

The Welsh Language Standards

The Compliance Notice issued on 22 June 2015 has identified 168 Standards: service delivery, policy, operational, record keeping and promotion.

We are expected to comply with 155 standards within 6 months of the issue date (expected to be at the end of September) and to comply with the remaining 13 standards within 12 months.

The checklist below takes into account our response to the Standards Investigation in April 2014 as well as the financial and staffing implications that we currently, and will continue to, face.

The first column also indicates if that Standard is included in the compliance notices of Swansea and Bridgend

It would be possible to comply with **92** standards (**88** within 6 months); comply in part/with best endeavours with 25 standards but not with the remaining **51** standards; due to financial and operational constraints, inappropriate timescales.

However the consultation response form does allow for us to:

- Note those standards which are considered to be unreasonable and/or disproportionate.
- Indicate whether varying a requirement to comply with a standard would make it reasonable and/or proportionate e.g. introducing the requirement at different times, in different circumstances or in different areas.
- Indicate any other accompanying standards relating to the same activity or issue which is considered to be reasonable and/or proportionate

Within 6 months

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale
SERVICE DELIVERY					
1 S - ✓ B - ✓	If you receive correspondence from a person in Welsh you must reply in Welsh (if an answer is required), unless the person has indicated that there is no need to reply in Welsh.	Y	✓ Reliant Standard - 7		✓
2 S - ✓ B - ✓	When you correspond with an individual ("A") for the first time, you must ask A whether A wishes to receive correspondence from you in Welsh, and if A responds to say that A wishes to receive correspondence in Welsh you must (a) keep a record of A's wish, (b) correspond with A in Welsh when corresponding with A from then onwards, and (c) send any forms you send to A from then onwards in Welsh.	Y	✓		✓
3 S - ✓ B - ✓	When you send correspondence addressed to two individuals who are members of the same household (for example, the parents of a child) for the first time, you must ask them whether they wish to receive correspondence from you in Welsh; and if - (a) both individuals respond to say that they wish to receive correspondence in Welsh, you must keep a record of that wish and correspond in Welsh from then onwards when sending correspondence addressed to both of those individuals; (b) one (but not both) of the individuals responds to say that he or she wishes to receive correspondence in Welsh, you must keep a record of that wish and provide a Welsh language version of correspondence from then onwards when sending correspondence addressed to both of those individuals.	Y	✓ Reliant Standard - 6		✓

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
4 S - ✓ B - ✓	When you send the same correspondence to several persons, you must send a Welsh language version of the correspondence at the same time as you send any English language version.	Y	✓ Reliant Standards - 6 & 7		✓
5 S - ✓ B - ✓	If you don't know whether a person wishes to receive correspondence from you in Welsh, when you correspond with that person you must provide a Welsh language version of the correspondence.	Y	✓ Reliant Standards - 6 & 7		✓
6 S - ✓ B - ✓	If you produce a Welsh language version and a corresponding English language version of correspondence, you must not treat the Welsh language version less favourably than the English language version (for example, if the English version is signed, or if contact details are provided on the English version, then the Welsh version must be treated in the same way).	Y	✓		✓
7 S - ✓ B - ✓	You must state [a] in correspondence, and [b] in publications and official notices that invite persons to respond to you or to correspond with you, that you welcome receiving correspondence in Welsh, that you will respond to any correspondence in Welsh, and that corresponding in Welsh will not lead to delay.	Y	✓ Reliant Standard- 1		✓
8 S - ✓ B - ✓	When a person contacts you on your main telephone number (or numbers), or on any helpline numbers or call centre numbers, you must greet the person in Welsh.	Y	✓		✓

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
9 S - ✓ B - ✓	When a person contacts you on your main telephone number (or numbers), or on any helpline numbers or call centre numbers, you must inform the person that a Welsh language service is available.	Y	✓ Reliant Standard - 10		✓
10 S - x B - x	When a person contacts you on your main telephone number (or numbers), or on any helpline numbers or call centre numbers, you must deal with the call in Welsh in its entirety if that is the person's wish (where necessary by transferring the call to a member of staff who is able to deal with the call in Welsh).	Y	✓ Reliant Standards - 9 & 14		✓
12 S - ✓ B - ✓	When you advertise telephone numbers, helpline numbers or call centre services, you must not treat the Welsh language less favourably than the English language.	Y	✓		✓
13 S - ✓ B - ✓	If you offer a Welsh language service on your main telephone number (or numbers), on any helpline numbers or call centre numbers, the telephone number for the Welsh language service must be the same as for the corresponding English language service.	Y	✓		✓
14 S - ✓ B - ✓	When you publish your main telephone number, or any helpline numbers or call centre service numbers, you must state (in Welsh) that you welcome calls in Welsh	Y	✓ Reliant Standards - 10, 16 & 17		✓

Swansea - Standard 11
Bridgend - Standard 11

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
15 S - ✓ B - ✓	If you have performance indicators for dealing with telephone calls, you must ensure that those performance indicators do not treat telephone calls made in Welsh any less favourably than calls made in English.	Y	✓		✓
16 S - ✓ B - ✓	Your main telephone call answering service (or services) must inform persons calling, in Welsh, that they can leave a message in Welsh	Y	✓		✓
17 S - ✓ B - ✓	When there is no Welsh language service available on your main telephone number (or numbers), or any helpline numbers or call centre numbers, you must inform persons calling, in Welsh (by way of an automated message or otherwise), when a Welsh language service will be available	Y	✓		✓
18 S - x B - x	If a person contacts one of your departments on a direct line telephone numbers (including on staff members' direct line numbers), and that person wishes to receive a service in Welsh, you must provide that service in Welsh in its entirety (if necessary by transferring the call to a member of staff who is able to deal with the call in Welsh).	N		Suggest this is Standard 19	
20 S - ✓ B - ✓	When a person contacts you on a direct line number (whether on a department's direct line number or on the direct line number of a member of staff), you must ensure that, when greeting the person, the Welsh language is not treated less favourably than the English language.	Y	✓		✓

Swansea – Standard 19

Bridgend – Standard 19

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
21 S - ✓ B - ✓	When you telephone an individual ("A") for the first time you must ask A whether A wishes to receive telephone calls from you in Welsh, and if A responds to say that A wishes to receive telephone calls in Welsh you must keep a record of that wish, and conduct telephone calls made to A from then onwards in Welsh.	Y	✓		✓
22 S - ✓ B - ✓	Any automated telephone systems that you have must provide the complete automated service in Welsh.	N		Unable to comply due to limits on current technology. Significant financial implications to include Welsh.	
24 S - ✓ B - ✓	If you invite one person only ("P") to a meeting you must ask P whether P wishes to use the Welsh language at the meeting, and inform P that you will, if necessary, provide a translation service from Welsh to English for that purpose.	Y	✓ Reliant Standard – 24A		✓
24A S - ✓ B - ✓	If you have invited one person only ("P") to a meeting and P has informed you that P wishes to use the Welsh language at the meeting, you must arrange for a simultaneous translation service from Welsh to English to be available at the meeting (unless you conduct the meeting in Welsh without the assistance of a translation service).	Y	✓ Reliant Standard – 24		✓
25 S - ✓ B - ✓	If you invite an individual ("A") to a meeting, and the meeting relates to the well-being of A, you must - (a) ask A whether A wishes for the meeting to be conducted in Welsh, and (b) if A informs you that A wishes for the meeting to be conducted in Welsh, conduct the meeting in Welsh (without the assistance of a simultaneous or consecutive translation service).	Partially	<ul style="list-style-type: none"> Partially comply but can't guarantee level of service. make best endeavours Can't fully comply without a lot of money 		

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
27 S - ✓ B - ✓	If you invite more than one person to a meeting (which does not relate to the well-being of one or more of the individuals invited), you must ask each person whether they wish to use the Welsh language at the meeting.	Y	✓ Reliant Standards - 27A & 27D		✓
27A S - ✓ B - ✓	If you have invited more than one person to a meeting (which does not relate to the well-being of one or more of the individuals invited), and at least 10% (but less than 100%) of the persons invited have informed you that they wish to use the Welsh language at the meeting, you must arrange for a simultaneous translation service from Welsh to English to be available at the meeting.	Y	✓ Reliant Standard - 27		✓
27D S - ✓ B - ✓	If you have invited more than one person to a meeting (which does not relate to the well-being of one or more of the individuals invited), and all of the persons invited have informed you that they wish to use the Welsh language at the meeting, you must arrange for a simultaneous translation service from Welsh to English to be available at the meeting (unless you conduct the meeting in Welsh without the assistance of a translation service).	Y	✓ Reliant Standard - 27		✓
28 S - ✓ B - ✓	If you invite more than one person to a meeting, and that meeting relates to the well-being of one or more of the individuals invited, you must - (a) ask that individual or each of those individuals whether he or she wishes for the meeting to be conducted in Welsh, and (b) if that individual, or if each of those individuals, informs you that he or she wishes for the meeting to be conducted in Welsh, conduct the meeting in Welsh (without the assistance of a simultaneous or consecutive translation service).	Partially	<ul style="list-style-type: none"> Partially comply but can't guarantee level of service. Can't fully comply without a lot of money Make best endeavours 	Financial Operational	

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
30 S - ✓ B - ✓	If you arrange a meeting that is open to the public you must state on any material advertising it, and on any invitation to it, that anyone attending is welcome to use the Welsh language at the meeting.	Partially	Modify to: in high Welsh speaking areas Reliant Standard - 33		✓
31 S - ✓ B - ✓	When you send invitations to a meeting that you arrange which is open to the public, you must send the invitations in Welsh.	Y	✓		✓
32 S - ✓ B - ✓	If you invite persons to speak at a meeting that you arrange which is open to the public you must - (a) ask each person invited to speak whether he or she wishes to use the Welsh language, and (b) if that person (or at least one of those persons) has informed you that he or she wishes to use the Welsh language at the meeting, provide a simultaneous translation service from Welsh to English for that purpose (unless you conduct the meeting in Welsh without a translation service).	Y	✓		✓
33 S - ✓ B - ✓	If you arrange a meeting that is open to the public, you must ensure that a simultaneous translation service from Welsh to English is available at the meeting, and you must orally inform those present in Welsh - (a) that they are welcome to use the Welsh language, and (b) that a simultaneous translation service is available.	Partially	Modify to: in high Welsh speaking areas Reliant Standard - 30		
34 S - ✓ B - ✓	If you display any written material at a meeting that you arrange which is open to the public, you must ensure that that material is displayed in Welsh, and you must not treat any Welsh language text less favourably than the English language text.	Y	✓		✓
35 S - ✓ B - ✓	If you organise a public event, or fund at least 50% of a public event, you must ensure that, in promoting the event, the Welsh language is treated no less favourably than the English language (for example, in the way the event is advertised or publicised).	Y	✓		✓

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
36 S - ✓ B - ✓	If you organise a public event, or fund at least 50% of a public event, you must ensure that the Welsh language is treated no less favourably than the English language at the event (for example, in relation to services offered to persons attending the event, in relation to signs displayed at the event and in relation to audio announcements made at the event).	Y	✓		✓
37 S - ✓ B - ✓	Any publicity or advertising material that you produce must be produced in Welsh, and if you produce the advertising material in Welsh and in English, you must not treat the Welsh language version less favourably than you treat the English language version.	Y	✓		✓
38 S - ✓ B - ✓	Any material that you display in public must be displayed in Welsh, and you must not treat any Welsh language version of the material less favourably than the English language version	Y	✓		✓
42 S - ✓ B - ✓	Any licence or certificate you produce must be produced in Welsh.	N		Financial Reliant Standards – 48 & 49	
43 S - ✓ B - ✓	Any brochure, leaflet, pamphlet or card that you produce in order to provide information to the public must be produced in Welsh.	Y	✓ Reliant Standards – 48 & 49		✓
44 S - ✓ B - ✓	If you produce the following documents, and they are available to the public, you must produce them in Welsh— (a) policies, strategies, annual reports and corporate plans; (b) guidelines and codes of practice; (c) consultation papers.	Y	✓ Reliant Standards – 48 & 49		✓
45 S - ✓ B - ✓	Any rules that you publish that apply to the public must be published in Welsh.	Y	✓ Reliant Standards – 48 & 49		✓

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
46 S - ✓ B - ✓	When you issue any statement to the press you must issue it in Welsh and, if there is a Welsh language version and an English language version of a statement, you must issue both versions at the same time.	Y	✓		✓
48 S - ✓ B - ✓	If you produce a document in Welsh and in English (whether separate versions or not), you must not treat any Welsh language version less favourably than you treat the English language version.	Y	✓		✓
49 S - ✓ B - ✓	If you produce a Welsh language version and a separate English language version of a document, you must ensure that the English language version clearly states that the document is also available in Welsh.	Y	✓		✓
50 S - ✓ B - ✓	Any form that you produce for public use must be produced in Welsh.	Y	✓ Reliant Standards - 50A & 50B		✓
50A S - ✓ B - ✓	If you produce a Welsh language version and a separate English language version of a form, you must ensure that the English language version clearly states that the form is also available in Welsh.	Y	✓		✓
50B S - ✓ B - ✓	If you produce a form in Welsh and in English (whether separate versions or not), you must ensure that the Welsh language version is treated no less favourably than the English language version, and you must not differentiate between the Welsh and English versions in relation to any requirements that are relevant to the form (for example in relation to any deadline for submitting the form, or in relation to the time allowed to respond to the content of the form).	Y	✓		✓

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
51 S - ✓ B - ✓	If you pre-enter information on a Welsh language version of a form (for example, before sending it to a member of the public in order for him or her to check the content or to fill in the remainder of the form), you must ensure that the information that you pre-enter is in Welsh.	Y	✓		✓
52 S - ✓ B - ✓	You must ensure that - (a) the text of each page of your website is available in Welsh, (b) every Welsh language page on your website is fully functional, and (c) the Welsh language is not treated less favourably than the English language on your website.	Partially	<ul style="list-style-type: none"> • Pages ok • Problems where linked to databases • More than one website 	Reliant Standard 55	
55 S - ✓ B - ✓	If you have a Welsh language web page that corresponds to an English language web page, you must state clearly on the English language web page that the page is also available in Welsh, and you must provide a direct link to the Welsh page on the corresponding English page.	Y	✓		✓
56 S - ✓ B - ✓	You must provide the interface and menus on every page of your website in Welsh.	Y	✓		✓
57 S - ✓ B - ✓	All apps that you publish must function fully in Welsh, and the Welsh language must be treated no less favourably than the English language in relation to that app.	Y	✓		✓
58 S - ✓ B - ✓	When you use social media you must not treat the Welsh language less favourably than the English language.	Y	✓		✓

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
59 S - ✓ B - ✓	If a person contacts you by social media in Welsh, you must reply in Welsh (if an answer is required).	Y	✓		✓
60 S - ✓ B - ✓	You must ensure that any self service machines that you have function fully in Welsh, and the Welsh language must be treated no less favourably than the English language in relation to that machine.	Y	✓	Financial Operational	✓
61 S - ✓ B - ✓	When you erect a new sign or renew a sign (including temporary signs), any text displayed on the sign must be displayed in Welsh (whether on the same sign as you display corresponding English language text or on a separate sign); and if the same text is displayed in Welsh and in English, you must not treat the Welsh language text less favourably than the English language text.	Partially	Reliant Standard - 63		Where practicable
62 S - ✓ B - ✓	When you erect a new sign or renew a sign (including temporary signs) which conveys the same information in Welsh and in English, the Welsh language text must be positioned so that it is likely to be read first.	Partially	Reliant Standard - 63		Where practicable
63 S - ✓ B - ✓	You must ensure that the Welsh language text on signs is accurate in terms of meaning and expression.	Y	✓		✓
64 S - ✓ B - ✓	Any reception service you make available in English must also be available in Welsh, and any person who requires a Welsh language reception service must not be treated less favourably that a person who requires an English language reception service.	Partially		Operational – Welsh Language Speakers Staffing Reliant Standards – 67 & 68	Best endeavours

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale
67 S - ✓ B - ✓	You must display a sign in your reception which states (in Welsh) that persons are welcome to use the Welsh language at the reception.	Y	✓ Reliant Standards – 67 & 68		✓
68 S - ✓ B - ✓	You must ensure that staff at the reception who are able to provide a Welsh language reception service wear a badge to convey that.	Y	✓		✓
69 S - ✓ B - ✓	Any official notice that you publish or display must be published or displayed in Welsh, and you must not treat any Welsh language version of a notice less favourably than an English language version.	Y	✓		✓
70 S - ✓ B - ✓	When you publish or display an official notice that contains Welsh language text as well as English language text, the Welsh language text must be positioned so that it is likely to be read first	Y	✓		✓
72 S - ✓ B - ✓	When you invite applications for a grant, you must state in the invitation that applications may be submitted in Welsh and that any application submitted in Welsh will be treated no less favourably than an application submitted in English.	Y	✓ Reliant Standards – 72A & 75		✓
72A S - ✓ B - ✓	You must not treat applications for a grant submitted in Welsh less favourably than applications submitted in English (including, amongst other matters, in relation to the closing date for receiving applications and in relation to the time-scale for informing applicants of decisions).	Y	✓		✓

Bridgend – Standard 71

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
74 S - ✓ B - ✓	If you receive an application for a grant in Welsh and it is necessary to interview the applicant as part of your assessment of the application you must - (a) offer to provide a translation service from Welsh to English to enable the applicant to use the Welsh language at the interview, and (b) if the applicant wishes to use the Welsh language at the interview, provide a simultaneous translation service for that purpose (unless you conduct the interview in Welsh without a translation service).	Y	✓ Reliant Standards – 72 & 72A		✓
75 S - ✓ B - ✓	When you inform an applicant of your decision in relation to an application for a grant, you must do so in Welsh if the application was submitted in Welsh.	Y	✓		✓
77 S - ✓ B - ✓	When you publish invitations to tender for a contract, you must state in the invitation that tenders may be submitted in Welsh, and that a tender submitted in Welsh will be treated no less favourably than a tender submitted in English.	N		Financial Operational – Welsh Language Speakers Reliant Standards – 77A & 80	
77A S - ✓ B - ✓	You must not treat a tender for a contract submitted in Welsh less favourably than a tender submitted in English (including, amongst other matters, in relation to the closing date for receiving tenders, and in relation to the time-scale for informing tenderers of decisions).	N		Financial Operational – Welsh Language Speakers	
79 S - ✓ B - ✓	If you receive a tender in Welsh and it is necessary to interview the tenderer as part of your assessment of the tender you must - (a) offer to provide a translation service from Welsh to English to enable the tenderer to use the Welsh language at the interview, and (b) if the tenderer wishes to use the Welsh language at the interview, provide a simultaneous translation service for that purpose (unless you conduct the interview in Welsh without a translation service).	N		Financial Operational – Welsh Language Speakers Reliant Standards – 77 & 77A	

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
80 S - ✓ B - ✓	When you inform a tenderer of your decision in relation to a tender, you must do so in Welsh if the tender was submitted in Welsh.	N		See Above	Costs involved?
81 S - ✓ B - ✓	You must promote any Welsh language service that you provide, and advertise that service in Welsh.	Y	✓		✓
82 S - ✓ B - ✓	If you provide a service in Welsh that corresponds to a service you provide in English, any publicity or document that you produce, or website that you publish, which refers to the English service must also state that a corresponding service is available in Welsh	Y	✓		✓
83 S - ✓ B - ✓	When you form, revise or present your corporate identity, you must not treat the Welsh language less favourably than the English language.	Y	✓		✓
85 S - ✓ B - ✓	If you offer an education course that is open to the public and which is aimed specifically at persons aged 18 or under, you must offer it in Welsh.	N		Financial Operational – Welsh Language Speakers Staffing	
86 S - ✓ B - ✓	If you develop an education course that is to be offered to the public, you must assess the need for that course to be offered in Welsh; and you must ensure that the assessment is published on your website.	N		Financial Operational – Welsh Language Speakers Staffing	
87 S - ✓ B - ✓	When you announce a message over a public address system, you must make that announcement in Welsh and, if the announcement is made in Welsh and in English, the announcement must be made in Welsh first.	Y	✓		✓

Standard Number	Standard	Can we meet it?	already/minimum effort	No - why not?	Timescale?
POLICY					
88 S - ✓ B - ✓	When you formulate a new policy, or review or revise an existing policy, you must consider what effects, if any (whether positive or adverse), the policy decision would have on - (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.	N			Working towards this but not within 6 months
89 S - ✓ B - ✓	When you formulate a new policy, or review or revise an existing policy, you must consider how the policy could be formulated (or how an existing policy could be changed) so that the policy decision would have positive effects, or increased positive effects, on - (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.	N			Working towards this but not within 6 months
90 S - ✓ B - ✓	When you formulate a new policy, or review or revise an existing policy, you must consider how the policy could be formulated (or how an existing policy could be changed) so that the policy decision would not have adverse effects, or so that it would have decreased adverse effects, on - (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.	N			Working towards this but not within 6 months

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
91 S - ✓ B - ✓	When you publish a consultation document which relates to a policy decision, the document must consider, and seek views on, the effects (whether positive or adverse) that the policy decision under consideration would have on - (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.	N			Working towards this but not within 6 months
92 S - ✓ B - ✓	When you publish a consultation document which relates to a policy decision the document must consider, and seek views on, how the policy under consideration could be formulated or revised so that it would have positive effects, or increased positive effects, on (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.	N			Working towards this but not within 6 months
93 S - ✓ B - ✓	When you publish a consultation document which relates to a policy decision the document must consider, and seek views on, how the policy under consideration could be formulated or revised so that it would not have adverse effects, or so that it would have decreased adverse effects, on - a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.	N			Working towards this but not within 6 months

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
<p>94 S - ✓ B - ✓</p>	<p>You must produce and publish a policy on awarding grants (or, where appropriate, amend an existing policy) which requires you to take the following matters into account when you make decisions in relation to the awarding of a grant</p> <p>(a) what effects, if any (and whether positive or negative), the awarding of a grant would have on -</p> <p>(i) opportunities for persons to use the Welsh language, and</p> <p>(ii) treating the Welsh language no less favourably than the English language;</p> <p>(b) how the decision could be taken or implemented (for example, by imposing conditions of grant) so that it would have positive effects, or increased positive effects, on –</p> <p>(i) opportunities for persons to use the Welsh language, and</p> <p>(ii) treating the Welsh language no less favourably than the English language;</p> <p>(c) how the decision could be taken or implemented (for example imposing conditions of grant) so that it would not have adverse effects, or so that it would have decreased adverse effects on -</p> <p>(i) opportunities for persons to use the Welsh language, and</p> <p>ii) treating the Welsh language no less favourably than the English language;</p> <p>(ch)whether you need to ask the applicant for any additional information in order to assist you in assessing the effects of awarding a grant on –</p> <p>(i) opportunities for persons to use the Welsh language, and</p> <p>(ii) treating the Welsh language no less favourably than the English language.</p>	<p>N</p>			<p>Working towards this but not within 6 months</p>

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
95 S - ✓ B - ✓	When you commission or undertake research that is intended to assist you to make a policy decision, you must ensure that the research considers what effects, if any (and whether positive or adverse), the policy decision under consideration would have on - (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.	N			Working towards this but not within 6 months
96 S - ✓ B - ✓	When you commission or undertake research that is intended to assist you to make a policy decision, you must ensure that the research considers how the policy decision under consideration could be made so that it would have a positive effects, or so that it would have increased positive effects, on (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.	N			Working towards this but not within 6 months
97 S - ✓ B - ✓	When you commission or undertake research that is intended to assist you to make a policy decision, you must ensure that the research considers how the policy decision under consideration could be made so that it would not have adverse effects, or so that it would have decreased adverse effects, on (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.	N			Working towards this but not within 6 months
OPERATIONAL					
98 S - ✓ B - ✓	You must develop a policy on using Welsh internally for the purpose of promoting and facilitating the use of the language, and you must publish that policy on your intranet	Y	✓		✓

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
99 S - ✓(1yr) B - ✓(1yr)	When you offer a new post to an individual, you must ask that individual whether he or she wishes for the contract of employment or contract for services to be provided in Welsh; and if that is the individual's wish you must provide the contract in Welsh.	N		Financial Operational	
100 S - ✓(1yr) B - ✓(1yr)	You must (a) ask each employee whether he or she wishes to receive any paper correspondence that relates to his or her employment, and which is addressed to him or her personally, in Welsh, and (b) if an employee so wishes, provide any such correspondence to that employee in Welsh.	N		Financial Operational	
101 S - ✓(1yr) B - ✓(1yr)	You must ask each employee whether he or she wishes to receive any documents that outline his or her training needs or requirements in Welsh; and if that is the employee's wish you must provide any such documents to him or to her in Welsh.	N		Financial Operational	
102 S - ✓(1yr) B - ✓(1yr)	You must ask each employee whether he or she wishes to receive any documents that outline his or her performance objectives in Welsh; and if that is the employee's wish you must provide any such documents to him or to her in Welsh.	N		Financial Operational	
103 S - ✓(1yr) B - ✓(1yr)	You must ask each employee whether he or she wishes to receive any documents that outline or record his or her career plan in Welsh; and if that is the employee's wish you must provide any such documents to him or to her in Welsh.	N		Financial Operational	
104 S - ✓(1yr) B - ✓(1yr)	You must ask each employee whether he or she wishes to receive any forms that record and authorise - (a) annual leave, (b) absences from work, and (c) flexible working hours, in Welsh; and if that is an employee's wish, you must provide any such forms to him or to her in Welsh.	N		Financial Operational	

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
105 S - ✓(1yr) B - ✓(1yr)	If you publish a policy relating to behaviour in the workplace, you must publish it in Welsh.	Y	✓	Financial Operational	Change to 12 months
106 S - ✓(1yr) B - ✓(1yr)	If you publish a policy relating to health and well-being at work, you must publish it in Welsh	Y	✓	Financial Operational	Change to 12 months
107 S - ✓(1yr) B - ✓(1yr)	If you publish a policy relating to salaries or workplace benefits, you must publish it in Welsh.	Y	✓	Financial Operational	Change to 12 months
108 S - ✓(1yr) B - ✓(1yr)	If you publish a policy relating to performance management, you must publish it in Welsh.	Y	✓	Financial Operational	Change to 12 months
109 S - ✓(1yr) B - ✓(1yr)	If you publish a policy about absence from work, you must publish it in Welsh.	Y	✓	Financial Operational	Change to 12 months
110 S - ✓(1yr) B - ✓(1yr)	If you publish a policy relating to working conditions, you must publish it in Welsh.	Y	✓	Financial Operational	Change to 12 months
111 S - ✓(1yr) B - ✓(1yr)	If you publish a policy regarding work patterns, you must publish it in Welsh.	Y	✓	Financial Operational	Change to 12 months
112 S - ✓ B - ✓	You must allow each member of staff - (a) to make complaints to you in Welsh, and (b) to respond in Welsh to any complaint made about him or about her.	N		Financial Operational Reliant Standard - 112A	
112A S - ✓ B - ✓	You must state in any document that you have that sets out your procedures for making complaints that each member of staff may - (a) make a complaint to you in Welsh, and (b) respond to a complaint made about him or about her in Welsh; and you must also inform each member of staff of that right.	N		Financial Operational Reliant Standard - 112	

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
114 S - ✓ B - ✓	If you receive a complaint from a member of staff or a complaint about a member of staff, and a meeting is required with that member of staff, you must - (a) ask the member of staff whether he or she wishes to use the Welsh language at the meeting; (b) explain that you will provide a translation service from Welsh to English for that purpose if it is required; and if the member of staff wishes to use the Welsh language, you must provide a simultaneous translation service from Welsh to English at the meeting (unless you conduct the meeting in Welsh without translation services).	N		Financial Operational	
115 S - ✓ B - ✓	When you inform a member of staff of a decision you have reached in relation to a complaint made by him or by her, or in relation to a complaint made about him or about her, you must do so in Welsh if that member of staff - (a) made the complaint in Welsh, (b) responded in Welsh to a complaint about him or about her, (c) asked for a meeting about the complaint to be in Welsh, or (ch) asked to use the Welsh language at a meeting about the complaint.	N		Financial Operational	
116 S - ✓ B - ✓	You must allow all members of staff to respond in Welsh to allegations made against them in any internal disciplinary process.	N		Financial Operational Reliant Standard - 116A	
116A S - ✓ B - ✓	You must - (a) state in any document that you have which sets out your arrangements for disciplining staff that any member of staff may respond in Welsh to any allegations made against him or against her, and (b) if you commence a disciplinary procedure in relation to a member of staff, inform that member of staff of that right.	N		Financial Operational Reliant Standard - 116	

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
118 S - ✓ B - ✓	If you organise a meeting with a member of staff regarding a disciplinary matter that relates to his or her conduct you must - (a) ask the member of staff whether he or she wishes to use the Welsh language at the meeting, and (b) explain that you will provide a translation service for that purpose if it is required; and, if the member of staff wishes to use the Welsh language, you must provide a simultaneous translation service from Welsh to English at the meeting (unless you conduct the meeting in Welsh without a translation service).	N		Financial Operational	
119 S - ✓ B - ✓	When you inform a member of staff of a decision you have reached following a disciplinary process, you must do so in Welsh if that member of staff - (a) responded to allegations made against him or her in Welsh, (b) asked for a meeting regarding the disciplinary process to be conducted in Welsh, or (c) asked to use the Welsh language at a meeting regarding the disciplinary process.	N		Financial Operational	
120 S - ✓ B - ✓	You must provide staff with computer software for checking spelling and grammar in Welsh, and provide Welsh language interfaces for software (where an interface exists).	N		Financial Operational	
122 S - ✓ B - ✓	You must ensure that - (a) the text of the homepage of your intranet is available in Welsh, (b) any Welsh language text on your intranet's homepage (or, where relevant, your Welsh language intranet homepage) is fully functional, and (c) the Welsh language is treated no less favourably than the English language in relation to the homepage of your intranet.	N		Financial Operational Reliant Standard - 124	

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
124 S - ✓ B - ✓	If you have a Welsh language page on your intranet that corresponds to an English language page, you must state clearly on the English language page that the page is also available in Welsh, and must provide a direct link to the Welsh language page on the corresponding English language page.	N		Financial Operational	
125 S - ✓ B - ✓	You must designate and maintain a page (or pages) on your intranet which provides services and support material to promote the Welsh language and to assist your staff to use the Welsh language.	Y	✓		✓
127 S - ✓ B - ✓	You must assess the Welsh languages skills of your employees.	Y	✓	Financial Operational	Not sure if this should change to green as we ask employees on their application forms their welsh language ability and then record on VISION
130 S - ✓ B - ✓	You must provide opportunities during working hours (a) for your employees to receive basic Welsh language lessons, and (b) for employees who manage others to receive training on using the Welsh language in their role as managers.	Partially	If a training request is received, supported by the employee's line manager for Welsh Language training, it will be provided.	Financial Operational	Part compliant
131 S - ✓ B - ✓	You must provide opportunities for employees who have completed basic Welsh language training to receive further training free of charge, to develop their language skills.	Partially	See above – training will be arranged on request	Financial Operational	Part compliant
132 S - ✓ B - ✓	You must provide training courses so that your employees can develop - (a) awareness of the Welsh language (including awareness of its history and its role in Welsh culture);(b) an understanding of the duty to operate in accordance with the Welsh language standards;(c) an understanding of how the Welsh language can be used in the workplace.	Partially	See above – training will be arranged on request	Financial Operational	Part compliant

Swansea – 126,128,129

Bridgend - 126,129

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
133 S - ✓ B - ✓	When you provide information to new employees (for example by means of an induction process), you must provide information for the purpose of raising their awareness of the Welsh language.	Y	✓		✓
134 S - ✓ B - ✓	You must provide text or a logo for your staff to include in e-mail signatures which will enable them to indicate whether they speak Welsh fluently or whether they are learning the language.	Y	✓		✓
135 S - ✓ B - ✓	You must provide wording for your employees which will enable them to include a Welsh language version of their contact details in email messages, and to provide a Welsh language version of any message which informs others that they are unavailable to respond to e-mail messages.	Y	✓		✓
136 S - ✓ B - ✓	When you assess the requirements for a new or vacant post, you must assess the need for Welsh language skills, and categorise it as a post where one or more of the following apply - (a) Welsh language skills are essential; (b) Welsh language skills need to be learnt when appointed to the post; (c) Welsh language skills are desirable; or (ch) Welsh language skills are not necessary.	Y	✓ Reliant Standard - 136A		✓
136A S - ✓ B - ✓	If you have categorised a post as one where Welsh language skills are essential, desirable or need to be learnt you must—(a) specify that when advertising the post, and (b) advertise the post in Welsh.	Y	✓		✓
137 S - ✓ B - ✓	When you advertise a post, you must state that applications may be submitted in Welsh, and that an application submitted in Welsh will not be treated less favourably than an application submitted in English.	N		Financial Operational Reliant Standard - 137B &140	Part compliant (Welsh Schools)

Swansea - Standard 137A

Bridgend – Standard 137A

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
137B S - ✓ B - ✓	You must not treat an application for a post made in Welsh less favourably than you treat an application made in English (including, amongst other matters, in relation to the closing date you set for receiving applications and in relation to any time-scale for informing individuals of decisions).	N		Financial Operational	Part compliant (Welsh Schools)
139 S - ✓	You must ensure that your application forms for posts - (a) provide a space for individuals to indicate that they wish to use the Welsh language at an interview or at any other method of assessment, and (b) explain that you will provide a translation service from Welsh to English for that purpose if it is required; and, if the individual wishes to use the Welsh language at the interview or assessment, you must provide a simultaneous translation service at the interview or assessment (unless you conduct the interview or assessment in Welsh without that translation service).	N		Financial Operational	
140 S - ✓ B - ✓	When you inform an individual of your decision in relation to an application for a post, you must do so in Welsh if the application was made in Welsh.	N		Financial Operational	Part compliant (Welsh Schools)
141 S - ✓ B - ✓	When you erect a new sign or renew a sign in your workplace (including temporary signs), any text displayed on the sign must be displayed in Welsh (whether on the same sign as the corresponding English language text or on a separate sign), and if the same text is displayed in Welsh and in English, you must not treat the Welsh language text less favourably than the English language text.	N		Financial Operational Reliant Standard - 143	
142 S - ✓ B - ✓	When you erect a new sign or renew a sign in your workplace (including temporary signs) which conveys the same information in Welsh and in English, the Welsh language text must be positioned so that it is likely to be read first.	N		Financial Operational	

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
143 S - ✓ B - ✓	You must ensure that the Welsh language text on signs displayed in your workplace is accurate in terms of meaning and expression.	N		Financial Operational	
144 S - ✓ B - ✓	When you make announcements in the workplace using audio equipment, that announcement must be made in Welsh, and if the announcement is made in Welsh and in English, the announcement must be made in Welsh first.	N		Financial Operational	
RECORDS					
147 S - ✓ B - ✓	You must keep a record, in relation to each financial year, of the number of complaints you receive relating to your compliance with standards.	Y	✓		✓
148 S - ✓ B - ✓	You must keep a copy of any written complaint that you receive that relates to your compliance with the standards with which you are under a duty to comply.	Y	✓		✓
149 S - ✓ B - ✓	You must keep a copy of any written complaint that you receive that relates to the Welsh language (whether or not that complaint relates to the standards with which you are under a duty to comply).	Y	✓		✓
150 S - ✓ B - ✓	You must keep a record of the steps that you have taken in order to ensure compliance with the policy making standards with which you are under a duty to comply	Y	✓		✓
151 S - ✓ B - ✓	You must keep a record (following assessments of your employees' Welsh language skills made in accordance with standard 127), of the number of employees who have Welsh language skills at the end of each financial year and, where you have that information, you must keep a record of the skill level of those employees.	Y	✓		✓

Swansea – standard152

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
153 S - ✓ B - ✓	You must keep a copy of every assessment that you carry out (in accordance with standard 136) in respect of the Welsh language skills that may be needed in relation to a new or vacant post.	Y	✓		✓
154 S - ✓ B - ✓	You must keep a record, in relation to each financial year of the number of new and vacant posts which were categorised (in accordance with standard 136) as posts where - (a) Welsh language skills are essential; (b) Welsh language skills need to be learnt when appointed to the post; (c) Welsh language skills are desirable; or (ch) Welsh language skills are not necessary.	Y	✓		12 months
SUPPLEMENTARY SERVICE DELIVERY					
155 S - ✓ B - ✓	You must ensure that a document which records the service delivery standards with which you are under a duty to comply, and the extent to which you are under a duty to comply with those standards, is available - (a) on your website, and (b) in each of your offices that are open to the public.	Y	✓		✓
156 S - ✓ B - ✓	You must - (a) ensure that you have a complaints procedure that deals with the following matters - (i) how you intend to deal with complaints relating to your compliance with the service delivery standards with which you are under a duty to comply, and (ii) how you will provide training for your staff in relation to dealing with those complaints, (b) publish a document that records that procedure on your website, and (c) ensure that a copy of that document is available in each of your offices that are open to the public.	Y	✓		✓

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
157 S - ✓ B - ✓	You must - (a) ensure that you have arrangements for - (i) overseeing the way you comply with the service delivery standards with which you are under a duty to comply, (ii) promoting the services that you offer in accordance with those standards, and (iii) facilitating the use of those services, (b) publish a document that records those arrangements on your website, and (c) ensure that a copy of that document is available in each of your offices that are open to the public.	Y	✓		✓
158 S - ✓ B - ✓	(1) You must produce a report (an "annual report"), in Welsh, in relation to each financial year, which deals with the way in which you have complied with the service delivery standards with which you were under a duty to comply during that year. (2) The annual report must include the number of complaints that you received during that year which related to your compliance with the service delivery standards with which you were under a duty to comply. (3) You must publish the annual report no later than 30 June following the financial year to which the report relates. (4) You must publicise the fact that you have published an annual report. (5) You must ensure that a current copy of your annual report is available— (a) on your website, and (b) in each of your offices that are open to the public.	Y	✓		✓
159 S - ✓ B - ✓	You must publish a document on your website which explains how you intend to comply with the service delivery standards with which you are under a duty to comply.	Y	✓		✓
160 S - ✓ B - ✓	You must provide any information requested by the Welsh Language Commissioner which relates to your compliance with the service delivery standards with which you are under a duty to comply.	Y	✓		✓

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
SUPPLEMENTARY POLICY					
161 S - ✓ B - ✓	You must ensure that a document which records the policy making standards with which you are under a duty to comply, and the extent to which you are under a duty to comply with those standards, is available - (a) on your website, and (b) in each of your offices that are open to the public.	Partially		Financial Operational	Possible but dependant on timescale
162 S - ✓ B - ✓	You must - (a) ensure that you have a complaints procedure that deals with the following matters - (i) how you intend to deal with complaints relating to your compliance with the policy making standards with which you are under a duty to comply, and (ii) how you will provide training for your staff in relation to dealing with those complaints, (b) publish a document that records that procedure on your website, and (c) ensure that a copy of that document is available in each of your offices that are open to the public.	Partially		Financial Operational	Possible but dependant on timescale
163 S - ✓ B - ✓	You must - (a) ensure that you have arrangements for overseeing the way you comply with the policy making standards with which you are under a duty to comply, (b) publish a document that records those arrangements on your website, and (c) ensure that a copy of that document is available in each of your offices that are open to the public.	Partially		Financial Operational	Possible but dependant on timescale

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
164 S - ✓ B - ✓	<p>(1) You must produce a report (an "annual report"), in Welsh, in relation to each financial year, which deals with the way in which you have complied with the policy making standards with which you were under a duty to comply during that year. (2) The annual report must include the number of complaints you received during the year which related to your compliance with the policy making standards with which you were under a duty to comply. (3) You must publish the annual report no later than 30 June following the financial year to which the report relates. (4) You must publicise the fact that you have published an annual report. (5) You must ensure that a current copy of your annual report is available - (a) on your website, and (b) in each of your offices that are open to the public.</p>	Partially		Financial Operational	Possible but dependant on timescale
165 S - ✓ B - ✓	<p>You must publish a document on your website which explains how you intend to comply with the policy making standards with which you are under a duty to comply.</p>	Partially		Financial Operational	Possible but dependant on timescale
166 S - ✓ B - ✓	<p>You must provide any information requested by the Welsh Language Commissioner which relates to compliance with the policy making standards with which you are under a duty to comply.</p>	Partially		Financial Operational	Possible but dependant on timescale

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
SUPPLEMENTARY OPERATIONAL					
167 S - ✓ B - ✓	You must ensure that a document which records the operational standards with which you are under a duty to comply, and the extent to which you are under a duty to comply with those standards, is available - (a) on your website, and (b) in each of your offices that are open to the public	Y	✓		✓
168 S - ✓ B - ✓	You must - (a) ensure that you have a complaints procedure that deals with the following matters - (i) how you intend to deal with complaints relating to your compliance with the operational standards with which you are under a duty to comply, and (ii) how you will provide training for your staff in relation to dealing with those complaints, and (b) publish a document that records that procedure on your intranet.	Y	✓		✓
169 S - ✓ B - ✓	You must - (a) ensure that you have arrangements for - (i) overseeing the way you comply with the operational standards with which you are under a duty to comply, (ii) promoting the services that you offer in accordance with those standards, and (iii) facilitate the use of those services, and (b) publish document that records that procedure on your intranet.	Y	✓		✓

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
<p>170 S - ✓ B - ✓</p>	<p>(1) You must produce a report (an "annual report"), in Welsh, in relation to each financial year, which deals with the way in which you have complied with the operational standards with which you were under a duty to comply during that year.(2) The annual report must include the following information (where relevant, to the extent you are under a duty to comply with the standards referred to) (a) the number of employees who have Welsh language skills at the end of the year in question (on the basis of the records you kept in accordance with standard 151);(b) the number of members of staff who attended training courses you offered in Welsh during the year (on the basis of the records you kept in accordance with standard 152);(c) if a Welsh version of a course was offered by you during that year, the percentage of the total number of staff attending the course who attended the Welsh version (on the basis of the records you kept in accordance with standard 152);(ch) the number of new & vacant posts that you advertised during the year which were categorised as posts where (i) Welsh language skills were essential,(ii) Welsh language skills needed to be learnt when appointed to the post,(iii) Welsh language skills were desirable, or (iv) Welsh language skills were not necessary,(on the basis of the records you kept in accordance with standard 154);(d) the number of complaints that you received during that year which related to your compliance with the operational standards with which you were under a duty to comply.(3) You must publish the annual report no later than 30 June following the financial year to which the report relates.(4) You must publicise the fact that you have published an annual report.(5) You must ensure that a current copy of your annual report is available -(a) on your website, &(b) in each of your offices that are open to the public.</p>	<p>Y</p>	<p>✓</p>		<p>✓</p>

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
171 S - ✓ B - ✓	You must publish a document on your website which explains how you intend to comply with the operational standards with which you are under a duty to comply.	Y	✓		✓
172 S - ✓ B - ✓	You must provide any information requested by the Welsh Language Commissioner which relates to compliance with which you are under a duty to comply.	Y	✓		✓
SUPPLEMENTARY RECORDS					
175 S - ✓ B - ✓	You must ensure that a document which records the record keeping standards with which you are under a duty to comply, and the extent to which you are under a duty to comply with those standards, is available - (a) on your website, and (b) in each of your offices that are open to the public.	Y	✓		✓
176 S - ✓ B - ✓	You must provide any records you kept in accordance with the record keeping standards with which you are under a duty to comply to the Welsh Language Commissioner, if the Commissioner asks for those records.	Y	✓		✓

Standards required to comply with within a year.

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
SERVICE DELIVERY					
41 S - ✓ B - ✓	If you produce the following documents you must produce them in Welsh— (a) agendas, minutes and other papers that are available to the public, which relate to management board or cabinet meetings; (b) agendas, minutes and other papers for meetings, conferences or seminars that are open to the public	N		Financial Operational Requires a new infrastructure	
71 S - ✓ (6mths) B - ✓ (6mths)	Any documents that you publish which relate to applications for a grant, must be published in Welsh, and you must not treat a Welsh language version of such documents less favourably than an English language version.	Y	✓	Financial Operational	✓
76 S - ✓ B - ✓	Any invitations to tender for a contract that you publish must be published in Welsh, and you must not treat a Welsh language version of any invitation less favourably than an English language version.	N		Financial Operational	Difficulty in some areas due to technical/legal requirements
OPERATIONAL					
126 S - ✓ (6 mths)	You must provide the interface and menus on your intranet pages in Welsh.	N		Financial Operational	
128 S - ✓ (6 mths) B - ✓	You must provide training in Welsh in the following areas, if you provide such training in English - (a) recruitment and interviewing; (b) performance management; (c) complaints and disciplinary procedures; (ch) induction; (d) dealing with the public; and (dd) health and safety.	N		Financial Operational	
129 S - ✓ (6 mths)	You must provide training (in Welsh) on using Welsh effectively in (a) meetings; (b) interviews; and (c) complaints and disciplinary procedures.	N		Financial Operational	

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
137A S - ✓ (6 mths)	If you publish - (a) application forms for posts; (b) material that explains your procedure for applying for posts; (c) information about your interview process, or about other assessment methods when applying for posts; (ch) job descriptions; you must publish them in Welsh; and you must ensure that the Welsh language versions of the documents are treated no less favourably than any English language versions of those documents.	Partially		Financial Operational Partially comply. Doing where appropriate	
PROMOTION					
145 S - ✓ B - ✓	You must 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; and the strategy must include (amongst other matters) - (a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and (b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).	N		Financial Operational	Need to work toward for dialogue with WLC to understand what the expectation might be
146 S - ✓ B - ✓	Five years after publishing a strategy in accordance with standard 145 you must - a) assess to what extent you have followed that strategy and have reached the target set by it, and (b) publish that assessment on your website, ensuring that it contains the following information (i) the number of Welsh speakers in your area, and the age of those speakers; (ii) a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language.	N		Financial Operational	Need to work toward for dialogue with WLC to understand what the expectation might be

Standard Number	Standard	Can we meet it?	Already doing Minimum effort	No - why not?	Timescale?
RECORDS					
152 S - ✓ (6 mths) B - ✓	You must keep a record, for each financial year of - (a) the number of members of staff who attended training courses offered by you in Welsh (in accordance with standard 128), and (b) if a Welsh version of a course was offered by you in accordance with standard 128, the percentage of the total number of staff attending the course who attended that version.	Y	✓	Financial Operational	✓
SUPPLEMENTARY PROMOTION					
173 S - ✓ B - ✓	You must ensure that a document which records the promotion standards with which you are under a duty to comply, and the extent to which you are under a duty to comply with those standards, is available - (a) on your website, and (b) in each of your offices that are open to the public.	Y	✓	Financial Operational	✓
174 S - ✓ B - ✓	You must provide any information requested by the Welsh Language Commissioner which relates to compliance with the promotion standards with which you are under a duty to comply	Y	✓		✓