

Isle of Anglesey County Council

Scrutiny Report

Committee:	Partnership and Regeneration Scrutiny Committee
Date:	12 June 2025
Subject:	Welsh language annual report 2024 to 2025
Scrutiny chair:	Councillor Dylan Rees

1. Who will be the portfolio holder presenting / leading the report?

Portfolio Holder	Role
Councillor Dafydd Roberts	Education and Welsh language portfolio holder
Service Officer (Supporting)	Role
Ffreuer Owen	Policy and Welsh Language Manager

2. Why the Scrutiny Committee is being asked to consider the matter

It is customary to submit the annual report to the committee each June for assurance as a 'critical friend'. The aim is to ensure that we are on track to meet our statutory duties and policy commitments, and make the best use of resources.

3. Role of the Scrutiny Committee and recommendations

- ☒ For assurance
☐ For recommendation to the Executive
☐ For information

Recommendation(s):

The committee is invited to scrutinise and comment on the Welsh language annual report for 2024 to 2025 before seeking the portfolio holder's delegated approval for publication.

4. How does the recommendation(s) contribute to the objectives of the Council's Plan?

The Welsh language is one of the plan's strategic objectives. It includes commitments to comply with Welsh language standards, to provide quality Welsh language services and to develop the use of Welsh within our internal administration.

5. Key scrutiny themes

Key themes the Scrutiny Committee should concentrate on:

1. Welsh language training and support
2. Current measures to ensure compliance with statutory duties
3. The council's priorities for the current financial year

6. Key points / summary

In accordance with Welsh Language Standards (No.1) Regulations 2015 the council must prepare an annual report outlining its compliance with statutory Welsh language duties. It relates to council services and administration and includes information on the following topics:

- Measures to meet service delivery, policy making and implementation standards.
- Action to promote Welsh language standards.
- Self-regulation.
- Work to promote the use of Welsh by service users, officers and in our administration.
- Performance reporting – complaint, employment, training and recruitment data.

(Separate statutory structures exist in relation to Welsh education and our Welsh language promotion strategy.)

The main areas of success for the reporting period are:

- Updating our Welsh language policy.
- An increase in the number of officers and elected members receiving training to improve their Welsh language skills.
- Effective collaboration with training and development officers and the National Centre for Learning Welsh to offer a range of Welsh language training options.
- National acknowledgement to our practices.

7. Impact assessments

7.1. Potential impacts on groups protected under the Equality Act 2010

The main equality consideration is the annual report's accessibility and the need to make it available to a wide audience. An audience which includes individuals belonging to the groups that are protected by the Equality Act 2010. It is important to ensure that the report's style is appropriate and that it is easy to digest. In accordance with our usual practice, the report will be available in alternative formats, such as audio and braille, by request. This is clearly stated on the inside cover. Hard copies will also be available by request at all council buildings.

Care has been taken to ensure that the report is easy to read, that its style and diction is appropriate and inclusive, and that it meets digital accessibility requirements.

Consideration will also be given to raising awareness of the report, sharing it with relevant partners and preparing promotional materials summarising its key findings.

7.2. Potential impacts on those experiencing socio-economic disadvantage (strategic decisions)

N/A. Approving the annual Welsh language standards report is not a strategic decision.

7.3. Potential effects on opportunities to use Welsh and not treat the language less favourably than English

As well as considering our compliance with Welsh language duties, preparing the annual report allows us to reflect on the ways in which we encouraged and facilitated opportunities to use the language through our public services and in our administration. Information about the action taken is included in the report.

In accordance with the requirements of the standards and our Welsh language policy the report is available in Welsh, which is clearly noted in the English version.

7.4. Potential impact on the Council's Net Zero Carbon target

No potential impact identified.

8. Financial implications

N/A

9. Appendices

Welsh language annual report 2025 to 2025.

10. Report author and background papers

Ffreuer Owen, Policy and Welsh Language Manager

- [Welsh language policy](#)

- [Producing a Welsh language standards annual report: Good practice advice document](#)



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Welsh language annual report 2024 to 2025

How we carried out our duties, promoted and facilitated opportunities to use the language



Publication date: June 2025

Welsh language annual report

Overview

This is the Isle of Anglesey County Council's annual report on Welsh language standards between 1 April 2024 and 31 March 2025. It evaluates how we:

- complied with the standards and implemented our Welsh language policy
- promoted the language and facilitated opportunities to use it
- ensured that the Welsh language is not treated less favourably than English

More information

This report is available on our website at www.anglesey.gov.wales. If you need it in another format and/or language, or have any questions about its content, please contact us using these details.

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We welcome correspondence and calls in Welsh and English. Corresponding in Welsh will not lead to delay.

This publication is also available in Welsh.

Mae'r cyhoeddiad hwn hefyd ar gael yn Gymraeg.

Related documents

Compliance notice under Section 44 of the Welsh Language (Wales) Measure 2011; Welsh language policy; Welsh Language Promotion Strategy 2021 to 2026; Council Plan. All available on our website.

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Foreword

In last year's report, we mentioned the progress made towards ensuring the Welsh language's status in our work and administration. That progress is now reflected in our revised Welsh language policy which was approved by our councillors in March 2025.

The policy reinforces our commitment by making it clear that all our public services are available in Welsh. It reflects the truly bilingual nature of the council by confirming that Welsh is used in all aspects of our internal administration. We are confident that the policy will be a useful resource for everyone involved with the council. You can read it on our website, [the Welsh language on Anglesey](#), and ask for a copy at our sites.

To implement our policy effectively, it is vital that our staff are supported to develop their Welsh language skills. Thanks to the encouragement of managers, the Welsh language team and training teams, more of our employees than ever before are receiving training through an effective partnership with the National Centre for Learning Welsh. You can read more about the council's Work Welsh programme in our Learn Welsh North West tutors' [newsletter](#).

Collaboration is one of our core values which helps us to improve by learning from each other's experience and expertise. We continued to work with the Welsh Language Commissioner, ARFOR area councils, and others to model our internal use of Welsh. As part of the Gwynedd and Anglesey Public Services Board, we put together a resource to help each other recruit more Welsh speakers to maintain our high standard of services. Our work was widely discussed by Fforwm Iaith Ynys Môn (the area's Welsh language forum) and we were proud to be a part of its anniversary celebrations as it marked ten years of collaboration for the benefit of the language locally.



Dylan J. Williams
Chief Executive



Councillor Dafydd Roberts
Education and Welsh Language
Portfolio Holder

Highlights of the year

The main purpose of the annual report is to show how met our Welsh language duties and promoted and facilitated opportunities to use the language. But, like every year, it is also an opportunity to acknowledge the efforts of our staff who maintain our high standard of Welsh language services.

Here are some of the year's highlights:



Updating our Welsh language policy



Over 70% of staff with the highest level of Welsh language skills



200% increase in staff receiving training



Working with others for the benefit of the Welsh language locally



More national acknowledgement of our practices



A word about our Welsh language services

"The opportunities I receive and the help I get to learn Welsh, thanks to the council, are invaluable."

Elected member of our scrutiny committee

"... I've never felt disadvantaged at council meetings. The translation service is second to none."

Lay member



Executive summary

The main purpose of the annual report is to demonstrate the council's ongoing commitment to maintaining and improving our Welsh language services. We know that the Welsh language is important to the people we serve and our aim is always to provide the best possible service to the residents of Anglesey. Despite financial challenges and increased pressure on council services, we showed resilience and resourcefulness again this year.

By making the language a **strategic objective** of our Council Plan, responsibility for implementing the standards and offering quality Welsh language services is positively shared across the organisation. Our **Welsh language** policy gives reassurance that all our services are readily available in both Welsh and English.

To ensure that the language policy is implemented, a solid foundation must be laid. Preparing a new **strategic procurement plan** that sets our ambition to support local businesses was an important step. It will help support the economy and allow us to use local providers who understand the importance of offering Welsh language services in our area.

To maintain quality services, our staff must have the necessary Welsh language skills. We are pleased that **over 70% of our employees reported having the highest level of Welsh language skills**, which is level five on our framework. All members of our senior management teams – the leadership team, corporate management team and Fforwm Môn managers – bar one, are confident users of the language.

Although the staffing situation is encouraging, it cannot be taken for granted. Challenges such as recruiting to specialist professions and a lack of confidence in professional Welsh language skills, such as holding meetings and giving presentations, persist. This means that we must continue to offer **a wide range of Welsh language training** and work constantly to ensure that colleagues take advantage of the support.

The continued efforts of managers and the training and Welsh language teams have led to an increase of **over 200% in the take up of training** compared to last year. Thanks to an effective partnership with Learn Welsh North West tutors, more council officers than ever are receiving help to improve their Welsh language skills. Also, for the first time, some of our councillors are learning in conjunction with our staff.

The number of **complaints** about Welsh language services **remains low** and consistent with recent years. However, at the time of preparing this report, the Welsh Language Commissioner was considering one complaint and had opened one investigation against us. We will cooperate fully to learn from any mistakes.

Our efforts were again recognised the Welsh Language Commissioner. Details of our Welsh language promotion strategy, internal practices, and our impact assessment arrangements were shared with national and international audiences as **examples of best practice**. By working together to share knowledge we hope to learn from and inspire others to follow our example.

Priority one: Welsh language services

This section summarises steps to comply with service delivery and policy making standards. Service delivery standards focus our interactions with the people of Anglesey. Among other things, they relate to how we deal with people over the phone or in person, our publications with our online presence. Under the policy making standards we must also consider the impact of our decisions on the Welsh language.

Performance management

Indicators

Quarterly updates were shared on our Welsh language indicators as part of our council scorecard. There has been an increase in the percentage of jobs advertised requiring a high level of Welsh language skills, and in the number of officers receiving Welsh language training. Trends in relation to complaints and followers of our Welsh language social media accounts were consistent. You can view the scorecard on our [website](#).

Self-assessment

As every year, our corporate management team considered their services' compliance with our Welsh language duties. There was general assurance that each of the nine services were able to meet Welsh language standards and the expectations of our Welsh language policy. This was mainly due to the language skills of our staff and a high level of awareness of the requirements.

The main challenge identified was recruitment to specialist posts. At the time of preparing this report some positions remained vacant following more than one recruitment drives. We issued advice to managers in 2019 stating that language requirements may only be reconsidered after two unsuccessful attempts to appoint. That advice was incorporated into our revised Welsh language policy to offer additional assurance that the requirements cannot be changed without the consideration and consent of our recruitment panel.

We worked together as part of the Gwynedd and Anglesey Local Service Board to prepare a practical resource for managers to help attract candidates with Welsh language skills.

The revised Welsh language policy also places expectations on officers to seek consent and follow appropriate guidelines when commissioning digital services. This was in response to gaps identified last year in external companies' understanding of the Welsh language requirements placed upon us.

Welsh Language Promotion Group

The group met four times during the year to consider plans to promote and develop the use of Welsh. Among other matters, discussions led to:

- Improved communication with elected members which lead to councillors receiving training to improve their Welsh language skills.
- Piloting a new language awareness session by Iaith Cyf with learners and confident Welsh speakers.
- Holding several events to celebrate the efforts of our Welsh learners including walks, coffee mornings and chat and char sessions with managers.

Effective practice

Examples of effective practices by services to proactively improve their performance include:

An increase in the number of Welsh language champion in Transformation and Regulation and Economic Development Services

Consideration of the Welsh language in the Procurement Strategic Plan for 2024 to 2029

Business Centre staff holding Welsh language hot topic and current affairs discussion groups



Additional content on the Learning Pool Welsh language dashboard

New leisure sector Welsh language vocabulary resource

Impact assessment

Our assessment of the impact of a difficult decision in relation to education was recognised by the Welsh Language Commissioner as an example of effective practice. At a national event on policy-making standards, reference was made to our Welsh language assessment impact arrangements.

Translation

The support of the translation service is essential to meet our duties under the standards. The team translated **nearly two million** words this year (**1,922,449**) and provided simultaneous translation service in **270** meetings, an increase from 255 last year.

Direct checks

Compliance surveys

The Welsh language team carried out secret shopper surveys of our telephone services again this year which found high levels of compliance. Officers generally

greeted callers in Welsh first and had the skills needed to deal with Welsh language queries.

Understanding user experience

Complaints

We received **seven complaints** this year which raised suspicions of failure to comply with Welsh language standards, the same number as last year. Their details are included in the appendices.

At the time of preparing this report, the Welsh Language Commissioner was considering what action to take in relation to one of those complaints and had opened one statutory investigation.

Priority two: Internal use of Welsh

This part of the report summarises steps to maintain the Welsh language's status in our administration and to support our officers and councillors to use the language in their work.

Performance management

Welsh language policy

We stated in our report last year our intention to review our Welsh language policy which had been in place since the standards came into force in 2016. We are pleased to report that our revised language policy was unanimously adopted by the full Council in March 2025.

The updated policy reflects our current practice and our improved understanding of the requirements of the standards. The main developments relate to our internal business and the measures that ensure the Welsh language's status as a language of administration. It is within this context that we have seen the greatest change as Welsh is now used in all aspects of our internal administration. This process of culture change has been gradual and deliberate focussing on support, training and changes to recruitment practices.

Key policy developments include:

- Incorporating guidance published in 2019 that makes Welsh an essential skill for council posts, to different levels in line with our language skills framework.
- A new section on the role of elected and lay members to make it clear under what circumstances they are expected to comply with standards and outline support available to them to develop their use of Welsh.
- Commitments to promote Welsh place names and to encourage others to uphold the same standards as us when working together.

The style and language have been simplified to make the policy clearer to the public, staff, councillors and others. Clear and concise communication should improve our compliance with the standards and help achieve our strategic objectives.

Recruitment

Again this year, Welsh language skills were an essential requirement for all advertised posts. The nature and duties of jobs advertised vary from year to year. This year, the majority of vacancies required intermediate Welsh language skills, which is level three on our framework. The council scorecard also showed a slight increase in the number of jobs requiring advanced Welsh language skills, which are levels four and five on our framework.

Appointing specialist officers was challenging, for example to legal and procurement roles. However, positive progress was made in a historically challenging area.

Following recruitment and restructuring work, more of our IT officers have higher level Welsh language skills and are receiving Welsh language training.

77 new members of staff received Welsh language and standards awareness as part of the induction process. We also piloted a new language awareness session by Iaith Cyf with 14 colleagues with the intention of offering it to everyone in the future.

Modelling our internal use of Welsh

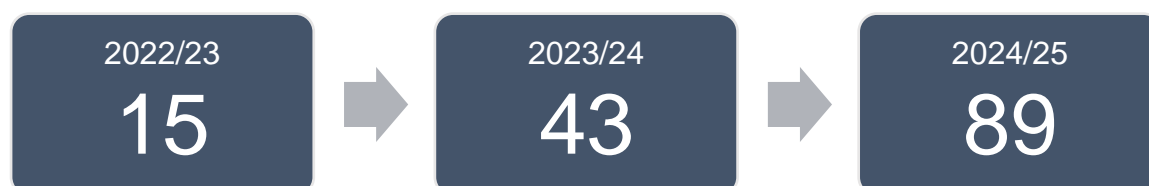
We continued to collaborate with the Welsh Language Commissioner, Gwynedd and Carmarthenshire councils, the Welsh Government, Natural Resources Wales, the National Centre for Learning Welsh and others, on a project to model our internal use of the language and help other organisations.

We were privileged to present information about our working practices to an international audience at the annual conference of the International Association of Language Commissioners in Cardiff in June 2024. You can listen to our policy and Welsh language manager's contribution on the association's [website](#).

Understanding user experience

Work Welsh programme

Undoubtedly, the main success story of this year is the huge increase in the number of our staff receiving training to improve their Welsh language skills. The council plan commits to supporting our staff and councillors to increase their confidence and use more Welsh at work. Thanks to the efforts of managers, the training and Welsh language teams, and an effective partnership with Learn Welsh North West tutors, more of our staff than ever attend Welsh lessons. Since 2022/23 the numbers of learners have risen from 15 to 89.



Entry, foundation and intermediate lessons are held each week at the business centre by two dedicated tutors as part of the National Centre for Learning Welsh's Welsh Work programme. This year, there was additional support for Welsh speakers to improve their professional skills in ten-week confidence-building and language skills development courses at the MS-Parc science park and online.

We celebrated our learners' progress by holding events such as coffee mornings and chat and char sessions with managers. The support of managers is key to the success of the project and, by involving them in their officers' learning journey, course completion rates are increasing and interest in lessons is growing. You can read more about the council's Work Welsh programme in our tutors' [newsletter](#).



Here are the views of some of our learners and their managers on the support available to improve their Welsh language skills:

“Since attending the course with Eleri, my confidence to use Welsh has increased and I feel that I can now easily contribute to conversations in the office without overthinking, which is a nice feeling to have!”

Scrutiny Officer (Welsh language skills development)

“What we've seen is a clear shift in [the staff member's] confidence to use Welsh, not only in the workplace but also at home with her family.”

Scrutiny Manager

“It's really good. Eryl is a very good teacher and I learn a lot in class. It's important to speak Welsh with the people we're working with and supporting, so I just want to work on my confidence to speak Welsh with them, and also colleagues in the office.”

Health and Wellbeing Officer (Intermediate)

“Part of the condition in appointing [...] was that he would start a course to increase his Welsh. He's worked himself up through the course, he's starting to speak Welsh with us, his colleagues, which is a good thing, his vocabulary has developed, he's also doing a pretty good job at mutations which takes a lot of work.”

“We're using Welsh with a wide cross-section of people from schools to farmers and he's eager to learn in order to use the language with everyone.”

Countryside and AONB Officer



Looking ahead

Here are some of our plans for the year ahead:



Preparing for Eisteddfod yr
Urdd Ynys Môn 2026



Reviewing our Welsh
language promotion strategy



Establishing a Welsh language
and equality steering group



Assessing staff understanding
of Welsh language standards



More events to celebrate and
support our learners

Next year we will be looking forward to welcoming the Urdd Eisteddfod to Anglesey. This special occasion will be an opportunity for us to celebrate our commitment to the Welsh language and Welsh culture. We will work closely with our schools to ensure that all our young people can participate and practice their Welsh. We will also reflect on the success of our Welsh language promotion strategy and prepare a new five-year plan.

The remit of the Welsh language promotion group will change as we extend its responsibility to cover our equality duties. This pilot will establish whether our Welsh language governance structures can be successfully applied to our equality responsibilities.

We will continue to raise awareness of our Welsh language policy to encourage greater use of our Welsh language services. Our colleagues' understanding of the policy and the requirements of the standards will also be tested through the Policy Portal process.

We will build on the success of our Work Welsh programme by holding more classes and events to celebrate the progress of our learners. Emphasis will be placed on supporting learners to use the language in all aspects of their working life.

Appendix one: Complaints data

Here are the details of the complaints that were made to us about our use of Welsh. The first two tables contain details of complaints that met the definition of our complaints' procedure, and were made by people directly affected by the matter complained about.

The third table contains details of 'other' complaints or feedback from people not being directly affected by the circumstances complained about. It also includes complaints that relate to our use of Welsh but do not create suspicion of failure to comply with the standards.

The fourth table sets out any ongoing statutory investigations by the Welsh Language Commissioner to enforce Welsh language standards, whether in relation to a complaint or of the commissioner's own initiative.

Table 1: Complaints by class of standards

Standards class	No.
Service delivery	5
Policy-making	2
Operational	0
Total	7

Table 2: Complaint details

Complaint	Standards class	Details
2024/25-01	Service delivery	Alleged lack of use of Welsh at a leisure centre fitness class
2024/25-02	Service delivery	English-only email sent to Learning service partners
2024/25-03	Service delivery	Alleged lack of use of Welsh at a residential care home
2024/25-04	Policy-making	Alleged lack of support for a pupil to receive Welsh language immersion education
2024/25-05	Service delivery	English-only email to Learning service partners
2024/25-06	Policy-making	Alleged lack of due regards of the Welsh language as part of stakeholder engagement work
2024/25-07	Service delivery	Failure to answer Welsh language correspondence

Table 3: Other complaints

Number	Attention
1	Lack of use of Welsh on private car park signs found not be linked to the council

Table 4: Details of Welsh Language Commissioner statutory investigations

Investigation	Standards class	Details
YGS01	Service delivery	Investigation opened into complaint 2024/25-06 for alleged lack of due regards of the Welsh language as part of stakeholder engagement work

Appendix two: Workforce Welsh language skills, training and recruitment data

Here is information about our workforce' Welsh language skills. We have categorised the information to fit the definitions of our language skills framework which specifies different levels of Welsh language ability:

Level 0: Awareness

- No skills

Level 1: Entry

- Able to chat in general (greetings, names, sayings, place names)
- Able to understand basic queries
- Able to read basic words and phrases, such as short and simple signs or notes
- Able to write basic messages

Level 2: Foundation

- Able to answer simple work-related queries
- Able to understand basic social conversation
- Able to read simple material relating to the work (slowly)
- Able to answer simple correspondence with help

Level 3: Intermediate

- Able to hold a conversation with someone else, with some hesitation, about normal work matters
- Able to follow routine work-related conversations between fluent Welsh speakers
- Able to read normal material with a dictionary
- Able to draft custom text, with editorial support

Level 4: Advanced

- Able to speak the language in most situations with some English words
- Able to follow most work-related conversations including group discussions
- Able to read most material in your own field
- Able to prepare most of the written material related to the field, with some checking assistance

Level 5: Proficient

- Able to hold a conversation and answer questions, for an extended period when required
- Able to understand all conversations relating to the work
- Able to understand all material relating to the work
- Able to complete complex writing without the need for checking

Welsh language skills data: Summary

On average, 73% of our staff describe their Welsh language skills as proficient, which is the fifth and highest level on our framework. Only 3% of our employees have no Welsh language skills.

Diagram 1: Welsh language skills by service

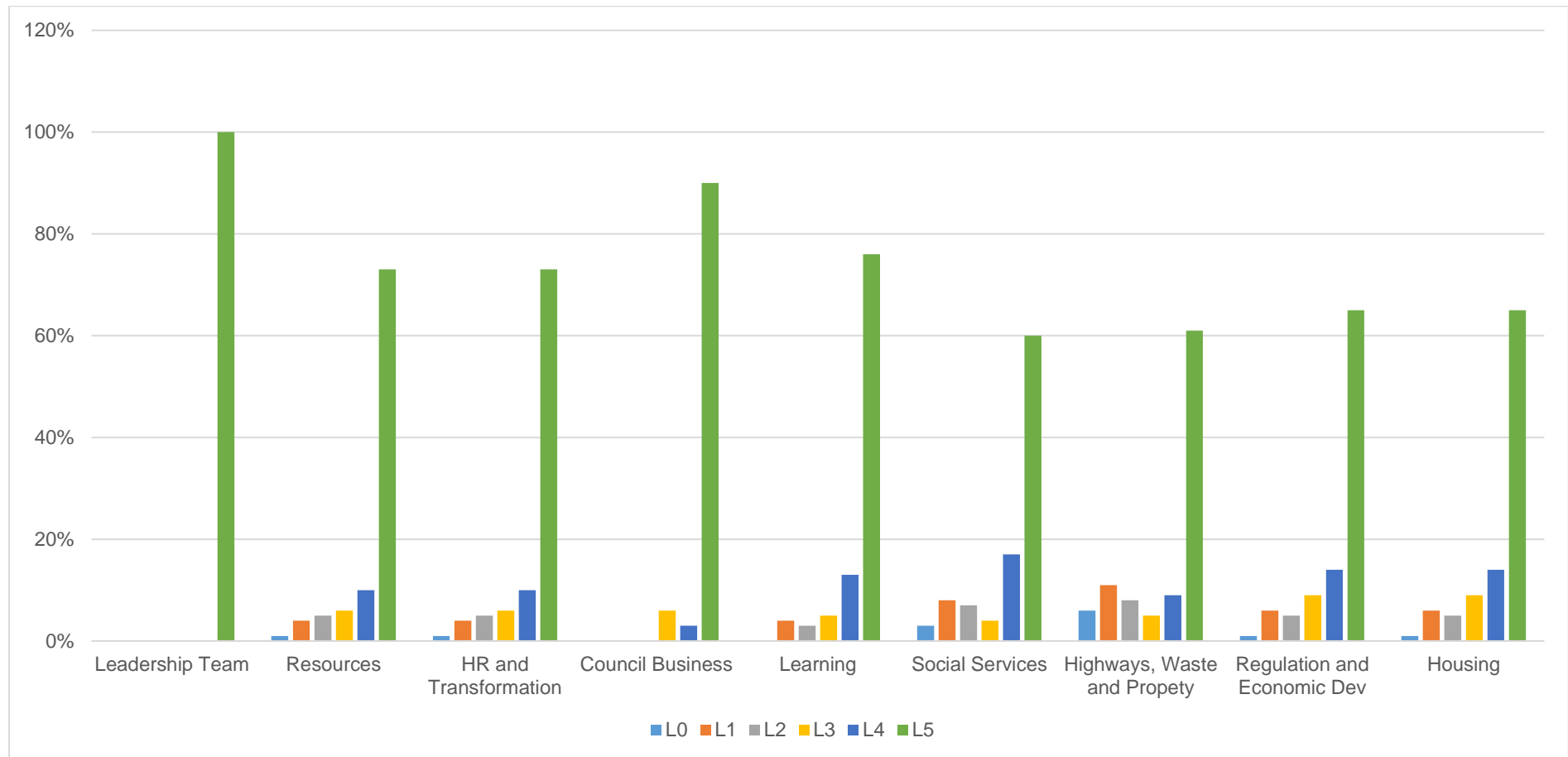
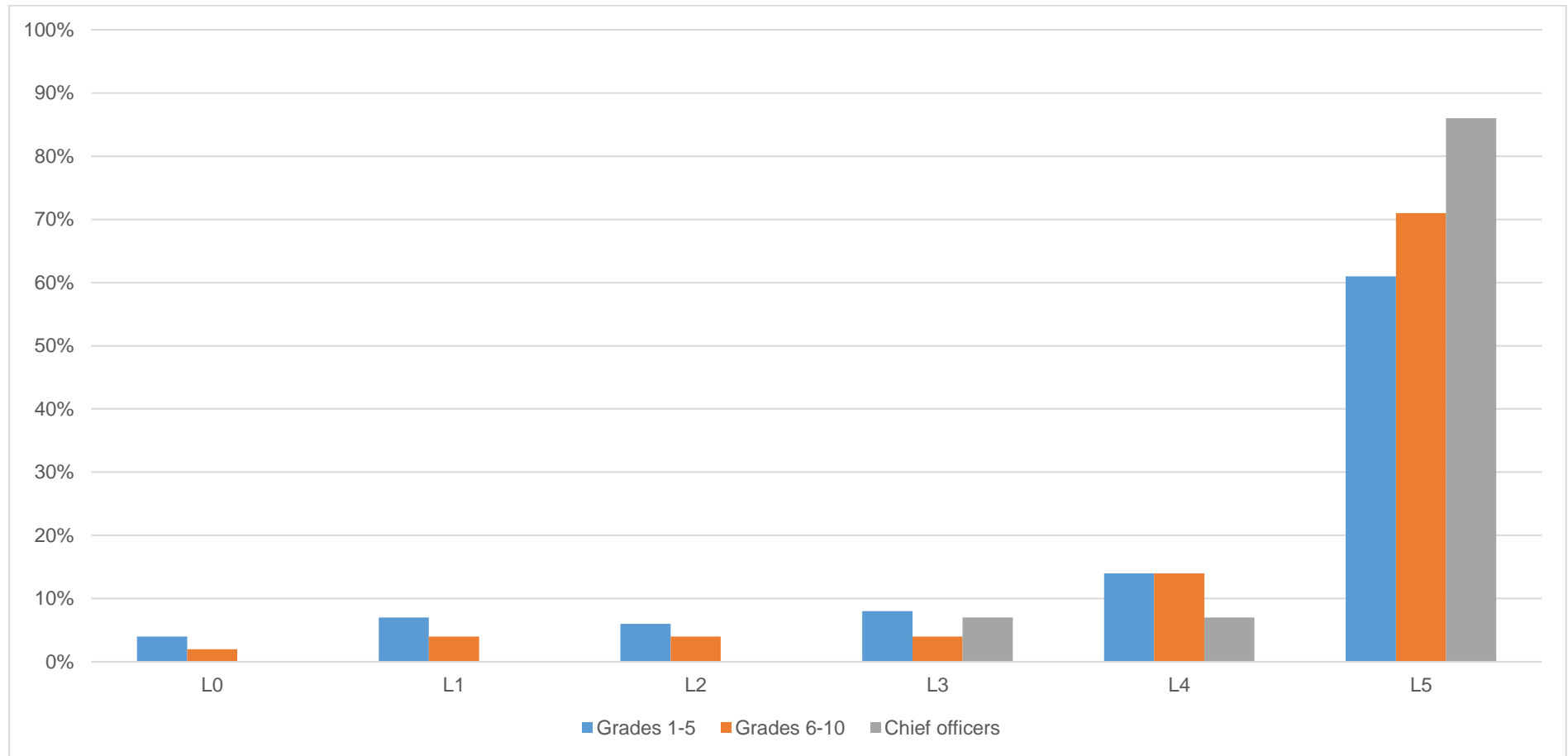


Diagram 1: Welsh language skills by salary scales

Welsh language skills by service

Leadership Team (chief executive, deputy, directors and personal assistants)

Number of employees in service: 9

Level	L0	L1	L2	L3	L4	L5
No.	0	0	0	0	0	9
Percentage	0%	0%	0%	0%	0%	100%

Resources

Number of employees in service: 94

Level	L0	L1	L2	L3	L4	L5
No.	1	4	5	6	9	69
Percentage	1%	4%	5%	6%	10%	73%

Human Resources and Transformation

Number of employees in service: 94

Level	L0	L1	L2	L3	L4	L5
No.	6	3	2	4	17	62
Percentage	6%	3%	2%	4%	18%	66%

Council Business

Number of employees in service: 31

Level	L0	L1	L2	L3	L4	L5
No.	0	0	0	2	1	28
Percentage	0%	0%	0%	6%	3%	90%

Learning

Number of employees in service: 80

Level	L0	L1	L2	L3	L4	L5
No.	0	3	2	4	10	61
Percentage	0%	4%	3%	5%	13%	76%

Social Services

Number of employees in service: 689

Level	L0	L1	L2	L3	L4	L5
No.	24	48	47	25	114	404
Percentage	3%	8%	7%	4%	17%	60%

Highways, Waste and Property

Number of employees in service: 316

Level	L0	L1	L2	L3	L4	L5
No.	18	34	25	15	30	194
Percentage	6%	11%	8%	5%	9%	61%

Regulation and Economic Development

Number of employees in service: 348

Level	L0	L1	L2	L3	L4	L5
No.	4	20	17	31	50	226
Percentage	1%	6%	5%	9%	14%	65%

Housing

Number of employees in service: 185

Level	L0	L1	L2	L3	L4	L5
No.	5	6	8	12	25	129
Percentage	3%	3%	4%	6%	14%	70%

Welsh language skills by salary scales

Scales 1-5

Total number of employees: 1360

Level	L0	L1	L2	L3	L4	L5
No.	48	98	86	103	189	836
Percentage	4%	7%	6%	8%	14%	61%

Scales 6-10

Total number of employees: 455

Level	L0	L1	L2	L3	L4	L5
No.	10	18	20	20	65	322
Percentage	2%	4%	4%	4%	14%	71%

Chief officers

Total number of employees: 14

Level	L0	L1	L2	L3	L4	L5
No.	0	0	0	1	1	12
Percentage	0%	0%	0%	7%	7%	86%

Training data

Welsh language training

Here are details of the numbers who received training to promote or develop their Welsh language skills during the year.

Qualification	No.
Entry	26
Foundation	21
Intermediate	15
Higher (Developing Welsh language skills)	19
Confidence building	8
Total	89

Language medium of training courses

Our aim is to identify and keep a record of the language medium of each of our in-house training sessions. It is important to note that the recording preferences of our HR system are not ideal for the collection of such data when considering the figures below. (Adjustments are made manually to ensure that the data is as up-to-date as possible.)

For courses described as 'bilingual', this may mean that either the instructor is able to deliver the session bilingually or that translation provision is available at the time. Officers can use their preferred language in bilingual training courses.

The table below notes the internal training offered over the year and shows the number of staff members who attended training courses through different language mediums during the year. It should be noted that most training is offered bilingually for flexibility and cost effectiveness.

	No.
Welsh medium training courses	22
Bilingual medium training courses	993

Recruitment data

Here are the details of new posts and vacancies advertised during the year according to their Welsh language skills requirements. Although we continue to categorise jobs in accordance with the requirements of the standards, we only consider Welsh language skills desirable for council posts in rare exceptions.

	No.
Posts requiring Level 1 Welsh language skills	63
Posts requiring Level 2 Welsh language skills	19
Posts requiring Level 3 Welsh language skills	217
Posts requiring Level 4 Welsh language skills	73
Posts requiring Level 5 Welsh language skills	91
Posts requiring no Welsh language skills	0

Appendix three: Report background

1. **The Welsh Language (Wales) Measure 2011** is the legal framework that places a duty on the council to adhere to standards relating to the Welsh language. The standards explain how we are expected to use or consider the language in different situations. The basic principles of the standards are:
 - not to treat the Welsh language less favourably than English; and
 - to promote and facilitate the use of Welsh to make it easier for people to use the language.
2. We received a **compliance notice** from the Welsh Language Commissioner in 2015. This is the document that sets out the 160 Welsh language standards we must comply with. You can see their details, and read more about our arrangements to meet them, on our website.
3. Our **Welsh language policy** explains how we will operate in accordance with the requirements of the standards. It follows the principle that Welsh and English have equal status in our work and administration. It recognises our responsibility to protect and promote the Welsh language and to develop the use of the language within and outside the council.
4. We also must publish an **annual report** describing how we have carried out our Welsh language duties. It includes specific data that we must report on annually about complaints, our officers' Welsh language skills, training and posts advertised by us. This information can be found in full in the appendices.
5. The report is **approved** by our leadership team, which includes our chief executive, deputy and directors. It has been formally scrutinised by Partnership and Regeneration our Scrutiny Committee and is supported by our executive. It receives final delegated approved by the relevant portfolio holder.



Our Policy and Welsh Language Manager has day-to-day responsibility for the standards and for promoting the Welsh language within the council. The chief executive is the senior leadership team officer responsible for maintaining a strategic overview of language-related issues. We also have a portfolio holder who takes responsibility for the Welsh language on the executive. A steering group made up of key officers and elected members has oversight and helps to promote the language in all aspects of our work.