



Cyngor Bwrdeistref Sirol

MERTHYR TUDFUL

MERTHYR TYDFIL

County Borough Council

MERTHYR TYDFIL COUNTY BOROUGH COUNCIL WELSH LANGUAGE ANNUAL MONITORING REPORT FOR 2021-2022

Mae'r ddogfen hon ar gael yn Gymraeg /
This document is available in Welsh

June 2022

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SECTION 1 FOREWORD

Merthyr Tydfil County Borough Council received its final Compliance Notice from the Welsh Language Commissioner on 30th September 2015. This outlined the Council's duty to meet the statutory Welsh Language Standards established by the Welsh Government under the Welsh Language (Wales) Measure 2011.

This Measure gave equal status to Welsh and English so that Welsh cannot be treated less favourably than English. The introduction of the Welsh Language Standards is designed to ensure that those in Wales who wish to live their lives in Welsh can do by obliging Councils, and other public sector bodies, to deliver their services in Welsh.

The Welsh Language Standards require the Council to compile an Annual Report, in relation to each financial year, that deals with the way that it has complied with the Service Delivery, Policy Making and Operational Standards. Provision is also included within the Standards concerning publishing and publicity of the Annual Report.

This Report sets out the Council's progress towards complying with the Standards during financial year 2021-2022.

The Council is committed to encouraging all of its residents to use the Welsh language skills that they have, and to creating an environment where they feel they can use Welsh in their interaction with the Council.

The Council is working closely with the Voluntary Sector, in particular, Menter Iaith Merthyr Tudful to help us to successfully meet our obligations to the community under the legislation.

SECTION 2 INTRODUCTION AND BACKGROUND

WELSH LANGUAGE STANDARDS

In 2011 the Welsh Language (Wales) Measure replaced the Welsh Language Act 1993 and as part of the new legislation, in Wales, the Welsh language has equal legal status with English and must not be treated any less favourably. Public bodies are no longer required to develop and implement a Welsh Language Scheme, but must comply with a set of Welsh Language Standards instead.

The Standards explain how organisations are expected to use the Welsh language in different situations. This document sets out how MTCBC is meeting the standards.

The Measure establishes a legal framework to impose a duty on some organisations to comply with standards of conduct on the Welsh language. The Measure notes that Welsh Ministers may, by regulations, specify Standards in the following areas:

- Service Delivery
- Policy Making
- Operational
- Promotion
- Record Keeping

The Standards aim to:

- Make it clear to organisations what their duties are in relation to the Welsh language.
- Make it clearer to Welsh speakers about the services they can expect to receive in Welsh.
- Make Welsh language services more consistent and improve their quality.

“The Welsh Language (Wales) Measure 2011 gives the Welsh language official status in Wales.

When exercising functions in accordance with this principle aim, the Commissioner must have regard to:

- The official status which the Welsh language has in Wales,
- The duties to use Welsh which are imposed by law, and the rights which arise from the enforceability of those duties,
- The principle that, in Wales, the Welsh language should be treated no less favourably than the English language in Wales, and
- The principle that persons in Wales should be able to live their lives through the medium of the Welsh language if they choose to do so.”

Extract taken from the: 'Code of Practice for the Welsh Language Standards (No. 1) Regulations 2015'; Welsh Language Commissioner; 19th February 2020

SECTION 3 WELSH LANGUAGE STANDARDS: PROGRESS

The following summaries some of the key progress that the Council is making in implementing the Welsh Language Standards:

WELSH LANGUAGE PROGRAMME

The Council has developed a Welsh Language Programme structured around compliance with the Standards, translation and promotion of the Welsh language; it is made up of the following:

- Telephone and Reception
- Correspondence
- Social Media
- Website
- Welsh Language Training
- #Shwmaeronment Campaign
- Mystery Shopper Exercise
- Welsh Language Work Placement
- Welsh Language Translation
- Welsh Language Annual Reporting

The Welsh Language Programme forms part of the Council's Corporate Services work programme, supporting compliance with the Standards and delivery of the:

- Well-being Goal: A Wales of Vibrant Culture & Thriving Welsh Language
- Council's Welsh Language Promotional Strategy and Welsh Government's Million Welsh Speakers Strategy



As part of the Council's governance arrangements, progress on the Welsh Language Programme is monitored through highlight reports that are reported as part of Corporate Services management meetings, feeding into the Council's Strategies on a Page (Change and Performance).

We have outlined below some of the key changes made when delivering the Welsh Language Programme.

Due to the impacts of the coronavirus pandemic, it has not been possible to fully implement all of the above projects. The Council has not been able to undertake a Mystery Shopper exercise but will implement this in 2022/23 with coronavirus restrictions lifted.

The Welsh Language Commissioner (WLC) undertook a mystery shopper exercise where they telephoned and emailed the Council to assess response and compliance. The WLC also reviewed the Council's social media and website. The report produced following the exercise highlighted areas for improvement. These areas focused on how we address our residents through Welsh and the need to publish the final version of our Welsh Language Standards Implementation Plan (appendix 2 of this report). An action plan is in place to address the issues and demonstrate how we are improving. Work is also ongoing to continue to strengthen in all other areas of the Council.

ASSESSING IMPACT

Integrated Impact Assessment

In line with the requirements of the Well-being of Future Generations (Wales) Act 2015 (the Act) the Council has an approved Integrated Impact Assessment (IIA). The IIA includes an equality impact assessment to meet the requirements of the Equality Act 2010 (Wales) Regulations 2011 and Welsh Language (Wales) Measure 2011. The IIA also assesses against the socio-economic duty. The IIA accompanies reports to Cabinet and Council as part of decision making. IIAs are published on the Council's website along with the relevant Cabinet or Council report.

The IIA supports the Council in demonstrating how it is planning, delivering and monitoring services in line with the sustainable development principle and how it is seeking to improve the economic, social, environmental and cultural well-being of Merthyr Tydfil, now and for future generations. This is done by:

- Thinking about the **long term** impact of our work on people in Merthyr Tydfil
- Taking an **integrated** approach to services, looking at the impact our work could have on other services and organisations
- **Involving** people in the decisions that affect them
- Working with others to find **collaborative** solutions
- Understanding the root causes of issues and **preventing** them from occurring

How will Merthyr Tydfil CBC work?



Long Term



Prevention



Integration



Collaboration



Involvement

The IIA also addresses how initiatives meet local, regional and national objectives and goals. The IIA assesses biodiversity and Welsh Language Standards. This all supports effective and efficient decision making. The IIA ensures compliance with the following legislation:

- Well-being of Future Generations (Wales) Act 2015
- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Welsh Language (Wales) Measure 2011
- Section 6 of Part 1 of the Environment (Wales) Act 2016
- Socio-economic duty (Section 1) of the Equality Act 2010

The IIA has been applied to the MTCBC Project Management Framework and for operational use (as required). The IIA is supported by detailed guidance to support staff when completing the document, which is available on the Council's intranet.

Strategic Plans and Monitoring

The Council has strengthened its governance and planning as part of its Recovery, Transformation and Improvement (RTI) Plan. This has meant that our Welsh language strategies and plans are front and centre of our Corporate Well-being Plan and Self-Assessment reporting. The Council has also finalised its Welsh Language Standards Implementation Plan which will be presented to Cabinet for approval with this report. The monitoring of these plans will form part of the Council's existing governance, including quarterly performance and improvement reviews.

IMPLEMENTING THE 5 YEAR WELSH LANGUAGE STRATEGY AND THE WELSH EDUCATION STRATEGIC PLAN

Urdd Eisteddfod T

Due to the coronavirus pandemic, it was not possible to hold the annual Urdd National Eisteddfod face to face as planned in May 2021. Instead, for the second year, an online 'Eisteddfod T' was held where all entries for all competition were submitted by video. Ysgol Gynradd Gymraeg Santes Tudful, Pen y Dre High School and the College Merthyr Tydfil took part. A student from the College at Merthyr Tydfil came second in the main Welsh learner's competition with students from Pen y Dre High School coming first and second in the individual recitation competitions for year 12 and under.



Being Bilingual Booklet Animation

In February 2022, the Being Bilingual Booklet was turned into an animation, as a method of marketing Welsh medium education. It is a two-minute video, which summarises the main themes from the booklet. Partners and the Strategic Lead for Welsh collaborated to create the animation. The video was placed on the Shwmaeronment page. Positive feedback was given by all partners with another Council now looking to undertake a similar project.

Diwrnod Shwmae Su'mae

To build on the success on the Diwrnod Shwmae Su'mae event organised in 2020 two events were arranged in conjunction with partners of the Welsh Education Forum (WEF) and the Welsh Language Strategy Steering Group. These events took place at Cyfarthfa Park on the 16th of October and Aberfan Community Leisure Centre on the 17th of October. Children from Cyfarthfa Park Primary Schools, Troedyrhiw Primary School, Coed y Dderwen Primary School and Abercanaid Primary school participated in the event by performing Welsh language items. A pupil from Ysgol Gyfun Rhydywaun also took part as did a local professional harpist and Ynysowen Male Voice Choir. Activities were provided by a range of bilingual and Welsh language partners for children, young people and the community to participate in. Welsh language businesses also attended the event to promote and sell their products. The events provided positive publicity for the use of the Welsh language across Merthyr Tydfil. Between 300 and 400 hundred, people attended the events. Marketing of Welsh Education and Language took place with all partners having stalls to provide information to the public. The partners who participated in the event were: Mudiad Meithrin; Rhieni Dros Addysg Gymraeg; Dysgu Cymraeg Morgannwg; Well-Being Merthyr; Early Years Department Family Information Service of MTCBC; and the College at Merthyr Tydfil.

Welsh Language Carol Concert

Building on from the online Christmas carol concert held in December 2019, a Welsh Christmas Poem was filmed to increase the use of Welsh language in schools in Merthyr Tydfil. This was circulated to all primary schools. Working in collaboration with a local business their Christmas lorry visited schools who had participated in the Diwrnod Shwmae Su'mae event and the two Welsh medium primary schools with a special visit from Santa Claus and his elves, who engaged with the children bilingually. It was a successful event and positive feedback was received.

#SHWMAERONMENT Social Media Page

In January 2022, a #SHWMAERONMENT social media page was launched. This is part of the marketing and promotion plan for the Welsh Language Strategy and Welsh in Education Strategic Plan. Information regarding Welsh language events taking place in Merthyr Tydfil and Welsh activities for children and young people are placed on the page. Any events organised by MTCBC and partners will be published on the page. There has been a positive response to the page and the page currently has 186 followers with the most popular post being 26,000 views for the 'Being Bilingual' video. This supports how we encourage the use of Welsh language in Merthyr Tydfil and the Council. This helps us to increase the number of Welsh speakers in the County Borough.

Welsh Language Consultation Events

As part of writing the new Welsh Language Strategy and a Welsh Education Strategic Plan a series of consultation events were arranged throughout the County Borough in community venues for the public and stakeholders to provide their opinion on the new strategies. Young people, parents and members of the community attended the events. An online survey was also conducted for the public to complete.

Welsh Language Conference

Involvement with partners has helped us develop the aims and objectives of the Council's new Welsh Language strategy. An online Welsh language conference was arranged in June 2021. Guest speakers, from the National Learn Welsh Centre, HR Talent, Urdd Gobaith Cymru and Menter Iaith Caerffili were invited to speak about specialist topics relating to the strategy. Discussions took place on what was thought to benefit the Welsh language and education across the County Borough over the next five years. The final strategy will be published in July 2022.

Welsh Language Afon Taf Sports Cluster Event

In July 2021 a Welsh Language sports event was organised for the cluster schools of Afon Taf High School in conjunction with Urdd Gobaith Cymru and Merthyr Tydfil County Borough Council (MTCBC). The purpose of the event was to provide the opportunity for the pupils to gain experience of using Welsh language in an informal environment outside the classroom. To support this, pupils from Ysgol Gynradd Gymraeg Rhyd Y Grug were present to provide the Welsh announcements for each event. Due to the restrictions of the coronavirus pandemic, this event was arranged over two different days. The activities were provided through the medium of Welsh by staff from the Urdd and MTCBC.

Cyfarthfa Cluster Eisteddfod

To increase the use of Welsh language in English medium schools the Strategic Lead for Welsh Language supported the Cyfarthfa cluster schools to arrange an online Eisteddfod in February 2022. All cluster schools participated in the event by performing a variety of musical, recitation and dance. The cluster were successful in obtaining a grant from the Ffos y Fran fund to support the event. The Eisteddfod was shared on the SHWMAERONMENT Facebook page. There was positive feedback from this event with approximately 800 views on social media.

St David's Day Event

In collaboration with the College Merthyr Tydfil, an event took place on St David's Day. Ysgol Gynradd Gymraeg Santes Tudful, Ysgol Gynradd Gymraeg Rhyd y Grug and Bishop Hedley High School participated in the event performing musical and Eisteddfod pieces. The Mayor, Leader and Welsh Language Champion of the Council attended the event. The College Merthyr Tydfil launched the word Shwmaeronment to increase the use of the Welsh language and to support the similar drive from MTCBC.

Eisteddfod Cluster Concert Pen y Dre and Cyfarthfa High Schools

In March 2022, an Eisteddfod cluster concert was organised in Theatre Soar for the winners from the Cyfarthfa and Pen y Dre Cluster eisteddfodau. The winners of each competition performed their items to parents and friends and the event was presented by young people from Cyfarthfa and Pen y Dre High Schools. This event was organised with Menter Iaith Merthyr Tudful and the Urdd Development Officer for Merthyr Tydfil. 'Mistar Urdd' also attended the event. This concert was aimed at increasing the provision of Welsh education and providing the children the opportunity to use the language outside the classroom by providing them with the experience of an Eisteddfod.

DYSGU CYMRAEG MORGANNWG / LEARN WELSH GLAMORGAN

The Council continues to work in partnership with Dysgu Cymraeg Morgannwg (Learn Welsh Glamorgan) to provide workplace training opportunities for staff and Councillors. This includes an ongoing promotional campaign to encourage staff and Councillors to undertake Welsh language training opportunities via drop-in sessions, through the intranet, by email, and taster sessions. All courses and learning this year have been held online.

The Council currently has members of staff learning Welsh in the workplace ranging from Entry level to intermediate level 1 and 2. Level 1 Welsh e-learning courses are being promoted to staff as part of our coronavirus pandemic recovery and wider improvement planning (Recovery, Transformation and Improvement Plan (RTI Plan) in developing a learning culture across the Council.

Working in partnership with Dysgu Cymraeg Morgannwg we also continue to provide social opportunities for learners to listen and practice using Welsh. Previously, learners of the Council have assisted Dysgu Cymraeg Morgannwg with the marketing of courses and offer any support to promote the Welsh language throughout the County Borough of Merthyr Tydfil.

As part of implementing the 5 Year Welsh Language Strategy and the Welsh Education Strategic Plan, four Welsh learners of the Council contributed to the delivery of projects by undertaking activities stating the reasons they decided to learn Welsh and the benefits they have seen from it.

WELSH WORD / PHRASE OF THE FORTNIGHT

To support staff and Councillors learning Welsh and to promote the Welsh language, the Council has developed a Welsh word / phrase of the fortnight initiative.

The short Welsh phrases appear on computer screens every fortnight designed to help staff and Councillors learn basic business Welsh. Staff and Councillors are also encouraged to practice the Welsh phrases with colleagues, friends and family. This initiative has been put on hold due to prioritisation caused by the coronavirus pandemic, but it will be revisited for 2022/23.



Involvement

WORKING SKILLS FOR ADULTS 2

'Working Skills for Adults 2', held three Welsh language skills courses for Welsh Language in Nurseries for Early Years Practitioners Entry 3, and one for Welsh Reception Skills Entry 3.



A Wales of Vibrant Culture &
Thriving Welsh Language

WELSH SPEAKING VOLUNTEERS

To complement the Welsh Language Customer Telephone and Greeting Refresher Training the Council's list of Welsh speaking volunteers has been reviewed, updated and made available on the Council's staff intranet.

This list sets out the members of staff who have volunteered to assist the Council in speaking to customers through the medium of Welsh, consisting of both fluent speakers and learners to support them in practising their Welsh.

WELSH LANGUAGE COFFEE MORNING

The Council has been working with staff at the Neighbourhood Learning Centre in Merthyr Tydfil County Borough Council to hold a coffee morning once a month for learners and staff who have lost their confidence to speak the language. Through the coronavirus pandemic this has been difficult to do via virtual means, it is hoped that this can be brought back to face-to-face soon so that the success can be built upon. It is an informal event where staff members speak about hobbies and social events. This has proven to be very successful and it is hoped that it can be rolled out in other departments of the Council. The Council plans to hold informal drop-in sessions in the Civic Centre and other Council buildings where staff can practice and build confidence in using Welsh.



Prevention

WELSH LANGUAGE CHAMPIONS GROUP

In October 2019, a Welsh Language Champions group was established for staff members of the Council. The purpose of this group is to share ideas of good practice to see how departments can implement the Welsh Language Standards and discuss any issues in relation to the Welsh Language. Welsh Language Desk Stands have been created for all members of staff to help them with basic phrases and to give them the confidence, to speak basic words and phrases in Welsh. This resource is also available on the Council's staff Intranet. The Welsh Language Champions Group (staff) has been difficult to arrange over the past couple of years due to the impacts of the coronavirus pandemic. This group will be revised and assist with meeting the objectives of the new Welsh Language strategy.



Integration



Prevention

WELSH INTRODUCTION COURSE

From the 1st of April 2021 all new members of staff will be required to undertake Welsh introductory course. This is called the Welsh Work 10 Hour online course. It provides basic training in Welsh. This includes:

- How to answer the telephone;
- Provide directions and information to external visitors when entering the building;
- Learning pronunciation of numbers;
- Place names; and
- Months of the year.

All current members of staff are encouraged to undertake the course as part of their 'Focus on My Performance' appraisal (annual staff performance appraisal and professional development plans).

Since the beginning of April 2021, 115 new staff members have completed the course.

MEETINGS

It is now general practice to open all Council meetings in Welsh and the use of the Welsh language in all forms is encouraged by Senior Managers and Councillors alike.

GRŴP DEDDF

The Council is an active member of Grŵp Deddf and regularly attends these meetings. Grŵp Deddf is a voluntary group consisting of Welsh Language Officers for public sector bodies who come under the compliance requirements of the Welsh Language (Wales) Measure 2011. The aim of Grŵp Deddf is to discuss and share information and good practice on Welsh language.

CAPACITY AND RESOURCES

The Council has undertaken exercises to strengthen its capacity. This has meant that a role has been developed to develop and deliver Welsh language strategy with another role being put in place to focus on compliance as well as supporting development and delivery of strategy.

The Council is also strengthening its wider governance and digital transformation. A new HR system is being implemented which will improve how people can apply for jobs at the Council and more general HR functionality. This will help in how Welsh is used to apply for jobs and recording and analysing data.

The Council is using its financial planning to apply for funding to carry out key projects. This is being explored in how we deliver the Welsh language strategy, the Welsh language standards and promote the Welsh language.

PARTNERSHIP WORKING

We have several key partnerships in place to collaborate with and involve in our work. These provide opportunities to support and develop the Welsh language. These include, but are not limited to:

- Menter Iaith Merthyr Tudful
- Urdd
- Welsh and English medium schools in Merthyr Tydfil
- Ysgol Gyfun Rhydywaun
- Central South Consortium
- The Youth Service
- The College Merthyr Tydfil
- Mudiad Ysgolion Meithrin
- Adult Community Learning



Involvement



Collaboration

We also have active dialogue with other Councils and the Welsh Language Commissioner's Office in delivering our work.

SERVICE DELIVERY STANDARDS

The Council is subject to 87 Service Delivery Standards. No Service Delivery Standard are under formal investigation.

POLICY MAKING STANDARDS

The Council is subject to 16 Policy Making Standards. No Policy Making Standards are under formal investigation.

OPERATIONAL STANDARDS

The Council is subject to 53 Operational Standards. No Operational Standards are under formal investigation.

STANDARD 151

WELSH LANGUAGE SKILLS OF EMPLOYEES (ON THE BASIS OF THE RECORDS KEPT IN ACCORDANCE WITH STANDARD 151)

The Council has improved how it records and reports its data. This can be seen in the tables below and it is clear that the Council is improving in understanding its workforce in relation to using the Welsh language.

Those who identify with no skills or basic can enrol for Welsh courses in September 2022 (or other initiatives throughout the year) to assist them in increasing their skill level if they wish.

Listening Skills				
	2020/21		2021/22	
All work conversations	108	13.08	120	7.38
Majority work conversations	22	2.66	23	1.42
Routine conversations	38	4.60	42	2.58
Basic social conversations	142	17.19	174	10.71
Basic enquiries	431	52.18	552	33.97
No skills	85	10.29	714	43.94
Total	826	100.00	1,625	100.00

Increase of 11% (from 108 in 2020/21 to 120 in 2021/22) of staff that feel that they have the listening skills to hold all work conversations in Welsh. This is 7.38% of those that provided data. However, this is a lower percentage of the overall sample size compared to 2020/21.

We have also seen increases in how staff can hold basic social conversations (a 23% increase going from 142 in 2020/21 to 174 in 2021/22) and basic enquiries (a 28% increase going from 431 in 2020/21 to 552 in 2021/22). Again, these are lower percentages of the overall sample size compared to 2020/21.

Reading Skills	Number of Employees		Percentage of Employees	
	2020/21	2020/21	2021/22	2021/22
All work material	103	12.47	118	7.33
Majority of material	40	4.84	46	2.86
Routine material (using a dictionary)	61	7.38	69	4.29
Basic work material	103	12.47	130	8.08
Basic words and phrases	461	55.81	571	35.49
No skills	58	7.02	675	41.95
Total	826	100.00	1,609	100.00

Increase of 15% (from 103 in 2020/21 to 118 in 2021/22) of staff that feel that they have the reading skills to read all work materials in Welsh. This is 7.33% of those that provided data. However, this is a lower percentage of the overall sample size compared to 2020/21.

We have also seen increases in how staff can use basic work materials (a 26% increase going from 103 in 2020/21 to 130 in 2021/22) and basic words and phrases (a 24% increase going from 461 in 2020/21 to 571 in 2021/22). Again, these are lower percentages of the overall sample size compared to 2020/21.

Speaking Skills	Number of Employees 2020/21	Percentage of Employees 2020/21	Number of Employees 2021/22	Percentage of Employees 2021/22
Fluent - all conversations	104	12.59	116	7.22
Majority of situations	30	3.63	31	1.93
Converse with others	45	5.45	53	3.30
Answer simple queries	110	13.32	145	9.02
General conversation	413	50.00	519	32.30
No skills	124	15.01	743	46.24
Total	826	100.00	1,607	100.00

Increase of 12% (from 104 in 2020/21 to 116 in 2021/22) of staff that feel that they have the speaking skills to hold work conversations fluent in Welsh. This is 7.22% of those that provided data. However, this is a lower percentage of the overall sample size compared to 2020/21.

We have also seen increases in how staff can converse with others (a 18% increase going from 45 in 2020/21 to 53 in 2021/22) and answer simple questions (a 32% increase going from 110 in 2020/21 to 145 in 2021/22). Again, these are lower percentages of the overall sample size compared to 2020/21.

Writing Skills	Number of Employees 2020/21	Percentage of Employees 2020/21	Number of Employees 2021/22	Percentage of Employees 2021/22
Skilled - do complex work	86	10.41	97	6.03
Majority of written text	36	4.36	40	2.49
Routine text, with help	41	4.96	51	3.17
Basic messages	378	45.76	106	6.59
Simple correspondence	78	9.44	470	29.21
No skills	207	25.06	845	52.52
Total	826	100.00	1,609	100.00

Increase of 13% (from 86 in 2020/21 to 97 in 2021/22) of staff that feel that they have the writing skills to do complex work in Welsh. This is 6.03% of those that provided data. However, this is a lower percentage of the overall sample size compared to 2020/21.

We have also seen increases in how staff can write simple correspondence (going from 78 in 2020/21 to 470 in 2021/22). This is an increase in the percentage of data collected. However, there is a decrease in staff that feel they write basic messages (a decrease going from 378 in 2020/21 to 106 in 2021/22). This will be investigated further through engagement with staff and clarification of the categories.

STANDARD 152

THE NUMBER OF MEMBERS OF STAFF WHO ATTENDED TRAINING COURSES OFFERED IN WELSH DURING THE YEAR (ON THE BASIS OF THE RECORDS KEPT) IN ACCORDANCE WITH STANDARD 152

Over 30 members of front line staff have received Welsh language telephone and greeting refresher training, which has included staff from the Council's Contact Centre and reception areas.

The Council currently has 58 members of staff learning Welsh in the workplace ranging from Entry level to Intermediate level 1 and 2. This has increased from 14 reported in 2020/21. Due to the coronavirus pandemic, the National Centre for Learn Welsh decided to hold oral exams this year, 6 learners sat their oral intermediate exam in June 2021 all 6 learners successfully completed the exam. In 2022/23 these learners will also attend a Welsh Language Residential Course in Nant Gwrtheyrn North Wales. This course is for Welsh in the Work Place and funded by the Welsh Government.

IF A WELSH VERSION OF A COURSE WAS OFFERED DURING THE YEAR, THE PERCENTAGE OF THE TOTAL NUMBER OF STAFF ATTENDING THE COURSE WHO ATTENDED THE WELSH VERSION (ON THE BASIS OF THE RECORDS YOU KEPT IN ACCORDANCE WITH STANDARD 152

Not Applicable.

STANDARD 154

THE NUMBER OF NEW AND VACANT POSTS ADVERTISED DURING THE YEAR WHICH WERE CATEGORISED AS POSTS WHERE - (I) WELSH LANGUAGE SKILLS WERE ESSENTIAL, (II) WELSH LANGUAGE SKILLS NEEDED TO BE LEARNT WHEN APPOINTED TO THE POST, (III) WELSH LANGUAGE SKILLS WERE DESIRABLE, OR (IV) WELSH LANGUAGE SKILLS WERE NOT NECESSARY, (ON THE BASIS OF THE RECORDS YOU KEPT IN ACCORDANCE WITH STANDARD 154)

Out of 403 jobs advertised, 8 had Welsh as essential and 395 as desirable. This has increased compared to 2020/21, where of the 167 jobs advertised zero of them had Welsh essential. Further development has taken place in recording Welsh as essential with increased officer scrutiny at a Corporate Management Team level.

COMPLAINTS

THE NUMBER OF COMPLAINTS RECEIVED DURING THE YEAR WHICH RELATED TO COMPLIANCE WITH THE STANDARDS WITH WHICH WE WERE UNDER A DUTY TO COMPLY

The Council's Complaints Department received no formal complaints in relation to the Welsh language during the period 1st April 2021 – 31st March 2022.

SECTION 4 CONTACT DETAILS

How to contact us

If you would like a copy of this Annual Report in any other format or translated into another language, please contact us at: cymraeg@merthyr.gov.uk

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