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

Cyfarfod / Meeting

PWYLLGOR IAITH
LANGUAGE COMMITTEE

***10.00AM, DYDD IAU, 23 EBRILL, 2015**

***10.00AM, THURSDAY, 23 APRIL, 2015**

**nodwch amser cychwyn y cyfarfod ogydd / please note meeting start time*

Lleoliad / Location

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

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PWYLLGOR IAITH LANGUAGE COMMITTEE

AELODAETH/MEMBERSHIP (15)

Plaid Cymru (8)

Y Cynghorwyr/Councillors

Craig ab Iago

Elwyn Edwards

Alan Jones Evans

Sian Gwenllian

Charles W. Jones

Liz Saville Roberts

Hefin Williams

[sedd wag / vacant seat]

Annibynnol/Independent (4)

Y Cynghorwyr/Councillors

Tom Ellis

Eric M. Jones

Eirwyn Williams

Elfed Williams

Llais Gwynedd (3)

Y Cynghorwyr/Councillors

Gweno Glyn

Alwyn Gruffydd

Gruffydd Williams

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

AGENDA

1. APOLOGIES

To receive apologies for absence.

2. DECLARATION OF PERSONAL INTEREST

To receive any declaration of personal interest.

3. URGENT BUSINESS

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

4. MINUTES

The Chairman shall propose that the minutes of the last meeting of this committee held on 29 January, 2015 be signed as a true record (attached).

5. SERVICE PRESENTATION

To receive a presentation on the Welsh language in the Leisure Service.

6. REPORT OF THE CABINET MEMBER – THE WELSH LANGUAGE

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

7. UPDATE ON THE LANGUAGE STANDARDS

To consider the report of the Democratic Services (and Language) Manager (attached).

8. LANGUAGE COMPLAINTS

- (a) To consider the report of the Senior Manager – Democracy and Delivery on the latest complaints (attached).
- (b) Complaint about the Implementation of Cartrefi Cymunedol Gwynedd's Language Plan - To present an update by the Senior Manager – Democracy and Delivery (attached).

9. PUBLIC CONSULTATION ON THE JOINT LOCAL DEVELOPMENT PLAN DEPOSIT PLAN

- (a) To submit a statement from Cylch yr Iaith regarding the Deposit Plan (attached).

- (b) To consider the committee's arrangements for assessing the response to the linguistic observations on the Deposit Plan.

10. LANGUAGE INVESTIGATION – THE USE OF THE WELSH LANGUAGE AT MEETINGS OUTSIDE THE COUNCIL

To consider the report of the Senior Manager – Democracy and Delivery (attached).

LANGUAGE COMMITTEE, 29.01.15

Present: Councillor Eirwyn Williams (Vice-chairman in the chair).

Councillors: Craig ab Iago, Elwyn Edwards, Tom Ellis, Alan Jones Evans, Alwyn Gruffydd, Siân Gwenllian, Eric Merfyn Jones, Elfed Williams, Gruffydd Williams and Hefin Williams.

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

Officers: Arwel E. Jones (Senior Manager – Corporate Commissioning Service), Colin Morris (Business Support Manager) and Eirian Roberts (Member Support and Scrutiny Officer).

Also in attendance: Meirion Davies (Development Director – Menter Iaith Conwy) and Dwynwen Hywel and Matthew Thomas (Welsh Language Commissioner’s Office).

Apologies: Councillors Gweno Glyn, Charles W. Jones and Liz Saville Roberts.

Sadness was expressed at the death of Councillor Huw Edwards following a long illness, and sympathy was extended to the family in their loss.

The committee stood as a mark of respect.

1. ELECTION OF A VICE-CHAIRMAN

RESOLVED to elect Councillor Eirwyn Williams as vice-chairman of this committee for the remainder of 2014/15.

2. DECLARATION OF PERSONAL INTEREST

Councillor Ioan Thomas declared a personal interest in item 8(b) on the agenda – Support for Business from the Welsh Language Commissioner – as his son worked for the Commissioner.

The member was not of the opinion that it was a prejudicial interest and he fully participated in the discussion on the item.

3. MINUTES

The Chairman signed the minutes of the previous committee meeting held on 23 October 2014 as a true record.

Matter arising from the minutes

Item 2 – Matter arising from the minutes of 26 June 2014

Item 6 – Social Housing Allocations

It was noted that a response had been received from the Minister for Communities and Tackling Poverty to the Housing Service’s letter noting members’ observations and concerns, but that the letter received was incomplete.

RESOLVED to circulate the Minister’s full response to members once it is available.

4. REPORT OF THE CABINET MEMBER – THE WELSH LANGUAGE

Presented – the Cabinet member’s verbal report – the Welsh Language, detailing two recent developments within the field, namely the discussions to impart the successes of Gwynedd’s Language Charter to other Councils in Wales, and the collaboration between the Council and Menter Iaith Bangor in preparing a bid for a grant from the capital fund for Language Initiatives.

RESOLVED to convey a message to the Business Group stating that this committee was eager for the next full Council to receive a presentation from the Cabinet Member for the Welsh Language on Gwynedd’s Language Strategy.

5. CREATION OF A WELSH LABOUR MARKET

Meirion Davies (Development Director – Menter Iaith Conwy), gave a presentation on the creation of a Welsh Labour Market in order to strengthen the economy and strengthen the position of the Welsh language across Wales. He analysed the position of the Welsh language, noting that the scheme’s main aim was to create an economic foothold for the Welsh language by reducing out-migration, identifying the demand for Welsh language services, expanding Welsh medium services, linking demand with work opportunities and identifying economic opportunities. A sum of £20,000 had been received from the Welsh Government to prepare a joint bid with Aberystwyth University for European funding for the scheme’s skills for individuals and social enterprise elements, and it was also intended to bid for match funding from the Government in due course.

«A discussion was held on the following questions / observations from members:-

- The scheme’s cost.
- The importance of strengthening the economy and working conditions in order to attract young people to the county and to retain them.
- Mitigate the impact of in-migration by retaining or attracting people back.
- The tendency to import nurses from other countries due to the Government cap on the numbers trained in this field annually.
- The lack of opportunities for young people in rural areas.
- The impact of the closure of small rural schools on the language, and how maintaining the population by creating work locally leads to keeping schools open.
- The need for young people to see themselves as part of the battle for the language, in order to further pressurise the Government.
- The need to do more to encourage young local people to be enterprising and to start their own businesses, rather than focussing attention on trying to attract large businesses from outside the area.
- A lack of Welsh medium NVQ Childcare training.
- The need to impart this Councils values to other bodies within the public sector, using the Local Services Board to promote this.
- The need to be proactive and award work to local companies employing Welsh speakers, and the importance of the Keeping the Benefit Local project.

RESOLVED

- (a) **To express the Committee’s support for the current work of the language initiatives to establish a scheme to create a Welsh Labour Market, and to provide any practical support requested.**
- (b) **To use the Local Services Board as a medium to persuade other public sector employers to adopt similar policies to Gwynedd Council regarding the Welsh**

language, and to report back on what is happening with collaboration with other public sector bodies.

Meirion Davies was thanked for the presentation.

6. SUPPORT FOR BUSINESSES

- (A) The Business Support Manager presented the Language and Equality Officer's report detailing what the Council does and what it could do to promote local businesses to make the best use of the Welsh language.

A discussion was held on the following questions / observations from members:-

- The tendency to award work to external suppliers, that could be undertaken by local craftspeople.
- Are the Council's existing arrangements sufficiently streamlined and robust, and do they sufficiently push the boundaries regarding legal requirements?
- The steps within the Keeping the Benefit Local scheme to increase the confidence of local businesses in the tendering process.
- The shortage of local companies to undertake work, and the uncertainty of local contractors of how to access Council work.

- (B) A brief presentation was made by Dwynwen Hywel from the Welsh Language Commissioner's Office on the services available from the Commissioner.

A discussion was held on the following questions / observations from members:-

- The schemes to promote, trial and launch the new Commissioner's website for businesses.
- The importance of ensuring that large companies buy into this.
- The role of members to promote the service within their wards.

In response to an enquiry from a member, Dwynwen Hywel confirmed that she could make a presentation to a group that encourages local businesses in Dyffryn Nantlle to use the Welsh Language.

RESOLVED to encourage councillors to disseminate the information about the services that are available to businesses within their areas, and to publicise this through *Rhaeadr* and the Gwynedd Business Network when the Commissioner's new website is launched.

Dwynwen Hywel was thanked for her presentation.

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

Submitted – a letter from the Welsh Language Society to the Committee's Chair noting the following questions in relation to the role and function of the Language Committee in the process of producing the Local Development Plan:-

- (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?

- (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?

In response to these questions, the Senior Manager – Corporate Commissioning Service noted that the development of the plan and the language impact assessment had received attention from the Language Committee, and he further explained:-

- That the specific functions delegated to the Language Committee were noted in the Council's Constitution.
- The committee had received a report at its meeting in March 2012 on the process of developing the Local Development Plan, and a discussion had been held on developing a methodology to undertake a sustainability assessment etc. Following a further report to the committee in October 2013 on the language impact assessment, the Planning and the Welsh Language Working Group was established. The Group met during 2014 and contributed to the further development of the methodology.
- The Language Committee was not a scrutiny committee, but individual members could submit their observations during the consultation period between mid February and the end of March.

During the discussion, it was noted:-

- That it was difficult to respond to questions (3) and (4) as the Deposit Plan had not yet been published.
- That the committee should re-state its objection to the proposed housing growth level in the draft Deposit Plan and its impact on local communities.

RESOLVED to leave the matter on the table for the time being and convene a special meeting of the committee to discuss the matter further after the publication of the deposit plan.

8. LANGUAGE COMPLAINTS

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

During the discussion, it was noted:-

- That heads of service should be made aware that the failures to conform with the Council's Language Policy were not acceptable.
- That the Wales Penalty Processing Partnership, which is part of Denbighshire County Council and which processes parking fines on behalf of Gwynedd Council, undertook its administration solely through the medium of English. In response, the Senior Manager – Corporate Commissioning Service noted that no specific complaint had been made this time, but that the matter could be discussed with the department with a request for a report back.

- (B) Considered – a complaint received by a member of the committee regarding the decision made by Cartrefi Cymundeol Gwynedd (CCG) to relax the Welsh language requirements for the posts of Resources Director and Assets and Infrastructure Director.

Submitted, Ffrancon Williams, CCG's Chief Executive's response to the complaint, noting:-

- CCG's Board had decided to relax the Welsh language requirements for both posts as exceptions to their Welsh Language Scheme in response to a set of circumstances. These included future business needs, an assessment of the necessary skills and experience to ensure the continuous viability of the business, an assessment of the availability of those skills and experiences in the employment market and the company's experience of the difficulties in trying to appoint candidates to senior and management posts that satisfied all the criteria of the posts, including the Welsh language requirement, especially those posts which required technical skills and experience in specific fields.
- The post of Assets and Infrastructure Director had been filled on an interim basis by a non-Welsh speaker for a period of 5 years, and during that period, it had not been possible to find a Welsh speaking candidate.
- The post of Resources Director had also been filled on an interim basis for a period of 2 years by a non-Welsh speaking individual, and since the departure of the last incumbent, temporary measures had been put in place to try to address the needs until a long term solution was found.
- CCG's Welsh Language Scheme aims had been positively maintained during these periods, and the annual monitoring report submitted to the Welsh Language Commissioner proved this, as 95% of the company's staff were Welsh speakers.
- Research had shown that there only a small cohort of individuals existed with the necessary skills and experience in the sector to undertake both the Director posts, even if this cohort were to be extended to include non-Welsh speakers. Restricting the posts to bilingual individuals would be a further barrier to the work of securing successful appointments.
- It had been decided not to include a contractual clause in relation to learning Welsh for these two roles, as it could be a substantial barrier in trying to attract candidates who would possibly be taking a substantial risk in their careers, relocating their families and giving up secure and permanent employment in another location. This could mean that the specific candidates that CCG would wish to attract would turn their backs on the opportunity.
- CCG's Board had committed to collaborating with relevant bodies on a long-term basis to overcome the difficulties faced by the company and other organisations in trying to appoint Welsh speakers to senior management posts in Wales.

During the discussion, it was noted:-

- (1) That CCG's decision not to include the Welsh language as an essential skill for two of its senior posts:-
 - Was contrary to the Language Scheme of the body which aims to promote the Welsh Language as CCG's internal language of administration, by providing training opportunities to staff to develop and improve their skills and confidence in the Welsh language.
 - Would lead to a decrease in the use of Welsh by the workforce and the body, as opposed to its promotion.
 - Would open the door for other bodies to follow the same route.
 - Would pose a significant and totally unacceptable risk to the Welsh language.
 - Would pose a significant risk to the Council's vision regarding the Welsh language.
 - Would pose a significant risk to the vision of Gwynedd's Language Strategy which has been approved by the Cabinet and Gwynedd Council and key partners within the county.
 - Was contrary to the Welsh Language Commissioner's advice that the process should be deferred.

- (2) Gwynedd Council had been responsible for establishing the body, to deliver one of the county's most important services on behalf of the Council, namely to provide housing, and that CCG had a duty to respect Gwynedd's Language Policy.
- (3) The English language was an essential qualification, which was taken for granted, for every public post in Wales. Only a comparatively small number of posts requested the Welsh language as an essential qualification, and it was important not to concede at all with those posts.
- (4) Gwynedd's Language Strategy referred in a number of places to the importance of using Welsh in the workplace, and in providing services to the public. It was also important to emphasise the need for more bodies to follow Gwynedd Council's example in normalising the Welsh language as the internal language of administration and communication.

RESOLVED

- (a) To call upon Cartrefi Cymunedol Gwynedd to adhere to its Welsh Language Policy in this specific case and in future.**
- (b) To request the support of Hunaniaith, following its commitment to increasing the use of Welsh among its partners in all sectors of life in Gwynedd, to bring pressure upon bodies such as CCG to strengthen and maintain their policies and Language Schemes.**
- (c) To request a comprehensive report by the next meeting, to consider the 'lessons to be learned' from this specific case, and to ask for collaboration from the Welsh Language Commissioner and other bodies, such as Hunaniaith, in preparing the report.**
- (ch) To request clear recommendations on what additional steps need to be introduced to ensure that voluntary bodies and others adhere to the detail of other language policies when responsibilities are externalised / transferred from Gwynedd Council.**
- (d) To call for a full explanation of the responsibilities of Gwynedd councillors who are Gwynedd Council's nominees on external bodies, in relation to the safeguarding of the Council's language policy, noting that they are expected to undertake their duties by observing Gwynedd Council's perspective, and that this is communicated to all Gwynedd councillors.**
- (dd) To call upon the Welsh Language Commissioner to clarify the current statutory situation regarding the Language Schemes of various bodies. Bearing in mind the changes that are afoot following the publication of the Language Standards, that will be relevant to local authorities and public sector bodies, clarification from the Welsh Language Commissioner's is sought on the status of arm's length bodies and charities in relation to the Standards.**
- (e) Ask CCG to hold specific discussions with the Council on the issue, following the receipt of legal advice on the Council's specific rights.**
- (f) Emphasise the Council's appreciation of the good work delivered by CCG, but noting that this issue is a cause of concern.**

9. LANGUAGE INVESTIGATIONS

The Senior Manager – Corporate Commissioning Service noted that the brief for the Language Investigation – the Use of the Welsh Language, had been agreed with the investigation members, and that the group's first meeting would be held on 23 February.

A paper was distributed by Councillor Craig ab Iago, the Language Champion, suggesting a number of work streams that the committee could investigate.

The importance of investigating the matters over which the Council has the most influence and where a difference could be made, such as licensing and grants, was emphasised.

The member was thanked for preparing the paper.

RESOLVED to consider the suggestions, in conjunction with the Language Champion, and submit proposals to the committee on the areas that would be practical subjects for an investigation.

At the end of the meeting, it was agreed to send the committee's greetings to Ruth Richards, the former Language and Equality Officer, following her appointment as Chief Executive of *Dyfodol i'r Iaith*, and to wish her well in the future.

The meeting commenced at 10.30am and concluded at 1.20pm.

MEETING	Language Committee
DATE	23 April 2015
TITLE	Update on the Language Standards
AUTHOR	Debbie Anne Williams Jones (Democratic Services (and Language) Manager)
PURPOSE OF THE REPORT	Update the committee on the timetable and the next steps of imposing the Language Standards on organisations

1 BACKGROUND

- 1.1 On 24 March 2015, the National Assembly for Wales approved the regulations that determine the Welsh Language Standards.

2 IMPLEMENTING THE STATUTORY PROCESS

- 2.1 This means that the Welsh Language Commissioner can now move forward to implement the statutory process – according to the Welsh Language (Wales) Measure 2011 – of imposing standards on organisations.
- 2.2 In accordance with the Measure, it is a matter for the Language Commissioner to determine which Standards to impose on each organisation by way of a ‘compliance note’, and also the date by which they are required to comply with the Standards.

3. WELSH LANGUAGE STANDARDS

- 3.1 The following is a link to the Regulations which were unanimously approved by the plenary meeting of the Assembly on Tuesday, 24 March 2015. The Regulations came into effect on 31 March 2015.
[http://www.assembly.wales/laid%20documents/sub-ld10115%20-%20the%20welsh%20language%20standards%20%20\(no.%201\)%20regulations%202015%20rheoliadau%20safonau%e2%80%99r%20gymraeg%20\(rhif%201\)%202015/su b-ld10115-e.pdf](http://www.assembly.wales/laid%20documents/sub-ld10115%20-%20the%20welsh%20language%20standards%20%20(no.%201)%20regulations%202015%20rheoliadau%20safonau%e2%80%99r%20gymraeg%20(rhif%201)%202015/su b-ld10115-e.pdf)
- 3.2 Schedule 1 of the Regulations specifies **service delivery standards** (1-87). The service delivery standards are numerous, and involve the way in which an organisation communicates with:
- i) other bodies

- ii) staff
- iii) public

The standard concerning meetings organised by bodies which are open to the public notes that it must be ensured that simultaneous translation services from Welsh to English are available, and those present must be notified orally in Welsh –

- (a) that they are welcome to use the Welsh language, and
- (b) that simultaneous translation services are available.

- 3.3 Schedule 2 of the Regulations specifies **policy making** standards (88-97)
The policy making standards concern how consideration is given to the Welsh language when making, amending or reviewing policy whilst ensuring that a policy has positive or increased positive effects, or no adverse or decreased adverse effects on:
- (a) opportunities for people to use the Welsh language
 - (b) not treating the Welsh language less favourably than English

Similarly, there is a standard for making, amending or reviewing policy on awarding grants which notes which effects if at all (positive or detrimental) that awarding a grant would have on:

- (a) opportunities for people to use the Welsh language
- (b) not treating the Welsh language less favourably than English

Similarly, when commissioning or undertaking research to assist with making policy decisions, it must be ensured that the research considers how the policy decision in question can be made in order to have positive, or increased positive effects, or no adverse or decreased adverse effects on:

- (a) opportunities for people to use the Welsh language, and
- (b) not treating the Welsh language less favourably than English.

- 3.4 Schedule 3 specifies **operational** standards. (98-144)
The operational standards involve internal use of the Welsh language, and the way in which an organisation uses the Welsh language in its day to day operations with staff.

The standards regarding using the Welsh language for internal administration notes that a policy must be developed on the internal use of the Welsh language, with the intention of promoting and facilitating the use of the Welsh language.

Several of the standards also note the need to publish policies such as performance management, absence from work, working conditions etc. in Welsh.

One standard in the context of information technology notes the need to provide computer software for staff to check spelling and grammar in Welsh ; and another standard notes the need to provide Welsh interfaces for software (where an interface exists).

The standards relating to developing Welsh language skills through workforce planning and training make it mandatory to assess the Welsh language skills of staff; and to provide text or a logo for staff e-mail signatures which enable them to denote whether they are fluent Welsh speakers or learners.

3.5 Schedule 4 of the Regulations specifies **promotion standards** (145-146).

◀ The promotion standard makes it mandatory to produce and publish a 5 year strategy explaining how it is intended to promote the Welsh language and to facilitate the use of the Welsh language more widely in the area. The strategy must include:

- a) a target (the percentage of speakers in the area) for increasing or maintaining the number of Welsh speakers in the area by the end of the 5 year period concerned
- b) a statement setting out how it is intended to reach that target.

The strategy must be reviewed and a revised version of the strategy published within 5 years of publishing a strategy.

Following the publication of a strategy, the promotion standard notes the need to:

- a) assess to what extent the organisation has followed that strategy and has reached the target set by it
- b) publish the assessment, ensuring that it contains the following information:
 - i) the number of Welsh speakers in the area, and the age of those speakers
 - ii) a list of the activities which were arranged or funded during the previous 5 years in order to promote the use of the Welsh language.

3.6 Schedule 5 of the Regulations specifies **record keeping** standards (147-154).

The record keeping standard makes it a requirement to:
keep a record of the number of complaints received relating to compliance with the standards.

keep a record of the steps taken in order to ensure compliance with the policy making standards.

keep a record of the number of employees who have Welsh language skills; where the information is available, a record must be kept of the skill level of those employees.

3.7 Schedule 6 of the Regulations specifies standards which deal with **supplementary matters**.

These supplementary matters include standards that make it a requirement to ensure that there is a document available which records the following standards that must be complied with:

- i) service delivery (155-160)**
- ii) policy making (161-166)**
- iii) operational (167-172)**
- iv) promotion (173-174)**
- v) record keeping (175-176)**

and that it is available:

- (a) on the website**

(b) in each of the offices that are open to the public.

4. THE TIMETABLE

4.1 The process of imposing the Language Standards for the first round of 26 organisations including Welsh Ministers, County Councils and County Borough Councils, and National Park Authorities will correspond with the following timetable:

- **April-June 2015**

The Language Commissioner will prepare individual draft compliance notices for each of the organisations

- **22 June 2015**

A consultation period with the organisations on the contents of the compliance notices will begin in accordance with section 47 of the

Measure

- **20 July 2015**

The consultation period ends and the Language Commissioner analyses the responses, and prepares the final compliance notices for each organisation.

- **September 2015**

The Commissioner gives final compliance notices to the 26 organisations in accordance with section 44 of the Welsh Language (Wales) Measure 2011.

MEETING:	LANGUAGE COMMITTEE
DATE:	23 APRIL, 2015
TITLE:	LANGUAGE COMPLAINTS
AUTHOR:	SENIOR MANAGER – DEMOCRACY AND DELIVERY
PURPOSE OF REPORT:	PRESENT LATEST COMPLAINTS TO THE COMMITTEE

DATE	COMPLAINT	RESPONSE
March 2015	A complaint through the Office of the Commissioner about a weakness in the provision by Cyd-Cymru to which the Council refers residents to try to save home energy costs	A reply was provided noting that this was not a Council service but that steps had been taken to ensure that as much of the service as possible was available through the medium of Welsh (all the steps bar one). We are awaiting the Commissioner's response.

MEETING:	LANGUAGE COMMITTEE
DATE:	23 APRIL, 2015
TITLE:	COMPLAINT ABOUT THE IMPLEMENTATION OF GWYNEDD COMMUNITY HOMES' LANGUAGE PLAN
AUTHOR:	SENIOR MANAGER – DEMOCRACY AND DELIVERY
PURPOSE OF REPORT:	TO PRESENT AN UPDATE TO THE COMMITTEE.

1. At its last meeting, this Committee had a discussion on concerns about recent action by Gwynedd Community Homes advertising two senior management posts without any requirement to speak Welsh.
2. Following the Committee's decisions, there was correspondence with Gwynedd Community Homes and the Office of the Welsh Language Commissioner. The purpose of this report is to report back on that.
3. With regard to Gwynedd Community Homes (CCG), they moved ahead with the appointments. By now, I understand that both posts have been filled. We have asked CCG whether they are willing to receive a deputation from the Council but, so far, no date for such a meeting has been set.
4. With regard to the Welsh Language Commissioner, although CCG, as a housing association is not subject to the 1993 Welsh Language Act, the Commissioner has been in touch with CCG on the issue.
5. In recent correspondence, the Commissioner's Office have stated that they plan to publish a report "on the recent dealings between the Commissioner and CCG that will primarily be a factual report (but the document will also include an explanation of the extent of the Commissioner's powers in the case.)" The report will be published on the Commissioner's web-site but, at the time of writing this report, the report has not yet been published.
6. In the meantime, I have raised a more general matter with the Commissioner's Office, the fact that the Council, because of the financial challenge it faces, will have to look at different models of service provision and commissioning within the county. We have invited the Commissioner's Office to an early discussion about the sorts of models that the Council might consider and whether there are some 'forms of outsourcing and delegating services' that would be safer in terms of conformity with the Council's language standards.
7. Subject to the views of the Committee, I would propose to move ahead to hold those discussions over the coming weeks reporting back to the Committee on that.

Requirements

The total housing growth for both counties and the growth distribution and the designations within them should be reviewed. The review of the Deposit Plan should be based on evidence deriving from studies of the following key factors:

- **Comprehensive survey of the community need for housing**
- **Numbers and nature of the communities' current housing stock**
- **Correlation between household income and the ability to enter the housing market**
- **Numbers and nature of houses for sale/to let in the communities**
- **Comprehensive analysis of data from the 2011 Census (including ward-level migration figures).**

A new language impact assessment in accordance with the principles of the sociology of language should be undertaken by external language consultants. The assessment should be based on the evidence from the studies of the abovementioned key factors in order to show the actual situation of the Welsh language in the communities and reach logical and reliable conclusions.

The Deposit Plan must satisfy community need and must contribute to sustaining and reinforcing the Welsh language in Gwynedd and Anglesey.

MEETING:	LANGUAGE COMMITTEE
DATE:	23 APRIL, 2015
TITLE:	LANGUAGE INVESTIGATION – THE USE OF THE WELSH LANGUAGE AT MEETINGS OUTSIDE THE COUNCIL
AUTHOR:	SENIOR MANAGER – DEMOCRACY AND DELIVERY
PURPOSE OF REPORT:	TO PRESENT AN UPDATE TO THE COMMITTEE.

1. This Committee has decided to follow a system of investigating specific issues in greater depth, on the pattern of scrutiny investigations, and has agreed that the first investigation should be into the use of the Welsh language at meetings outside the Council.
2. The purpose of the Investigation is to:-
 - a) understand the current use of the Welsh Language at meetings and
 - b) to ensure and facilitate compliance with clause 3.3.5. in the Council's Language Scheme, which is: "Staff are instructed to contribute through the medium of Welsh at externally-arranged public meetings, committees and conferences, and to request simultaneous translation."
 - The areas under consideration can include:-
 - Pressing external bodies and organisations to provide simultaneous translation
 - Chairing meetings bilingually and how to encourage from the Chair
 - Contributing to meetings through the medium of Welsh
 - How to communicate needs effectively and memorably
2. The Investigation has started its work and will be holding its second meeting this month when it will interview the Leader, relevant Cabinet Member and Chief Executive on their experience on the use of the Welsh Language at meetings outside the Council. In addition, the Investigation will interview Dr Enlli Thomas from Bangor University who will advise the Investigation on the psychology of the use of language.
3. Whilst this is underway, the Investigation will also be distributing two questionnaires, one for the Council's Managers and Elected Members who attend external meetings and the other being sent to outside bodies to which the Council send representatives.
4. The questionnaire for managers and members will seek honest responses on their use of the Welsh Language at outside meetings and seek to work through what is needed for them to be more confident in their use of the Welsh language at such organisational meetings.
5. The questionnaire for external bodies will ask, amongst other things, what provisions are in place to promote the use of the Welsh Language at meetings.
6. The Investigation will then look at thematic areas to see what can be learnt about promoting the use of the Welsh Language at meetings.
7. The hope is that the Investigation will have completed its work so that it can report back to the Language Committee by its meeting in the autumn.
8. Having completed this, the Committee will then have to decide, in due course, on the area it wants to investigate next after a further discussion with the Welsh Language Champion.