



CABINET – 25TH JUNE 2025

SUBJECT: WELSH LANGUAGE STANDARDS ANNUAL REPORT 2024-2025

REPORT BY: EXECUTIVE DIRECTOR CORPORATE AND REGENERATION

1. PURPOSE OF REPORT

- 1.1 To inform Cabinet of the progress made during the financial year 2024-2025 against four specific areas of Welsh language work, as required under the regulatory framework for implementing the Welsh Language Standards.
- 1.2 The report will be published online by the deadline date of 30 June 2025, as required by Welsh Language Standard 158.

2. SUMMARY

- 2.1 The Council has a statutory duty to produce an annual monitoring report on implementing Welsh language issues under current legislation and in compliance with Standard 158.
- 2.2 The information required for 2024-2025 covers four required key areas.

Detail of Reporting Requirement	Standard No. (and sub-clause)
Complaints from the Public The annual report must include the number of complaints that you received during that year which related to your compliance with the standards with which you were under a duty to comply.	147, 148, 149, 156, 158(2), 162, 164(2), 168(a), 170(2)(d)
Staff Language Skills The number of employees who have Welsh language skills at the end of the year in question (on the basis of the records kept in accordance with standard 151);	170(2)(a) 151

Detail of Reporting Requirement	Standard No. (and sub-clause)
<p>Welsh Medium Training Provision</p> <p>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);</p> <p>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).</p>	<p>170(2)(b) 170(2)(c) 152</p>
<p>Recruiting to Empty Posts</p> <p>The number of new and vacant posts that you advertised during the year which were categorised as posts where:</p> <p>(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, (iv) Welsh language skills were not necessary</p> <p>(on the basis of the records you kept in accordance with standard 154);</p>	<p>170(2)(ch), 154</p>

- 2.3 The report provides an update to Members on the Council's current position in relation to the Welsh Language (Wales) Measure 2011 statutory requirements.
- 2.4 The report outlines the progress made by the Council in embedding arrangements for delivering services through the medium of Welsh and increasing the Welsh language skills capacity of the workforce.

3. RECOMMENDATIONS

- 3.1 For Cabinet to approve the annual report for publication on the Council's website by the 30 June deadline.

4. REASONS FOR THE RECOMMENDATIONS

- 4.1 As per Standard 158 of the Council's Compliance Notice, the Council must;
- Produce an annual report which deals with the way in which it has complied with the service delivery standards with which it is under a duty to comply during that year.
 - Include in the annual report the number of complaints received during that year which relate to its compliance with the service delivery standards with which it is under a duty to comply.

- Publish the annual report on its website by 30 June each year.

5. THE REPORT

5.1 The annual report highlights the following performance information;

- We received 3 complaints about the Welsh language during this financial year. These are detailed in Section 3 of the report.

For the sixth consecutive year we have not been subject to a Welsh Language Commissioner investigation for non-compliance. The last Investigation was received in January 2019.

- We promoted and celebrated a number of different Welsh language activities during 2024-2025 including:
 - Diwrnod Shwmae, Santes Dwynwen Day, St. David's Day– these were celebrated with various social media posts and internal messages for members of staff to promote the days and their significance
- The Equalities and Welsh Language Team visited Ffos Caerffili to provide some advice, guidance and support in relation to their compliance with the Welsh Language and the Standards.
- We undertook a Welsh Language Skills Audit of staff to meet the Council's requirement of Standard 127. All this data is now entered in iTrent, which can be used by managers when recruiting to help determine whether a post should be Welsh essential or desirable, by ensuring there is sufficient capacity within teams to deliver services in Welsh.

Staff can also update their details via their iTrent login, but an annual reminder will be sent to encourage disclosure to keep records as accurate as possible.

In Autumn 2025, we will be looking to roll this audit out to all schools too.

- Pride Caerffili was held for a second year and was a great success. There is great emphasis on this event being as bilingual as possible from the branding, promotional material, and social media channel, to having two bilingual comperes to host the day. It is a great opportunity to show that the Welsh language has a place in the LGBTQ+ community.
- We continued our work supporting Careers Wales with a careers talk at Idris Davies School. The talk was delivered to Years 10 pupils regarding career opportunities with the Council, and emphasis on how important Welsh language skills are to employers.
- The National Eisteddfod took place in Pontypridd in August 2024, with a number of officers working on the stand of the Cymraeg i Bawb (Welsh for All) Regional Partnership. We were also joined by a number of Councillors and senior officers to see the work of the partnership and what the National Eisteddfod has to offer.

The aim of the partnership is to actively promote Welsh-medium education across the Cardiff Capital Region and make it accessible to all, regardless of background.

The Policy Officer for Equalities and Welsh Language was also accepted into the Gorsedd of the Bards for their contribution to Wales, the Welsh language, or its culture.

- In January 2025 the Council's Youth Service launched an exciting new curriculum for all youth centres in the County Borough as part of its newly developed Welsh Language, Culture & Heritage Policy. The policy focuses on implementing the following themes:
 - Cultural identity and pride
 - Language skills and wider learning
 - Inclusivity and Diversity
 - Community Engagement and Development

- The number of staff learning Welsh increased again during this financial year to 102.

We can also report that 276 members of staff from the Social Services Directorate attended training around *Awareness of the Active Offer*, and *More Than Just Words and Making the Active Offer*.

Welsh Government have a strategic framework in place called 'More Than Just Words' aimed at strengthening Welsh language services within health, social services and social care.

- Out of 710 new and vacant posts advertised only 6 of these were advertised as Welsh Essential, 18 posts were advertised where Welsh language skills needed to be learnt when appointed; 686 posts advertised as Welsh Desirable; and 0 where Welsh language skills were not required.

All posts are advertised with a default of Welsh desirable as a minimum.

5.2 Conclusion

The report gives evidence of our progress to promote the Welsh language and comply with the Welsh Language Standards in the Council's Compliance Notice.

We will continue to work with service areas, and with the data from the Welsh Language Skills Audit, we will continue to provide support and guidance to service areas and staff regarding any Welsh language training or Welsh language skills requirements, to ensure our services are delivered in line with the Welsh Language Standards moving forward.

6. ASSUMPTIONS

- 6.1 No assumptions have been made in this report.

7. SUMMARY OF INTEGRATED IMPACT ASSESSMENT

- 7.1 A full Equalities and Welsh language assessment and consultation were undertaken on the Strategic Equality Plan and the Five Year Welsh Language Strategy when they were being developed; therefore no full assessment has been made on this annual report.

The report is an assessment of progress made by the Council under the Welsh Language Standards and in line with associated actions in the Strategic Equality Plan 2024-2028, and the Five Year Welsh Language Strategy 2022-2027.

- 7.2 Welsh language is a crosscutting theme of the Well-being Goals within the Well-being of Future Generations Act (Wales) 2015 and impacts on every Council policy, function and procedure, covering those aimed at the public and internal policies covering the Council's staff members. The report contributes to the following Well-being Goals:
- A more equal Wales
 - A Wales of cohesive communities
 - A Wales of vibrant culture and thriving Welsh language
- 7.3 The Strategic Equality Plan 2024-2028, which includes Welsh language and compliance with the Welsh Language Standards as a strategic equality objective, has direct links with a number of other current policies and strategies, both within the Council and in terms of partnership working.
- 7.4 There are also Welsh Government strategies or regulations that the Council's Welsh Language work links to, including "Mwy Na Geiriau / More Than Words" (the National Health and Social Care Welsh Language Strategy), "Cymraeg 2050: A Million Welsh Speakers" (Welsh Government's Welsh language strategy) and Prosperity for All (Welsh Government's economic action plan).
- 7.5 This report ties in with the following objectives in the Council's Corporate Plan 2023-2028;
- WBO1 - Enabling our Children to Succeed in Education
 - WBO2 - Enabling our Residents to Thrive
 - WBO3 - Enabling our Communities to Thrive
 - WBO4 - Enabling our Economy to Grow
- 7.6 This report contributes to the Well-being Goals as set out above. It is also consistent with the five ways of working:
- Long Term – Ensuring that staff have the skills to deliver bilingual services now and in the future
 - Prevention – Improving services and upskilling staff will ensure that everyone regardless of language choice has equal access to services and thus preventing complaints and Welsh Language Commissioner Investigations.
 - Integration – By providing bilingual services to the public we make everyone feel equal and valued.
 - Collaboration – Partnership working is key to this and assists the council in meeting its duties under the Welsh Language Standards. Working in

collaboration with partners is further evidenced in the Five Year Welsh Language Strategy.

- Involvement – As noted under collaboration, we must involve our partners to deliver on the Five Year Welsh Language Strategy and to assist us with service delivery.

8. FINANCIAL IMPLICATIONS

- 8.1 There are no direct financial implications to this report as the annual report covers work already undertaken in the previous financial year. However it should be noted that moving the agenda forward will incur financial implications, particularly in relation to Welsh language translation and training of staff.

The cost of supporting staff to attend Welsh in the Workplace courses for 2024-2025, which assists in the delivery of bilingual Council services under the Standards, was £2,532.50.

9. PERSONNEL IMPLICATIONS

- 9.1 There are no personnel implications to this report, although this continues to be reviewed as the work of implementing the Welsh Language Standards progresses. This is relevant to Section 6 of Appendix A, which focuses on Recruiting to Empty Posts.
- 9.2 No posts are advertised without a Welsh Language Skills Assessment.

10. CONSULTATIONS

- 10.1 All responses from consultations have been incorporated in the report.
- 10.2 The report was considered by the Corporate and Regeneration Scrutiny Committee at its meeting on the 24th June 2025, the views of the Scrutiny Committee will be provided verbally to Cabinet.

11. STATUTORY POWER

- 11.1 Welsh Language Standards (No.1) Regulations 2015, Welsh Language (Wales) Measure 2011.
- 11.2 Well-being of Future Generations (Wales) Act 2015.

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Consultees:

Richard Edmunds, Chief Executive
Mark S Williams, Executive Director Corporate and Regeneration
Cllr Eluned Stenner, Cabinet Member for Finance and Performance
Gareth Jenkins, Director of Children's Services
Jo Williams, Director of Adult Services
Sue Richards, Director of Customer, Economy and Regeneration Services
Robert Tranter, Director of Legal and Democratic Services and Monitoring Officer
Lynne Donovan, Director of People Services
Stephen Harris, Director of Financial Services and Section 151 Officer
Keri Cole, Director of Education
Kathryn Peters, Service Improvement and Partnerships
Geraint Ashton, Policy Officer – Equalities and Welsh Language

Background Papers:

- Strategic Equality Plan 2024-2028
- Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011
- Welsh Language Strategy 2022-2027
- Various Guidance Documents (*These are available electronically for information on the Council's Intranet and on relevant website pages at www.caerphilly.gov.uk/equalities*)

Appendices:

Appendix A – Welsh Language Standards Annual Report 2024-2025