



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet

7 August 2024

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 2023-2024

Purpose of the Report

1. To present the Welsh Language Standards Annual Report for 2023-2024, 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. Also included is specific information as required by the standards in relation to the Welsh language skills of employees and new and vacant posts.

Background:

4. 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.

5. The annual report, attached at Appendix 1, provides an overview of compliance with the standards with which we had a duty to comply during 2023-2024.
6. 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

7. In March 2024 we met with the Welsh Language Commissioner's Standards Setting and Compliance Officer to discuss the outcome of the compliance monitoring exercise.
8. Our compliance was assessed as good, particularly in relation to telephone calls, corporate identity (including our corporate social media accounts) and in complying with all the 'supplementary' standards.
9. Although the majority of the feedback received was positive, a few minor issues were raised, for example incorrect hyperlinks and lack of required text on English language versions of documents.
10. The Welsh Language Officer Group continues to promote the Welsh language as well as supporting staff in complying with the Standards.

Financial Impacts:

11. Compliance with the standards is delivered within service budgets.

Integrated Impact Assessment:

12. There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring/information purposes.

Valleys Communities Impacts:

13. The Annual Report includes progress made in delivering services to support residents in valley communities.

Workforce Impacts:

14. 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:

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

Risk Management Impacts:

16. 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:

17. There is no requirement for external consultation on this item.

Recommendations:

18. It is recommended that:

Members monitor Neath Port Talbot Council's Welsh Language Standards Annual Report 2023-2024, attached at Appendix 1, prior to its publication by the statutory deadline of 30 June.

Appendix:

19. Appendix 1 - Welsh Language Standards Annual Report 2023-2024

List of Background Papers:

Welsh Language (Wales) Measure 2011

Welsh Language Standards (No.1) Regulations 2015

Welsh Language Standards Compliance Notice

Officer Contact:

20. Sheenagh Rees Head of People and Organisational Development Tel: 01639 763315 or e-mail: s.rees5@npt.gov.uk

21. Rhian Headon Corporate Policy Officer Equalities and Welsh Language
Tel 01639 763010 or email: r.headon@npt.gov.uk

22. Anita James, Corporate Policy, Performance and Engagement Manager
Tel: 01639 763842 or email: a.james6@npt.gov.uk