

13<sup>th</sup> July 2017

<b>Paper Title:</b>	Welsh Language Annual Monitoring Report 2016/17
<b>Paper Reference:</b>	NRW B B 34.17
<b>Paper Sponsored By:</b>	Ashleigh Dunn
<b>Paper Presented By:</b>	Ashleigh Dunn

<b>Purpose of Paper:</b>	<b><u>Decision</u> / Scrutiny/ Development / Information</b>
<b>Recommendation:</b>	To approve the Welsh Language Annual Report for 2016/2017 for submission to Welsh Language Commissioner

<b>Impact:</b> To note – all headings might not be applicable to the topic	<p>How do the proposals in this paper help NRW achieve the Well-Being of Future Generations Act principles in terms of:</p> <p><b>Looking at the <u>long term</u>:</b> A Wales of vibrant culture and thriving Welsh Language</p> <p><b>Taking an <u>integrated</u> approach:</b></p> <p><b>Involving a <u>diversity</u> of the population:</b> Ability to give a language choice when dealing with the public, treating the Welsh and English languages equally in our work</p> <p><b>Working in a <u>collaborative</u> way:</b> Ensuring we are able to provide a Welsh language service in all areas of our work</p> <p><b><u>Preventing issues from occurring</u>:</b> Providing a bilingual service is an example of good practice, allowing people to express their views better in the language they are more comfortable in speaking.</p>
--	---

## **Issue**

1. To approve our Annual Report for the Welsh Language Commissioner and update the Board on progress made with our Welsh Language Scheme and launch of Welsh Language Standards during 2016/2017.

## **Background**

2. The NRW Welsh Language Scheme was a corporate policy developed in line with the Welsh Language Act 1993. The Scheme set out how NRW would provide a bilingual service to the public of Wales. The Scheme became operational on 1<sup>st</sup> April 2013 and was displaced on 25<sup>th</sup> January 2017 when the Welsh Language Standards became operational under The Welsh Language (Wales) Measure 2011 which established a legal framework with which NRW has a duty to comply.
3. Regular updates have been provided throughout the year including the proposed Standards, our response during the consultation period, our action plan and identification of risks.

## **Assessment**

### **Welsh Language Annual Monitoring Report 2016/2017 (Annex 1)**

4. We have a duty under the Welsh Language Act 1993 and the Welsh Language (Wales) Measure 2011 to produce an Annual Monitoring Report on the progress we have made within the year in implementing our Welsh Language Policy in place, and to present it to the Welsh Language Commissioner by end of July each year. The report highlights work we have done to raise awareness of the policy and the opportunities for our staff to work bilingually and report back on specific targets in the format which the Commissioner has requested.

### **Key Highlights for the 2016/2017 Report:-**

- How we prepared the organisation in readiness for the launch of the Welsh Language Standards on 25 June 2017.
- The identification and action planning of the risks associated with non-compliance.
- Through advertising on Sell to Wales for a supplier to provide training for our in-house run classes, we managed to make a saving of £10k which has helped us in being able to support more of our staff to develop their language skills.
- People Finder, our internal searchable staff directory, was launched. This has a Welsh ability functionality which includes the Welsh language skills of staff. This is helpful in finding who our Welsh speakers are and where they are based.

- Bing/Word translation tool kit was launched to help increase the use of Welsh internally and help our Welsh speakers gain confidence in using their Welsh written skills.
- Our website has recently been re-designed, Welsh language considerations formed part of this process.
- A more detailed breakdown of the highlights can be found within the report itself.

**A detailed breakdown of the highlights can be found in Annex 1 – Welsh Language Annual Monitoring Report 2016/2017.**

### **Recommendation(s)**

5. The Board is asked to approve Annex 1 the Welsh Language Annual Report for 2016/2017 due for submission to the Welsh Language Commission by the end of July 2017.

### **Key Risks**

6. Failure to produce a Welsh Language Annual Monitoring Report will be breaking our legal duty within our compliance notice.
7. All future upgrades to the MyNRW system will require Welsh language considerations, to enable staff to input information into the system in Welsh in line with the requirements of our compliance notice.
8. Key risks have been identified on page 17 of Annex 1 – Welsh Language Annual Monitoring Report 2016/17.

### **Financial Implications**

9. Implementation of the Standards will continue from current budgets, there will be an additional cost in upgrading MyNRW to include Welsh language requirements which will need to be discussed with the supplier.

### **Equality impact assessment (EqIA)**

10. An Equality Impact Assessment was carried out on the Welsh Language Standards as part of the development of the policy.

### **Index of Annex**

Annex 1 – Welsh Language Annual Monitoring Report 2016/2017