

Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

This document is available in Welsh as well as English.



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# OPCC WELSH LANGUAGE ANNUAL REPORT 2024-2025

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## 1. Foreword

I am pleased to publish the Welsh Language Annual Report which highlights the continuous work and progress undertaken by the Office of the Police and Crime Commissioner in relation to the Welsh language during 2024/2025.

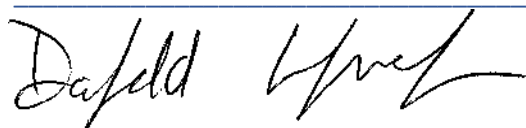
As an Office we have continued to ensure that the Welsh language is treated no less favourably than the English language when we deliver our services. As the Police and Crime Commissioner I understand and recognise the importance of our Communities and their desire to receive services in their preferred language. During the year I have ensured that any investment within Dyfed-Powys Police's capacity to deliver policing services through the medium of Welsh has been monitored to ensure sufficient return on the investment.

My Office has actively sought to enhance service provision in Welsh and further embed the Welsh Language Standards with a view to going above and beyond to develop a fully bilingual workforce.

My Office has seen an increase in Welsh speaking staff and also an increase in the skill levels of some staff following attendance of Welsh courses. We have also continued to give people time and encouragement to improve their Welsh in a safe environment.

Within my Police and Crime Plan I declared my overarching vision for 2021-2025 would be to keep the communities of Mid and West Wales safe, maintaining trust and confidence in our police and criminal justice system as whole. To assist in delivering this vision it required our services to be accessible to all communities recognising diversity and Welsh language. Furthermore, I made a commitment to invest in Dyfed-Powys Police capacity to deliver services through the medium of Welsh. An example of this was investment in the Force's Communication Centre where I agreed additional investment to be made to recruit more Welsh speaking call handlers.

This commitment will continue within the Police and Crime Plan that will cover the period 2025-2029 as investment in the provision of Welsh medium services will be fundamental to achieve my vision to improve trust and confidence in local Policing.



Dafydd Llywelyn,

Dyfed-Powys Police and Crime Commissioner

## 2. Introduction and Background

The Office of the Police and Crime Commissioner (OPCC) have implemented the Welsh Language Standards since the 30<sup>th</sup> of March 2017. The National Assembly for Wales approved them in accordance with section 150(2) of the Welsh Language (Wales) Measure 2011. They have been created to ensure that the Welsh language is not treated any less favourably than the English language.

During 2024-25 Dyfed-Powys OPCC have continued to embrace the use of the Welsh language within the workplace and with the communities in which we serve. It is vital that the public have access to our services through the medium of Welsh on a day-to-day basis.

The purpose of this annual report is to provide an overview of our compliance with the Welsh Language Standards, how we facilitate the use of Welsh language services and how the OPCC works to ensure the standards are adhered to. A copy of this report is available on the OPCC website in both Welsh and English.

## 3. Welsh Language Strategy

During 2024-2025 a new Welsh Language strategy solely for the Office of the Police and Crime Commissioner was launched with the aim of the further development of a workforce that is representative of our communities which ensures:

- That our communities receive a Welsh language service when requested

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- We attract more speakers to join the OPCC as staff or volunteers
- We provide adequate opportunities for our staff and volunteers to learn Welsh
- That the Welsh language is a key consideration in terms of all the OPCC's policies and procedures.

The strategy contained 7 key objectives and the progress we made against those objectives is evidenced in the following table.

Objective	Reason	Progress
<b>1.</b> Encourage staff to engage with opportunities to improve their Welsh language skills.	This will assist the OPCC in their efforts to become a bilingual organisation.	As part of their development staff are encouraged to take opportunities to improve their Welsh language skills. During this year three members of staff undertook level 1 Welsh language training and two members of staff undertook level 2 Welsh language training. A monthly session entitled "Clwb Clecs" was convened which gives staff an opportunity to practice their Welsh language skills. Several sessions were attended during the year. This will be reviewed in the next year with the intention to refresh the arrangements to ensure it is worthwhile for staff.
<b>2.</b> Increase the number of Welsh speakers who volunteer as part of the assurance and scrutiny work of the OPCC.	This will assist staff within the OPCC and Dyfed-Powys Police force by having more individuals who can converse through the medium of Welsh.	There is active recruitment for all volunteer schemes run by the OPCC and there has been one individual who has joined the schemes during 2024-2025 who speaks fluent Welsh. There were 11 successful applicants to all volunteer

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		schemes throughout 2024/2025.
<b>3.</b> Increase the Welsh language skills of current volunteers who volunteer as part of the assurance and scrutiny work of the OPCC.	This will increase the number of individuals who can use Welsh and align with the Welsh Government strategy to have 1 million Welsh speakers by 2050.	In conjunction with the Force's Welsh language teacher a number of volunteers across our schemes attended level 1 Welsh language training. In addition three members of staff from one of our commissioned services also attended the training. There were discussions in relation to extending an offer to provide level 2 training and this will be progressed in the next year.
<b>4.</b> Promote and monitor compliance with the Welsh language standards to ensure that the whole office is compliant.	This will ensure that the OPCC is fully compliant in delivering the Welsh language standards.	Throughout 2024-2025 there was a significant amount of work undertaken to revise the OPCC's website. This involved checking that all information was also available in Welsh. This further reminded staff of the requirement to comply with Welsh Language Standards.
<b>5.</b> Engage with communities at public events to highlight the availability of Welsh language services.	This will ensure that communities understand that we do provide services in Welsh and they have the opportunity to communicate with us in Welsh.	The OPCC attended numerous public events during 2024/2025 and the public was given the opportunity to converse in Welsh if wished and it was an opportunity to highlight the Welsh language provision within the OPCC. The OPCC attended the Royal Welsh Agricultural Show, Pembrokeshire Agricultural Show and the Urdd Eisteddfod in Meifod.

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6. Highlight courses for members of staff who currently identify as having no Welsh language skills.	This will assist the OPCC in becoming a bilingual organisation.	This action is covered under point 1 above.
7. Raise awareness of the Welsh Language amongst staff through innovative and creative ways, including the celebration of Welsh holidays and cultural events.	By celebrating traditional Welsh events it will give those staff with lesser skills more knowledge in the rich history of Wales and empower more learning of the language and culture.	The PCC hosted his 10 <sup>th</sup> Annual St Davids Day Conference to coincide with the symbolic day of Welsh celebration. Staff also attended the Urdd Eisteddfod in Meifod in May 2024 which is one of the biggest youth festivals in Europe.

There are two legally recognised languages in Wales and this is acknowledged in our service provision: **Dwy iaith- Dau Ddewis!** This is where, as an organisation we ensure that we legally offer a fully bilingual service and that Welsh is treated as an equal language.

A Member of the OPCC team sits on the 'Yr Iaith Ar Waith' group which is the Force's Welsh Language Action Group. The purpose of the group is to promote the value and importance of the Welsh language for Dyfed-Powys Police and to further progress work around the Welsh language at a strategic level. The meetings are an opportunity also to share best practice and understand any issues the Force may be facing with regards to the Welsh language. It forms part of the Police and Crime Commissioner's scrutiny of the Chief Constable's performance in increasing Dyfed-Powys Police's capacity to deliver policing services through the medium of Welsh.

## 4. Achievements

### Events: Urdd National Eisteddfod Meifod

During May 2024, the Urdd Eisteddfod was in Meifod, where we had shared stand space with Dyfed-Powys Police. The Urdd National Eisteddfod is one of Europe's largest youth touring festivals that attracts around 90,000 visitors per year. The Eisteddfod was a key opportunity for us to engage and consult with the public, and Welsh language speakers in particular, to promote the work of the Office and to provide them an opportunity to raise any issues in relation to the services that we provide through the medium of Welsh.

We also undertook a consultation, 'Have your Say' where individuals were able to give their views on what they liked and disliked about the area that they live in and what would they like to improve. The feedback was then used to formulate the new Police and Crime Plan that will cover the period 2025-2029.

## **Communications**

All of our communications to the public are published bilingual. This includes all our social media posts, press releases, monthly bulletins, ensuring that we comply with requirements of the Welsh Language Standards.

## **Commissioned Services**

All contracted services are obliged to comply with the Welsh Language Standards. This is tested within the tender process and scored at evaluation stage. Once awarded, there is a requirement for Welsh language provision to be reported as part of quarterly monitoring and is also included within an annual audit of services.

# **5. Compliance with the Welsh Language Standards**

## **Welsh Language Standards**

The office was not subject to checks by the Welsh Language Commissioner during the past year as it been checked the previous year. However, work continued through the year to ensure that there is compliance with the Standards across the office.

During the introduction of the new OPCC website it was necessary to ensure that any new and existing material was available bilingually. The OPCC liaised directly with the Welsh Language Commissioner in relation to the publication of Freedom of Information requests as there had been confusion as to whether organisations were required to translate requests. The Welsh Language Commissioner's advice was that unless an FOI request is made in Welsh there is no requirement to translate for publication.



## 6. Welsh language Courses

Staff within the OPCC are encouraged to undertake any Welsh language courses that are felt to be relevant and appropriate. The staff have access to all the same course accessible to Police Officers and Staff and they vary in complexity depending on the level of the requirement.

During 2024/2025 staff took advantage of courses to improve their skills. Three members of staff undertook the level 1 training and two members of staff undertook level 2.

The Office actively seeks out courses that can be delivered through the medium of Welsh and English but during the year there was not any relevant courses available.

Some staff had a Welsh Language objective contained within their Development Assessment Profile (DAP) to ensure that they were supported in their desire to improve their Welsh language skills. This was following on from the previous year when all staff had an objective in relation to the Welsh language.

Examples of specific objectives for staff during 2024/2025 were as follows:

- To increase confidence in and use of the Welsh Language within a work environment
- To use and pronounce the Welsh Language at every opportunity at work
- To continue to develop understanding and use of the Welsh language
- To develop confidence in using the Welsh language within the OPCC and with partners in support of the delivery of the Welsh language standards.

During the latter part of the year it was agreed that all staff would again have an objective contained within their DAP during 2025/2026. The objective is “ To actively support and promote personal professional development, including the development of Welsh language skills, in the workplace by engaging in activities that encourage learning, confidence and transfer of skills.

## 7. Welsh Language Ability of Staff

It is important for the OPCC's workforce to represent the communities in which it serves. As an office we are proud of our Welsh identity and wish to encourage staff to support all our residents by engaging with them in Welsh when they wish to do so. We believe that it is important for our staff to be able to display basic Welsh linguistic courtesy to our residents and to one another. In order to ensure this the OPCC has

committed to having a workforce who can all converse in Welsh at level 1 as a minimum.

To help us achieve this, as of April 2019 all new role profiles for staff state that the successful applicant must have the ability to communicate through the medium of Welsh to level 1 or be prepared to achieve this within 6 months of appointment.

At the end of the financial year 2024/2025 the following levels of Welsh language spoken skills and written skills were recorded. There has been an increase in those individuals who are at level 1 and level 4 compared to the previous year.

Welsh Language Spoken Skills	
Level 0	1
Level 1	6
Level 2	0
Level 3	6
Level 4	4
Level 5	6
Welsh Language Written Skills	
Level 0	1
Level 1	6
Level 2	0
Level 3	6
Level 4	4
Level 5	6

## 8. Policy Making

### Equality Impact Assessments

The OPCC has a responsibility to undertake Equality Impact Assessments on any Policy, Procedure or Activity which the OPCC undertakes to ensure they meet the requirements of the Public Sector Equality Duty, and do not have an adverse or negative effect on any particular groups of people protected by the Equality Act 2010, assessing the impact it may have on a person.

Welsh language has been included within this assessment to ensure that it is considered at all times. The question asks:

*'In accordance with the Welsh Language Standards, the following considerations also need to be made in relation to the Welsh Language:*

*Evidence how you have considered how the policy decision would have positive effects, or increased positive effects, on -*

*(a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.*

*Evidence how you have considered how the policy decision would not have adverse effects, or so that it would have decreased adverse effects, on —*

*(a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.*

Whenever the OPCC carries out an independent piece of work we also ensure that an equality impact assessment is undertaken. Examples of previous impact assessments include:

- Council Tax Precept EIA - [Dyfed-Powys Police & Crime Commissioner](#)
- Police and Crime Plan Consultation EIA
- Victim Engagement Forum EIA <https://www.dyfedpowys-pcc.org.uk/media/wt4hqazm/vef-equality-impact-assessment-2024.pdf>
- Consultation and Engagement EIA
- Police and Crime Plan EIA - <https://www.dyfedpowys-pcc.org.uk/media/4yklhtq2/police-and-crime-plan-equality-impact-assessment-2024.pdf>
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These are all published and available to view on our website.

## 9. Dissatisfaction

The OPCC did not receive any complaints relating to the Welsh language during the last year.

## 10. Welsh Language Levels

Some ways of using Welsh in the OPCC	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Level 4</u>	<u>Level 5</u>

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<b>In an office</b>	Can say place names/Welsh first names or Welsh signs correctly. Can recognise departments / locations/ ranks in Welsh. Can greet and introduce others in Welsh.	Can Understand the essence of a conversation in Welsh. Can convey basic information e.g. simple admin. or routine tasks.	Can understand much in the office or in meetings. Can take and pass on messages likely to require attention during a normal working day.	Can contribute effectively in meetings within own area of work and argue for or against a case.	Can interview Welsh speaking applicants for posts and assess their suitability.
<b>Public Meetings / Talking to the Media</b>	Can open and close meetings and welcome participants bilingually.	Can introduce oneself and others by name, rank, role, and location/ organisation. Can contribute in a meeting partly in Welsh.	Can converse or present in part in Welsh but turns to English when discussing detail of core business, answering questions or using complex information.	Can chair a meeting and respond to questions in Welsh. Can describe a situation or event in Welsh, but turns to English for technical or policing terms.	Can provide Welsh Language presentations. Can answer complex or hostile questions in Welsh to the extent that he/she has the necessary specialist knowledge.
<b>Writing</b>	Can write a simple routine request to a colleague, such as 'Can I have.... please?'	Can write a short note of request to a colleague or known external contact.	Can write informal internal memos, E-mail messages and deal with routine requests.	With editorial help, can write business letters, e-mails and posters for external customers.	Can write reports and presentations and make full and accurate notes in a meeting.

### Further Information

Should you require further information with regards to the Welsh Language Annual Report; please email [opcc@dyfed-powys.police.uk](mailto:opcc@dyfed-powys.police.uk)