisure activities we have in NPT as well as our magical language and culture [which could be the tipping edge decision as to why others would come visit us!].

To support and encourage

Move away from the business model to instead encourage casual Welsh speaking in the community. Make some spoken Welsh the Goal rather than fluency

I really support the use of Welsh in all settings, work and leisure, however it is a hard language to learn if not taught when very young and the inability to learn should not end up excluding members of our communities. Someone born in Wales who cannot speak Welsh is just as Welsh as a first language welsh speaker and should not be made to feel like a second class Welshman/woman.

Angen neud y Gymraeg yn rhan canolig o fywyd yng Nghastedd-nedd Port Talbot.

Access to learning opportunities is great but obviously it will depend on the time that people have available to commit as between work, children, life etc people are leading increasingly busy, hectic lives.

Make Welsh speaking a differentiator for recruitment

You could consider giving free Welsh lessons to youth club leaders (with targeted vocabulary).

As stated previously. Getting the cool cymru movement of the 90s. Gaining that pride back. The pride and confidence will help the welsh economy in the long run.

Strongly agree with the above. Welsh language is missing in leisure facilities currently

Good ideas

I believe all welsh individuals should be able to have at very least, the skills to have a conversation in Welsh. It is part of our heritage and needs to be celebrated.

It is difficult to disagree with any of these important actions but the reality is that complying with the Welsh language policy requires extra resource which is not always available, Translation services can be difficult to access and take time and cost money

They are in line with wellbeing act, and I feel that they will work well to reach the goals set.

If you can get them in on it great give encouragement and patience.

## If Agree/Strongly agree please give your reasons

While I agree with the potential actions I think it is important to remember that this should not be forced and everyone has the choice of participation in this e.g in all youth clubs, promoted to all staff etc, depending on how this is delivered it is important to not alienate those who choose not to participate

I think we should do all we can to help & support the language. There are very limited social opportunities for learners to use the language. Only once or twice a month, for people who work!!

Os am gyrraedd y nod o wneud yr iaith Cymraeg yn iaith ddyddiol i ddysgwyr a siaradwyr, ac i gynyddu defnydd o'r iaith, mae'n pwysig bod y Cyngor yn cynnig popeth yn y Gymraeg yn ogystal â'r Saesneg, ac i wneud hynny rhaid cynyddu nifer y siaradwyr Cymraeg ymysg gweithlu'r Cyngor. Ond, mae'n allweddol bod y Cyngor yn gwneud yr uchod ac nid dim ond cytuno i wneud.

Same as before

There are a lot of people not working, retired, disabled, etc that also would like to learn. They seem to have been forgotten.

As previous comments about maintaining the Welsh Language - it becomes a "living language"

I have had the benefit of attending numerous Welsh language events run by menter iaith npt.

Unsure

Raising awareness of the Welsh language and it's history is key within the strategy. With understanding, comes action or the want to adopt a change.

Each of the above actions is critically important and need a strong partnership approach in promoting and developing the Welsh language.

Mae'r camau gweithredu uchod yn tynnu sylw at nifer o oeddrannau wahanol, gan gynnwys plant a phobl ifanc ac oedolion â'r gymuned ehangach. Mae angen sicrhau darpariaeth o wasanaethau hamdden cyfrwng Cymraeg ar draws y sir.

Beneficial to have some Welsh for everyday needs

Try to create multiple learning in households through media

Promote and integrate the language for peoples day to day lives

As previous answer

## If Disagree/Strongly disagree please give your reasons

Please see previous remarks.

Welsh language can only be used to a greater extent in the workplace if steps are taken to ensure that non-Welsh speakers do not feel excluded and discriminated against

The PC members of the council will miss use the policy so they can give out jobs and contracts to their National Socialist pals.

Same reasons as before

I disagree with singling out Local Authority employees for free Welsh language training while others pay. if we want the language to grow then it should be free for all to learn, otherwise you create a tiered system and hark back to the bad old days of switching to Welsh for social exclusion. I also have concerns about encouraging the use of the language in youth clubs, because this can massively disadvantage non Welsh speakers and can result in them leaving and again creating a two tier system.

Only monolinguals would disagree with any of the above.

I just don't see the point in inputting more money into projects that from 2011-2021 are clearly on the decline. Unless there is an external funding source available, then the budget for the Borough should be prioritised for more urgent needs.



## If Disagree/Strongly disagree please give your reasons

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected. Promoting Welsh as a communication medium in a workplace or social setting could lead to exclusion and isolation and in the event of an emergency could result in miscommunication.

Forcing Welsh in the workplace would require fluency which is a strategy currently being used which is not working (all statistics show the Welsh language continuing to loose ground despite masses of publicity/legislation etc) - I believe that is because there is a very large divergence between an 'English speaker' and a 'Welsh speaker' ... make Welsh spoken in a social setting enough (business Welsh not required)

Again see previous comments

WELSH LANGUAGE NOT NEEDED - Those who speak welsh speak English, nobody relies on the Welsh Language

This is all money that could be better spent elsewhere

As previous comments. The financial resources required would be better spent improving the lives of everyone who lives in Wales regardless of Welsh speaking status

(Questions 2,3,4) - Segregation effort in national language introduction (Questions 5,8) - Council staff - promotion and awareness training is waste of money. Give support/offer Welsh language courses, and a culture of acceptance/love for Welsh language

Unsure

not financially viable

Work with partners to help with disabled people

As a taxpayer, living in a deprived area, the money could and should be used to reduce council tax and not to enforce outdated polices.

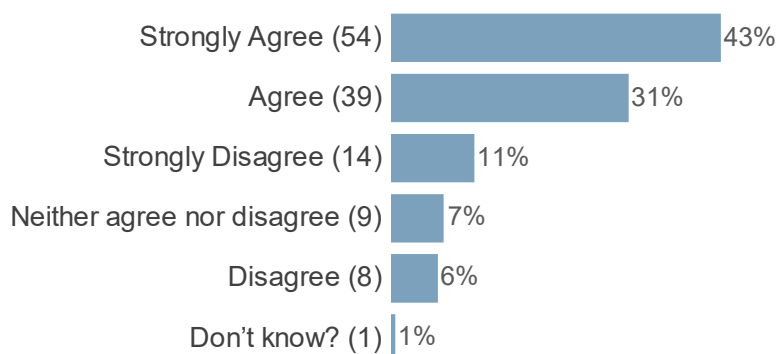
Are you trying to brand non welsh speakers as second class citizens? I think you are. Shame on you.

People who work for long period or time days are stressful enough. Just causing more workplace complications. Although, enough welsh understanding would be critical to know it should be pushed onto people. They should have the option.

## Strategic Theme 3: Creating Favourable Conditions: Infrastructure and Context

### Vision: We have an environment in which the language thrives

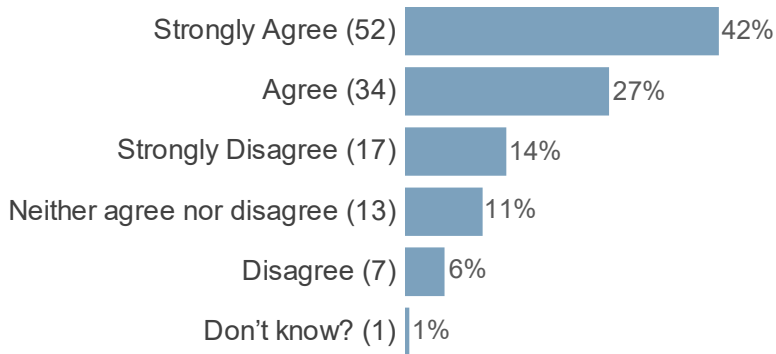
#### Key areas of Work (Increase the visibility of the language across the area)



## Strategic Theme 3: Creating Favourable Conditions: Infrastructure and Context

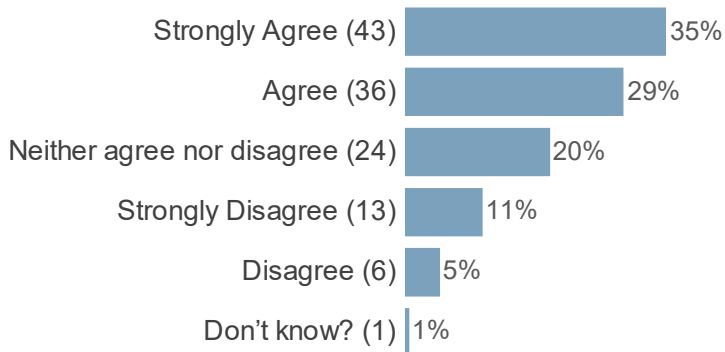
**Vision: We have an environment in which the language thrives**

**Key areas of Work** (Embed Welsh into all our strategies and plans)



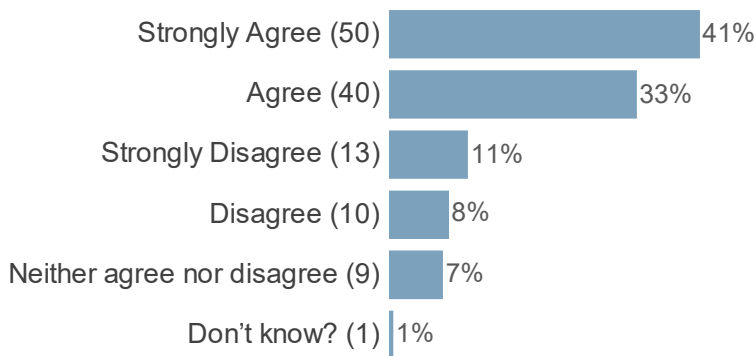
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Work with the BME Community Association to explore ways in which to increase awareness of the Welsh language and culture within communities)



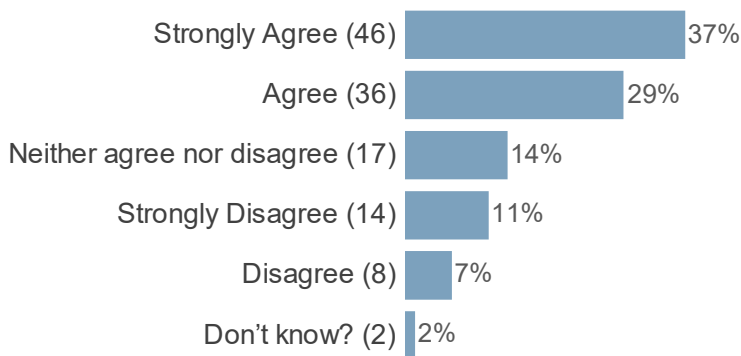
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Develop and implement a new Culture and Heritage Strategy that promotes awareness, use and visibility of the Welsh language within Neath Port Talbot)



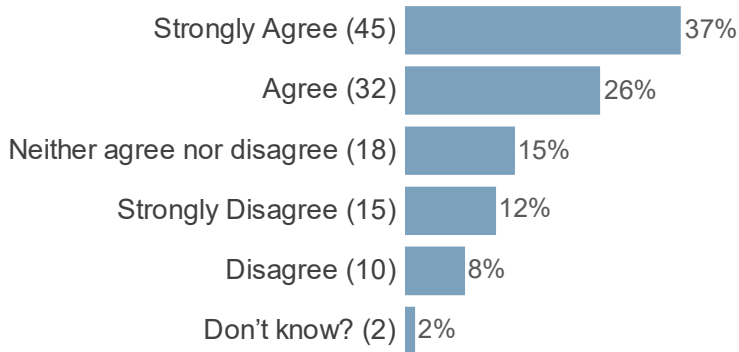
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Develop and implement our internal language skills policy across our service areas.)



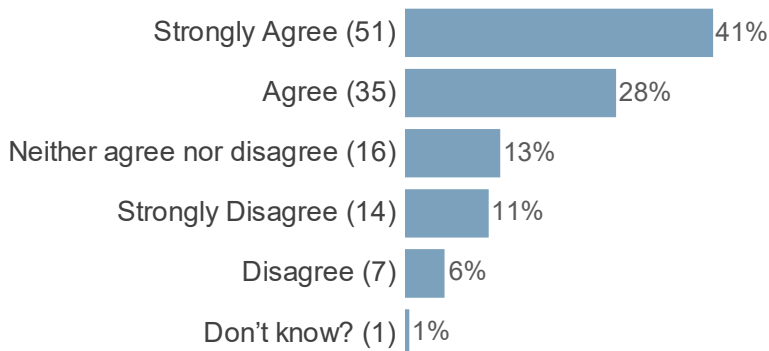
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Ensure the Welsh language is central to the design and application of new technologies.)



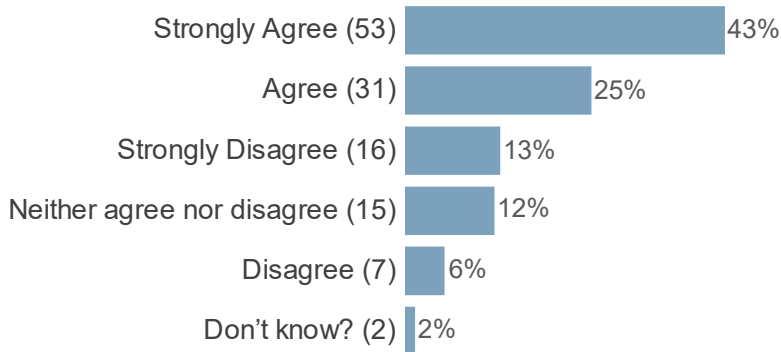
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Work with the business community to explore opportunities to increase the visibility of Welsh.)



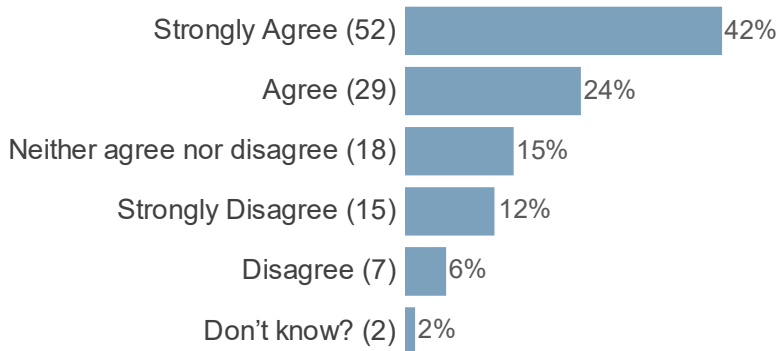
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Ensure Welsh language, heritage and culture is a key component of the Destination Management Plan currently being developed. )



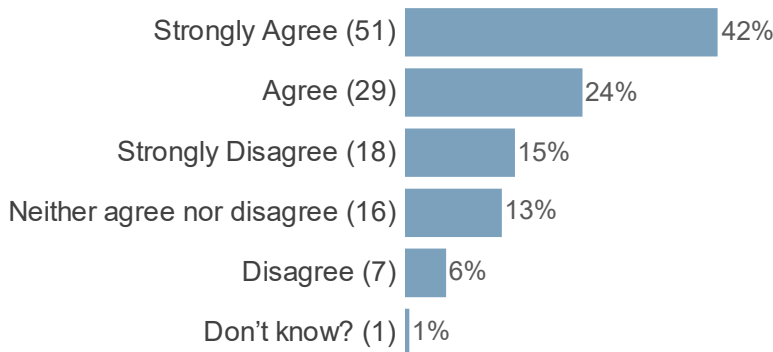
Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Ensure Welsh is taken into account during the development of the commemoration of people and events in the public realm policy.)



Do you agree that the areas of work/potential actions under the Strategic Themes listed below are the right things to do to help us to achieve each strategic theme and vision?

Strategic Theme 1: Increasing the numbers of Welsh speakers. Vision: More people speak Welsh (Include the Welsh language as a key element in all future policies and strategies)



If Agree/Strongly agree please give your reasons

- I believe that it is important that the language flourishes and we encourage others to embrace our heritage

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- Should be at the heart of everything that the council does

---

- We just need to build slowly and we will get there.

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- Rhestr uchod ddim yn gweithio. Mae rhaid cael pobl sy'n siarad neu dysgu ein iaith i fod yn swyddi sy'n delio â'r cyhoedd.

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- rhain i gyd yn mynd i tyfu niferoedd, ond hefyd yn rhoi neges bod hawl gyda ni gweithio a byw trwy gyfrwng y gymraeg yn CNPT

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- Again I agree in many instances, but have concerns around language based exclusion while dealing with local authority employees.

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- I'm so glad I voted Plaid, as this is but one of the many reasons I vote for them [as they actually listen and represent!]. I agree to work with all and any organisations for people in Cymru that call this place home - to get greater connected with this land and its language. I sincerely hope that all of this is not just to design internal measures \*only\* within the council, but that these are implemented across that of every community within NPT because: it's our language! It's unique, It's a selling point - It's a unique selling point! Only here can you find iron and steel works with people made of metal, with roman and norman castle ruins and even older stones and structures strewn across it - where in spite of everyone and everything: we are still here! But, we can't only look to the past but must be mindful of the future and future technology as well - where - we need to keep ontop of new tech and make sure that our language continues to grow both on and offline [because online not only helps share and record our understandings for people now - but for future generations to come/for as long as the files exist on a server].

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- Policies should contain translation

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- There is nothing wrong with promoting the Welsh Language but don't make it the focal point of everything, instead have it as part of the strategy, no more or less than any other part

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- more focus on welsh and the welsh language can only be a good thing when it comes to highlighting it and maintaining it for years to come.

---

- I thought there was already a legal as well as moral responsibility to do all of the above already

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## If Agree/Strongly agree please give your reasons

The more it is seen/integrated within daily life, the more people will learn. We need to be immersed in the language so that it just becomes part of the day to day living in Wales

Important to be built in at the start of a process rather than an add on or a tick box exercise

They are worthwhile effort to embed Welsh language in council services and provision.

To have language is great. It's Welsh - Welsh should be proud of it.

As per previous question

Mae sicrhau a gweithredu'r camau uchod yn bwysig dros ben os am wneud yr iaith Cymraeg yn rhan annatod o fywyd trigolion CNPT. Mae hybi ein treftadaeth a diwylliant yn allweddol i gynyddu'r nifer o siaradwyr yn y Sir. Ond eto, rhaid gweithredu'r camau ac nid dim ond derbyn nhw.

In terms of commemoration, Welsh true history needs to be taught. I was never taught any Welsh history in school.

As previous comments

As a resident of nptcbc at times when attempting to access services in cymraeg has felt like an afterthought. I have previously contacted the Welsh language commissioner with regard to the lack of Welsh language provision. It is vital going forward that Welsh is included at ground level and not just tacked on to tick a box. Genuine enthusiasm for cymraeg is needed . I welcome a proactive approach.

Unsure

As above.

Mae nifer o'r pwyntiau uchod yn rhan o'ch gweithredoedd statudol o dan Safonau'r Gymraeg - dyma'r isafswm statudol - oes modd mynd ymhellach?

See previous answer ~ important not to alienate nonWelsh speakers and discrimination

How do/will you/create wider support in communities which are concerned with the costs and resources required to take this proposal forward

Visibility gives the public the option which isn't being offered in other areas. Heritage is important but it can cause distress for families who had families in the coal mines and stuff. So it's important not to be over bearing.

To ensure that hearing and conversing in welsh is 'normalised'.

## If Disagree/Strongly disagree please give your reasons

All of this is just incurring more costs to already reduced budgets. The council would be better to use council tax on improving road surfaces, resources for schools, support staff for schools and other practical things.

Waste of public money

Don't sideline people.

Waste of our money

How on earth can the Welsh Language be central to design and application of new technologies? We need to apply resources according to the amount of use of the language otherwise we end up with social exclusion by language.

How to say you're British and a monolingualist without saying you're such: \*They disagree with the above\* [No disagreements from me].

For reasons already given previously. Why are we wasting time, effort and money on this now? There are far more very important priorities deserving in our current climate of deprivation, poverty and need across our communities. I do think people living in the Borough will want to know why their needs are not being prioritised and viewed as a more urgent matter

## If Disagree/Strongly disagree please give your reasons

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected. If the UK government wishes to promote the use of the Welsh language then it should fund it centrally and this should not have a cost implication at a local government or Welsh Assembly level.

Take the force out of the Welsh language strategy (Embed, Ensure etc), instead make it a natural part of the social scene in communities (Encourage, facilitate etc) Not a key element, instead it is one of the elements to be considered no more or less important than any other

I have explained already, see previous comment

Waste of time and resources.

This is all a waste of money

As previous comments. The financial resources required would be better spent improving the lives of everyone who lives in Wales regardless of Welsh speaking status

Discriminatory and segregation effort on introducing a national language for Wales

Unsure

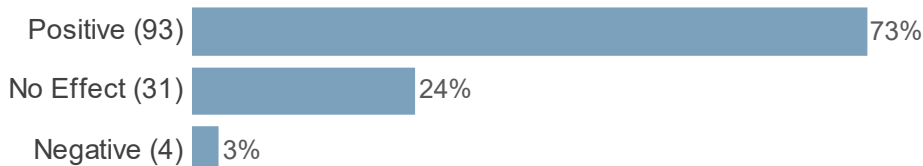
not financially viable

Welsh is not a priority at present

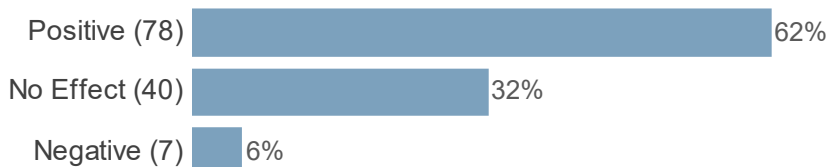
As above. I feel discriminated against and object to all of it!

Wales has a lot to offer the rest of the world, language is not it. Unfortunately too much is spent on the Welsh language that could be better spent elsewhere.

## What effect do you think the strategy will have on: (People's opportunities to use the Welsh language)



## What effect do you think the strategy will have on: (Treating the Welsh language no less favourably than the English language)



## Please give reasons for your responses

We need to take the subject seriously rather than pay lip service to the task ahead. Leadership and buy in from the top down is important to maximise shift in attitudes. Currently this is not the case and it is seen as a hindrance rather than an opportunity!

It will increase opportunity, the issues is will it increase uptake.

Does not go far enough.



## Please give reasons for your responses

If people want to use the Welsh language they can and that's great, but it shouldn't be force fed to those who don't.

It is already pushed hard enough to make those of us who are not Welsh feel unvalued and excluded

That is the way the world works

Promote it to the younger generation better, catch the children preschool.

Mae rhaid fod y bositif a hybu'r Gymraeg hefyd

Depends how u do it

The model is backwards and tries to artificially create necessity. It is coercive and in your face and only serves to agitate people who are struggling to survive and as such know money is being spent on something to encourage people to speak a language so few use. I have asked so many people young and old to share their view and there is so little support except for nationalistic who seek to separate us from the English speaking world. Our identity is not built on our language.

bydd y strategaeth yn wneud hi'n mwy derbynniol i defnyddio'r cymraeg ym mywyd bob dydd y gwaith

I don't agree with the language being forced on the population, many of whom don't even speak English properly

The majority of school children do not study Welsh further than GCSE level. People are just not interested.

I don't think the strategy will make a difference to how the language is treated, and in fact we run the risk of the outcome being negative if we attempt to use the stick instead of the carrot.

Massively increasing the opportunities will work amazingly for people who live here - unfortunately - we do not have devolved media powers, and we are not the arbiters of our own descriptions or immune from attacks. One only need look to the amount of people losing their "heads" over Bannau Brycheiniog reverting to its original name only - and the mindless xenophobic attacks our language/culture/people perpetually receive... where as a pragmatic result: there will still be people who will mistreat our language because of the narratives and directives from UK media or UK Parliament. Shouldn't stop us from trying, as we can't worry about what we can't control - but try and focus on what we can change. Lets be the change we wish to see, where if you'd like to push to devolve media powers to the Senedd: you'd get my support.

As welsh persons to hold conversations and read welsh

Times have changed and this authority has to move with it and prioritise and address the actual needs of its communities. These proposals will all cost money, in terms of logistics and implementation, salaries, training, time and the lust goes on

The most effective way to increase welsh language speakers is to have more welsh speaking schools.... surely? But this comes at a cost

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected. Failing to move with the times and to recognise the need for a homogenised UK wide 'first' language will continue to negatively impact every aspect of Welsh life and will add further to the image of Wales as a poor cousin to the rest of the UK.

It needs to be encouraging not forced

There are still only a small % of Welsh speakers in the Borough and this policy could severely disadvantage small organisations or community groups if they have to publish everything bilingually. Let's focus on getting more people speaking and using the language before imposing costs that will be detrimental to the local economy.

Already commented

Mae'n wych i greu strategaeth, ond y gwaith caled go iawn yw sicrhau bod o'n cael ei ddefnyddio, neu jest geiriau ar bapur ydy o.

## Please give reasons for your responses

Welsh is more a hobby than a need. It wont and shouldnt change through naked social engineering. Let the market decide if its needed and only support school use as a voluntary option.

It's difficult to state it will be treated no less favourably when in lots of cases it will have a longer response time than English purely due to lack of resources. It will also take time for new language learners to feel comfortable to converse or deal with things in welsh, if ready to at all.

The steps set out are a positive step to encouraging the use of the language and making it more acceptable in our own towns and villages.

The majority of Welsh people/people living in Wales don't care about the language and this would just be falling on deaf ears and rightly so.

Hopefully, t wil have no effect because it was to be implemented.

If someone knows welsh that's fine however there's just no point anymore- schools ruined this years ago

No actual requirement for people to learn welsh

People will be more confident in trying to use the language. Welsh learning groups and social groups offering the opportunity to practice, would be helpful for adults.

The strategy is very broad and naturally positive

All of the actions in the strategy should help to improve both the opportunities to use the Welsh language and ensure Welsh is treated no less favourably than English

People who what to revive the culture. Will be happy and proud.

Os fydd y Strategaeth yn cael ei mabwysiadu a'i weithredu a dod yn rhan amlwg o weinyddiaeth y Cyngor fe fydd hynny yn magu hyder ymysg siaradwyr a dysgwyr yr iaith a'u hysgogi i'w ddefnyddio fwy. Ond rhaid gweithredu'r Strategaeth yn ei chyfanrwydd

Shwd gymaint o effaith o wylio Netflix a rhagleni Americanaidd, mae'n anodd denu pobl i weithfawrogi pwysigrydd y gymraeg.

If both languages are treated equally and encouraged, then it can only have a positive effect.

Important to consider how the Welsh language, heritage and culture is given the same relevance as English and how to engage with communities to achieve this.

It's Wales, why not?!

minimal appetite for use of welsh language

With a carefully considered approach which involves encouragement as apposed to force. This can be a positive success.

Collective effort alone will help raise the profile of the language. The marketing and promotion strategy is critical and, to encourage new learners it must be presented as a fun, non-threatening and uncomplicated thing to do. We have bilingual street signs, official publications and the like, but there is a clear barrier in the way the Welsh langauge does not penetrate ordinary, everyday life even in the smallest ways e.g. salutations.

Os mae'r polisi yn cael ei weithredu'n effeithiol, gall yr effaith bod yn un cadarnhaol iawn. Ond angen ymrwymiad nifer o adrannau gwahanol o fewn yr awdurdod a dyma'r her.

Do not marginalise either language or people

Create an inclusive community through learning

I totally object to my money being spent on pie-in-the-sky rubbish

People speak what they want to speak without outside interference

Austerity, current economic situation - How will it benefit young people and families?

As long as its fair and optional, that makes it bareable to everyone. But it should be pushed if people dont want it.

All publicity(Positive) is helpful.

## Increase the positive effects

We need to take the subject seriously rather than pay lip service to the task ahead. Leadership and buy in from the top down is important to maximise shift in attitudes. Currently this is not the case and it is seen as a hindrance rather than an opportunity!

People need to have a willingness and a reason to learn Welsh. Its a difficult language for those who dont speak it.

Heavier investment

Stop setting targets, this also applies to the Welsh Government, people don't like being coerced.

Already stated above

Mwy o arweiniaeth gan ein aelodau etholiadol yn defnyddio/dysgu a hybu'r Gymraeg. Penderfyniadau cadarn, positif i ddefnyddio enwau gwreiddiol pentrefi a lleoedd o fewn yr ardal e. e Cwmafan (Avon is in South West England). Beth am defnyddio disgrifiad Saesneg ar arwyddion ffordd e.e Banwen (White Beacon)

Teach it for free

Choice! Simple things like allowing a person to have a Welsh or English at the top of their emails. Roads signs Welsh first in areas like Carmarthen and English first in Swansea. English only in English medium schools. Anything that makes you feel like you have a choice!

The only way to truly encourage non-Welsh speakers learning Welsh is to have fully bilingual nursery and (ideally) Early Years educations so that every child is bilingual by the age of 5 or 7. Support this with classes for parents. Also set up informal Welsh conversation groups in pubs and cafes etc. where Welsh learners can practice their Welsh in real situations.

Cael "Welsh Champions" neu rhywbeth, i'w weld yn defnyddio'r gymraeg yn ogystal a'r saesneg yn mwy amlwg.

I have no suggestion

Make online language learning free for all.

Survey, Listen, and \*THEN\* cater to your audience! Don't push policy blindly, measure the level of ability and provide tuition in relativity to the ability [we know where we want to get to, but let's not get ahead of ourselves]. Youths - Offer free pizza at events to learn [work with local chains or dominos, as it worked for me as a youth] Learn how you can work best by parents - and not the other way around, as they're stressed overworked and underpaid for what they do as well [I sense a theme here... thanks Westminster and lacking devolved powers!]. I can imagine its intimidating having your children speak a language you don't understand, so find the best way to communicate with parents or survey and involve parents as to ask: How can we help you to help us, to help us help you feel comfortable using Cymraeg? Potentially offer some reduction or help in other ways that you can as a council to help support them in supporting you/the future of our language. You effectively want to take their time [to learn], where time is money - so what levers do you have to be able to help them, help you [to help us all]? Try to make events inclusive for all, or to be able to make any event an opportunity to learn Cymraeg - potentially - using a colour system for different levels of learners to be able to engage and understand/learn at an appropriate level. Take inspiration from Iolo Williams, and make interactive events in cymraeg with experts across all sectors in NPT. Convince local businesses to adapt and use Cymraeg as a USP - potentially offer businesses that adopt cymraeg discounts on rates[etc]?

The understanding of native tongue

Personally I disagree with the strategy and my opinion is that it should be mothballed until the people in our communities are given alternative opportunities to consider and it and voice their opinions. Not all have the ability or indeed the inclination to complete a lengthy online survey and there should be other additional methods of public consultation used.

Promote the Welsh language as a heritage language only.

Move away from forcing compliance and instead encourage participation with lots of help to comply (i.e Welsh language learning, social gatherings, 'just use some Welsh and that's ok' take away the 'English speaker', 'Welsh speaker' designation on everything - Make some Welsh comfortably spoken enough

## Increase the positive effects

Make it easier to learn Welsh as an adult. Concentrate on the spoken word rather than written, don't disenfranchise those who are keen to learn but may struggle with the written word.

Already commented previously

Gwneud y targed o cynyddu'r nifer o siaradwyr Cymraeg 1% yn fwy heriol - 5% er enghraifft. Sicrhau ei bod o'n cael ei ddefnyddio.

Get rid of 90%

Support for parents who are non-welsh speakers to encourage uptake in schools. Bi-lingual homework. Bi-lingual resources from the school, given to the child/parents to practice at home.

Make it cheaper /faster / better if Welsh language services are used rather than other non-native languages such as English.

Increase the target to 5% over 5 years.

Bring out an English Not and cane kids who speak English?

Abandon the strategy

I hope the strategy will have positive effects. But I still feel there is a big disconnect and the English language is always preferred in our society

Better chance of employment for a welsh learner

Need more Welsh primary schools in the area/ or intensive welsh learning provision to allow older children to join the school later than infants.

Bilingualism - incidental Welsh, mixed used, not the binary all or nothing approach.

I am English. But call myself British. Born Great Yarmouth, Norfolk. Widow of a lovely Welsh man. I stand for National Anthem and Welsh. I so proud.

increase opportunities for non welsh speakers to have easy affordable access should they choose to learn

Ddim yn gwybod fel i ddiwygio'r Strategaeth ond rhaid yn y dyfodol cyfeirio at y Strategaeth mewn pob agwedd o waith y Cyngor a'i adrannau er mwyn iddo llwyddo, wedyn fe fydd pobl yn gweld bod yr iaith yn naturiol ac yn berthnasol i'w bywydau.

Focus on 'the other people' who don't fit the demograph. Grandparents and extended family can be a great help with young people learning Welsh. These are the people who need help to learn. Maybe Welsh lessons online or books with basic conversational Welsh

Providing safe, positive environments for people to engage with the language without fear of making mistakes and being encouraged to converse and learn in a variety of settings at whatever level.

Do more events on council committees and get the local area having more Welsh catch up

Unsure

allow customers to 'opt' in if required - cost effective

Community involvement- getting the people of the county on the journey to change, influence and encourage others. Peer to peer.

Regular reviewing of the strategy will be important if it is to be taken seriously by the council and its partners - this is not something that can be done by the council alone. All partners should be encouraged to have their own robust Welsh language policies and supported to implement this together to ensure that as many people as possible in our workforce and communities enjoy the benefit of the Welsh language.

Son yn fanwl am sut gall y cyngor sir cefnogi mudiadau Cymraeg i gyfrannu at y strategaeth - e.e. cefnogaeth ariannol, cynnig llog ystafelloedd y cyngor am ddim i fudiadau'r Gymraeg, buddsoddiad amser ac hyfforddiant i staff, rhyddhau staff i fynychu hyfforddiant - sicrhau bod staff ym mhob adran sydd â'r gallu i ateb y ffôn / delio gyda'r cyhoedd trwy gyfrwng y Gymraeg,

Promote and encourage bilingualism / multilingualism

Learn a new skill

## Increase the positive effects

1. Welsh coffee mornings attendees are mostly pensioners, I suspect because they are home during the day when workers and children can't attend. 2. Something is needed to allow workers and children to attend e.g. Welsh discos, Welsh games (computer) in the evenings/ at weekends. 3. Have say 15 minute sessions during the day at work, where people can pick up a bit of Welsh (to arouse their interest). This could develop into formal courses for interested parties outside of working hours.

There are no positive effects, but plenty of negative ones. We are on insignificant blob on the European continent and this is just increasing it.

There are no positive effects.

Don't know

Like a lot of technology, there should be an option for English and Welsh.

Welsh only days would be great

## Remove/decrease negative effects

We need to take the subject seriously rather than pay lip service to the task ahead. Leadership and buy in from the top down is important to maximise shift in attitudes. Currently this is not the case and it is seen as a hindrance rather than an opportunity!

I do not believe there will be negative effect

Stop the waste of money.

Just having Welsh signage and incidental Welsh will have no effect on non-Welsh speakers learning Welsh. How many know what ARAF means, despite seeing it on roads hundreds of times each week?

"debunk" y ffeithiau anghywir, fel nad oes neb yn CNPT yn siarad Cymraeg felly pam botheran!

There are no negative effects of promoting and growing the Welsh language.

A lot of people, me included, begrudge the amount of tax payers' money is spent on this vision.

On no account make the majority of the population feel excluded by showing massive favouritism to the Welsh language, encourage not enforce

Try to include more means of communication alongside Cymraeg - so not only providing signage with helpful phrases in Cymraeg but what about sign language as well? Can't argue that we're "only benefitting our spoken language" if we're working to increase the levels of communication on *\*ALL\** levels and abilities to communicate and engage with one and other! [We shouldn't apologise for being social people - I mean... We're Welsh!] Ensure that English Medium language school Welsh teachers are capable, that the English medium language schools actually adhere to the syllabus and policies to actually teach Cymraeg as 1st language [and are supported to be able to adhere to the law - or penalised for breaking it]. [In Senedd] Devolve media powers to prevent UK Media xenophobia or hold it to account.

Encourage and support

Don't waste time and resources on a dying language.

Stop forcing people .... Encourage them (A massive translation in business Welsh although gratifying for a fluent Welsh speaker (who also reads and writes in Welsh) is massively off putting to a person with only conversational Welsh

Don't insist on all publications being bilingual, the costs are high and the impact can be negative when the majority do not read in Welsh even though they may be able to speak it.

Already commented previously

Get rid of 90%

Don't do it

Abandon the strategy

## Remove/decrease negative effects

It can sometimes be quite frustrating to have to sift through pages of Welsh to find the English version when receiving a letter for example and often seems like an awful waste of paper. Could we be better at giving an option for a Welsh version if needed?

All Welsh and all English publications/adverts etc, all has segrogatory effort, especially in NPT (not a predominantly Welsh speaking area)

When people try change at first dought our negative. It won't work. Bad things said. Then see it one day. Then they see again, then again. Then it become a thing used to and love. Then love the complaining has stopped.

delivery will be key so it does not feel 'pushed' and people have the choice to participate

Wrth i'r iaith cael ei weld a'i ddefnyddio fwy fyth gan y Cyngor fe fydd wedyn yn cael ei dderbyn fel rhan annatod o'u bywyd pob dydd.

There is still a snobbery in schools about being English.

Remove the "Them and Us" mentality of speaking Welsh and that the language is for everyone.

Unsure

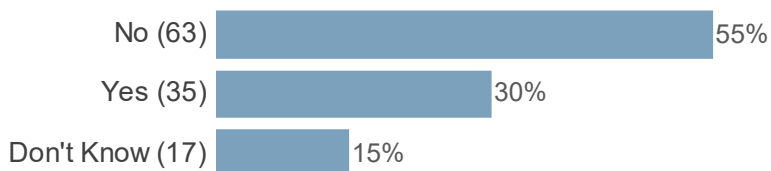
allow customers to 'opt' in if required - cost effective

No discrimination and respect other viewpoints

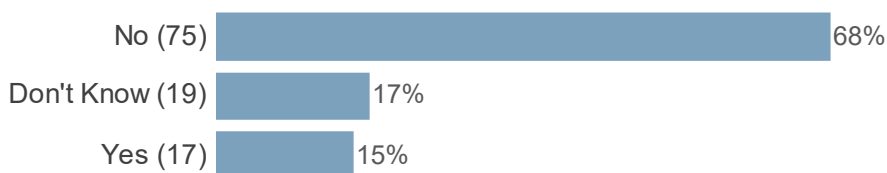
On all signage, standardise colours and fonts so it is easier to distinguish between English and Welsh. Too often signs are ignored because they are too confusing.

Don't know

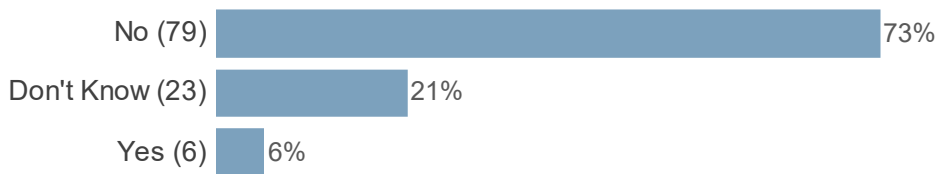
Would the strategy have an impact on you and/or your family because of (your and /or their): (Age )



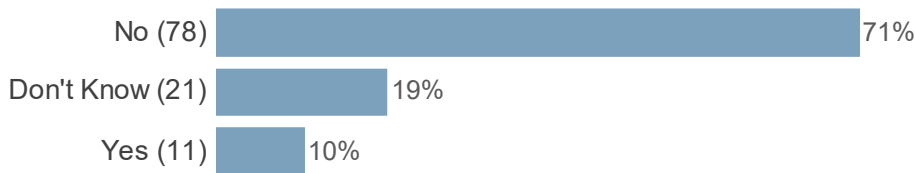
Would the strategy have an impact on you and/or your family because of (your and /or their): (Disability)



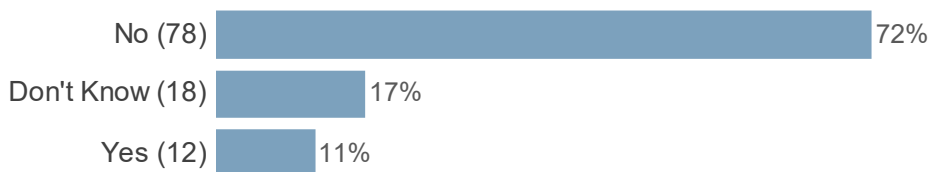
Would the strategy have an impact on you and/or your family because of (your and /or their): (Gender reassignment)



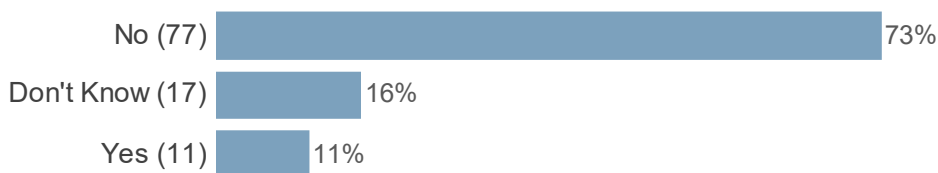
Would the strategy have an impact on you and/or your family because of (your and /or their): (Marriage or civil partnership)



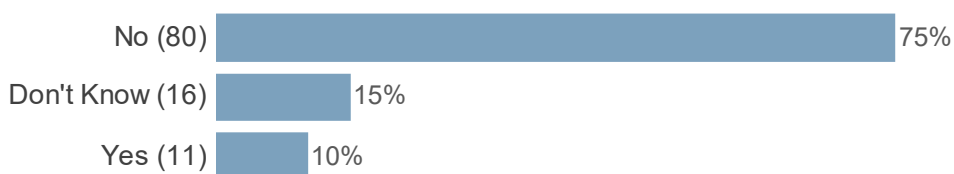
Would the strategy have an impact on you and/or your family because of (your and /or their): (Pregnancy and maternity)



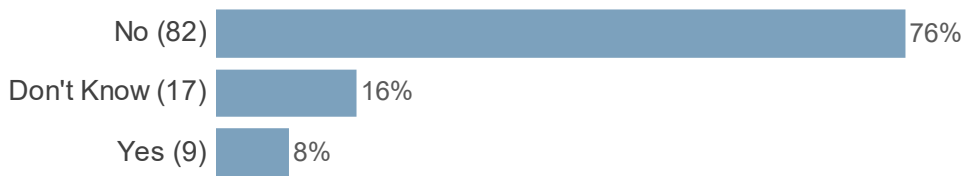
Would the strategy have an impact on you and/or your family because of (your and /or their): (Race )



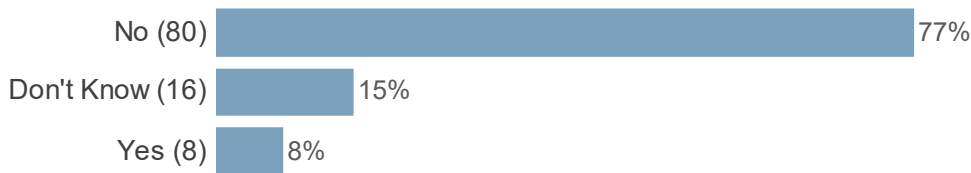
Would the strategy have an impact on you and/or your family because of (your and /or their): (Religion or belief )



Would the strategy have an impact on you and/or your family because of (your and /or their): (Sex)



Would the strategy have an impact on you and/or your family because of (your and /or their): (Sexual orientation)



### Please give reasons for your answers

Why would the language impact on these?

Would affect me except by way of work as I live outside the borough though am a staff member.

Dyslexia

I already live daily with the negative impact of the Welsh Language standards

No

It is a hard language to learn, but small changes to everyday life will allow adults to learn small words and phrases, but catch the children, then the older generation will hopefully learn with them.

Rhestr ddim yn gweithio

Dim yn effeithio o rhan agweddau yma.

No effect

Will have no effect on anyone

As there is no real detail this question is impossible to answer.

Being a millennial, the Senedd cut us out of access to free education - so offering greater access to be able to learn would definitely impact me, where if you were to continue to act as you do offline but record and document it online - this would aid me and my disability for sometimes I am unable to go out so I would still be able to engage online. Also, anyone who calls this part of the rock home [no matter where they are born] - ydy'n Gymry neu Teulu i fi / Is Welsh or Family to me. One factor it would change is understanding of history, because with an ability to read and understand Cymraeg... we could actually learn to understand the history of Castell Nedd and Prydain.

No impact on any of the above

Promoting a niche language can lead to visitors and migrants feeling isolated. Migrant here is used as a term to describe all individuals who come to settle in Wales regardless of their country of origin / circumstances.

ALREADY COMMENTED THIS IS REPETITIVE.

I have lived in NPT for 50 years. I have heard welsh spoken (outside of school) only a handful of times and never in my village or local town.

My children are of school age so could impact on them through their schooling.



## Please give reasons for your answers

We are a diverse nation and these areas will impact our diverse family

It's not an equal opportunities strategy

What the hell has race/ sex and orientation got to do with leaning welsh.... WOW this is the exact reason welsh has been left to die . Concerned over irrelevant things that wouldn't affect language

Why would it

Don't know what this question aim to find out - what impact exactly?

I don't no enough to be "honest" but if you try you won't fail.

without stereotyping there may be those in older generation who would not wish to learn. also important to recognise that everyone has different learning styles and there is no 'one size which fits all'

Dim yn deall y cwestiwn

None of that should matter

Unsure

no wish to start to learn another language

Potentially, the strategy could positively impact on all the above groups who have the right to choose support and services to be promoted, discussed and delivered through the medium of Welsh. Denying those who identify with the above groups could make the feeling of isolation,exclusion and discrimination worse. Language is closely connected to how comfortable we feel and a sense of belonging.

The strategy will have a positive effect

Older is harder to learn as more busy and other commitments

I object to having to select an English language option when speaking to my surgery etc. It should be the other way around!

Stop being so woke!!

A lot of my family drive have mental disabilities and find it hard to understand or learn with the English language. Enforcing more welsh on top of the already stressful and terrible education system will have a negative effect on them and people like them.

## If you have any further comments please include them below

No

When you have a strategy and plan in place [after much surveying and engagement with those you seek to impact], Please, revert to our old name Castell nedd only. I feel that would be the biggest kick to the system to let people know that you have a plan and you mean business, and that it's \*the\* plan for the future going forward [no going back]. I'm happy to live in a country that dwy iaith, but there is a glaring inadequacies and representation on the Cymraeg front... in Cymru... which shouldn't sit right with anyone, and for those that it does: invite them to speak with people of the world and explain to them whats happened here and our current mentality, and to then ask their opinion of that. Its consultations like this which is the reason I'm happy to put time and effort into my responses, as it's great to finally see governance in NPT seeking to be more representative and outward reaching [Thanks Plaid Cymru and other representatives seeking to represent their areas and NPT!]. But, all in all, aim higher - gauge your reach and audience - and if we under perform, it'll still be better than a 1% increase over 5 years. Work to include all people from all walks of life, of all levels of ability to speak Cymraeg - and we might just live in a better town yet.

Courses more input

## If you have any further comments please include them below

The Welsh language is a niche language and is no longer relevant to most people living or working in Wales. As such it should be maintained as a tourist 'gimmick' as it serves little other purpose. History is exactly that, the past and the natural evolution of language should be respected. Concentrate on improving English literacy, this country deserves to be seen as the true jewel in the crown of the UK and to do that it needs to focus on the future and not the past.

Er mwyn normaleiddio'r Gymraeg ac i'r strategaeth fod yn llwyddianus, mae angen sicrhau bod y Gymraeg yn weladwy, er enghraifft, enwau Cymraeg yn unig ar ystadau o dai newydd. Hefyd, dylai fod popeth sydd yn cael eu rheoli gan y Cyngor fod yn ddwy-ieithog. Sylwais yn ddiweddar bod arwyddion Castell-nedd yn uniaith Saesneg, a dydy hyn ddim digon da.

Na

Don't give up. Wonderful idea.

Os yr ydym o ddifri ynglŷn â chynyddu'r nifer o siaradwyr Cymraeg tu fewn y Sir rhaid darparu fwy o ysgolion cynradd Cymraeg eu hiaith; un ysgol gynradd gyfrwng Cymraeg mae CCNPT wedi agor ers ei sefydlu. Agorwyd mwy o ysgolion Cymraeg eu hiaith ym Mhatagonia a Sir Fynwy dros yr un cyfnod nag yn CNPT.

From personal experience, using the welsh language either telephone or to access service, form filling etc results in a delay in services due to need for translation etc

We haven't lost the language but we have to retain/ grow it

Absoulute waste of time and money

1. This whole survey is over-complicated and full of wordy questions (Quite frankly - Boring) It would be an improvement to simplify it. 2 a. You ask questions about obverse WLSP 2022-2023, but with no simple explanation about what it is - so how can we answer effectively? b. Ditto for "Benefits of bilingualism" booklet. What the heck is that, and who reads it anyway? c. What is "the Language Leisure programme"? d. "Destination Management Plan"? e. A lot of "High Falutin" Language, which means little to nothing to the general public.

I strongly object to the way in which welsh speakers get jobs over non welsh speakers, and this is happening everyday. IT's DISCRIMINTION against non welsh speakers. Its utterly disgraceful.

The education system already causes enough self harm, suicide, bullying. Don't make it worse for the people with mental disabilities of who are slow learners. Be considerate to others and not just the 'love walsey welsh' movement that's going.

## Are you responding...

As an individual (126)  98%

As an organisation (3)  2%

Please provide your full postcode below (e.g. SA13 1PJ). This allows us to better understand your views and needs by area, and to make sure we've heard from people in all parts of the county borough

SA13 2UP	SA12 8TU	SA10 8PL	SA6 8HN	SA18 1UN	SA11 4AA	SA13 3EY
SA12 9TY	SA13 1PJ	SA10 7HB	SA10 8NT	SA12 6BU	SA10 6HZ	SA8 4LH
SA13 1TD	SA12 8AW	SA10 9DT	SA11 3QZ	SA11 3NW	SA10 6NJ	SA11 2FP
SA10 7EB	SA11 2UN	SA10 9DP	SA11 1EJ	SA12 8LP	SA12 6SR	SA12 9PD
SA11 3AD	SA9 1XD	SA13 1PY	SA10 6DU	SA10 6EU	SA12 7DE	SA11 1EJ

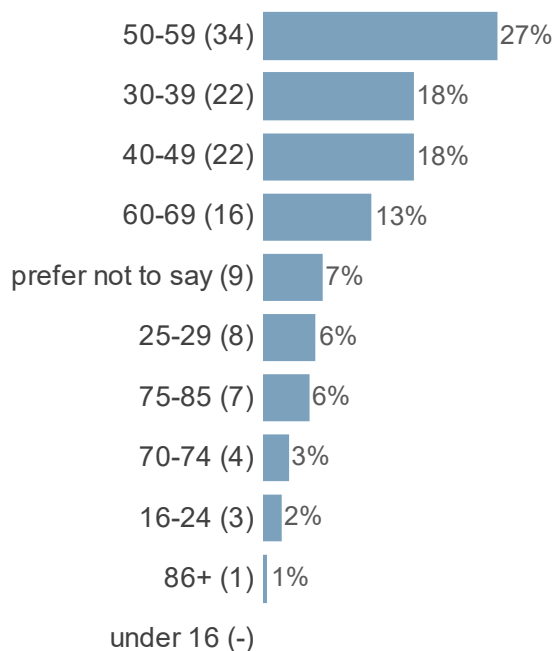
Please provide your full postcode below (e.g. SA13 1PJ). This allows us to better understand your views and needs by area, and to make sure we've heard from people in all parts of the county borough

SA10 6JJ	SA10 9ES	SA13 1PJ	SA12 9BZ	SA10 8AQ	SA13 2LN	SA11 2ES
SA8 3HD	SA10 7DJ	SA10 6DP	SA11 5PY	SA13 3YN	SA11 3QQ	SA11 1JJ
SA11 1JJ	SA9 2AJ	SA12 6AX	SA13 1PQ	SA12 9ET	SA13 2LN	SA19 1TT
SA10 7FH	SA11 1HG	SA11 2LS	SA11 3YU	SA11 1JS	SA11 3QQ	SA13 1AX
SA10 7EB	SA13 2EG	SA13 2TE	SA12 8EN	SA10 8EG	SA13 1BT	SA12 6BN
SA11 1JJ	SA4 9DE	SA11 3UA	SA12 6JA	SA8 3BN	SA10 8AZ	SA13 3HS
SA12 6ES	SA9 2DW	SA10 6LB	SA13 1SP	SA13 2LJ	SA8 4NN	SA8 4DH
SA10 8NP	SA11 3LA	SA13 1EW	SA12 8YL	CF31 4PT	SA11 3DX	SA13 3EW
SA10 6DY						

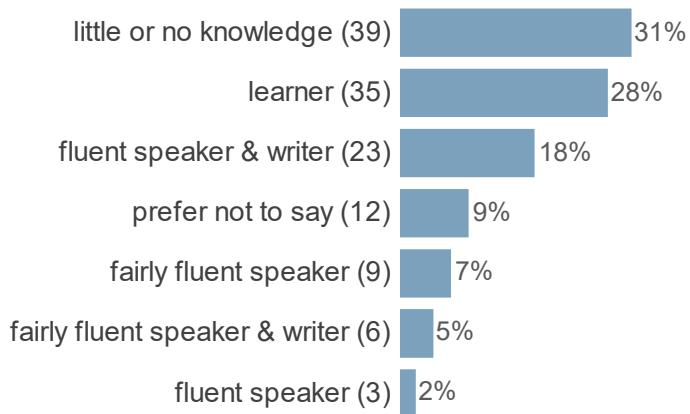
Please state which organisation you are responding on behalf of:

Caffi Cymraeg, Creunant SA10 8RF  
 Neath Port Talbot CVS  
 Menter Iaith Castell-nedd Port Talbot

What is your age?



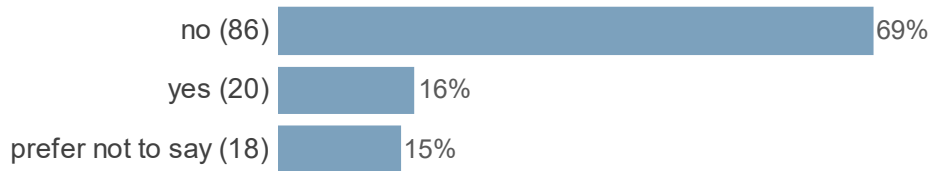
## Welsh Language - are you:



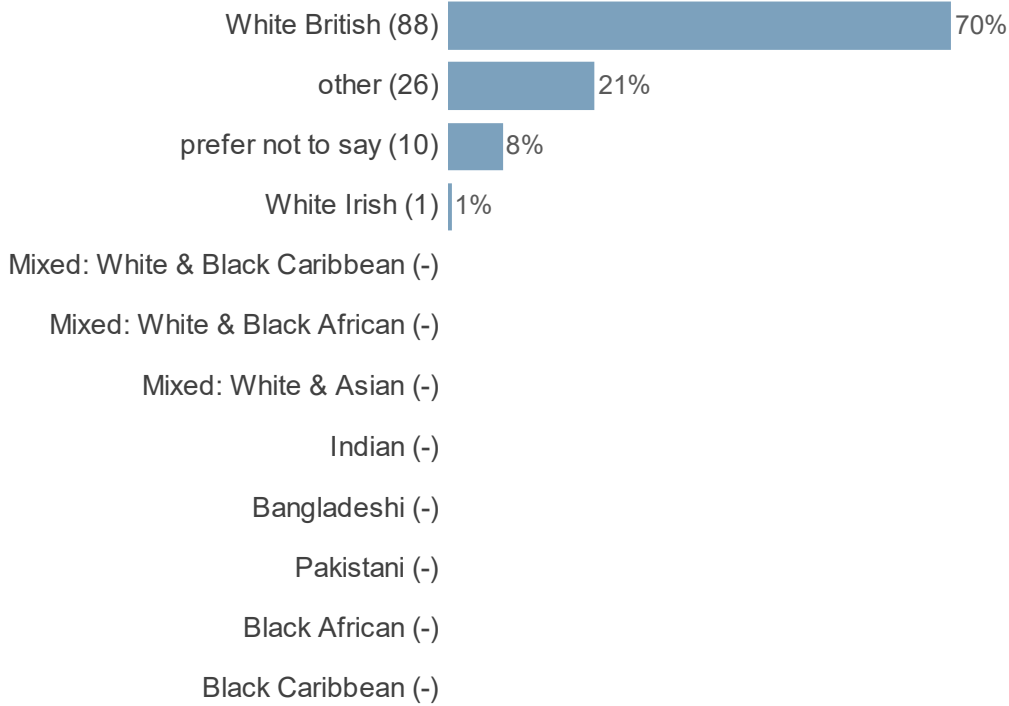
## Are are you pregnant or on maternity leave?



## Do you consider yourself to have a disability?



## Ethnic origin



### other - please specify (Other ethnic group - please specify)

- Welsh not British
- Human.
- Gwyn - Cymreig
- White Welsh
- Cymraeg a Cyprus
- White Welsh
- Cymreig | Welsh
- Gwyn: Cymraeg
- White Welsh
- White Welsh
- Welsh who doesn't welsh
- Welsh
- consider my origin as White Welsh
- White Welsh
- Gwyn Cymreig
- Cymraes ydw i!!!
- Welsh
- Why is there no Welsh ethnicity to tick!?!? Please readress this promoting and paying lipservice
- White Welsh
- White Welsh
- White- Welsh
- White Welsh

other - please specify (Other ethnic group - please specify)

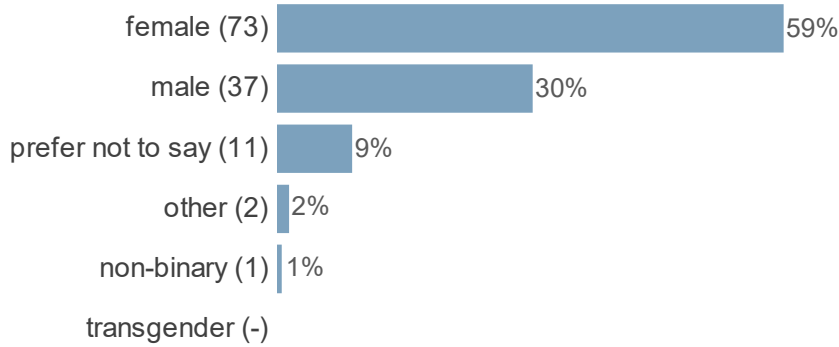
Welsh

White welsh

British Welsh (No Welsh Box????)

European

Sex:

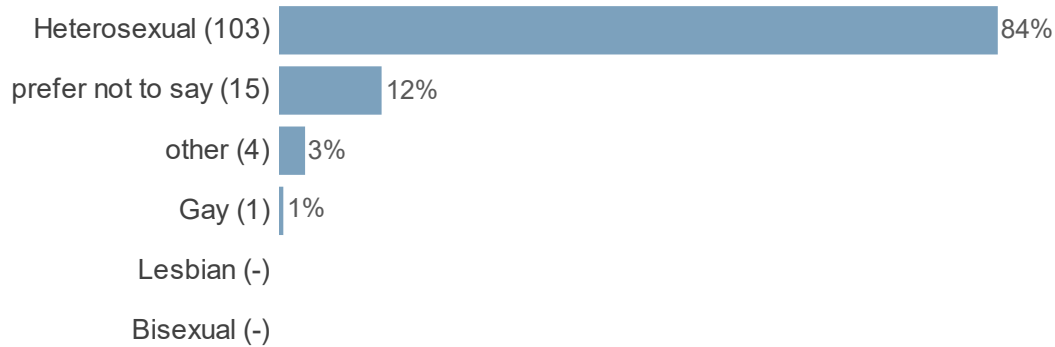


other - please specify

This question makes no sense. The protected characteristic is Sex. Gender identity is separate.

Hippo

Sexual orientation:



other - please specify

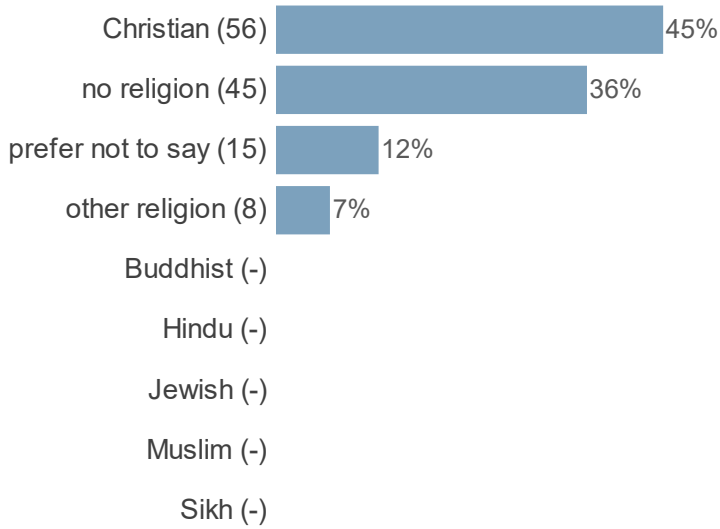
Frying pan

Don't believe in sex out of marriage and couples

pa ots?

Pansexual

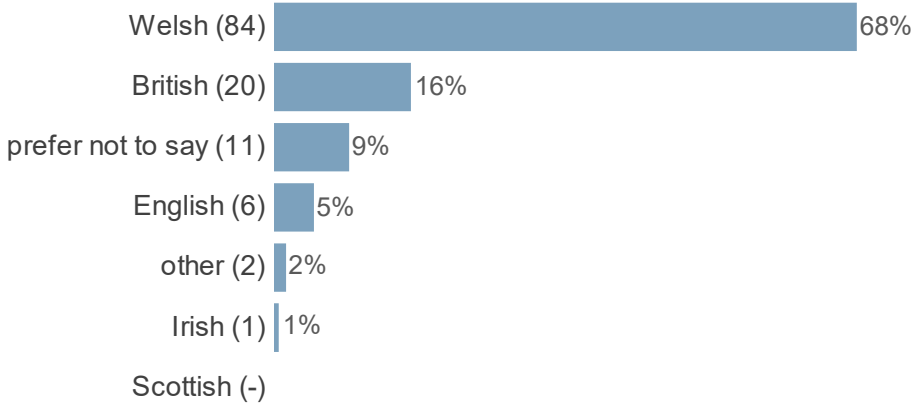
## Religion / belief:



## other religion - please specify (other - please specify)

Pagan	Pentecostal
Catholic	Welsh Independent
Celtic Pagan	Spiritualist

## Nationality:



## other nationality - please specify

Fake welsh
European

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## Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

### Version Control

Version	Author	Job title	Date
Version 1	Rhian Headon	Corporate Policy Officer	29.03.23
Version 2	Rhian Headon	Corporate Policy Officer	14.06.23

### 1. Details of the initiative

	<b>Title of the Initiative: Welsh Language Promotion Strategy (WLPS)</b>
<b>1a</b>	<b>Service Area:</b> Corporate
<b>1b</b>	<b>Directorate:</b>
<b>1c</b>	<b>Summary of the initiative:</b>  This second iteration of the WLPS has been developed by a Cabinet Scrutiny Task and Finish Group with advice and support from Menter Iaith Castell-nedd Port Talbot. The strategy has taken into account a number of factors: a review of the current strategy (2018-2023); the advice and support of Menter Iaith Castell-nedd Port Talbot; consideration of content of current and proposed strategies and plans.  The Strategy aims to: <ul style="list-style-type: none"><li>• facilitate an increase in the number of people who speak Welsh in Neath Port Talbot</li><li>• establish the Welsh language as an integral part of people's everyday life in Neath Port Talbot</li><li>• facilitate an environment in which the Welsh language thrives</li></ul>

	The WLPS is developed under the Welsh Language Standards (No1) Regulations 2015.
<b>1d</b>	<b>Is this a 'strategic decision'?</b> Yes
<b>1e</b>	<b>Who will be directly affected by this initiative?</b> Residents of Neath Port Talbot                      Employees of the Council Third sector organisations                              Schools – pupils and staff Visitors to Neath Port Talbot                              Elected Members Local business community
<b>1f</b>	<b>When and how were people consulted?</b>  Feedback from a range of consultation exercises undertaken during the last two years has helped inform the strategy; including the Let's Talk engagement, the Welsh in Education Strategic Plan (WESP) and the Public Service Board's Wellbeing Assessment.  The consultation exercises consisted of online questionnaires, hard copies of questionnaires distributed to libraries etc., as well as face to face engagement with local groups and organisations.  Further consultation on the draft strategy is to be undertaken during April/May 2023.  <b>14.06.23</b> Following approval by Cabinet on 5 April a four week period of public consultation was held between 17 April and 15 May 2023: <ul style="list-style-type: none"><li>• an online survey/questionnaire via the Council's web site</li><li>• consultation packs in local and community libraries and civic centres</li><li>• awareness/consultation events held in Port Talbot, Neath, Pontardawe, Crynant and Margam Park - The detailed questionnaire was made available at the consultation events held in various locations Port Talbot, Neath and Pontardawe; some questionnaires were completed at the time while others were taken away for return to local libraries or civic centres. These events also provided the opportunity for people to comment generally on the Welsh language as well as raising awareness of the online survey.</li></ul>

	<p>The consultation was promoted via:</p> <ul style="list-style-type: none"> <li>• the council’s website on the consultation pages <a href="http://ww.npt.gov.uk/consultations">ww.npt.gov.uk/consultations</a></li> <li>• posters and at libraries, civic centres</li> <li>• the council’s corporate social media accounts</li> <li>• press coverage generated by cabinet reports and press releases</li> <li>• Council’s internal communications channels; including ‘In the Loop’, Sway, Yammer channels</li> <li>• link to the council’s consultation pages sent via email to a range of stakeholders including schools, town and community councils, NPTCVS, Fforwm Iaith, Menter Iaith Castell-nedd Port Talbot and local community groups via the NPT Community of Practice on Involvement and Engagement.</li> </ul>
1g	<p><b>What were the outcomes of the consultation?</b></p> <p>Feedback from previous consultation exercises helped inform the strategy and identified the language as something that was close to people’s hearts, that it was inextricably linked to the culture and heritage of NPT and the nation, but although something to be proud of, was also a cause of irritation/annoyance as to its use in correspondence, signage and to a degree in education.</p> <p><b>14.06.23</b></p> <p>Feedback received during the consultation in April/May 2023 was predominantly supportive of the strategy with comments reflecting those offered in previous consultation exercises.</p> <p>Respondents were asked to identify the impact of the strategy on them or their family due to the protected characteristic and while the majority considered there was no impact a relatively small number felt to the contrary. Unfortunately further information as to the nature of this impact was not forthcoming in the majority of cases. However a few comments were received which could be attributed to:</p> <p>Age - My children are of school age so could impact on them through their schooling.  ...there may be those in older generation who would not wish to learn...  Older is harder to learn as more busy and other commitments  The strategy will have a positive effect</p> <p>Disability - A lot of my family live with mental disabilities and find it hard to understand or learn with the English language.  Enforcing more welsh on top of the already stressful and terrible education system will have a negative effect on them and people like them.</p>

**Dyslexia**

...offering greater access to be able to learn would definitely impact me, where if you were to continue to act as you do offline but record and document it online - this would aid me and my disability for sometimes I am unable to go out so I would still be able to engage online...

Some more general comments were made, for example in relation to disability and affordability, but have not yet been addressed in the strategy. However these, along with other comments such as greater detail on support for Welsh organisation to contribute to the strategy and involving teaching staff in the 'Homework Help' Facebook group amongst others, require more detailed consideration and any resulting amendments will be publicised in due course.

**Welsh**

72.6% of respondents (93 out of 128) considered the strategy would have a positive effect on opportunities to use Welsh; 4 respondents considered there would be a negative effect and 31 considered there would be no effect.

62.4% of respondents (78 out of 125 respondents) considered that there would be a positive effect on treating the Welsh language 'no less favourably' than the English language', while 7 respondents considered the opposite. 40 respondents considered it would have no effect.

**Outcomes**

In light of comments received the strategy has been amended where appropriate, for example the inclusion of additional actions to reflect comments of affordable language courses as well as encouraging businesses to promote Welsh (again affordably).

Amendments have also been made to the body of the strategy - specifically with the inclusion of text to clarify the resources identified to implement the strategy, the 'low' target and the vision. A further amendment was made to the vision; the inclusion of 'audible' was as a result of comments suggesting that Welsh should be heard as well as seen - which also ensures greater inclusivity.

**Welsh**

Comments on how to increase the positive effects of the strategy included

- Greater investment - finance, leadership
- Language learning/improvement - concentrate on spoken rather than written Welsh; more affordable courses; opportunities to use Welsh in social settings e.g. pubs and cafes; free/affordable courses
- Choice - better than coercion
- Bilingualism - nursery and (ideally) Early Years education; homework/resources for non Welsh speaking parents
- Better support - learners; parents/families with children in Welsh medium education; for Welsh language organisation in their contribution to the strategy;
- Employment - more opportunities for Welsh speakers
- Policies - Welsh only street names/place names

Comments on removing/decreasing negative effects included:

- Forms of Welsh - emphasis on conversational rather than more formal Welsh
- Choice - encourage and support rather than enforce; to participate or not; introduce an 'opt in' option for receiving Welsh documents/correspondence, etc.
- discrimination - remove Welsh/non Welsh speaker distinction
- Leadership - key to change attitudes

Actions to address some of the above have been incorporated into the action plan, for example:

- Create and promote Welsh language resources for families and the public more generally
- Explore the establishment of a Welsh Champion category in the Council's internal Team NPT Awards
- Encourage elected members to increase their use of Welsh at meetings, events, within their communities, etc
- Promote bilingualism to perinatal families
- Introduce 'resident accounts' to enable more tailored interactions with the Council, to include a language preference option.

Some comments require further consideration by services as to their feasibility, which organisations would be responsible as well as any funding issues associated with any potential actions.

Other comments such as those relating to conversational Welsh and some of the comments calling to 'scrap it' have wider implications and would be subject to a change in legislation/compliance notices. Such issues will be raised during the annual monitoring review with the Welsh Language Commissioner.

## 2. Evidence

### What evidence was used in assessing the initiative?

#### Census 2011

Language profile of the area - according to the 2011 Census, around 15.3% of the county borough's population speak Welsh 20,698 individuals. Communities such as Gwaun Cae Gurwen, Cwmllynfell and Lower Brynamman are amongst the highest percentage of Welsh speaking areas in Wales.

There has been a significant drop in the number of people speaking Welsh in these, and other areas in the county borough, between the 2001 and 2011 Census. Trebanos and Crynant have seen the largest percentage comparable change, - 20.86% and -33.47% respectively.

#### Census 2021

While comprehensive Census 2021 data has yet to be released initial indications show a significant decrease in the number and percentage of Welsh speakers in Neath Port Talbot since the Census 2011:

Number who can speak Welsh			Percentage who can speak Welsh		
2001	2011	2021	2001	2011	2021
23,404	20,698	18,662	18	15.3	13.5

#### Annual Population Survey

Contrary to Census data the Annual Population Survey has historically and continues to indicate figures far above the Census data:

Neath Port Talbot						
	2011	2018	2019	2020	2021	2022
Total Population	134,400	136,100	137,800	136,400	135,400	137,900
Can speak Welsh	27,200	30,500	34,600	27,900	31,100	31,400

% who can speak Welsh	20.7%	22.4%	25.5%	20.5%	23%	22.8%
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### Let's Talk consultation responses (2021)

Responses included many comments on Welsh language, culture and heritage including:

- Love for the 'Welshness' of their community.
- The presence of the Welsh language was a very positive attribute that Welsh speakers appreciate,
- General sense of Welsh culture and heritage.
- Welsh language alongside English is beneficial for their children's learning.

### Pupil Level Annual School Census (PLASC)

While the Census 2021 data indicates the decrease in the percentage of children and young people reporting the ability to speak Welsh, data from our pupil level annual school census (PLASC), more consistent with the annual population survey data, indicates an increase in the numbers enrolled in Welsh medium education.

PLASC - Years N1-11			
	2011	2021	2023 (projected)
No. in Welsh medium schools	2,993	3,321	3,329
No. in NPT schools	20,399	21,149	20,535
% in Welsh medium schools	14.7%	15.7%	16.2%

### 3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	✓			<p>It is anticipated that there will be a positive impact for adults and children and young people with increased opportunities to learn Welsh; opportunities to use Welsh in more social settings and provision of help and support to non-Welsh speaking families whose children are in Welsh medium education.</p> <p>Census 2021 data would suggest that there is a decrease in Welsh speakers particularly among school age children. The strategy aims to help address this in its support of the WESP and by enabling learners and speakers.</p> <p>In supporting the implementation of the WESP 2022-2032 and working with employers, organisations and the community, the strategy will help increase the awareness, knowledge, and Welsh language skills of people of all age groups.</p>
Disability	✓			<p>In supporting the implementation of the WESP and or teaching and non-teaching staff in learning Welsh there is likely to be a positive impact for children and young people in Welsh medium education.</p> <p>However, more generally it is considered there will be a neutral impact on people with this protected characteristic.</p> <p><b>Post Consultation 14.06.23</b></p> <p>Some respondent felt there could be a potential negative impact for people with learning difficulties or who experience mental health issues where there is a perceived expectation to learn Welsh. However, as the aim of the strategy is one of support, encouragement and choice rather than enforcement it would be unlikely that this potential impact would become a reality.</p>
Gender reassignment			✓	It is considered that there will be a neutral impact on people with this protected characteristic
Marriage & civil partnership			✓	It is considered that there will be a neutral impact on people with this protected characteristic



Pregnancy and maternity	✓			While the strategy aims to encourage the use of Welsh generally, raising awareness of bilingualism amongst young families is a key element. With increases in numbers attending early years provision there is likely to be an ongoing positive impact for people who share this characteristic.
Race	✓			It is anticipated that there will be a positive impact with the aim to raise awareness of the language as a component of the area's heritage and culture. It is possible that pride in the language and identity will be regenerated even if not a Welsh speaker. It is acknowledged that promoting the Welsh language, culture and heritage could generate negative impacts, particularly from those who do not have a Welsh background, are non- Welsh speakers and/or those who perceive the strategy and action plan to be attracting limited resources for the benefit of a 'minority'. Working with our BME communities to better understand real or perceived barriers to learning Welsh will have a positive impact. There is a potential positive impact with increased understanding/take up of Welsh language training/education amongst members from our more diverse communities.
Religion or belief			✓	It is considered that there will be a neutral impact on people with this protected characteristic
Sex			✓	It is considered that there will be a neutral impact on people with this protected characteristic
Sexual orientation			✓	It is considered that there will be a neutral impact on people with this protected characteristic

**What action will be taken to improve positive or mitigate negative impacts?**

Consultation to be undertaken which will help confirm/identify alternative impacts.

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

<b>Public Sector Equality Duty (PSED)</b>	<b>+</b>	<b>-</b>	<b>+/-</b>	<b>Why will it have this impact?</b>
To eliminate discrimination, harassment and victimisation	✓			The Strategy is clear in its aims to promote the Welsh language and is likely to help eliminate historic 'discrimination' due to Welsh language services not being fully recognised as equal to English services, etc.
To advance equality of opportunity between different groups	✓			The Strategy is clear in its aims to promote the Welsh language and in so doing it is anticipated that the strategy will increase opportunities for Welsh speakers.
To foster good relations between different groups	✓			The Strategy is designed to benefit everyone, non-Welsh speakers, learners or fluent Welsh speakers. However, it is possible that the strategy could result in some resentment from non-Welsh speakers/supporters, although this should be minimal.

**What action will be taken to improve positive or mitigate negative impacts?**

Publicity of the strategy will be undertaken to raise its profile.  
 Articles/press releases/social media publicity etc. will be produced to promote activities etc., when appropriate, throughout the life of the strategy.

#### 4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>There is potential for the strategy to help address socio-economic disadvantage within Neath Port Talbot. Greater opportunities and support to learn and use Welsh will help provide a greater awareness of the language itself while increasing individuals' skill levels. With complementary actions to support the outcomes in the WESP, children and young people and their families' improvement in language skills, increased attainment and involvement in the education journey will be maximised. This will help ensure increased opportunities in further education and accessing employment.</p> <p>Greater opportunities to improve/use language skills with activities and events accessible for all skill levels. Participation by all communities in celebrating/learning/using the language will potentially help improve wellbeing and so impact positively on health in the short and in the longer term.</p> <p>Cultural and heritage activities/events will help increase participation by those members of our communities who struggle to do so currently, due to lack of confidence, ability, opportunity or financial constraints.</p>
Negative/Disadvantage	N/A
Neutral	N/A

#### What action will be taken to reduce inequality of outcome

This will be revisited following the consultation period.

## 5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	✓			<p>The strategy aims to promote the Welsh language, culture and heritage and as a result it is anticipated that this would have a positive impact, especially in instilling (greater) pride in the area and Wales as a whole. The various actions would help encourage participation and so bring about a new sense of belonging and community spirit.</p> <p>However, there is a danger that the proposal could trigger disharmony and resentment amongst those non Welsh speakers who do not support the aims of the strategy, etc.</p>
Social Exclusion			✓	<p>Little impact on either of these is anticipated however the implementation of the strategy and associated actions could lead to more involvement of those socially excluded due to lack of Welsh language activities/opportunities.</p>
Poverty				

### What action will be taken to improve positive or mitigate negative impacts?

Ensure that the strategy and actions are as inclusive as possible. Use publicity judiciously to promote Welsh and dispel any potential negative perceptions.

## 6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language	✓			The aims of the strategy and the action plan will help provide more opportunities to use Welsh, more activities and events held in Welsh thereby increasing the number of participants. The strategy will also help ensure that Welsh is a key element in policies/strategies as well as being more visible across the whole of the area.  Implementation of the strategy will help all Welsh speakers within Neath Port Talbot regardless of their skills level, their location or community.
– treating the Welsh and English languages equally	✓			By implementing the strategy it is likely that the profile of Welsh language will be raised and become more visible throughout the area. The fulfilment of the strategy will help raise the profile of the language, secure its place and promote its equal status within Neath Port Talbot. Treating both languages equally is a legislative requirement and the strategy and associated actions aim to help establish this.

### What action will be taken to improve positive or mitigate negative impacts?

Publicity of the strategy and its action plan will be undertaken.  
 Articles/press releases/social media publicity etc. will be produced to promote activities/events etc. as and when appropriate.  
 Further consideration will be given to this during and following the consultation period.

## 7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity			✓	There is no impact on biodiversity as a result of the strategy and potential actions at this time.  However, as time goes on there may be impacts, Welsh medium school extensions/new builds, etc., and these will be considered as part of the individual project.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			✓	

### What action will be taken to improve positive or mitigate negative impacts?

No action at this time although this will be kept under review

## 8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. <b>Long term</b> – looking at least 10 years (and up to 25 years) ahead	The strategy is the Council's response to the Welsh Government's commitment to increase the number of Welsh speakers by 2050. This is a long term aim and the strategy is a step on the road to achieve this.
ii. <b>Prevention</b> – preventing problems occurring or getting worse	<p>The strategy and its actions have been developed with the aim to ultimately facilitate an increase in the number of Welsh speakers; increase the use of Welsh and ensure the language has greater visibility in the area.</p> <p>By supporting parents, particularly non-Welsh speakers, throughout the educational journey (preschool to college), providing increased opportunities to learn and use Welsh as well as increasing understanding and knowledge of the culture and heritage, the strategy and actions aim to 'change' attitudes as well as increase the number of Welsh speakers.</p>
iii. <b>Collaboration</b> – working with other services internal or external	<p>It is not in the Council's gift to singlehandedly influence the increase in the number of Welsh speakers nor be in a position to solely promote the language and the strategy has been developed accordingly.</p> <p>A number of council services as well as partners in the voluntary sector will help deliver the aims of the strategy. Menter Iaith Castell-nedd Port Talbot has supported the development of the strategy with the Language Forum also lending its support.</p>
iv. <b>Involvement</b> – involving people, ensuring they reflect the diversity of the population	The strategy and action plan were developed by a cross party elected Member Task and Finish Group with advice and support from officers of the Council and Menter Iaith CnPT. Members were able to use their personal and ward knowledge in developing the strategy.
v. <b>Integration</b> – making connections to maximise contribution to:	Links to other Council initiatives and strategies have been identified and applied wherever possible. In addition to those identified below there are particular links to the WESP and the draft Culture and Heritage Strategy.

<p><b>Council's well-being objectives</b></p>	<p>The strategy supports and complements the council's purpose, vision, values as stated in the Corporate Plan:</p> <p>Purpose:</p> <ul style="list-style-type: none"> <li>• To help Neath Port Talbot residents live good lives</li> </ul> <p>Vision:</p> <ul style="list-style-type: none"> <li>• All children get the best start in life</li> <li>• All communities are thriving and sustainable.</li> <li>• Our local environment, culture and heritage can be enjoyed by future generations.</li> <li>• Local people are skilled and access high quality, green jobs.</li> </ul> <p>Values:</p> <ul style="list-style-type: none"> <li>• Connected</li> <li>• Caring</li> <li>• Collaborative</li> <li>• Confident</li> </ul>
<p><b>Other public bodies objectives</b></p>	<p>The strategy supports and complements the Public Services Board's Wellbeing Objectives:</p> <ul style="list-style-type: none"> <li>• All children have the best start in life</li> <li>• All our communities will be thriving and sustainable</li> <li>• Our local environment, culture and heritage can be enjoyed by future generations</li> <li>• There are more green, secure and well-paid jobs and skills across the area are improved</li> </ul>

## 9. Monitoring Arrangements

<p>The Welsh Language Officer Group and Equality and Community Cohesion Group will have a key role in monitoring progress with Cabinet and Cabinet Scrutiny Committee providing a more formal monitoring role</p> <p>The impact of the strategy and progress against actions will be reported in an annual report presented to Cabinet/ Cabinet Scrutiny Committee.</p> <p>The strategy will be kept under review to ensure the impacts of the strategy are as expected and any necessary amendments implemented to reduce/remove further negative or further increase positive impacts.</p>
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## 10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	<b>Conclusion</b>
<b>Equalities</b>	<p>There is a predominantly neutral impact, although a positive impact is anticipated for the protected characteristics of age, disability, pregnancy and maternity and race. Supporting people who share these characteristics will help address the decrease in the number of Welsh speakers as identified in the Census 2021, support the aims of the Anti-Racist Wales Action Plan while simultaneously help eliminate inequality of access, use and participation in Welsh language, heritage and cultural activities.</p>
<b>Socio Economic Disadvantage</b>	<p>Greater opportunities and support to learn and use Welsh will help provide a greater awareness of the language itself while increasing individuals' skill levels. With complementary actions to support the outcomes in the WESP, children and young people and their families' improvement in language skills, increased attainment and involvement in the education journey will be maximised. This will help ensure increased opportunities in further education and accessing employment.</p> <p>Participation by all communities in celebrating/learning/using the language will potentially help improve wellbeing and so impact positively on health in the short and in the longer term.</p> <p>Cultural and heritage activities/events will help increase participation by those members of our communities who struggle to do so currently, due to lack of confidence, ability, opportunity or financial constraints.</p> <p>Feedback from the consultation highlighted concerns of the financial implications of implementing the strategy in the current climate particularly as Neath Port Talbot is considered a low Welsh speaking area. However, the strategy has since been amended to clarify the financial position which will ensure that actions are implemented without additional strain on council budgets or financed through grant funding as appropriate. In addition actions have been identified which will help enable those wishing to learn Welsh and/or participate in social activities at affordable rates (free in some cases).</p>
<b>Community Cohesion/ Social Exclusion/Poverty</b>	<p>The strategy aims to promote the Welsh language, culture and heritage and as a result it is anticipated that this would have a positive impact, especially in instilling (greater) pride in the area and Wales as a whole. The various actions would help encourage participation and so bring about a new sense of belonging and community spirit.</p>

	However, there is a danger that the proposal could trigger disharmony and resentment amongst those non Welsh speakers who do not support the aims of the strategy, etc. While limited impact is anticipated the implementation of the strategy and associated actions could lead to more involvement of those socially excluded due to lack of Welsh language activities/opportunities.
<b>Welsh</b>	There will be a positive impact with more opportunities to use Welsh, more activities and events held in Welsh thereby increasing the number of participants. The strategy will also help ensure that Welsh is a key element in policies/strategies as well as being more visible across the whole of the area. By implementing the strategy it is likely that the profile of Welsh language will be raised and become more visible throughout the area. Feedback from the consultation identified no additional impacts to those highlighted originally. Comments on how to increase positive impacts as well as removing or reducing negative impacts have been taken into account with the strategy amended accordingly and some comments subject to further consideration by service areas.
<b>Biodiversity</b>	There is no impact on biodiversity as a result of the strategy and potential actions at this time.
<b>Well-being of Future Generations</b>	There will be a positive impact as the strategy has been developed in line with the five ways of working as well as supporting the wellbeing goal 'a Wales of vibrant culture and thriving Welsh language'

### Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative

Strategy has been developed in accordance with the legislative requirements of the Welsh language Standards (No1) Regulations and reflects the sustainable development principle of the Wellbeing of future Generations (Wales) Act 2015.

While the anticipated outcome of the Strategy will be positive, some potential negative impacts have been identified during the consultation exercise and mitigating actions have been developed to address these. In addition, it is acknowledged that potential negative impacts are likely if implementation of the Strategy is not fully achieved and/or publicity is not undertaken sensitively.

Amendments which aim to address issues/comments raised during the consultation/assessment process have been made to the Strategy and Action Plan as appropriate

There is a predominantly neutral impact in relation to equalities although a positive impact is anticipated for the protected characteristics of age, disability, pregnancy and maternity and race.

The strategy will help alleviate socio economic disadvantage by supporting and increasing learning opportunities, increasing confidence, helping improve attainment levels which in turn will help increase opportunities in further education and accessing employment. Actions have been included in the strategy to help address affordability issues thereby helping to increase participation and accessibility to courses, events and education

There is an anticipated positive impact in relation to community cohesion/ social exclusion/poverty especially in instilling (greater) pride in the area and Wales as a whole. The various actions would help encourage participation and so bring about a new sense of belonging and community spirit.

There will be a positive impact with more opportunities to use Welsh as well as more activities and events held in Welsh thereby increasing the number of participants and helping ensure Welsh is more visible and audible in the area.

There is no impact on biodiversity at this time.

There will be a positive impact in relation to the Wellbeing of Future Generations as the well-being objectives have been developed in line with the five ways of working.

## 11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Undertake consultation on the draft Welsh Language Promotion Strategy and Action Plan	Corporate Policy, Performance and Engagement Team	12 April - 10 May 2023	Consultation responses received
Publicise the Strategy and Action Plan during the consultation period and beyond	Corporate Policy, Performance and Engagement Team/ Communications & Digital Services	12 April - 10 May 2023 As and when required following adoption of the Strategy and Action Plan	Communication plan developed and actioned Press release issued and other media activities undertaken
Ensure that the Strategy and Action Plan are as inclusive as possible.	Corporate Policy, Performance and Engagement Team / Relevant Service Areas	Following consideration of responses received during the consultation	Strategy and Action Plan revised in light of responses received during the consultation
Articles/press releases/social media publicity etc. to be produced to promote activities	Relevant services / Corporate Policy, Performance and Engagement Team / Communications & Digital Services	When appropriate throughout the life of the Strategy	Articles, etc. are published in a timely manner
Measures to be developed to ensure progress is measured appropriately	Corporate Policy, Performance and Engagement Team / Relevant Service Areas	July 2023	Data is available for and reported in annual reports

**12. Sign off**

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
<b>Completed by</b>				
<b>Signed off by</b>				

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## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### CABINET

28<sup>th</sup> June 2023

### REPORT OF CHIEF FINANCE OFFICER – HUW JONES

#### Matter for Decision

Wards Affected: All

#### Council Tax Premiums – Long Term Empty Homes and Second Homes

#### Purpose of the Report

The purpose of this report is to:

- Provide information to members on the discretionary powers that the Council has to charge higher amounts of Council Tax (a premium) on long term empty homes (LTE) and second homes (SH), as provided for by the Housing (Wales) Act 2014.
- Seek approval from members to initiate a consultation exercise on the proposed use of these powers in respect of LTE and SH.
- Seek approval from members to bring back the results of the consultation exercise in order for a determination to be made on the levels of Council Tax applicable for LTE properties and SH.

#### Background

From the 1<sup>st</sup> April 2017, Councils in Wales have been able to charge higher amounts (a premium) of up to 100% on top of the standard rate of Council Tax on long-term empty homes and second homes. The legislative changes were made by the Housing (Wales) Act 2014 and the

powers given to Councils are discretionary. Whether to charge a premium on long term empty homes or second homes (or both) is therefore a decision to be made by each Council, and must be made by full Council.

Welsh Government (WG) has provided guidance to support local authorities in determining whether or not to charge a premium, and have provided a range of factors which can help local authorities in making that decision, including:

- Number of LTE and SH in the area
- Impact on LTE and SH on property values
- Potential impact on public services
- Potential impact on the local community
- Potential impact on the housing supply
- Other measures available to authorities to help bring empty properties back into use

The discretion given to local authorities to charge a premium is intended to be a tool to help authorities to bring long term empty properties back into use to provide safe, secure affordable homes; support local authorities in increasing the supply of affordable homes; and enhancing the sustainability of local communities.

The WG guidance outlines a number of exceptions where premiums cannot be charged on empty homes and second homes which are detailed below –

<b>Classes of Dwelling</b>	<b>Definition</b>	<b>Application</b>
Class 1	Dwellings being marketed for sale – time limited for one year	Long Term Empty Homes and Second Homes
Class 2	Dwellings being marketed for let – time limited for one year	
Class 3	Annexes forming part of, or being treated as part of, the main dwelling	
Class 4	Dwellings which would be someone’s sole or main residence if they were not	



	residing in armed forces accommodation	
Class 5	Occupied caravan pitches and boat moorings	Second Homes
Class 6	Seasonal homes where year-round occupation is prohibited	
Class 7	Job-related dwellings	

## Current Position / Proposal

Up to the 1<sup>st</sup> April 2020 NPTCBC granted a 50% discount on LTE and a 25% discount on SH. From the 1<sup>st</sup> April 2020 members decided to remove the discounts and charge 100% Council Tax on LTE and SH.

A LTE dwelling is defined as a dwelling, which is both unoccupied and substantially unfurnished for a continuous period of at least one year. In addition, the furnishing or occupation of a dwelling for one or more periods of six weeks or less during the year will not affect its status as a long-term empty dwelling. In other words, a person cannot alter a dwelling's status as a long-term empty dwelling by taking up residence or installing furniture for a short period.

Where a Council makes a determination to charge a premium on long-term empty dwellings, it may specify different percentages (originally up to 100 per cent but from 1st April 2023 this can be up to a maximum of 300 per cent).

Should a Council determine to charge a premium on this type of property then notice of the decision must be published at the minimum in a local newspaper, but it is recommended that this is published more widely, within 21 days of that decision. However, there is no requirement for to provide a prescribed period of notice before charging a premium. Any Council would be required write to each home owner once a decision is made, to advise them of the forthcoming change thereby providing as much advance notice as possible. In terms of timing, given that council tax bills are issued towards the end of February/beginning of March, there

is the best part of 9 months available to undertake a consultation in order to make a decision before 31<sup>st</sup> March 2024. This will satisfy the requirement to provide twelve months' notice so the premiums can be effective for the 2025/26 financial year.

The Welsh Government Stats Wales website shows the following position across Wales (2022-23) in terms of those authorities that charge an empty property premium, plus the percentage premium applied and the number of properties affected:

	<b>Long Term Empty Homes Premium</b>				
	<b>25%</b>	<b>50%</b>	<b>75%</b>	<b>100%</b>	<b>Total</b>
Isle of Anglesey	0	0	0	324	324
Blaenau Gwent	0	0	0	0	0
Bridgend	0	0	0	0	0
Caerphilly	0	0	0	0	0
Cardiff	0	826	0	0	826
Carmarthenshire	0	0	0	0	0
Ceredigion	579	0	0	0	579
Conwy	0	398	0	0	398
Denbighshire	0	516	0	0	516
Flintshire	0	588	0	0	588
Gwynedd	0	0	0	1019	1019
Merthyr Tydfil	0	0	0	0	0
Monmouthshire	0	0	0	0	0
Neath Port Talbot	0	0	0	0	0
Newport	0	0	0	0	0
Pembrokeshire	129	89	0	246	464
Powys	0	665	0	0	665
Rhondda Cynon Taf	0	0	0	0	0
Swansea	0	0	0	1079	1079
Torfaen	0	0	0	0	0
Vale of Glamorgan	0	0	0	0	0
Wrexham	0	260	0	0	260
<b>Total Wales</b>	<b>708</b>	<b>3342</b>	<b>0</b>	<b>2668</b>	<b>6718</b>

Neath Port Talbot's latest data (6<sup>th</sup> February 2023) shows that there are 892 LTE homes in the borough. The table below provides additional information in relation to these properties by length of time empty:

<b>Period</b>	<b>Number of LTE</b>
1 – 5 years	633
5 – 10 years	125
Over 10 years	134
<b>Total</b>	<b>892</b>

The decision to charge a council tax premium on long term empty properties is part of a wider strategy to try to encourage home owners to return their properties to good use. As part of the strategy homeowners will be signposted to Welsh Government's 'Houses into Homes' loan scheme which is designed to provide financial assistance to bring long term empty properties back into residential use.

The Head of Planning and Public Protection is supportive of this proposal as it will help the broader work bringing long term empty properties back into positive use

### Second Homes

A second home is defined as a dwelling that is not a person's sole or main residence and is substantially furnished. These dwellings are referred to in the Local Government Finance Act (LGFA) 1992 as dwellings occupied periodically but they are commonly referred to as "second homes".

The Welsh Government Stats Wales website also shows the following position across Wales (2022-23) in terms of those authorities that charge a council tax premium on second homes, plus the percentage premium applied and the number of properties affected:

	<b>Second Homes Premium</b>				
	<b>25%</b>	<b>50%</b>	<b>75%</b>	<b>100%</b>	<b>Total</b>
Blaenau Gwent	0	0	0	0	0
Bridgend	0	0	0	0	0
Caerphilly	0	0	0	0	0
Cardiff	0	0	0	0	0
Carmarthenshire	0	0	0	0	0
Ceredigion	1642	0	0	0	1642
Conwy	1050	0	0	0	1050
Denbighshire	0	384	0	0	384
Flintshire	0	177	0	0	177
Gwynedd	0	0	0	3746	3746
Isle of Anglesey	0	2149	0	0	2149
Merthyr Tydfil	0	0	0	0	0
Monmouthshire	0	0	0	0	0
Neath Port Talbot	0	0	0	0	0
Newport	0	0	0	0	0
Pembrokeshire	0	0	0	3794	3794
Powys	0	1074	0	0	1074
Rhondda Cynon Taf	0	0	0	0	0
Swansea	0	0	0	1284	1284
Torfaen	0	0	0	0	0
Vale of Glamorgan	0	0	0	0	0
Wrexham	0	0	0	0	0
<b>Total Wales</b>	<b>2692</b>	<b>3784</b>	<b>0</b>	<b>8824</b>	<b>15300</b>

Currently this Council has 525 properties which are classed as second homes that currently pay 100% charge.

Pursuant to the Local Government Finance Act 1992, in order for a premium to apply to dwellings occupied periodically (second homes), a billing authority must make its first determination under section 12B at least one year before the beginning of the financial year to which the premium relates. This means that in order to charge a premium from 1st April 2025, a billing authority must make a determination before 1st April 2024.

### Impact on tourism

Members should note that there may be an impact on local tourism if a premium is charged on second homes as they may be being used currently as holiday homes. It is not possible to determine how many of the current 525 second homes are actually being used as holiday homes.

### Consultation Process on LTE and SH

Prior to determining whether or not to charge a premium on long term empty homes and/or second homes, a local authority must give due consideration to its statutory duties to carry out an integrated impact assessment. In line with the WG guidance, a local authority should consider engagement and consultation with key stakeholders, including the local electorate, before taking a decision as to whether or not to charge the premium.

It is proposed that a premium of 100% be charged on both long term empty homes and second homes and this will be the basis of a public consultation.

Following the consultation, should this Council agree to charge a premium on long term empty homes and second homes, it is proposed that the premium for long term empty homes and second homes is introduced and effective from 1st April 2025.

The recommendation to introduce the premium on LTE and SH at the same time is to prevent those LTE properties becoming minimally furnishing so they become a SH to avoid the premium.

## **Financial Impact**

The charging of a 100% premium on long-term empty dwellings and second homes would raise additional revenue through council tax collection. Based on current numbers it is estimated that this additional income would be in the region of £2 million per annum.

In line with the WG guidance, the local authority is permitted to retain any additional funds generated by implementing the premium. Authorities are encouraged to use any additional revenue generated to help meet local housing needs, in line with the policy intentions of the premiums.

It is proposed that the extra funding generated would support the Council's Empty Property Strategy and Homelessness Strategy, and will be used to support budget pressures in these areas through the Medium Term Financial Strategy.

## **Integrated Impact Assessment**

The first stage assessment, attached at Appendix 1, has indicated that a more in-depth assessment is not required for a decision to consult though further consideration will be given to these matters during the consultation and when reports are placed before members for future decision making.

## **Valley Communities Impacts**

No implications over and above the impact on all communities within Neath Port Talbot.

## **Workforce impacts**

All LTE accounts will need to be reviewed to determine if any exemption from the premium is applicable. Staff will need to deal with the associated workload in dealing with reviews, appeals and monitoring the status of the accounts.

Additional resources will be required to inspect properties where suspicions arise of bogus tenants are deemed to have occupied a

property to avoid the premium applied. The cost of the employee could be funded from the additional revenue raised.

### **Legal impact**

There are no legal impacts arising from this report. These actions are permissible pursuant to the legislation detailed above.

### **Risk management**

There are no risk management issues arising from this report.

### **Consultation**

There is a requirement under the Constitution for external consultation on this item, details of which are set out in the report.

### **Recommendations**

It is recommended that having due regard to the Integrated Impact Screening Assessment that members agree to:

- initiate a consultation exercise on the proposed use of these powers in respect of long term empty homes and second homes.
- bring back the results of the consultation exercise in order for Cabinet to make a recommendation to full Council.

### **Reason for proposed decision**

To determine if Council Tax premiums should be on long term empty properties and second homes.

### **Implementation of decision**

The decision is proposed for implementation after the three day call in period.

## **Appendices**

Appendix 1 – First Stage Integrated Impact Assessment

### **List of background papers**

The Housing (Wales) Act 2014.

Council Tax (Exceptions from Higher Amount Regulations) 2015

WG Guidance on the Implementation of the Council Tax Premiums on long Term Empty homes and Second Homes in Wales.

The Council Tax (Long-term Empty Dwellings and Dwellings Occupied Periodically) (Wales) Regulations 2022.

### **Officer contact**

Mrs Ann Hinder- Principal Council Tax Officer

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Mr Huw Jones – Chief Finance Officer

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**Impact Assessment - First Stage**

1. Details of the initiative

<b>Initiative description and summary:</b> Council Tax Premium on Long-term Empty Dwellings and Second Homes
<b>Service Area:</b> Revenues
<b>Directorate:</b> Chief Executives

2. Does the initiative affect:

3.

	Yes	No
Service users		√
Staff	√	
Wider community	√	
Internal administrative process only		√

## 4. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		√				The changes to policy will apply to all taxpayers who have dwellings which meet the criteria irrespective of their age, therefore at this stage there appears to be no impact on this particular protected characteristic. However, as part of the consultation process we will capture data to determine if there is a potential impact due to age.
Disability		√				The changes to policy will apply to all taxpayers who have dwellings which meet the criteria irrespective of their disability, therefore at this stage there appears to be no impact on this particular protected characteristic. However, as part of the consultation process we will capture data to determine if there

						is a potential impact due to disability.
Gender Reassignment		√				The changes to policy will apply to all taxpayers who have dwellings which meet the criteria irrespective of their gender reassignment, therefore at this stage there appears to be no impact on this particular protected characteristic. However, as part of the consultation process we will capture data to determine if there is a potential impact due to gender reassignment.
Marriage/Civil Partnership		√				The changes to policy will apply to all taxpayers who have dwellings which meet the criteria irrespective of their marriage/civil partnership status, therefore at this stage there appears to be no impact on this particular protected characteristic. However, as part of the consultation process we will capture data to determine if there is a potential impact due to marriage/civil partnership.
Pregnancy/Maternity		√				The changes to policy will apply to all taxpayers who have

						<p>dwellings which meet the criteria irrespective of their pregnancy/maternity, therefore at this stage there appears to be no impact on this particular protected characteristic. However, as part of the consultation process we will capture data to determine if there is a potential impact due to pregnancy/maternity.</p>
Race		√				<p>The changes to policy will apply to all taxpayers who have dwellings which meet the criteria irrespective of their race, therefore at this stage there appears to be no impact on this particular protected characteristic. However, as part of the consultation process we will capture data to determine if there is a potential impact due to race.</p>
Religion/Belief		√				<p>The changes to policy will apply to all taxpayers who have dwellings which meet the criteria irrespective of their religion/belief, therefore at this stage there appears to be no impact on this particular protected characteristic.</p>

						However, as part of the consultation process we will capture data to determine if there is a potential impact due to religion/belief.
Sex		√				The changes to policy will apply to all taxpayers who have dwellings which meet the criteria irrespective of their sex, therefore at this stage there appears to be no impact on this particular protected characteristic. However, as part of the consultation process we will capture data to determine if there is a potential impact due to sex.
Sexual orientation		√				The changes to policy will apply to all taxpayers who have dwellings which meet the criteria irrespective of their sexual orientation, therefore at this stage there appears to be no impact on this particular protected characteristic. However, as part of the consultation process we will capture data to determine if there is a potential impact due to sexual orientation.

## 5. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		√				It is not anticipated that the implementation of Council Tax premiums will affect people's opportunity to use the Welsh language, however as part of the consultation process we will capture data to determine if there is a potential impact.
Treating the Welsh language no less favourably than English		√				It is not anticipated that the implementation of Council Tax premiums will treat the Welsh language no less favourably than English however as part of the consultation process we will capture data to determine if there is a potential impact.

## 6. Does the initiative impact on biodiversity:

	Ye s	N o	None/ Negligibl e	Don' t kno w	Impa ct H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	√					Bringing empty homes back into use will provide refurbished buildings which meet higher energy efficiency standards and will possibly support wildlife and biodiversity.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	√					By reducing the number of empty properties, it is expected that there will be less need to build new properties, thus utilising less green space and the associated carbon footprint of the building effort itself. Bringing empty homes back into use will provide refurbished buildings which meet higher energy efficiency standards and contribute to a transition of lower carbon operations and communities.

## 7. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		It is thought that there could be a positive impact on well-being, increasing housing supply and bringing properties back into use for a rental or purchase could potentially enhance the sustainability of local communities.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		Increasing housing supply locally and bringing properties back into the currently short supply of local private rental sector has the potential to benefit a broad spectrum of people who have been impacted by the shortage of affordable homes in the borough including but not limited to: <ul style="list-style-type: none"> <li>• Those of working age and on relatively low incomes who are adversely impacted by the lack of rental housing.</li> <li>• Those with specific mobility issues who may struggle to find accommodation, which is both affordable, and suitable, according to their needs.</li> <li>• Those who require alternative accommodation because they have been subject to domestic violence, abuse or harassment.</li> <li>• Local residents who have refugee status. <ul style="list-style-type: none"> <li>• Families requiring larger properties</li> </ul> </li> </ul>
<b>Involvement</b> - how people have been involved in developing the initiative	✓		A consultation exercise will be undertaken. In addition, should application of the premiums be



			approved by members the taxpayers affected will be informed of the changes in sufficient time for them to consider the impact and determine if they will retain their unoccupied property or look at alternative options.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions			Discussions have been ongoing with other local authorities to identify ways they have sought to implement these powers and the consultation exercise will provide opportunities for individuals/organisations to comment and provide an overview of any observations.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		The potential for bringing empty or largely unused properties back into use for the benefit of the wider Neath Port Talbot community will also assist in reducing crime and anti-social behaviour sometimes associated with empty properties. The initiative of charging Council Tax premiums should increase housing supply and prevent an increase in empty properties in the borough in the future.

**8. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	X
Reasons for this conclusion	

It should be noted that at this stage (embarking on a consultation) there are no impacts adversely affected which would require a full impact assessment. However, part of the consultation process we will capture data to determine if there is a potential impact on any of the above factors and a full integrated impact assessment will be included for future decision making reports.

A full impact assessment (second stage) **is** required

Reasons for this conclusion

	<b>Name</b>	<b>Position</b>	<b>Date</b>
Completed by	Ann Hinder	Principal Council Tax Officer	20.06.23
Signed off by	Huw Jones	Chief Finance Officer	20.06.23



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### CABINET

28<sup>th</sup> June 2023

#### Report of the Chief Digital Officer

**Wards Affected: All Wards**

**Matter for Decision**

#### Neath Port Talbot Digital Data and Technology Strategy

#### Purpose of the Report:

1. To present the Neath Port Talbot Council's new Digital Data and Technology Strategy to Members and seek approval to commend the strategy to Council for adoption on 12<sup>th</sup> July.

#### Executive Summary:

2. The new Digital Data and Technology (DDaT) strategy aims to build on the foundations put in place by our previous digital strategy ([Smart and Connected 2018 - 2022](#)).
3. This strategy sets out our strategic vision, aims and delivery themes, demonstrating how we will embrace new approaches and emerging technologies to provide our users with the best value, user-centred products and services.

4. The strategy has been developed as a fully accessible digital web-presence and can be accessed via this link - [Digital, Data and Technology Strategy - Neath Port Talbot Council \(npt.gov.uk\)](https://www.npt.gov.uk/digital-data-technology-strategy)

## **Background**

5. Digital, Data and Technology (DDaT) is fundamental to the successful delivery of council services. Neath Port Talbot Council are committed to adopting the best DDaT to transform the services we provide to our residents, businesses, elected members, staff and visitors.
6. Our previous Digital Strategy, Smart and Connected 2018-2022, was developed to ensure that the council took full advantage of the benefits of existing and new technologies.
7. Despite the unavoidable Covid19 interruptions, the strategy delivered the vast majority of its proposed actions. These have included key areas such as the Social Care 'Track My Request' project and completing council tax forms online. Full details can be found under the '[Building on our Smart and Connected foundations](#)' section within the new strategy.
8. We recognise that DDaT is now integrated into every resident's life - irrespective of whether they directly engage and consume digital services themselves or not. From engaging with your GP, to keeping in touch with friends and family, having your shopping delivered or booking a bulky waste collection, these are all examples of the range of digital services that many now take for granted.
9. As a council, we remain fully committed to helping our digitally excluded people access the benefits of being online. We understand that there are a wide range of reasons why people may find it hard or impossible to stay connected with family and friends (including skills, affordability, availability of broadband

connectivity, personal choice etc.), recognising that this also prevents them from being able to benefit from accessing key services from government channels to online shopping.

10. During the pandemic, we experienced an unprecedented increase in the dependency on Digital Services to support the organisation in maintaining service delivery. From underpinning a transition to hybrid working for all office-based workers, to developing complex online grant payment forms for businesses and residents, through the effective use of DDaT we have consistently delivered innovative ways of supporting the organisation in meeting its aims and objectives, through the most challenging of times.
11. The extreme pressures that public sector budgets are under is well documented, however we recognise the key opportunities that DDaT presents to support this organisational challenge. Through the effective use of DDaT, we will continue to drive value and service improvement across service areas, whilst delivering efficiencies and savings. We will also ensure there is alignment with the Medium Term Financial Plan.
12. The importance digital services continues to play in service delivery, transformation and efficiency is clear. Through this new strategy, we remain committed to continually investing in the council's DDaT capabilities to ensure we can successfully meet our current and future challenges.

### **Financial Impacts:**

13. There are no direct financial impacts associated with the new strategy.
14. Additional investment in Digital Services revenue budget has previously been agreed as follows:

15. Cabinet – 24<sup>th</sup> November 2021 – Item 5 Monthly Budget Monitoring Report 2021/22 – Support for Digital Services in dealing with significant backlog in terms of dealing with critical operational issues as a result of pandemic - £300,000
16. Council – 1<sup>st</sup> March 2022 – Item 5 Revenue Budget - Digital Services - additional funding required to support over 1,500 employees now working from home - £100,000
17. Cabinet – 19<sup>th</sup> January 2023 – Item 5 2023/24 Budget proposals for consultation - Increase in digital services budget to agreed target operating model (originally agreed during 21/22) - £100,000

#### **Integrated Impact Assessment:**

18. A full Integrated Impact Assessment has been completed and can be seen in Appendix 1

#### **Valleys Communities Impacts:**

19. There is no impacts

#### **Workforce Impacts:**

20. The principal areas of impact for the Council's workforce arrangements are as follows:
21. Change Management – as we progress through the strategy there may be changes in our ways of working, and the tools / skills we use to deliver services. It will be vital that the Management of Change in Partnership Policy is fully embraced so that those affected can be clearly identified, and the

appropriate steps taken to ensure all parties are engaged throughout the change process.

22. Job Content –the implementation of this Strategy may change some job roles and create new ones. The Council’s Workforce Plan already recognises this and makes provision for creating a Digital Skills Strategy that should enable the Council to build a digitally capable workforce.

### **Legal Impacts:**

23. This Strategy helps to discharge the duty to secure continuous improvement of the Council’s functions and related duties which are set out in the Local Government (Wales) Measure 2009.

### **Risk Management Impacts:**

24. There are a number of risks that this Strategy seeks to address:
25. Attracting and retaining people - with the continued implementation of the new Digital Services structure this risk is significantly reduced. Digital service has seen new people joining the council as well as the existing workforce taking advantage of upskilling opportunities.
26. Cyber security is a significant risk to any digital organisation. Along with the DDaT strategy digital services has an agreed Cyber security strategy and action plan in place.
27. The strategy will directly support the delivery of the council’s Medium Term Financial Plan and assists to deliver the well-being objectives set by the Council in the Corporate Plan.

**Consultation:**

28. There is no requirement for consultation on this item, however we have sought peer-review from officers in the Welsh Government, Welsh Local Government Association Digital Team and The Centre for Digital Public Services. Positive feedback has been received from each, along with constructive comments that have been actioned.

**Recommendations:**

29. That, subject to any amendments agreed at the meeting, Cabinet approves and commends the Digital, Data and Technology strategy to Council for adoption on 12<sup>th</sup> July 2023.

**Reason for Decision:**

30. To ensure that the Council's DDaT Strategy remains current and fit for purpose.

**Implementation of Decision:**

31. The decision is proposed for implementation after the three day call in period.

**Appendices:**

Appendix 1 – Integrated Impact Assessment

**List of background papers:** None



**Officer Contact:**

Chris Owen

Chief Digital Officer

Tel: 01639 686217

[c.m.owen@npt.gov.uk](mailto:c.m.owen@npt.gov.uk)



## Appendix 1

### Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

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#### Version Control

Version	Author	Job title	Date
Version 1	Alan Tottman	Head Digital Strategy and Governance	June 1 <sup>st</sup> , 2023

#### 1. Details of the initiative

	<b>Title of the Initiative:</b> Digital, Data and Technology Strategy (DDaT)
<b>1a</b>	<b>Service Area:</b> Digital Services
<b>1b</b>	<b>Directorate:</b> Chief Executives

<b>1c</b>	<b>Summary of the initiative:</b> Adoption of the council's new DDaT strategy
<b>1d</b>	<b>Is this a 'strategic decision'?</b> Yes
<b>1e</b>	<b>Who will be directly affected by this initiative?</b> Residents, businesses, elected Members, staff, partners, and visitors
<b>1f</b>	<b>When and how were people consulted?</b> The new strategy builds on the previous digital strategy 'Smart and Connected', and reflects the requirements of our local communities captured through the 'Let's Talk' engagement campaign. Through a continued commitment to engage through the Let's Talk campaign with our communities, local businesses and partners, we will ensure the digital strategy is informed by and developed to continue to meet our stakeholder needs.
<b>1g</b>	<b>What were the outcomes of the consultation?</b> Building on the corporate "let's talk" initiative we have taken our lead from the corporate plan and will continue to assimilate feedback into the strategy and annual business plans as they develop.

## 2. Evidence

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<b>What evidence was used in assessing the initiative?</b>
<p>We have built on the foundations laid down through our previous digital strategy (Smart and Connected 2018 - 2022). Aims and objectives have been assessed against the current Corporate Plan, the digital inclusion charter, and Well-being of Future Generations (Wales) Act 2015.</p> <p>The strategy has also been peer reviewed with positive feedback received from the NPT Corporate Management Group, the Welsh Government, the Centre for Digital Public Services and Welsh Local Government Association.</p>

## 3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
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Age	X		In a study by Tax Reform Group of The Chartered Institute of Taxation identifies age is the biggest factor leading to digital exclusion. The Strategy has digital inclusion and person centred design embedded in its makeup, from its aims to the strategic themes used to drive delivery.
Disability	X		In a study by Tax Reform Group of The Chartered Institute of Taxation identifies disability and illness as key factors leading to digital exclusion. The Strategy has digital inclusion and person centred design embedded in its makeup, from its aims to the themes used to drive delivery.
Gender reassignment		X	It is unclear whether gender re-assignment directly affected people's participation in the digital economy. As such, no research evidence has been identified to inform the development of the Strategy but will be considered through its ongoing development.
Marriage & civil partnership		X	It is unclear whether Marriage & civil partnership directly affected people's participation in the digital economy. As such, no research evidence has been identified to inform the development of the Strategy but will be considered through its ongoing development.
Pregnancy and maternity		X	It is unclear whether Pregnancy and maternity directly affected people's participation in the digital economy. As such, no research evidence has been identified to inform the development of the Strategy but will be considered through its ongoing development.
Race	X		In a study by Tax Reform Group of The Chartered Institute of Taxation identifies Race as a key factor leading to digital exclusion. The Strategy has digital inclusion and person centred design embedded in its makeup, from its aims to the themes used to drive delivery.
Religion or belief	X		In a study by Tax Reform Group of The Chartered Institute of Taxation identifies Religion or belief as a key factor leading to digital exclusion. The Strategy has digital inclusion and person centred design embedded in its makeup, from its aims to the themes used to drive delivery.
Sex	X		There is some evidence that females are slightly less likely to participate in the digital economy, however, age, economic circumstances and disability / ill-health are identified as more significant factors. By addressing digital inclusion this strategy should have a positive impact on people facing barriers to digital participation.
Sexual orientation		X	It is unclear whether sexual orientation directly affected people's participation in the digital economy. No such research evidence has been identified to inform the

				development of the Strategy and needs to be explored during the public consultation.
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<b>What action will be taken to improve positive or mitigate negative impacts?</b>
By embedding digital inclusion and person-centred design, they will inform all planning, design and development activities proposed to deliver the Strategy

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)				
	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	X			The Strategy identifies secure by design in it themes and as part of its service standards and address ongoing cyber security as a priority. As part of the annual business plans continued education and awareness in cyber security is paramount. This will equip people with the ability to stay safe on-line and protect data and systems from nefarious activity
To advance equality of opportunity between different groups	X			The Strategy embeds digital inclusion and person-centred design at its core, encouraging participation in the digital economy from any group regardless of age, gender, ethnicity, or race. To this end the Strategy explicitly seeks to reduce / eliminate any inequalities.
To foster good relations between different groups			X	There is no identified contribution to fostering good relations or any negative impact on community relations that has been identified at this stage in the policy development process

<b>What action will be taken to improve positive or mitigate negative impacts?</b>
--

By embedding digital inclusion and person-centred design, they will inform all planning, design and development activities proposed to deliver the Strategy.

Addressing the ever-increasing cyber security identified risks and threats directly, there is a supporting Cyber security Strategy and associated ongoing action plan that has been approved by council.

#### 4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	The Strategy aims to addressing inequalities as a cross-cutting theme across all the priorities in the short, medium, and longer term. The strategy encourages opportunities to support our Socio-Economic duty
Negative/Disadvantage	
Neutral	

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#### What action will be taken to reduce inequality of outcome

By embedding digital inclusion and person-centred design, they will inform all planning, design and development activities proposed to deliver the Strategy

#### 5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	X			In addition to digital inclusion and person-centred design, The Strategy aims to encourage third sector and SME organisations to secure the capability developing a thriving local digital economy

Social Exclusion	X			The Strategy identifies that those people who are socially excluded are often the people who are also digitally excluded. The work to address digital inclusion will relate to the wider work of the council to combat poverty and social exclusion.
Poverty	X			The Strategy identifies that those people who are socially excluded are often the people who are also digitally excluded. The work to address digital inclusion will relate to the wider work of the council to combat poverty and social exclusion.

**What action will be taken to improve positive or mitigate negative impacts?**

By embedding digital inclusion and person-centred design, they will inform all planning, design and development activities proposed to deliver the Strategy

65 Welsh  
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	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: - people's opportunities to use the Welsh language	X			The Welsh Language Standards are underpinning aspects that will be fully integrated into the Strategy and its delivery. Digital technologies present opportunities to make available diverse ways for people to use the Welsh language
- treating the Welsh and English languages equally	X			The Welsh Language Standards are underpinning aspects that will be fully integrated into the Strategy and its delivery. New on-line services will be developed with Welsh Language standards built in.

**What action will be taken to improve positive or mitigate negative impacts?**

The strategy will continue to evolve in line with stakeholder feedback, addressing any negative impacts.

**7. Biodiversity**

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity	X			The Strategy makes a commitment to Digital by Design to deliver changes that reduce the carbon footprint of the Council which will indirectly impact positively on biodiversity
To promote the resilience of ecosystems, i.e., supporting protection of the wider environment, such as air quality, flood alleviation, etc.	X			The Strategy makes a commitment to Digital by Design to deliver changes that reduce the carbon footprint of the Council which will indirectly impact positively on biodiversity

**What action will be taken to improve positive or mitigate negative impacts?**

By embedding the themes “digital by design” and “using the right technology” in the strategy, these will inform all planning, design and development activities proposed to deliver an optimising the resources used thereby reducing the Carbon footprint



## 8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. <b>Long term</b> – looking at least 10 years (and up to 25 years) ahead	The Strategy acknowledges that there are rapid changes taking place across the world. Collaboration, involvement, and integration are explicitly addressed in the Strategy.
ii. <b>Prevention</b> – preventing problems occurring or getting worse	The strategy seeks to build on the advances of recent years and acknowledge problems and issues from past endeavours. In doing so the Strategy and associated annual business plans aim to promote digital inclusion, provide future stable technology, and ensure a safe and secure digital environment.
iii. <b>Collaboration</b> – working with other services internal or external	The strategy promotes open data sharing, Digital's services has and will continue to have two-way communication with other authorities, Governments, and professional bodies. This mean sharing what we have learned and listening to the experiences of others and applying or changing as needed.
iv. <b>Involvement</b> – involving people, ensuring they reflect the diversity of the population	By embedding digital inclusion and person-centred design, they will inform all planning, design and development activities proposed to deliver the Strategy
v. <b>Integration</b> – making connections to maximise contribution to:	As part of the supporting infrastructure for this strategy there will be a Digital transformation board to control and review the effects and impacts of all incoming request for systems and services. The board will use this assessment as a foundational document for the selection and implementations going forward.
<b>Council's well-being objectives</b>	The strategy has been developed to support the Council's Corporate Plan 2022 - 2027 and associated well-being objectives

<b>Other public bodies objectives</b>	The strategy has been developed to support the Well-being of Future Generations (Wales) Act 2015, Digital Strategy for Wales, and Cyber Action Plan for Wales.
---------------------------------------	--

## 9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty, and the Wellbeing Objectives.

<p>The Strategy identifies a robust set of measures and metrics to ensure progress is tracked. These will include specific performance indicators in the delivery plan against each work stream, aligning as appropriate to quantitative and qualitative measures.</p>
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## 10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	<b>Conclusion</b>
<b>Equalities</b>	Strategy aligns to corporate aims
<b>Socio Economic Disadvantage</b>	Strategy aligns to corporate aims
<b>Community Cohesion/ Social Exclusion/Poverty</b>	Strategy aligns to corporate aims
<b>Welsh</b>	Strategy aligns to corporate aims
<b>Biodiversity</b>	Strategy aligns to corporate aims
<b>Well-being of Future Generations</b>	Strategy aligns to corporate aims

## Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along

with mitigating actions

- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative



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 This strategy is fully aligned to the Strategic Change Programme which has been initiated to support the council in achieving its purpose and vision. The Strategic Change Programme contains the following four well-being objectives.  
 The importance digital services continues to play in service delivery, transformation and efficiency is clear. NPT remains fully committed to continually investing in the council's DDaT capabilities to ensure we can successfully meet our current and future challenges.

## 11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?


**12. Sign off**

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
<b>Completed by</b>	Alan Tottman	Head of Governance and Strategy		11/06/2023
<b>Signed off by</b>	Chris Owen	Chief Digital Officer		12/06/2023

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### CABINET

28<sup>th</sup> June 2023

#### Report of the Chief Finance Officer

H. Jones

**Matter for:** Decision

**Wards Affected:** All Wards

#### **Third Sector Grants Application Arrangements - 2024/2025**

#### **Purpose of Report**

1. To provide Members with an update on the arrangements for the next round of 3<sup>rd</sup> Sector Grant funding, which will commence April 1<sup>st</sup> 2024, and for Members to approve the criteria for applications.

#### **Background**

2. The council's Third Sector Grant Funding Scheme, which seeks to align funding decisions with our overall priorities, continues following the review during 2021-2022.
3. There was an unprecedented amount of applications received for 2023-2024 with many organisations looking for funding to support local residents impacted by the cost of living crisis and the hike in energy prices.
4. Third sector organisations themselves also demonstrated that they were feeling the impact of price rises and the funding was invaluable to allow them to remain open and carry on providing much needed services and activities.
5. Commitment was made in 2023-2024 to support six strategic partnerships for a 3 year period up to 2025/2026. For the financial year, this report relates to an allocation of £346,784 to those six organisations.

## **Third Sector Grants Application Arrangements - 2024/2025**

6. The Scheme clearly states the council wishes to adopt an outcomes-based approach to the way in which it determines its grant funding arrangements and that applications which demonstrate the following will be particularly welcome:
  1. Contribution to the delivery of key policies and priorities which are contained in the council's Strategic Change Programme 2023-2024 and overall Corporate Plan 2022-2027.
  2. Reducing the demand on council services. For example, promoting and assisting citizens to use the council's digital services; promoting participation in discretionary services to increase footfall; or through early intervention and prevention activities that maintain or improve people's well-being
  3. Levering in of additional resources. Applications that demonstrate how council funding will be used to lever in additional resources in support of council policies and priorities are particularly welcomed.
  4. Financial sustainability. The council will wish to be satisfied that the applicant is not dependent on continuing council funding to achieve financial sustainability.
  
7. In addition to the above points, applications are welcomed that focus on activities that will help community groups and societies impacted by the cost of living crisis, those still feeling the effect of the pandemic and applications looking to further develop community capacity/collaboration.
  
8. The Scheme for 2024-2025 will provide organisations with 1 years funding with a view to re-evaluating the funding arrangements in line with a mid-term review of the Corporate Plan.

## **Third Sector Grants Application Timetable**

9. The grant application process will be open for applications from the 7th August to 13th October 2023. Officers will review and assess the applications received and a report setting out the recommended approved applications will be presented to Cabinet on 13<sup>th</sup> December 2023.

## **Financial Appraisal**

10. The indicative amount of funding available to support the third sector grant scheme in 2024/25 is £586,000. As detailed in paragraph 5 c£347,000 of this amount has already been committed to support the existing strategic partnership arrangements.

This means that the amount of funding available to support new one year applications for 2024/25 is c£239,000.

## **Integrated Impact Assessment**

11. This report does not propose any major changes to the current Scheme rather it seeks to clarify the criteria for applications for the next round of 3<sup>rd</sup> Grant Funding commencing 2024.

## **Valleys Communities Impact**

12. The Scheme is open to all eligible organisations across the county borough, including those that operate in valleys communities.

## **Workforce Impact**

13. There is no workforce impact.

## **Legal Impact**

14. All successful grant recipients will be required to sign a Grant Agreement.

## **Risk Management**

15. Without clarifying the criteria where applications are welcomed, there is a risk that the council will receive applications for funding that are not aligned with its priorities, leading to frustration on the part of applicants and unnecessarily consuming officer and member time.

## **Consultation**

16. As there are no fundamental changes to the Scheme there is no requirement for external consultation on this report.

## **Recommendations**

17. It is recommended that Cabinet:

- i. approves the following as the criteria for inviting bids for funds governed by the Third Sector Grants Scheme 2024-25:
  - Contribution to the delivery of key policies and priorities which are contained in the council's Corporate Plan 2023-2027.
  - Reducing the demand on council services. For example, promoting and assisting citizens to use the councils digital services; promoting participation in discretionary services to increase footfall; or through early intervention and prevention activities that maintain or improve people's well-being
  - Levering in of additional resources. Applications that demonstrate how council funding will be used to lever in additional resources in support of council policies and priorities are particularly welcomed.
  - Financial sustainability. The council will wish to be satisfied that the applicant is not dependent on continuing council funding to achieve financial sustainability.
  - In addition to the above, applications are particularly welcome that focus on activities that will help community groups and societies impacted by the cost of living crisis, those still feeling the effect of the pandemic and applications looking to further develop community capacity/collaboration.

## **Reason for Proposed Decision**

18. To ensure funding decisions made for the 2024-25 financial year in relation to grants awarded under the Third Sector Grants Scheme are aligned with the council's overall priorities.

## **Implementation of Decision**

19. The decision is proposed for implementation after the three day call in period.

## **Appendices**

20. None.



## List of Background Papers

21. Neath Port Talbot Third Sector Grant Funding Scheme

### Officer Contact

22. Huw Jones, Chief Finance Officer

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Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### CABINET

28 June 2023

Report of  
Head of People and Organisational Development  
S.Rees

#### Matter for Monitoring

**Wards Affected:** All Wards

#### Report Title:

1. Quarter 4 (1<sup>st</sup> April 2022 – 31<sup>st</sup> March 2023) Corporate Measures and Chief Executive's Directorate Service Level Key Performance Measures 2022/23

#### Purpose of the Report:

2. For Cabinet to receive quarter 4 (full year) service performance information and compliments and complaints data within Cabinet's purview (Appendix 2 & 3). In addition to receive quarter 4 (full year) 2022/23 information in relation to a set of Corporate Measures (Appendix 1).

#### Executive Summary:

3. Summary performance information is drawn out for Members below relating to information within Appendix 1, 2 & 3 with more detailed information available within each Appendix.
4. The Corporate Indicators are a set of cross cutting indicators providing Council level detail.

## **Appendix 1 – Corporate Measures - Quarter 4 - 2022/2023**

5. 16 measures are reported in the period.
6. Three measures are reporting against a target. One is on track and one just off track. One measure is showing as Red against the target which relates to the number of apprenticeships across the council, although apprenticeships are continuing to increase in number year on year.
7. Average working days lost to sickness per employee has reduced by 0.5 days per employee for 2022/23 compared to 2021/22.
8. Information is also provided on the number of Welsh speakers across the council and data relating to employee turnover. More employees have started with the council during 2022/23 than have left, 809 starters compared to 650 leavers.

## **Appendix 2 – Chief Executive’s Directorate Key Performance Measures - Quarter 4 - 2022/2023**

9. 16 measures are reported in the period and all 16 report data, of which 14 have a target.
10. Of the 14 that report data against a target, nine have achieved or exceeded the quarter 4 (full year) target, two are within 5% of the target and three indicators are 5% or more below target.
11. The nine measures achieving or exceeding target include a number of digital services indicators relating to system availability and our website, CCTV police requests, average times to process benefit claims and changes in circumstances, land charges standard searches, employees completing Violence Against Women, Domestic Abuse and Sexual Violence Strategy training, and council tax and business rates recovery rates.
12. Of the three measures that are 5% or more below target, two are customer services average times to answer telephone calls in Welsh and in English and the third measure relates to employee mandatory Group A safeguarding training.

### **Appendix 3 – Chief Executive’s Directorate - Compliments and Complaints Quarter 4 - 2022/23**

13. **Stage 1 complaints** - There has been an increase in Stage 1 complaints compared to this same period last year. 23 stage 1 complaints were closed during quarter 4 (full year) 2022/23 of which five were upheld. The five upheld complaints in this period are 3 for council tax, one for registrars and one benefits related. Last year (2021/22) there were 13 stage 1 complaints closed for the year of which two were upheld.

23 stage 1 complaints were received for the full year 2022/23 compared to 11 received in 2021/22.

14. **Stage 2 complaints** - Five stage 2 complaints were closed during the full year 2022/23 which were not upheld. Last year (2021/22) there were five stage 2 complaints closed which were not upheld.

4 stage 2 complaints were received during the full year 2022/23 and six received during 2021/22.

15. No ombudsman complaints have been received following a stage 1 and stage 2 during 2022/23. One was received in 2021/22.

16. There has been an increase by 51 compliments during 2022/23 received compared to 2021/22. Compliments are mostly for council tax, the registration service and customer/digital services but have also been received for other services including corporate policy and engagement, business support, regulatory services, mayoral service, benefits, human resources and our health and safety team. Most of the compliments are for help and support provided and some relating to organising events such as the Armed Forces event.

### **Background:**

17. The performance measures in Appendix 2 are all selected from service recovery plans (SRPs).
18. Where possible, each measure will show a link how it contributes to at least one of the council's well-being objectives. Some measures will link directly to the Governance and Resource theme.
19. Where available, Appendix 1, 2 & 3 provides performance data for quarter 4 (full year) performance for 2020/21, 2021/22, 2022/23 and a quarter 4 target for 2022/23.

### **Financial Impacts:**

20. There are no financial implications arising from this report.

### **Integrated Impact Assessment:**

21. There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring purposes.

### **Valleys Communities Impacts:**

22. No implications.

### **Workforce Impacts:**

23. The progress described in this report was achieved whilst the workforce continued to respond to and continue to recover from the impacts of the pandemic.

### **Legal Impacts:**

24. This Report is prepared under:
  - The Well-being of Future Generations (Wales) Act 2015.

- The Local Government & Elections (Wales) Act 2021
- The Neath Port Talbot County Borough Council Constitution requires each Cabinet Committee to monitor quarterly budgets and performance in securing continuous improvement of all the functions within its purview.

### **Risk Management Impacts:**

25. Failure to provide a suitable monitoring report within the timescales could lead to non-compliance with our Constitution. Also, failure to have robust performance monitoring arrangements in place could result in poor performance going undetected.

### **Consultation:**

26. There is no requirement for external consultation on this item.

### **Recommendations:**

27. For Members to monitor performance contained within this report.

### **Reasons for Proposed Decision:**

28. Matter for monitoring. No decision required.

### **Implementation of Decision:**

29. Matter for monitoring. No decision required.

### **Appendices:**

30. Appendix 1 – Quarter 4 - Corporate Measures - 2022/2023, period: 1<sup>st</sup> April 2022 – 31<sup>st</sup> March 2023.

31. Appendix 2 – Quarter 4 – Chief Executive’s Directorate Service Level Key Performance Measures - 2022/2023, period: 1<sup>st</sup> April 2022 – 31<sup>st</sup> March 2023.
32. Appendix 3 – Quarter 4 – Chief Executive’s Directorate Compliments and Complaints information 2022/2023, period: 1<sup>st</sup> April 2022 – 31<sup>st</sup> March 2023.

**List of Background Papers:**

33. [Corporate Plan 2022-2027](#)

**Officer Contact:**

34. Sheenagh Rees, Head of People and Organisational Development. Tel: 01639 763315 or e-mail: [s.rees5@npt.gov.uk](mailto:s.rees5@npt.gov.uk)
35. Caryn Furlow-Harris, Strategic Manager - Policy & Executive Support. Tel: 01639 763242 or e-mail: [c.furlow@npt.gov.uk](mailto:c.furlow@npt.gov.uk)
36. Shaun Davies, Corporate Performance Management Officer. Telephone: 01639 763172. E-Mail: [a.s.davies@npt.gov.uk](mailto:a.s.davies@npt.gov.uk)





Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

# Performance Measures

Neath Port Talbot Council

Appendix 1 - Cabinet - Corporate Measures - Quarter 4 full year performance (1st April - 31st March) - 2022/23


Performance RAG (Red, Amber Green) key:

- **Green:** achieved quarter 4 (full year) target for 2022/23
- **Amber:** Within 5% of target
- **Red:** 5% or more below target
- N/a or blank column – no comparable data or no target set

## How will we know we are making a difference (01/04/2022 to 31/03/2023)?

PI Title	Qtr. 4 Actual 20/21	Qtr. 4 Actual 21/22	Qtr. 4 Actual 22/23	Qtr. 4 Target 22/23	Perf. RAG
<b>Wellbeing Objective 3 – Our local environment, culture and heritage can be enjoyed by future generations</b>					
Human Resources - PI/954 - Welsh Language: Number of employees who report as fluent or fairly fluent, speaker/writer		622.00	619.00	N/a	
<p>The Welsh Language Officers' Group continues to support the implementation of the Welsh Language Standards, review compliance of the Standards and promote and raise the profile of the Welsh language. As part of the action plan, the group continues to work to enhance the number of Welsh speaking employees through a number of initiatives.</p> <p>Examples include the creation of two Yammer groups - one to enable Welsh speakers to chat and provide peer support and another for all employees to access information, help and support as well as promotional material; publicising Welsh Language Rights Day; availability of language courses along with help and support for learners and those looking to increase confidence in using their language skills.</p> <p>The Welsh Language Promotion Strategy has been revised during 2022/2023 with the aim to ensure that the Welsh language is visible in our communities and used by an increased number of people in their daily lives. To realise this the strategy focusses on three themes: to increase the numbers of Welsh speakers, to increase the use of Welsh and to create a favourable environment for these to happen. Working in partnership with our local laith Forwm and local communities opportunities to learn, improve and use the language will be promoted to all in Neath Pot Talbot, particularly staff. Currently out for consultation (as at 16<sup>th</sup> May 2023), it is anticipated that the strategy will be published in July 2023.</p> <p>This performance comment covers PI/954 to PI/958. This data is reported quarterly from 2022/23.</p>					
Human Resources - PI/955 - Welsh Language: Number of employees who report as fluent or fairly fluent, speaker		221.00	211.00	N/a	
Human Resources - PI/956 - Welsh Language: Number of employees who report as a learner		887.00	818.00	N/a	
Human Resources - PI/957 - Welsh Language: Number of employees who report as little/no knowledge		4135.00	3951.00	N/a	
Human Resources- PI/958 - Welsh Language: Number of employees who report as prefer not to say or unknown		520.00	904.00	N/a	

## How will we know we are making a difference (01/04/2022 to 31/03/2023)?


PI Title	Qtr. 4 Actual 20/21	Qtr. 4 Actual 21/22	Qtr. 4 Actual 22/23	Qtr. 4 Target 22/23	Perf. RAG
<b>Wellbeing Objective 4 – Jobs and Skills</b>					
Learning Training & Development - PI/576 - Number of apprentices on formal recognised apprenticeship schemes per 1,000 employees	8.06	15.25	21.02	30.00	 Red
<p>110 employees on schemes during the full year 2022/23 (1<sup>st</sup> April 22 to 31<sup>st</sup> March 23) of which 51 are modern apprentices and 59 Employed staff upskilling using apprentice funding.</p> <p>During 2022/23 there have been 32 new apprentices, of which 20 are employed staff upskilling and 12 new apprentices (new employees to the council).</p> <p>Breakdown of new starters below:</p> <p><b>12 new Modern Apprentices:</b></p> <ul style="list-style-type: none"> <li>• 2 x Level 4 Higher National Certificate (HNC) in Construction and Built Environment – Environment</li> <li>• 2 x Level 4 HNC in Construction &amp; Built Environment (Site Supervision) – Environment</li> <li>• 1 x Painter and Decorator Foundation Apprenticeship – Environment</li> <li>• 1 x Level 3 Construction and Built Environment – Environment</li> <li>• 1 x Level 2 Business Administration – Environment</li> <li>• 4 x Business Administration Level 2 – Education</li> <li>• 1 x Business Administration Level 2 – Social Services, Health and Housing</li> </ul> <p><b>20 new employed staff upskilling using apprentice funding:</b></p> <ul style="list-style-type: none"> <li>• 2 x Customer Service Level 3 – Digital Services</li> <li>• 1 x Level 4 Business Administration – People &amp; Organisational Development</li> <li>• 5 x Level 4 Management – 3 from Social Services, health 7 Housing &amp; 2 from Environment</li> <li>• 3 x Level 4 Project Management – Environment</li> <li>• 1 x Level 3 Business Administration – Social Services, Health &amp; Housing</li> <li>• 3 x Level 5 Management – SWTRA (South Wales Trunk Road Agency)</li> <li>• 4 x Data Analytics Level 4 – 3 employees from CHEX &amp; 1 from Digital Services</li> <li>• 1 x Project Management Level 4 – Chief Executives Directorate</li> </ul>					



**Outcomes for 22 achievers between 1st April 22 – 31st March 23.**

- 12 employees achieving Business Admin Level 2 - 2 from Education, 1 from Chief Executives, 8 from Social Services, Health & Housing and 1 from Environment
- 3 employees achieving Business Admin Level 3 – 2 from Chief Executives and 1 from Social Services Health & Housing
- 1 employee from environment directorate achieving Electrical Technical Cert/Diploma
- 2 employees from SWTRA (South Wales trunk Road Agency) achieving Construction Civil Engineering qualification and 2 from Environment directorate
- 1 employee from Environment directorate achieving Construction Building qualification
- 1 employee from Environment directorate achieving Management Level 5

The number of Modern Apprenticeships is currently below target, however numbers have increased from 78 in 2021/22 to 110 in 2022/23. Funding for Apprentice salary and resources within the Learning, Training & Development Team continues to be a barrier to creating apprenticeship opportunities across all directorates. Application for SPF (Shared Prosperity Fund) funding has been submitted to help support services to recruit more apprentices.

**How will we know we are making a difference (01/04/2022 to 31/03/2023)?**

PI Title	Qtr. 4 Actual 20/21	Qtr. 4 Actual 21/22	Qtr. 4 Actual 22/23	Qtr. 4 Target 22/23	Perf. RAG
<b>Governance and Resource (cross-cutting) - including Planning &amp; Performance, Workforce Management, Financial Resources, Democracy, Community Relations, Asset Management and Commissioning &amp; Procurement.</b>					
Corporate Policy, Performance & Engagement - PI/567 - Number of statutory recommendations made by the Council's external auditors on strategic and operational planning arrangements	0.00	0.00	0.00	0.00	 Green
The Audit Wales Annual Audit Summary Report for 2022 was received in early March 2023. There were no statutory recommendations relating to the Council's external auditors on strategic and operational planning arrangements. In relation to continuous improvement, an extract from the summary report reads ' The Auditor General certified that the Council had met its remaining Local Government (Wales) Measure 2009 duties for the financial year 2021/22, as saved by an order made under the Local Government and Elections (Wales) Act 2021.'					
Corporate Policy, Performance & Engagement - PI/812 - Number of Welsh Language Complaints received by the Council via the Welsh Language Commissioner	2.00	5.00	0.00	N/a	
For the 12 month 2022/23 period, no Welsh Language Complaints were received relating to the Council.					

Financial Planning - PI/573 - Percentage of invoices paid within 30 days	93.35	94.15	92.77	95.00	 Amber
<p>The total number of invoices paid up to the end of the 4th quarter 1st April 2022 to 31st March 2023 was 106,119. The total paid within 30 days was 98,443 i.e. 92.77%. This is below our target of 95% but still within a high level.</p> <p>During 2022/2023 the amount of interest paid to suppliers for late payment of invoices was nil. The amount of interest the council was liable if suppliers had decided to charge us would have been £397,807.95</p> <p>Under regulation 113 (7) of the public contracts regulations all in scope organisations must:</p> <ul style="list-style-type: none"> <li>publish on an annual basis and covering the previous 12 months, (i) the percentage of their invoices paid within 30-days and ii) the amount of interest paid to suppliers due to late payment.</li> <li>publish on an annual basis and covering the previous 12 months, (i) the percentage of their invoices paid within 30 days ii) the amount of interest paid to suppliers due to late payment and iii) the total amount of interest that the contracting authority was liable to pay (whether or not paid and whether under any statutory or other requirement), due to a breach of Regulation 113.</li> </ul> <p>The data should be freely available via the internet and maintained until replaced by a more recent set of statistics.</p> <p>In previous years these statistics have been published via the corporate plan annual report, however this year they will be published on the internet as they no longer get reported in this way.</p>					
Human Resources - PI/566 - Number of working days lost to sickness absence per employee - Sickness FTE days lost across the Council	8.13	13.28	12.78	N/a	 Green
<p>Covid-19 related sickness absence has had an impact on absence rates for 2022/23, and perhaps not surprisingly, front-line services have been the most badly affected – this includes employees in schools, streetcare services and adult social care. For the twelve months April to March 2023, 12.75% of sickness is Covid related, although this is a drop compared to the 2021/22 figure of 20.6%.</p> <p>A target has not been set for 2022/23, however this indicator has been provided with a GREEN status as overall sickness rates have decreased by 0.5 days per employee compared to the same period last year.</p>					
Human Resources - PI/948 - Percentage of staff who leave the employment of the local authority, whether on a voluntary or involuntary basis, during the year			10.00	N/a	
Breakdown of 10.00%: 650 (headcount) of 6,503 employees. Data is for information only. Reported quarterly from 2022/2023.					

**Breakdown below of leavers by service area (NB actual headcount of leavers may vary from the total below as some employees had multiple posts in multiple service areas when they left):**

Chief Executives - Digital Services : 9  
 Chief Executives - Financial Services : 9  
 Chief Executives - Legal & Democratic Services : 7  
 Chief Executives - People & Organisational Development: 12  
 Education Leisure & Lifelong Learning - Early Years Inclusion & Partnerships : 11  
 Education Leisure & Lifelong Learning - Education Development: 16  
 Education Leisure & Lifelong Learning - Leisure, Tourism, Heritage & Culture: 1  
 Education Leisure & Lifelong Learning - Schools: 218  
 Education Leisure & Lifelong Learning - Schools Teachers: 100  
 Education Leisure & Lifelong Learning - Support Services & Transformation: 60  
 Environment & Regeneration - Engineering & Transport: 11  
 Environment & Regeneration - Planning & Public Protection: 16  
 Environment & Regeneration - Property & Regeneration: 13  
 Environment & Regeneration - South Wales Trunk Road Agency: 12  
 Environment & Regeneration - Streetcare Services: 47  
 Social Services Health & Housing - Adult Services: 62  
 Social Services Health & Housing - Business Services: 8  
 Social Services Health & Housing - Children & Young People Services: 45  
 Social Services Health & Housing Housing & Communities: 1  
 Total: 658

In addition to the 650 council leavers during 2022/23, there were 111 leavers who worked for the Test, Trace and Protect (TTP) Service, which closed on 30th June 2022.

Human Resources - PI/949 - % of permanent staff exiting the organisation during the year: initiated by the employer			0.57	N/a	
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Breakdown of 0.57%: 37 of 6,503 employees.  
 Data does not include leavers who worked for the Test, Trace and Protect (TTP) Service.  
 Data is for information only. Reported quarterly from 2022/2023.

Human Resources - PI/950 - % of temporary staff exiting the organisation during the year: initiated by the employer			1.58	N/a	
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Breakdown of 1.58%: 103 of 6,503 employees  
 Data does not include leavers who worked for the Test, Trace and Protect (TTP) Service.  
 Data is for information only. Reported quarterly from 2022/23.

Human Resources - PI/951 - % of permanent staff exiting the organisation during the year: initiated by the employee			6.12	N/a	
Breakdown of 6.12%: 398 of 6,503 employees Data is for information only. Reported quarterly from 2022/23.					
Human Resources - PI/952 - % of temporary staff exiting the organisation during the year: initiated by the employee			1.83	N/a	
Breakdown of 1.83%: 119 of 6,503 employees Data does not include leavers who worked for the Test, Trace and Protect (TTP) Service. Data is for information only. Reported quarterly from 2022/23.					
Human Resources - PI/953 - Number of new starters joining the local authority			809.00	N/a	
Breakdown of 809 new 2022/23 starters (headcount) by Service Area:  (NB actual headcount of new starters may vary from the total below as some employees have multiple posts in multiple service areas):					
<ul style="list-style-type: none"> <li>Chief Executives - Digital Services: 9</li> <li>Chief Executives - Financial Services: 6</li> <li>Chief Executives- Legal &amp; Democratic Services: 10</li> <li>Chief Executives- People &amp; Organisational Development: 14</li> <li>Chief Officers - Leisure Tourism Heritage &amp; Culture: 1</li> <li>Education Leisure &amp; Lifelong Learning - Early Years Inclusion &amp; Partnerships: 32</li> <li>Education Leisure &amp; Lifelong Learning Education Development: 38</li> <li>Education Leisure &amp; Lifelong Learning - Leisure Tourism Heritage &amp; Culture: 8</li> <li>Education Leisure &amp; Lifelong Learning - Schools: 259</li> <li>Education Leisure &amp; Lifelong Learning - Schools – Teachers: 102</li> <li>Education Leisure &amp; Lifelong Learning - Support Services &amp; Transformation: 75</li> <li>Environment &amp; Regeneration - Engineering &amp; Transport: 16</li> <li>Environment &amp; Regeneration - Planning &amp; Public Protection: 11</li> <li>Environment &amp; Regeneration - Property &amp; Regeneration: 12</li> <li>Environment &amp; Regeneration - South Wales Trunk Road Agency: 14</li> <li>Environment &amp; Regeneration - Streetcare Services: 71</li> <li>Social Services Health &amp; Housing - Adult Services: 75</li> <li>Social Services Health &amp; Housing - Business Services: 10</li> <li>Social Services Health &amp; Housing - Children &amp; Young People Services: 46</li> <li>Social Services Health &amp; Housing Housing &amp; Communities: 3</li> <li>Total: 812</li> </ul>					

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Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

# Performance Measures




Neath Port Talbot Council

Appendix 2 - Cabinet – Chief Executive’s Directorate Service Level Measures - Quarter 4 full year performance (1st April - 31st March) - 2022/23

Performance RAG (Red, Amber Green) key:

- **Green:** achieved quarter 4 (full year) target for 2022/23
- **Amber:** Within 5% of target
- **Red:** 5% or more below target
- N/a or blank column – no comparable data or no target set

## How will we know we are making a difference (01/04/2022 to 31/03/2023)?

PI Title	Qtr. 4 Actual 20/21	Qtr. 4 Actual 21/22	Qtr. 4 Actual 22/23	Qtr. 4 Target 22/23	Perf. RAG
<b>Wellbeing Objective 2 - All communities are thriving and sustainable</b>					
CCTV - PI/682 - Police disk request to be completed within 24 hours.			100.00	100.00	 Green
<p>A number of major incidents have taken place throughout the year which have required the CCTV department to provide urgent footage to assist Police in dealing with the investigation of these serious incidents. There have been a total of 77 disks issued to police between April 2022 and March 2023 which have been dealt with promptly for collection by Police officers. Of these requests all have been dealt with within a 24 hour window.</p> <p>This performance measure is reported quarterly from 2022/23.</p>					
Customer Services - PI/570 - Average time (seconds) to answer telephone calls in Welsh	51.00	57.00	81.00	40.00	 Red
<p>The increase in the time taken to answer calls in Welsh is due to a number of issues including an increase in administrative duties, the reopening of civic centres, long term sickness, and training for new Welsh speaking staff impacting on capacity. Some of these also affect English calls performance and are outlined in more detail below.</p> <p>As well as answering telephones, customer services also provide reception duties on a rota basis; this reduces the availability of Welsh speaking staff answering telephone calls. In quarter 1 we identified a need for further Welsh speakers covering both telephone and face to face. We have now employed a new Welsh speaker (currently in training) which will increase our Welsh speaking capacity, and we will continue to explore ways of increasing this capacity.</p> <p>Since February 2023 performance has started to improve.</p>					
Customer Services - PI/571 - Average time (seconds) to answer telephone calls in English	43.00	44.00	65.00	40.00	 Red
<p>During the autumn and winter months the contact centre has been particularly affected by an increase in calls reporting severe weather issues e.g. gritting, flooding and damage caused by high winds. This high demand, coupled with difficulties in getting calls through to dedicated services/numbers in order to resolve the customer's</p>					

requirement resulted in delays in answering further calls.

The (new) Open Scape Fusion telephony system continues to result in increased demand for the customer services switchboard function i.e. calls bouncing back or repeat calls if there is no answer. Work is under way with services and digital services team to ensure a consistent implementation of the telephony system with voicemail facilities etc.

As mentioned in PI/570 above, the reopening of the civic centres has impacted on the resources available to take calls in the contact centre, as the team now provide reception support again, as well as a range of administrative functions in the 'back office'. They include Blue Badge and bus pass administration work and dealing with email contacts. Since Covid 19 email contact has seen a large increase of 60% - from 13,384 in 2019/20 to 21,405 in 2021/22.

Resource issues in waste and recycling are resulting in increased call demand, reporting non-collections, chasing recycling kit orders etc. and up until the beginning of October, customers had to call the contact centre to change/amend/cancel bookings for recycling centre slots. This is now self-serve and should, in time, reduce calls.


A review of concessionary bus passes by 'Transport for Wales' has increased the workload for the customer services team. One team member is now working full time on eligibility assessments on behalf of our passenger transport section.

Other 'events' have resulted in spikes of call demand during this year including:




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- Mass mailings to residents - 30,000 cost of living letters sent to residents in May and 16,000 letters sent out for the Fuel Payment scheme in September. Both resulting in unprecedented demand on the main switchboard.
- Long term sickness of two members of staff and maternity leave have impacted on performance, starting in the Quarter 1 and ongoing until last month, exacerbated by staff holidays during the summer months.
- Summer has also seen the launch of the new nappy collection scheme at a time of reduced staffing levels due to holidays.
- The National Day of Mourning had serious repercussions on the contact centre as the usual Refuse and Recycling bank holiday arrangements residents are used to were not in operation for this occasion which has left contact centre staff dealing with high volumes of confused and irate residents

Work in the last quarter of 2022/23 to reduce administrative processes and online services is starting to result in improved performance.




Housing Benefit & Financial Assessments - PI/413 - Percentage of correctly granted benefit against total granted	99.97	99.98	99.95	99.98	 Amber
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Percentage marginally outside target, but still remains close to 100% - we continue to monitor accuracy rates, work with the DWP (Department for Work and Pensions) and refresher training is provided by the Training Officer as and when necessary. We are further improving our processes during 2023/24 to ensure accuracy levels increase further.

Housing Benefit & Financial Assessments - PI/584 - Benefits - Average days taken to action new benefit clients and changes of circumstances – application to assessment	3.10	2.73	3.72	6.00	 Green
Full year performance breakdown of 3.72 days: 224,476.6 days to process 60,407 new claims and changes of circumstances. An initially slower turnaround during the year, due to requirement to process 29,000 support grants on behalf of Welsh Government. Processing speeds have increased greatly by Qtr 4, due to a reduction in support grants, and requirement to review all current caseloads based on April 2023 uprating of benefits.					
Learning Training & Development - PI/798 - Percentage of employees completing Violence Against Women, Domestic Abuse and Sexual Violence Strategy training group 1 by 31st March 2023 (annual figures are rolling 3 year cumulative figures)			35.79	35.00	 Green
Since April 2020 and to the end of Quarter 4 2022/23, 35.79% (2,328 of 6,503 employees) have completed the training. This figure includes 947 employees who completed the training during 2022/23. Target by the 31st March 2023 of 35% has been exceeded. Reported quarterly from 2022/23.					
Learning, Training & Development - PI/799 - Completion of mandatory Group A safeguarding training module for all staff			44.74	75.00	 Red
44.74% (2,910 of 6,503 employees) have completed Group A training during 2022/23. An aspirational target had been set for the year by the Learning, Training and Development Team as the Corporate Safeguarding group agreed that all employees should undertake this training module. No end date has been set as yet, this will be agreed at a later date and the target reviewed. Reported quarterly from 2022/23.					


**How will we know we are making a difference (01/04/2022 to 31/03/2023)?**

PI Title	Qtr. 4 Actual 20/21	Qtr. 4 Actual 21/22	Qtr. 4 Actual 22/23	Qtr. 4 Target 22/23	Perf. RAG
<b>Governance and Resource (cross-cutting) - including Planning &amp; Performance, Workforce Management, Financial Resources, Democracy, Community Relations, Asset Management and Commissioning &amp; Procurement.</b>					
Communications and Marketing - PI/665- Combined reach for the council's corporate social media channels			7045760.00	N/a	
<p>This is a new performance measure for 2022/23 which gives a total number of views of posts from our social media channels, using the following metrics:-</p> <ul style="list-style-type: none"> <li>• Total number of Tweet impressions from the English and Welsh corporate Twitter accounts.</li> <li>• The 'Reach' of posts from the English and Welsh corporate Facebook pages.</li> <li>• The 'Reach' of posts from the corporate Instagram page.</li> <li>• The 'Reach' of posts from the corporate LinkedIn page.</li> <li>• The number of video views on the corporate YouTube account.</li> </ul> <p>The aim is to increase the number of people seeing our content by ensuring it is engaging and relevant.</p> <p>Despite changes within social media sites such as Facebook and Twitter likely to negatively impact our reach, we saw the strongest performance within the 2022/23 reporting year. Breakdown below:</p> <p>April to June 2022: <b>1,810,170</b>            July to September 2022: <b>1,541,034</b>            October to December 2022: <b>1,593,409</b>            January to March 2023: <b>2,101,147</b></p> <p>Top-performing posts during January to March included updates on the new Leisure Centre development in Neath; a notice to residents on filming activity in Port Talbot; a number of recruitment posts; and a scam warning.</p> <p>During January to March 2023 Facebook updated the format of the Council's corporate page to the 'new pages experience'. This new format has reduced the amount of insights data which is available to page owners. In addition to this, a reduction in the reach figures has been observed for the corporate page since the change of format. This is likely to have a continued impact moving forward. Similarly, there have been a number of recent changes to the way in which Twitter prioritises certain content. This reflects an increased focus on moving page owners to a paid membership model. The communications team will continue to stay abreast of such changes to social media platforms as well as monitoring the performance data for individual posts. These insights will be used to inform and regularly review our content strategy.</p>					


Business Support - PI/417 - Legal Services - 7.7(L) - Percentage of standard searches carried out within 10 working days	99.33	98.87	98.19	96.00	 Green
The percentage of official searches completed within 10 working days for the full reporting year 2022/23 is 98.19% (1250 of 1273), compared to 98.9% (1576 of 1594) for the same reporting period in 2021/2022. This is a small reduction and is predominantly due to more complex searches having to be undertaken and the need to engage with other directorates to provide the information required and to address site boundaries. Most residential property searches meet or exceed the target criteria. Whilst a slightly reduction on last year, figures have improved each quarter, and the section continues to meet targets and maintaining strong performance in a busy property market, which has further increased post Covid-19.					
Commercial & Corporate Procurement - PI/314 - Legal Services -Number of tenders awarded to SME (Small Medium Enterprise) and Local Operators	14.00	131.00	22.00	N/a	
Total number of tenders (i.e. contracts or agreements) awarded to SME's (Small Medium Enterprises) and Local Suppliers is 22, of which: - Total Number of contracts/agreements awarded to local suppliers* is 1 Total Number of contracts/agreements awarded to SME's is 21.					
The decreased volume for 2022/23 mostly relates to the number of suppliers previously appointed to the Passenger Transport/Home to School procurement process, which was awarded in the previous 2021/22 financial year (in that case 51 SMEs/local operators were appointed to that one arrangement). Figures though are increased generally compared to previous years and work continues to further promote arrangements in this area.					
* Local defined as NPTCBC, there were an additional 9 suppliers based in Wales that were awarded contracts not included in this number.					
Council Tax/Business Rates - PI/572 - Percentage of non-domestic rates due for the financial year which were received by the local authority	98.06	98.90	98.84	98.00	 Green
Collection rate for 2022/23 is 98.84% which exceeded our target. £42,642,072 collected against a collectable debit for the year 2022/23 of £43,142,310.					
Council Tax/Business Rates - PI/574 - Percentage of council tax due for the financial year which was received by the authority	97.54	98.01	97.84	97.50	 Green
Collection rate for 22/23 is 97.84% which exceeded our target.					

£79,425,331 collected against a collectable debit for the year 2022/23 of £81,181,870.


In 2021/22 we achieved the best collection rate in Wales with 98.01%. Provisional data shows that our 2022/23 collection rate continues to be the highest collection rate in Wales.

Digital Services - PI/329 - System availability	99.90	99.90	99.90	99.90	 Green
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The digital infrastructure as a whole has operated within tolerance. There have been occasional "outages" but that relates to planned maintenance, whereby all staff been made aware.

Digital Services - PI/540 - Digital Services - NPT corporate Website User Satisfaction score		89.83	92.00	75.00	 Green
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As part of our digital transformation we continue to embed best practice set by UK Government to ensure our content and digital services meet user needs and engage with users in the development of new digital services and monitor feedback to ensure continuous improvement takes place.

Digital Services - PI/541 - WCAG (Web Content Accessibility Guidelines) accessibility compliance score against 'AA' standard		95.70	95.30	80.00	 Green
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New public sector accessibility regulations mean that all public sector websites must meet the 'AA standard'. We have continually improved our website to ensure it meets this AA standard. The AA standard is part of the internationally recognised Web Content Accessibility Guidelines (known as WCAG 2.1) which sets recommendations for improving web accessibility.

In March 2023 our score ranks us at 36<sup>th</sup> place for accessibility across all UK councils (approximately 400 councils).

We use best practice accessibility tools to monitor our website for accessibility issues and continue to iterate our website to ensure it meets this standard.

Legal and Regulatory Services - PI/820 - Percentage of Licensing Act 2003 applications completed within statutory timescales.			98.02	100.00	 Amber
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101 applications received for the year 2022/23, which is broken down as follows:

- 17 New;
- 1 to vary a premises licence;
- 3 minor variations;
- 28 transfers;
- 52 to vary to a DPS (Designated Premises Supervisor).

There were 2 applications dealt with outside of the statutory timescales - 1 application was delayed due to the National period of mourning following the passing of Queen Elizabeth II. This application went to Licensing and Gambling Acts Sub Committee on October 17th 2022. The other delayed application went to the Licensing and Gambling Acts Sub Committee on November 14th 2022 with the agreement of all parties involved.

This performance measure is reported quarterly from 2022/23.





Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

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# Performance Measures

Neath Port Talbot Council

Appendix 3 - Chief Executive's Directorate - Compliments and Complaints - Quarter 4 ( 1st April - 31st March) - 2022/23

## How will we know we are making a difference (01/04/2022 to 31/03/2023)?

PI Title	Qtr. 4 Actual 20/21	Qtr. 4 Actual 21/22	Qtr. 4 Actual 22/23	Qtr. 4 Target 22/23	Perf. RAG
<b>CHIEF EXECUTIVES</b>					
PI/252 - Chief Executive's Directorate - % of closed stage 1 complaints upheld/partially upheld in the financial year	34.38	15.38	21.74		
<p>23 stage 1 complaints were closed during 2022/2023 of which five were upheld. 13 stage 1 complaints were closed during 2021/22 of which two were upheld.</p> <p>The five complaints upheld in this period are:</p> <ol style="list-style-type: none"> <li>1. Council Tax – a resident had contacted the office at the end of March to pay his first instalment of council tax for April 2022. He then contacted the office at the end of April to set up a direct debit to be taken on 28th of each month (from May) and so on. During this phone call the officer took another payment by card, which was taken in error as the direct debit was due to be taken at the end of May, this resulted in him paying twice. The officer during that call, should have amended the direct debit to commence on 28th June. This error also corrupted the payment profile and no further payments were taken. An offer of apology and options were given which included refunding the overpaid amounts or paying less going forward.</li> <li>2. Registrars – Incorrect issue of Marriage certificate, issued as a ‘Draft’ record which was not valid. An apology was given and the couple were reimbursed associated costs resulting in the resubmission of application including postage costs, to the sum of £74.20.</li> <li>3. Council Tax - Customer complained about the tone of emails received from NPTCBC. This was addressed with the member of staff who acknowledged that they could have responded in a better way and explained processes more clearly to customer.</li> <li>4. Council Tax - Complaint received against the actions of an Enforcement Agency instructed by Council tax to recover a debt. Resident was unhappy how the debt was being handled and requested that the debt be brought back to NPTCBC and the resident to make instalments directly to the Council instead. The Council Tax manager reviewed the account and applied a single person occupancy, also recalling the account so that resident can make payments directly to Council Tax department.</li> <li>5. Benefits complaint received over invoice issued for £1785 which, following a review of the circumstances surrounding the backdated charge, it was noted that income was not included in the financial assessment. This was an oversight by NPT staff therefore, the debt was written off. Complaint upheld.</li> </ol> <p>23 Stage 1 complaints were received during the full year 2022/23, compared to 11 received in 2021/22 .</p>					
PI/253 -Chief Executive's Directorate - % of closed complaints at stage 2 that were upheld/partially upheld in the financial year	0.00	0.00	0.00		
<p>Four stage 2 complaints were received during 2022/23, one was carried forward from 2021/22, and five were closed, none of which were upheld. Six stage 2 complaints were received during 2021/2022 with five closed and one carried forward to Quarter 1 2022/2023, none of which were upheld.</p>					
PI/254 - Chief Executive's Directorate - % of closed complaints dealt with by the Public Services Ombudsman (following Stage 1 and Stage 2 process) that were upheld/partially upheld		0.00			

No Ombudsman complaints have been received following a stage 1 and stage 2 for quarter 4 (full year) 2022/23. One was received for the quarter 4 (full year) period of 2021/22 which was not upheld.

PI/255 - Chief Executive's Directorate - Number of compliments received from the public	149.00	67.00	128.00		
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128 compliments received for 2022/23 as opposed to 67 received for 2021/22.

**Business Support - 3 compliments received** thanking the Land Charges Team for help with local searches, providing a helpful, knowledgeable and efficient service.

**Council Tax – 20 compliments received**, including thanks for help with debt management, 'honestly, don't know what it's meant to me, you literally saved me' and thanks for being amazing and providing help when most needed.

**Benefits – 2 Compliment received** – excellent help and attention, treated with kindness since the death of customer's husband. "Cannot praise staff enough, help was much appreciated." Another which complimented staff member for being reassuring and kind. Customer very impressed with how call was handled.

**Legal Regulatory Services - 2 compliments received** - Thanks given for the fantastic help you and your staff provided in helping me to pass my taxi test by pushing me to think before answering. As well as a Letter received from premises thanking staff for the courteous and cooperative way in which their Licensing review was handled - emails responded to immediately, papers in sensible format, proactive approach and a first class service.

**Human Resources – 9 Compliments received** for Health and Safety Team from Outdoor event organisers (April – June) giving thanks for the huge success of the Safety Advisory Group supporting various event registrations and / or applications to use Council land. Careers Wales and Social Care Wales also provided complimentary feedback.

**Mayoral Service – 9 compliments received** – 5 from volunteer groups who attended afternoon tea at Margam Orangery on 30th August and 4 from volunteer culture and heritage groups who attended afternoon tea on 22nd September.

**Communications Team – 1 compliment** from officer of Welsh Government stating that our 'Help with the cost of living website' was a good example of work we are doing to help with cost of living crisis.

**Corporate Policy and Engagement team - 8 Compliments received.** 5 compliments were received relating to Armed Forces Day event which was overseen by the Regional Armed Forces Covenant Liaison Officer, stating it was a great event, 'proud to live in NPT'. One from Bethel Trust food bank, one from the WLGA (Welsh Local Government Association) complimenting a member of the team after working together and one from Pyle and Kenfig Hill Veterans Association for support provided.

**Registration Service – 53 compliments.**

21 people gave thanks for an excellent service, being empathetic, kind and respectful whilst registering a death.

27 people gave thanks in relation to excellent service before and during wedding service.

2 customers provided thanks given for providing a welcoming and great experience during their Citizenship ceremonies.

3 complimented the staff on service provided.

**Customer / Digital Services – 21 compliments received.**

Thanks given for speed in which customer services reported needles left at a children's bus stop, which was cleared by the Council within 15 minutes.

Thanks received giving thanks for a pleasant phone manner, 'you are really excellent at your job' 'Professionalism personified' Proud to say that the call handler was a shining light in these dark days of uncertainty and a great example as the face of the authority.

Thanks received praising staff member for the patience and kindness shown when dealing with a customer who had previously suffered a stroke, thank you for taking the time to listen.

Compliments also received for the assistance in obtaining a blue badge, and for staff providing good customer service.

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## **CABINET**

**28<sup>th</sup> June 2023**

### **Report of the Chief Finance Officer**

**Wards affected – All**

**Matter for Monitoring**

**Revenue outturn and reserves position statement 2022/23**

#### **Background**

The purpose of this report is to update members in relation to the financial end of year position for 2022/23

#### **Summary Financial Position**

The Council's net budget for 2022/23 was £338.020m. The actual net expenditure, or outturn position for the Council excluding schools, shows a net underspend of £3.037m after ring fenced reserves.

It is proposed that £1.430m of this underspend is moved to service specific reserves following agreement between the Corporate Directors and the Chief Finance Officer.

In relation to the remaining underspend it is proposed to set aside £1.5m to create a Strategic regeneration reserve which will assist with capacity building to support the major regeneration projects being developed across the County Borough. The balance of £107K is proposed to be transferred into the corporate contingency reserve.

A summarised outturn position by service area is detailed in Appendix 1 of this report with a schedule of reserve balances included at Appendix 2.

## **Directorate Reports**

Details of significant variances (£100k or more) are listed below

### **Schools delegated budget**

The delegated schools budget for 2022/23 is £96.174m. Any under or overspends in relation to this budget are funded via contributions to/from the delegated school reserves.

Delegated school reserves at the start of the year totalled £12.8m and at the end of the year had reduced to £6.7m, a reduction of £6.1m. This is significantly less than the £10m reduction predicted during the year.

### **Education Leisure and Lifelong Learning**

The Education, Leisure and Lifelong budget for 2022/23 is £29.562m. After ring fenced reserves the directorate has underspent by £204k.

Welsh Government have awarded an additional £167k of grant funding for the roll out of school meals in recognition of the additional costs Local Authorities are facing in preparing and delivering the UPFSM. This has resulted in the school meals budget underspending by £102k in this financial year.

There is an overspend within the home to school transport budget of £754k. This is due to a number of reasons including a lack of operators, rising fuel costs and rising wages which has resulted in an increase in retendered contracts.

Out of county placements is underspent by £293k. This is due to a reduction in placements. Savings have also arisen where children have moved into schools within the County Borough from out of county schools.

The pension and early retirement budget has underspent by £161k due to a low number of leavers and a reduction in the pension charge from the Swansea pension service of £84k.

Additional funding had been earmarked to expand the school based counselling service and Additional Learning Needs team in response to increased demand for support within our schools. Due to external factors the majority of the new posts were not recruited from April 2022. This has resulted in a £171k and £110k respectively in year underspend.

School specific contingencies has overspent by £174k due to a number of reasons including £40k of NNDR revaluation costs, a £91k contribution towards the new Welsh medium school which opened in January and £30k funding towards covid related maternity costs.

Children and Communities have overspend by £106k due to increased costs that were not covered by the Children and Communities grant.

The council has made a £1.175m contribution to fund the Celtic leisure operating deficit for this financial year. This contribution has been funded from corporate reserves.

### **Social Services, Health and Housing**

The Social Services budget for 2022/23 is £94.438m. After ring fenced reserves the directorate has overspent by £1.031m.

The children's residential care budget is £1.243m overspent. This is due to the number of placements being five over the provision in the budget.

Children's social work budget is overspent by £413k due to an increase in direct payments, funding for family support and an increase in discretionary spend used to prevent children entering the care system.

There is an overspend within the mental health external placements budget of £647k due to new placements made during the year.

The housing advice/supported tenancies service is overspent by £553k. At the start of the pandemic WG changed the policy relating to homelessness to ensure no-one was sleeping rough. The policy change resulted in a much higher than average demand for temporary accommodation and meant that a significant amount of additional accommodation needed to be sourced urgently.

That specific change in policy has now been integrated into the Housing Wales Act via a secondary legislation change, therefore the majority of households presenting are now eligible for temporary accommodation so demand is likely to remain at current levels for some time.

The learning disabilities external placement budget currently has a £623k overspend based on placements agreed in year

The elderly residential care budget is overspent by £349k due to the additional investment of £667k for older people care home providers. An additional fee of £30 per person has been paid to care providers who deliver residential and/or nursing care services on behalf of the council. The increase is to cover the anticipated rise in inflation caused by the cost of living crisis and to enable providers to pay their staff the Real Living Wage.

Hillside is £144k overspent due to reduced income in the first half of the financial year. Members should not that Hillside still made a positive contribution to the Council's overall budget position i.e. a surplus of £40k however this is not as much as anticipated.

Fostering is underspent by £143k mainly due to the number of in house foster placements being lower than the provision in the budget. Information received from the Head of Foster Wales is that NPT are in a good position with regards to placing children with in house carers with no substantial growth with placing in independent foster agency (IFA) placements.

Domiciliary Care is £1.411m underspent due to the reduction in placements in the external domiciliary care market.

Community care-direct payments are overspent by £249k as the budget is based on 60 service users and at present on average there are 65 service users.

The adoption service is £397k underspent due to the number of adoptions made.

Community care management is £265k underspent based on the numbers of deprivation of liberty assessments (DOLS) carried out to date.

Child and family management is £202k underspent due to a reduction in external legal fees and additional grant money received.

Physical disabilities-external placements have underspent by £116k due to a lower than budgeted number of placements in year.

A number of services have underspent due to vacant posts and additional grant monies including Community Care Social Work (£451k),



Central services (£106k), Renovation grants and renewal areas (£106k) and Community independence (£188k).

Hostels have overspent by £120k due to additional security needed for properties used for temporary accommodation.

### **Environment**

The Environment budget for 2022/23 is £44.525m. The Directorate has overspent by £550k after ring fenced reserves.

Car Parking is £148K overspent due to a reduction of footfall in town centres which has resulted in reduced use of car parks and a reduction in civil enforcement tickets issued.

A number of services experienced overspends due to the pay award over and above the 4% funded, including neighbourhood services £269k, parks and open spaces £164k and building cleaning £109k.

Refuse collection has overspent by £533k due to the unfunded pay award £210k in addition to overspends in agency and recycling equipment costs.

The refuse recycling service is underspent by £714k due to better than anticipated income from recycling and reduced net expenditure on residual waste.

Household waste recycling centres (HWRC) have underspent by £165k due to the volume of traffic through HWRC from members of the public, which has been lower than anticipated when setting the 2022/23 budget.

Civic centres have overspent by £190k due to electricity costs in excess of the budget which have been offset partially by lower other running costs.

Non- operational land is £123k underspent mainly due to increased income.

Building maintenance is £213k overspent due to issues such as inflation on the cost of materials.

Planning policy (£104k ) and the European unit (£193k) are both underspent due to core posts being offset against the Earth project and Shared Prosperity Fund

### **Chief Executives**

The Chief Executives budget for 2022/23 is £21.587m. The Directorate has underspent by £364k after ring fenced reserves.

The financial services accountancy team is showing an overspend of £101k due to an unachieved vacancy management target. However the overall budget position for the finance division is an underspend of £88k.

A number of services are underspent due to vacant posts and additional income including the Commercial and Governance service (£144k) and Corporate Strategy and Performance Management (£127k).

### **Central budgets**

The central budgets in 2022/23 are underspent by a total of £4.050m after ring fenced reserves. The majority of this relates to an underspend of £1.3m in relation to funding allocated for the Council tax support scheme where the number of claimants was lower than anticipated; and £1.657m council tax collection surplus where the team were able to collect more council tax than assumed when the initial collection rate estimate was set.

### **Integrated Impact Assessment**

There is no requirement to undertake an integrated impact assessment as this report summarises the Council's financial position

### **Valleys Communities Impacts**

No Impact

### **Workforce Impacts**

No Impact

### **Legal Impact**

No Impact

## **Risk Management Impact**

No Impact

## **Consultation**

This item is not subject to external consultation

## **Recommendations**

It is recommended that Cabinet:

- **Note** the contents of this report in relation to the 2022/23 budget outturn position and reserve balances.

## **Appendices**

Appendix 1 – Summary outturn position

Appendix 2 – Reserve schedule

## **Background Papers**

Budget Working Papers

## **Officer Contact**

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## Appendix 1

2022/23 Outturn summary							
	Revised Budget	Outturn	Variance	Ring fenced reserves	Outturn after ring fenced reserves	Additional reserves	Variance after reserves
			(under) / over		(under) / over		(under) / over
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Education, Leisure and Lifelong Learning - Schools	96,174	96,174	0	0	0		0
Education, Leisure and Lifelong Learning - Other	29,562	30,425	863	-1,067	-204	260	56
Social Services Health & Housing	94,438	95,223	785	246	1,031	380	1,411
Environment	44,525	43,937	-588	1,138	550	426	976
Chief Executives	21,587	20,922	-665	301	-364	364	0
<b>Directly Controlled Expenditure</b>	<b>286,286</b>	<b>286,681</b>	<b>395</b>	<b>618</b>	<b>1,013</b>	<b>1,430</b>	<b>2,443</b>
Levies And Contributions	8,773	8,845	72		72	0	72
Capital financing	20,514	19,876	-638	638	0	0	0
Service Resilience	896	111	-785	-101	-886	0	-886
Covid Hardship	1,530	1,530	0	0	0	0	0
Contingency	400	51	-249	0	-249	0	-249
Council Tax Reduction Scheme	19,621	18,291	-1,330	0	-1,330	0	-1,330
Council Tax Collection Surplus		-1,657	-1,657	0	-1,657	0	-1,657
Contribution to Strategic regeneration capacity building reserve					0	1,500	1,500
Contribution to corporate contingency reserve					0	107	107
<b>Net Budget</b>	<b>338,020</b>	<b>333,728</b>	<b>-4,192</b>	<b>1,155</b>	<b>-3,037</b>	<b>3,037</b>	<b>0</b>
<b>Overspend / (underspend)</b>							<b>0</b>

## Appendix 2 – Reserve schedule

Description	Reserve Balance at 1st April 2022 £	Budgeted movements during the FY £	Schools closing adjustments £	Ring fenced £	Additional Reserves £	Closing reserves 2022/23 £
<b>Education, Leisure and Lifelong Learning</b>						
<u>Delegated Schools Reserves</u>						
ERVR Primary	Cr8,161	0	Cr1,514			Cr9,675
Primary Schools	Cr6,888,981	4,989,213	Cr1,348,660			Cr3,248,428
Secondary Schools	Cr3,525,205	1,687,049	Cr544,787			Cr2,382,943
Special Schools	Cr734,244	152,222	Cr243,758			Cr825,780
Middle School	Cr1,471,681	962,076	410,966			Cr98,639
Repair & Maintenance	Cr161,160	0				Cr161,160
	<b>Cr12,789,433</b>	<b>7,790,560</b>	<b>Cr1,727,753</b>	<b>0</b>	<b>0</b>	<b>Cr6,726,626</b>
<u>Education, Leisure and Lifelong Learning Other</u>						
Additional learning needs reserve	Cr1,051,000	Cr400,000			Cr50,000	Cr1,501,000
Equalisation Account-Education	Cr2,409,500	55,000		0	Cr210,000	Cr2,564,500
Home to School Transport	Cr290,570	290,570				0
	<b>Cr3,751,070</b>	<b>Cr54,430</b>	<b>0</b>	<b>0</b>	<b>Cr260,000</b>	<b>Cr4,065,500</b>
<b>Total Education Leisure &amp; Lifelong Learning</b>	<b>Cr16,540,503</b>	<b>7,736,130</b>	<b>Cr1,727,753</b>	<b>0</b>	<b>Cr260,000</b>	<b>Cr10,792,126</b>
<u>Social Services, Health and Housing</u>						
Homecare ECM Equipment reserve	Cr96,756	0		Cr265,000		Cr361,756
Community Care Transformation Reserve	Cr4,206,561	1,956,900		0		Cr2,249,661
Children's Residential Placements	Cr276,000	276,000		0		0
SSHH IT Renewals Fund	Cr1,900,000	0		0		Cr1,900,000
Social Services Equalisation	Cr5,700,114	2,330,000		0		Cr3,370,114
Community Resilience Fund	Cr1,750,000	0		0		Cr1,750,000
Housing Warranties Reserve	Cr220,000	0		0		Cr220,000

## Appendix 2 – Reserve schedule

Description	Reserve Balance at 1st April 2022 £	Budgeted movements during the FY £	Schools closing adjustments £	Ring fenced £	Additional Reserves £	Closing reserves 2022/23 £
Hillside General Reserve	Cr581,098	150,000		0		Cr431,098
Ring fenced homecare funding	Cr450,000	216,000		0		Cr234,000
Youth Offending Team Reserve	Cr167,897	0		0		Cr167,897
Adoption Service	Cr500,000	0		0	Cr380,000	Cr880,000
<b>Total Social Services, Health and Housing</b>	<b>Cr15,848,426</b>	<b>4,928,900</b>	<b>0</b>	<b>Cr265,000</b>	<b>Cr380,000</b>	<b>Cr11,564,526</b>
<u>Environment</u>						
Transport Reserve	Cr281,541	7,388		Cr41,020		Cr315,173
Asset Recovery Incentive Scheme	Cr125,894	81,301		0		Cr44,593
Swansea Bay City Deal	Cr333,786	112,786		0		Cr221,000
Local Development Plan	Cr365,014	1,890		0		Cr363,124
Parking improvement	Cr190,000	127,000		0	Cr25,000	Cr88,000
DARE Reserve	Cr2,000,000	0		0		Cr2,000,000
Waste Reserve	Cr898,152	Cr90,000		Cr548,302		Cr1,536,454
Winter Maintenance Reserve	Cr604,429	0		36,000		Cr568,429
Neath Market	Cr253,107	0		0		Cr253,107
Baglan Bay Innovation centre - dilapidation reserve	Cr177,517	100,000		0		Cr77,517
Renewable Energy Reserve	Cr17,959	0		0		Cr17,959
Environmental Health - Housing Equalisation	Cr130,000	35,000		0		Cr95,000
LAWDC Contingency Reserve	Cr815,177	0		0		Cr815,177

## Appendix 2 – Reserve schedule

Description	Reserve Balance at 1st April 2022 £	Budgeted movements during the FY £	Schools closing adjustments £	Ring fenced £	Additional Reserves £	Closing reserves 2022/23 £
Workways - NPT	Cr290,435	0		Cr35,087		Cr325,522
Environment Equalization Reserve	Cr1,065,291	368,778		0	Cr400,890	Cr1,097,403
Metal box Reserve	Cr930,327	150,418		0		Cr779,909
Pantteg Landslip Reserve	Cr500,000	0		0		Cr500,000
		0				0
<u>Trading Account</u>		0				0
Operating Account -Equalisation	Cr36,043	0		0		Cr36,043
Vehicle Tracking	Cr92,186	0		0		Cr92,186
Vehicle Renewals	Cr2,330,047	Cr751,437		Cr390,390		Cr3,471,874
<b>Total Environment</b>	<b>Cr11,436,905</b>	<b>143,124</b>	<b>0</b>	<b>Cr978,799</b>	<b>Cr425,890</b>	<b>Cr12,698,470</b>
<u>Chief Executives</u>						
Elections Equalisation Fund	Cr350,139	Cr15,000		214,000		Cr151,139
Health & Safety/Occupational Health	Cr40,501	0		0		Cr40,501
Digital Transformation Reserve	Cr1,170,000	0		0		Cr1,170,000
Schools IT Equalisation (HWB)	Cr600,000	330,000		Cr200,000		Cr470,000
Development Fund for Modernisation	Cr76,032	0		0		Cr76,032
Digital renewal reserve	Cr1,233,394	Cr30,000		Cr491,000		Cr1,754,394
Chief Executives Equalisation Reserve	Cr164,236	Cr16,500		0	Cr179,000	Cr359,736
Organisational development reserve	Cr5,020,936	278,000		106,500	0	Cr4,636,436
Building Capacity	Cr155,295	96,000		0	Cr182,000	Cr241,295
Voluntary Organisation Reserve	Cr86,430	0		0	Cr3,314	Cr89,744
<b>Total Corporate Services</b>	<b>Cr8,896,963</b>	<b>642,500</b>	<b>0</b>	<b>Cr370,500</b>	<b>Cr364,314</b>	<b>Cr8,989,277</b>

## Appendix 2 – Reserve schedule

Description	Reserve Balance at 1st April 2022 £	Budgeted movements during the FY £	Schools closing adjustments £	Ring fenced £	Additional Reserves £	Closing reserves 2022/23 £
<u>Corporate Other</u>						
Insurance Reserve	Cr4,725,382	280,000		0		Cr4,445,382
Covid recovery	Cr2,800,000	1,679,000		Cr285,578		Cr1,406,578
Income Generation Reserve	Cr1,713,230	0		50,000		Cr1,663,230
Members Community Fund Reserve	Cr513,633	0		161,659		Cr351,974
Capital support reserve	Cr683,447	0		0		Cr683,447
Hardship relief scheme	Cr2,000,000	0		275,000		Cr1,725,000
Service resilience	Cr2,000,000	1,099,928		26,000		Cr874,072
Discretionary fund	Cr1,401,836	1,401,836		Cr335,725		Cr335,725
Corporate Contingency	Cr4,567,000	871,535		1,309,495	Cr106,796	Cr2,492,766
Strategic regeneration capacity building		0			Cr1,500,000	Cr1,500,000
Treasury Management Equalisation Reserve	Cr8,594,046	825,000		Cr638,721		Cr8,407,767
Accommodation Strategy	Cr2,273,580	0		0		Cr2,273,580
<b>Total Corporate Other</b>	<b>Cr31,272,154</b>	<b>6,157,299</b>	<b>0</b>	<b>562,130</b>	<b>Cr1,606,796</b>	<b>Cr26,159,521</b>
<u>Joint Committee</u>						
Margam Discovery Centre - Building Maintenance Reserve	Cr59,774	Cr57,333				Cr117,107
Workways - Regional Reserve	Cr167,991	0		Cr1,869		Cr169,860
Environment Legacy Reserve (SWTRA)	Cr59,728	0		0		Cr59,728
Substance Misuse Area Planning Board	Cr34,847	0		Cr118,721		Cr153,568
WB Safeguarding Board Reserve	Cr113,265	0		18,589		Cr94,676



## Appendix 2 – Reserve schedule

Description	Reserve Balance at 1st April 2022 £	Budgeted movements during the FY £	Schools closing adjustments £	Ring fenced £	Additional Reserves £	Closing reserves 2022/23 £
Intermediate Care pooled fund	Cr192,925	192,925				0
<b>Total Joint Committee</b>	<b>Cr628,530</b>	<b>135,592</b>	<b>0</b>	<b>Cr102,001</b>	<b>0</b>	<b>Cr594,939</b>
<b>Total All Earmarked Reserves</b>	<b>Cr84,623,481</b>	<b>19,743,545</b>	<b>Cr1,727,753</b>	<b>Cr1,154,170</b>	<b>Cr3,037,000</b>	<b>Cr70,798,859</b>
<b>General Reserve</b>	Cr20,150,693					Cr20,150,693
<b>TOTAL ALL RESERVES</b>	<b>Cr104,774,174</b>	<b>19,743,545</b>	<b>Cr1,727,753</b>	<b>Cr1,154,170</b>	<b>Cr3,037,000</b>	<b>Cr90,949,552</b>

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Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### Cabinet

28 June 2023

**Report of the Head of People and Organisational Development – S Rees**

### **Matter for Monitoring**

**Wards Affected:** All Wards

**Report Title:** Welsh Language Standards Annual Report 2022-2023

### **Purpose of the Report**

1. To present the Welsh Language Standards Annual Report for 2022-2023, produced in accordance with the Welsh Language Standards (No.1) Regulations 2015.

### **Executive Summary**

2. This annual report, produced in accordance with the Welsh Language Standards (No.1) Regulations 2015, provides an overview of compliance with the standards with which we had a duty to comply during the year.
3. The report also details the number of complaints received during the year which relate to compliance with the service delivery, operational and policy making standards and the Welsh language generally.
4. Specific information as required by the standards in relation to the Welsh language skills of employees and new and vacant posts is also included.

## **Background:**

5. The Welsh language standards with which the council has to comply are contained in a compliance notice, issued by the Welsh Language Commissioner in accordance with the Welsh Language (Wales) Measure 2011.
6. The annual report, attached at Appendix 1, provides an overview of compliance with the standards with which we had a duty to comply during 2022-2023.
7. The Council's Welsh Language Officer Group remains key to the promotion of the Welsh language, the implementation of the standards, identification of good practice and monitoring compliance.

## **Annual Report**

8. The outcome of the Welsh Language Commissioner's evidence gathering exercise for 2021-2022 was received and discussions with the Commissioner's officer took place in January 2023.
9. Our compliance was assessed as good in the majority of areas assess, particularly our social media corporate accounts and responses to Welsh emails where our Welsh response rate was better than the English response rate.
10. Although the majority of the feedback received was positive, minor issues were raised in some areas including telephone calls and documents not including the statement 'available in Welsh'.
11. The Welsh Language Officer Group has made significant strides in promoting the Welsh language as well as supporting staff in complying with Standards.

## **Financial Impacts:**

12. Compliance with the standards is delivered within service budgets

**Integrated Impact Assessment:**

13. There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring/information purposes.

**Valleys Communities Impacts:**

14. The Annual Report includes progress made in delivering services to support residents in valley communities.

**Workforce Impacts:**

15. Staff with Welsh language skills continue to be encouraged to use Welsh in their work. In order to help increase the future language capability of staff the Council encourages the uptake of available Welsh courses. We are taking every opportunity to recruit staff with Welsh language skills where appropriate.

**Legal Impacts:**

16. This report deals with the Council's duty to comply with the final Compliance Notice issued on 25 April 2018.

**Risk Management Impacts:**

17. Failure to comply with the standards could lead to a £5,000 fine per standard. There is also a risk of damage to the Council's reputation.

**Consultation:**

18. There is no requirement for external consultation on this item

**Recommendations:**

19. It is recommended that:

Members monitor Neath Port Talbot Council's Welsh Language Standards Annual Report 2022-2023, attached at Appendix 1, prior to its publication by the statutory deadline of 30 June.

**Appendix:**

20. Appendix 1 - Welsh Language Standards Annual Report 2022-2023

**List of Background Papers:**

Welsh Language (Wales) Measure 2011

Welsh Language Standards (No.1) Regulations 2015

Welsh Language Standards Compliance Notice

**Officer Contact:**

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Tel 01639 763010 or email: [r.headon@npt.gov.uk](mailto:r.headon@npt.gov.uk)



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

# Welsh Language Standards

## Annual Report 2022-2023

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Mae'r ddogfen hon hefyd ar gael yn Cymraeg  
This document is also available in Welsh

[www.npt.gov.uk](http://www.npt.gov.uk)

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If you require this information in larger print or in an alternative format, please contact the Corporate Policy Team on 01639 763010 or email: [policy@npt.gov.uk](mailto:policy@npt.gov.uk)



## **Introduction**

This annual report highlights our work in implementing the Welsh language standards as applied to the Council as well as identifying areas where more work is required.

Complying with the language standards continues to be challenging particularly with a limited number of Welsh speakers who are willing and able to use their language skills at work. While we recognise that not everyone wants to use their language skills at work there is also an element of underreporting and a lack of confidence amongst staff and this is something that we would like to understand more fully in conversation with staff over the coming year.

We have been encouraged by the progress made in a number of areas as highlighted by the Welsh Language Commissioner during the year and are working to ensure this progress is maintained and expanded on across all service areas.

## **Background**

This annual report provides an overview of how as a Council we have implemented the Welsh language standards and provides information on specific areas: the number staff who are Welsh speakers and the language requirements of vacant posts as required under the Welsh Language Measure (2011) and Welsh Language Standards (No1) Regulations 2015.

The standards which have been applied to the Council under section 44 of the Welsh Language (Wales) Measure 2011 are contained in our [compliance notice](#).

## **Accountability**

The Council has ultimate responsibility for the implementation of the standards, with the Chief Executive having overall responsibility for ensuring arrangements are in place to secure compliance. In addition, we recognise that each member of staff has a role to play in the successful implementation of the standards.

Our governance arrangements require the Annual Report to be monitored by Cabinet, with Cabinet Scrutiny Committee undertaking an important role in ensuring progress on performance is being sustained.

The Equality and Community Cohesion Group supports the Chief Executive and elected Members and has responsibility for overseeing the implementation of the standards. During 2022/2023, this group was chaired by the Cabinet Member for Finance, Performance and Social Justice and has a membership drawn from each directorate as well as representatives from local equality organisations.

The Welsh Language Officer Group (WLOG) supports the administration and implementation of the standards and helps with the early resolution of any issues that may occur, supports staff in the delivery of services in accordance with the duties placed on the Council as well as helping promote the language.

All information and support materials relating to the implementation of the Welsh language standards are available on NPT Connect (our intranet)

and can be accessed by staff. Awareness of the requirements of the standards is raised via Corporate Management Group, directorate management teams, team meetings as well as through the Council's usual internal publicity mechanisms, e.g. Yammer communication channels, the online newsletter, 'In the Loop' and Sway communication.

## **Compliance and Promotion**

### **Welsh Language Commissioner: compliance with Welsh language standards**

In July 2022 we submitted evidence in support of our self-assessment of compliance across specific work areas, as requested by the Welsh Language Commissioner while the Commissioner's officers undertook desktop surveys. In February 2023 we met with the Commissioner's officer to discuss the outcome of the compliance monitoring exercise.

10 areas of activity were assessed: e-mail correspondence, telephone calls to the main telephone number, documents/forms, website, social media, job applications, receiving visitors at the organisations buildings, policy making, assessing the language requirements of new and vacant posts and promoting the Welsh language.

Our compliance was assessed as good in the majority of areas, particularly social media corporate accounts and responses to Welsh emails where our Welsh response rate was better than the English response rate.

Although the majority of the feedback received was positive, minor issues were raised in the following areas:

- Telephone calls – out of three telephone calls made only two were dealt with entirely in Welsh.
- Documents/forms – of the three documents surveyed, two English documents did not state that the document was also available in Welsh and there was an incomplete link on a Welsh form that went to an English document.
- Website – out of the 15 pages reviewed, seven had minor issues, where the pages were slightly different to the Welsh page or had a missing link/video.

- Advertising new and vacant posts – of the fifteen vacancies reviewed, one post did not comply with the standards as it didn't state that the applicant could indicate if they wanted the interview/assessment in Welsh. A further post stated Welsh was desirable but the supporting documents were only available in English.
- Policy on using Welsh internally – plans for this to be in place by September 2023.

Addressing these issues will be a key piece of work for the Welsh Language Officer Group over the coming months.

**Welsh Rights Day (7 December 2022)** - As in recent years, the publicity campaign was held on social media platforms and information for staff members in our weekly Sway update, Intranet news section and staff Yammer channel. Staff were also encouraged to add the Welsh Language Rights Day banner to their email signature

Bore da pawb! If anybody would like to include a banner on their e-mail signature for Welsh Language Rights Day on 7th December... you can add the following to your signature :-)



**Diwrnod Hawliau'r Gymraeg**  
**Welsh Language Rights Day**

**7.12.22**

Mae gen ti hawl i dderbyn gwasanaethau Cymraeg gan sefydliadau cyhoeddus yng Nghymru.

You have a right to receive Welsh language services from public organisations across Wales.

Am ragor o wybodaeth: [comisiynyddygyymraeg.cymru](http://comisiynyddygyymraeg.cymru) For more information: [welshlanguagecommissioner.wales](http://welshlanguagecommissioner.wales)

**#MAEGENIHAWL**

## Welsh Language Rights Day

Welsh Language Rights Day is held annually in December and marks the date on which the [Welsh Language Measure](#) was passed by Parliament. The Measure confirms the official status of the Welsh language, and establishes the principle that the Welsh language should not be treated less favourably than the English language in Wales.

The day is a fantastic opportunity to promote our Welsh language services, celebrate our language and your rights to use the Welsh language when dealing with us:

### You have the right to:

- Write letters or e-mails to us in Welsh.
- Speak to us in Welsh on the telephone
- Receive Welsh language letters and emails from us
- View our Website in Welsh
- Use our social media accounts in Welsh
- Apply for jobs in Welsh
- Make complaints in Welsh

For more information on your rights and using the Welsh language, please visit:


- Our [Welsh Language Standards](#) webpage
- The Welsh Language Commissioner's [My Language Rights](#) webpage

If you want to learn Welsh, improve your language skills, raise your child bilingually or find out about Welsh and bilingual services in Neath Port Talbot, please visit our [webpage](#):

More information on Welsh medium schools in Neath Port Talbot can be found [here](#).

We continue to promote the use of Welsh Microsoft Teams seasonal background, and to celebrate St David's Day including, to Welsh speaking staff and learners, to encourage staff communications through the medium of Welsh.






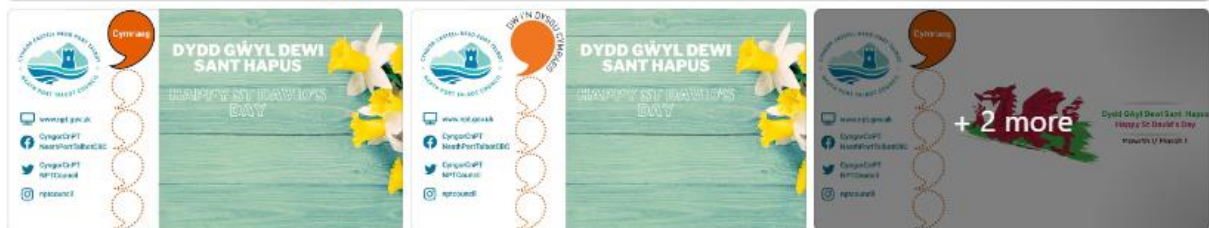
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nptcouncil

**DW I'N DYSGU CYMRAEG**



**Dydd Gŵyl Dewi Sant Hapus**  
**Happy St David's Day**  
Mawrth 1/ March 1





Our Welsh language section on our website has been redesigned to ensure information relating to Welsh language standards, Welsh language promotion and opportunities to learn and use Welsh is easily accessible. This will continue to be updated and improved during 2023/2024

## **Corporate Plan 2022-227 - recover reset renew**

Our Corporate Plan sets out our well-being objectives, priorities, vision and values as we recover from the pandemic and reset and renew with activities and policies to deliver sustainable improvements in services and in social, economic, cultural and environmental outcomes.

Welsh plays a role in each of our wellbeing objectives; from Welsh medium education/a second language subject to being the bedrock of some of our communities; from a skill to be learned and taken full advantage of by both employers and employees to it being a very important part of our heritage and culture (which also contributes to the economy, supporting paid employment).

Wellbeing Objective 3 - Our local environment, culture and heritage can be enjoyed by future generations, explicitly refers to this latter sentiment where people treasure the Welsh language and are actively engaged with the rich sporting, cultural and industrial heritage of the area.

## **Service Delivery standards**

**Correspondence in Welsh** – since the introduction of the Welsh only online language preference form appears to have significantly reduced the number of erroneous requests which were a feature of the bilingual online forms. To ensure the database is as accurate as possible a data cleansing exercise, originally scheduled to take place during 2022-2023, will be carried out by December 2023.

92 people have indicated they wish to receive correspondence from us in Welsh.



**Council Meetings** – Council meetings are held on a hybrid basis, with participants choosing whether they attend in person in the Council Chamber or if they sign in remotely. To facilitate the use of Welsh at council meetings it was anticipated that we'd use Zoom. However, with the activation of Microsoft Teams Welsh translation software, we have been able to offer simultaneous Welsh translation for all participants in Council meetings (whether they be in person or remotely) while being fully integrated with the Council's Public-I webcasting and hybrid audio visual equipment.

### **Policy Making Standards**

The requirements of the policy making standards are incorporated into the Council's Integrated Impact Assessment (IIA) framework. The impact assessment process is undertaken for all new and revised policies /initiatives and so opportunities to use Welsh as well as not treating Welsh less favourably than English are considered each time. Comprehensive guidance and associated forms are currently available to all staff on NPT Connect.

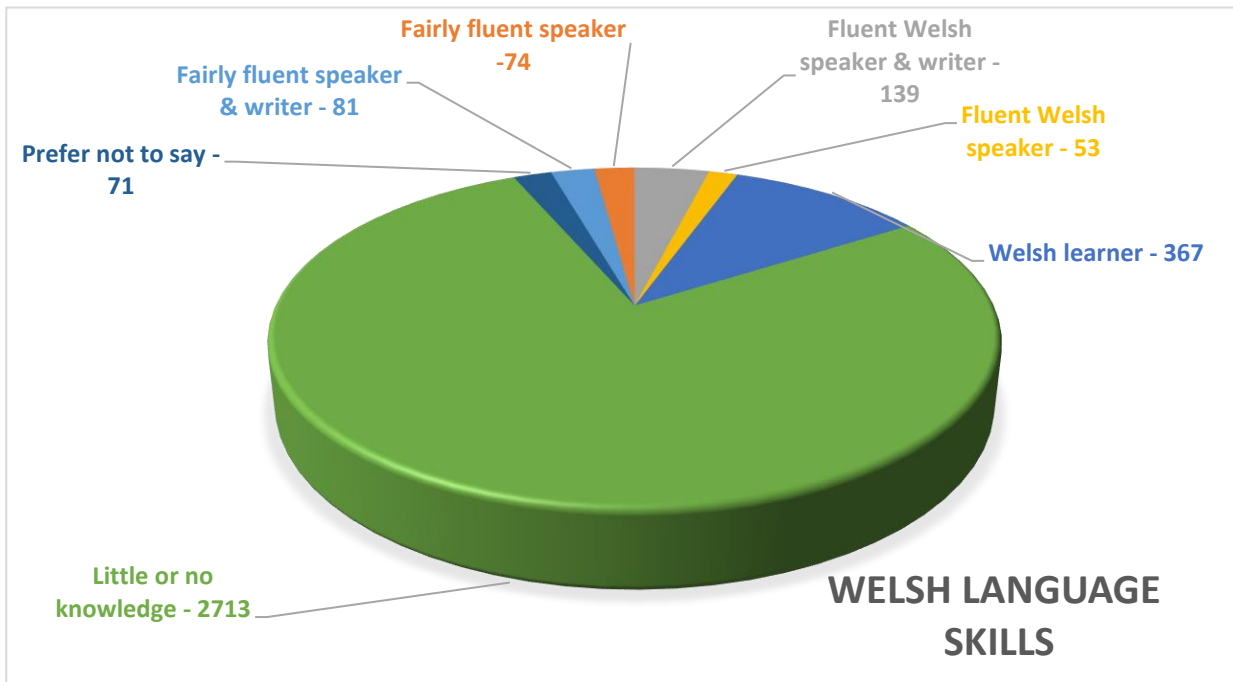
Recommendations from the three Integrate Impact Assessment Audits undertaken in 2021-2022 have informed the IIA audit Action Plan which was agreed for implementation by Corporate Directors Group in March 2023.

Using a template developed by 'Deddf', an Awarding Grants Policy was produced and implemented in May 2022.

### **Operational standards**

The number of staff who identified as having Welsh language skills during 2022-2023 remained relatively low overall. However, there was a small increase in the number of staff identifying as fluent speakers and writers (139 compared to 137 during 2021-2022) although the number of Welsh learners decreased by 3.





**Welsh speaking employee directory** - 126 members of staff were identified on our employee directory as willing/able to use their language skills as part of their work.

It had been anticipated that the introduction of a framework to assist in the language skill self assessment (and so potentially boost the numbers in the directory) would have been introduced during 2022-2023. Unfortunately this has been delayed to ensure it can be informed by the latest advice from the Commissioner which is anticipated in early summer 2023.


**Information, and support material** - guidance and other support material on using and complying with the Welsh language standards is available to all staff via Welsh language pages on NPT Connect. During the year the Welsh Language Officer Group has overseen work to promote the language amongst staff as well as helping ensure advice and support on compliance is updated.

To assist with this staff Yammer communication channels were established.

## New Staff Yammer Communication Channels

In October 2022, two brand new staff Yammer Communication Channels were developed. The Welsh Language Standards & Guidance Yammer Channel provides information on the Welsh Language Standards with signposting to guidance and information documents, to enable staff to comply with the standards in their day to day work. The channel was also used to highlight important cultural events such as St Dwynwen's Day, St David's Day and Welsh Language Rights Day.

Breaking News - new staff yammer channel



A brand new staff yammer channel is being launched next week. The Welsh Language Standards and Guidance channel will provide you with lots of information that you need to know about the Welsh Language Standards. Over the coming months, we will highlight different topics, to help you to comply with the standards in your day to day work and signpost you to guidance and support documents. All staff with access to Office 365 will automatically be added to the channel from 5th October. Remember guidance and support documents can still be found on the [Welsh Language page](#) of the staff intranet.

A further Yammer channel specifically for Welsh speakers and learners will be launched mid-October, providing a place to chat to learner colleagues, ask for help with simple translations or perhaps link up with a Welsh speaking 'buddy' to have more conversation practice? You'll be able to join this channel from 13th October

.... watch this space !

Following the launch of the Welsh Language Standards & Guidance channel a second channel was launched; the Welsh Speaker and Learner channel is a place for Welsh speakers and learners to share hints and tips, promote local Welsh language social events and share details of further training/confidence building opportunities.

## A brand new Staff Yammer Channel has been launched...



The Welsh speakers and learners channel is a place to chat to learner colleagues, ask for help with simple translations or perhaps link up with a Welsh speaking 'buddy' to have more conversation practice? It is also the place to find out about any local Welsh Language events!

If you are one of our colleagues who has an email address ending with @npt.gov.uk email you can access Yammer, so can join this channel NOW!

In February 2023, staff were asked for their opinion on the Yammer channels and the ease of accessing Welsh language guidance and information. Just over 87% of respondents were aware of the availability of Welsh language guidance and of the respondents who had used the guidance 91% found the required information easily and useful for their role. To assist those staff who were unaware of the availability of the Welsh language guidance, an explanatory video will be produced and published. 2023.

### Training

Peer led Welsh language sessions continue to be held by the Welsh speaking Development Officer for colleagues in the Flying Start and Early Years Childcare Team to raise their basic Welsh speaking ability.

There is a fully inclusive training programme for all staff, provided by our local Welsh for Adults Centre and the National Centre for Learning Welsh. Courses include an 'Introduction to Learning Welsh', 'Croeso Cymraeg Gwaith' (Work Welsh Welcome) Gloywi Iaith (Improving Your Written Welsh). Courses are advertised on our internal staff communications Yammer pages including a page exclusively for Welsh speakers and learners and on our Intranet 'NPT Connect' page where we have a dedicated area for Welsh Language training. Information is also circulated

by e-mail and published in our annual Training Programme. This year we have published our training programme electronically using Book Creator and it can be viewed using this link,  
[https://read.bookcreator.com/DcX1g6fVoYWXnNpfsqOgpPRK4l63/aNMS1ljuSa6lG3\\_sZSglDQ](https://read.bookcreator.com/DcX1g6fVoYWXnNpfsqOgpPRK4l63/aNMS1ljuSa6lG3_sZSglDQ)

In 2022-23 we enrolled 40 staff on various Welsh language courses. We currently have 67 staff enrolled and at various stages of completion while 21 staff have fully completed courses including 2 who completed the Full Entry level 120 hour course.

Overall the online Welsh courses provided by the National Centre for Learning Welsh are the preferred option taken by staff. Feedback received from learners indicates this is because the online courses can be completed at the learners own pace and in the learners own time. Learning online is self-directed which means it can fit around a work life balance. Other feedback received from learners on the online Welsh courses included that although it had a great deal of benefits and they were very good courses, conversational opportunities and natural settings being available to speak Welsh with others was lacking and it was felt these things would strengthen the learning process.

Social work students seconded and hosted by the Council are instructed to complete the 'Welsh Language Awareness in Neath Port Talbot' eLearning to raise awareness of the use of the Welsh language across Neath Port Talbot and in delivering the 'Active Offer'. Social Work Students and Practice Educators also receive training on Welsh Context as part of their Practice Learning Opportunities.

Newly qualified social workers entering their second year of practice are required to undertake a consolidation programme which is available in both Welsh and English. The 'Porth Agored' partnership, of which the Council is a partner, is responsible for the writing, development and implementation of the consolidation programme and works in conjunction with the University of Wales Trinity Saint David.

Our Learning, Training and Development Team have several publications, including phrasebooks, course books, dictionaries and light reading, available for loan to supplement and complement language training courses.

Our corporate induction includes information on Welsh language resources and encourages managers to discuss and make new employees aware of the Welsh language standards and Welsh language awareness. Other sections of the induction including set up of bilingual signatures, answering the telephone bilingually etc. is also covered.

During the year, 231 members of staff completed the Welsh Language Awareness e-learning module. The course gives an overview of the history of the Welsh language and covers the local authority's requirements under the Welsh Language Standards.

## **Promotion Standards**

It was agreed at Cabinet on 19 October 2022 to re-establish the Welsh Language Promotion Strategy Task and Finish Group in order to develop the second Welsh Language Promotion Strategy 2023-2028. An evaluation of the initial strategy had been undertaken and formed part of the Task and Finish Group's considerations during the development of the revised Strategy.

A four week period of public consultation was carried out between 17 April and 15 May, feedback from which will inform the final version of the strategy, with an anticipated publication date of July 2023.

An annual report for the period 2022-2023 will be produced in autumn 2023.

## **Specific Legislative Requirements**

### **Vacant Posts for 1 April 2022 – 31 March 2023**

<b>Welsh language skill requirements</b>	<b>No of posts</b>	<b>% of posts</b>
Essential	29	3%
Desirable	150	17%
Need to learn Welsh	5	0.5%
No Welsh skills required	712	79.5%

## Language Skills of Staff

Directorate/Service	Fairly Fluent Speaker & Writer	Fairly Fluent Speaker	Fluent Speaker and Writer	Fluent Speaker	Welsh Learner	Little or no knowledge	Prefer Not To Say	Total
<b>Chief Officers</b>					1	3		4
<b>Chief Executive's Office</b>								
Digital Services	3				7	74	1	85
Financial Services	3	4	3		9	138		157
Legal & Democratic Services	4	2	5	1	15	57		84
People & Organisational Development	2	4	7	1	11	94	1	120
<b>Education Leisure and Lifelong Learning</b>								
Early Years Inclusion & Partnerships	5	3	7	2	35	95	5	152
Education Development	7	3	18	4	29	135	6	202
Leisure Tourism Heritage & Culture	1	1	6	1	12	95		116
Support Services & Transformation	10	3	22	10	22	357	26	450
<b>Environment</b>								
Engineering & Transport	2	3	4	2	12	102	2	127
Planning & Public Protection	4	5	1	1	28	80	2	121
Property & Regeneration		6	3	2	11	115	3	140
South Wales Trunk Road Agency	3	5	7	6	19	152	1	193
Streetcare Services	10	11	17	7	32	382	9	468
<b>Social Service Health and Housing</b>								
Adult Services	16	11	18	9	49	421	9	533
Business Services		3	4	3	9	91	3	113
Children & Young People Services	11	7	15	4	55	257	3	352
Housing & Communities		3	2		11	65		81
<b>Total</b>	<b>81</b>	<b>74</b>	<b>139</b>	<b>53</b>	<b>367</b>	<b>2713</b>	<b>71</b>	<b>3498</b>

## **Complaints**

Only one complaint was received during 2022-2023 via the Welsh Language Commissioner and there were no complaints made directly to the Council.

**CS1007** – The complaint was in relation to paperwork received containing voting instructions for the local elections, it was alleged that the paperwork contained errors and was difficult to understand. The Commissioner determined that Neath Port Talbot Council is not responsible for the paperwork included in the postal vote package. The paperwork (which includes prescribed text) is issued by the Returning Officer who is not part of the Council and consequently not subject to the requirements of the Welsh Language Standards, therefore no investigation was possible.

Details of the complaint has been passed to the Returning Officer for information/consideration.

### **The following complaints were determined during 2022-2023:**

**CS114** - Consultation regarding the closure of three English medium schools to create a new school for around 700 children in Pontardawe. The complaint alleges that the Council did not include a Welsh Language Impact Assessment during the first part of the consultation process. It also refers to the Impact Assessment commissioned by the Welsh Government that was not available to the public, and therefore no opportunity was available to comment on that assessment. The Commissioner found that the Council had failed to comply with standard 91 as the consultation document did not adequately consider the potential impacts of the policy decision on opportunities to use the Welsh language and treating the Welsh language no less favourably.

The Council has appealed to the Welsh Language Tribunal - a hearing date is awaited.

## Have your Say

Enquiries or feedback on this report are welcomed via:

Email: [policy@npt.gov.uk](mailto:policy@npt.gov.uk)

Post: Chief Executive, Neath Port Talbot County Borough Council,  
Civic Centre, Port Talbot, SA13 1PJ

Social media:



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## Measures

<b>Translations</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>
Total cost of translations (where able to be identified)	£43,072	£39,573	£46,701
Number of requests for translation received by the translation unit	662	815	N/A

<b>Telephone Calls</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>
Number of staff with fluent/fairly fluent language skills identified in the employee directory	146	146*	125
Average time to answer telephone calls – English	43 seconds	44 seconds	65 seconds
Average time to answer telephone calls – Welsh	51 seconds	57 seconds	81 seconds

There has been an increase in the time take to answer calls in both languages. This has been due to a combination of factors including issues with the telephony systems to resource issues in particular service areas which in turn have impacted on the contact centre (though some of these are being/have been resolved).

The increase in the time taken to answer calls in Welsh is due to a number of issues including an increase in administrative duties, the reopening of civic centres, long term sickness, and training for new Welsh speaking staff. In addition to answering telephones, customer services also provide reception duties on a rota basis; this reduces the availability of Welsh speaking staff to answer telephone calls. Having identified the need for further Welsh speakers to provide customer services a Welsh speaker has since been employed. We continue to explore ways of increasing this capacity.

Since February 2023 performance has started to improve.

<b>Social Media</b>	<b>31.03.21</b>	<b>31.03.22</b>	<b>31.3.23</b>
<b>Twitter (Followers)</b>			
English corporate account	15,799	16,584	17,107
Welsh corporate account	368	431	476
<b>Facebook</b>			
English corporate account	15,882	17,704	21,273
Welsh corporate account	103	141	236

<b>NPT News e-newsletter - Number of subscribers</b>	<b>31.03.21</b>	<b>31.03.22</b>	<b>31.3.23</b>
Welsh e-newsletter	17	17	20
English e-newsletter	1,922	2,186	2,480
bilingual e-newsletter	33	48	63

<b>Website</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>
Total number of hits on website	3,980,097	4,009,274	5,188,512
Hits on Welsh webpages	23,423	29,177	25,674

<b>Language Skills</b>	<b>2020-2021</b>	<b>2021- 2022</b>	<b>2022-2023</b>
Fairly fluent speaker & writer	77	79	81
Fairly fluent speaker	76	80	74
Fluent Welsh speaker & writer	126	137	139
Fluent Welsh speaker	48	50	53
Welsh learner	383	400	367

<b>Vacant Posts - language skills</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>
Desirable	83	181	150
Essential	2	8	29
No Welsh skills required	206	438	712
Need to learn Welsh	0	0	5

<b>Complaints</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022- 2023</b>
Number of complaints received via the Welsh Language Commissioner	2	6	1
Number of complaints where the Welsh Language Commissioner determined no investigation necessary	-	2	1
Number of complaints where the Welsh Language Commissioner determined there was no failure to comply with the standards *	-	3	-
Details of the complaint can be found in the section on complaints above.			

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Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## **Report of the Head of Legal and Democratic Services**

### **Cabinet**

**28 June 2023**

### **ACCESS TO MEETINGS/EXCLUSION OF THE PUBLIC**

<b>Purpose:</b>	To consider whether the Public should be excluded from the following items of business.
<b>Item (s):</b>	Agenda item 18 – UK Shared Prosperity Fund  Agenda item 19 – Former Neath Leisure Centre, Dyffed Road, Neath
<b>Recommendation(s):</b>	That the public be excluded from the meeting during consideration of the following item(s) of business on the grounds that it/they involve(s) the likely disclosure of exempt information as set out in the Paragraphs listed below of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007 subject to the Public Interest Test (where appropriate) being applied.
<b>Relevant Paragraph(s):</b>	14

## **1. Purpose of Report**

To enable Members to consider whether the public should be excluded from the meeting in relation to the item(s) listed above.

Section 100A (4) of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007, allows a Principal Council to pass a resolution excluding the public from a meeting during an item of business.

Such a resolution is dependant on whether it is likely, in view of the nature of the business to be transacted or the nature of the proceedings that if members of the public were present during that item there would be disclosure to them of exempt information, as defined in section 100I of the Local Government Act 1972.

## **2. Exclusion of the Public/Public Interest Test**

In order to comply with the above mentioned legislation, Members will be requested to exclude the public from the meeting during consideration of the item(s) of business identified in the recommendation(s) to the report on the grounds that it/they involve(s) the likely disclosure of exempt information as set out in the Exclusion Paragraphs of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007.

Information which falls within paragraphs 12 to 15, 17 and 18 of Schedule 12A of the Local Government Act 1972 as amended is exempt information if and so long as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

The specific Exclusion Paragraphs and the Public Interest Tests to be applied are listed in Appendix A.

Where paragraph 16 of the Schedule 12A applies there is no public interest test. Members are able to consider whether they wish to waive their legal privilege in the information, however, given that this may place the Council in a position of risk, it is not something that should be done as a matter of routine.

**3. Financial Implications**

Not applicable

**4. Integrated Impact Assessment**

Not applicable

**5. Valleys Communities Impact**

Not applicable

**6. Workforce Impact**

Not applicable.

**7. Legal Implications**

The legislative provisions are set out in the report.

Members must consider with regard to each item of business the following matters.

- (a) Whether in relation to that item of business the information is capable of being exempt information, because it falls into one of the paragraphs set out in Schedule 12A of the Local Government Act 1972 as amended and reproduced in Appendix A to this report.

and either

- (b) If the information does fall within one or more of paragraphs 12 to 15, 17 and 18 of Schedule 12A of the Local Government Act 1972 as amended, the public interest test in maintaining the exemption outweighs the public interest in disclosing the information; or
- (c) if the information falls within the paragraph 16 of Schedule 12A of the Local Government Act 1972 in considering whether to exclude the public members are not required to apply the public interest test by must consider whether they wish to waive their privilege in relation to that item for any reason.

**8. Risk Management**

To allow Members to consider risk associated with exempt information.

**9. Recommendation(s)**

As detailed at the start of the report.

**10. Reason for Proposed Decision(s):**

To ensure that all items are considered in the appropriate manner.

**11. Implementation of Decision(s):**

The decision(s) will be implemented immediately.



**12. List of Background Papers:**

Schedule 12A of the Local Government Act 1972

**13. Appendices:**

Appendix A – List of Exemptions

## Appendix A

<b>NO</b>	<b>Relevant Paragraphs in Schedule 12A</b>
<b>12</b>	Information relating to a particular individual
<b>13</b>	Information which is likely to reveal the identity of an individual
<b>14</b>	Information relating to the financial or business affairs of any particular person (including the authority holding that information).
<b>15</b>	Information relating to any consultations or negotiations, or contemplated consultations or negotiations in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority
<b>16</b>	Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
<b>17</b>	Information which reveals that the authority proposes: <ul style="list-style-type: none"> <li>• To give under any enactment a notice under or by virtue of which requirements are imposed on a person, or</li> <li>• To make an order or direction under any enactment.</li> </ul>
<b>18</b>	Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

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