



Sbectol Haul, Cwmni'r Frân Wen performing at the National Eisteddfod

Arts Council of Wales

Welsh Language Annual Report 2017/18



Cyngor Celfyddydau Cymru
Arts Council of Wales





The Arts Council of Wales is committed to making information available in large print, Braille, British Sign Language, Easy Read and on audio. We'll endeavour to provide information in languages other than Welsh or English on request.

We implement an equal opportunities policy.



"Nothing makes Wales more distinctive than the Welsh language. The language provides the means to understand and enjoy an extraordinarily rich literature and culture. The arts thrive on this and are a key component in continuing the Welsh language's vital role at the heart of Welsh life."

Marian Wyn Jones
Council member
and Chair, Welsh language Monitoring Group

Introduction

The Welsh Language (Wales) Measure 2011 establishes the principle that the Welsh and English languages should be treated on a basis of equality in the conduct of public business. This Measure also established a Welsh Language Commissioner in Wales. The Commissioner has the responsibility for enforcing the legal duties of the Measure through a series of Standards.

Public bodies, such as the Arts Council of Wales, are required to publish a policy document that explains how they intend to meet this commitment. Our *Policy for Promoting and Facilitating the use of the Welsh Language* is published on our website. <http://www.arts.wales/about-us/governance/corporate-policies/welsh-language>

This document is the Arts Council of Wales' Annual Report for 2017/18. It provides information on our performance against the aims, ambitions and requirements set out in our policy document and our Welsh Language Action Plan 2017/18.

An end of year report of our Plan 2017/18 can be found in the attached **Appendix 1**.

Terms of Reference

The terms of reference for the Welsh Language Monitoring Group (the Group) were established at its initial meeting in May 2003. (They are reviewed and, if necessary, revised on an annual basis by Council each March.)

The Role of the Group

1. To review, monitor and contribute to the development of policies and procedures that enable the Council to pursue a progressive agenda for advancing its bilingual service as set out in its Welsh Language Scheme and in compliance with the Welsh Language Standards.
2. To assist Council and its officers in ensuring that its activities in this area are consistent with the ambitions of the Welsh Government's Well-being of Future Generations Act.
3. To assist Council and its officers in embedding bilingualism as a routine aspect of Arts Council of Wales's investment, processes and programmes of work.
4. To contribute to the monitoring of Arts Council of Wales' compliance with all relevant statutory and regulatory requirements, including any associated general and specific duties, including monitoring the implementation of the Welsh Language Action Plan.
5. To advise on the development, implementation and monitoring of specific developmental projects.
6. To offer guidance and advice to its revenue funded organisations on the requirements of the Welsh Language Standards and to all its project-funded organisations, and others who rely on ACW's network, on how to reflect the bilingual nature of present-day Wales.
7. The Group will ensure that these functions are adhered to through the adoption of:
 - a) Active oversight of the effectiveness of the Arts Council of Wales's activities in demonstrating a commitment to bilingualism as a fundamental governing principle and as an object in its Royal Charter
 - b) Monitoring implementation of the requirements of the relevant legislation (including the Welsh Language Standards, the Welsh Language Scheme and Action Plan and the review of Equality Impact Assessments)
 - c) Offering guidance and advice on the role of the in-house translator

- d) Dealing with complaints of a linguistic nature
- e) Supporting use of Welsh Language in the Arts
- f) Providing advice and guidance on bilingual matters for the benefits of artists and arts organisations
- g) Advising on initiatives that assist in the training and professional development of Arts Council of Wales staff
- h) Making recommendations to the SLT and Council on any of the above.

Our commitment to the Welsh language

One of the obvious ways we express ourselves is through the words and the language that we use. We are a bi-lingual nation – legally, socially, culturally, and as individuals and communities. Nothing makes Wales more distinctive than the Welsh Language. The Language provides the means to understand and enjoy an extraordinarily rich literature and culture. The Arts thrive on this and are a key component in continuing the Welsh language's vital role at the heart of Welsh life.

Council has an unequivocal commitment to the importance of developing and promoting the arts in and through the medium of Welsh and will defend vigorously the right of people to explore their own culture, their own creativity, through the language of their choice, whether as consumer, participant or artist.

What we will do

We will deliver a fully bi-lingual service in accordance with the Welsh Language Standards and our Welsh Language Scheme.

To help monitor progress and guide our work in this area we have established a **Welsh Language Monitoring Group**. Chaired by a member of our Council, it includes staff representatives from across our organisation. The Group meets quarterly.

Key statistics

It is important that we understand as best we can the type and range of Welsh Language issues as they apply to contemporary life in Wales.

The Welsh speaking population

Census information reveals the following population trends.

	1991	2001	2011
Percentage of population able to speak Welsh	18.7%	20.8%	19.0%
Number of population able to speak Welsh	508,000	582,000	562,000

Source: Census 1991, 2001 & 2011

Although the percentage and number of Welsh speakers in Wales decreased between 2001 and 2011, the number of Welsh speakers is actually higher than recorded in 1991.

Differences between 2001 and 2011 vary by age group.

There have been considerable increases for younger children (aged 3-4), a slight increase for adults aged 20-44, and decreases for all other age groups.

	3-4 year olds		20-44 year olds	
	2001	2011	2001	2011
% of age group able to speak Welsh	18.8%	23.3%	15.5%	15.6%

Source: Census 2001 & 2011

Attendance and participation in the arts

We have a particular interest in encouraging people to enjoy and take part in the arts.

Each year we commission independent research – the Wales Omnibus – to assess what is happening to Welsh speaking audiences and participants.

Adult Omnibus

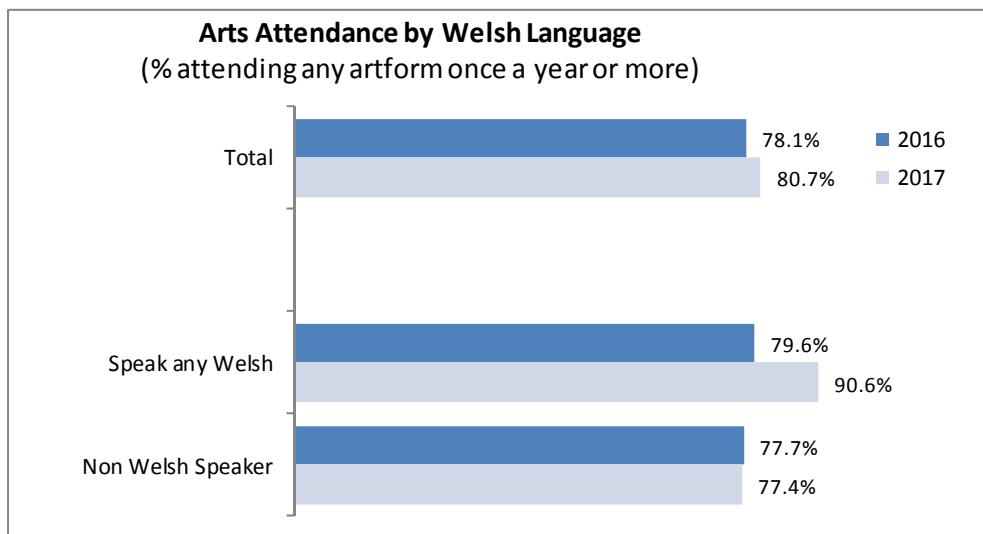
The figures for the adult population are as follows:

% Welsh speakers attending or participating in the arts once a year or more often 2011-2017							
	2011	2012	2013	2014	2015	2016	2017
Attendance	78%	79%	83%	81%	81%	80%	91%
Participation	37%	46%	44%	47%	49%	50%	53%

Source: Wales Omnibus Report 2011, 2012, 2013, 2014, 2015, 2016 & 2017.

- 90.6% of Welsh speaking adults attended at least one arts event, once a year or more often.
- There has been an increase in the participation levels of Welsh speakers of 2.7 percentage points from 2016, with 52.7% taking part in the arts once a year or more.

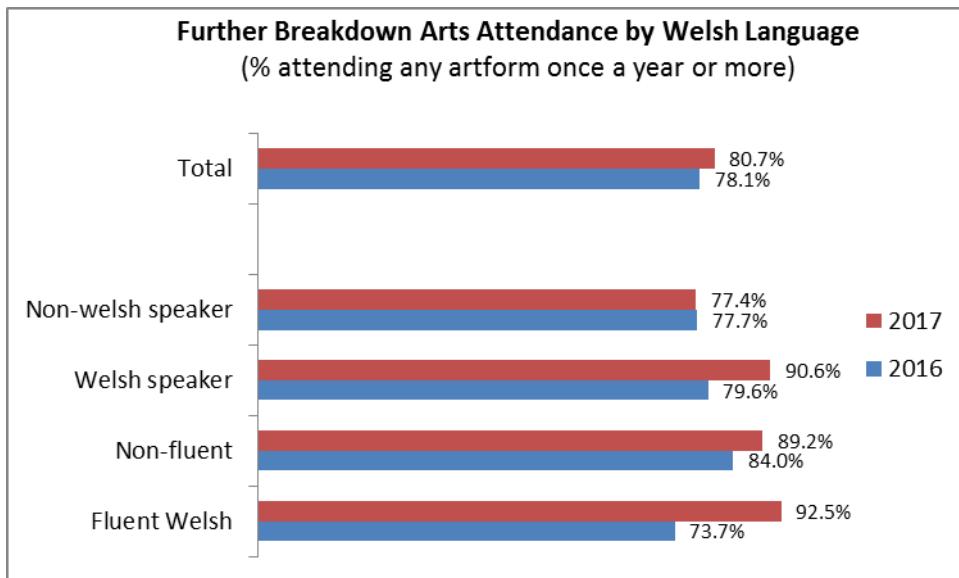
Welsh Language Data taken from the Omnibus survey report 2017



Base: All Adults (2016:1,004, 2017:1,021)

Source: Wales Omnibus survey 2016-2017

- 2017 shows a big increase in Welsh speakers attending the arts, increasing by 11 percentage points to 90.6%. This compares to just over three quarters of non-Welsh speakers attending the arts in both years, 77%.
- The gap between Welsh speakers and non-Welsh speakers has increased from 1.9 percentage points in 2016 to 13.2 percentage points in 2017.



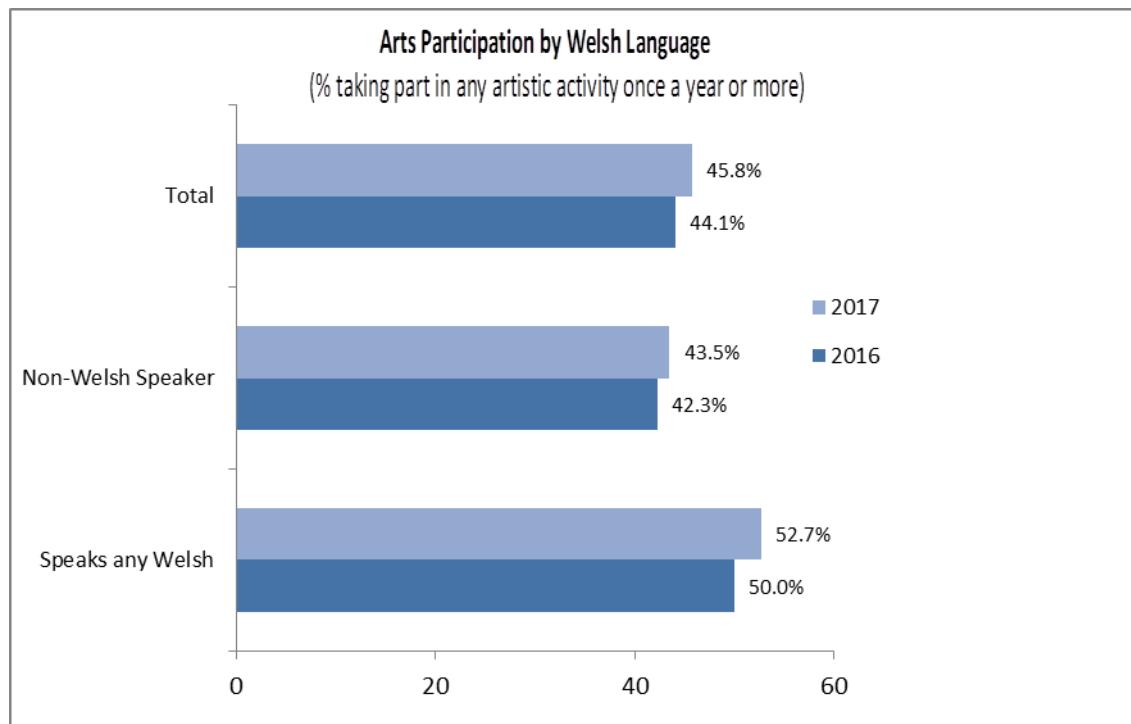
Base: All Adults (2016:1,004, 2017:1,021)

Source: Wales Omnibus survey 2016-2017

While the proportion of non-Welsh speakers attending the arts has remained the same between 2016 and 2017 at 77%, the breakdown of those who speak Welsh shows there has been an increase at every level of fluency.

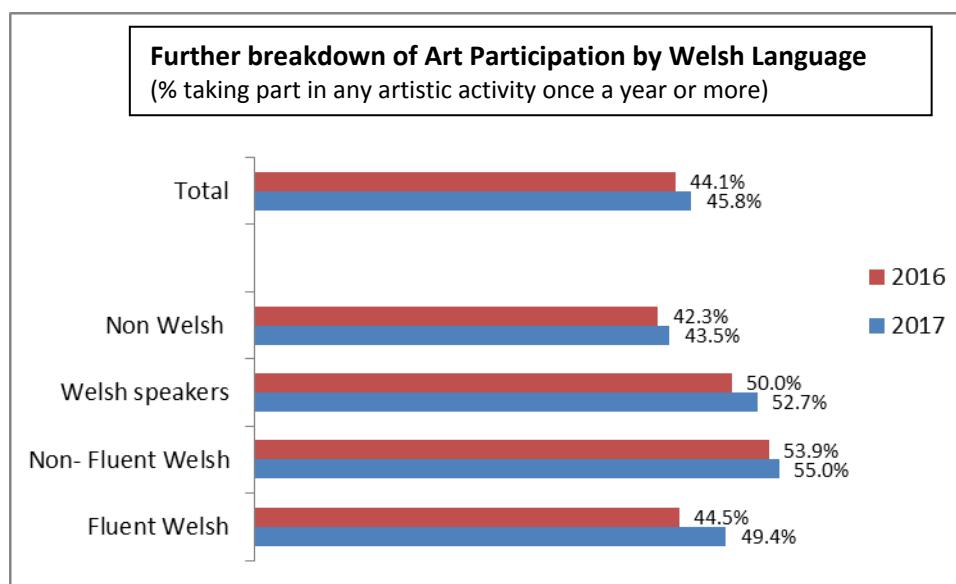
Fluent Welsh speakers have increased by 18.8 percentage points meaning just over 90% now attend the arts once a year or more, while non fluent Welsh speakers have increased by 5.2 percentage points with 89.2% attending the arts once a year or more.

Arts Participation



Base: All Adults (2016:1,004, 2017:1,021) Source: Wales Omnibus survey 2016-2017

- Welsh speakers, at 52.7%, remain more likely than non-Welsh speakers (43.5%) to take part in artistic activities.
- The gap in participation rates between Welsh speakers and non-Welsh speakers has increased to 9.2 percentage points in 2017, compared to 6.5 percentage points in 2016.



Base: All Adults (2016:1,004, 2017:1,021) Source: Wales Omnibus survey 2016-2017

- Fluent Welsh speakers have increased levels of participation in 2017, with nearly half, 49.4%, taking part in the arts once a year or more, increasing by 4.9 percentage points from 2016.

- Just over half, 55% of non-fluent Welsh speakers take part in the arts once a year or more and this has also increased from the previous year by 1.1 percentage points.

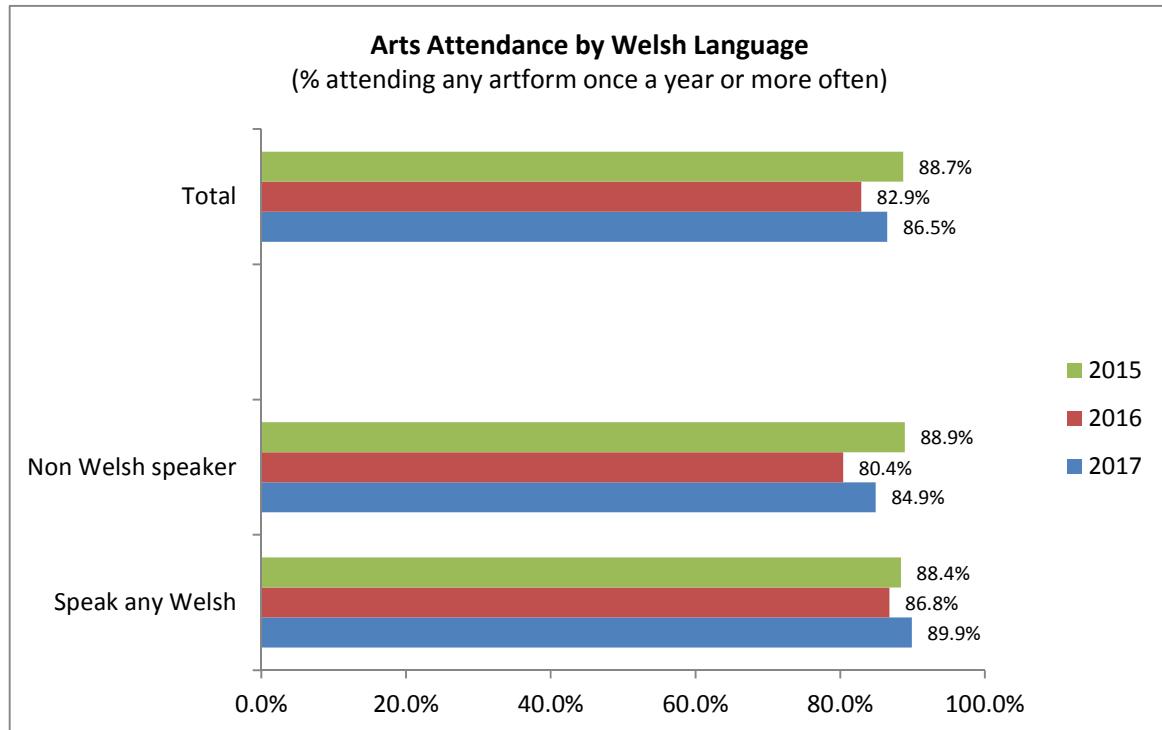
Children's Omnibus

% Welsh speaking children (7-18) attending or participating in the arts once a year or more often 2010-2017								
	2010	2011	2012	2013	2014	2015	2016	2017
Attendance	80%	86%	85%	89%	91%	88%	86%	90%
Participation	82%	90%	87%	88%	86%	90%	91%	90%

Source: Beaufort Research Wales Omnibus Report 2010, 2011, 2012, 2013, 2014, 2015, 2016 & 2017

- In 2017, 89.9% of Welsh speakers attend the arts once a year or more, this has increased by 3.1 percentage points from the previous year.
- 89.9% of Welsh speakers in 2017 also participated in arts activities once a year or more, maintaining almost the same levels of activity as 2016, when 90.6% took part in arts activities.

Welsh language Data taken from the Children's Omnibus survey report 2017

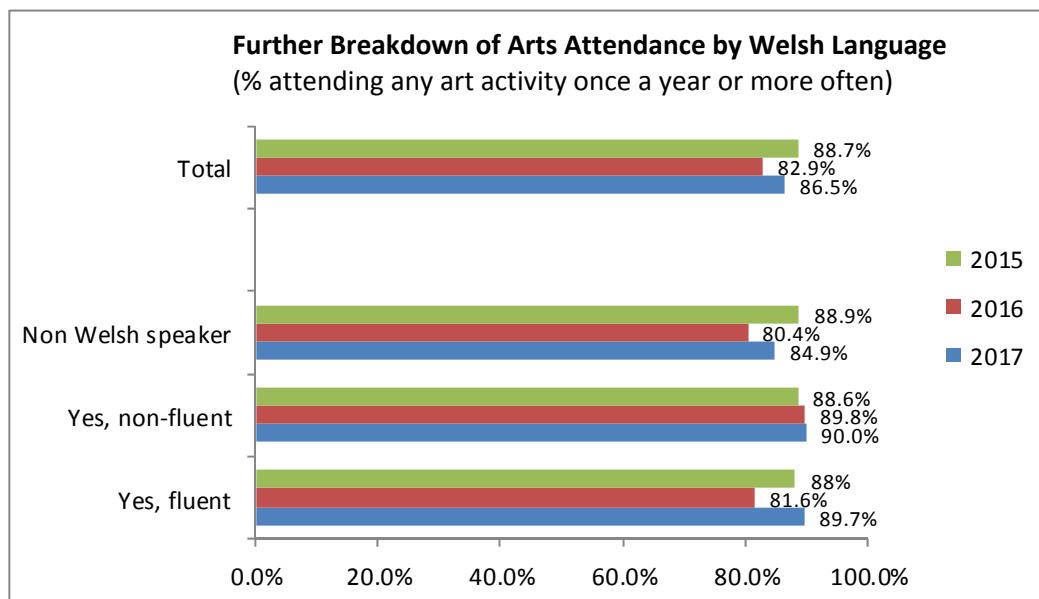


Base: All 7-18 year olds (at least 1,000 per wave)

Source: Children's Omnibus 2015-2017

In 2017, those who have some level of Welsh ability attend the arts with a higher frequency than those with no Welsh speaking ability, 89.9% compared to 84.9%.

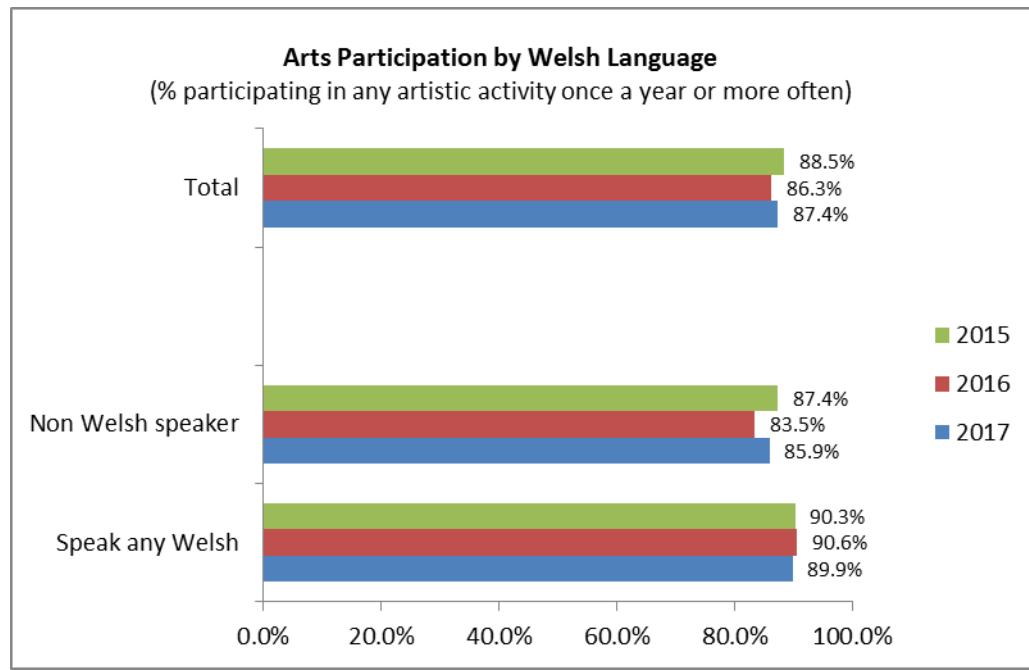
For both groups there has been an increase but a little more so for the non-Welsh speakers with an increase of 4.5 percentage points compared to 3.1 percentage points for the Welsh speakers. However, the Welsh speakers continue to have an above average attendance.



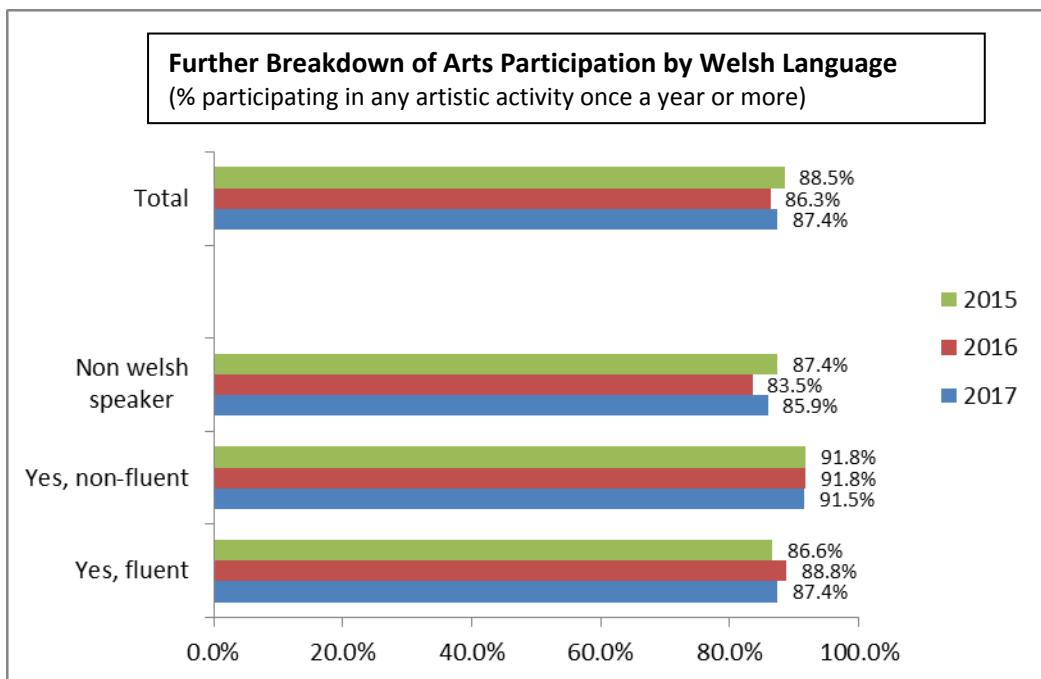
Base: All 7-18 year olds (at least 1,000 per wave) Source: Children's Omnibus 2015-2017

Focusing on the correlation between Welsh language ability and arts attendance in more detail, those who speak some level of Welsh, but are not fluent, have above average levels of attendance at 90%, as do those who are fluent at 89.7%. However, the non-Welsh speaking group has below average attendance of 84.9%.

Arts Participation



- Those who are able to speak Welsh have slightly higher rates of participation in the arts –89.9% of Welsh speakers in 2017 compared to 85.9% of non-Welsh speakers.
- While Welsh speakers have a slightly higher level of participation in the arts, the level of activity among this group has remained relatively stable at around 90% over the three-year period. However, the non-Welsh speakers have seen an increase in activity from the previous year of 2.4 percentage points from 83.5% to 85.9% reversing the decrease of the previous reporting period. This has also once again narrowed the gap between the two groups from 7.1 percentage points in 2016 to 4 percentage points in 2017.



Base: All 7-18 year olds (at least 1,000 per wave)

Source: Children's Omnibus 2015-2017

There are slightly higher levels of participation among children and young people who speak some Welsh but are not fluent, compared to those who are fluent. The proportion of those who speak Welsh but are not fluent has remained constant since 2015. Of those who are fluent in Welsh, their participation levels are within the range of 86.6% in 2015 to 87.4% in 2017.

What we will do

We will:

- monitor the impact (positive and negative) on the Welsh language of all new policies, projects and proposals
- encourage feedback from Welsh language speakers and groups

Funded activity

Lottery Funding

Although they are not required by law to do so, we encourage all organisations that we fund to try and operate within the spirit of the Act. We invite organisations in their applications for funding to address how they will reflect the bilingual nature of the community in which they operate and the audiences they are targeting.

During 2017/18 we funded 463 Lottery projects, again a marked downturn on the years 2013/14, 2014/15 and 2016/17. This reflects the overall reductions in the levels of Lottery funding available to us. From their applications, applicants delivered their projects in the following languages:

	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Number of lottery projects funded	589	553	860	722	591	539	463
English language	477	259	440	359	298	267	216
Welsh / English	81	249	361	302	242	211	205
Welsh	30	28	33	41	28	29	21
Non-specific		16	26	16	20	27	12
Other		1	0	4	3	5	9

The figures above indicate fluctuations in the number of projects delivered through the medium of Welsh and of those delivered bilingually, with the number solely in Welsh declining significantly. Variations are likely to be the result of changes to the wording on the application forms rather than a dramatic increase in bilingual activity. Trends in this area will be kept under review.

What we will do

We will use the data we collect on Welsh language statistics in relation to how our funding is distributed to:

- Assess the effect on the Welsh Language for each grant awarded
- develop targeted initiatives to address any gaps identified or any under-represented areas

Creative learning through the arts

	2015/16	2016/17	2017/18
Number of CLTA projects funded	109	295	544
English language	95	234	393
Welsh / English	4	14	13
Welsh	10	47	136
Other			2

Creative learning through the arts Welsh Language Data Report

As of January 2017, the last schools census data survey showed that there were a total of: 1,547 LA maintained schools in Wales

There were 420 Welsh Primaries, 6 Welsh Middle schools and 49 Welsh Secondary schools – a total of 475 Welsh schools (census data includes dual stream). Just under a third of schools.

Experiencing the Arts

- 126 of 342 schools (37%) Welsh Language and Bilingual schools were involved in Go and See
- 64 of 132 schools (48%) Welsh Language Schools received a Creative Collaborations Grant
- 45 Welsh Language schools engaged in English activity in Go and See
- 25 Welsh Language schools engaged in English activity in Creative Collaborations
- 95 (28%) Welsh Language events attended as part of the Go and See scheme
- 26 out of 45 (58%) Creative Collaboration delivered bilingually or through the medium of Welsh

Lead Creative Schools

As of March 2018, the total number of schools involved in the Lead Creative schools scheme is 548. 116 of these are Welsh medium schools and 432 are English medium schools. This represents 24% of the number of Welsh medium schools (116 out of 475).

Creative Agents

There are currently 233 Creative Agents working in Lead Creative Schools, with a total of 80 Welsh speaking Creative Agents across the scheme.

Arts Portfolio Wales (APW)

The Arts Portfolio Wales (APW) comprises those organisations who receive recurrent grant funding from the Arts Council, awarded on an annual basis, towards their year round programme of activity.

Our APW ranges from national companies with international reputations, to others who operate at a smaller scale, often choosing to work with more locally based communities. Larger organisations are themselves expected to have a Welsh Language Scheme and will be required to adopt the Standards in full. All of our National Companies have published a Welsh Language Policy.

One of the key strands in our arts development strategy *Inspire* is about bringing high quality arts activity within easier reach of more people across Wales. So our APW provides the vitally important ‘pins on the map’ that provide local access to the arts – those fixed points in their locality providing a year-round programme of activity.

Given that these organisations are such an essential partner in the delivery of our vision for the arts in Wales, we expect them to embrace the spirit of the commitments that we make in our Welsh Language scheme. Our expectations are defined in the funding agreements that we have with them.

The performance of our APW is reviewed each year. Some progress is being made, with levels of engagement with the Welsh language varying.

There has been some improvement in the number of organisations who have come closer to meeting our expectations. Some organisations continue to be described as models of best practice both in terms of bilingual communication (websites, marketing, programmes) and increased programme delivery. Within the 2017/18 Revenue Funding Agreements, operation of a bilingual website is a core requirement for all member of APW. An audit of Portfolio websites is undertaken annually.

We are obviously interested in the scale of Welsh language activity promoted and delivered by Portfolio organisations. The following statistics look at levels of attendance and participation.

Welsh Language Attendances						
	2016/17	2017/18	% Change	2016/17	2017/18	% Change
	Events	Events	Events	Attendances	Attendances	Attendances
Film Screenings	244	33	-86.5	6,729	2,573	-61.8
Performances by Touring Companies	360	623	73.1	40,613	51,785	27.5
Performances at Presenting Venues	470	438	-6.8	53,711	57,262	6.6
Totals	1,074	1,094	1.9	101,053	111,620	10.5

Source: Arts Portfolio Wales Survey Base: 67 organisations in 2016/17 & 66 organisations 2017/18

Welsh Language Participation						
	2016/17	2017/18	% Change	2016/17	2017/18	% Change
	Sessions	Sessions	Sessions	Attendances	Attendances	Attendances
Children & Young People	3,857	2,959	-23.3	137,911	85,765	-37.8
General	6,116	3,402	-44.4	53,709	37,279	-30.6
Totals	9,973	6,361	-36.2	191,620	123,044	-35.8

Source: Arts Portfolio Wales Survey

Base: 67 organisations in 2016/17 & 66 organisations 2017/18

What we will do

We will continue to ask our APW clients to increase the number of Welsh language targeted events, or participatory activities, and where activity is open to everyone they look to increase their attendance and participation figures. We will monitor progress via future Survey returns.

Night Out Scheme- Welsh Language Figures

Night Out is our small-scale community touring scheme. The scheme works with local communities and promoters to stage performances in localities that might not otherwise have easy access to high quality arts provision.

Overall figures for Night Out are very similar to last year last year and the percentage of Welsh Language productions promoted through the scheme has decreased slightly to 25% (161 of 535 shows)

We are now also able to measure Bilingual performances and this figure has been added into the table below:

	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Number of Night Out performances	574	580	574	533	521	535	513	511
Number in the Welsh language	142	113	140	140	147	160	126	140
% of Welsh language productions	24.7%	19.5%	24.4%	26.3%	28.2%	30%	25%	27.4%
Bilingual Performances						41(8%)	48 (9%)	50 (9.8%)

During 2017/18, 17 of the 22 local authority areas in Wales had a Night Out performance through the medium of Welsh. This increases to 21 if bilingual shows are included. The vast majority of Welsh Language shows booked are in North Wales Gwynedd, Anglesey, Conwy & Denbighshire making up 58.6%.

Welsh Shows							Bilingual Shows	
	2015/16	2015/16	2016/17	2016/17	2017/18	2017/18	2016/17	2017/18
	number	% of welsh shows	number	%	number	%	number	number
Anglesey	21	13.1	15	11.9	12	8.6	1	1
Blaenau Gwent	0	0	0	0	0	0	0	1
Bridgend	1	0.6	1	.79	0	0	1	0
Caerphilly	0	0	0	0	0	0	1	3
Cardiff	3	1.9	2	1.59	0	0	2	4
Carmarthen	18	11.3	8	6.35	7	5	4	8
Ceredigion	1	0.624	5	3.97	9	6	4	0
Conwy	8	5	3	2.38	7	5	1	3
Denbighshire	12	7.5	13	10.32	13	9.3	0	2
Flintshire	1	0.625	0	0	2	1.43	0	0
Gwynedd	68	42.5	49	38.89	50	35.7	4	5
Merthyr	3	1.875	1	.79	1	0.7	2	1
Monmouth	0	0	0	0	3	2.1	0	4
Neath	1	0.625	2	1.59	1	0.7	1	0
Newport	0	0	0	0	1	0.7	2	1
Pembrokeshire	3	1.875	1	.79	4	2.86	11	9
Powys	6	3.75	11	8.73	18	12.86	8	4
Rhondda	6	3.75	4	3.17	3	2.14	0	1
Swansea	2	1.25	2	1.59	3	2.14	1	0
Torfaen	0	0	0	0	0	0	1	1
Vale of Glam	2	1.25	3	2.38	2	1.43	3	0
Wrexham	4	2.5	6	4.76	4	2.86	1	2
	160		126		140		48	50

Music remains the most popular art form booked - though this may also be due to the much greater range of product available.

Drama remains popular at 25% and increases to 27% when you include young people's drama into the mix.

Art Form	2014/15	2015/16	2016/17	2017/18
	% Welsh	% Welsh	% Welsh	% Welsh
Ceilidh -Twmpath	0	6.9	0.79	0
Circus	8.4	0.6	0	0
Comedy	4.5	8.6	7.14	5
Dance	0	0	0	1.43
Drama	20.1	13.2	19.04	25
Music Classical	3.4	0.6	2.38	0
Music Folk Roots / Celtic	21.2	29.9	21.43	25
Music Jazz	0	0.6	0.79	0
Music Popular Song	12.3	2.3	16.67	12.85
Music Rock/Pop	5.6	2.9	4.76	7.85
Music Brass Band	0	0.6	0	0
Music World	0.6	1.2	1.59	0.7
Opera	1.1	0.6	0	0.7
Puppetry	0	3.4	0	1.43
Storytelling	3.4	5.2	11.90	5.71
Theatre For Young People	2.8	17.8	5.56	2.14
Variety	0	5.8	7.14	5.71
Visual or Physical Theatre	0	0	0.79	1.43

What we will do

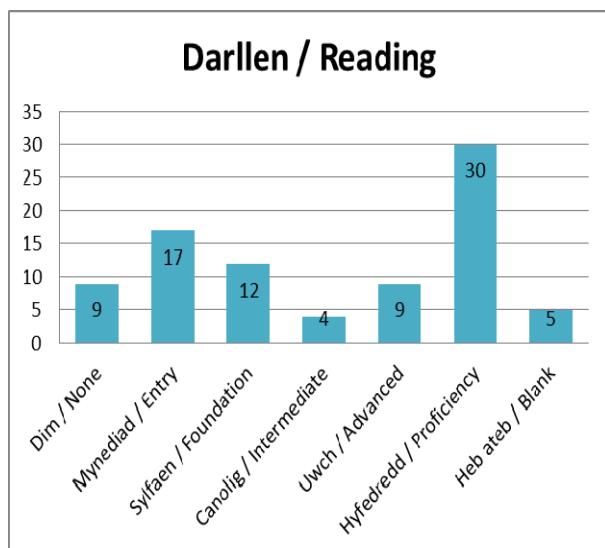
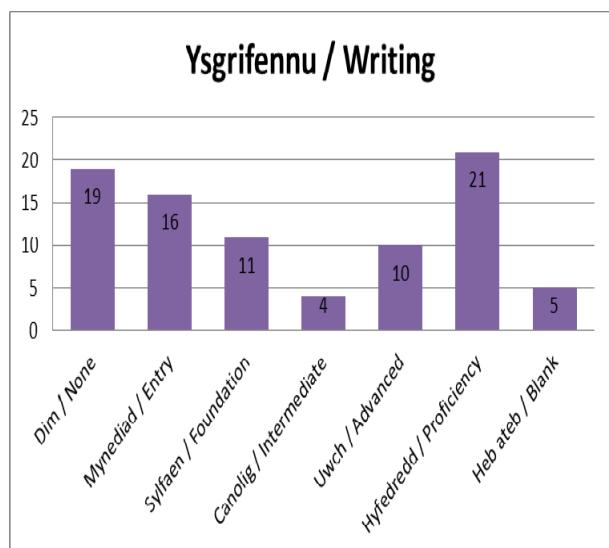
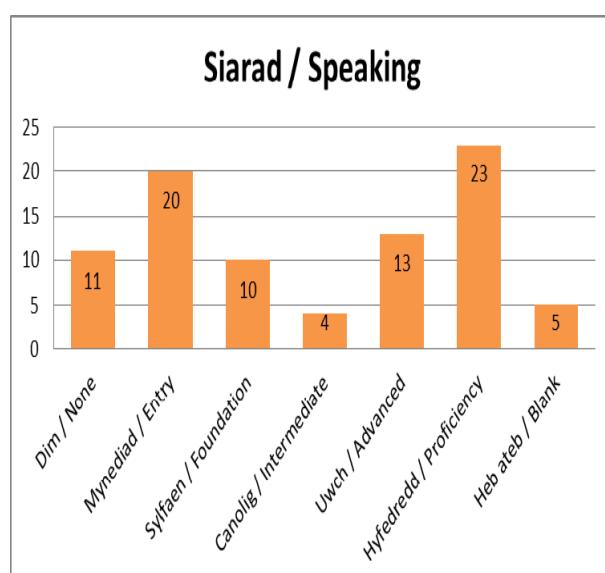
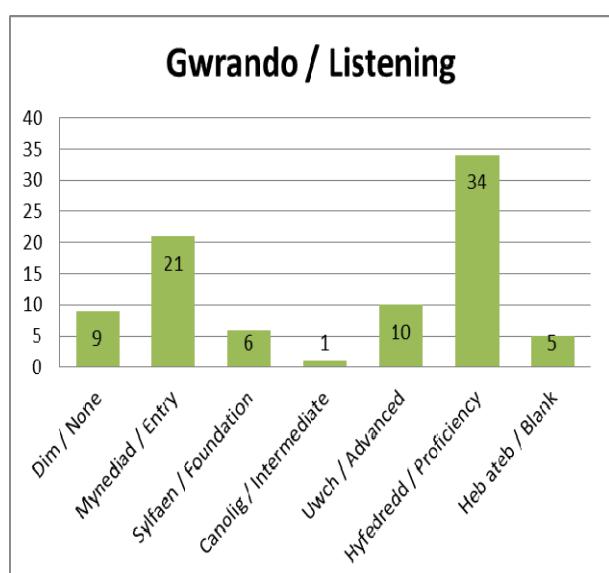
We will continue to promote the Welsh language as a community language by ensuring Night out, and other key projects and initiatives, target Welsh language provision as a priority area.

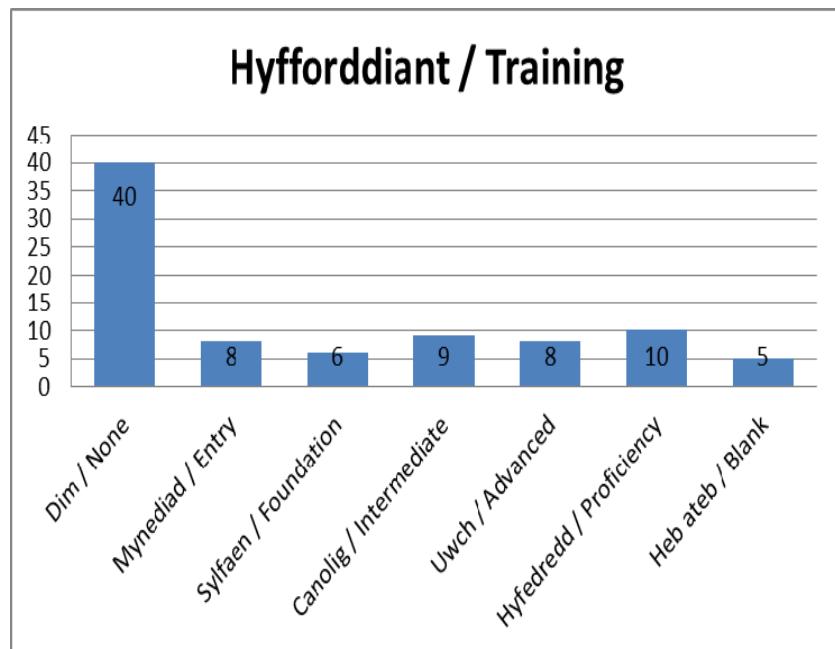
Language and employment in the arts

Welsh Language skills among Arts Council of Wales staff

As at 31st March 2018 we employed 86 people (which included 15 employees on a fixed term contract). This equates to a FTE of 78. (In 2016/17, the number of FTE was 89). All staff were required to undertake a self-assessment of their Welsh language skills in 2017/2018

Of the 86, 50 people recorded intermediate (or above) levels of Welsh. This is equivalent to 58.1% of staff. The full results of the self-assessment are shown below. These will continue to act as a benchmark for future assessments. 5 members of staff did not respond to the survey.



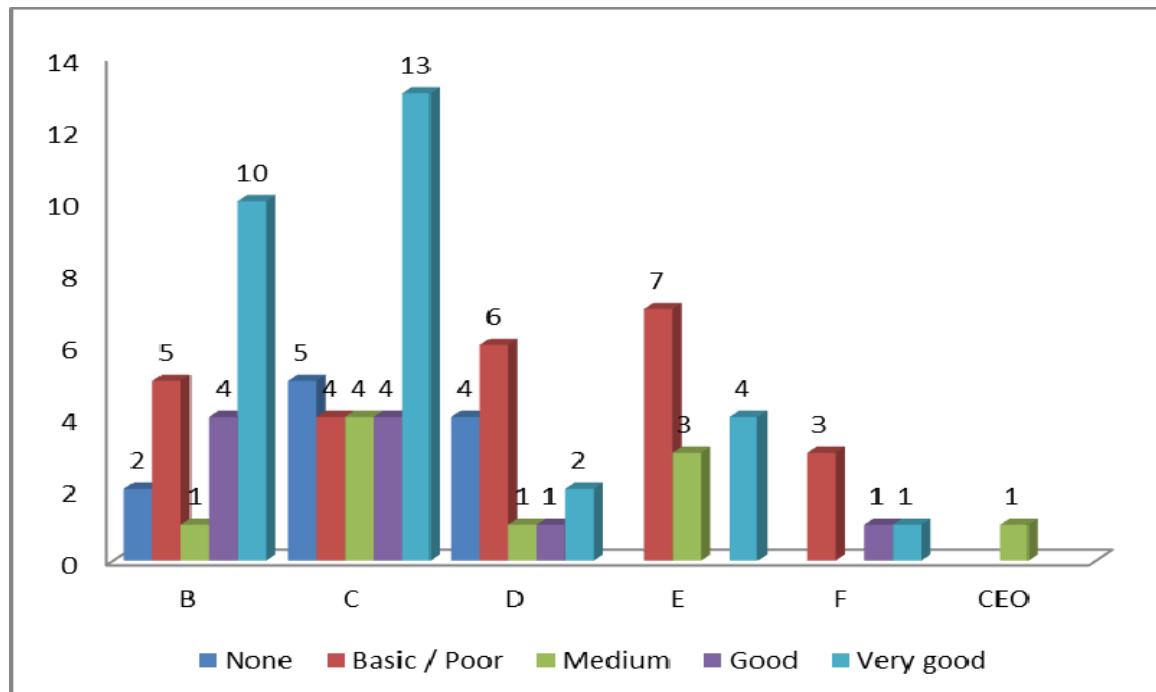


To ensure we fully engage with the Welsh Language Standards, Welsh language courses will again be offered within the Learning and Development plan in 2018/19. This plan is currently being developed and monitored, capturing details from staff Appraisals and Work Plans. In addition to this, careful consideration will be given to future Job Descriptions and the inclusion of Welsh Language Essential / Desirable to ensure that there is sufficient Welsh Language representation across departments.

The chart below shows that the number of Welsh speaking staff (intermediary and above) has risen since 2016/17. We continue to deliver services through the medium of Welsh, as required. The upward trend will continue to be kept under close review, and future recruitment campaigns will continue to be assessed in terms of maintaining an appropriate balance.

	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Welsh speaking staff as a % of total	66	67.25	63.75	57.3	56.3	51.2	47	40.42	52

Proficiency by Job Grade



Source: Cascade

What we will do

We will ensure that

- All job adverts state that applications may be submitted in Welsh and treated no less favourably than English
- All application forms allow for the individual to select either Welsh or English interview and that simultaneous translation services may be used if appropriate
- Induction process revised to include awareness of Welsh culture and history, Standards and use of Welsh in the workplace
- we have appropriate Welsh Language capability across our staff
- Training is provided for Welsh language learners and those wishing to improve their Welsh

Welsh Language skills within the Arts Portfolio Wales

Employment	2016/17	2017/18	% Change
Total Number of Employees including Volunteers	5,222	5,041	-3.5
Total Number of Employees excluding Volunteers	3,536	3,408	-3.6

Welsh Speakers	2016/17	2017/18	% Change
Total number of Welsh Speaking employees	1,278	968	-24.3

Source: Arts Portfolio Wales Survey

Base: 67 organisations in 2016/17 & 66 organisations 2017/18

Boards of Management	2016/17	2017/18	% Change
Total number of members of Boards of management	696	656	-5.7

Welsh Speakers	2016/17	2017/18	% Change
Total number of Welsh Speakers on Boards of management	222	210	-5.4

Source: Arts Portfolio Wales Survey

Base: 67 organisations in 2016/17 & 66 organisations 2017/18

Procurement

All Invitations to Tender we publish encourage respondents to reply in their language of choice and subsequent correspondence is issued in the respondent's preferred language. All interviewees as a result of a tender exercise are offered the option of conducting their meeting in Welsh, using simultaneous translation services if required.

Complaints

As part of our commitment to promoting and facilitating the use of the Welsh language, internally and externally, we record and monitor any complaints we receive regarding the Welsh Language. Complaints may relate to us directly, or pertain to organisations or activities for which we have provided funding towards.

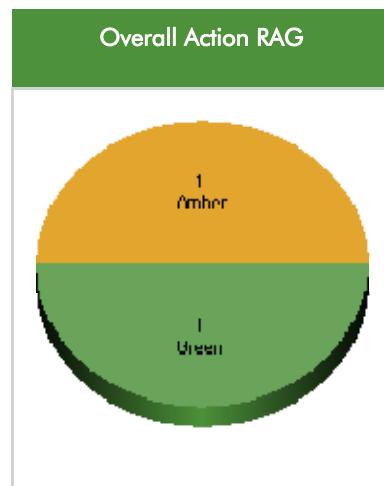
During 2017/18, we received a total of 3 complaints. 2 related to the activities of organisations/that we funded, and one related to an administrative error regarding a funding application received. All 3 complaints were fully resolved.

Welsh Language Action Plan 2017-18 End of Year Report

Our external priorities

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MAKE - Developing talent and creativity



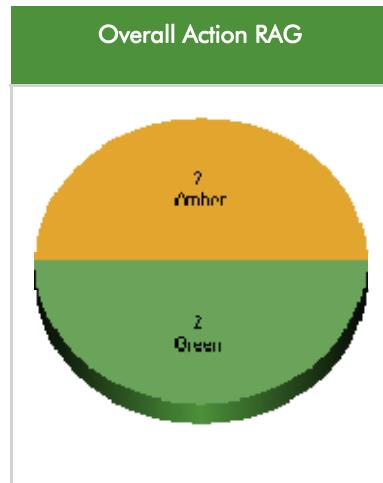
Activity	Outputs	Q2				End of Year Update	
		RAG	RAG	Trend	Comment		
01. Monitor the impact (positive and negative) on the Welsh language of all new policies, projects and proposals <input checked="" type="checkbox"/> Culture <input checked="" type="checkbox"/> Equality	<ul style="list-style-type: none"> Welsh language review carried out as part of the Equalities Impact Assessment process EIA template to be amended to include consideration of the positive effects, or increased positive effects, of the proposals on the Welsh language to be considered as part of the EIA 	Amber	Amber	➔	<p>EIAs are undertaken as standard on all new and revised policies and significant projects. The EIA template includes consideration of any potential negative impact on the Welsh language.</p> <p>We will need to review and revise the EIA template as making this change for one protected characteristic suggests the same should be looked at for all. We will do this to coincide with the publication of the revised Equality plan.</p>		
2. Ensure that all open consultation processes <ul style="list-style-type: none"> a. encourage feedback from Welsh language speakers and groups b. Include consideration of how the proposal could be formulated to 	<ul style="list-style-type: none"> Debate and engagement achieved through the Welsh language Consideration included as part of the consultation as standard 	Green	Green	➔	<p>All consultations are produced bilingually.</p> <p>Our existing EIA process ensures that the proposal does not treat the Welsh language any less favourably than the</p>		

<p>include opportunities for the use of the Welsh language and ensuring Welsh language is treated no less favourably than the English language</p> <p><input checked="" type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Culture Equality</p>			<p>English language.</p>
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Welsh Language Action Plan 2017-18

End of Year Report

REACH - Encouraging more people to enjoy and take part in the arts



Activity	Outputs	End of Year Update			
		Q2 RAG	YTD RAG	Trend	Comment
03 APWs to increase number of Welsh language targeted events, or participatory activities, and where activity is open to everyone they look to increase their attendance and participation figures	- Data collated via APW Survey returns	Not Started	Green		<p>Welsh language considerations are included as a priority in our conditions of grant.</p> <p>96% of our APW clients operated a fully bilingual website. 3 remain outstanding. Funding Agreements for 2017/18 require the submission of a Welsh Language Plan.</p>
<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Culture Equality					
<input checked="" type="checkbox"/> Community					<p>All Nationals, with the exception of National Dance Company Wales, have Action Plans in place. The NDCW has been granted an extension by the WLC and is progressing satisfactorily with their plan.</p>

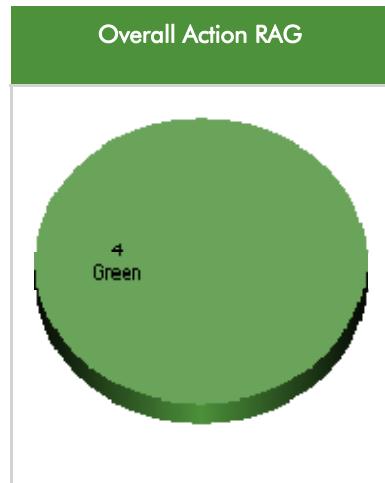
<p>04. Promote the Welsh language as a community language</p> <p><input checked="" type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Culture Resilience</p> <p><input checked="" type="checkbox"/></p> <p>Community</p>	<ul style="list-style-type: none"> - Key projects and initiatives, including Night Out programme, target Welsh language provision as a priority area. - Representational geographical spread of funding surgeries and other public meetings locations 	 Green	 Green	<p>Overall demand for the Night Out Scheme similar to last year 511 shows for 2017-18 - (321 English, 140 Welsh and 50 bilingual).</p> <p>Grants Advice operate, with a fully bilingual provision of service. All Wales Creative Conversations delivered bilingually with simultaneous translation services available at all events</p>
<p>05. Use the data we collect on Welsh language statistics in relation to how our funding is distributed to</p> <p>10. Assess the effect on the Welsh Language for each grant awarded</p> <p>11. develop targeted initiatives to address any gaps identified or any under-represented areas</p> <p><input checked="" type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Culture Resilience</p> <p><input checked="" type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Community Equality</p>	<ul style="list-style-type: none"> - Amend existing Completion Reporting to include additional requirement (a) - Data analysed and used to inform our future development work - Report on progress in our Annual Welsh Language Report 	 Amber	 Amber	<p>This Standard is partially met.</p> <p>We do prioritise Welsh language as a key area but we do not assess the effect on the Welsh language for each individual grant awarded.</p> <p>We will review and amend our existing process for evaluation projects we have funded. This Standard is high priority in consideration of the level of change required on our existing processes</p>
<p>06. Evaluate the provision of Welsh Language activity and reach through Creative Learning Through the Arts including</p> <p>1. Number of Welsh language applications</p> <p>2. Number of Welsh speaking Creative Agents</p>	<ul style="list-style-type: none"> - Figures show comparable percentage of schools involved in Welsh language activity to that of number of welsh speaking schools in Wales 	 Amber	 Amber	<p>There are 1541 schools in Wales of which 479 (31%) are welsh speaking schools.</p> <p>As of March 2018, the total number of schools involved in the Lead Creative schools scheme is 548. 116 of these are Welsh medium schools and 432 are English medium schools. This represents 24% of the number of Welsh</p>

				medium schools (116 out of 475).
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Community Resilience		There are currently 233 Creative Agents working in Lead Creative Schools. Total number of Welsh speaking Creative Agents across the scheme - 80 (34% of total number).
<input checked="" type="checkbox"/>		Equality		27% of Welsh medium schools have received funding from Go and See (126 of 475).

Welsh Language Action Plan 2017-18

End of Year Report

SUSTAIN - Enabling a dynamic and entrepreneurial arts sector



Activity	Outputs	End of Year Update			
		RAG	RAG	Trend	Comment
07. Deliver a fully bi-lingual service in accordance with the Welsh Language Standards and our Welsh Language Scheme	<ul style="list-style-type: none"> - Simultaneous bilingual publication of all corporate external material, including display material, in print, public presentations (including PowerPoint presentations) and online forms - Webpages and letterheads amended to include a general statement inviting recipients to correspond / call in Welsh or English and corresponding / telephoning in Welsh will not lead to a delay - Customers' language of choice recorded for reference – all correspondence (including applications for funding) replied to in the original language. - Evidence of use of Welsh language and provision of Welsh translation services at all public Corporate events 	Green	Green	↗	<p>All corporate external materials are produced bilingually. Staff are aware as part of the Standards roll out that all PowerPoint presentations need to be prepared bilingually.</p> <p>Webpages and letterheads include the statement.</p> <p>Has been done for a number of years for grant applicants. This process has now been extended for non-grant related communication.</p> <p>We provide simultaneous translation in all events and</p>
Culture Community Equality					

	<ul style="list-style-type: none"> - All staff provide a bilingual greeting and any training required, provided - All callers to our main number are advised that a Welsh language service is available - When contacting / telephoning an individual for the first time, staff ask and record the recipient's language of choice for future reference. - When inviting an individual(s) to a meeting for the first time, staff ask and record the recipient's language of choice for future reference and arrange for simultaneous translation services if at least 10% of attendees express Welsh Language preferences - All corporate twitter feeds initiated by all of our business areas must be in bilingual format, including Arts Wales, WAI and Night Out 			<p>collect figures on usage which will feed into our annual report.</p> <p>Script in place for all staff and training provided to non-Welsh speaking staff.</p> <p>We've continued to offer a bilingual service, with a fully bilingual team offering grants advice, general queries and first point of contact for information and switchboard services.</p> <p>ARMs are offered translation services and staff aware through training this facility should be offered to other group meetings, e.g. Nationals Procedure for capturing language preferences for staff and clients in place.</p> <p>All corporate twitter feeds initiated by all of our business areas are in bilingual format.</p>
08. Policies and procedures for procurement of goods and services are fair, equitable and transparent and meet the requirements of our Welsh Language Scheme <input checked="" type="checkbox"/> Equality <input checked="" type="checkbox"/> Resilience <input checked="" type="checkbox"/> Prosperity	<ul style="list-style-type: none"> - All Invitations to Tender encourage respondents to reply in their language of choice and subsequent correspondence issued in preferred language - All interviewees as a result of a tender exercise are offered the option of conducting their meeting in Welsh, using simultaneous translation services if required - Data and statistics included in annual report 			 <p>Out Invite to Tender template currently encourages respondents to submit proposals in their language of choice. We would respond in the same language as existing standard practice.</p> <p>This new provision was highlighted within the Standards roll out programme to ensure all Invitations to Tender include information on interview opportunities.</p>

				We will continue to report on Welsh language considerations within our procurement activities as part of our standard annual reporting
09. Enable artists working through the medium of Welsh to develop new international markets for their work	- Attendance by at least 4 Welsh speaking artists/groups at international showcase events during 2017/18	Green	Green	 9 Welsh speaking artists/groups supported to attend international showcase events. Bilingual presence of Wales' artistic offer at showcase events: including WOMEX.
10. Ensure all research commissioned / undertaken to assist a policy decision includes consideration of <ul style="list-style-type: none"> a. Opportunities for use of Welsh language b. Treats Welsh language no less favourably than English language 	- Consideration included as part of the research as standard	Green	Green	 This Standard is largely met through current Research and Equality Impact Assessment practices.



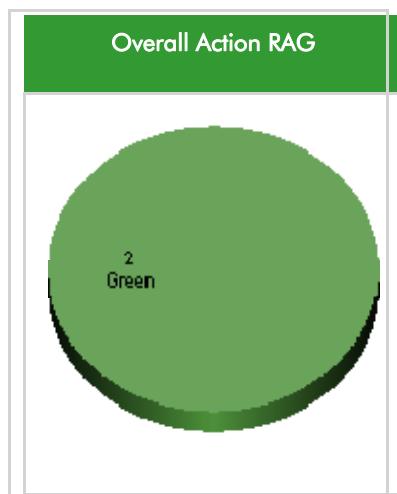
Equality Resilience

Welsh Language Action Plan 2017-18

End of Year Report

Our internal priorities

MAKE - Developing our people's skills and knowledge



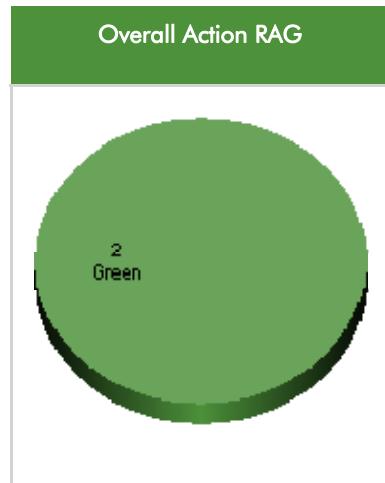
Activity	Outputs	End of Year Update			
		Q2 RAG	Q2 RAG	Trend	Comment
11. Deliver a fully bi-lingual service in accordance with the Welsh Language Standards and our Welsh Language Scheme <input checked="" type="checkbox"/> Equality <input checked="" type="checkbox"/> Resilience	<ul style="list-style-type: none"> Customers' language of choice recorded for reference for all correspondence (including applications for funding) All staff provide a bilingual greeting and any training required, provided All callers to our main number are advised that a Welsh language service is available When contacting / telephoning an individual for the first time, staff ask and record the recipient's language of choice for future reference. 	Green	Green	➡	<p>Central Spreadsheet in place to record contacts' language of choice, accessible to all staff.</p> <p>All staff have been provided with bilingual scripts and assistance, if required.</p> <p>Measure currently met</p> <p>See above. All staff advised of requirement as part of</p>

	<ul style="list-style-type: none"> When inviting an individual(s) to a meeting for the first time, staff ask and record the recipient's language of choice for future reference and arrange for simultaneous translation services if at least 10% of attendees express Welsh Language preferences 	Green	Green	Standards training and spreadsheet in place to capture preferences. See above. All staff advised of requirement
12. Ensure that our IT systems and our organisational infrastructure complies with the Welsh Language Standards <input checked="" type="checkbox"/> Equality <input checked="" type="checkbox"/> Resilience	<ul style="list-style-type: none"> ICT systems include Welsh language interface option and spellcheck/grammar where available Intranet pages include Welsh language support material for staff to assist in use of Welsh in the workplace All internal notices to be displayed in bilingual format with the Welsh text first 	Green	Green	 Measure met. Measure met. Options for intranet home page being finalised Measure met.

Welsh Language Action Plan 2017-18

End of Year Report

REACH - Giving our staff a stake in our new organisation



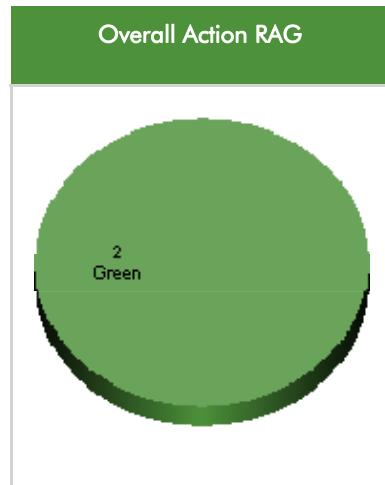
Activity	Outputs	Q2		End of Year Update		
		RAG	RAG	Trend	Comment	
13. Ensure Welsh language options of the following HR related considerations are available for staff; Employment contracts Any paper correspondence in relation to an individual's employment Training requirements Performance and appraisal Absence records including sickness and annual leave All internal HR policies including internal complaints Meetings with HR to discuss related matters <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> HR policies amended to include the wording that Welsh language options are also available Existing HR templates and policies translated and published on Hwb Staff aware that Welsh Language options available if preferred HR software available in bilingual format Meetings with HR to discuss related matters conducted in the individual member of staff's preferred language 	Green	Green	➡	<p>This wording is being added to the policies as they are being revised.</p> <p>This work is underway and has a revised completion date of July 2018</p> <p>Measure met. This was included as part of the Welsh Language Standards briefing to all staff and on our Standards intranet page.</p> <p>Measure met. Welsh language option for Cascade in place</p> <p>Measure met. HR team is fully bilingual</p>	
Equality						

<p>14. Welsh language Standards in relation to recruitment of staff fully met</p> <p><input checked="" type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Equality Resilience</p> <p><input checked="" type="checkbox"/></p> <p>Prosperity</p>	<ul style="list-style-type: none"> - All job adverts state that applications may be submitted in Welsh and treated no less favourably than English - All application forms allow for the individual to select either Welsh or English interview and that simultaneous translation services may be used if appropriate 	Green	Green	<p>→ Applicants for job vacancies are informed on job adverts that we welcome correspondence in either language. Applicants are asked to state language preference on equal opportunities form and a statement is included which states communication in either language will not lead to a delay.</p> <p>Applicants are informed that where Welsh is essential for a post, interviews and assessments may be held in Welsh and English.</p>
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Welsh Language Action Plan 2017-18

End of Year Report

SUSTAIN - Creating a dynamic and entrepreneurial Arts Council



Activity	Outputs	Q2		End of Year Update	
		RAG	RAG	Trend	Comment
15. Arts Council meets its obligations and demonstrates a positive approach to Welsh language matters	<ul style="list-style-type: none"> • Welsh Language Plan for 2017/18 is published • Plan is monitored • Document evidencing our progress in complying with our Standards published on our website 	Green	Green	➔	Will be published as part of our Welsh Language Annual Report
Culture Equality Resilience					Procedures in place for 6 monthly monitoring and reporting to Monitoring Group, SLT and Council
Community	<ul style="list-style-type: none"> • Annual Welsh Language Report for 2016/17 produced and published that includes evidence of compliance with the Standards, records and policy making and Welsh language complaints • The Welsh Language Monitoring Group advises Council of its assessment of the developmental priorities across Council's arts policies 	Green	Green		<p>Compliance notice and revised Welsh language policy documents published on website. Progress updates against annual action plans will form part of our published Annual Reports</p> <p>Welsh Language Annual Report will be published following approval</p>

<p>16. Ensure that we have appropriate Welsh Language capability across our staff</p> <p><input checked="" type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Equality Community</p> <p><input checked="" type="checkbox"/></p> <p>Resilience</p>	<ul style="list-style-type: none"> • Minimum of 50% of staff able to speak Welsh • Copies retained of Welsh Language skills requirements assessments for each post • All recruitment adverts offer candidates a fully bilingual application process • Annual assessment of Welsh language skills of all employees • Training provided for Welsh language learners and those wishing to improve their Welsh and records maintained for end of year reporting • Induction process revised to include awareness of Welsh culture and history, Standards and use of Welsh in the workplace 	<p>Green</p>	<p>Green</p>	<p>→ As at March 2018 44% of staff rated their Welsh Language skills as good/very good, this figure rises to 55% if we include those members of staff who rated their Welsh speaking skills as Medium.</p> <p>Copies retained of all language skills assessments.</p> <p>All recruitment adverts offer candidates a fully bilingual application process</p> <p>Online beginners training for Welsh Language learners arranged via Canolfan Dysgu Cymraeg Cenedlaethol. Options for advanced Welsh Language courses currently being sought.</p> <p>These online resources are available to all staff via Hwb, courtesy of Colegau Cymru</p>
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