

**BRIDGEND COUNTY BOROUGH COUNCIL**  
**REPORT TO CABINET COMMITTEE EQUALITIES**  
**25 JULY 2022**

**REPORT OF THE CHIEF EXECUTIVE**

**WELSH LANGUAGE STANDARDS ANNUAL REPORT 2021/2022**

**1. Purpose of report**

1.1 The purpose of this report is to inform Cabinet Committee Equalities of the content and approach taken with the Council's seventh Welsh Language Standards Annual Report for 2021/2022.

**2. Connection to corporate well-being objectives / other corporate priorities**

2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:

- **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
- **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

**3. Background**

3.1 The Welsh Language Standards give Welsh speakers improved, enforceable rights in relation to the Welsh language. The Council received its final compliance notice on 30 September 2015, which outlined 171 standards requiring compliance.

3.2 Standards 158, 164 and 170 require the Council to produce and publish an annual report, in Welsh, by 30 June each year.

**4. Current situation/proposal**

4.1 The Council's Welsh Language Standards Annual Report 2021/2022 covers the period 1 April 2021 to 31 March 2022 and was published, as required, by 30 June 2022. The report is attached as **Appendix one** (Welsh) and **Appendix two** (English).

4.2 The report outlines how the Council has complied with the standards under a duty to comply during the period and also documents any progress and new compliance developments.

4.3 As part of the annual report, there is a duty on us to report specifically on the following information:

- the number of complaints received by the Council during the period;
- the number of employees who disclosed Welsh language skills as at 31 March 2022;
- the number of employees attending training courses offered in Welsh during the period;
- the number of new and vacant posts advertised during the period categorised as posts where either:
  - Welsh language skills were essential;
  - Welsh language skills were desirable;
  - Welsh language skills need to be learnt;
  - Welsh language skills are not required.
- In addition to the information specified in section 4.3, updates on Equality Impact Assessments, customer contact and promotional activities have also been included.

4.4 The standards that relate to publishing an annual report do not require that the report be approved by the Council or the Welsh Language Commissioner prior to publication as was previously required under the Welsh Language Scheme.

## **5. Effect upon policy framework and procedure rules**

5.1 There is no impact on the policy framework and procedure rules.

## **6. Equality Act 2010 implications**

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equalities Impact Assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

## **7. Well-being of Future Generations (Wales) Act 2015 implications**

7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

**Long-term** - The consideration and approval of this report will assist in supporting Welsh Language objectives the short-term and in the long term.

**Prevention** – Compliance with the Welsh Language Standards ensures that there the Welsh Language is treated no less favourably than the English Language.

**Integration** – Compliance with the Welsh Language Standards support all the wellbeing objectives and ensures integration for all people within our communities.

**Collaboration** - Monitoring compliance of the Welsh Language Standards is done in collaboration with all council services.

**Involvement** - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

## **8. Financial implications**

8.1 There are no financial implications arising from this report.

## **9. Recommendation**

9.1 It is recommended that Cabinet Committee Equalities receives and notes the content of this report and the Welsh Language Standards Annual Report 2021/2022.

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**25 July 2022**

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### **Background papers:**

None