



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

### **Cabinet**

**30 July 2020**

### **Report of the Assistant Chief Executive and Chief Digital Officer**

#### **Matter for Monitoring**

**Wards Affected:** All Wards

#### **Report Title:**

Welsh Language Standards Annual Report 2019-2020

#### **Purpose of the Report:**

1. To present the Welsh Language Standards Annual Report for 2019-2020, 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. A total of eight complaints were received during the year; seven via the Welsh Language Commissioner and one direct to the Council.

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.
5. The outbreak of COVID -19 has had significant impact on our ability to produce an annual report by the statutory publication date of 30 June. This has been due to many of our workforce having been / continue to be redeployed to other service areas to support the Council's response.
6. The outbreak also meant that we have had to make considerable changes to the way we operated towards the end of March and because of limited internal linguistic skills this impacted on our ability to provide communications in Welsh and English during that period.

### **Background:**

7. 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.
8. The annual report, attached at Appendix 1, provides an overview of compliance with the standards with which we had a duty to comply during 2019-2020.
9. Issues identified as a result of complaints received during the year have been addressed and procedures put in place to ensure we are better able to comply with the standards in future, e.g. the use of bilingual messages in service area social media

accounts, responding to correspondence in the appropriate language, etc.

10. 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.
11. Our close partnership with Menter Iaith Castell-nedd Port Talbot continued over the period particularly with support and advice, assistance with compliance exercises and training sessions.

### **Financial Impacts:**

12. 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:**

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.
16. 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 possible.

**Legal Impacts:**

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

**Risk Management Impacts:**

18. 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:**

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

**Recommendations:**

20. It is recommended that:

Members monitor Neath Port Talbot Council's Welsh Language Standards Annual Report 2019 – 2020, attached at Appendix 1, prior to its publication as soon as is practicable following Cabinet.

**Reasons for Proposed Decision:**

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

**Implementation of Decision:**

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

## **Appendix:**

23. Appendix 1 - Welsh Language Standards Annual Report 2019-2020

## **List of Background Papers:**

24. [Welsh Language \(Wales\) Measure 2011](#)
25. [Welsh Language Standards \(No.1\) Regulations 2015](#)
26. [Welsh Language Standards Compliance Notice](#)

## **Officer Contact:**

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