

COUNCIL:

29 JUNE 2023

CABINET PROPOSAL

Reason for this Report

1. To agree and approve the content of the Welsh Language Standards Annual Report 2022-23, prior to formal publication in accordance with the Welsh Language Standards, under the Welsh Language (Wales) Measure 2011.

Background – Welsh language standards Annual Report 2022-23

2. Local authorities in Wales have a statutory duty to comply with Welsh Language Standards Regulations that explain how they as organisations must use the Welsh language in different situations. The Welsh Language (Wales) Measure 2011 established a legal framework to impose duties on certain organisations to comply with standards in relation to the Welsh language by way of sub-legislation (Welsh Language Regulation (No.1) Standards 2015).
3. The standards issued to Cardiff Council are listed in 'The Cardiff Council *Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011*. A copy of the standards, which is referred to in this report, is available from:

www.cardiff.gov.uk/bilingualcardiff

4.

The principal aim of the legislation (standards) is to ensure that the Welsh language is treated no less favourably than the English language with the emphasis on actively offering and recording language choice rather than the onus being on the individual service user or employee to request information or services in Welsh.

5. The Welsh Language Standards have been drafted with the aim of:
 - improving the services Welsh-speakers can expect to receive from organisations in Welsh;

- increasing the use people make of Welsh-language services;
 - making it clear to organisations what they need to do in terms of the Welsh language; and
 - ensuring that there is an appropriate degree of consistency in terms of the duties placed on organisations in the same sectors.
6. Each local authority was issued with a compliance notice from the Welsh Language Commissioner in September 2015, which lists the standards and compliance date which the organisation is expected to comply with. Cardiff Council was issued with **171 standards**.
7. The Council has a statutory duty to comply with the Welsh Language Standards, which includes the requirement to produce an annual report on compliance with these standards.
8. Each local authority is required to publish each year an annual report detailing the following information.

Complaints
The number of complaints received during that financial year relating to compliance with the Welsh language standards.
Employees Welsh language skills
The number of employees who have Welsh language skills at the end of the financial year in question.
Welsh Medium Training
<ul style="list-style-type: none"> ➤ The number of members of staff who attended training courses offered in Welsh during the year. ➤ If a Welsh version of a course was offered by you during that year, the percentage of the total number of staff attending the course who attended the Welsh version.
Posts Advertised
<p>The number of new and vacant posts that were advertised during the year which were categorised as posts where:</p> <ul style="list-style-type: none"> • Welsh language skills were essential; • Welsh language skills needed to be learnt when appointed to the post; • Welsh language skills were desirable, or • Welsh language skills were not necessary.



9. The Welsh Language Commissioner can investigate a failure to comply with the Welsh Language Standards, and can take enforcement action, including imposing a civil penalty, requiring an action plan to remedy the breach or publicising the breach.
10. The statutory publishing deadline for the Annual Report on the Welsh Language Standards 2022/23 is **30 June 2023**.

Annual Report on the Welsh Language Standards 2022/23 – Summary of Achievements

11. The Council advertised **77** posts where Welsh language skills were an essential requirement and a further **1222** posts where Welsh was desirable. The number of advertised Welsh essential and desirable posts represent a **15%** and a **89%** increase respectively in comparison with 2021/22.
12. Bilingual Cardiff translated **13,478,771 words** during 2022-23 (**99.9%** of all requests returned to the client by the agreed deadline date).
13. The Southeast Wales Welsh Language Education Champion project, supported by Cardiff Capital Region Local Authorities, and Mentrau Iaith, received funding from the Welsh Government.
14. The Council's Youth Service is supported by three additional Welsh speaking youth officers in partnership with Menter Iaith Caerdydd and the Urdd.
15. The Bilingual Cardiff Youth Forum has been established and financially supported by the Council to empower our young people to present their priorities for Welsh language provision.
16. Bilingual Cardiff, and the Bilingual Cardiff Forum, have supported the development of the Council's ten-year Welsh in Education Strategic Plan (WESP) which was presented to Welsh Government for approval in December 2022.
17. Cardiff Council's Welsh Language Awareness e-module has been completed by **634** staff members in 2022/23.
18. A total of **1593** Cardiff Council staff participated in Welsh language training courses in 2022/23.
19. **253** Cardiff Council staff members attended formal Welsh language courses provided by Cardiff Academy and the Working Welsh initiative.

20. The number of staff with Welsh language skills has increased by **5.9%** since 2021-22 and represents **20.06%** of the workforce registered on the Council's DigiGOV HR system.
21. **661** pupils were allocated Reception places at Welsh-medium primary schools for September 2022, which made up **17.4%** of the total intake across the city. This represents an increase in comparison with 2021/22.
22. Over 32,000 people attended the Tafwyl Festival in 2022. The festival is supported by Cardiff Council.
23. Welsh cultural events such as Dydd Miwsig Cymru, St David's Day, Diwrnod Shwmae and Diwrnod Hawliau were successfully promoted across the Council.
24. C4, Cardiff Council's Welsh language speakers and learners' group, held a St. David's Day event at City Hall on the 1st of March 2023 which was attended by over **40** staff members.

Bilingual Cardiff Strategy 2022-27

25. Standard 145 of the Welsh Language Standards (No.1) Regulations 2015 requires the Council to review its Welsh language promotion strategy and publish a revision withing 5 years of the previous strategy's publication.

Welsh Language Standard 145 states:

You must produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters) (a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and (b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).

26. The 2022-27 Bilingual Cardiff Strategy is Cardiff Council's second iteration of its Welsh language promotion strategy and follows the structure of Cymraeg 2050 – the Welsh Government's action plan for a million Welsh speakers by 2050. All 2022-27 Bilingual Cardiff Strategy actions support the delivery of the three Cymraeg 20250 strategic themes:
 - Increase the number of Welsh speakers
 - Increase the use of Welsh
 - Creating favourable conditions – infrastructure and context
27. The Bilingual Cardiff Strategy 2022-27 is aligned with the Council's Welsh in Education Strategic Plan 2022-32 (WESP) and includes a number of actions to support the delivery of the WESP Outcomes.

28. It is a statutory duty under standard 145 to include a target in the Bilingual Cardiff Strategy 2022-27 to increase the number of Welsh speakers in Cardiff by the end of the 5-year-period.
29. Targets for the required increase in the number of Welsh speakers in Cardiff to support Cymraeg 2050 for the 2022-27 Bilingual Cardiff Strategy were based on projections from the 2011 Census and additional data sources such as the National Population Survey. This projection presented the number of Welsh speakers in Cardiff as 43,223 in 2022.
30. The first results from the 2021 Census have now been received and show that the percentage of Cardiff population (aged 3+) who speak Welsh has increased from 11.1% in 2011 to 12.2% in 2021.
31. The 12.2% of the population of Cardiff (aged 3+) who reported that they can speak Welsh in the 2021 Census (362,400) gives a total of 44,213. The number of Welsh speakers in Cardiff reported in the 2021 Census is therefore slightly higher than the projections presented for the 2022-27 Bilingual Cardiff Strategy.
32. In order for Cardiff to play its part in supporting the Welsh Government's vision of a million Welsh speakers by 2050 the number of Welsh speakers in Cardiff will need to increase from the 44,213 reported in the 2021 Census to 46,565 in 2027. This equates as an annual increase of 392.
33. An increase of 1960 in the number of Welsh speakers is required over the 5-year period of the 2022-27 Bilingual Cardiff Strategy. This is an annual percentage increase of 1.25% - a slight reduction from the required 1.5% increase presented in the strategy in 2022.
34. As a percentage of Cardiff's population, Welsh speakers would increase from 12.2% in 2021 to 12.5% in 2027 (anticipating an increase of 2.35% in the city's population in this time).
35. The 2022-27 Bilingual Cardiff Strategy includes actions derived from the recommendations received as a result of the independent review of the 2017-2022 Bilingual Cardiff Strategy which have been actioned as follows:
 - Updating action plan targets following receipt of 2021 Census data.

First results from the 2021 Census demonstrate a 1.1% increase in the number of Welsh speakers in Cardiff. Targets in the Bilingual Cardiff Strategy to increase the number of Welsh speakers has been revised as above.
 - Mapping current Welsh language provision for children and young people to provide a baseline for its expansion.

The mapping exercise has been concluded and its findings will be reported to the Bilingual Cardiff Forum in May 2023. Initiatives to

develop Welsh language provision for children and young people are underway – see **Children and Young People** below).

- Expansion of the Bilingual Forum membership to include appropriate Council officers and private sector / business representatives.

Officers from the Cardiff Youth Service, Cardiff Commitment, Child Friendly City and Equalities have joined the Forum. The Welsh Language Commissioner private sector team attend to represent Cardiff businesses and invites extended to other sectors within the city.

- Investigate mechanisms to assess impact and their application.

The Welsh Language Commissioner's guidance on the conduct of impact assessments provides a model for assessing the effectiveness of the interventions presented in the 2022-27 Bilingual Cardiff Strategy and their degree of success.

- Alignment of the strategic outcomes for the 2022-27 Bilingual Cardiff Strategy and the 2022-31 Welsh in Education Strategic Plan.

Working in partnership with the Council's Education Department and the Bilingual Cardiff Forum, the Bilingual Cardiff Strategy 2022/23 and the Welsh in Education Strategic Plan 2022-31 have been aligned in their strategic outcomes and to include shared actions and targets. The WESP received final Welsh Government approval in March 2023.

- Expansion of the Bilingual Cardiff Policy Team.

The Policy Team has been expanded to include an additional FTE Bilingual Cardiff Policy Officer role.

36. The Bilingual Cardiff Strategy 2022-27 is attached as **Appendix 2**. It was agreed by Cardiff Council on 3 March 2022. Some of the main successes in implementing the 2022-27 Bilingual Cardiff Strategy in the first year of its operation are described below:

Children and Young People

37. Welsh Language Rights Day in 2022 focussed on the Welsh Language Commissioner's campaign to promote provision for children and young people. This was supported by Cardiff Council in its communications and social media accounts to promote the work of Cardiff Youth Service and the Bilingual Cardiff Forum partners.
38. Cardiff's Youth Service in partnership with Menter Caerdydd and yr Urdd have established a new Welsh language provision for children and young people under the CFTi brand. This branding will allow Welsh language provision to be more visible and marketed more effectively.

39. Welsh language provision for children and young people is supported by three Council funded youth workers for Menter Caerdydd, yr Urdd, and the Youth Service respectively. Each Secondary Welsh School now has a designated Welsh Language Youth Officer.
40. The Bilingual Cardiff Youth Forum has been established with support from the Bilingual Cardiff partners. The Forum meets every fortnight in the Old Library in the Hayes and empowers the city's young people to lead on the development of provision. Welsh language activity and evenings are also being delivered in the city's Youth Centres.
41. Welsh language provision will be further developed to support the delivery of Outcome 5 of the Cardiff Council WESP 2022-31 to increase the use of Welsh socially and outside of school settings. The sub-group supporting delivery of the WESP Outcome 5 is chaired and administered by Bilingual Cardiff.

Southeast Wales Welsh Language Education Champion

42. Cardiff Council led a partnership between all Cardiff Capital Region Local Authorities and regional Mentrau Iaith initiatives to create a new regional Welsh Medium Education Promotion Champion post and funding for a pilot project has been received from Welsh Government for 2023-24.
43. The Champion will work to increase access to Welsh medium education across the region through marketing and promotion and by making information regarding school selection more accessible to parents.
44. Agreed projects supporting the work of the Champion include:
 - Promotion of Welsh medium education within ethnic minority communities.
 - Promotion and development of Welsh medium Additional Learning Needs provision.
 - Assessment of Local Authority Welsh in Education Strategic Plan targets on a regional level.
 - Mapping of current Welsh language education provision across the region.

Cardiff Council WESP 2022-31

45. Following review of the 2017-22 Bilingual Cardiff Strategy, it was recommended that the revised strategy for 2022-27 and Cardiff Council's WESP 2022-31 were aligned. Both strategies were revised to include mutually supportive actions and objectives.
46. The alignment of the WESP and the 2022-27 Bilingual Cardiff Strategy was undertaken in partnership with the Council's Education Department

and supported by the Bilingual Cardiff Policy Team and Bilingual Cardiff Forum representatives.

47. Sub-groups were established to lead on the development of the WESP action plan and the delivery of the WESP's 7 Outcomes. The membership of these sub-groups included Bilingual Cardiff Policy Team officers and Bilingual Cardiff Forum partners.
48. Outcome 5 of the WESP presented actions to increase opportunities to use Welsh outside of school settings. As this Outcome had significant crossover with the Bilingual Cardiff Strategy's strategic theme to increase the use of Welsh the sub-group was chaired by the Head of Bilingual Cardiff.
49. The WESP action plan was agreed by the Council's Welsh Education Forum in November 2022 and was presented to Welsh Government for final approval in December 2022.

Bilingual Cardiff Members Group

50. This cross-party councillor members group meets quarterly to discuss Welsh language matters including Cardiff Council's implementation of the Welsh language standards and the delivery of the Welsh language services.
51. During 2022/23 the group provided oversight for the statutory investigations received by Cardiff Council from the Welsh Language Commissioner, the development of the WESP 2022-31, the delivery of the 2022-23 Bilingual Cardiff Strategy, and the implementation of Cardiff Council's Welsh Language Skills Strategy.

Use of the Welsh Language

52. A recommendation is presented to Cabinet by the Bilingual Cardiff cross-party Members Group that greater use is made of the Welsh language by Cardiff Council in its communications and social media.
53. The recommendation is to use Welsh phrases such as bore da, prynhawn da and diolch in English language communications and social media pages to promote the Welsh language and increase its visibility within the Council's communications.

Financial Implications

54. The Annual Report sets out the Council's performance in accordance with the Welsh Language Standards and is also accompanied by an Action Plan setting. Consideration should be given to the financial resources required to implementing the actions and be satisfied that these can be done within the existing budgetary allocation and that the funding source is identified prior to implementation.

Legal Implications

55. This report deals with the Council's statutory duties under the Welsh Language (Wales) Measure 2011, which includes a duty to be mindful of that Measure and the Welsh Language Standards when making any policy decisions and to consider the impact upon the Welsh language when making these decisions.
56. In considering this matter, the Council must have regard to its obligations under the Equality Act 2010, including the public sector equality duty (including specific Welsh public sector duties). This means the Council must give due regard to the need to
 - (1) eliminate unlawful discrimination,
 - (2) advance equality of opportunity and
 - (3) foster good relations on the basis of protected characteristics.
57. The protected characteristics are: age, gender reassignment, sex, race – including ethnic or national origin, colour or nationality, disability, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion or belief – including lack of belief.
58. When taking strategic decisions, the Council also has a statutory duty to have due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage ('the Socio-Economic Duty' imposed under section 1 of the Equality Act 2010).
59. In considering this, the Council must take into account the statutory guidance issued by the Welsh Ministers ([WG42004 A More Equal Wales The Socio-economic Duty Equality Act 2010 \(gov.wales\)](#)) and must be able to demonstrate how it has discharged its duty.
60. The Well-Being of Future Generations (Wales) Act 2015 ('the Act') places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales - a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language, and is globally responsible.
61. In discharging its duties under the Act, the Council has set and published well being objectives designed to maximise its contribution to achieving the national well being goals. The well being objectives are set out in Cardiff's Corporate Plan 2021-24. When exercising its functions, the Council is required to take all reasonable steps to meet its well being objectives. This means that the decision makers should consider how the proposed decision will contribute towards meeting the well being objectives and must be satisfied that all reasonable steps have been taken to meet those objectives.
62. The well being duty also requires the Council to act in accordance with a 'sustainable development principle'. This principle requires the Council to act in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. Put simply, this means that Council decision makers must take

account of the impact of their decisions on people living their lives in Wales in the future. In doing so, the Council must:

- Look to the long term
- Focus on prevention by understanding the root causes of problems
- Deliver an integrated approach to achieving the 7 national well-being goals
- Work in collaboration with others to find shared sustainable solutions
- Involve people from all sections of the community in the decisions which affect them

63. The decision maker must be satisfied that the proposed decision accords with the principles above; and due regard must be given to the Statutory Guidance issued by the Welsh Ministers, which is accessible using the link below:

<http://gov.wales/topics/people-and-communities/people/future-generations-act/statutory-guidance/?lang=en>

HR Implications

64. The Welsh Language Standards Annual Report includes compliance with those standards that relate to the Council's role as an employer. Many of the initiatives which are highlighted in the report will continue and be reinforced. The specifics include:

- ensuring continued training provision to increase the numbers of Welsh language speakers across the Council in line with the Council's Workforce Strategy and Welsh Language Skills Strategy;
- the provision of Welsh language training at all levels for all employees;
- the provision of other training such as First Aid and Health and Safety courses in Welsh;
- promoting job opportunities to groups proficient in the Welsh language;
- services to continue to review and enhance their Welsh language offer by increasing the number of Welsh essential posts; and
- ensuring that the number of posts which have Welsh language as an essential or desirable criteria continue to increase.

Property Implications

65. There are no specific property implications to this report. The Strategic Estates Department will endeavour to undertake all relevant training and

comply with any relevant Welsh Language standards, statutory guidance and legislation in the course of its activities.

CABINET PROPOSAL

Council is recommended to approve the Welsh Language Standards Annual Report 2022-23 (attached as **Appendix A**) prior to formal publication in accordance with the Welsh Language Standards (Welsh Language (Wales) Measure 2011).

THE CABINET 22 JUNE 2023

The following appendices are attached:

Appendix A	Welsh Language Standards Annual Report 2022-23
Appendix 1	2022-27 Bilingual Cardiff Strategy
Appendix 2	Bilingual Cardiff Strategy Action Plan 2022-23