



# Welsh Language and Equality Steering Group: Terms of reference

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## Revision history

Version	Date	Summary of the changes
1	05/2025	Original terms of reference

## Next revision date

Document to be reviewed: May 2026

Review conducted by: Welsh Language and Equality Steering Group

## Further information

If you require this document in an alternative format and/or language, or have any questions about its contents, please contact us using the details below.

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## Mae'r ddogfen hon hefyd ar gael yn Gymraeg

This document is also available in Welsh

## Background

1. The Welsh language and equality steering group gives strategic direction on monitoring and promoting the Welsh language and equality in all aspects of the Isle of Anglesey County Council's work. Its work is based on the strategic priorities, values, and overall objectives of the council plan, as well as the legislative principles of the Welsh Language (Wales) Measure 2011 and the Equality Act 2010.
2. In accordance with the Welsh Language (Wales) Measure 2011:
  - the Welsh language should not be treated less favourably than English in Wales; and
  - persons in Wales should be able to live their lives through the medium of Welsh if they wish to do so.
3. Under the Equality Act 2010 all forms of discrimination are prohibited in relation to the following nine protected characteristics, also known as protected groups:
  - Age
  - Disability
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation
4. In Wales, under the Equality Act 2010, public authorities have a specific duty to ensure better outcomes for people facing socio-economic disadvantage.

## Responsibilities

5. To promote the Welsh language and equality in all aspects of the council's work and to monitor progress against organisational and legislative objectives.
6. The Welsh language:
  - Contribute to reviews of the Welsh language policy and monitor compliance with the policy and the requirements of Welsh language standards.
  - Contribute to, and receive progress reports on, Welsh language promotion strategy action plans.
  - Contribute to annual reports annual Welsh language reports.
  - Receive progress reports on Welsh language training and workforce language skills.

- Receive progress reports on the work of Fforwm Iaith Ynys Môn (Anglesey's Welsh language forum).
- Contribute to consultation responses that relate to the Welsh language.

#### 7. Equality:

- Contribute to reviews of the equality and diversity policy.
  - Contribute to, and receive progress reports on, strategic equality plan action plans.
  - Contribute to annual equality reports.
8. Refer any risks in terms of compliance with statutory requirements to the Partnership and Regeneration Scrutiny for further consideration.
  9. Lead on the implementation of a sustained cycle of improvements with the support of specific officers and services.
  10. Contribute to reviews of the council plan and other key strategies and, where appropriate, offer guidance on priorities relating to the Welsh language and equality.
  11. Recommend any Welsh language and equality related expenditure at a council-wide level such as commissioning random checks, investing in IT software (including internal systems), campaigns, etc.

## Membership

#### 12. Membership of the group will be as follows:

- Education and Welsh language portfolio member
- Equality portfolio member
- Representatives from both scrutiny committees (chairs to nominate one member of either committee)
- Chief Executive (chair)
- Head of Profession Human Resources and Transformation
- Head of Democratic Services (vice-chair)
- Policy and Welsh Language Manager
- Policy Officer
- Translation Service Manager
- Digital Product and Delivery Manager
- Community Cohesion and Resettlement Manager
- Community Cohesion Co-ordinator

#### 13. Other officers are invited to present information on specific topics on an occasional basis.

## Governance and accountability

14. The group will meet at least three times a year.
15. Any recommendations requiring approval prior to implementation will be referred to the Corporate Management Team. Progress on the group's activities will be reported annually to the Corporate Management Team.
16. The group's activities will be reported annually to the Partnership and Regeneration Scrutiny Committee.