

MEETING:	FULL COUNCIL
DATE:	FEBRUARY 25 2010
TITLE:	WELSH LANGUAGE SCHEME 2010-2013
AUTHOR:	IWAN TREFOR JONES, CORPORATE DIRECTOR
PURPOSE OF REPORT:	TO PRESENT THE REVISED LANGUAGE SCHEME FOR ADOPTION

1. Background

- 1.1 To comply with statutory requirements, it is necessary for the Council to review its Welsh Language Scheme.
- 1.2 The new Scheme which is presented for your attention is based upon the 2006-2009 Welsh Language Scheme, but with some changes and additions: Some of these update the Scheme, noting changes in requirements or structures, but some changes are more significant, and these changes are dealt with in greater detail under the heading **Main Changes** (below). These changes are noted in bold type on the Scheme.
- 1.3 There has been close cooperation between the relevant Officers where required e.g. With Human Resources on the section dealing with Staffing.
- 1.4 The work has been discussed with members of the Language Sub-Committee at two workshops, held in June and November 2009. This provided the Members with an opportunity to set priorities and express their opinions on the contents of the revised Scheme. The draft presented received the approval of the Language Sub-Committee on January 26
- 1.5 The draft document was presented to the Management Group in December, and a copy of the draft then sent to main local bodies, requesting their comments by mid-February.

2. Main Changes

Scheme ref	Background	Proposal
2.4.1-2.4.3	Previous Scheme referred to services provided for the Council by others, partnerships and sponsorships and grants. It was felt necessary to include clauses on joint provision of services to keep up with future needs	New clauses are suggested to meet the joint provision needs of the next three years.

Scheme ref	Background	Proposal
2.8.3	Previous Scheme did not allow us to fund materials or events in Welsh only	Note our willingness to consider sponsoring Welsh materials or events
2.8.9.	Previous Scheme did not state that we would withhold payment or terminate a contract on the basis of language non-compliance.	Note our willingness to discipline on the basis of non-compliance, but with a strong emphasis on our commitment to helping and collaboration.
3.1.4	Over the period 2006-09, many complaints were received about incorrect language in the Council's letters and public documents	Emphasis on using CySill and Cymraeg Clir. The Management Group stating that it is the responsibility of individual managers to ensure the correctness of documents.
3.3.5	Previous Scheme did not state an expectation for staff to use the Welsh language publically at external meetings.	Statement that we will encourage staff to contribute through the medium of Welsh at public meetings, committees and external conferences.
3.4.6	It was felt that it was essential to note language preference on personal files to ensure client choice.	Expectation to note language choice on every personal file.
4.1.4	No mention of language choice in alternative formats within previous Scheme.	Confirm that language choice extends across all formats
4.1.3.	See 3.1.4. above	
6.4	Possible risk associated with sharing some key messages through the medium of Welsh only.	Allow some key messages to be shared bilingually
7.3.	Need to review our staffing arrangements, and in particular the language requirement levels of posts; these clauses express the intention to review and expand the language requirement matrix which is currently being used	Commit to review of language requirement levels to strengthen and clarify the requirements of each post.

Scheme ref	Background	Proposal
7.4.	Need to update clauses on advertising for staff	These clauses expand upon previous Scheme and correspond with the changes suggested in 7.3. above
7.5.4-7.5.5	No mention of Language Mentors or Dafydd Orwig Memorial Prize in previous Scheme	Give formal attention to these elements
8	Previous Scheme did not fully outline our arrangements regarding language complaints	Heading outlining our arrangements regarding language complaints

3. Recommendations

3.1. The Full Council is asked to adopt the revised Language Scheme.