

Welsh Language Scheme 2012 - 2015, Updated Action Plan 2013 - 2014

Project	Website development		
Senior Sponsor	Corporate Director, Resources		
Milestone	Responsible	Update	
Continuing translation of static sections of English site. A new Content Management System (Umbraco) replaced Stellant in 2013. A document cleansing exercise has been undertaken to remove obsolete pages and documents from the website.	Web Development Manager	In April 2013 1,849 webpages had been translated into Welsh. The new CMS functionality means Welsh/English pages are analysed as a split site. As at 31 October 2013, following the cleansing exercise, many pages were deleted from the website leaving 1081 Welsh pages compared to 1809 English pages (60%). Publishing controls remain in place.	
Work with directorates to agree revised deadlines for the micro sites for tourism (Bridgend Bites), the Grand Pavillion, Porthcawl and Bryngarw House and Country Park, to be provided bilingually.	Web Development Manager	<p>Grand Pavillion website rebuilt and fully bilingual apart from online ticket booking site. This is hosted externally and as a result will remain English only.</p> <p>Translation of Arts pages is complete.</p> <p>Tourism site incomplete and requires further work to repair broken links to Welsh information. Service area aware of problems, awaiting timescale for completion. Remaining detail relates to 3rd party content form hotels, bed and breakfast and other venues and does not require translation.</p> <p>The rebuilt Bryngarw House and Country Park website will be operational early in 2014. This site will be fully bilingual.</p>	

Work with Halo to agree timescales for all web pages to be published bilingually. HALO responsible for bilingual website provision under BCBC Welsh language scheme as working in partnership with BCBC.		Web Development Manager in conjunction with HALO	Progress made in translating HALO website and main HALO link from BCBC is now bilingual. Translation timeframes are being established with HALO.
Project	Customer Service		
Senior Sponsor	Head of ICT and Property		
Milestone		Responsible	Update
Develop systems to test staff skills in conjunction with Mentor Bro Ogwr to support Welsh speaking staff in the Customer Service Centre.		Customer Service Manager / HR & OD	Currently working with Menter Bro Ogwr to deliver an updated reporting procedure which will make the process more valuable. Services will be requested in Welsh and results fed back to the Cyfarfod Fforwm Iath.
Project	Staffing & Training		
Senior Sponsor	Head of Human Resources.		
Milestone		Responsible	Update
Work with service managers to implement the council's Welsh language training plan by identifying those employees requiring Welsh language awareness training (based on business need) and the appropriate level of training required - beginner, improver and support for Welsh speaking staff in reading, speaking and writing Welsh.		Equality and Engagement Team	Three year Welsh language, equality and diversity training plan agreed and being implemented.
Monitor and evaluate outcomes of Welsh language training and use these to improve future plans.		Equality and Engagement Team	Continual process.
Project	Commissioning and Procurement		
Senior Sponsor	Head of Procurement		
Milestone		Responsible	Update
Report on Performance Indicator WLI1 (procurement). Introduce standard performance measure within new contracts requiring providers to report against this PI. To enable monitoring of compliance, validation will be monitored via sampling the return of compliance assessments. Develop a corporate assessment tool to monitor contracts for compliance with the Welsh Language Scheme.		Corporate Procurement Manager	Work ongoing to ensure that all new providers / contracts operating from December 2013 and renewed contracts are all compliant by December 2017. Assessment tool developed and piloted in December 2012. Now being rolled out to Childrens Directorate.

Project	Youth Service		
Senior Sponsor	Head of Learning		
Milestone	Responsible	Update	
<p>Staff skills: Further development required to fully report on the progress made in the Welsh Language Scheme Annual Monitoring Report 2012/13 in regard to staff skills. This will require an outline of:</p> <ul style="list-style-type: none"> • Recruitment and selection • Welsh speaking staff numbers and skill levels • Language skill development and training plans <p>The Curriculum Development team to map the Welsh language provision delivered by the Youth Service consult and engage with service users to highlight any gaps in delivery and ensure the needs of participatory groups are met.</p> <p>Consultation: Further development required to fully report on the progress made in the Welsh Language Scheme Annual Monitoring Report 2012/13 in regard to staff skills. This will require a system, with examples, outlining the methods used to consult with children and young people to identify Welsh medium priority areas for the service.</p>	<p>Youth Service Manager.</p>	<p>November/December 2013 Youth Service is developing staff training plans (including Welsh language skills) based on the information available on the QES system.</p> <p>November/December 2013 Information has been collated via consultation exercises undertaken in Youth Centres. 72% of clubs deliver Welsh Culture through workshops. Of the young people participating, 86% did not want activities delivered in Welsh, 72% did not want curriculum activities to incorporate Welsh culture and heritage. Curriculum team is devising programmes to increase the levels of young people wanting to participate through alternative delivery methods and marketing of Welsh.</p> <p>November/December 2013 Work ongoing to incorporate differing methods of consultation with staff and young people. Information on staff skill levels being collated and inputted on to the Youth Service system and through WLGA skills audit.</p>	