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Gwasanaeth Democraidd
Democratic Service
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Cyfarfod / Meeting

PWYLLGOR IAITH
LANGUAGE COMMITTEE

10.30AM, DYDD IAU, 29 IONAWR, 2015

10.30AM, THURSDAY, 29 JANUARY, 2015

Lleoliad / Location

SIAMBR HYWEL DDA,
SWYDDFA'R CYNGOR / COUNCIL OFFICES,
STRYD Y JÊL / SHIREHALL STREET,
CAERNARFON

Pwynt Cyswllt / Contact Point

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(DOSBARTHWYD / DISTRIBUTED 23/01/15)

PWYLLGOR IAITH LANGUAGE COMMITTEE

AELODAETH/MEMBERSHIP (15)

Plaid Cymru (7)

Y Cyngorwyr/Councillors

Craig ab Iago

Elwyn Edwards

Alan Jones Evans

Sian Gwenllian

Charles W. Jones

Liz Saville Roberts

Hefin Williams

Annibynnol/Independent (4)

Y Cyngorwyr/Councillors

Tom Ellis

Eric M. Jones

Eirwyn Williams

Elfed Williams

Llais Gwynedd (3)

Y Cyngorwyr/Councillors

Gweno Glyn

Alwyn Gruffydd

Gruffydd Williams

Aelod Unigol / Individual Member (1)

[sedd wag / vacant seat]

Aelodau Ex-officio/Ex-officio Members

Cadeirydd ac Is-gadeirydd y Cyngor / Council Chairman and Vice-chairman

Aelod Arall a Wahoddir / Other Invited Member

Y Cyngorhydd / Councillor Ioan Thomas – Aelod Cabinet – Y Gymraeg / Cabinet Member – The Welsh Language

AGENDA

1. ELECTION OF VICE-CHAIRMAN

To elect a Vice-Chairman for the remainder of 2014/15.

2. APOLOGIES

To receive apologies for absence.

3. DECLARATION OF PERSONAL INTEREST

To receive any declaration of personal interest.

4. URGENT BUSINESS

To note any items that are a matter of urgency in the view of the Chairman for consideration.

5. MINUTES

The Chairman shall propose that the minutes of the last meeting of this committee held on 23 October, 2014 be signed as a true record (attached).

6. REPORT OF THE CABINET MEMBER – THE WELSH LANGUAGE

To consider the verbal report of the Cabinet Member – The Welsh Language.

7. CREATION OF A WELSH LABOUR MARKET

To receive a presentation by Meirion Davies, Development Director of Menter Iaith Conwy.

8. SUPPORT FOR BUSINESSES

- (a) To consider the report of the Equality and Language Policy Officer (attached).
- (b) To receive a short presentation by Dwynwen Hywel from the Welsh Language Commissioner's Office regarding services offered to businesses by the Commissioner.

9. GWYNEDD AND ANGLESEY JOINT LOCAL DEVELOPMENT PLAN 2011-26

To submit a letter from the Welsh Language Society (attached).

10. LANGUAGE COMPLAINTS

- (a) To consider the report of the Equality and Language Officer (attached).
- (b) To consider a complaint regarding Cartrefi Cymunedol Gwynedd.

11. LANGUAGE INVESTIGATIONS

To consider the verbal report of the Senior Manager – Corporate Commissioning Service.

LANGUAGE COMMITTEE, 23.10.14

Present: Councillor Mair Rowlands (Vice-chair in the chair).

Councillors: Craig ab Iago, Elwyn Edwards, Tom Ellis, Alan Jones Evans, Alwyn Gruffydd, Siân Gwenllian, Charles W. Jones, Liz Saville Roberts, Eirwyn Williams, Elfed Williams and Mandy Williams-Davies.

Officers: Arwel E. Jones (Senior Manager – Corporate Commissioning Service), Ruth Richards (Equality and Language Officer) and Eirian Roberts (Member Support and Scrutiny Officer).

Also present: Councillor Ioan Thomas (Cabinet Member for the Welsh Language).

Apologies: Councillors Gweno Glyn and Eric Merfyn Jones.

Councillor Charles W. Jones was welcomed to his first meeting of this committee.

1. DECLARATION OF PERSONAL INTEREST

No declarations of personal interest were received from any members present.

2. MINUTES

The Chair signed the minutes of the previous meeting of this committee held on 26 June, 2014 as a true record.

Matter arising from the minutes Item 6 – Social Housing Allocations

In response to an enquiry, the Equality and Language Officer noted that it was expected for the Minister for Communities and Tackling Poverty to respond within the next few days to the Housing Service's letter, which noted the observations and concerns of members. She assured members that a copy of the response would be available by the next meeting.

3. REPORT OF THE CABINET MEMBER – THE WELSH LANGUAGE

Submitted – the verbal report of the Cabinet Member for the Welsh Language, which detailed the recent developments in the field. The two following matters that arose from the presentation were discussed:-

(A) A lack of use of the Welsh language in committees and forums across the North

It was noted:-

- That councillors and officers tended to turn to the English language in external meetings, especially while responding to a question asked in English, and it was emphasised that Welsh should be spoken at all times in meetings where a translator was present.
- That there was a new clause in the Language Scheme that clearly stated that staff were expected to use the Welsh language in any public meeting,

and if translation equipment was not available, they should push for it to be made available.

- This was possibly a matter of language awareness, and guidance could be provided for staff outlining the requirements.
- That one of the problems was a lack of confidence and the chairman could state at the beginning of a meeting that it was required for Welsh speakers to use the Welsh language without turning to English. Also, whilst introducing themselves at the beginning of a meeting, members could state their intention to speak Welsh.
- That non-Welsh speakers should wear headphones throughout the entire meeting so that Welsh speakers could begin speaking straight away without delay while waiting for people to put on their headphones.
- That it was the Chairman's responsibility to establish the language of the committee and that a meeting that was chaired by a non-Welsh individual was more likely to slip into English.
- That this was a field where it would be possible to establish an Investigation Group to look into it, and it was agreed to discuss this further under item 7 on the agenda.

RESOLVED

- (a) **To send a message to the Business Group demonstrating this committee's concern regarding members' lack of use of the Welsh language in external meetings where a translator service is available, and underlining the importance of adhering to the requirements of the Language Scheme.**
- (b) **To send a message to the Heads of Service Management Group conveying this committee's concern regarding the lack of use of Welsh, and calling on the heads of service to support and encourage their staff to use the Welsh language.**
- (c) **To ask the Equality and Language Officer to give a presentation to the Management Group regarding the Language Scheme's requirements in this context.**

(B) Secondary Schools' Welsh Language Charter

It was noted:-

- That the Primary Schools' Welsh Language Charter had been a success, with most of the schools achieving the aim in terms of the children's use of the Welsh language, but moving this sort of implementation to secondary schools would be a difficult task.
- That it was important that after school sports coaches profess the Welsh language.
- That it could be encouraged that the Welsh Language Charter was also presented to parents.

RESOLVED to ask the Education Department to give this committee a presentation on the Secondary Schools' Welsh Language Charter.

A member noted that a recent conference in Aberystwyth on the connection between the language and the economy had received presentations by social language initiatives that offered guidance on how to strengthen local economies within the communities for the benefit of the Welsh language. One suggestion that was aired was the idea of creating a Welsh labour market, which involved creating a growth market around work and an

economy that depended on Welsh speaking skills. It was noted that the Conwy Language Initiative had been leading on this and it was suggested to invite Meirion Davies, the Initiative Development Co-ordinator, to give a presentation to this committee.

RESOLVED to invite Meirion Davies from the Conwy Language Initiative to give a presentation at the January meeting of this committee on the idea of creating a Welsh labour market, by inviting the Cabinet Member – Economy and the economy officers to be present.

4. WELSH LANGUAGE COMMISSIONER'S ENFORCEMENT POLICY (DRAFT)

Submitted – the report of the Equality and Language Officer asking for the committee's observations on the document in order to submit them to the Commissioner as part of the consultation process.

RESOLVED to submit the following observations to the Commissioner:-

- **A level of disappointment is expressed that the outlined powers are not robust enough.**
- **Although the document outlines methods other than complaints to identify a lack of compliance, a sense of assurance should be received that other methods, such as statutory investigations would also be widely used by the Commissioner.**

5. ENQUIRY STRUCTURE FOR THE LANGUAGE COMMITTEE

Submitted – the report of the Equality and Language Officer asking for the committee's observations on the structural suggestions outlined in the report and the priorities for further research fields.

The Language Champion notified the committee that they had a long list of ideas for investigations.

RESOLVED

(a) To approve the research structure as follows:-

- **Only hold a single investigation at a time, with a maximum of two investigations within a calendar year (in accordance with the scrutiny investigations arrangement).**
 - **The investigations should look at the Council's policies and procedures initially.**
- (b) To establish an investigation to look at the use of the Welsh language and language awareness amongst staff and Council members, by appointing the Chair, Councillor Gweno Glyn, along with Councillors Craig ab Iago, Charles Wyn Jones, Liz Saville Roberts and Elfed Williams as members of the Investigation Group. A draft brief should be prepared and the first meeting of the investigation should be arranged within 4-6 weeks, with the aim of completing the work and reporting back to the committee in six months' time. As part of the work, it is required that the investigation considers forming a protocol on the use of the Welsh language in public meetings.**
- (c) To circulate a list of the Language Champion's ideas to members of the committee before the next meeting and set this matter as a standing item on the agenda for every meeting to receive the Champion's ideas.**

6. THE WELSH LANGUAGE COMMISSIONER'S RESPONSE TO GWYNEDD COUNCIL'S ANNUAL LANGUAGE MONITORING REPORT 2013/14

Submitted – the report of the Equality and Language Officer, presenting the Commissioner's observations on Gwynedd Council's Annual Language Monitoring Report 2013/14, and the Council's response to the request for further information.

The Equality and Language Officer took the opportunity to update members on the Language Standards. She explained that very recently she had been made aware that the timeline had changed again, and according to her understanding of the situation at present, the standards regulations would be published during November. Following that there would be a consultation period of 4 weeks with a vote on the Standards in the Government towards the end of February - beginning of March 2015. The hope was to receive the compliance notices in April, and it was assumed that there would not be any changes from the original 6 weeks that was anticipated between the notice and the compliance.

The Equality and Language Officer reminded members of their decision to invite the Commissioner to a special meeting of this committee at the beginning of the year in light of publishing the Standards, but due to the fact that the timetable had slipped, a response had been received from the office stating that the beginning of the year period was likely to be one of consultation between the Commissioner and the Council regarding the formal notice, and therefore it would not be appropriate for the Commissioner to give a presentation on the Standards.

Referring to implementation requirement 5(A) in the Commissioner's Response to the Annual Monitoring Report, and the Council's observation that only 3 elected members had received the language awareness training, it was noted that the terminology was misleading as it suggested that it was a presentation for the non-Welsh speakers, rather than suitable training for everyone. It was suggested to change the terminology to something more appropriate when the training was next conducted in 2015.

RESOLVED to accept the response of the Welsh Language Commissioner and the Council's response to the request for further information.

7. LANGUAGE COMPLAINTS

Submitted – the report of the Equality and Language Officer detailing the latest language complaints to hand.

Referring to the complaint regarding the use of bilingual names for the streets of Gwynedd, it was enquired whether the Consultancy Department was collaborating with Mynyddoedd Pawb and the Place Names Association on providing a new policy on street names. The Equality and Language Officer agreed to pass this on as an observation for the Consultancy.

RESOLVED to note the content of the report.

The meeting commenced at 10.30am and concluded at 12.15pm.

COMMITTEE	LANGUAGE COMMITTEE
DATE	29 January 2015
TITLE OF THE REPORT	Support for Businesses
RECOMMENDATION	For information
AUTHOR	Equality and Language Policy Officer

1. BACKGROUND

- 1.1 The Language Committee has asked for a report of what the Council does and what it could do to promote local businesses to make the best use of the Welsh language.
- 1.2 In order to give a comprehensive picture, it was also decided to invite the relevant officer from the Office of the Commissioner, to give an outline of the role of the Commissioner in the process of promoting the Welsh language amongst businesses.

2. THE ROLE OF THE COUNCIL

- 2.1 The Council manages and administrates several funding and grant schemes for businesses, and this is the main method of influencing this field. There are specific terms and conditions in relation to the Welsh language with every offer. The aim is to work with businesses to fulfil the requirement; however, there is a clause in the Language Scheme which allows the Council eventually to suspend funding on grounds of non-compliance with language conditions.
- 2.2 It should be noted that we are not able to impose language conditions on anything we do not fund. For example, if a company receives funding for information technology equipment, we cannot insist upon having bilingual signage. However, under such circumstances, we take advantage of the opportunity to promote the language and to draw attention to the business case for using the Welsh language. With this in mind, the leaflet *Promote the Language, Promote your Work* was produced.
- 2.3 In relation to future grant packages, it is intended to continue with the existing language conditions and to review and update the *Promote the Language* leaflet if resources are available.

3. THE ROLE OF THE COMMISSIONER

- 3.1 Within the structure of the Welsh Language Commissioner, there is a specific function for the business sector and the third sector, with an Officer serving the areas of Gwynedd, Môn, Conwy and North Ceredigion.
- 3.2 No specific funding is available for businesses through the Commissioner; however, a free service is offered to proofread and amend bilingual text of up to 1,000 words. This service is available to businesses and the third sector.
- 3.3 It is also likely that, under the Language Standards, statutory requirements will be placed on businesses which receive over £400,000 in public funding.

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Councillor Gweno Glyn
Chair
Gwynedd Council Language Committee

5 November, 2014

Dear Councillor Gweno Glyn,

Re: Gwynedd and Anglesey Joint Local Development Plan 2011-26

We would be grateful if you could draw this letter to the attention of the members of the Gwynedd Council Language Committee at its next meeting.

As you know, considerable concern has been expressed about the above and there has been public criticism of the plan for several reasons. This is a matter which will affect the future of the Welsh language in Gwynedd and Anglesey.

We are writing to you regarding the Gwynedd Council Language Committee's role and function in the process of creating the Local Development Plan.

As you know, the Council intends to submit a consultative draft of the Deposit Plan to the Cabinet next month, and we would be very pleased if you could let us know:

1. How the Language Committee has been scrutinising the process of creating the Local Development Plan to date?
2. How the Language Committee has responded to the obvious shortcomings in the model used to date to assess the impact of the Local Development Plan on the Welsh language? The linguistic impact assessment report contains inconsistencies and contradictions and the conclusions are vague and groundless due to the lack of quantitative evidence. We are certain that you will agree with us that this is a very serious matter which should be rectified without delay.
3. How does the Language Committee scrutinise the Deposit Plan?
4. Is the model used to assess the linguistic impact of the Deposit Plan suitable? This is crucial.

Thank you for your co-operation. We look forward to hearing from you.

Yours sincerely,

Osian Jones
North Wales Field Officer

cc. Cllr Mair Rowlands, Vice-chair

MEETING:	LANGUAGE COMMITTEE
DATE:	JANUARY 29 2015
TITLE:	LANGUAGE COMPLAINTS
AUTHOR:	EQUALITY AND LANGUAGE OFFICER
PURPOSE OF REPORT:	PRESENT LATEST COMPLAINTS TO THE COMMITTEE

DATE	COMPLAINT	RESPONSE
October 2014	Complaint received through the Welsh Language Commissioner's Office on behalf of a Social Services user who received an English-only message	Social Services have researched the matter, identified the mistake and apologised. Confirmation received from the Commissioner's Office that they are satisfied with our reply and accept that this was a one-off incident, and not symptomatic of wider failings.
November 2014	Complaint regarding an English-only letter received from Social Services	Social Services have researched the matter, identified the mistake and apologised
November 2014	Complaint from former member of staff that he did not receive a Welsh-language P45	Finance Department looking into the complaint
December 2014	Complaint from a member of the public about a failure to act in accordance with the language of choice at a wedding ceremony	The Service has researched the matter, identified the mistake, taken steps to amend its procedures and apologised
January 2015	A complaint from a parent that a school distributed third party material that was in English only	The school has apologised and the external provider has also agreed to provide a bilingual version of the materials in the future