

**GWYNEDD COUNCIL'S LANGUAGE SCHEME
MONITORING REPORT 2013-14**

1. Foreword

This is the final Annual Report that will be submitted in this form and which responds to indicators set by the Welsh Language Board.

Having completed the Commissioner's Questionnaire earlier this year, we are awaiting further guidance regarding the requirements there will be on us as a result of the Language Standards. We look forward to this challenge and to continuing to develop our commitment to empowering the Welsh language in Gwynedd and beyond.

2. Complying with the Welsh Language Scheme

Whilst awaiting details regarding the requirements of the Language Standards, Gwynedd Council continued with our Welsh Language Scheme 2010-2013. In respect of the Scheme's Work Programme, we can note that many of the Objectives are now in force, whilst some remain as actions to be developed further in light of the Standards. The situation can be summarised as follows:

OBJECTIVE	CURRENT STATUS	ACTION FOR THE FUTURE
A.1. We will mainstream the Welsh Language into all of the Council's policies, initiatives and key decisions by strengthening and consolidating our arrangements for mainstreaming cross-cutting issues	A procedure established to assess the possible effect of our Cabinet decisions on the Welsh language	Assess the need for any changes to the procedure in accordance with the requirements of the Language Standards
B.1. The Council will ensure that we communicate and monitor the requirements of the Welsh Language Scheme as an integral element of services provided by others and that these requirements are a condition of any contract, grant or funding provided by the Council	The details are presented below (4(A))	Develop in accordance with the requirements of the Language Standards. Continue to develop Social Services' monitoring arrangements in accordance with the Language Planning Centre's review.

OBJECTIVE	CURRENT STATUS	ACTION FOR THE FUTURE
B.2. Ensure that agreements for joint provision of services conform to the requirements of the Welsh Language Scheme	Continue to ensure that agreements for joint provision do not undermine our commitment to the Welsh language	Develop in accordance with the requirements of the Standards, and continue to press on other bodies to look beyond the minimum requirements
B.3. Ensure that Youth Services promote the Welsh language	See 3A) below	Continue to collaborate with the Youth service to promote the Welsh language
C.1. The Council will secure and seek to improve the range of quality services provided through the medium of Welsh	A report submitted annually to the Welsh Language Board, and later to the Welsh Language Commissioner	Monitor compliance in accordance with the requirements of the Language Standards
C.2. Ensure (in accordance with DIG2) that staff at the main reception, the contact centre or the one-stop-shop are able to offer a bilingual service	See 4B) below	Continue to ensure there are bilingual staff in Siop Gwynedd and the Contact Centre
C.3. Ensure the quality of the Council's translation and language	The Translation Unit within the Council is available for translating and checking. There is CySill on every computer.	Continue to monitor complaints against the standard of language.
C.4. Promote the Welsh language through Information Technology	The IT Strategy is committed to record a Welsh language provision as the default choice wherever possible on each Windows application which is available bilingually	Continue with the commitment and comply with the IT requirements of the Language Standards
C.5. Ensure and promote language choice at meetings	Ensure Welsh and bilingual (internal and public) meetings and encourage staff to contribute through the medium of Welsh at external meetings.	Continue with the commitment, and monitor and act on any complaints

OBJECTIVE	CURRENT STATUS	ACTION FOR THE FUTURE
CH.1. Comply with the requirement to present a corporate identity that is fully bilingual and which promotes the Welsh language	All the Council's public material is bilingual (signs, headed papers, forms, exhibition materials etc.)	Continue with the commitment, and monitor and act on any complaints
CH.2. Ensure as far as possible that signs and place names in the County reflect the Welsh nature, history and culture of the area	The objective is being implemented	Continue to develop our commitment to Welsh names and signs as much as we possibly can
D.1. Develop a Language Skills Strategy for staff based on the Welsh Language Board's Recruitment and the Welsh Language guidelines	Continue to secure staff who can speak Welsh according to the requirements of their posts, and the commitment to Welsh-medium internal administration	Develop in accordance with our requirements and the Language Standards' requirements.
D.2. Provide Welsh language training for staff (DIG 4a)	See the Workforce Development Officer's report (Appendix 2)	Continue to ensure opportunities for learning and improving staff's language skills
D.3. Ensure language awareness training for staff (DIG4b)	Language Awareness training is available for staff and Members	Promote the training and develop an e-learning module on Language Awareness
D.4. Ensure that staff are aware of the Welsh Language Scheme's requirements and promote the language confidently	A guidance on language requirements for staff is part of the induction process	Review the arrangements in accordance with the requirements of the Language Standards
D.5. Ensure that complaints against the Language Scheme are dealt with in accordance with the Council's corporate standards	See 3C) below. Complaints are also reported to the Language Committee.	Continue to report complaints to the Language Committee and the Commissioner in accordance with the requirements of the Standards

3) The Quality of Frontline Services

A) Welsh-medium Youth Service Provision

The Youth Service conducts all its activities through the medium of Welsh and/or bilingually. It awards grants every year to the Urdd and the Young Farmers Federation; two organisations that offer Welsh-medium activities to young people.

In our previous Monitoring Reports, details were given of the work that was completed through Hunaniaith to promote the Welsh language through the Youth Service. Several activities were drawn up to promote and raise awareness of the Welsh language amongst the members of the Clubs, and we can report again this year that we are continuing to use these activities and resources in the County's Youth Clubs.

B) Siop Gwynedd

DIG 2 Number and % of posts in the contact centre or the one-stop-shop designated as 'Welsh is essential' and filled by bilingual staff:

The Council's main receptions are based at the Headquarters, Penrallt (Caernarfon), Town Hall (Bangor), Siop Gwynedd, Embankment Road (Pwllheli), Penarlâg (Dolgellau)

Number of Staff	Welsh speakers (number and %)	Welsh Essential (number and %)
15	15 (100%)	15 (100%)

The Contact Centre in Penrhyndeudraeth deals with phone enquiries, and shown below are details regarding the language skills of the staff:

Penrhyndeudraeth Contact Centre

Number of Staff	Welsh speakers (number and %)	Welsh Essential (number and %)
29	29 (100%)	29 (100%)

C) Leisure Centres: Language Champions Scheme in Leisure Centres in the Welsh Speaking Areas

- (i) Each of the leisure centres has a manager who is a Language Champion.
- (ii) Since the last report, we can note that the situation has improved at the Bangor and Tywyn Centres. 11 out of the 30 members of staff at Bangor were attending lessons and attempting to speak more Welsh, and it is reported that more Welsh is also being spoken at the Tywyn Centre, where the manager can now follow the discussion through the medium of Welsh at meetings.
- (iii) Problems continue at the Dolgellau Leisure Centre. Some members of staff lack confidence or are reluctant to use the Welsh language, despite efforts to persuade them to at least greet customers in Welsh.
- (iv) There have been successes amongst those who attend courses; one member of staff won the Dafydd Orwig award.
- (iv) The department is continuing to press on staff who are reluctant to use the Welsh language, and consideration will be given to disciplinary measures in some circumstances.
- (vi) The Language Champions Scheme is seen as valuable and the Department is considering establishing a similar scheme in the county's residential homes.

Ch) Complaints against the Language Scheme

DATE	COMPLAINT	RESPONSE
April 2013	Use of the name 'Rhedyw Road' rather than 'Ffordd Rhedyw' on the system following planning applications	The Service tends to use what the applicant has submitted. When cases are brought to light, they are corrected and the Welsh name is added to the database. The name has been verified in this case.

DATE	COMPLAINT	RESPONSE
August 2013	Planning Officers presenting their case in a planning appeal through the medium of English, and the documentation provided by them was also in English only.	<p>The appeal was presented to the Planning Inspectorate in English. An appeal in the form of a hearing is considered to be equivalent to a tribunal or legal hearing, and in this context, it is believed that the Bilingualism Before the Courts Policy which is implemented by the Council is relevant. The Policy states "...Gwynedd Council will deal with cases that are instigated by or against individuals...in those individuals' chosen language, whether that is Welsh or English." It also states that "those representing the Council will present the case verbally in the language of the case".</p> <p>Consequently, the hearing was conducted in English with a simultaneous translator present.</p> <p>The Council's written documents were prepared in English, since English was the chosen language of the agent who was submitting the appeal. In respect of appeal documents, the timetable is tight; therefore they are prepared firstly in the language the appellant has chosen. It is believed that there is room to improve arrangements in terms of the documentation to ensure that the Council's</p>

		documents which will be on the public appeal file are bilingual, accepting there are cost implications attached to achieving this.
August 2013	A complaint from a Member regarding an English-only data report from the Transportation and Street Service; this was available to be shared with electors, but a Welsh version did not become available until later.	The initial report was prepared in English, with the Welsh version prepared later. The English version was circulated before the Welsh version to the member in an attempt to facilitate a discussion on matters that were of considerable interest locally. The Department recognises that the work of translating and circulating the Welsh version took longer than it should have in this case. The complaint prompted the Department to ensure that the Welsh version had been circulated and to remind officers of the need to try to have the Welsh and English versions ready at the same time.
August 2013	An application from the Economy and Community Department to change the use of a building was made in English only	It appears the application was submitted by an architect who was working for the Council without passing it to the Department first. The timescale for the application was also very tight. The Department states that it has now submitted a Welsh copy of the application, and it is confident that this case was an exception.

DATE	COMPLAINT	RESPONSE
September 2013	A complaint regarding the standard of language in an e-mail from the Council regarding the Electoral Register	The Department sent an apology and a revised version
October 2013	A complaint regarding correspondence for registering electors, with the English version most prominent when taking them out of the envelope	The Unit has responded to the complaint and has contacted the complainant
November 2013	A complaint regarding licence forms for public houses only being available in English – a request from the Language Commissioner for an explanation of the situation	Contacted the relevant Unit, and received an explanation that there is no current Welsh version available. The Unit has already raised this with the Government. The matter was referred back to the Language Commissioner for further guidance.
November 2013	Observations received from the Dyffryn Ogwen Language Initiative expressing concern regarding planning matters and the Welsh language, and requesting the Council to collect information and form community planning strategies for the county's wards	The Regulatory Department responded with an outline of the statutory framework. Invited formal observations from the Language Initiative as part of the public consultation on the Draft Deposit Plan as part of the Joint Local Development Plan process.
November 2013	A complaint regarding the use of 'Gaul Street' in a Flooding Inspection Report	Reminded the relevant Department that the Council uses Welsh versions of street names.

DATE	COMPLAINT	RESPONSE
November 2013	A complaint regarding the music lessons provided in schools – that the standard of Welsh by some of the tutors is inadequate to secure lessons through the medium of Welsh.	The Department responded, and acknowledged that it is difficult to recruit fully fluent music experts, but emphasised the language support that is offered, together with training on musical terms.
March 2014	A complaint regarding incorrect language in an e-mail which led to the Officer being called to attend a Language Refresher course.	Contact with the Line Manager identified that sending official messages is not part of the usual work of the Officer in question. This was done in response to pressure on the rest of the Department. It was agreed that the individual's language skills are suitable for the duties of the post and to maintain the Welsh language as the internal language.

In terms of complaints against the Council's Language Scheme, we can summarise table i) above as follows, according to the Welsh Language Board's indicator:

iii) DIG 6

Number of complaints	% dealt with	% dealt with according to corporate standards
11	100%	100%

4. The Management and Administration of the Scheme

A) Third Party Arrangements

i) Social Care Contracts

During 2013, the Language Planning Centre was commissioned to undertake a review of Gwynedd Council's requirements and practice when providing Care Home (Residential and Nursing) services, and Home Care, in order to ensure that we continued to uphold the best standard possible in relation to language.

Over the year, the Social Services Department has been responding to the recommendations of the review, by setting higher and more specific standards. The monitoring procedure identifies and addresses any concerns, and produces an improvement plan. This may include:

- Language training (free of charge) through the Gwynedd Workforce Partnership
- Encouragement and a target to recruit bilingual staff within a specified timescale
- Ensuring that Welsh speaking staff are available on every shift in a care home
- Identifying users' language needs on care plans in order to ensure suitable home care workers
- Raising awareness of language with providers and raising their awareness of the Language Planning Centre's report
- Strengthening language clauses within our contracts in accordance with the recommendations of the Language Planning Centre.

Under the new arrangement, a baseline was established in relation to residential and home care, with a database to monitor language compliance.

In response to the requirements of "More than Words", a Task Group was established to monitor our progress against the expectations. The Group will scrutinise third party providers' compliance in the Social Services field and the monitoring data that will derive from the new database.

As we have reviewed and strengthened our arrangements, the figures collected so far and the compliance % to be lower than past figures. We trust however that this will provide a better illustration of the actual situation, and will identify specific fields for improvement. Where non-compliance has been identified, the Department will work to ensure improvement and will continue to monitor and report upon progress.

Voluntary Organisations

Number	% monitored	% complying	% not complying
22	60%	75%	25%

Comments:

Language Policy not comprehensive enough

Language Policy not available in both languages

Some information for the public not available bilingually

Community Care Providers

Number	% monitored	% complying	% not complying
10	100%	60%	40%

Comments:

Less than 50% staff speak Welsh

Need to ensure that client receives services according to language need

Some information for staff not available bilingually

Independent Homes

Number	% monitored	% complying
26	65%	Between 90-100% 29.5% Between 50-90% 41% Between 0-50% 29.5%

Comments:

Nursing Homes tend to be less compliant

More Nurses tending to be non-Welsh speakers, bringing down the home's overall compliance

Lower compliance in some areas

Homes not noting the number of Welsh learners

See also the copy of the Report on Gwynedd Council's response to the More Than Just Words Strategic Framework (Appendix 1)

i) and iii) Contracts that provide for young people and contracts for pre-school age provision

Through the Gwynedd and Anglesey Partnership, Gwynedd Council has commissioned four Strategic Packages (LOT 1-4) for implementing the

'Gwynedd Families First 2013-2017' Plan and also funding the Gyda'n Gilydd Team and a package for 'Promoting the Voice of Parents, Children and Young People'.

Gwynedd Families First Strategic Packages
(Providing a service for children, young people and families)

LOT	LEAD PROVIDERS	SUPPORTING PROVIDERS
Lot 1 – Supporting Families in Gwynedd by promoting positive parenting and strengthening family resilience	Caban Bach Barnardos	Early Years Unit, Gwynedd Council Derwen GISDA Cartref Bontnewydd Gwynedd and Anglesey YJS NYAS Action for Children
Lot 2 – Supporting Families in Gwynedd by promoting financial knowledge and literacy and assisting parents into work	CAB Gwynedd	Gwynedd Council Libraries Service GISDA Barnardos, Caban Bach
Lot 3 – Supporting Families in Gwynedd through opportunities for play, sports and active leisure	Early Years Unit, Gwynedd Council	Derwen
Lot 4 – Supporting Families in Gwynedd throughout the early years	Early Years Unit, Gwynedd Council	BCUHB Barnardos, Caban Bach
Families First – Gyda'n Gilydd Team and workforce development	Gyda'n Gilydd Team, Gwynedd Council	
Promoting the Voice of Parents, Children and Young People	Cartref Bontnewydd and Bangor University	Cartref Bontnewydd and Bangor University

All these schemes have been monitored and 100% comply with the requirements of the Language Scheme.

We also note that work is continuing to strengthen the linguistic arrangements between Derwen and the Health Board. The Language Guidelines were

reviewed based on the Language Commissioner's observations and the needs of the team, and both bodies will discuss methods for monitoring the implementation of the guidelines.

5. Adequacy of Welsh Language Skills

A) Language and Language Awareness Training

Welsh Language Training

See the Workforce Development Officer's report (Appendix 2)

Language Awareness Training

Language Awareness training is available through the Social Services' training unit and it is available corporately. Language Awareness training was also introduced to Members this year.

The main challenge, as has been noted in previous reports, is to promote the courses. To the future, we will look at having online training as part of the e-learning project. Language Awareness will also be introduced to Social Services staff who are receiving language training.

B) Language Skills of Staff

The numbers below are based on the responses by Heads of Department. As the vast majority of the Council's staff are able to speak Welsh, they were asked to note how many members of staff did not speak Welsh.

SERVICE	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Education	Resources	Arfon	1	0
	Special Needs	Arfon	10	0
		Dwyfor	1	0
		Unknown	12	0
	Education Consortium	Arfon	3	0
	School Salaries and Contracts	Arfon	5	0
	Student Support	Arfon	2	0
	Pupils and Inclusion	Arfon	10	0
		Dwyfor	1	0
		Meirion	3	0
		Unknown	25	0
	Well-being	Arfon	4	0
		Dwyfor	1	0
		Meirion	3	0
		Unknown	3	0
	Access to Buildings and Catering	Arfon	4	0
		Dwyfor	1	0
		Unknown	1	0
	Education Area Offices	Arfon	1	0
Dwyfor		9	0	
Unknown		1	0	
Schools' Organisation	Arfon	6	0	
	Meirion	1	0	
Management Unit	Arfon	2	0	
Schools	Arfon	1,371	0	
	Dwyfor	475	0	
	Meirion	695	0	
	Unknown	421	0	
Education Total			3,072	0 (100% speak Welsh)

SERVICE	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Human Resources	Human Resources and Organisational Development	Arfon	5	0
		Unknown	1	0
	Support	Arfon	32	0
	Learning and Development	Arfon	15	0
		Unknown	1	0
	Health and Safety	Arfon	10	0
		Unknown	5	0
	Personnel	Arfon	17	0
		Unknown	1	0
	Management Unit	Arfon	4	0
Human Resources Total			91	0 (100% speak Welsh)

SERVICE	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Customer Care	Communication	Arfon	5	0
	Emergency Planning	Arfon	3	0
	Customer Contact	Arfon Dwyfor Meirion Unknown	13 5 28 3	0 0 0 0
	Property	Arfon Unknown	23 1	0 0
	Information	Arfon	3	0
	Libraries	Arfon Dwyfor Meirion Unknown	38 9 18 10	0 0 0 0
	Information Technology	Arfon	46	1
	Management Unit	Arfon	2	0
Customer Care Total			207	1 (99.5% speak Welsh)

SERVICE	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Highways and Municipal	Commissioning	Arfon	21	0
		Dwyfor	13	0
		Meirion	19	0
		Unknown	19	0
	Fleet	Arfon	10	0
		Dwyfor	11	0
		Meirion	8	0
		Unknown	6	0
	Municipal Work	Arfon	104	0
		Dwyfor	71	0
		Meirion	79	0
		Unknown	75	0
	Highways Work	Anglesey	2	0
		Arfon	29	0
		Dwyfor	21	0
		Meirion	38	0
		Unknown	30	0
	Waste Treatment	Arfon	2	0
		Meirion	10	1
		Unknown	5	0
	Management Unit	Arfon	3	0
		Unknown	1	0
Highways and Municipal Total			577	1 (99.8% speak Welsh)

SERVICE	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Regulatory	Environmental	Arfon	30	0
		Dwyfor	5	0
		Meirion	5	0
		Unknown	1	0
	Food, Health and Safety	Arfon	9	0.4fte
		Dwyfor	4	0
		Meirion	3	0
		Unknown	1	0
	Public Protection – Centre	Arfon	4	0
		Dwyfor	1	0
		Meirion	2	0
		Unknown	1	0
	Planning	Arfon	1	0
		Dwyfor	20	0
		Meirion	2	0
	Pollution and Pest Control	Arfon	5	0
		Dwyfor	5	0
		Meirion	3	0
	Trading Standards	Arfon	9	0
		Dwyfor	3	0
		Meirion	9	0
		Unknown	1	0
	Transportation and Street Care	Arfon	56	0
		Dwyfor	3	0
		Unknown	24	14
	Licensing	Arfon	2	0
		Dwyfor	1	0
		Meirion	1	0
	Management Unit	Arfon	2	0
Regulatory Total			213	14.4 (93.2% speak Welsh)

SERVICE	UNIT	AREA	NUMB	NUMBER OF NON-
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			ER	WELSH SPEAKERS
Consultancy	Roads and Engineering	Arfon	49	8
		Meirion	6	2
		Dwyfor	6	1
	Building and Environmental	Arfon	37	1
		Meirion	14	0
		Dwyfor	8	0
	Business Unit	Arfon	8	1
		Meirion	0	0
		Dwyfor	1	0
	Management Unit	Arfon	3	0
		Meirion	0	0
		Dwyfor	0	0
Consultancy Total			132	13 (90.2% speak Welsh)

SERVICE	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS	
Democracy and Legal	Legal				
		Registration	Arfon	17	0
			Dwyfor	3	0
			Meirion	6	0
			Unknown	2	0
	Compliance and Language	Arfon	11	0	
	Management Unit	Arfon	2	0	
Democracy and Legal Total			41	0 (100% speak Welsh)	

Service	Unit	Area	Number	Number of non-Welsh speakers
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Strategic and Improvement	Management Unit	Arfon	5	0
	Strategic Planning	Arfon	18	1
	Programmes	Arfon	8	0
	Democratic Service	Arfon	16	0
	Anglesey and Gwynedd Partnerships	Arfon/Anglesey	21	1
	Improving Performance and Efficiency	Arfon	9	0
	Supporting Change	Arfon	1	0
	Projects	Arfon	15	0
Strategic and Improvement Total			92	2 (97.8% speak Welsh)

SERVICE	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Social Services, Housing and Leisure	Leisure Centres	Arfon	124	13
		Dwyfor	65	0
		Meirion	70	5
	Housing Management	Arfon Dwyfor	3 1	0 0
	Supporting People	Arfon	3	0
	Homelessness and Supported Housing	Arfon	10	1
		Dwyfor	4	0
		Meirion	4	0
		Arfon HOT	7	0
		Hostels	7	2
	Private Sector Housing	Arfon	7	0
		Meirion	10	0
		Dwyfor	8	1
			323	22 (93.2% speak Welsh)

N.B. More data from Social Services will be available at the meeting

SERVICE	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Finance	Internal Audit	Arfon	12	0
	Benefit Fraud Prevention	Arfon	4	0
	Investment and Treasury Management	Arfon	3	0
	Payroll	Arfon	11	0
	Accountancy	Arfon	46	0
	Pensions	Arfon	15	
	Revenue – Income/Debtors	Arfon	11	0
	Payments / Creditors	Arfon	8	0
	Revenue – Taxes and Benefits	Arfon Dwyfor Meirion	36 17 11	0 0 2
	Risk Management / Insurance	Arfon	2	0
	Management Unit	Arfon	2	0
Finance Total			178	2 (98.9% speak Welsh)

SERVICE	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Economy and Community	Community Regeneration	Unknown	4	0
			2	0
			2	0
	Museums	Arfon	6	0
		Dwyfor	3	0
		Unknown	1	0
	Archives	Arfon	9	0
		Meirion	3	0
	Business Support	Arfon	9	0
	The Arts	Arfon	1	0
		Unknown	1	0
	Performing Arts	Dwyfor	17	1 (reserve)
		Meirion	7	
	Europe	Arfon	1	0
	Youth	Arfon	60	0
		Dwyfor	25	0
		Meirion	39	8
		Full-time	17	0
	Maritime	Dwyfor	16	0
		Meirion	2	1
		Unknown	0	0
	Galleries	Arfon	1	1 part-time
		Unknown	1	0
	Country Parks	Arfon	6	0
	Major Projects	Arfon	5	0
		Unknown	3	0
	Skills and Enterprise	Arfon	5	0
		Dwyfor	1	0
		Meirion	2	0
	Strategy and Development	Arfon	4	0

SERVICE	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
	Tourism, Marketing and Customer Care	Arfon Dwyfor Meirion Unknown	13 3 4 12	0 0 0 0
	Management Unit	Arfon	3	0
Economy and Community Total			288	2 (92.4% speak welsh)

6. Mainstreaming the Welsh language

A) Mainstreaming (Structures and Responsibilities)

The Council ensures a prominent place for the Welsh language within our statutory arrangements for equality impact assessment. Our Cabinet documentation clearly notes the need to consider the need for such an assessment and the Equality and Language Officer scrutinises the Cabinet's work programme in order to highlight the requirements in relation to any reports that are prepared. We will look at our arrangements in light of the Standards and adapt them accordingly.

B) Promoting the Welsh Language

Gwynedd Council is the founding and host body of Hunaniaith. This is a multiagency partnership formed to undertake projects and set a strategic direction for the promotion of the Welsh language in Gwynedd. Its executive structure is as follows:

Strategic Direction Group

Workplace Group and Bilingual Services

Working Group: Influencing Children's Social Use of the Welsh Language

5 officers were responsible for co-ordinating, strategic planning and implementing Hunaniaith's action plan during 2013-14:

- Language Promotion Officer (directly employed by the Council). Supervisory role only between June 2013 and September 2014, while officer on secondment
- Gwynedd Language Development Officer x3, one post grant-funded by the Welsh Sub-Department, Welsh Government and the other two through a combination of Gwynedd Council Strategic Scheme funds and Language Promotion Officer employment funding.

- Gwynedd Primary Schools Language Charter Coordinator; post funded through Gwynedd Council and Welsh Sub-Department, Welsh Government grant funding.

Hunaniaith commissioned a consultant to prepare a Language Strategy for Gwynedd and work programme for 2014-17.

Hunaniaith implements a number of projects through the Council's departments, making the most of opportunities to promote the language and language planning beyond the statutory requirements:

- Coordinating the Primary Schools Language Charter in 98 schools across the county.
- Identifying the baseline use of the Welsh language amid 14 year old secondary school pupils in Gwynedd.
- Researching the factors which influence the Welsh language in specific communities in the light of 2011 Census results.
- Ensuring opportunities for community language planners to meet Policy Officers for the Joint Planning Policy Unit - Gwynedd and Mon

Hunaniaith operates on a community level to encourage positive attitudes, and increase the confidence of people to use the Welsh language in different contexts. There has been an emphasis on working in communities where there was according to the 2011 Census a significant decrease in the percentage of Welsh speakers

- Days and events were held to promote the Welsh language and encourage its use amongst families and young people.
- A process was facilitated for the mapping the situation of the language and planning its growth within communities that showed a decrease in the percentage of its speakers.
- Awareness and pride of Welshness was promoted through football workshops.
- Working with further education colleges and the Sgiliaith agency to create an on-line module for vocational students to promote the Welsh language as a skill and learning medium.

Hunaniath also works with many public sector language officers working in Gwynedd. In 2013-14, Hunaniaith worked with them on the following project;

- Welsh Language Skills Academy for Managers

The Welsh language remains a priority within Gwynedd Council's Strategic Scheme 2013 – 2017; Hunaniaith is the driver of many of its identified priorities.

7. Analysis of performance

A) Good Practice

- Establish a Task Group to respond to and report on Gwynedd Council's response to the strategic framework, More than Words
- Act on the recommendations of the Language Planning Centre in relation to Social Services contracts
- Consider extending the Language Champions project to the Council's Residential Homes
- Review and agree upon Language Guidelines between Derwen and the Local Health Board, working closely with the Language Commissioner's Office.

B) Areas of Priority

- Respond to the requirements of the Language Standards, and ensure that we aim to achieve beyond the core requirements, wherever possible
- Use the Language Standards as a starting point to improve our provision and to persuade other bodies to improve their Welsh-medium provision
- Establish arrangements to be able to measure and report on our compliance with the Language Standards.

8. Publishing Information

We will present the Report to the Council's Language Committee and then to the Welsh Language Commissioner. The documents will be published on the Council's website.