



Complete Agenda

Democracy Service
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

LANGUAGE COMMITTEE

Date and Time

10.00 am, THURSDAY, 29TH APRIL, 2021

Location

Cyfarfod Rhithiol - Virtual Meeting

Contact Point

Natalie Lloyd Jones

NatalieLloydJones@gwynedd.llyw.cymru

(DISTRIBUTED 21/04/21)

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
Beca Brown

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)

Councillor

Vacant Seat - Gwynedd United Independents

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 - 8

The Chairman shall propose that the minutes of the previous meeting of this committee held on 28 January, 2021 be signed as a true record (attached)

5. WELSH LANGUAGE PROMOTION PLAN 2019 - 2023: YGC

9 - 13

To consider the report.

6. WELSH LANGUAGE PROMOTION PLAN 2019 - 2023: ECONOMY AND COMMUNITY

14 - 22

To consider the report.

7. WELSH GOVERNMENT POLICY ON LANGUAGE TRANSMISSION AND USE IN FAMILIES

23 - 26

To consider the report.

LANGUAGE COMMITTEE
28 JANUARY 2021
10.00am

PRESENT:

COUNCILLORS: Elwyn Edwards, Alan Jones Evans, Aled Evans, Alwyn Gruffydd, Judith Humphreys, Elin Walker Jones (Chair), Elwyn Jones, Eric M Jones, Kevin Morris Jones, Cai Larsen, John Pughe Roberts and Elfed Williams.

OFFICERS: Vera Jones (Democratic and Language Services Manager), Llywela Haf Owain (Senior Language and Scrutiny Adviser), Gwenllïan Mair Williams (Workplace Language Development Officer), Siôn Elwyn Hughes (Welsh Language Learning and Development Officer), Llio Mai Hughes (Welsh Language Promotion Officer), Annes Sion (Democracy Team Leader) and Natalie Lloyd Jones (Democracy Services Officer).

OTHERS INVITED: Councillor Nia Jeffreys (Cabinet Member for Corporate Support), Cemlyn Williams (Cabinet Member for Education) and Edgar Wyn Owen (Council Chair).

Present for item 5:

Anwen Davies (Rural Gwynedd Development Programme Manager)

Present for item 6:

Garem Jackson (Head of Education)

Rhian Parry Jones (Gwynedd Secondary Education Officer)

Debbie Anne Jones (Education Corporate Services Manager)

Siân Eirug (Secondary Language Strategic Coordinator)

1. APOLOGIES

Apologies were received from Councillor Eirwyn Williams.

2. DECLARATION OF PERSONAL INTEREST

Councillor Aled Lloyd Evans declared an interest in item 5 as he was a member of the Menter y Plu committee.

3. URGENT ITEMS

No urgent items were received.

4. MINUTES

The Chair signed the minutes of the previous meeting of this committee held on 12 November 2020 as a true record.

5. UPDATE ON THE ARFOR SCHEME

The Rural Gwynedd Development Programme Manager presented her report, updating the committee on the Arfor programme. She explained that the programme, aimed at encouraging people to start and expand their businesses locally, would come to an end this year. Therefore, this meeting was a timely opportunity to draw the attention of members to the successes and challenges that had been faced. The following main points were highlighted during the presentation:-

- She noted that the programme would end in March 2021, and that the next period would be used to secure expenditure.
- Attention was drawn to four successful projects that had been established due to the programme and the funding. She began by discussing 'Ffiws', a maker space on Porthmadog high street, offering the use of machinery, such as 3D printers, to local businesses.
- She referred to one success story, where a business that had used this equipment had then proceeded to purchase similar equipment to further develop the business.
- She referred to the 'Llwyddo'n Lleol' project, run jointly between Gwynedd and Anglesey, to encourage young local business people to pitch their ideas. The aim was to promote the idea that young local people could stay in Gwynedd, and to show them the possible business opportunities.
- She explained that there had been huge interest, and that ten young individuals had taken advantage of the opportunity. Having received support from the project, she noted that approximately 80% had progressed to develop their business.
- She provided an overview of the 'Enterprising Communities Challenge', a challenge to respond to the local economy through job creation. She expanded on some of the projects that had benefited, such as the working spaces in Henblas and Menter y Plu.

- The Rural Gwynedd Development Programme Manager emphasised that only a few businesses had chosen to defer their schemes due to the Covid-19 crisis period. This was proof that businesses had taken advantage of the opportunity to develop their businesses despite the lockdown period.
- At the end of the programme, she noted that she was uncertain about the next step to ensure that opportunities were available to develop local businesses.

Members were given an opportunity to ask questions and offer observations. During the discussion, the following observations were noted:-

- The Rural Gwynedd Development Programme Manager was thanked for the report, and a member noted her enthusiasm for Arfor.
- Disappointment was expressed that the programme would not continue, and it was proposed that political pressure should be brought on the Government to support another element of the programme.
- The proposal received support, and it was noted that the Cabinet should be informed of this.

In response to some of the above observations and questions, the Rural Development Programme Manager noted the following points:-

- It was noted that the number of jobs created would be stated when the monitoring work had been completed. The first priority would be to work with the businesses to ensure that the funding was used.
- The training was conducted in Welsh apart from a small number where experts from specific fields were required as trainers.
- The committee was reminded that the benefits and outcomes of the programme would become evident in the long term, as the businesses that received support expanded and developed.
- There would be an opportunity in the strategic plan to outline what would be most beneficial for the next step – either a similar programme or new interventions.
- It was intended to share the interim report with the committee after its completion.

RESOLVE to accept the report, and as a further step, to write to Welsh Government and Gwynedd Council Cabinet to express the committee's support and desire to see the continuation of the Arfor scheme after March 2021.

6. ANNUAL REVIEW REPORT OF THE WELSH IN EDUCATION STRATEGIC PLAN

The Cabinet Member for Education introduced the report, and drew attention to the challenging period that schools had faced during the lockdown periods. In relation to the Welsh language in schools, it was noted that there would be future challenges as children had missed out on being part of a Welsh environment in the school and the classroom.

The Corporate Education Services Manager gave an overview of the annual report on the department's operation. She emphasised that the focus of the report this time was on procedures rather than data.

She explained that the report's content summarised the methods used to cope with the changes in education. The Language Centres had faced the challenges of continuing to provide a Welsh experience to the children, and had taken advantage of the opportunity to innovate by using live learning sessions. She further added that these approaches ensured that the Welsh language reached the learners' homes in order to maintain their language skills. In addition to supporting learners, she noted that the Welsh Language in Education Strategy had another priority, namely to support a confident workforce in relation to the Welsh language.

The Head of the Education Department added that the use of the Welsh language was one of the main challenges facing schools as they re-opened, and they noted an element of concern about the decline.

Estyn's thematic review was discussed, and it was emphasised that Gwynedd's arrangements had been recognised as an example of good practice. He referred directly to the innovative approaches used by the language centres to provide education over the lockdown period, which had received national recognition.

Members were given an opportunity to ask questions and offer observations. During the discussion, the following matters were raised:-

- The Department was congratulated on the innovative approaches used, that had been recognised as good practice, and it was emphasised that the Welsh language was facing increasing pressure as distance learning continued.
- A question was asked about whether any steps would be taken to assess the decline in the use of the Welsh language, and to meet the additional requirements following the re-opening of schools.
- It was noted that the authority had obviously taken valuable steps to protect the Welsh language in the face of difficult circumstances.
- Members were reminded of their important roles as school governors, and of their influence on the efforts to maintain the Welsh language within the classroom and beyond.

In response to some of the above observations and questions, the Education Corporate Services Manager noted:-

- It was positive to hear elected members appreciating and recognising the work undertaken in schools and language centres in Gwynedd to protect the language.
- It was intended to establish a baseline to assess the situation of the language following the return of all learners to the classroom.
- The Head of Education Department added that the Education Department had been asked to lead a piece of cross-departmental work with partners such as GwE, Mudiad Meithrin, the Health Service and Further Education centres. He added that the work's aim would be to identify areas where a well-being gap had appeared due to Covid-19.
- He noted that the next steps would be to create an action plan to identify definite milestones to signify how the situation could be strengthened.
- He added that the outcome of the research would be shared with this committee.
- He explained that there were a number of methods employed by schools to limit the decline of the Welsh language. He provided examples, such as ensuring that

learners had the necessary technology to take advantage of live stream lessons, and providing parents with bilingual guidance.

RESOLVED to accept the report.

7. PRAISE AND COMPLAINTS REPORT

The Language advisor presented her report on the latest information on complaints and examples of success in promoting the use of the Welsh Language and good practice within Council Services. She highlighted the following main points during her presentation:-

- Current circumstances had made it difficult to maintain some services, such as virtual meetings and committees due to the lack of a translation function on Teams. However, by now the Council was using Zoom to provide simultaneous translation.
- She explained that the current period had facilitated the development of staff skills, for example, there had been an increase in the numbers of staff learning Welsh and taking advantage of training courses.
- She referred specifically to Byw'n Iach staff who had, in the past, proved difficult to reach in relation to skills development.
- In relation to complaints about compliance with the Standards, it was reported there had been no formal complaints, although some enquiries had been received, and those matter had been resolved quickly with no further action.
- In relation to the language policy, two complaints had been received, one had been resolved quickly, and the other was more complex as the complaint related to the availability of the language of choice on a technical device.

Members were given an opportunity to ask questions and offer their brief observations on the report. As time did not allow giving full consideration to the report, members were invited to contact the Language unit if they had any further questions or observations.

RESOLVED to accept the report.

The meeting commenced at 10.00am and concluded at 11.35am.

CHAIR



**29 April 2021 - LANGUAGE
COMMITTEE**

**The use of the Welsh Language within
YGC**



The use of the Welsh Language within YGC

Over the past five years, it has been both a challenge and a pleasure for me and the department's managers to take additional steps to promote the Welsh language, and to ensure that we contribute to the implementation of the Welsh Language Promotion Plan for Gwynedd 2018-2023.

Language Specifications Project

- Gwynedd Consultancy participated in the initial Pilot of the Language Specifications Project.
- We collaborated closely with Siôn Elwyn Hughes, Welsh Language Learning and Development Officer, to collect individual self-assessments within the department, and to provide training to support staff who did not meet the language requirements.
- We conducted 112 current staff assessments, which included permanent, fixed term and casual staff.
- This research was a success for the department, with 92% reaching the language specifications of the post.
- By now, the work happens naturally between Siôn Elwyn Hughes, Llio Mai Hughes and YGC's Management Team.
- A number of YGC staff have also completed a self-assessment questionnaire as an integral part of their induction period. This means that the rate of the assessments remains consistently high. We are therefore able to identify staff that need support early, and offer them training immediately.

Buddy Scheme

- The Buddy Scheme has been established to support one of this project's aims, which is to help the Council's staff to reach the language specifications of their posts.
- The purpose of the scheme is to provide staff who are either currently receiving training, or who have recently ended their training, with an

opportunity to use the Welsh language informally, and to ask for assistance in a comfortable situation

- Currently, there are three members of YGC's staff participating in the Scheme.
- The most recent example is Molly, who started working in YGC during the lockdown period in March 2020, and has joined the Buddy Scheme. Molly has been partnered with Owain Griffith. This scheme enables Molly to have conversations in Welsh with colleagues, and to be aware that she has someone who is willing to listen to her. With Owain's support, it appears that this arrangement is working very effectively.

Welsh Lessons

- ❖ Regular meetings are arranged jointly between Siôn Elwyn Hughes and ourselves, where we review the courses on offer, and review which staff we have following the various courses.
- ❖ During the lockdown period, our Welsh lessons have continued, with staff receiving their lessons through various methods:
- ❖ Abigail Caulfield has attended her Welsh lessons through Teams.
- ❖ Telor Williams attends a Language Refresher course at Nant Gwrtheyrn, Llithfaen
- ❖ Bob Humphreys is a good example of someone who has regularly followed Welsh courses. Bob decided to complete Welsh Courses by using the Learn Welsh pathway offered by Bangor University. He started with a "Stori a Sgwrs" course, which included reading novels and then reviewing them, with the second course in the form of lectures, where he learnt about Welsh culture. Bob has enjoyed his learning, and has been exceptionally successful.

"Arfer" Scheme run by the University

- The Water and Environment Service agreed to collaborate on the Arfer Scheme run by Bangor University. The purpose of this project was to change language behaviours to enable colleagues who were able to speak

Welsh (but had established a habit of using English) to use more Welsh in the workplace.

- Arwel Tomos Williams, a researcher from the University, worked on this Scheme. He has attended the Water and Environment office on a weekly basis to meet the staff. His message of changing the language in the workplace and changing the culture within the Department is working. They now converse through the medium of Welsh in the office, and also respond to telephone calls in Welsh.

Dafydd Orwig Memorial Prize

During recent years, five members of YGC staff have won the Dafydd Orwig Memorial Prize, namely:

- Alex Jones
- Nancy Wilkinson
- Jon Chapman
- Owen Angus Duncan
- Nia Jane Owen-Midwood

These awards were won for learning Welsh, or for using and promoting the Welsh language in the workplace.

Eng Tech professional qualifications

As many of YGC's services are in the field of Civil Engineering, we work closely with the Institution of Civil Engineers (ICE), and have forged a positive relationship with them.

Many of our young technicians are working towards a professional qualification known as Eng Tech. This qualification is a level of professional registration for Engineering Technicians which is recognised world-wide. It is a formal recognition of engineering skills and competency, and is an important step towards becoming a corporate or chartered engineer.

In 2014, we formalised the arrangements with ICE to enable the interviews to be held in Welsh, and for the written work to be submitted in Welsh. This assisted those individuals who were more confident in Welsh. The arrangements for the professional interviews in Wales were also changed to be held in Galeri, Caernarfon, which enabled staff to stay in their locality without having to travel to

Manchester or London. Gwynfor Hedd Roberts, a Senior Project Engineer with YGC, was one of the first to follow these arrangements.

The Future

In future, YGC will:

- Further extend the use of the Welsh Language within YGC with other bodies, including our contractors and consultants, by continuing to hold conversations in Welsh and responding to e-mails in Welsh.
- During August 2021, aim to enhance our Investors in People accreditation, and the aspect of our work in relation to the Welsh language will be a significant element of this task.
- Continue to work closely with Siôn Elwyn and Llio from the Welsh Language Learning and Development Department.

Agenda Item 6

MEETING	Language Committee
DATE	29 April 2021
TITLE	Economy and Community Department Report
PURPOSE	To present information about the Department's contribution to the Language Policy
AUTHOR	Sioned E. Williams, Head of Economy and Community Department

1 BACKGROUND

- 1.1 This report was prepared in response to the Language Committee's request for information about the contribution of the Economy and Community Department to Gwynedd Council's Language Policy.
- 1.2 The objectives of Gwynedd Council's Language Policy are embedded in the Department's Services; it is a natural means of communication internally and externally with communities, partners and customers and it is also an important resource that is being promoted at all possible opportunities in an attempt to increase the use of the Welsh language within Gwynedd and beyond.
- 1.3 97% of the Economy and Community Department's staff have met the language designation of their post. This means that there are firm foundations in place to enable services to think about new ideas to boost and promote the language. Only a small number of staff do not meet the designation and assistance is available to support them to develop their skills.
- 1.4 New staff appreciate the encouragement and opportunity to learn and improve their linguistic skills. A good example of this was seen in 2020 where a new member of staff took advantage of the support to improve his linguistic skills and he reported that he had gained personal benefit from the experience as well as advantages in his post.
- 1.5 The Department's Business Plan for 2021/22 is attached <https://www.gwynedd.llyw.cymru/en/Council/Documents---Council/Councils-Departments/2021/Economy-and-Community-Departmental-Plan-2021-22-FINAL.pdf> to remind the Committee of the range of services within the Department. The following table has been prepared in response to the Committee's specific questions and examples of the Department's services that I wish to highlight have been included.

2. RESPONSE TO THE COMMITTEE'S QUESTIONS

<p>A matter that the members wish to discuss:</p>	<p>Question 1:</p>
<p>Boosting and promoting - How do we go beyond the bilingual provision to increase the opportunities for people to use the Welsh language in the community, to contribute to the national target of creating a Million speakers, and to the Well-being goal of ensuring that the people of Gwynedd are "Able to live in a natural Welsh community"?</p>	<p>Can you highlight any projects within your department that contribute to one of the Council's language strategy priorities, namely the Welsh Language Promotion Plan for Gwynedd?</p>
<p>I consider that the following are good examples in the Department of projects and services that have contributed over the past year towards the Welsh Language Promotion Plan in Gwynedd:</p> <p>Economic Development Service - Arfor Programme</p> <p>Over the past 2 years, the Department has led on the Arfor Programme in Gwynedd and across the West Wales Region, also including Anglesey, Ceredigion and Carmarthenshire. Arfor's aim is to develop economic interventions that, in turn, will have a positive impact on the numbers of speakers and the viability of the Welsh language. The logic is based on an understanding of a 'problem' that is familiar enough for those who take an interest in language policy and the history of the Welsh language, namely that the future of the language, its use and sustainability in the traditional strongholds are under threat. The explanation for this is familiar enough. The argument is that young people leave the Welsh language strongholds in search of better jobs and employment in the cities of South Wales, England and beyond. Therefore, the intention of the Arfor Programme is to create more and better jobs in the Welsh strongholds and thus support the continuation and growth of the Welsh language. A budget of £2m was earmarked for the 2019-2021 period and a package of projects had been trialled over a period of 2 years. The projects in Gwynedd have included Llwyddo'n Lleol, Cymorth i Fentro Pack, Her Cymunedau Mentrus and Gofod Ffiws, which together, was an investment of almost £465,000 over the period. In addition, the Bwrlwm Busnes Arfor project was implemented across the four counties in order to promote the pride of businesses and their workers in the Welsh language with a further commitment of £40,000. https://bwrlwmarfor.cymru</p>	

Expenditure on these projects has now ended and the impact of the investment is in the process of being evaluated. It is expected that the reports will be prepared by May and it may be beneficial to share the conclusions of this evaluation and the analysis of the relationship of the Welsh language and the economy with the Committee in due course.

Tourism, Marketing and Events Service

This field is often linked with tensions and threats to the Welsh language, but the service is very aware of the challenges and the need to respond proactively. The team has created and is leading on a 'Cenedl mewn Cân' regional project, which has promoted the Welsh language as a positive resource for visitors and for the tourism economy. The intention of the project was to create a list of 10 songs to represent the Welsh language and culture at its best. Ultimately, it will be used as marketing material to raise awareness of the Welsh tourism product internationally. Following a public vote to select the 10 songs, the musician Osian Williams collaborated with the artists Cleif Harpwood, Bryn Fôn, Eädyth and Mared Williams and young people from Wales, Dubai, Patagonia and England to record a new version of the song, Ysbryd y Nos. The video was launched on 21 February 2021 to celebrate the UNESCO International Mother Language Day and raise international awareness of the Welsh language. Further information is attached here :

www.cenedlmewncan.cymru <<http://www.cenedlmewncan.cymru>>

Library Service

Data clearly shows that the customers of the Libraries Service appreciate the service, which is now, of course, more than just a service that provides books. Customers very often develop a relationship with the staff who can play an important role as Council ambassadors, the community and its culture. The staff of the Libraries Service have a prominent role in promoting the Welsh language. Although this has been happening naturally over a period of years, acknowledging this contribution and formalising the opportunity for staff to encourage their customers to venture and learn the language is an excellent opportunity for the Council to promote the language and enrich the lives of the people of Gwynedd. The Service has learning resources in libraries and a programme of activities is held throughout the year. There are many examples of customers appreciating the opportunity to be introduced to the language informally and to practice their linguistic skills in a welcoming and supportive environment. I attach a copy of correspondence recently received, referring to this exact point:

My Experience of Gwynedd Library system.

Dear Madam,

I am writing to tell you personally of my experience of the library system in Gwynedd.

I moved to Bala last year prior to lockdown. I joined the library in Bala and found the librarian very welcoming, knowledgeable and keen to help a 'newcomer' to the area explaining how the system worked etc. - it made me instantly feel part of the community and was much appreciated.

Lockdown came in and I used the Borrow Box system which is very user friendly and kept me supplied with all my favourite authors. I like the way you can reserve any book and know exactly when you would be able to access it.....

All of these experiences were not only made possible by the library system and staff involved but were greatly enhanced by their approach, professionalism and great interpersonal skills.

Finally I am trying to learn Welsh as I intend to fully partake in and of the local community and on 'trying' out some Welsh phrases and sentences, was greatly encouraged to continue my learning journey by both ladies - which has made my determination even greater.

Very often people write to complain, but I feel a balance is required - hence my letter to compliment Gwynedd on their great library service and all the people involved in providing this service to the public. I sincerely hope you pass my thoughts and thanks onto the relevant members of your organisation who embody your vision to provide the best of services to the people of Gwynedd.'

As well as staff giving people encouragement to learn, the Libraries Service also promotes the language by distributing books and packs to children and their families so that they are introduced to the language and so that they enjoy using the Welsh language in the home. Bookstart (Dechrau Da) is a national scheme that gives books to babies, Story Sacks is a book / toy / game borrowing scheme for children and Story and Song is a scheme for children under 5 yrs and their parents during the school term. More information is available here:

<https://www.gwynedd.llyw.cymru/cy/Trigolion/Llyfrgelloedd-ac-archifau/Gwasanaeth-i-blant-a-phobl-ifanc.aspx>

Museums and the Arts Service and Archives Service

The activities of the Museums and the Arts Service and the Archives Service promotes the use of Welsh naturally within our communities. During the lockdown, Gwynedd Community Arts provided a number of Welsh activities to promote the well-being of the people of Gwynedd through the Arts. A Scrapbook of all the activities is available [here](#).

<p>Identity and the Welsh language and telling its story also lies at the core of Storiell's vision to convey the importance of the language and identity of Gwynedd and the Lloyd George Museum offers a snapshot of the interesting history of the UK's only Welsh-speaking Prime Minister and seeks to convey the success of a Welsh-speaking Welshman from Gwynedd.</p> <p>The Archives and Museums Education Service provides materials and activities for schools across Gwynedd so they can understand their localities and the importance of the Welsh language and local identity.</p>	
<p>A matter that the members wish to discuss:</p>	<p>Question 2:</p>
<p><u>Externalisation of work and awarding third party contracts -</u> How do we ensure that the quality of the bilingual service is maintained when externalising work and awarding contracts?</p>	<p>If the department awards work externally on contract, can you refer to any good practice, either when imposing conditions or when monitoring in order to ensure compliance with the linguistic conditions?</p>
<p>I specifically wish to draw the Committee's attention to the following contracts:</p> <p>Byw'n Iach contract</p> <p>Considerable attention was given to the Language in the contract between Gwynedd Council and Byw'n Iach when the Council's leisure assets were transferred to the Company in 2019. Clauses were set in the legal contract to ensure that Gwynedd Council's language standards continued in the future. The leisure service was a field that has, historically, experienced difficulties in recruiting Welsh speakers in some areas. However, Byw'n Iach was fully supportive to build on the work programme in place to improve training and recruitment arrangements so that an increase could be seen in the number of staff meeting the designations of their posts, and more importantly, using the language with the service users. Here is what has been included in the legal contract:</p> <p>COUNCIL POLICIES THE CONTRACTOR MUST COMPLY WITH THEM OR HAVE EQUIVALENT POLICIES</p> <p>Welsh Language Policy</p> <p>14.2 The Contractor will:-</p> <p>14.2.1 comply with the Council's policy as listed in Part 1 Schedule 12 (as updated from time to time) or it will have its own policies that are equivalent in terms of their substance as those policies except to the extent where changes are needed to consider differences between the</p>	

corporate and managerial structures of the Contractor and those of the Council and that they are approved, in writing, in advance by the Council

Arrangements are in place to monitor the performance of Byw'n lach each quarter and the language designations of staff and training are matters that are being addressed. Unfortunately, the performance over the past year does not set a comparative basis with previous years as the Centres have been closed for extensive periods as a result of COVID. However, monitoring sessions will continue and Gwynedd Council will scrutinise the Company's performance in this field.

Arfor

Considerable time was spent planning clauses to impose in the grant proposals to third parties within the Arfor programme to ensure that Gwynedd Council could monitor the impact of the investment on the economy and on the Welsh language over a period of time. The clauses were developed jointly with the Language unit and it is intended for these to be used as a basis to offer grants to third parties in different funds in the future. A copy of the terms and conditions can be seen here:

Language Commitments

Gwynedd Council's Language Policy notes that any grant awarded by the Council will be used as a way of promoting the use of the Welsh language within the county.

Therefore, it is expected for any individual, group or business who receives financial sponsorship in the form of a grant or loan - to make every effort to use the Welsh language in their work and activities to ensure that bilingual services are available to the public.

In implementing the contract / receiving the grant, you will be expected to act in a way that is in line with the above principle and the Council's commitments under the Welsh Language (Wales) Measure 2011. Practically, this will include the following:-

- a) Ensuring that any written material produced is bilingual.
- b) Ensuring that any signs on display are bilingual.
- c) Ensuring that any training or public events are held bilingually.

The Council may ask for an explanation of how the individual, group or business intends to proceed to offer bilingual services, and to ensure that the Welsh language is not treated less favourably than English and we will monitor compliance with the specific elements noted above.

To this end, in accordance with the Council's commitment to promote the Welsh language, we will welcome the company's wish to produce any materials, signage or holding events in Welsh only, if the nature of the activity or target audience suggests that this is appropriate. The

Council may also refer individuals, groups or businesses to partners or other sources of information and advice in order to offer support to increase the use made of the Welsh language.

The Grantee is expected to work with Cymraeg Byd Busnes (<https://llyw.cymru/y-gymraeg>), which is a Welsh Government Programme that encourages businesses to use the Welsh language.

A matter that the members wish to discuss:	Question 3:
<p><u>Operating bilingually -</u> How do we manage to act on the requirements of the Language Policy and Welsh Language Standards?</p>	<p>Are there any obstructions that prevent you as a department to offer a full service in Welsh? This could be across the department or in specific services.</p>
<p>Here are some obstructions that have been identified within the Department:</p> <ul style="list-style-type: none"> • Recruitment - Recruitment problems were seen in some specific fields such as leisure and maritime in the past. The situation in some areas, such as south Meirionnydd, continues to be a challenge. However, with quite some encouragement and expectation to attend training to develop skills from the outset, the percentage of new staff meeting the language designations has improved substantially. • Meetings - Collaborating with partners can also prove challenging at times. Not in respect of the formal public meetings, but rather at the smaller ones with officers on a regional or national level. This appears to be a common experience across the Department's services and it is not restricted to the business and tourism field alone, where the issue was highlighted originally. Zoom has been a means of improving the offer and the situation, but there are a number of 'work' meetings where a different culture makes it difficult for officers to manage to develop a working relationship and influence decisions on behalf of Gwynedd at the same time. • British Government Communications - As Gwynedd Council, in future, will apply for funding from the British Government directly, rather than from Welsh Government, a comment has already been made that it will be expected for the communication to happen through the medium of Welsh, with opportunities to submit applications through the medium of Welsh. 	

A matter that the members wish to discuss:	Question 4:
<u>Developing new opportunities</u>	Do you have ideas about new ways we can use to promote the Welsh language in the county's communities - either in your own services or by collaborating with others?
<p>Below, I highlight some fields where I envisage opportunities for the Department to make a greater contribution in promoting the Welsh language in Gwynedd:</p> <ul style="list-style-type: none"> • The continuation of Arfor - The Arfor programme has placed the future of the Welsh language at the centre of its efforts to strengthen communities and the economy. The experience of collaborating with partners was very beneficial and interesting; to learn where different interventions have been able to make a difference to the response and behaviour of businesses and communities. This is the first time that the four Local Authorities have collaborated with Welsh Government's Welsh Language Department and Economy Department to focus on the relationship between language and work. Although the partnership took time at the beginning to understand the work field and the potential opportunities, by the end of the period it was seen that this relationship was important and created a shift in the promotion of the language in the future. • The Language Initiatives - The Department has not had a very close relationship with Hunaniaith, but rather has had contact with a few projects or activities. Working on the Arfor programme has highlighted that there are opportunities to make use of resources across the regeneration and economy development field to add value to the activities of the language initiatives. A number of funding programmes and community resources would welcome the opportunity to contribute to their objectives. By main-streaming the objectives of Hunaniaith in services and programmes such as Leader, town centre initiatives, food initiatives, the arts service and the libraries service, they could all be innovative and contribute to the development of the language. • Welsh language introduction packs - through the experience of Arfor, it was seen again that some areas were much more proactive in introducing incomers; not only residents but also new businesses, to the Welsh language and local culture. Obviously, this would lead to cost implications, but in some areas, Language Initiative money was used to target initiatives and offer immersion experiences in Welsh, with a contribution towards resources to promote the Welsh language to businesses. These steps would also 	

attempt to influence owners before they make key investment decisions to ensure that the language is prominent, before any planning application is submitted.

- **Tourism principles** - Gwynedd Council is in the process of reviewing its tourism principles, with the intention of consulting over the next months and adopting a new vision by the autumn. The new principles put the people of Gwynedd at the centre of our new way of thinking about tourism and as part of that, celebrating, respecting and protecting our communities, our language and our culture, is one of the core principles. It is an opportunity to do more and collaborate with businesses and enterprises across Gwynedd to be ambassadors to promote the language as a live medium that is a part of our culture. By promoting the language, there is also an opportunity to introduce information about opportunities to learn Welsh locally or internationally, highlighting social media platforms that would carry on giving encouragement after visitors leave the area. The huge growth seen in the use of Duolingo to learn Welsh in 2020 clearly shows that there is potential to take advantage of the interest shown.

<https://www.bbc.co.uk/cymrufyw/55346962>

MEETING:	LANGUAGE COMMITTEE
DATE:	29 April 2021
TITLE:	National policy on Welsh language transmission and use in families, Welsh Government
AUTHOR:	Gwenllian Williams
PURPOSE OF THE REPORT	To share information with the Members regarding the new policy by Welsh Government Appendix: https://gov.wales/sites/default/files/publications/2021-01/national-policy-on-welsh-language-transmission-and-use-in-families.pdf

1. Background

- 1.1 In February 2020, the Welsh Government launched a consultation period for its draft policy document on the Transmission of the Welsh Language within the Family.
- 1.2 The consultation period was extended due to the circumstances until the end of September 2020, and the final version of the Policy was issued on 26 January 2021.
- 1.3 This Policy is part of the Government's plans to implement the objectives of the national Welsh language strategy Cymraeg 2050: A million Welsh speakers (2017). It offers ideas to be implemented specifically in the area of Welsh language transmission between the generations. The strategy's initial Work Programme (2017-21) comprised three specific action points to support the transmission of the Welsh language in families, namely:
- . ♣ Continue to work with NHS Wales to ensure that midwives, health visitors and other partners share information about the benefits of language transmission as early as possible, and that new and prospective parents understand what support is available to them.
 - Work with key stakeholders to develop a national policy informed by recent research outlining how we intend to ensure that parents/carers are provided with the best possible support to introduce the Welsh language to their children.
 - Review and refine the Cymraeg for Kids Programme to ensure that it continues to provide parents/carers with the information and support they need to make an informed choice about introducing the Welsh language to their child in the home.

- Continue to work with NHS Wales to ensure that midwives, health visitors and other partners share information about the benefits of language transmission as early as possible, and that new and prospective parent understand what support is available to them.

1.4 This policy gets to grips with the first of these objectives.

1.5 The Language and Scrutiny Unit submitted a joint response with the Education Department to the consultation in May 2020. It was not possible to share this consultation with the Language Committee at the time due to the circumstances of the pandemic, and we give a summary in this report of the main matters we raised.

1.6 A copy of the consultation document and a summary of the responses the Government received to the consultation can be seen by following this link: <https://gov.wales/national-policy-welsh-language-transmission-and-use-families>

1.7 The final policy document has been included as an appendix to this report

2. Summary of our response to the draft policy

2.1 Our main observation on the draft document was that we welcomed a document detailing the Government's proposals in this key field, and that we agree that there is a need to act and develop a better understanding about people's habits when deciding to transmit Welsh to their children. However, we were also concerned about certain aspects of the draft policy, and about the lack of detail proposed in places.

2.2 Our main concerns included:

- **The timing of issuing the document:**
We questioned why a document setting the vision for action for the next 10 years was issued now, before the results of the next census are published. While we accept that the Government wants to work in periods of 10 years until the target in 2050, we did not feel that the timing of this document was effective, and did not take advantage of the latest information regarding the population's language skills. We also felt strongly that the final document should reflect the current position in terms of the new challenges that have arisen as a result of the pandemic.
- **Evidence base:**
It was felt that the policy was overly dependent on research undertaken by the Government itself, and with a very small sample of people. It was felt that some of the research referred to in the document as actions to be taken should have been already undertaken in order to get a better understanding of the problems and barriers in language transmission - prior to drafting policy and actions.
- **Number of actions:**
It was felt that too many actions were listed, and there was some duplication in what was being suggested. The officers' view was that so many measures would make it difficult to monitor and prioritise within the period of 10 years. Some did not contain sufficient details for us to be able to understand what exactly the Government had in

mind. It was proposed that they should simplify and focus on some key areas, and to also show clearly how the steps linked back to the priorities of the Cymraeg 2050 language strategy.

- **The role of technology:**

We were also keen to see specific attention being given to the role of technology and the influence this can have on language use. We wanted to see the Government recognising the major developments that have been made in this field over the last year, with a growth in on-line activities, and committing to maintaining and supporting this enthusiasm and energy in the future.

3. The contents of the final Policy

3.1 As noted, this policy document outlines the Government's actions to deliver the objectives set in the Cymraeg 2050 strategy.

3.2 The attention, and the target audience of the policy is very specific. In essence, it targets people who have gained the Welsh language via the educational system and seeks ways to influence their options when they become parents themselves.

"This Policy specifically aims to enable those families in which there is already capacity for use of Welsh - latent or otherwise - to use what Welsh they have with their children."

3.3 What it does do is set out a scheme of work to assist those who have facility in Welsh to speak Welsh to their children, and help those who lack confidence or practice to understand that they too can speak Welsh to their children.

3.4 There are some changes to be seen in the final document, that respond to the comments of the consultation, these include:

- Noting that the child's voice will be considered when planning and operating.
- Noting that they will consider the role of wider family networks, including the community and also consider the external social influences on language use.
- Giving a central place for data and research base and that interventions are based on behavioural science.
- Changes to the work programme in order to reconcile and merge some steps.

3.5 The policy has four general aims:

- i. Inspire today's generation of children and young people to speak Welsh to their children in the future.
- ii. Reignite the Welsh language skills of those who may not have used Welsh since their school days, or who aren't confident in their language skills, to speak Welsh with their own children.
- iii. Support and encourage the use of Welsh within families where not everybody speaks Welsh.
- iv. Support Welsh-speaking families to speak Welsh with their children.

3.6 The work programme can be seen on pages 18 onwards of the attached policy, and include measures that include:

- how the Government will monitor the work,
- trialling a Language use pledge programme, similar to a successful project in the Basque Country.
- giving the skills and learning resources to professionals to help them to encourage children in a positive way to speak Welsh with each other.
- research the opportunities that games, other technology and physical play offer to assist children to use more Welsh and how this could in turn offer opportunities to help more use of Welsh in the home

4. What is sought by the Committee?

Members are requested to read the final policy, accept the information in this report and offer any relevant observations.