



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Welsh Language Annual Report

2025 to 2026

How we delivered our duties, promoted the use of Welsh, and created opportunities to use the language



Publication date: June 2026

Overview

This is the Isle of Anglesey County Council's (the Council's) annual Welsh language report for the period from 1 April 2025 to 31 March 2026. It sets out how we have:

- Complied with Welsh Language Standards and implemented our Welsh Language Policy
- Promoted the use of Welsh and created opportunities for people to use it
- Ensured that Welsh is not treated less favourably than English in the way we operate

Find out more

This report is available on our website at www.anglesey.gov.wales. If you need it in another format or language, or have any questions about its content, please contact the Policy and Welsh Language Team.

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We welcome correspondence and calls in both Welsh and English. Contacting us in Welsh will not lead to any delay.

Mae'r adroddiad hwn hefyd ar gael yn Gymraeg.

This report is also available in Welsh.

Note: This document contains content generated by artificial intelligence (AI). The content has been reviewed by the author to ensure it is accurate and edited/amended where necessary. The author takes responsibility for this content.

Related documents

Compliance Notice under Section 44 of the Welsh Language (Wales) Measure 2011; Welsh Language Policy; Welsh Language Promotion Strategy; Council Plan. All available on our website. <https://www.anglesey.gov.wales/en/Council/Language/The-Welsh-Language-on-Anglesey.aspx>.

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Foreword

Welsh is an integral part of Anglesey's identity and community life. This is clearly reflected in our Council Plan for 2023 to 2028, where promoting the language is one of our strategic priorities. This priority reinforces our responsibility to provide high-quality services through Welsh and to ensure that the language is a natural part of the Council's day-to-day work.

It also shapes our approach to meeting statutory Welsh Language Standards, ensuring that we consider the language needs of our residents when planning and delivering services.

Last year we introduced a new Welsh Language Policy. This marks an important step forward, providing a clear framework for implementing the standards in practice. It also reinforces the right of staff, elected members and others working on behalf of the Council to use Welsh in their work.

Alongside compliance, the policy and strategic aim support our ambition to further develop the use of Welsh across the organisation. This includes helping staff and members use the language confidently and creating an environment where Welsh is a natural and valued way of working and communicating.

It is a pleasure to present this annual report, which demonstrates how the Council has put these principles into practice over the past year. It provides an overview of the arrangements in place to ensure compliance, highlighting how the strategic objective and language policy continue to guide the use of Welsh across all our services and activities.



Councillor Dafydd Roberts
Education and Welsh Language Portfolio
Holder



Dylan J. Williams
Chief Executive

Highlights of the year

This year's highlights include:

- **Strong overall compliance with the standards**
Our self-assessment shows that the Council is performing well against most Welsh Language Standards, with robust arrangements in place to support both services and internal use of the language.
- **Strengthening governance and decision-making**
We have taken significant steps to improve governance, including revising report templates and guidance to ensure that Welsh language impact assessments are consistently considered and clearly presented as part of decision-making.
- **Building confidence and a positive workplace culture**
We have continued to support staff to use Welsh in their day-to-day work. This has helped to build confidence and foster a positive culture where the language is valued not just as a requirement, but as an asset that improves services and strengthens pride in our workforce.
- **Making better use of data**
We enhanced our data collection and monitoring arrangements, particularly in relation to workforce language skills and service delivery. This provides a stronger evidence base for decision-making and continuous improvement.
- **Preparing for Eisteddfod yr Urdd**
Extensive preparations took place for the 2026 Urdd Eisteddfod, strengthening the Council's role in promoting Welsh within the community and encouraging young people to use the language.

Priority one: Welsh language services

This section explains how the Council delivers Welsh language services and considers impacts on the language in its decision-making, supporting continued compliance and creating more opportunities to use the Welsh.

Self-assessment

A self-assessment carried out in February 2026 confirmed high levels of compliance overall, supported by strong arrangements across services, policy and internal operations.

However, some areas require greater consistency, particularly in the leisure sector and where services are delivered by third-party providers. Actions have been identified to address these issues.

The assessment also highlighted several strengths, including a skilled workforce, robust recruitment arrangements and increased use of data to inform decisions. Together, these provide a strong foundation for continuous improvement.

Governance and accountability

During the year, we received feedback from the Welsh Language Commissioner on our existing arrangements. In response, we strengthened our governance framework.

This included revising scrutiny committee report templates and updating guidance for staff. These changes ensure that:

- Welsh language impact assessments are clearly referenced in reports
- findings are properly considered when forming recommendations

These improvements support a more consistent, transparent and integrated approach to decision-making, ensuring that Welsh language considerations are fully embedded across the Council's work.

Although the number of complaints remains low, there has been an increase in statutory investigations. We view these as opportunities to learn and improve. Work is already underway to strengthen our arrangements further, particularly in relation to impact assessment and governance.

Engagement and consultation

Following a ruling by the Welsh Language Commissioner, we strengthened our approach to public engagement and consultation.

Updated guidance now ensures that staff:

- Give full and timely consideration to the potential impact of proposals on Welsh
- Clearly communicate those impacts in engagement and consultation documents

These improvements help ensure that Welsh language considerations are consistently addressed and are visible in the development of policies and proposals.

Welsh Language and Equality Steering Group

During the year, we broadened our governance arrangements by extending the remit of the Welsh Language Promotion Group to include equality. This led to the establishment of a Welsh Language and Equality Steering Group.

This new group brings together policy and delivery in a more integrated way and strengthens our ability to consider the Welsh language and equality together in decision-making and service delivery.

Key achievements include:

- Developing an annual action plan for our Strategic Equality Plan, which included introducing initiatives such as *Welcome to Welsh* packs and learning sessions for refugee families to support integration and inclusion
- Strengthening collaboration with *Fforwm Iaith Ynys Môn* (Anglesey's Welsh Language Forum) to support and develop local Welsh-language initiatives
- Improving how we collect and use staff equality data to strengthen our decision-making evidence base

Overall, these changes represent an important step forward in aligning Welsh language work with the wider equality agenda.

Eisteddfod yr Urdd – Preparing and working together

Significant work took place during the year to prepare for the 2026 Urdd Eisteddfod on Anglesey. This has been a key opportunity for the Council to play a leading role in promoting Welsh and its use within a wider community, cultural and economic context.

Working closely with partners, the Council contributed to a programme of activities designed to encourage young people and families to use Welsh naturally, while also strengthening the link between the Council and the community. This work supports the Council's strategic objective for the Welsh language and reflects our commitment to promoting the language not only within our services, but also as a central part of local community life.

Priority two: Internal use of Welsh

This section summarises the steps taken to promote and increase the use of the Welsh language within the Council's internal operation, including developing the skills of the workforce, strengthening a bilingual culture, and ensuring that staff can work and engage naturally through the medium of Welsh.

New Welsh Language Policy

This was the first full year of implementing our revised Welsh Language Policy. The policy sets clear expectations for staff on the use of Welsh while also emphasising their right to work in the language. Alongside the Council Plan, it provides a strong framework for increasing the use of Welsh internally and gives this work a clearer strategic focus.

A summary of the policy will be shared for all staff to read and accept via the Policy Portal during the next financial year.

Building our Welsh-language work culture

We continued to deliver a range of practical initiatives to promote Welsh in the workplace. These include campaigns such as the monthly *Welsh Language Challenge*, a *Welcome to Welsh* session for all new starters, and ensuring that all corporate communications are bilingual. Development programmes such as *Academi Môn* and *Dyfodol Môn* also place a strong emphasis on Welsh language skills as an integral part of professional development.

New Welsh language awareness training was also introduced to strengthen understanding of the importance of Welsh to the Council and the local area.

Developing workforce skills

We continued to work with Learn Welsh North West to provide opportunities for staff to learn and develop their Welsh language skills. Although participation levels decreased slightly compared to the previous year, this reflects factors such as staff turnover and course completion. We will focus on understanding these trends and strengthening long-term engagement over the next year.

Our tutors demonstrated flexibility and a willingness to adapt their teaching methods to meet the needs of different learners, with a focus on building confidence and celebrating progress. Social and cultural activities, such as coffee mornings, visits and fund-raising campaigns, have provided valuable opportunities for staff to practice their skills in informal settings.

Influence at national level

During the year, we continued to contribute to national discussions on the role of the workplace in increasing the use of Welsh. The Council's approach has informed the development of a new workplace language policy model by the Welsh Language Commissioner, highlighting our leading role in this area.

Looking forward

Our priorities for the coming year include:

- **Welsh Language Promotion Strategy**
Review our Welsh Language Promotion Strategy in light of any new guidance or recommendations from the Welsh Language Commissioner, to determine whether updates are required and to ensure it remains fit for purpose and reflects the current context.
- **Strengthening impact assessment and policy-making**
Continue to develop and improve how the impacts on the Welsh language are considered at all levels of decision-making, ensuring a consistent, transparent approach and a clear understanding among staff.
- **Developing workforce Welsh language skills and learning opportunities**
Work to better understand the factors affecting participation in language training and take a more strategic approach to maintaining learning levels and reducing drop-out rates.
- **Improving consistency of Welsh language services**
Focus on ensuring that Welsh language services are delivered consistently across all service areas, including leisure.
- **Making the most of strategic opportunities to promote Welsh**
Build on the momentum created through preparations for the Urdd Eisteddfod, using this opportunity to increase the use of Welsh within the community and among staff, while further strengthening the profile of the language across the Island.

Appendix one: Complaints data

This appendix provides supporting information on the Council's compliance with Welsh Language Standards, with a particular focus on complaints and statutory investigations by the Welsh Language Commissioner.

Table 1: Complaint details

The table below sets out complaints that fall within the scope of the Council's complaints procedure. These are complaints made by individuals directly affected by the issue and which suggest a potential failure to comply with Welsh Language Standards or the Council's Welsh Language Policy.

Ref.	Standard type	Details
2025/26-01	Service delivery	English only reply to Welsh language email
2025/26-02	Service delivery	English text positioned above Welsh text in bilingual email

Table 2: Concern details

The table below sets out other concerns or comments raised by individuals who were not directly affected, as well as Welsh language issues that do not suggest a potential failure to comply with Welsh language standards.

Ref.	Details
01	Erroneous machine translation of school names from Welsh into English

Table 3: Investigation details

The table below sets out statutory investigations carried out by the Welsh Language Commissioner, whether arising from a complaint or initiated by the Commissioner.

Ref.	Standard type	Details
CS1328	Service delivery	Use of Welsh in a Môn Actif fitness class. Failure found to comply with standards and enforcement action taken
CS1410	Service delivery	Use of Welsh with a homelessness service user. Awaiting a decision on whether an investigation will be undertaken.

The Commissioner decided not to investigate one further matter after receiving assurances that measures were being taken to strengthen our Welsh language impact assessment practices.

Appendix two: Welsh language skills, training and recruitment data

This appendix provides supporting information on the Council's compliance with Welsh Language Standards, with a particular focus on workforce language skills, training, and job categorisation.

Staff Welsh language skills - Summary

The Council continues to collect and monitor comprehensive information on the Welsh language skills of its workforce, in line with the requirements of standards 170 and 171. This is undertaken as part of the annual performance review process with managers. The return rate remains at 100%, providing a robust basis for understanding the organisation's Welsh language capacity.

The overall skills profile of the workforce has remained broadly stable compared to the previous year, with:

- approximately 78% of staff having a high level of Welsh language skills (levels 4 and 5 of our language skills framework)
- around 3% of staff having no Welsh language skills (level 0)

This reflects a strong Welsh-speaking workforce across the organisation, including high levels of fluency among:

- senior leaders, managers and senior officers
- key frontline services such as Social Services and Housing
- corporate functions such as Council Business and Resources

Analysis by pay scale shows:

- consistently high levels of fluency (level 5) across most grades
- a gradual increase in skills at higher grades
- particularly high levels of Welsh language skills among senior officers

This is important in supporting a positive leadership culture and setting a clear Council-wide example in promoting and using Welsh across the organisation.

Welsh language skills by service area

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

Number of service employees: 9

Level	L0	L1	L2	L3	L4	L5
Number	-	-	-	-	-	9
Percentage	-	-	-	-	-	100%

Resources

Number of service employees: 97

Level	L0	L1	L2	L3	L4	L5
Number	1	4	4	6	9	73
Percentage	1%	4%	4%	6%	9%	75%

Human Resources, Communication and Customer Experience

Number of service employees: 44

Level	L0	L1	L2	L3	L4	L5
Number	-	-	-	1	9	34
Percentage	-	-	-	2%	20%	77%

Council Business

Number of service employees: 30

Level	L0	L1	L2	L3	L4	L5
Number	-	-	-	2	1	27
Percentage	-	-	-	7%	3%	90%

Digital, Performance and Modernisation

Number of service employees: 58

Level	L0	L1	L2	L3	L4	L5
Number	6	6	2	4	9	31
Percentage	10%	10%	3%	7%	16%	53%

Learning

Number of service employees: 82

Level	L0	L1	L2	L3	L4	L5
Number	-	2	1	4	11	62
Percentage	-	3%	1%	5%	14%	78%

Social Services

Number of service employees: 648

Level	L0	L1	L2	L3	L4	L5
Number	20	44	46	49	110	379
Percentage	3%	7%	7%	8%	17%	59%

Highways, Waste and Property

Number of service employees: 309

Level	L0	L1	L2	L3	L4	L5
Number	17	32	25	16	30	189
Percentage	6%	10%	8%	5%	10%	61%

Regulation and Economic Development

Number of service employees: 325

Level	L0	L1	L2	L3	L4	L5
Number	3	24	18	34	46	200
Percentage	1%	7%	6%	10%	14%	62%

Housing

Number of service employees: 199

Level	L0	L1	L2	L3	L4	L5
Number	5	7	8	12	27	140
Percentage	3%	4%	4%	6%	14%	70%

Welsh language skills by pay grade

Grades 1-5

Number of employees: 1353

Level	L0	L1	L2	L3	L4	L5
Number	43	102	88	110	195	815
Percentage	3%	8%	7%	8%	14%	60%

Scales 6-10

Number of employees: 458

Level	L0	L1	L2	L3	L4	L5
Number	9	16	18	20	61	334
Percentage	2%	3%	4%	4%	13%	73%

Chief officers

Number of employees: 18 (data for 16)

Level	L0	L1	L2	L3	L4	L5
Number	-	-	-	1	1	14
Percentage	-	-	-	6%	6%	88%

Diagram 1: Welsh language skills by service area

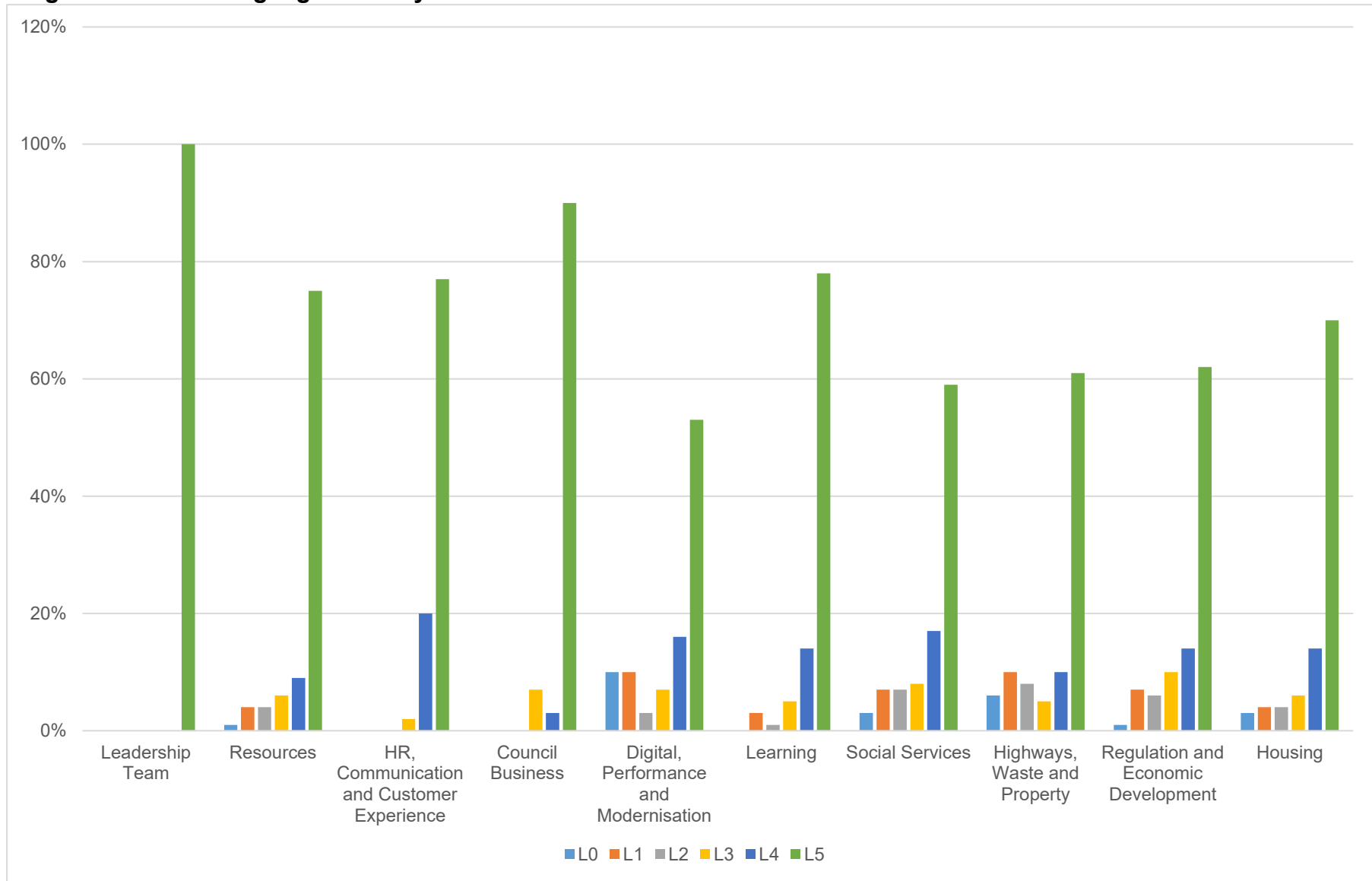
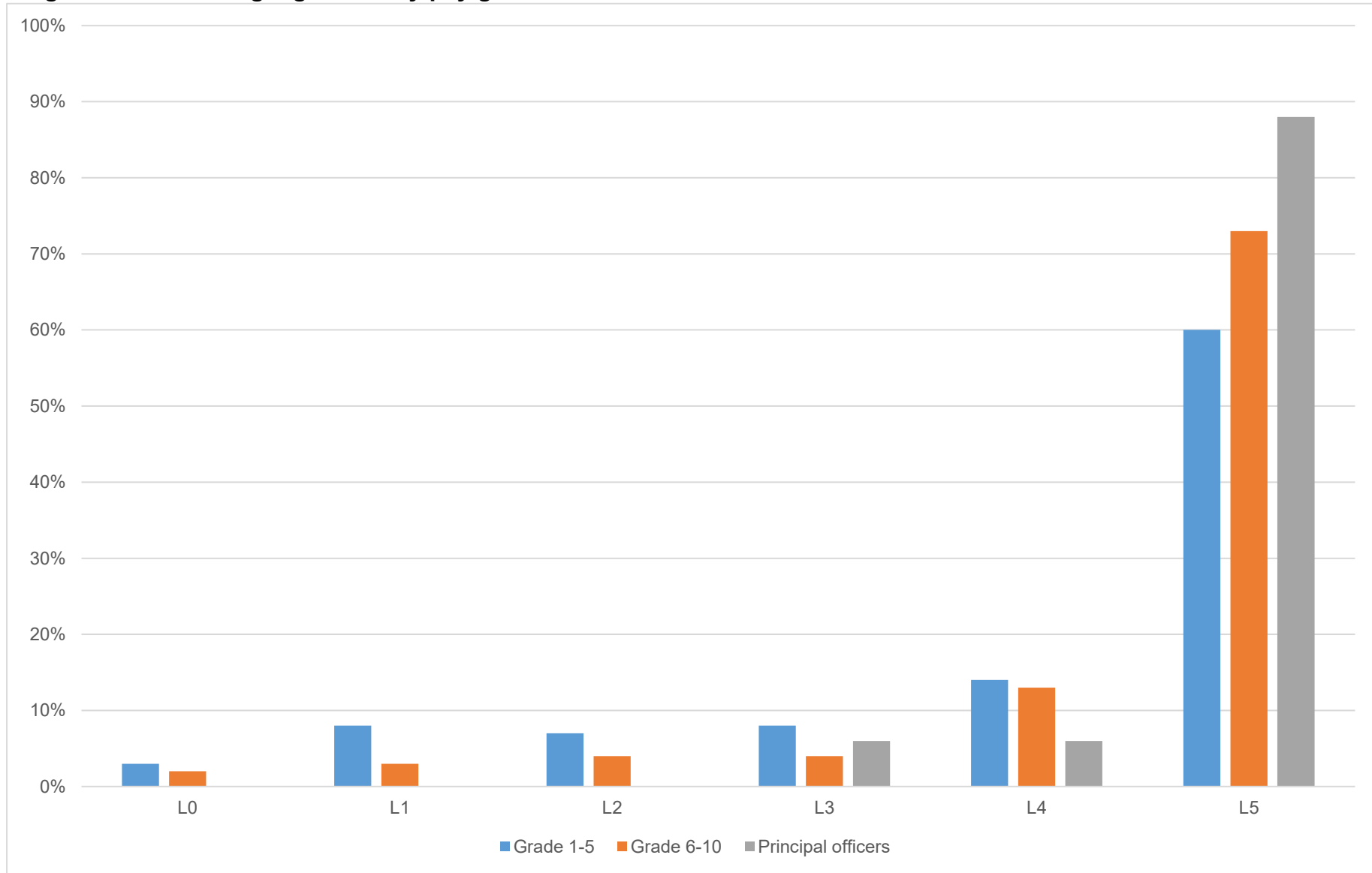


Diagram 2: Welsh language skills by pay grade



Welsh language training

During the reporting period, 55 members of staff received formal Welsh language training at various levels.

Table 4: Number of staff receiving Welsh language training

Qualification	Number
Entry / Foundation	21
Intermediate	14
Confidence building	6
Refresher	8
External / Independent study	6

The Council continues to work in partnership with Learn Welsh North West, providing flexible training tailored to the operational needs of services. Involving line managers in this training helps embed the use of Welsh in the workplace, supporting practical application as well as formal learning.

A total of 99 new staff members received a *Welcome to Welsh* session as part of the induction programme. This session introduces the Council's Welsh language duties and objectives and represents a significant increase compared to the previous year.

A new Welsh language awareness session was also piloted during the year, with plans to roll this out more widely across the workforce.

Training language

The Council continues to strengthen its arrangements for recording the language medium of internal training. While there are some technical limitations within the HR system, manual adjustments have been applied to ensure the data is as accurate and up to date as possible.

During 2025/26:

- 45 members of staff attended training delivered through the medium of Welsh
- 1,180 members of staff attended bilingual training

These figures represent:

- a doubling in the number of staff attending Welsh-medium training compared with the previous year, and
- a 19% increase in bilingual training, reflecting a flexible and cost-effective approach that meets the diverse needs of the workforce

Recruitment

The Council continues to apply its language skills framework to all posts. During the year, new and vacant roles were advertised across all language levels, with each post assigned an appropriate language requirement.

Table 5: Jobs advertised by language skills framework levels

	Number
Level 1	35
Level 1	12
Level 3	175
Level 4	80
Level 5	172
No Welsh language skills required	0

Appendix three: Report background

The Welsh Language (Wales) Measure 2011 places a duty on the Council to comply with Welsh Language Standards. These standards set out how the Council must use and consider Welsh in a range of situations. Their core principles are to ensure that Welsh is not treated less favourably than English in public life, that the language is promoted, and that public bodies facilitate its use.

The Council received a Compliance Notice from the Welsh Language Commissioner in 2015, which sets out the specific standards we are required to meet. In total, 160 standards apply to the Council. Further information on the standards and our arrangements for complying with them is available on our website.

The Council's Welsh Language Policy explains how these standards are implemented in practice. The policy is based on the principle that Welsh and English have equal status and recognises the Council's responsibility to protect and promote the language, both internally among staff and members and externally in our dealings with the public.

The Policy and Welsh Language Manager leads on compliance with the standards and on promoting the use of Welsh within the Council. The Chief Executive retains overall strategic oversight, supported by a portfolio holder and a steering group of officers and advisers.

In line with the requirements of the standards, the Council publishes an annual report outlining how it has met its Welsh language duties. This report also includes specific data on complaints, staff Welsh language skills, training, and recruitment.

The report was accepted by the Council's Leadership Team, considered by the Partnership and Regeneration Scrutiny Committee, and formally approved by the relevant portfolio holder.