

GWYNEDD COUNCIL'S LANGUAGE SCHEME MONITORING REPORT 2013-14

1) Foreword

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

We now look forward to receiving the Language Standards, and to continuing the work of developing our commitment to empowering the Welsh language in Gwynedd and beyond.

2) Complying with the Welsh Language Scheme

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

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

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

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

3) The Quality of Frontline Services

A) Welsh-medium Youth Service Provision

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

In our previous Monitoring Reports, details were given of the work that was completed through Hunaniaith to promote the Welsh language through the Youth Service. Several activities were arranged to promote and raise awareness of the Welsh language amongst the members of the Clubs, and we can report again that the collaboration between Hunaniaith and the Youth Service in order to promote the Welsh language is ongoing.

B) Siop Gwynedd

Performance Indicator: Number and % of posts in the main reception, contact centre and one-stop-shop designated as jobs where Welsh is essential and filled by Welsh speakers.

The Council's one stop shops are located at the Council Headquarters, (Caernarfon), Embankment Road (Pwllheli), Penarlâg (Dolgellau)

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

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

Penrhyndeudraeth Contact Centre

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

Register Service:

Number of Staff	Welsh speakers (number and %)	Welsh Essential (number and %)
25	25 (100%)	25 (100%)

Information Service:

Number of Staff	Welsh Speakers (number and %)	Welsh Essential (number and %)
5	5 (100%)	5 (100%)

C) Complaints against the Language Scheme

DATE	COMPLAINTS	ACTION
April 2014	Complaint from a member of the public who received a Housing Multiple Occupation Licence in English only.	Following research, the Service confirmed that a mistake had been made which was contrary to expectations, and sent an apology to the complainant.
April 2014	Complaint about incorrect Welsh used in an advertisement for Foster Carers.	A draft (unproofed) version was sent to the Daily Post by mistake. A corrected version was then sent and an apology sent out to the complainant.
April 2014	Complaint regarding English response from Leisure Centre to a telephone enquiry.	Matter receiving the Service's attention through the Language Champions Scheme- apology sent to complainant.
April 2014	Complaint about Occupation Therapist's unwillingness to use the Welsh language with a client.	Further enquires suggest this is a language awareness issue. The Workforce Development Officer and Social Services' Training Unit will look at strengthening this element within the Council's Welsh lessons.
May 2014	Complaint about English-only tender pack for re-surfacing road near school entrance.	Although the contractor had requested English-medium technical documents, the Property Service accept the mistake and apologised that the tender presentation documents were not available bilingually. Also confirm staff have been made aware of the requirements.
June 2014	Complaint from a member of the public, presented through the	It was explained that the provision of consumer advice is no longer a statutory function

	<p>Commissioner, regarding the fact that she was transferred by the Trading Standards Unit to a line where no Welsh speaker was available to respond at that time.</p>	<p>for the Council. The call was transferred to the CAB call centre (which is not funded by the Council).</p> <p>The company which provides this service for the CAB does offer a Welsh language service, but no Welsh speaker was available when this call was transferred.</p> <p>The Trading Standards Unit has raised this matter with the CAB, and has received confirmation that this will be discussed at the next contract review meeting.</p>
June 2014	<p>Complaint that a member of the public had received an English-only letter from the Business Support Unit</p>	<p>Having researched the matter, it would appear that the Unit responded through the medium of English to English correspondence which was sent to them (this complies with the Welsh Language Scheme).</p> <p>The situation was explained and a Welsh version of the letter was sent.</p>
July 2014	<p>Complaint forwarded by the Commissioner regarding an English-only sign on the A487 near Groeslon</p>	<p>The relevant Unit have raised and resolved the matter with the contractor, re-emphasising the need for bilingual signage.</p>
July 2014	<p>Complaint regarding the use of bilingual street names in Gwynedd</p>	<p>Situation explained (according to the report made to the Language Committee on 11/10/12). Emphasised that the Council's policy is to prioritise Welsh names.</p> <p>It was noted that the Consultation Department is preparing a new Policy on street naming to be presented to the Language Committee in</p>

		2015.
August 2014	Complaint regarding the lack of Welsh on the Pont Briwet open night	<p>Contact Department for comment: In order to ensure a sufficient level of expertise and to respond to the widest range of questions, it was necessary for a (non-Welsh speaking) representative from the contractors to make a presentation.</p> <p>Since the presentation was to be made walking around the site, simultaneous translation was not suitable on this occasion. However, it was arranged that Welsh-speaking commentators from the Department were available to explain and respond through the medium of Welsh.</p>
October 2014	General complaint regarding problems with the Council's Welsh website and an English-only CCTV sign	Website team have made further enquiries to ascertain the problem and the relevant Unit are looking into whether the Council is responsible for the sign.
October 2014	Enquiry regarding the medium of swimming lessons	<p>Initial enquiries reveal that a local swimming club and not the Council is responsible for the lessons referred to.</p> <p>The Department is in the process of establishing whether there is a contractual relationship with the club before proceeding.</p>
October 2014	Complaint received through the Welsh Language Commissioner's Office regarding a Social Services user who received an English-only message	<p>Social Services have researched the matter, identified the mistake and apologised.</p> <p>Confirmation received from the Commissioner's Office that they are satisfied with our reply and accept that this was a one-off incident, and not</p>

		symptomatic of wider failings.
November 2014	Complaint regarding an English only letter received from Social Services.	Social Services have researched the matter, identified the mistake and apologised.
November 2014	Complaint from former member of staff that they did not receive a Welsh-language P45.	Finance Department looking into the complaint.
December 2014	Complaint from a member of the public about a failure to act in accordance with the language of choice at a wedding ceremony.	The Service has researched the matter, identified the mistake, taken steps to amend its procedures and apologised.
January 2015	A complaint from a parent that a school distributed third party material that was in English only	The school has apologised and the external provider has also agreed to provide a bilingual version of the materials in the future.
March 2015	A complaint through the Office of the Commissioner about a weakness in the provision by Cyd-Cymru to which the Council refers residents to try to save home energy costs.	A reply was provided noting that this was not a Council service but that steps had been taken to ensure that as much of the service as possible was available through the medium of Welsh (all the steps bar one). We are awaiting the Commissioner's response.

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

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

4) The Management and Administration of the Scheme

- An explanation of any changes to the internal governance and scrutiny arrangements of the Language Scheme:

No changes were made to the internal governance and scrutiny arrangements of the Language Scheme during 2014/15.

The Language Committee continues to hold the responsibility to ensure that the Language Scheme is implemented, and during 2014/15, the committee established a specific work programme for the year.

At the same time, members of the committee expressed their wish to see a more proactive role in relation to some fields, that would lead to a more detailed response and more robust recommendations than the procedure allowed in the normal committee meetings.

This means implementing a procedure similar to the Scrutiny Investigation held by the Scrutiny Committees, holding no more than 2 investigations in any one year.

For the first investigation, committee members decided to conduct a Language Investigation into the following: The use of the Welsh language at Meetings outside the Council. This investigation is ongoing, and therefore it is premature to report on its findings as part of this Annual Report.

- Outline of the steps taken to monitor the quality of Welsh language services

A) Third Party Arrangements

i) Social Care Contracts

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

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

- Language training (free of charge) through the Gwynedd Workforce Partnership
- Encouragement and a target to recruit bilingual staff within a specified timescale

- Ensuring that Welsh speaking staff are available on every shift in a care home
- Identifying users' language needs on care plans in order to ensure suitable home care workers
- Raising awareness of language with providers and raising their awareness of the Language Planning Centre's report
- Strengthening language clauses within our contracts in accordance with the recommendations of the Language Planning Centre.

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

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

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

Voluntary Organisations

Number	% monitored	% complying	% not complying
22	95.5%	75%	25%

Comments:

Language Policy not comprehensive enough
 Language Policy not available in both languages
 Some information for the public not available bilingually

Community Care Providers

Number	% monitored	% complying	% not complying
8	100%	80%	20%

Comments:

67% of staff speak Welsh -33% at the least and 93% at most
 Need to ensure that every client receives services according to language choice and needs

Some information for staff not available bilingually

Independent Homes

% monitored or reviewed during the period	% of Welsh speaking carers	% Welsh speaking nurses (where applicable)
62%	72%%	23%

Comments:

Compliance levels in Nursing Homes tend to be lower
No change in the trend that more nurses tend to be non-Welsh speakers.
Shortage of nurses is a National concern.
Lower compliance in some more Anglicised areas

Encouraging that one home in a more Anglicised area has committed to ensuring that all literature is available bilingually. Welsh speakers also wear the orange badge.

Supported Housing Providers

Number	% monitored	% complying	% not complying
5	100%	60%	40%

Comments:

Most of the Supported Housing service has only been monitored once.

Care plans are not written in the language of choice of the user, but the language of choice was noted on the plans.

Policies and procedures not bilingual.

Website not available bilingually.

An effort is being made to place Welsh speaking staff with Welsh first language service users.

Mental Health Support Service Providers

Number	% monitored	% complying	% not complying
6	100%	66.6%	33.3%

Comments:

The mental health services have only just been monitored recently, and this is the first time that they have been monitored.

An effort is being made to place Welsh speaking staff with Welsh first language service users.

The service users' files are not written in the chosen language of the user, but their language of choice is noted in their care plans.

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

Through the Gwynedd and Anglesey Partnership, Gwynedd Council has commissioned four Strategic Packages (LOT 1-4) for implementing the 'Gwynedd Families First 2013-2017' Plan and also funding the Gyda'n Gilydd Team and a package for 'Promoting the Voice of Parents, Children and Young People'.

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

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

	Council	
Promoting the Voice of Parents, Children and Young People	Cartref Bontnewydd and Bangor University	Cartref Bontnewydd and Bangor University

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

5) Adequacy of Welsh Language Skills

The commitment and the steps taken by the Council to ensure the adequacy of the workforce's Welsh language skills continues to be the same, even though the Council is facing a period of restricting external recruitment and of budget cuts.

The majority of the Council's staff can speak Welsh, and language assessment provision and advice is available for any individual that needs to improve their Welsh language skills. Individuals are expected to be referred to the Welsh Language Co-ordinator by their Managers, or by the Human Resources Consultants.

A) Performance Indicator: Human Resources and Skills (1)

- Number and % (Welsh speakers and learners) that have received training in Welsh up to a specific level of qualification:

Number of individuals that have received Welsh language training, entry - proficiency Level	48
Number of individuals that have attended training to Gloywi / Improve Written Skills in Welsh for Welsh Speakers	8

The Welsh learners receive their training by the following providers:

- Internally – Tutor/Welsh Language Co-ordinator, Gwynedd Council
- Bangor University
- Aberystwyth University
- Group Llandrillo Menai Colleges

The nature of the provision include one or a combination of the below:

- Regular courses during the year – weekly (once or twice a week)
- Intense courses – Summer/Autumn Schools in Aberystwyth, Dolgellau, Bangor, Pwllheli, Yr Wyddgrug organised by the providers
- September 3 days courses – Welsh in the Workplace – Bangor University. Provided for organisations providing public services in north Wales to improve the Welsh language skills in the workplace.

- Gloywi Iaith, improving written Welsh, courses – Accredited courses for a specific period of time provided by Group Llandrillo Menai Colleges

The percentages on the different levels at the beginning of the year:

LEVEL	NUMBER	PERCENTAGE
Entry	13	27%
Foundation	8	17%
Intermediate	9	19%
Advanced	18	37%

B) Performance Indicator: Human Resources and Skills (2)

- The number and % of staff that have received Language Awareness training:

Language Awareness training is available through the Social Services' training unit and is also available corporately.

LANGUAGE AWARENESS	NUMBER
Welcome to the Council (which includes an element of Language Awareness)	47
Language Awareness (half a day tailored specifically for the service)	7

B) Language Skills of Staff

The numbers below are based on the responses by Heads of Department

DEPARTMENT	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Education	School Salaries and Contracts	Arfon	5	0
	Pupils and Inclusion	Arfon	7	0
	Well-being Service	Arfon	4	0
		Dwyfor	2	0
		Meirion	1	0
	Governors	Arfon	2	0
	Catering and Cleaning	Arfon/Meirion	2	0
		Dwyfor/Meirion	2	0
		Dwyfor	1	0
	Access and Buildings	Arfon	3	0
	Education Support Unit	Arfon	2	0
		Dwyf	9	0
	Schools' Organisation	Arfon	6	0
Management Unit	Arfon	6	0	
Schools / Teaching Staff	Arfon	1,3581	0	
	Dwyfor	727	0	
	Meirion	548	0	
Education Total			2,685	0 (100% speak Welsh)

DEPARTMENT	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Corporate Support	Human Resources and Organisational Development	Arfon	4	0
	Support	Arfon	42	0
	Learning and Development	Arfon	12	0
	Coproate Commissioning	Arfon Môn Meirion	6 5 2	0 0 0
	Human Resources Consultancy Services	Arfon	26	0
	Communication	Arfon	6	0
	Achieving and Supporting Change			
	Management Unit	Arfon	2	0
Corporate Support Total			190	0 (100% speak Welsh)

DEPARTMENT	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Highways and Municipal	Commissioning	Arfon	21	0
		Dwyfor	13	0
		Meirion	19	0
		Unknown	19	0
	Fleet	Arfon	10	0
		Dwyfor	11	0
		Meirion	8	0
		Unknown	6	0
	Municipal Work	Arfon	104	1
		Dwyfor	71	1
		Meirion	79	4
		Unknown	75	0
	Highways Work	Anglesey	2	0
		Arfon	29	0
		Dwyfor	21	0
		Meirion	38	0
		Unknown	30	0
	Waste Treatment	Arfon	2	0
		Meirion	10	1
		Unknown	5	0
	Management Unit	Arfon	3	0
		Unknown	1	0
Highways and Municipal Total			577	7 (98.8% speak Welsh)

DEPARTMENT	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Regulatory	Environmental	Arfon	30	0
		Dwyfor	5	0
		Meirion	5	0
		Unknown	1	0
	Joint Planning Policy Unit	Arfon	12	1
	Food, Health and Safety	Arfon	9	0.4fte
		Dwyfor	4	0
		Meirion	3	0
		Unknown	1	0
	Public Protection – Centre	Arfon	4	0
		Dwyfor	1	0
		Meirion	2	0
		Unknown	1	0
	Planning		20	0
	Pollution and Pest Control	Arfon	5	0
		Dwyfor	5	0
		Meirion	3	0
	Trading Standards	Arfon	5	0
		Dwyfor	2	0
		Meirion	6	0
	Transportation and Street Care	Arfon	45	0
		Dwyfor	8	0
		Unknown	10	14
	Licensing	Arfon	2	0
		Dwyfor	1	0
		Meirion	1	0
	Management Unit	Arfon	2	0
	Property		40	0
Regulatory Total			233	7.4 (96.9% speak Welsh)

DEPARTMENT	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Consultancy	Roads and Engineering	Arfon	49	1
		Meirion	3	0
		Dwyfor	5	0
	Building and Environmental	Arfon	37	0
		Meirion	6	0
		Dwyfor	5	0
	Business Unit	Arfon	6	1
		Meirion	1	0
		Dwyfor	0	0
	Management Unit	Arfon	3	0
Consultancy Total			119	2 (98.24% speak Welsh)

DEPARTMENT	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Legal	Legal		14.7	
	Elections		1.8	0
	Propriety	Arfon	0.5	0
	Management	Arfon	1	0
Legal Total			18	0 (100% speak Welsh)

SERVICE	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Social Services, Housing and Leisure	Leisure Centres	Arfon	124	13
		Dwyfor	65	0
		Meirion	70	5
	Housing Management	Arfon Dwyfor	3 1	0 0
	Supporting People	Arfon	3	0
	Homelessness and Supported Housing	Arfon	10	1
		Dwyfor	4	0
		Meirion	4	0
		Arfon HOT	7	0
		Hostels	7	2
	Private Sector Housing	Arfon	7	0
		Meirion	10	0
		Dwyfor	8	1
	Customer Contact	Arfon	13	0
		Dwyfor	3	0
		Meirion	25	0
		Unknown	4	0
	Register	Arfon	10	0
		Dwyfor	4	0
		Meirion	6	0
		Unknown	5	0
	Information	Arfon	5	0
			323	22 (93.2% speak Welsh)

N.B. More data from Social Services is expected shortly

SERVICE	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Finance	Internal Audit	Arfon	7	0
	Investment and Treasury Management	Arfon	3	0
	Payroll	Arfon	11	0
	Accountancy	Arfon	39	0
	Pensions	Arfon	17	
	Revenue – Income/Debtors	Arfon	10	0
	Payments / Creditors	Arfon	8	0
	Revenue – Taxes and Benefits	Arfon Dwyfor Meirion	30 17 9	0 0 1
	Risk Management / Insurance	Arfon	2	0
	Management Unit	Arfon	6	0
	Information Technology	Arfon	46	0
Finance Total			205	1 (99.51% speak Welsh)

DEPARTMENT	UNIT	AREA	NUMBER	NUMBER OF NON-WELSH SPEAKERS
Economy and Community	Community Regeneration	Arfon	11	0
		Dwyfor	1	0
		Meirion	2	0
	Museums	Arfon	6	1n (part time)
		Dwyfor	3	0
		Unknown	5	0
	Archives	Arfon	9	0
		Meirion	3	0
	Business Support	Arfon	9	0
	The Arts	Arfon	1	0
	Performing Arts	Dwyfor	18	1 (reserve)
		Meirion	7	
	Youth	Arfon	60	0
		Dwyfor	25	0
		Meirion	39	4 (part time)
		Full-time	17	0
	Maritime	Dwyfor	16	0
		Meirion	2	1
	Galleries	Arfon	1	1 part-time
		Unknown	1	0
	Country Parks	Arfon	6	0
	Major Projects	Arfon	5	0
		Meirionnydd	1	0
	Skills and Enterprise	Arfon	5	0
	Strategy and Development	Arfon	3	0

	Tourism, Marketing and Customer Care	Arfon Dwyfor Meirion Unknown	13 3 4 12	0 0 0 0
	Management Unit	Arfon	7	0
	Libraries	Arfon Dwyfor Meirion Unknown	38 9 18 10	0 0 0 0
	Leisure Centres	Arfon Dwyfor Meirion	124 65 70	1 0 3
Economy and Community Total			629	12 (98.1% speak welsh)

6) Mainstreaming the Welsh language

A) Mainstreaming (Structures and Responsibilities)

The Council ensures a prominent place for the Welsh language within our statutory arrangements for equality impact assessment. Our Cabinet documentation clearly notes the need to consider the need for such an assessment, and the Policy Officer and Democratic Services (and Language) Manager scrutinize the Cabinet's work programme in order to highlight the requirements in relation to any reports that are prepared. At the same time, any documentation regarding possible cuts to services also include the need to consider the need for an equality impact assessment, and what was the findings of conducting such an assessment.

B) Promoting the Welsh Language

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

Strategic Direction Group
 Workplace Group and Bilingual Services
 Working Group: Influencing Children's Social Use of the Welsh Language
 Arfon Community Group
 Gwynedd Language Forum

5 officers were responsible for co-ordinating, strategic planning and implementing Hunaniaith's action plan during 2014/15:

- Welsh Language Promotion Officer (directly employed by the Council). Supervisory and managerial role only between April 2014 and March 2015, whilst the officer was on secondment to the post of Democratic Services Manager.
- Gwynedd Language Development Officer x3. One post is grant-funded by the Welsh Sub-Department, Welsh Government, the other through the Bwrw Mlaen fund, Welsh Government, and the other through a combination of Gwynedd Council's Strategic Plan funds and the Welsh Language Promotion Officer's employment funding.
- Gwynedd Primary Schools Language Charter Coordinator; this post is funded through Gwynedd Council and the Welsh Sub-Department, Welsh Government grant funding.

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

- Co-ordinating the Primary Schools Language Charter in 97 schools across the county.
- Identifying the baseline use of the social use of the Welsh language amid all of the 14 secondary schools in Gwynedd.
- Research into the factors which influence the Welsh language in specific communities in light of the 2011 Census results.
- Support Menter Iaith Bangor to fulfil their plans and vision for establishing a Language Centre in the city.

Hunaniaith operates on a community level to encourage positive attitudes, and increase the confidence of people to use the Welsh language in different contexts. There has been an emphasis on working in communities where there was a significant decrease in the percentage of Welsh speakers according to the 2011 Census. Examples of activities and projects executed by Hunaniaith during 2014/15 include the following:

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

Hunaniaith also works with many public sector language officers working in Gwynedd. In 2014/15, Hunaniaith collaborated with them in the following:

- Create a definition of a bilingual workplace
- Discuss the aim of developing a method similar to the language web to establish a baseline for the language skills of staff
- Create video clips promoting the value of the Welsh language and using them with the workforce

The Welsh language remains a priority within Gwynedd Council's Strategic Plan for 2015-17; Hunaniaith is the driver of many of its identified priorities.

7) Analysis of performance

Identify Risks and Priorities for the following year

- Respond to the requirements of the Language Standards, and ensure that we aim to achieve beyond the core requirements, wherever possible
- Use the Language Standards as a starting point to improve our provision and to persuade other bodies to improve their Welsh-medium provision
- Establish arrangements to enable us to measure and report on our compliance with the Language Standards.
- Ensure that Equality Impact Assessments (including the Welsh language) are conducted as part of any proposals to cut or outsourcing services, and support the Council to protect the Welsh language where reasonably possible.

8) Publishing Information

We will present the Annual Report on the implementation of the Council's Language Scheme to the Language Committee on 18 June 2015, and then the report will be presented to the Welsh Language Commissioner. The documents will then be published on the Council's website.