

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE - EQUALITIES

6 FEBRUARY 2012

REPORT OF THE ASSISTANT CHIEF EXECUTIVE – PERFORMANCE

**HALF-YEARLY PROGRESS REPORT – IMPLEMENTATION OF THE COUNCIL'S
WELSH LANGUAGE SCHEME AND 2011-12 ACTION PLAN**

1. Purpose of report

1.1 To update the Committee on progress made in implementing the council's Welsh Language Scheme and related 2011-12 action plan.

2. Connection to Corporate Improvement Plan / other corporate priority

2.1 The Welsh Language Scheme is a statutory scheme and a cross-cutting issue that impacts upon the work of the whole council. It links to the equalities agenda and in particular supports our objectives for customer service.

3. Background

3.1 The council's current Welsh Language Scheme was agreed in 2008 and updated in 2010. Under the Welsh Language (Wales) Measure 2011, Welsh Language Schemes are to be replaced with a set of national standards.

3.2 Until the standards are developed and become operational, the council's Welsh Language Scheme needs to remain a live document.

3.3 At the meeting in May 2011, the Committee received the annual monitoring report in relation to the Scheme. At the August meeting, the Committee approved a 2011-12 action plan.

3.4 At the meeting on 6 February 2012, the Committee will receive a report proposing an updated Welsh Language Scheme.

4. Current situation / proposal

4.1 Progress made in relation to the action plan for 2011-12 is outlined in Appendix 1.

4.2 Particular progress has been made in the following areas:

4.3 With the exception of teaching jobs, bilingual recruitment advertising has now been implemented.

4.4 It is now possible for applicants to both search and apply for jobs in Welsh on the council's website, with the exception of teaching jobs. (The authority is on schedule to provide the facility for applicants for teaching jobs to apply on-line in Welsh by the end of February 2012).

- 4.5 Managers' guidelines on recruitment and selection which include specific guidance on recruitment and the Welsh language have been launched.
- 4.6 Training modules (face to face and e-learning) in managers' recruitment and selection have been updated to include Welsh language issues.
- 4.7 A public engagement toolkit has been made available to staff, offering advice and guidance regarding consultation. The toolkit has been updated to remind staff of the authority's Welsh language commitments regarding communication with the public.
- 4.8 The council's Welsh language advice and guidance leaflet for third party contractors has now been made available electronically and is incorporated into the standard electronic format for tenders and in the vendor assessment pack

5. Effect upon policy framework & procedure rules

- 5.1 This is a progress report and therefore has no direct effect.

6. Equality Impact Assessment

- 6.1 Whilst no equality impact assessment has been carried out, this report provides the Committee with information on progress being made with improving access to services via the Welsh Language.

7. Financial Implications

- 7.1 This is a progress report and therefore has no direct financial implications. Actions within the Welsh Language Scheme action plan are being funded from existing resources.

8. Recommendation

- 8.1 It is recommended that the Committee note the progress being made in implementing the Welsh Language Scheme action plan.

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31 January 2012

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Background documents:

Bridgend County Borough Council Welsh Language Scheme, 2008-2011

Bridgend County Borough Council Welsh Language Scheme 2008-2011, Updated Action Plan 2011 - 12

Welsh Language Act 1993

Welsh Language Scheme Revision – Advice for Local Authorities 2005 (Welsh Language Board)