



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet

19 June 2019

Report of the Assistant Chief Executive and Chief Digital Officer

Matter for Monitoring

Wards Affected: All Wards

Report Title:

Welsh Language Standards Annual Report 2018-2019

Purpose of the Report:

To present the Welsh Language Standards Annual Report for 2018-2019, produced in accordance with the Welsh Language Standards (No.1) Regulations 2015.

Executive Summary:

This annual report, produced in accordance with the Welsh Language Standards (No.1) Regulations 2015, provides information on the way in which the Council has complied with service delivery, policy making, operational and promotion standards with which we had a duty to comply during the year.

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. A total of five complaints were received during 2018-2019; four via the Welsh Language Commissioner and one direct to the Council.

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:

Following the Welsh Language Commissioner's final determination in relation to the Council's challenge to a number of standards a final [compliance notice](#) was received on 25 April 2018.

The annual report, attached at Appendix 1, provides information on the way in which the Council complied with the service delivery, policy making, operational and promotion standards that were implemented during the year 1 April 2018 - 31 March 2019.

In her Assurance Report 2017-2018, the Welsh Language Commissioner considered the Council's overall performance as good although there was some room for improvement in relation to emails and social media. Issues with social media had already been identified independently of this and ways to overcome these issues had been and are continuing to be explored.

Full compliance in relation to our individual service social media accounts continues to be challenging due to resource constraints and restrictions on recruitment. However, in order to overcome this we are currently piloting software products to enable officers who manage these service specific accounts to ensure social media posts can be published simultaneously in Welsh and English and that comments and messages received in Welsh that require a response can be responded to as swiftly as if they had been received in English.

The Welsh Language Officer Group has been instrumental in promoting and raising awareness of the Welsh language amongst staff and continues to support the implementation of the standards, assist in the identification of good practice and monitor compliance.

During the year we have enjoyed a closer partnership with Menter Iaith Castell-nedd Port Talbot particularly in the development and implementation of the Welsh Language Promotion Strategy and promotion and awareness initiatives as well as more general support and advice.

Financial Impacts:

Full compliance with the standards continues to be challenging due to the impact of austerity on the Council's human and financial resources.

Integrated Impact Assessment:

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

Valleys Communities Impacts:

No implications.

Workforce Impacts:

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. While continuing to recognise the limits to increasing language capability currently due to restrictions on external recruitment we are taking

every opportunity to recruit staff with Welsh language skills where appropriate.

Legal Impacts:

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

Risk Management Impacts:

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:

There is no requirement for external consultation on this item

Recommendations:

It is recommended that:

- Members monitor Neath Port Talbot Council's Welsh Language Standards Annual Report 2018 – 2019, attached at Appendix 1, prior to its publication by the statutory deadline, 30 June 2019.

Reasons for Proposed Decision:

This is a matter for monitoring therefore no decision is required.

Implementation of Decision:

This is a matter for monitoring therefore no decision is required.

Appendix:

Appendix 1 - Welsh Language Standards Annual Report 2018-2019

List of Background Papers:

[Welsh Language \(Wales\) Measure 2011](#)

[Welsh Language Standards \(No.1\) Regulations 2015](#)

[Welsh Language Standards Compliance Notice](#)

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