

<u>OFFICE OF POLICE AND CRIME COMMISSIONER</u>	
LEAD CHIEF OFFICER:	Chief of Staff - Siân Curley
TITLE:	Welsh Language (Wales) Measure 2011 - Welsh Language Standards
DATE:	5 th July 2016
TIMING:	Regular
PURPOSE:	For Briefing
1.	<u>RECOMMENDATION</u>
	<p>1. That the information within the report and appendices is considered in view of the increased requirements on the Office of the Police and Crime Commissioner (OPCC) with regards to the Welsh language.</p> <p>2. That the next steps indicated in the report are agreed as appropriate for action.</p>
2.	<u>INTRODUCTION & BACKGROUND</u>
	<p>On 1st June 2016, the OPCC was issued with a draft Compliance Notice by the Welsh Language Commissioner (WLC). The document contains four classes of standard:</p> <ul style="list-style-type: none"> • Service Delivery • Policy Making • Operational • Record Keeping <p>The individual standards are detailed under each class of standard.</p> <p>Compliance Notices have been received by all four Welsh Police and Crime Commissioners and Police Forces. The Operational Lead for Gwent is Det. Chief Superintendent Mark Warrender, who has confirmed that the standards received by the Force are, with a few exceptions, the same as those received by the OPCC.</p>
3.	<u>ISSUES FOR CONSIDERATION</u>
	<p>The standards issued under the draft Compliance Notice are subject to a consultation period between 1st June and 29th July 2016. This provides the opportunity to review the evidence previously submitted by the OPCC to the WLC.</p> <p>The intention is to apply 'RAG' rating to the standards to indicate the potential level of resource/cost required for the activities against that standard. Whilst</p>

	<p>the current costs for translation are known, it is difficult to anticipate by how much this could increase.</p> <p>Some of the standards will be graded 'Red' (achievable with considerable effort/expenditure) to reflect the potentially high cost of employing 'live' translation services for events, meetings, phone calls, etc. The actual costs associated with these activities are currently unknown, and would depend on the length and frequency of use. However, it is assumed that these could run to thousands of pounds.</p> <p>Those graded 'Amber' (achievable with moderate effort/expenditure) will mainly relate to resourcing or intermediate financial implications for the organisation. As such, differing levels of support may be required across the 'Amber' grades, depending on the associated activities. For example, translation costs for publications are currently being incurred by the OPCC and may increase by a few hundred pounds across a financial year, depending on the number of translations made and the relative word count. An initial increase in expenditure could be seen in the translation of standard forms, grant materials, etc. Correspondence in translation is provided where the initial contact is received in Welsh; however, following imposition of the standards, should the default requirement be to provide every piece of communication bilingually, the cost could become excessive.</p> <p>Consideration will need to be given to the Gwent Drug Interventions Programme (DIP). DIP provides a public service funded by the OPCC therefore the standards are perceived to apply. DIP will need to be included under the new OPCC Welsh Language Scheme.</p> <p>The OPCC has been provided with an opportunity to identify and comment on any of the standards that the organisation feels are unreasonable or disproportionate. Under the initial consultation response provided to the WLC in 2015, the OPCC determined that the standards relating to automatic provision of correspondence in Welsh were disproportionate. There appears to be no change to this requirement in the current standards document. Similar comment was made in relation to the standards for public meetings. Clarification has been sought from the WLC on whether the minimum attendance for Welsh language translation applies to all meetings held by the OPCC. Once a response is received, this section of the consultation will be reviewed prior to submission to the WLC.</p>
4.	<u>NEXT STEPS</u>
	<p>An All-Wales meeting has been convened between the four Welsh Forces and OPCCs for the 4th July 2016, to discuss the requirements going forward. Gwent OPCC will be represented at the meeting and the outcome of the discussions will be reported back to the OPCC Executive Board.</p>

	<p>Following consideration of this report by the Executive Board, a response on the consultation will be provided to the WLC by 29th July 2016.</p> <p>Between the 29th July and the 30th September 2016, an implementation plan will be prepared for the OPCC based on the current standards and taking into consideration any other factors arising from the All-Wales meeting and/or discussions with the Force. This will inform the action plan that supports the new Welsh Language Scheme.</p> <p>Currently, the OPCC and Force share a joint Welsh Language Scheme. Consideration will need to be given as to whether the joint arrangement continues under the standards. The duty to produce an annual/monitoring report on how we have complied with the standards remains in place. It is unlikely that organisations will be required to produce a monitoring report for existing schemes during the transition period; however, the WLC's office will confirm this in due course.</p> <p>On 30th September 2016, the WLC will issue the OPCC with a final Compliance Notice. There will follow a six-month period until the 'imposition day' of the standards, i.e. when the OPCC needs to demonstrate the new requirements (some of the standards may come in at a later date than the main body of requirements).</p>										
5.	<u>FINANCIAL CONSIDERATIONS</u>										
	<p>Future expenditure on Welsh language provision is unknown. However, there has been a year-on-year increase in translation costs relating to written documents and printed information:</p> <table border="1" data-bbox="584 1279 1102 1473"> <tr> <td>2016-17 (to date)</td> <td>£596.90</td> </tr> <tr> <td>2015-16</td> <td>£1098.25</td> </tr> <tr> <td>2014-15</td> <td>£855.39</td> </tr> <tr> <td>2013-14</td> <td>£329.05</td> </tr> <tr> <td>2012-13</td> <td>£36</td> </tr> </table> <p>Costs have been met from existing OPCC budgets.</p>	2016-17 (to date)	£596.90	2015-16	£1098.25	2014-15	£855.39	2013-14	£329.05	2012-13	£36
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6.	<u>PERSONNEL CONSIDERATIONS</u>										
	<p>There will be implications for existing personnel relating to capacity in meeting the requirements of the standards. Additional considerations may be required as a result of the All-Wales meeting.</p> <p>Opportunities for collaboration and cost-effectiveness will be explored as part of the All-Wales meeting.</p>										

7.	<u>LEGAL IMPLICATIONS</u>
	Joint Legal Services are involved in discussions regarding the potential implications of the standards.
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
	<p>This project/proposal has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been assessed not to discriminate against any particular group.</p> <p>The Commissioner retains the responsibility for ensuring the Chief Constable effectively undertakes any duties relating to the Welsh language.</p> <p>Consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998 in preparing this report.</p>
9.	<u>RISK</u>
	<p>Should an organisation fail to meet the standards imposed on them, the WLC is able to impose penalties on that organisation; the nature of these penalties is yet to be confirmed.</p> <p>Joint Legal Services have expressed concerns around the implications linked to legal meetings and partnership work (where partners have different responsibilities imposed on them, e.g. local authorities compared to national parks). The impact of this is yet to be understood in any further detail.</p> <p>In adhering to the standards regarding correspondence with an individual, there is the potential for an increase in public complaints regarding the Welsh language. These will be monitored and reported on as part of the Welsh language annual report.</p>
10.	<u>PUBLIC INTEREST</u>
	The OPCC will be required to publish information relating to the standards. The information provided with this report may be published.
11.	<u>CONTACT OFFICER</u>
	Caroline Hawkins, Information Officer
12.	<u>ANNEXES</u>
	None

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Consultation:	Tick to confirm (if applicable)
Financial The Chief Finance Officer has been consulted on this proposal.	√
OPCC The Chief of Staff has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities.	√
Legal The legal team have been consulted on this proposal.	n/a
Equalities The Equalities Officer has been consulted on this proposal.	n/a

<p>Chief of Staff:</p> <p>I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report.</p> <p>I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent.</p>
<p style="text-align: center;"></p> <p>Signature:</p>
<p>Date: 13.07.16</p>

<p>Police and Crime Commissioner for Gwent</p> <p>I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.</p> <p>The above request has my approval.</p>
<p>Signature:</p>
<p>Date:</p>