



Complete Agenda

Democratic Service
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

LANGUAGE COMMITTEE

Date and Time

9.30 am, WEDNESDAY, 1ST MAY, 2019

Location

Siambwr Hywel Dda, Council Offices, Caernarfon, Gwynedd, LL55 1SH

Contact Point

Rhonwen Jones

01286 679780

RhonwenJones@gwynedd.llyw.cymru

(DISTRIBUTED 24/04/19)

LANGUAGE COMMITTEE

MEMBERSHIP (15)

Plaid Cymru (8)

Councillors

Elwyn Edwards
Aled Ll. Evans
Elin Walker Jones
Elfed Williams

Alan Jones Evans
Judith Mary Humphreys
Olaf Cai Larsen
Charles Wyn Jones

Independent (5)

Councillors

Elwyn Jones
Kevin Morris Jones
Eirwyn Williams

Eric M. Jones
John Pughe Roberts

Llais Gwynedd (1)

Councillor

Alwyn Gruffydd

Gwynedd United Independents (1)

Vacant Seat

Aelodau Ex-officio / Ex-officio Members

Chair and Vice-Chair of the Council

Other Invited Member

Councillor Nia Jeffreys, Cabinet Member Corporate Support - The Welsh Language

A G E N D A

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

4 - 10

The Chairman shall propose that the minutes of the previous meeting of this committee held on 17 January 2019, be signed as a true record.

5. CABINET MEMBER REPORT

11 - 13

Give members an update on the main developments in respect of the Welsh Language.

6. PRAISE AND COMPLAINTS REPORT

14 - 15

Present the latest information about complaints and instances of good practice to the members.

7. HUNANIAITH - GWYNEDD'S LANGUAGE INITIATIVE

16 - 21

This report is submitted in order to provide a background to Committee members about the existing work and priorities of the initiative.

8. LANGUAGE COMMITTEE MEETINGS

22 - 24

The aim of the report is to consider the number of ordinary meetings of the Committee which are held during the municipal year.

LANGUAGE COMMITTEE 17 JANUARY 2019

Present:

Councillors: Alan Jones Evans, Aled Evans, Alwyn Gruffydd, Judith Humphreys, Charles Wyn Jones, Elwyn Jones, Eric M. Jones, Kevin Morris Jones, Cai Larsen, Eirwyn Williams and Elfed Wyn Williams.

Officers: Gwenllïan Mair Williams (Welsh Language Services Manager), Annes Siôn (Member Support Officer), Rhonwen Jones (Member Support Officer)

Others invited: Councillor Edgar Wyn Owen (Vice-chair of the Council)

For items 7 and 8: Garem Jackson (Head of Education Department)

1. APOLOGIES

Cabinet Members and officers were welcomed to the meeting.

Apologies were received from Cllr Elin Walker Jones and Nia Jeffreys, the Cabinet Member for the Welsh Language.

2. DECLARATION OF PERSONAL INTEREST

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

3. URGENT ITEMS

No urgent items were received.

4. MINUTES

The Chair signed the minutes of the previous meeting of this committee held on 18 October, 2018 as a true record.

5. REPORT BY CABINET MEMBER FOR THE WELSH LANGUAGE

The Welsh Language Services Manager submitted the report in the absence of the Cabinet Member. It was noted that it had been a quiet period with promotion plans ongoing. It was stated that the Welsh Language Promotion plan was developing well and that an update would soon be brought before the Language Committee.

Attention was drawn to the 'Common Voice Cymraeg' plan that was currently being developed. It was noted that the plan was an attempt to create free data to identify voices, so that machines could understand what you tell them in order to respond. It was added that a campaign would be held in March to encourage people to contribute to the plan, the more variety of voices the machine received, the better it would be able to interpret them.

It was confirmed that Hunaniaith had received a grant for the next two years and that a draft work programme had been created. It was reiterated that discussions were being held with Welsh Government in order to professionalise the field.

6. THE WELSH LANGUAGE COMMISSIONER'S ASSURANCE REPORT - MEASURE OF SUCCESS

Submitted - the report noting that another census would be conducted in two years. It was noted that the report had been submitted at the previous meeting but that a summary was required and a discussion held on the relevant features for Gwynedd. It was stated that the Welsh Language Commissioner published a report every year that was the subject of research by its officers on the successes of organisations in implementing and complying with Welsh language standards. It was added that they published the reports in order to offer an independent opinion to inform Welsh speakers, to draw the attention of organisations to successful practices and to provide evidence for politicians. It was stated that this report was a report on 2017/18, noting that development work had now been undertaken.

It was explained that the report highlighted three main challenges for organisations as noted below:

- Develop their provision in order to ensure that Welsh services were available and of good quality, and that they did not treat the Welsh language less favourably than English
- Improve understanding of the reasons for users' decisions, and take positive steps to promote and facilitate the use of Welsh language services
- Give detailed and strategic consideration on how to increase opportunities to use Welsh.

The Welsh Language Services Manager stated that the report raised many points of interest, but that she would focus on three recommendations for organisations.

Recommendation 1 - Although user experiences were still improving, it was noted that consistency was required in order to give people faith that services were always available through the medium of Welsh, and that Welsh would not be treated less favourably than English. It was stated that Technology was the matter in question and that many developments had been seen after a survey on the self-service machines had been undertaken. However, although this was positive, it was reiterated that care needed to be taken with new apps to ensure that both languages worked. It was added that there was a need to look into creating apps ourselves rather than attempting to modify some that were already available in English.

Recommendation 2 - It was noted that the recommendation was for organisations to encourage the use of Welsh language services, make them easy to use, and to understand users' real experiences. It was stated that this recommendation had been discussed on more than one occasion, and that the evidence submitted did not raise any new concerns. It was noted there was a need to think about a way of dealing with the barriers. It was added that some Council departments had attempted to make more use of clear Welsh and to reduce the use of more technical words.

Forms were discussed noting that research in Bangor had shown that only half of participants had chosen to complete forms through the medium of Welsh. It was noted that it raised the question whether there was a need to create bilingual forms, and to consider simple steps to change this. It was noted that the national report specified that people would be 'very likely to make a job application in Welsh if Welsh is essential' for the post. However, it was noted that a high number of job applications in Gwynedd were being submitted through the medium of English. It was added that this was the case although a level of Welsh was essential for every post.

In looking at the use of Welsh at public meetings, it was stated that the standards noted it was possible to contribute through the medium of Welsh. It was noted that Council policy noted that all Meetings were held through the medium of Welsh. It was stated that this needed to be highlighted to the Language Commissioner.

Recommendation 3 - it was noted that the recommendation was the need for organisations to give strategic and detailed consideration to increasing the use of Welsh when making policy decisions, and in terms of the internal operating language. It was noted there was a need to assess the Council system of assessing impact as the standards required organisations to consider how a decision could be implemented in a way that led to positive effects on the Welsh language. By examining work undertaken through grants and contracts, it was acknowledged that work needed to be done in this field. It was added that it was a priority.

Observations arising from the discussion

- It was stated that the report showed enthusiasm in the field, but that over 60% of respondents who were part of the data did not use the language as a result of confidence-related reasons. It was stated that there was a need to address this and increase confidence. There was also a question regarding sample size and the people questioned and a discussion was held on how scientifically accurate was the sample.
- A discussion was held on starting conversations in Welsh, enquiring whether or not this happened in all locations within the Council, including Leisure Centres. It was noted that work had been done and that all staff members were expected to start conversations through the medium of Welsh. It was noted that exercises might need to be undertaken to see whether or not this occurred in every location. It was added that verbal use of the Welsh language was seen on all job descriptions.
- Job applications were discussed noting that it may be an idea to include a section to demonstrate Welsh writing skills as part of the Council's Application Form.
- When examining the forms, it was stated that information needed to be collected to consider creating bilingual forms. It was added that an understanding of how to use, understand and develop data needed to be ensured initially. The need to put a programme together on how to collect information was stated.
- When discussing the Standards' requirement for Gwynedd Council to 'consider how a decision can be implemented in a way that leads to positive effects on the Welsh language', it was noted that the Council should be much better at doing this. It was stated that the Council undertook impact assessments which identified the linguistic risks but people might take this field for granted. It was noted that Gwynedd residents may entrust members to ensure that the Welsh language received precedence. The need for the Council to undertake additional

steps to ensure that the Welsh language was a priority was noted and to be more proactive.

- It was stated there was an increase in the number of posts where Welsh-speakers were required - and it was enquired what the department was doing to share this message with school pupils. It was noted that Hunaniaith was undertaking regular work with young people, but it was noted that it was a field where they examined how information was shared and a further discussion was needed on the field.

DECISION

The report was accepted.

7. PROGRESS REPORT ON THE WELSH IN EDUCATION STRATEGIC PLAN

The report was submitted noting that the Head of Education Department would go through the seven outcomes that were part of the Strategic Plan in order to have a discussion on the fields.

Outcome 1 - More seven year old children educated through the medium of Welsh. The Head of Education Department stated that the target of 99.1% was a totally ambitious target and that the actual percentage was 97.9%. It was noted that one of the reasons for not reaching the target was children who were latecomers with no Welsh. It was added that one school in the Bangor catchment area had more linguistic independence as it was a religious school. Following new appointments to the school, it was noted that changes had been seen in the school's attitude towards the language.

Outcome 2 - More learners continuing to improve their Welsh language skills when transferring from primary to secondary school. It was noted that the percentage was low and was 83.4% compared with the target of 84.7%. It was stated that this was because of one secondary school in Bangor. It was stated that work was being undertaken with the school and that substantial improvement had been seen with an increase in the number of pupils using Welsh as their first language.

Outcomes 3 and 4 - More students aged 14-16 studying subjects through the medium of Welsh and more learners aged 14-19 studying subjects through the medium of Welsh in Schools, Colleges and through Work-based Learning. It was noted that there was encouraging data for the 14-19 pathway. It was noted that it was difficult to give a full quantification of how many sat their examinations through the medium of Welsh. In 2016-17, it was noted that 79% had registered to sit GCSE Welsh First Language. It was noted that the department continued to work with the schools to ensure conditional courses through the medium of Welsh.

Outcome 5 - More learners with higher skills in Welsh. It was noted that the first target - namely that 77.2% of pupils at the end of Key Stage 4 achieved A* Grades in GCSE was a challenging target. It was stated that Gwynedd's percentage was higher than the percentage of many counties. It was stated there had been a drop in percentages this year which corresponded with the national drop in results. It was expressed that the results of this outcome corresponded with the county's investment in immersing young people in the language.

Outcome 6 – Welsh-medium Provision for Learners with Additional Learning Needs. It was noted that no targets were available for additional learning needs provision and that this was a result of the fact that bilingual provision was available for all pupils.

Outcome 7 - Workforce Planning and Continuous Professional Development. It was noted that this was a matter that had been raised specifically on a regional level. The reason being as a high quality workforce needed to be ensured in order to reach the target of a million Welsh speakers. It was stated that the skills of teachers needed to be improved and that schools needed to lead on increasing the use of Welsh. When the Secondary Language Charter and schools was discussed, it was noted that Ysgol Friars and Tywyn had been very proactive and had contributed much more towards the discussion. In Ysgol Tywyn, it was stated that exceptionally good work had been completed and that the Welsh language had trickled into the community through the plan.

Observations arising from the discussion

- It was enquired about the use of the language with parents who home schooled their children. On a national level, it was noted that the number of parents who home schooled their children had increased but that they continued to be a very low percentage.
- The Bangor catchment area was discussed in particular as re-structuring work was afoot, and it was enquired whether it would make a difference in terms of language for the religious school. As part of the re-structuring work it was stated that the children would tend to move to two other schools in Penrhosgarnedd.
- A discussion was held on the reduction in the number of children who were assessed through the medium of Welsh by Key Stage 3 - it was noted that the reason for this was one Secondary School in Bangor.
- It was noted that it would be a good idea to invite staff and pupils from Ysgol Tywyn to a meeting of the Welsh Language Committee to discuss how the Secondary Language Charter had gone further and had been able to change attitudes towards the language within the community. It was stated that the good practices within Ysgol Tywyn needed to be noted so that it would be possible to disseminate them to other schools across the county.
- It was discussed whether or not it would be possible to network with schools across Wales and not Gwynedd alone, as perhaps there was a need to share the county's good practices across Wales. It was stated that good practices were being shared on a regional level through GwE.
- It was noted that good work was being undertaken in schools and that statistics were exceptionally good. It was stated that Ysgol Dolbadarn had been graded as excellent in the five fields, and was one of two schools throughout Wales that had been graded as excellent in the field.

DECISION

The report was accepted.

8. RESTRUCTURING OF LANGUAGE CENTRES

The Head of Education Department submitted information on the re-structuring of the Language Centres in Gwynedd. In accordance with correct procedure, the Head of Education emphasised that we would only be briefing today. It was noted that four options

for consideration had been discussed following consultative processes between the Human Resources Department, Education staff, direct staff and the Union in October 2018.

It was noted that a consultative discussion had taken place in October 2018 to respond to the department's financial position for 2019/20 which anticipated a deficit of £96,000. It was noted that the Education service could not justify the cost of providing match funding.

It was noted that the best way forward, without causing a defective cut to teaching standards and to protect the workplace, was to employ two people for every centre. The current framework and employment structure of the Language Centres was examined questioning the best way to proceed. With inflation in the salaries and pensions of employed workers already, it was stated that cost effectiveness would be considered prior to implementing any cuts; the four options by the department were expanded upon.

Before submitting the options, it was emphasised that the service had examined the budgetary aspect, the impact on the standard of teaching Welsh, and ensuring safety within the centres (i.e. a minimum of two people for every centre).

The following options were outlined:

Option 1:

- Close one Primary Language Centre.
- Increase the capacity of every Language Centre to 19 learners.
- A staffing structure of a Leader and a Teacher at every Language Centre.

Option 2:

- Every Language Centre to remain open.
- The capacity of the Dolgellau Language Centre increased to 16. The capacity of every other Language Centre to remain the same.
- A staffing structure of a Leader and a Teacher at every Language Centre.

Option 3:

- Every Language Centre to remain open.
- The capacity of the Dolgellau Language Centre increased to 16. The capacity of every other Language Centre to remain the same.
- One Leader for all Primary Language Centres, a staffing structure of a Teacher and an Assistant at every Language Centre (where the Leader is not based).
- A staffing structure of a Leader and an Assistant at the Secondary Language Centre

Option 4:

- Every Language Centre to remain open.
- The capacity of the Dolgellau Language Centre increased to 16. The capacity of every other Language Centre to remain the same.
- One Leader for all Primary and Secondary Language Centres, a staffing structure of a Teacher and an Assistant at every Language Centre (where the Leader is not based).

Observations were received from Members and a reference was made to the objection to the options provided by the Education service. Concern was noted about the quality of the education if one of the above options would have to be chosen. Members felt that they would prefer to hold a further discussion with teachers regarding the options. In response, the Head of Education Department noted that legal discussions had been held with teachers in accordance with requirements.

It was explained that the item would be put before the Education and Economy Scrutiny Committee on 24 January 2019.

DECISION

The report was accepted.

9. LANGUAGE COMPLAINTS

The item was submitted noting that there was no written report. It was stated that a full report would be included at the next meeting. It was explained that the main item for discussion was staff's out-of-office messages, internal messages in particular, as all members were now included as Council staff. It was noted that a complaint had been raised that all out-of-office messages sent internally were in Welsh only. It was questioned whether or not they should be bilingual; it was resolved that it needed to remain in Welsh only and to explain to the member who had raised the matter.

| | |
|--------------------------|--|
| MEETING: | LANGUAGE COMMITTEE |
| DATE: | 1ST May 2019 |
| TITLE: | Cabinet Member Report |
| AUTHOR: | Councillor Nia Jeffreys |
| PURPOSE OF REPORT | Give members an update on the main developments in respect of the Welsh language |

1. Dafydd Orwig Award

Two awards are given each year by now, to acknowledge individuals within the Council who have learnt the Welsh language, and also to recognise individuals or teams who have made an exemplary effort, or who have gone beyond their day to day work, to promote the Welsh language, and to ensure that the public and service users can access Welsh language services without any barriers.

The awards were won this year by Nancy Wilkinson (Environmental Officer in YGC) and the Health, Safety and Wellbeing Service (for their work in securing Welsh language resources for the IOSH accreditation).

2. The Welsh Language Priorities set in the Council Plan

2.1 Developing a Welsh Language Strategy

Work is progressing, but needs to pick up momentum over the next few months. Priority will be given to establishing the procedure for collecting information and examples of work that contributes to the *Welsh Language Promotion Plan*.

Since the beginning of April a development officer is being shared between the Language Unit and the Learning and Development team, with the plan that the time of the officer will be split between supporting the work on the language specifications and the implementation of the monitoring aspect of the language promotion plan.

2.2 Promoting and facilitating the use of the Welsh language as a natural means of communication in the community through the work of Hunaniaith

There is a report on the work of Hunaniaith as part of this meetings programme.

3. The Projects of the Council Plan

3.1 Businesses using the Welsh Language

The Committee will have a presentation from the Gwynedd Welsh in Business Support Officer in this meeting. The Welsh in Business project is one example of work being done outside and beyond the services of the Council to encourage businesses in Gwynedd to use the Welsh language, and to offer Welsh language services.

A piece of mapping work is being done at present to look at what support is offered by Council staff and external partners, in order to try and identify the gaps and provide recommendations for further steps the Council can take.

3.2 *Welsh language and the Public Services*

The Welsh Language sub-group meets regularly to develop projects on the basis of the priority set by the Public Service Board to promote the language. Projects are being developed to try and tackle varying issues, but there are two main themes to the work:

Theme 1: Sharing good practice amongst the public bodies – how we learn from each others experiences as public bodies, and move towards an unified approach to the way we deal with varying challenges in regards to providing bilingual services.

Theme 2: The experience of the citizen – how we ensure consistency in the way the Welsh language is seen and heard in the first contact between service and user, and how we can encourage more people to use the Welsh language services offered.

This work is in it's first stages, and we will update the Language Committee as things progress.

3.3 *Welsh in the Workplace*

The work on the language specifications is moving along well, and the Welsh Language Learning and Development Officer is reporting a good response from the front line services that have been targeted so far, and an increase in the number of staff that are enquiring about training or help of some sort to improve their Welsh language skills.

4. Other developments

4.1 The new Supplementary Planning Guide for the Welsh language is due to be adopted soon, and discussions are being undertaken between the language unit and the planning department to ensure that the referral arrangements needed will be in place.

4.2 A campaign was run recently to promote and support the work of the Common Voice project. This is a project being lead by Bangor University, in conjunction with Mozilla, to develop the language data sets needed to develop language recognition software and technology. The campaign in the Council was launched over St Davids day, and the language unit will be working with the communication team over the next few months to raise awareness of the project and to encourage staff members to take part.

- 4.3 The Council have been trying to make small changes to strengthen the status of the Welsh language as the administrative language of the authority. Gwynedd Council is one of the only, if not the only public body to be using llyw.cymru exclusively for their email addresses, and there is a mission across the council departments to encourage more staff members to use the Welsh interface on their computers.

Agenda Item 6

| | |
|--------------------------|--|
| MEETING: | LANGUAGE COMMITTEE |
| DATE: | 1 May 2019 |
| TITLE: | Praise and Complaints Report |
| AUTHOR: | Gwenllian Mair Williams Welsh Language Development Officer |
| PURPOSE OF REPORT | Present the latest information about complaints and instances of good practice to the members. |

Successes in promoting the Welsh language and securing Welsh language services for residents:

There are two particular cases in the last few months where staff members have gone above and beyond to ensure the language is promoted and that users can access quality Welsh language services.

1. **IOSH training materials** – the Health, Safety and Welfare Service was recognised in the Council awards recently for their work in securing that staff can follow IOSH training completely through the medium of Welsh. Council staff members had been leading training sessions in this field for some time, but having to use English only materials as they were not provided bilingually by the chartered body. The matter had been referred to the Welsh language Commissioner to get their support and influence, but in the end it came down to the perseverance of the team members, who raised awareness of the requirements of the language Standards, and the need and demand from council staff for Welsh language materials that manages to change the situation.
2. **New online forms for Blue Badge application from direct.gov** – the manager of Siop Gwynedd and Galw Gwynedd and her team have recently been working hard to try and ensure the new online forms are not only available in Welsh but of a decent standard. The Council have refused to transfer to the new online system until the quality of the translations provided are up to standard. The team noticed numerous mistakes and errors while proofing the system, and have been working to correct the matter, contacting the team in direct.gov as well as Welsh Government. The translating unit and the Website team of the Council were also included in this work to ensure quality and consistency. To date, not all of the changes requested have been made, and so discussions are ongoing and the new system is not being used.

COMPLAINTS RELATING TO COMPLIANCE WITH THE LANGUAGE STANDARDS

3 complaints and enquiries were received by the Council since January 2019, with a decision not to proceed with an investigation in all three cases.

1. Standard email sent in English only in a response to an email from GwE.

The investigation was terminated after the Commissioner received correspondence from GwE, confirming that steps had been taken to rectify the matter, and also from the legal team of the Council stating that the standards set on the Council were not relevant in this matter because of the status of GwE as a Joint Committee, and that the Commissioner should as a result be setting separate, specific standards for them if they were expected to comply.

2. English only receipt sent by the Welsh Penalty Processing Partnership.

This had happened due to a technical error after the administrator had made updates to the payment system. The matter had already been brought to the attention of the Council and resolved by the time the complaint was received by the Commissioner, and they agreed not to investigate further as they were happy with the steps taken.

3. Able2 – Blue Badge assessments

We received an enquiry from the Commissioner about this service that conducts the assessments and processes the applications for blue badges on behalf of the Council. The Council confirmed that this was a service run under contract by the Welsh Government, and that officer had received several complaints, and had already contacted Welsh Government on more than one occasion to voice concerns about the Welsh language service. The Commissioner accepted this response and that the lack of Welsh service was not the responsibility of the Council. They then referred the complaint itself, as well as the concerns of Gwynedd Council, to Welsh Government.

COMPLAINTS RECEIVED DIRECTLY REGARDING SERVICES OR THE COUNCIL LANGUAGE POLICY

| Department | Number of Complaints | Nature of the complaint |
|-------------------|----------------------|--|
| Finance | 2 | <p>Answering machines</p> <p>1 message in English only on an answering machine for the unit that deals with bass puss applications.</p> <p>1 message in Welsh only on an answering machine for the unit that deals with council tax.</p> <p>Both matters resolved.</p> |
| Corporate Support | 1 | <p>Enquiry received by a member of staff from GwE about the need for bilingual communication after an internal message to staff was sent in the standard manner for all internal communication– with the message itself un Welsh and a translation provided in the attachment of the email.</p> <p>It was confirmed by the language unit that this message complied with the Language Policy, and that no action was needed.</p> |

Agenda Item 7

| | |
|------------------------------|--|
| MEETING: | LANGUAGE COMMITTEE |
| DATE: | 1 May 2019 |
| TITLE: | Hunaniaith - Gwynedd's language initiative An update on their work |
| AUTHOR: | Gwenllian Mair Williams |
| PURPOSE OF THE REPORT | This report is submitted in order to provide a background to Committee members about the existing work and priorities of the initiative. |

1. Background

- 1.1 Hunaniaith has been established as a language initiative within the Council's Language Unit since 2009.
- 1.2 According to its Language Strategy 2010-2013, the original intention of the initiative was to:
 - Set a strategic direction to linguistic planning in Gwynedd
 - Co-ordinate and add value to the work of partners in order to take advantage of all opportunities to promote the Welsh language
 - Develop, drive and commence new innovative projects to promote the Welsh language
 - As well as undertaking and implementing a number of projects directly, or on a joint basis with departments, organisations or other partnerships.
- 1.3 These intentions continue to be relevant although the work of the initiative has now evolved and changed considerably, from operating strategically only to be offering more direct intervention and activities in communities.
- 1.4 Hunaniaith is funded by the Government through a **Welsh Language Use Promotion Grant**. This grant funds the work of all language initiatives across Wales.
- 1.5 Therefore, the priorities and work of the initiative has to correspond with the general objectives of the Government in the field, and follow the action areas of the Government's language strategy, **Cymraeg 2050**. <https://llyw.cymru/sites/default/files/publications/2019-03/cymraeg-2050-strategaeth-y-gymraeg-v1-1.pdf>. The Government is asking initiatives to operate mainly under Theme 2, and on the priority to increase social use of the Welsh language in the community, although many initiatives also operate across other fields.

- 1.6 In 2016, the language initiatives were offered grant assurance for a three year period, and a Corporate Plan had to be drawn up as part of the grant conditions. This was a governing document, which included the aims and objectives of the initiative for the three year period, an analysis of strengths and weaknesses and information on finance and staffing.
- 1.7 Drawing up that plan gave us an opportunity for the first time to examine the long-term objectives in the strategy and to plan the work of the initiative beyond a year at a time, ensuring meaningful continuation to work in the target areas.
- 1.8 The areas selected to be targeted during the three-year period were ***Dolgellau, Tywyn, Pwllheli, Porthmadog, Bangor***. The intention was to use these urban centres to promote activities.
- 1.9 The two priorities set for the work of Hunaniaith was to empower and arm individuals and community groups, and to offer more opportunities for children and young people to use the Welsh language and see its value in their lives.
- 1.10 March 2019 marks the end of this three-year period, and we have now received confirmation that the grant will continue for another two years. As a result, we were required to update the Corporate Plan for the next period.
- 1.11 We are now initiating a new work programme, that will extend to 2021, and are examining new action areas.
- 1.12 Working to increase opportunities specifically for young people will be a priority, along with mapping work that will add to our evidence base, and enable us to identify new areas to work within them in future.
- 1.13 This report takes a retrospective look at the past year, on the successes of the work of the initiative and the lessons learnt, and presents examples of work by officers in order to improve Members' understanding of the type of interventions that are planned across the various fields.

2. Overview of 2018-19 work

2.1 Good practice over the year

Collaboration:

2018-19 was a good year in terms of developing partnerships further with some key partners, and the time invested to co-plan and collaborate paid dividends. We have always endeavoured to maintain a good working relationship with other organisations that work in the field, but this year, focus was placed on developing the relationship with two specific partners, namely Cymraeg for Kids and Grŵp Llandrillo Menai. By developing a joint project with Cymraeg for Kids, the link with the Council's Early Years service was also strengthened.

Collaboration across the Language Initiatives as a whole has also developed, with Welsh Language Initiatives (the umbrella organisation that supports the work of the initiatives

across Wales) leading on many national projects and also plans for future collaboration between language initiatives in north Wales.

Arm and develop new opportunities:

We have ensured that the team is given freedom within their work programmes to experiment with new methods or ideas. We place great importance on arming others rather than direct provision all the time, and on trying to find partners that will ensure sustainability in the communities.

By commissioning freelance workers to hold activities in new areas for example, we can show them commercial opportunities. Sŵn a Sbri was commissioned during 2017-18 to hold sessions in the Dwyfor area and the provider now holds regular sessions there independently from Hunaniaith. Therefore, the intention is to act as a trigger.

This year, there was successful collaboration with three golf clubs in Dwyfor in order to extend the provision of Welsh entertainment for new audiences and locations. Consequently, opportunities to socialise through the medium of Welsh have increased in areas such as Porthmadog, Morfa Bychan and Abersoch, and businesses have realised that there is a financial benefit to them from providing Welsh entertainment and have gone ahead to arrange subsequent evenings themselves.

2.2 The successes of specific projects:

Early Years Seminar:

This is the second year Hunaniaith has held a seminar for workers in the field with all sessions fully booked. The original target audience was independent and freelance workers in the field, such as people who hold entertainment sessions for parents and young children, but it was interesting to see that many *Cylchoedd Meithrin* workers and independent child minders were also registering for the sessions.

Cymraeg for Kids was a partner for the original activities in 2018-19, but representation from the early years unit from the Children and Supporting Families service was also added to the sessions during 2018-19. Very constructive and positive feedback was received, and we hope that these sessions can continue in future.

24 individuals and 14 locations were represented in both sessions during 2018.

The Gwyn ap Nudd Activity:

This was a good example of two things - collaborating with another provider to add value, and also how to tailor an activity in order to have the best influence.

We had identified that many of our activities under the field of families became too passive - children came along to watch a show - instead of participating in interactive activities that included the whole family. The aim of the work in this field was influencing the use of language amongst the family and, therefore, there was a need for careful thought about the type of activities that were held in order to ensure that they achieved the aim. This activity

was interactive, therefore, included the adults and children, and introduced them to new aspects on the history and mythology/ancient Welsh tradition.

Working in partnership with Galeri was a means of attracting a broader audience, due to their reputation and their marketing power, and it was seen that this also raised the profile of Hunaniaith.

22 children and 18 adults attended two sessions.

Bangor Outdoors Project:

This project has been implemented over a three-year period, which aims to work intensively with a small cohort of young people to see whether language patterns and practices can be influenced through regular intervention. The project is lead, under commission, by the Urdd's Outdoor Activity Service and it includes six outdoor activities for 15 young people in a year. It introduces them to new activities and to local history and geography as well as raising awareness about employment opportunities in a growth area locally. The impact of this intervention will be fully evaluated at the end of the project.

The Development of Popdy Language Centre:

The Development Officer in Bangor has been crucial in developing use of the centre as a resource and activity location. Regular sessions are now held in Popdy, with many family sessions being held during school holidays and the centre used weekly by Aelwyd yr Urdd and Cymraeg for Kids.

2.3 Lessons learnt and areas of improvement:

i) Collaborating with community groups

We depend on the good will of people to work in the communities, and a tendency to over-depend on the resource of employed staff to hold activities can be a barrier.

For example, during the year it seemed that the ***MAD (Dolgellau Entertainment Organisation)*** project, that had been established by the Development Officer in Dolgellau nearly four years ago, did not work anymore. As individuals changed from one school year to the other, commitment seemed to be attenuating and the same investment and enthusiasm was not seen. This shows how inconsistent community work can be as we depend on contact with the right people at the right time.

This year, a target to work with groups that had traditionally held activities in English was set, with the intention of trying to influence to change language practices and increase opportunities for children. This has been challenging and we will need to consider how to support and encourage such groups in future. Barriers arise as a result of a lack of commitment and interest among volunteers (who are mainly non-Welsh speakers) to change. A number of providers also prefer to use English, even though they can speak Welsh, either because that this has been the custom for

some years and that they are eager to ensure that "everyone understands", or that they specifically provide for communities that are considered as non-Welsh speaking communities.

There is a need to be cautious when establishing action groups in new communities that we include people who are eager and enthusiastic to collaborate in the long term, and to take responsibility for elements of the promotion work in their communities.

ii) ***Working more intensively with a small cohort***

There is a tendency to hold individual activities rather than arrange a series of activities with the same group of individuals. For example, the road-shows for young children that were arranged during the year have been very successful in terms of attracting large numbers, but we do not establish a relationship with the individuals to see whether or not the events contribute towards a change in their language use.

There is a need to think how we can work with the same cohort or group of people over a period of time in order to have the best influence.

iii) ***Evidence base***

We have been working in areas that were identified and targeted based on the results of the 2011 census. In an attempt to think of new areas to begin working within them, it seemed that there was not much evidence base except for the census data that leads us naturally to new locations. Bearing in mind also that we are now closer to the next census than the previous one, there is a risk that the picture is now different to what is in the census.

Therefore, we need to look at opportunities to gather evidence and undertake research that will be a basis for us to operate in specific methods or areas. For example, we have used local family activities recently to gather information about the movement and travelling practices of parents when attending activities with pre-school children.

iv) ***Focusing efforts and making the best use of resources***

In an attempt to work across the different priority areas, even in one small geographical area, there is a risk that we are trying to be everything for everyone, and ultimately we are spreading ourselves too thin without having the best possible impact.

During the next year, we will focus efforts in areas such as Tywyn on working with one group of people (children and young people in this case), to see whether this would lead to a more measurable change.

v) ***Adapting priorities***

When monitoring the progress of targets consistently, we can soon identify when a target or project will not work as intended, and decide whether or not to abandon the project and make an application for the Government to change target, or to adapt the way of working. However, care must be taken when proposing to abolish a target and we should propose a new equivalent target that attempts to meet the same need or aim.

vi) Relationship with the Education Department and the work of the Secondary Sector Language Strategy

There are clear opportunities for Hunaniaith to contribute towards the work of the secondary strategy in order to add value and ensure that schools appropriately address the need to promote informal/social opportunities to use the Welsh language.

Agenda Item 8

| | |
|---------|---|
| MEETING | Language Committee |
| DATE | 1 st May, 2019 |
| TITLE | Language Committee Meetings |
| AUTHOR | Vera Jones, Democratic Services and Language Manager |

Background

The aim of the report is to consider the number of ordinary meetings of the Language Committee which are held during the municipal year. Committee members will be aware that similar work has already been undertaken by some other committees.

Currently, the Committee meets on the basis of a programme of four meetings a year. Nevertheless there are occasions when the agenda is primarily for information. There is room to consider whether four fixed meetings a year are required and might they be condensed into two or three.

In reviewing the annual work plan it appears that three meetings would allow for continuation of the programme without undermining activities. If a specific or special meeting is required then this can be provided for.

The information about the number of items discussed and length of each meeting can be seen in Appendix A, which may be of assistance to members whilst considering the number and frequency of meetings.

RECOMMENDATION

The Committees views are sought on the number of meetings.

Appendix A

| Welsh Language Meeting - May 2017 - January 2019 | | | | |
|--|--|-----------------|----------------------------|------------------------------|
| Date | List of items by name | Number of items | Length of meeting in hours | Length of meeting in minutes |
| 17/01/19 | <ol style="list-style-type: none"> 1. Report by Cabinet Member for the Welsh Language. 2. The Welsh Language Commissioners Assurance Report 2017/18 - Measure of Success. 3. Progress report on the Welsh in Education strategic plan. 4. Restructuring of the Language Centres. 5. Complaints and Investigations. | 5 | 2.45 | 165 |
| 18/10/18 | <ol style="list-style-type: none"> 1. Report by Cabinet member for the Welsh Language. 2. Work programme for the Gwynedd Language Promotion Plan. 3. Work Programme of the Language Committee. 4. Changing Language habits and Behaviours. 5. Complaints and investigations. 6. A measure of success: a summary of the Welsh Language Commissioner's 2017-18 Assurance Report. | 6 | 2 | 120 |
| 10/07/18 | <ol style="list-style-type: none"> 1. Report by Cabinet Member for the Welsh Language. 2. Annual Report on the Implementation of Welsh Language Standards 2017-18 3. Consultation on Gwynedd's Language Promotion Plan. 4. Welsh in the work place. 5. More than just words. 6. Language complaints. | 6 | 1.3 | 90 |
| 2017/18 | | | | |
| 24/04/18 | <ol style="list-style-type: none"> 1. Language Strategy Consultation. 2. A report of the Council's Policy on Place Names. 3. Tan20 Presentation - Planning department. 4. Grievances and Investigations. | 4 | 2 | 120 |

| Welsh Language Meeting - May 2017 - January 2019 | | | | |
|--|---|-----------------|----------------------------|------------------------------|
| Date | List of items by name | Number of items | Length of meeting in hours | Length of meeting in minutes |
| 27/02/18 | <ol style="list-style-type: none"> 1. Report of the Cabinet Member - The Welsh Language. 2. Gwynedd Council's Language Strategy. 3. Gwynedd secondary sector Language Strategy. 4. An introduction to identity. | 4 | not noted | not noted |
| 12/10/17 | <ol style="list-style-type: none"> 1. Report of the Cabinet member - the Welsh Language 2. Respond to the White paper consultation document - striking the right balance: Proposals for a Welsh Language Bill. 3. The Language Committee's work programme for 2017-18 4. Grievances and investigations. 5. Supplementary Planning Guidance. | 5 | 2.25 | 145 |
| 04/07/17 | <ol style="list-style-type: none"> 1. Report of the Cabinet Member - The Welsh Language 2. The Language Committee's Remit. 3. The Corporate Complaints Procedure. 4. Gwynedd Council Annual Report on the implementation of the Welsh Language Standards. 5. Achieving the ambition - inquiry into the Welsh Government's new Welsh Language Strategy. | 5 | 1.3 | 90 |