

COUNCIL: 17 MARCH 2022

CABINET PROPOSAL

CARDIFF COUNCIL BILINGUAL CARDIFF: 5-YEAR WELSH LANGUAGE STRATEGY 2022-27

Reason for this Report

1. To note the content of the Bilingual Cardiff Strategy 2022-2027 (**Appendix I**) in accordance with the Welsh Language Standards (No.1) Regulations 2015 under the Welsh Language (Wales) Measure 2011 and recommend to full Council for approval.
2. To note the content of the Independent Review of the Bilingual Cardiff Strategy 2017-2022 (**Appendix V**)

Background

3. 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 [No.1] Regulation Standards 2015). The Standards may be viewed on the Bilingual Cardiff intranet page or by following [this link](#).
4. Standard 145 of the Welsh Language Standards (No.1) Regulations 2015 requires the Council to produce and publish a revision of its five-year strategy to promote the Welsh language by the 31st of March 2022. The first Bilingual Cardiff strategy was agreed in 2016 and implemented from 2017 to 2022. The revised strategy sets out how the Council will continue to promote and facilitate the use of Welsh in Cardiff. It also includes a target to increase the number of Welsh speakers in the city in line with statutory requirements and other specific actions to facilitate the use of the Welsh language and provide conditions for the language to thrive. The Bilingual Cardiff Strategy 2022-27 has been adapted to follow the three themes presented by the Welsh Government in its *Cymraeg 2050* strategy to achieve a million Welsh speakers by 2050.

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).

5. The 2011 census results demonstrated that the number of Welsh speakers in Cardiff had more than doubled over a 25-year period and indicated that 11.1% of the city's population identified as Welsh speakers. It is anticipated that the 2021 census results will demonstrate that the number and percentage of Welsh speakers in Cardiff has continued to grow with projections suggesting that 42,584 (11.6%) of the city's population identify as Welsh speakers in 2021. The aim of the Bilingual Cardiff Strategy 2022-27 is to support continued growth in the number of Welsh speakers, increase the use of the language in work, education and social settings, and provide conditions that are favourable for the language to thrive.
6. 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. In order for Cardiff to play its part in supporting the Welsh Government's vision of a million Welsh speakers by 2050, we will need to see a percentage increase of 7.73% in the number of Welsh speakers (aged 3+) in Cardiff between 2022 and 2027. This represents increasing the number of Welsh speakers in Cardiff by 3,342 between 2022 (43,223) and 2027 (46,565). This target has been included in the Bilingual Cardiff Strategy.
7. The methodology used for this target was to apply the annual percentage increase required in Cardiff to support the achievement of a million Welsh speakers in Wales by 2050 (from the 562,016 reported in the 2011 Census). This equates as annual increase of 1.5% in the number of Welsh speakers in Cardiff.
8. Based on data provided in Cardiff Council's draft WESP the number of pupils entering Welsh-medium education between 2022 and 2027 will be approximately 3,518. This is higher than the required increase set by Cymraeg 2050. However the numbers entering Welsh-medium education do not equate to the numbers who continue and complete and become confident Welsh speakers and therefore a degree of caution must be applied to these figures.
9. In addition to the numbers entering Welsh-medium education, migration by Welsh speakers from other areas of Wales represents a significant demographic driver. Data sources for such migration, however, are unreliable but, as a conservative estimate, it is anticipated this may represent an additional 500 a year making a total of 2500 by the year 2027.
10. As noted above data on the numbers of Welsh speakers migrating to Cardiff is difficult to verify quantitatively but it is anticipated that the required increase in Welsh speakers will be made up of 60-70% through Welsh-medium education and learning and 30-40% inward migration.

11. The Welsh Government published its Cymraeg 2050 strategy in 2017 with the aim of achieving a million Welsh speakers by 2050. The Bilingual Cardiff Strategy 2022-27 has adopted the three themes (and their associated areas of work) presented by Cymraeg 2050. The three themes are:

- Increase the number of Welsh speakers
- Increase the use of Welsh
- Creating favourable conditions – infrastructure and context

The Bilingual Cardiff Strategy 2022-27 has been aligned with the requirements of Cymraeg 2050 and includes a number of actions and targets to ensure the Council can meet the national strategy's requirements.

12. The first Bilingual Cardiff Strategy established the Bilingual Cardiff Forum as a partnership network of organisations in Cardiff to support the delivery of the strategy's identified actions and initiatives. The revised Bilingual Cardiff Strategy 2022-27 will continue to be delivered in partnership with the well-established Bilingual Cardiff Forum and not by one organisation alone. The membership of the Forum will be further developed and extended over the lifetime of the strategy and will introduce a new focus on working across the Southeast Wales region. A list of the current Forum partners is included in Appendix II of the Bilingual Cardiff Strategy 2022-27.

13. The promotion and facilitation of the Welsh language in Cardiff is a process and will not be complete within the 5-year period of the revised strategy. The first Bilingual Cardiff Strategy established partnership working through the Bilingual Cardiff Forum and has delivered a wide range of actions and initiatives to support the Welsh language. The vision for this revised strategy is to move away from the implementation of services to a more ambitious programme of activity to develop the use of the Welsh language and its promotion within all Cardiff's communities. It also includes commitments to work with Local Authority colleagues across the Southeast Wales region.

14. The Bilingual Cardiff Strategy has been developed alongside the Cardiff Council's Welsh in Education Strategic Plan (WESP) 2022-2032. Access to Welsh medium education is a critical part of achieving the Welsh Government's aim to achieve a million Welsh speakers by 2050. Welsh medium education in Cardiff has experienced significant growth over the last 30 years and more and more families wish for their children to have access to their education in Welsh. By developing both strategies together, it has been possible to identify actions and initiatives to support the use the Welsh language outside of school, provide opportunities for parents to engage with the language, and further develop Welsh language provision for pupils in English medium and dual stream schools. Both strategies are mutually complementary and will support the Council's commitment to meet the aims described in Cymraeg 2050.

Welsh in Education Strategic Plan 2022-32

15. All Local Authorities in Wales are required to submit a Welsh in Education Strategic Plan (WESP). Formerly the WESPs were implemented over a period of three years. However, following Welsh Government direction, the

Council's WESP will apply for a period of 10 years from 2022 to 2032. The WESP provides the strategic direction for planning and delivering Welsh-medium and Welsh-language education within the Local Authority area.

16. Cardiff's WESP covers the period 2022-2032. It is underpinned and informed by Welsh Government's Welsh-medium Education Strategy and has been developed alongside the Bilingual Cardiff Strategy 2022-27.
17. Commitments to increase the number of Welsh speakers and the use of the Welsh language described in Cymraeg 2050 will be supported by the delivery of the WESP and the provision of Welsh-medium primary and secondary education. The actions and targets described in the WESP support the Bilingual Cardiff Strategy 2022-27 and both include aligned visions and actions to promote the Welsh language in Cardiff.
18. The Bilingual Cardiff Strategy 2022-27 action plan has been aligned with the WESP 2022-32. Relevant actions and targets in the action plan have been revised to reflect the targets presented in the WESP and an additional column has been added to confirm the WESP outcomes supported by those actions and targets.
19. The Bilingual Cardiff Strategy 2022-27 and the WESP 2022-32 share the vision to support the Welsh Government aim to achieve a million Welsh speakers by 2050. They also support the continued development of a truly bilingual Cardiff where Welsh medium education and childcare are available to all and the Welsh language is protected and nurtured for future generations to use and enjoy.

Consultation

20. An internal consultation survey on the Bilingual Cardiff Strategy 2022-27 was presented in September 2021 to the Council's staff to seek their views on the draft Bilingual Cardiff Strategy 2022-27.
21. The public consultation on the Bilingual Cardiff Strategy came to an end on the 15th of November 2021. The consultation asked Cardiff's citizens to prioritise the identified areas of work to support the delivery of the three main themes described above. The comments, suggestions and recommendations received as a result of the consultation have been given consideration and incorporated into the Bilingual Cardiff Strategy 2022-27 and its action plan. Further information on the results of the consultation is offered below.
22. The Bilingual Cardiff Strategy 2022-27 has also been subject to extensive consultation with the Bilingual Cardiff Partners Forum, the Bilingual Cardiff Member Working Group, Trade Unions and the Council's Policy Forum and Equalities Team.
23. Both the internal and public consultations on the Bilingual Cardiff Strategy 2022-27 were managed on behalf of Bilingual Cardiff by the Cardiff Research Team.

24. The comments received in relation to the internal and public consultations on the Bilingual Cardiff Strategy 2022-27 have been compiled into reports by the Cardiff Research Team. They have been included as **Appendix III** and **Appendix IV** respectively.
25. It should be noted that some comments received would require changes in legislation - such as the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards – or for the Council not to comply with its statutory duties and agreements to support Welsh Government strategies such as Cymraeg 2050. Changes of this kind are beyond the Council's responsibility and remit and therefore comments which would require such changes to be actioned have not been included in the internal and public consultation reports.

Internal Consultation Results

26. **543** responses were received to the internal staff consultation with **20.6%** of respondents identifying as Welsh speakers and **18.1%** of respondents identifying as Welsh learners. This provides a total of **38.7%** of staff respondents with some level of Welsh language skills. In addition, **37.9%** of respondents have received Welsh language training and **41.7%** of respondents would be interested in receiving Welsh language training.

27. The priorities under **Theme 1 Increasing the number of Welsh speakers** were ranked by respondents as follows:

- 1. The Early Years**
- 2. Statutory Education**
- 3. Language Transmission in the Family**
- 4. The Education Workforce**
- 5. Post-compulsory Education**

28. The priorities under **Theme 2 Increasing the use of Welsh** were ranked by respondents as follows:

- 1. Social Use of Welsh**
- 2. Services**
- 3. The Workplace**

29. The priorities under **Theme 3 Creating Favourable Conditions - Infrastructure and Context** were ranked by respondents as follows:

- 1. Culture and Media**
- 2. Community and the Economy**
- 3. Cardiff and the Wider World**
- 4. Language Planning**
- 5. Infrastructure**
- 6. Digital Technology**
- 7. Evaluation and Research**

30. The Internal Consultation report provides a selection of the comments received and the level of priority for the areas of work supporting the Three

themes presented in the Bilingual Cardiff Strategy 2022-27 action plan. The action plan has been revised as a result of the comments received.

Public Consultation Results

31. A total of **464** responses were received as a result of the public consultation with over a third of respondents (**35.5%**) confirming they were Welsh speakers. **61.6%** of respondents who identified as Welsh speakers confirmed they use the language daily. **22.3%** of respondents who did not identify as a Welsh speakers confirmed that they were learning the language.

32. **62.6%** of respondents confirmed they had children and, of these, **44.3%** noted their children were receiving or have received Welsh medium education.

33. The priorities under **Theme 1 Increasing the number of Welsh speakers** were ranked by respondents as follows:

- 1. The Early Years**
- 2. Language Transmission in the Family**
- 3. Statutory Education**
- 4. The Education Workforce**
- 5. Post-compulsory Education**

34. The priorities under **Theme 2 Increasing the use of Welsh** were ranked by respondents as follows:

- 1. Social Use of Welsh**
- 2. Services**
- 3. The Workplace**

35. The priorities under **Theme 3 Creating Favourable Conditions - Infrastructure and Context** were ranked by respondents as follows:

- 1. Culture and Media**
- 2. Community and the Economy**
- 3. Evaluation and Research**
- 4. Language Planning**
- 5. Cardiff and the Wider World**
- 6. Digital Technology**
- 7. Infrastructure**

36. The Public Consultation report provides a selection of the comments received and the level of priority for the areas of work supporting the three Themes presented in the Bilingual Cardiff Strategy 2022-27 action plan. The action plan has been revised as a result of the comments received.

Implementation & Monitoring

37. Standard 146 requires the Council to assess the extent to which the targets and actions in the strategy have been met 5 years after publishing the

strategy. The assessment will include the latest available number of Welsh speakers and their ages, and a list of the activities that the authority has arranged or funded during the previous 5 years in order to promote the use of the Welsh language.

Standard 146 States:

Five years after publishing a strategy in accordance with standard 145 you must—
(a) assess to what extent you have followed that strategy and have reached the target set by it, and
(b) publish that assessment on your website, ensuring that it contains the following information—
(i) the number of Welsh speakers in your area, and the age of those speakers.
(ii) a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language.

38. As the delivery of the strategy is based on partnership working, all partners listed in **Appendix II** of the Bilingual Cardiff Strategy 2022-27 have agreed to implement and monitor progress against the relevant actions within the action plan on behalf of their organisations.
39. The delivery of the actions presented in the Bilingual Cardiff Strategy 2022-27 action plan is reported and monitored in quarterly meetings of the Bilingual Cardiff Members Forum. As part of the consultation process the membership of the Forum was split into three sub-groups to address the Strategy's three core themes. This model will continue over the lifetime of the Strategy to provide increased expertise in both managing and delivering actions and initiatives.
40. The Strategy's delivery will also be monitored (and maintained as a recurring agenda item) for the quarterly meetings of the Bilingual Cardiff Working Group.
41. The Bilingual Cardiff Working Group is a cross-party group of Cardiff Councillors and takes a lead role, in conjunction with our partner organisations, in developing a truly bilingual Cardiff where citizens and Cardiff Council staff can access services and support in either language equally.

Assessment of the first Bilingual Cardiff Strategy

42. A report assessing the implementation of Cardiff Council's first Bilingual Cardiff Strategy (2017-22) has been provided by Nico, an external consultancy specialising in Welsh language translation and policy. The report is included as **Appendix V**.
43. In *Closing the Gap*, the 2019/20 Assurance Report, the Welsh Language Commissioner notes the following:

5-year strategies have huge potential to make local authorities promotion agencies for the Welsh language within their areas, coordinating and driving efforts in areas as diverse as education, economy, planning, youth, tourism, care and so on. The strategies have led to more strategic attention to the Welsh language by a number of organisations, but it is not clear how many new activities have been put in place as a direct result of the strategies, and it seems no significant new budgets and resources have been dedicated to implement them in most cases.

There is an opportunity on the horizon to change this, with a requirement for organisations to review and formulate new strategies in 2021 and 2022. Now is the time to start planning and measuring impact in order to ensure that the strategies have a real impact on the position of the Welsh language in the community during this decade.

(Review of the Bilingual Cardiff Strategy 2017-22 (Nico) pg. 1)

The Review of the Bilingual Cardiff Strategy 2017-22 gives consideration to the position expressed by the Welsh Language Commissioner above and provides a number of conclusions and recommendations:

Standards 145 and 146

To address the Council's compliance with the standards in question, it is clear that the Council has fully met the requirements of standard 145 by setting a target in terms of the percentage and number of speakers in the area, together with outlining in the strategy how it would aim to achieve that target in the form of an action plan and targets.

This review meets the requirement in standard 146 in terms of assessing the extent to which the Council has followed the strategy and met the target set, and in turn, the assessment offers useful feedback for the production of a revised and ambitious 5-year strategy to be published in due course.

Overall impact of the strategy

As noted above, Census data is not yet available to measure the exact extent of the success of the Council's strategic intervention in terms of the numbers and ages of Welsh speakers in the area, but indications from other reliable sources suggest a stable and gradual increase.

It would be difficult to attribute any increase in numbers directly to the strategy's community activities, but, as the Commissioner's advice document on assessing the achievement of 5-year strategies notes, it is also difficult to attribute an increase in everyday use to specific activities. The Council is therefore encouraged to consider the Commissioner's advice document in the context of the second Cymraeg 2050 target to double the daily use of Welsh, by setting qualitative and quantitative measurements to track the impact and success of specific activities. The feedback from partners offers an excellent starting point for this.

Status of the language

Although the 5-year strategy is founded by the promotion standards, the Bilingual Cardiff strategy has provided an opportunity for the Council to seek

to expand on the statutory requirements of the other standards to which it is subject under the Measure such as the policy making and operational standards, for example with the Welsh language skills of its staff, the Cardiff street-naming policy and policy guidance for developers. These all relate to promoting the **status of the language** and this should be identified as good practice to emulate. It is important that Bilingual Cardiff continues to look for opportunities to raise the profile and status of the language in the city as well as its work in increasing the number of speakers and opportunities to use the language.

(Review of the Bilingual Cardiff Promotion Strategy 2017-22 (Nico) pgs. 31-32)

As noted in the first review, it is important to celebrate the strengths of the Bilingual Cardiff Strategy and lessons learned should continue to be examined and good practice shared. A number of opportunities arise for the Council on the cusp of the implementation of a new promotion strategy and WESP along with other strategic developments at Council level and with partners.

The recommendations below are based on the new context of the 5-year strategies, interviews with partners and an assessment of progress to date, and are intended to provide an element of challenge in planning for the future with the Bilingual Cardiff Strategy for 2022-2027:

Recommendation 1 2021 Census data

The new Strategy should be reviewed following the publication of Census data on the Welsh language in 2022/23 with critical scrutiny of targets, adapting them as necessary. It will be necessary to be prepared to work with internal and external partners to meet challenge in any particular demographic area and to propose some new targets.

Recommendation 2 Children and young people

With reviews of the Council's youth services currently taking place, together with the developments with Child Friendly Cardiff, there is an opportunity to put plans in place now to expand Welsh-medium provision over the next 5-10 years. The mapping exercise to identify gaps in provision referred to in the draft WESP, (objective 1 Outcome 5), should lead directly to proportionate investment in Welsh language services and resources that fits with the vision of the WESP and the new Promotion Strategy.

Recommendation 3 Bilingual Cardiff Forum

The strength of the Forum is its communication and links with partners/stakeholders. There is a need to consider how best to include:

(i) officers from the Council (Education, Child Friendly Cardiff and Youth Services specifically) to share knowledge and good practice and ensure a shared understanding of goals;

(ii) a wider base of partners e.g., from business and economy.

Recommendation 4 Measuring impact

In order to be able to measure the strategy's progress effectively by 2027, the Welsh Language Commissioner's advice on assessing the strategy should be considered alongside the practical examples of evidence gathering given by partners. A decision should be made as to the evidence that could demonstrate the impact of interventions, in terms of change in behaviour / attitude / use of Welsh as well as what success means in quantitative terms.

Recommendation 5 WESP 2022-31 (Outcomes 1 and 5)

Following the consultation process on the Promotion Strategy and the WESP, stronger links between the two strategies should be ensured so that the strategic goals can be easily cross-referenced as they evolve into practical actions (specifically Outcome 1 and 5 of the WESP).

Recommendation 6 Caerdydd Ddwyeithog / Bilingual Cardiff

The Council should expand the resources of the Bilingual Cardiff team. Policy advice and expertise from the team could add value, provide valuable input and assurance of compliance as other departments plan their services in alignment with the Council's strategic goals.

(Review of the Bilingual Cardiff Promotion Strategy 2017-22 (Nico) pgs. 32-33)

44. The recommendations received from Nico in its assessment of the Bilingual Cardiff Strategy 2017-22 have been given consideration and actioned and this is detailed below.
45. **Recommendation 1** (amending targets when 2021 Census data is received) has been included as an additional action for Themes 1, 2 and 3 in the Bilingual Cardiff Strategy 2022-27 action plan.
46. **Recommendation 2** (mapping Welsh medium children and youth services) Additional actions have been included under Theme 2 in the Bilingual Cardiff Strategy 2022-27 action plan, including the establishment of a Bilingual Cardiff Youth Forum, and the provision of a supporting events budget.
47. **Recommendation 3** (expanding the Bilingual Cardiff Forum membership to include relevant Council officers and additional organisational partners) has been included as an additional action under Theme 3 in the Bilingual Cardiff strategy 2022-27 action plan.
48. **Recommendation 4** (measuring the impact of the Bilingual Cardiff Strategy 2022-27) has been included as an additional action under Theme 3 in the Bilingual Cardiff Strategy 2022-27 action plan.
49. **Recommendation 5** (strengthening the relationship between the Bilingual Cardiff Strategy 2022-27 and the WESP 2022-32) - further details of the alignment between the two strategies is presented in the **Welsh in Education Strategic Plan 2022-27 section** above (sections 15-20).

50. **Recommendation 6** (expansion of Bilingual Cardiff's resources with particular focus on policy development) – funding opportunities are currently being explored.

Potential Funding Opportunities

51. Agreement in principle has been received from the Welsh Government to fund the Welsh Education Promotion Officer post described in the strategy's action plan.

52. Increasing the resources available to the Bilingual Cardiff team will support the development of policy advice provision, as well as expanding translation services, for public sector partners in Wales.

Reasons for Recommendations

53. Standard 145 of the Welsh Language Standards (No.1) Regulations 2015 requires the Council to produce and publish a five-year strategy which sets out how we will promote and facilitate the use of Welsh. The Bilingual Cardiff Strategy 2022-27 represents the first revision of this strategy and, in accordance with the Standards, must be agreed and published by the start of the 2022-23 financial year.

54. Standard 146 of the Welsh Language Standards (No.1) Regulations 2015 requires the Council to assess the extent to which the Council has followed the five-year strategy and met the target set to increase the number of Welsh speakers. Nico's Independent Review of the Bilingual Cardiff Strategy 2017-2022 provides that assessment to meet the requirements of Standard 146 and this will be published on the Council's website following approval.

Legal Implications

55. The report recommends referring the strategy to full Council for approval. The standard legal implications with regards approval of strategies have been set out below.

56. The Council has to be mindful of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards when making any policy decisions and consider the impact upon the Welsh language and the report deals with all these obligations.

Equality Duty

57. In considering this matter, the Council must have regard to its public sector equality duties under the Equality Act 2010 (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.

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.

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). 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.

An Equalities Impact Assessment aims to identify the equalities implications of the proposed decision, including inequalities arising from socio-economic disadvantage, and due regard should be given to the outcomes of the Equalities Impact Assessment.

Well-being of Future Generations (Wales) Act 2015

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.

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.

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

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>

Financial Implications

58. This report sets out the five-year Welsh Language Strategy and accompanying action plan. In the event of any actions being undertaken to fulfil objectives set out in the Strategy then any associated costs would need to be found from within the existing budgetary resource allocation or from externally funded sources. Where externally funded sources are identified then consideration needs to be given of any terms and conditions associated with the funding and advice sought.

HR Implications

59. The implementation of the strategy relies on a number of other strategies including Cardiff Council's Welsh in Education Strategic Plan (WESP) 2022-2032. A number of HR implications were identified in the Cabinet report (14th October 2021) regarding this plan which would impact on the overall delivery of the Bilingual Cardiff Strategy 2022-27.

60. The provision of training in Welsh language for employees within the Council will continue and developed as required. Any resource requirements that are required to develop this will need to be assessed at the time and development will be dependent on this.

61. Services within the Council will continue to be encouraged to review their essential and desirable Welsh language posts and data will be monitored as part of the Council's annual report.

Property Implications

62. There are no immediate property implications contained within the recommendations of this report.

Equality Impact Assessment

63. An Equality Impact Assessment has been completed and concludes that the Bilingual Cardiff: 5-Year Welsh Language Strategy would have a positive impact on the development of the Welsh language (**Appendix II**).

CABINET PROPOSAL

Council is recommended to

- 1) approve the Bilingual Cardiff: 5-Year Welsh Language Strategy 2022-27 **(Appendix I)**
- 2) note the content of the Independent Review of the Bilingual Cardiff Strategy 2017-2022 **(Appendix V)**.

THE CABINET 24 February 2022

The following appendices are attached:

Appendix I Bilingual Cardiff: 5-Year Welsh Language Strategy 2022-27

Appendix II Equality Impact Assessment

Appendix III Internal Consultation Report by the Cardiff Research Team

Appendix IV Public Consultation Report by the Cardiff Research Team

Appendix V Review of the Bilingual Cardiff Strategy 2017-2022 (Nico Cyf)